

ISD #2167 EM-Lakeview  
2021-23 Negotiations  
Tentative Agreement (10/4/21)

Item Number	Provision	EML Initials	School Board Initials
1	2021-22 Salary, Increase at BA Step 1 of \$870 to \$39,545, use existing formula (10-4-21)	PL	Jms
2	2022-23 Salary, Increase at BA Step 1 of \$890 to \$40,435, use existing formula (10-4-21)	PL	Jms
3	5.00% Increase to Extra-Curricular Schedule (Round to nearest \$5), Additional pay for Livestream, Concessions, Yearbook - (9-22-21)	PL	Jms
4	Health Insurance 2021-22 - Remains at 2020-21 levels (9-22-21)	PL	Jms
5	Health Insurance 2022-23 - Increase of \$100 for single coverage to \$5,700 Increase of \$200 for family coverage to \$8,800 (9-22-21)	PL	Jms
6	Article XVII - School Readiness Teachers Section 9 Health Insurance (9-22-21) remain at \$5,600 for 2021-22 & \$5,700 for 2022-23	PL	Jms
7	Article XVII - School Readiness Teachers Section 5 Compensation (9-22-21) Single Step Pay Scale plus fixed amount added to previous year salary	PL	Jms
8	Article VII - Extra Compensation (sections 2,4,5): \$24.00 per hour for 2021-22, \$25.00 per hour for 2022-23 (10-4-21)	PL	Jms
9	Article VIII - 403b Section 9 - Add \$25 to each level (9-14-21)	PL	Jms
10	Article VIII - 403b Section 9 Subd. 3 - Add \$500 to maximum career match to \$20,500 (10-4-21)	PL	Jms
11	Article X - Section 7 - Unused sick leave days accumulate to 105 days (9-22-21)	PL	Jms
12	Article VI Section 3 Subd. 5 - Remove licensed areas from advanced degree (9-22-21)	PL	Jms
		PL	Jms

**INDEPENDENT SCHOOL DISTRICT #2167 & EDUCATION MINNESOTA – LAKEVIEW**  
**2021-23 NEGOTIATIONS**  
**MINUTES FROM MEETING #3**  
**Monday, October 4 at 3:30 p.m.**  
**SUPERINTENDENT'S OFFICE, LAKEVIEW PUBLIC SCHOOLS**

---

The meeting began at 3:30 p.m. EM-Lakeview negotiators present were Krista Isaacs, Phil Lalim, Wendy Best, and Karen Gustafson. Board of Education negotiators present were Jason Louwagie and Dan Louwagie. Also present was Superintendent Chris Fenske.

The minutes from September 22, 2021 were submitted by Mr. Fenske and reviewed by EM-Lakeview and the Board of Education. There were no questions and the minutes were signed.

At 3:32 p.m., Mr. Phil Lalim distributed EM-Lakeview Counterproposal #1 (attached). The Board of Education reviewed the proposal and Mr. Fenske asked a clarifying question on their order of importance for items listed.

At 3:35 p.m., the Board of Education requested a 15 minute caucus.

At 3:52 p.m., the meeting resumed with Mr. Jason Louwagie distributing the Board of Education Counterproposal #1 (attached). Mr. Fenske clarified the items of the proposal.

At 3:55 p.m., EM-Lakeview requested a 5 minute caucus.

At 4:00 p.m., EM-Lakeview indicated their acceptance of a tentative agreement.

Mr. Fenske indicated that he will begin work on a tentative agreement summary and a draft of the 2021-23 Master Agreement for both parties to review.

The meeting ended at 4:04 p.m.

*Minutes respectfully submitted by Superintendent Fenske.*

  
\_\_\_\_\_  
Chief Board Negotiator

  
\_\_\_\_\_  
Chief EML Negotiator