



Approved September 7, 2021

[Virtual] Executive Committee Meeting

May 13, 2021

Members Present: Jamie Alsleben, Bernie Burnham, Annette Davis, Michelle Dennard, Wendy Drugge, Marty Fridgen, Jodi Hansen, Rodney Rowe, Denise Specht

Members absent:

Staff attending: David Aron, Lisa Enwright, Sara Gjerdrum, Carrie Lucking, Shane Patrick, Mike Roehl

Guests: Joe Cerar, Kate Schmidt

Call to Order: The meeting was called to order by President Denise Specht 7:01 p.m.

Roll Call: As noted above.

Approve agenda:

M-1 Moved using unanimous consent, without objection, to approve of the agenda as presented.

Approve minutes:

M-2 Moved using unanimous consent, without objection to approve the following minutes as presented:

- **March 19, 2021 Email Vote Minutes**
- **April 23, 2021 Meeting Minutes**
- **May 7, 2021 Email Vote Minutes**

Unfinished business: None.

New business:

Election Timelines: President Specht reviewed the election time lines for the upcoming year and noted that the reason these needed to come to Executive Committee this evening was due to timing. Since the educator is now bi-monthly in order to make the print deadline for the next Educator so we could publish the election filing forms we need approval on these this week. Going forward we will make sure to align these actions so the go to the board in a timely manner to make the Educator print deadlines.

M-3 Moved using unanimous consent, without objection to approve the election timelines as presented.

TEMPO MOUs: Joe Cerar, Chair of Personnel Committee, gave a brief history of bargaining and the Personnel Committee process. Two MOUs were reached in addition to the TA with TEMPO. Executive Director Sara Gjerdrum walked the committee through both MOUs. The Early Retirement Incentive is being offered now for several reasons. There are 13 TEMPO staff that would be eligible to retire within the next 1-2 years as well as 8 USM staff and 3 AES staff. Not knowing the timing of the upcoming retirements makes it difficult for posting and hiring as well as getting members out of contracts should they choose to apply for any of the positions. We also have the completion of the Field and Organizing studies as well as the RJPC that may impact our staffing needs. It would be helpful to have some vacancies available to make changes in positions and/or structure should it be necessary. There would also be a significant savings with a turnover of senior staff.

The early retirement incentive would be voluntary, onetime benefit. To be eligible staff need 5 years of service to receive a \$20,000 benefit to their HRA. To qualify, they must submit an irrevocable notice of retirement by July 1, 2021 and leave active employment by October 1, 2021. They cannot be re-employed by EdMN unless the ERI is paid back. The MOU also contains a standard release of claims.

The Early Notice of Resignation MOU mirrors what will go into the new contract. It is helpful to know when people are retiring. If we are noticed between March 1 and July 1, we have a higher chance of attracting highly qualified candidates, who are more likely to get out of contracts or acquire leaves over the summer. For this year, if employees provide notice March 1 through July 1, and complete their last day of employment by December 31. The incentive is a one-time \$1,000/single, \$2,000/family HRA contribution.

People could be eligible for both incentives this year only.

M-3 Moved using unanimous consent, without objection, to approve the two TEMPO MOUs as presented.

Motion carried.

AES AND USM EARLY RETIREMENT INCENTIVE: The USM and AES incentives are similar and mirror the TEMPO ERI, with the exception of an additional month to submit notice of retirement and to depart active employment. Education Minnesota is also asking for agreement with USM to extend a 60-day retirement in the contract around posting and hiring.

M-4 Moved using unanimous consent, without objection, to approve moving forward with creating USM and AES early retirement incentives that would mirror the TEMPO incentive that was presented.

Motion carried.

Adjourn: The meeting adjourned at 7:40 p.m.