

Professional Council Meeting 4.23.25

4:45-6:30 p.m. — Ed Center Board Room

In attendance: Clint Albers, John Hutchison, Shelby Lewis, Chris Pittman, Angie Powers, Trisha Putthoff, Lachelle Sigg, Eric Skoglund, Rick Sola, Laura Wiltanger

Absent: Megan Bricks, Julia Wenzel

Meeting begins at 4:45 pm

Agenda:

- Reminder – Next week meeting is at Tech Center (location change)

Committees Updates

- Extra-Curricular/Academic Support (Eric)
 - Expecting a report in time for the next meeting with priorities/rankings established
- Calendar (Clint & Angie)
 - Grade/Reporting 25-26 – Reviewed dates for upcoming school year based on prior work from PD calendar
 - School 26-27 – Current revisions have done away with the half day prior to Labor Day. September PD date is moved to early November. Considered 9/18 and some other dates but rejected due to enrollment count dates in legislation. Chose Monday instead of Friday to avoid impacting Early Childhood plan time.
- Benefits (Angie & Lachelle)
 - Lockton has provided projections for next year based on claims experience, prescription costs, etc. We are projected to have a cost increase of about 9.6% (\$5.5 million). If that cost were passed along to employees, it would average \$121.11 per employee per month.
 - Q: What has the percent increase been in past years?
 - A: Last year it was 4.5-5%. This year, claims have gone up 7%, prescriptions up 12% - that is driving costs up higher now.
 - Some adjustments to formularies may help offset the costs of our most expensive prescription drugs, but this continues to be a challenge.
 - Ongoing discussion about weight loss drug costs (GLP1s, etc.). These drugs are currently covered for diabetes but not for weight loss. Lockton has worked on this projection, and a conservative low-end estimate would be an annual claims increase of \$2.3 million (assuming 20% were to use it). Likely the actual cost would be higher.
 - Also looked at bariatric surgery coverage as another possible weight loss option. Estimated only about 9-10 members of entire plan would qualify for this coverage which would still be a fairly significant cost (over \$2 million).
 - Delta Dental plan renewal – likely to see an increase to that plan cost as well – likely connected to the base plan, not orthodontia. Anticipating

about 5% as a rough estimate at this time (\$2.06 employee increase monthly for individual, \$5 for family)

- Marketing efforts for on-site clinic – still progressing in this process – RFP is out and proposals have come in. Working to identify finalist vendors who best match our needs. Key considerations include cost, prior experience with educational entities, and existing local presence. Three finalists will be interviewed in June, likely narrowing to 2 and then following up with on-site visits.
- Q: Do estimates of weight loss drugs include possible savings in other health outcomes?
- A: Not yet, there aren't long term studies to base that on as these are fairly new. Initial research shows that often people don't stay on these and long-term benefits may not come out. Some indications that for some, the benefits may not outweigh the side effects.
- Vision plan is not expected to go up in cost next year.

Negotiations Topics

- Draft Consensus Status: ☒ GBZCG Drug Free Schools & GBZE-C Non-Resident Student Enrollment, ☒ GBZCC Professional Day Kindergarten Enrollment & Early Childhood Plan, ☒ 25-26 Revised Calendar, ☒ GBZCC Professional Day Plan Time, ☒ GBZEA Professional Development & CEUs
 - PC reviewed these items and checked that all belong in “draft consensus.”
- Discussion of Previous Proposals: GBZCC Professional Day Unscheduled Student or Building Needs*, GBZCC Professional Day Medicaid Billing*, Appendix A: Other District Stipends (Updated language on reimbursement) & Appendix A: Reimbursement*

**Indicates revisions for discussion*

- GBZCC Unscheduled Needs
 - Additional discussion of the process that should be followed if an educator consistently needs compensation – revision to ONEA proposal would have educator/administrator collaborate to identify additional supports and remedies.
 - Inconsistency between “negotiated” versus “protected” plan – should the term be the same in both places?
 - With that word changed, district agrees to add this to **draft consensus**.
- GBZCC Medicaid Billing
 - ONEA proposal revised to allow for educator/administrator to mutually agree to alternative time within the contract day for daily Medicaid billing work.
 - District agrees to add this to **draft consensus**.
- Appendix A – CEU Reimbursement
 - This is understood to be tabled until the overall money conversation, but ONEA revised proposal to ensure clarity of

language. Based on feedback from district at prior meeting, revision is to allow one reimbursement per license renewal (as opposed to once annually). In most cases this will mean once every 2 years.

