

GEORGE-LITTLE ROCK COMMUNITY SCHOOL
BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education committee representatives and George-Little Rock Education Association (GLREA) representatives met for initial proposals on Monday, February 27, 2023 in the superintendent office in the GLR central office building in George. Superintendent Tom Luxford opened the meeting at 5:30 pm by thanking the association representatives for attending. Those in attendance were Superintendent Tom Luxford, Board Members Austin Lloyd and Andrew Sprock, Board Secretary/School Business Official Cathy Bonestroo, and GLREA representatives Nyla Hellinga, Valecia West, and Kim Dykstra.

Austin Lloyd recognized success of negotiations moving forward the last couple years in working together and expressed appreciation for the jobs of the teachers.

Nyla Hellinga presented the initial proposal from the teacher's association welcoming opportunity to collaborate together for positive outcomes for students, family, and staff. Hiring and retaining qualified staff, teacher shortage and shortage of applicants, effect on students, and inflation affecting everyone were recognized. Enrollment is important and open enrollment out concerns were recognized. Opening proposal has minimal changes with monetary adjustments only with multi-year agreement. Financial well-being of district was recognized with general fund balance and unspent authority. Recommendation was to greatly improve salaries for educators as salary draws people. Mutual settlement for best of the school district with initial proposal on behalf of Education Association presented to increase the base wage by \$500 with \$1600 retention bonus for all FTE, prorated for staff less than FTE.

Lloyd recognized larger raises over the last few years than have been received in past, awareness of increase to base wage and expressed concern of effect on 1 year teachers if one time retention bonus. TSS (teacher salary supplement) 3% increase also benefits teachers bringing up discussion for future for splitting as flat rate for everyone vs percentage of salary over total wages which would significantly help new and mid-level year staff. Also recognized were the additional staffing hired for 22-23 and anticipated additional staffing added for 23-24 impacting the new money available. One time retention bonus was concern as feel strongly to increase salary instead of one-time retention bonus. No deadline for open enrollment and voucher program are also concerning. Also recognized were the class sizes for the district at such a borderline level. Initial proposal from the district was \$400 over the 2022-2023 master contract salary for 1.0 FTE prorated based on FTE level, base wage increase of \$250, and increase to district health insurance contribution for master contract staff of \$493 for a total contribution of \$7500 towards employee choice of district health insurance (prorated base on FTE level) with no pay in lieu of insurance offered. District recognized need to be creative with adding staffing positions.

After separate discussions were held, the GLREA and district came to a tentative agreement for 2023-2024 with base wage increase of \$300, a flat rate salary increase of \$750 over the 2022-2023 individual master contract salary for 1.0 FTE with it prorated based on FTE level, and district health insurance contribution increase of \$493 for a total contribution of \$7500 for master contract staff towards employee choice of district health insurance (prorated base on FTE level) with continuation of no pay in lieu of insurance offered. GLREA representatives will present the tentative agreement during their ratification meetings and confirm with the district upon approval. Proposed licensed staff handbook changes were reviewed between the district and GLREA.