Exec Council/General Membership Meeting

December 3, 2025

Minutes

The meeting was called to order at 4:30 pm.

I. **Secretary/Treasurer's Report** - was accepted and put into the record by unanimous consent.

II. **Announcements**

III. The next Executive Council Meeting will be on Wednesday, January 7, *2026, at 4:15 pm.. Use the virtual code:*

meet.google.com/ypj-ntak-vfe

A. The **Teacher of the Year/EA of the Year nominations** are now open at **rftonline.org** through the end of winter break**.**

1. The current number of nominations are: **TEA** = 17 , **EA** = 26

B. **Save the Date for the Spring Social**: the Spring Social will be at Marna's Eatery on April 29th, 2026. More details will come as the date gets closer.

IV. **Education Minnesota Political Conference:** The conference will be held on January 30-31, 2026, at the DoubleTree by Hilton Bloomington.

A. If you would like to attend this conference (it's a great way to get your foot in the door for learning about and getting involved in your Union!), contact Alexa at **alexa@rftonline** to register for the conference. All expenses will be covered by RFT, including your hotel room.

V. **Education Minnesota Representative Convention:** The Convention will be held April 24-25, 2026, at the DoubleTree by Hilton Bloomington. If you are interested in attending this convention, contact Alexa at **alexa@rftonline** to have your name added to the list. The RFT is able to send **16** delegates plus any alternates elected. At the February Executive Council meeting, we will be voting on delegates to attend. Those members will be credentialed in order to be eligible to vote at the convention as representatives of the RFT members.

VI. **NEA Representative Assembly -** This will be held July 3-7, 2026, in Denver, Colorado. If you are interested in attending,

please check out the latest "Educator" for details on receiving a grant to attend. There is a deadline for submitting your application. (There will be no local funding for delegates.)

VII. **AFT Representative Convention** This convention will be held July 16-19, 2025, in Washington, D.C. The RFT Union will fund up to (4) members to attend this Convention.

All members Interested in being on the ballot for attending this convention should contact Alexa at Alexa@rftonline.org

VIII. **Summer Seminar - St. Ben's** Will be held in August 2026. Further information will be made available as we get closer to that

date

meetings can hold a drawing for Hyvee Giftcards $20. Email Alexa@rftonline.org with the name of the

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winner. Cards will be mailed directly to the winners, or you may request a 'stash' to have on hand to give to your winning member at your meeting.

X. Negotiations Update ..... Officers

Discussion about **the fate of District 281**. Things need to start moving along. The district is in statutory operating debt and needs to have a plan submitted to the state by the end of January on how it will work toward getting out of debt.

Negotiations update: The negotiations team has presented our entire package, including financial proposals. There are more negotiation meetings scheduled before winter break. The negotiations team will be scheduling a backup negotiations committee meeting in January to update any progress.

Budget Meeting ..... Jacob Givand

A. Will be held on ***April 6, 2026, at 3:30 p.m. at the RFT office***. Members interested in serving on the Budget Committee, contact Jacob_Givand@rdale.org to fill the at-large positions (up to 4 positions available). James Stanton is the Chair of the Budget Meeting.

XI. Q-Comp Update ..... Shannon Morris

This is a year of reauthorization. The vote will be held on Feb 10. Shannon will send out further information closer to the vote. We will be voting to continue authorizing funding from Minnesota Department of Education. A yes vote continues the stipend funding. If a NO vote were to prevail, Q Comp will go away, and Robbinsdale School District will NOT have an opportunity to bring it back at any time in the foreseeable future. *** A YES vote equates to: Q Comp Program with a stipend **vs** a NO vote equates to: no stipend funding with continued work and observation cycles, and no peer coaches.

XIII. Calendar Committee Report ..... Peter Eckhoff & Shannon Morris

The proposed next year calendar was presented at the Monday, December 1, 2025 School Board Meeting, by Executive Director O'Hern.

The RFT members on the calendar committee shared the wants and needs of our members. The following was ultimately presented to the school board.: The Wednesday before Thanksgiving will be a regular instructional day despite our efforts to change that. The school year will begin before Labor Day and end before Memorial

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The reason shared by the administration for ending the school prior to Memorial Day was to make way for construction. What has been discussed is that there is not a levy in place or a plan voted on by the board beyond the 10-year facilities maintenance plan.

This proposed calendar was presented to the board. However, it will not come to a vote until the December 15th board meeting.

** Executive council members are encouraged to share the presented calendar and share any further feedback about the proposed calendar to the School Board members before the December 15, 2025, School Board Meeting.

To access the proposed calendar, Start on the website with the “Discover tab - select 'School Board” - then “meetings, agendas, packets and minutes (green box on the right side of the page - and find the calendar attached to the agenda December 1, 7 pm Business Meeting under agenda item 8D.

XII. 25-26’ Staffing Timeline Update ..... Peter Eckhoff

The timeline is to be shared at the January meeting.

There will be a Pre-pool process for folks affected by any school closure/combined. This will use a seniority process, much like our current pool 2 process. It will not be an “interview and select” process but rather seniority-based. The goal is to get most licensed staff who are being displaced by a school closure placed. Both Peter Eckhoff and Shanon Morris will be working with Human Resources to assure contractual compliance in staffing. This needs to be completed before Spring Break. Pool 1 post 1, Pool 1 post 2, and Pool 2 will all be conducted after Spring Break. We will be presented with a staffing timeline at the January Executive Council Meeting with specific dates.

Administration will be assigned/placed into their buildings for the 2026-2027 school year prior to the pre-pool process beginning.

** The list of any teachers being laid off at the end of this school year will be determined by Spring break.

** There has been no decision made about a possible retirement incentive for this year.

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FYI: January 15, 2025, is the deadline to remove licenses not currently being used for staffing purposes. This is the same date if you wish to add a license. Ahn Tran in HR will be the contact person for any changes. We anticipate the forms, along with the seniority list, will be sent to all teachers by Human Resources in early January.

Discussion on the RFT **endorsement for Cedrick Frazier for Hennepin County Attorney** - this position oversees and operates the Hennepin County Attorney's department.

Cedric asks the RFT to support him with an endorsement. A Labor Endorsement. He sent a message to the RFT, which was read, explaining who he is, what he has done for the community, what he believes, and what he will bring along as the Hennepin County Attorney. Cedric is a person who is present and is a great supporter of District 281. He is embedded within the community; He attends many District-wide events, including the Bird Bash, a silent auction, and dinner to raise money to support teaching and learning in the classrooms of District 281. All proceeds return to Educators! He is currently in the Minnesota House representing the North side of 43b in our school district. Cedrick has been an attorney for Education Minnesota for the last 10 years as well. After a discussion, a proposal was brought to the executive council to give a local RFT endorsement. This was seconded. The executive council was asked if there were any Questions or additional discussion. After the discussion, those present voted without objection to endorse.

Officers Elections: In February, official announcement for this year's RFT officer positions up for election for 2-year terms will be made. In April, we will vote for President, 1st Vice President, and Secondary Vice President positions for the RFT two-year terms.

XIV Adjournment The meeting was adjourned at 5:30 PM