

Spring Lake Park Teachers United Executive Committee Meeting

December 17th, 2025 - 4:30 PM

WebEx

Present

Kelsey Cassidy, Secretary

Samantha Waibel, WC Rep

Jamie Ramirez, High School Rep

Kari Walton, Treasurer

Whitney Worwa, CV Rep

Scott Smith, President

Stephanie Sandvik, EC/ABE Rep

Dean Downs, NP REP

Allie Knutson, PT Rep

Doug Cox, WW 5-6 Rep

Kristine Powell, WW 7-8 Rep

Erin Azer, EdMN Rep (guest)

Andrew Walsh, Membership Chair

Absent

Marge Zobitz, Members Rights

Treasurer's Report: Kari Walton

Some dues payments have come in. A check was written for Moe's Ice House to pay for the contract ratification happy hour. The Treasurer is working with members of the OFS Committee before SLPTU has to pay EdMN for the 20% we owe them from the OFS Grant. The Health Care Action Lead stipend position is paid through EdMN in two parts. The first part has been paid.

Membership Report: Andy Walsh

There are 443 eligible teaching staff to join SLPTU. 53 staff are potential members with 390 SLPTU members. This puts SLPTU membership at 87.8%.

The Membership Chair shared that all members commit to paying Union dues until mid-June. If someone wants to opt out of the Union, they must complete the process in September. This is an SLPTU and EdMN policy.

President's Report: Scott Smith

Building representatives have received a message to share with members regarding the Seniority List which is part of our contract. There are two seniority lists, so members may need to review both. In the email sent to staff, there are two new attachments that now include ECFE and Preschool teachers, as they are now part of the Salary Schedule and the Master Agreement. If teachers do not verify their information, the District will assume the information on file is correct.

President Smith is requesting all buildings to host a 10 Minute Meeting in January to share information regarding the implementation of the new contract and introduce members to David Muehe, SLPTU's Health Care Action Lead.

January 8th is Bargaining Solidarity Day. All SLPTU members should wear Union gear on that day. This is a statewide effort.

EdMN is looking for a Get Out the Vote lead from each local. It comes with a \$1000 stipend covered by EdMN. This position requires the lead to attend the Political Conference in January.

Nominations will be held in January for the annual EdMN Representative Conference.

All members of the Executive Committee are up for reelection this year. The nominations process and vote will take place in early April.

Education Minnesota:

The EdMN Political Conference is Jan. 30th and 31st. The cost is \$25 for members which includes a hotel stay. It's at the Hilton DoubleTree in Bloomington. Registration closes Jan. 23rd. If any members are thinking of going to the political conference, EdMN staff has had training regarding ICE presence in hotels. You can register through [this link](#). The link requires all members to be logged into their EdMN account to register.

Anoka-Hennepin held their strike vote this week. If they choose to strike, it will begin at the start of January. The strike is largely contingent around health care costs and teacher salaries. EdMN is hosting a day of solidarity on Jan. 8th to support them. Union members should wear Union gear on that day in solidarity with those who haven't settled. Columbia Heights, Roseville, and Anoka-Hennepin have not settled yet.

The implementation of Paid Family Medical Leave, a new state law, has already had grievances filed regarding school districts who are unwilling to "top off" leave pay (supplement PFML leave with accumulated sick leave). The Spring Lake Park district has said employees can not "top off". EdMN supports members rights to use the PFMLA benefits along with local contractual benefits to their full extent.

Building Reports

EC - United early childhood staff.

CV - Parent pickup is still inefficient. Many staff are staying until 4:20. The building rep is working with building admin to flex time and/or release teachers sooner. These staff members are working a longer duty day than others.

NP - Some staff are frustrated with student consequences regarding behavior. The building rep spoke with the building admin about this. One response from the admin was to send out a link to the Playbook to support teachers.

PT - K-4 teachers consistently run out of money for printing. While building administrators are generally responsive when additional funds are requested, the approval process takes time and impacts teachers' daily workload. The morning meetings are making it difficult to schedule IEP meetings in the morning, leading to a scramble to find coverage at the end of the day.

WCSI - Some staff and students have expressed concerns regarding ICE activities locally. The building admin has been proactive in supporting students and staff concerns.

WW 5-6 - Building rep met with building admin regarding lack of communication. Subbing continues to be an issue. The lock-in will be the last week of school during the school day, so there is no need for staff to stay after school to work this event which is an improvement on past practices.

WW 7-8 - Building rep met with building admin regarding lack of communication. The building rep is tracking subbing equity across the building. The goal is to work with building admin to balance subbing. Conversations are happening around turning competencies into letter grades and making the process more streamlined.

HS - Some staff have expressed concerns about recent changes to the substitute plan, specifically the expectation for lesson plans that require 45-minute activities for students. Additionally, some teachers have shared that team meetings are not consistently perceived as productive or solution-oriented for student needs.

SLPTU BUSINESS:

OFS Grant - SLPTU has 60 days from the time the School Board ratifies the contract to spend the OFS grant money. In January, SLPTU will have to send EdMN back unused grant money.

Calendar Committee Updates - The calendar committee met on Tuesday, November 25th. Key messages that the committee agreed upon regarding the meeting are as follows:

- State legislation change has allowed schools to start before Labor Day.
- The Committee considered the needs of students and staff.
- The Committee considered all grade level needs: K-12.
- Discussion was had around holidays and the population of our schools.
- The SLP calendar was compared to the calendar of surrounding districts.
- Emphasis was placed on keeping the number of days in each trimester balanced.

-Many variables go into creating a school calendar. There is limited flexibility which makes the process complicated.

10 Minute Meeting Topics - Seniority List, notice of assignment, Health Care Action lead updates, Get Out the Vote lead, reelection of Ex. Committee members

Future Meetings - January 21st is the next Executive Committee Meeting via WebEx. Potentially followed by Feb. 18, March 18, April 15, May 20.

Spring Social - Last year's Spring Social was May 22nd. The Executive Committee will choose a date and start planning in January.

School Board Meeting Dates - Set the schedule for the remainder of the school year.

January - Woodcrest

February - Park Terrace

March - Northpoint

April - Centerview

May - Early Childhood

June - All call / ???

Upcoming Dates

Meeting adjourned at 6:02 PM.
Kelsey Cassidy, Secretary