- Counter-Proposals: GBZCDD Leave Bank for Health-Related Circumstances, GBZCDA Leaves
 - GBZCDD Leave Bank
 - ONEA presenting a counter-offer. Some concerns about retention of first-year employees, but leave bank data indicates this was not a resource used by first-year employees (only three since 2015).
 - ONEA would like to partner with district on encouraging first-year employees to consider purchasing short-term disability insurance.
 - Proposed change in ONEA counter: add “vacation” to the list of leaves that need to be used before applying for Leave Bank. Intent would be that Leave Bank is a resource for someone with no leave remaining.
 - District will review and return on 4/28.
 - GBZCDA Leaves
 - ONEA Counter to district counter from 4/15 - we believe district’s counter still allows educators more flexibility. Because some needs may arise on blackout days, the ONEA counter is for educators who use FMLA or Childbirth Leaves to have the opportunity to retain 4 days of PTO (rather than 3 in the district proposal).
 - ONEA asked a clarifying question – if someone faces a complication in FMLA/Childbirth leave which extends their leave, can they then change their request to retain days? Ex, a person takes 2 weeks initially and retains saved PTO, but then when their leave extends to 4 weeks, can they switch and use up that PTO?
 - District will review the proposal and bring back answer to the question.
- ONEA Proposal: Educator Autonomy
 - Reviewing permissible items from ONEA notice letter related to retention. Survey data from bargaining unit members prompted both the prior SPED Subcommittee proposal and this Autonomy proposal comes from as well.
 - 40% of respondents selected “Elevate educator voice” and/or “Enhance educator autonomy” in their top 3 priorities for educator retention.
 - ONEA opted not to provide contract language because there are a lot of factors involved in this perceived need from educators, and substantial differences across levels.
 - ONEA proposal: Charge the Elementary, Middle, and High School committees as follows: “The [level] committee shall explore opportunities to acknowledge the professionalism of certified staff by increasing educator autonomy in day-to-day practices and curricular decisions while maintaining high quality educational expectations for all students. By

February 2026, the committee will report to the Professional Council with recommendations for changes in administrative policy, professional development, and/or language in the Negotiated Agreement.”

- Q: Can you provide some examples of the concerns?
- A: Varies a lot by level. Elementary shared concerns about rigid pacing and sometimes feeling as though lessons are scripted with a lot of pressure to follow the plan explicitly.
- Q: Is pressure coming from admin, peers, coordinators?
- A: Depends on the building, but a lot does come from administrators. Some teams have asked for the ability to add/modify work in their classrooms or teams but that is being largely discouraged.
- A: Middle school doesn't feel the pressure to the same degree as elementary.
- A: Feedback from the high school level related to teaching high-profile topics which may be sensitive and are approached differently among different buildings.
- ONEA – acknowledge tension between autonomy and fidelity, which is why the proposal is for these collaborative committees to do this work.
- District – Will seek feedback and return with response.
- District Proposal: Special Topics
 - District noticed this as a permissive item. In the interest of time and process, they do not plan to introduce anything at this time.
 - Future interest in removing some barriers to calling Special Topics meetings, particularly in handling emergent situations in a timely manner.

Upcoming Meetings:

- Upcoming Dates: 4/28, 5/5, 5/13
 - All meetings are at the BOE Room in the EC except for 4/28 (Rooms 1-2 at TSC).

Meeting Ends at 5:35 pm

How We Will Work:

- Quick communication between Council members
 - Listen to understand
 - We all have and should use our voice
 - Consider the scope of our impact as a Council
 - Not shying away from difficult conversations or topics
 - If someone feels that communication norms have been broken, we need to feel comfortable respectfully pointing this out.

- The Council considers this important to deal with at the time and as a group.
- Have an open mind, being good listeners, treating each other with respect

Processes We Will Use:

- Note taker (Julia) will send out minutes to all Professional Council members for review within a week, OR prior to the next meeting, whichever is sooner.
- Final minutes are submitted to communications department to be both added to the Professional Council website and included in the “In The Know”
- Meetings are noticed in the “In The Know”
- Agenda will be set by Clint and Angie
- Draft Consensus Folder