

PERB Meeting Minutes

Date and Time: December 19, 2025 at 9:30 a.m.

Location: BMS Conference Room at 1021 Bandana Blvd. E, St. Paul, MN

Attendance

Board Members: Laura Cooper, Martin Munic

Alternate Board Members: Dick Kaspari, Scott Lepak, Marlin Osthus

PERB Staff: Jess Anna King, Executive Director/General Counsel; Anna Cobb, Investigator; Molly Fischl, Investigator; Kyle Reigen, Office Admin. Support; Ikran Noor, Student Worker

1. CALL TO ORDER at 9:31 AM

2. APPROVAL OF MINUTES FROM NOVEMBER 21, 2025 MEETING

Cooper moved, Kaspari second. Minutes approved.

3. BOARD CHAIR REPORT

Recognition of primary win for Meg Luger-Nikolai in 64A special election.

4. EXECUTIVE DIRECTOR/GENERAL COUNSEL REPORT

a. Budget/Finance

Review of FY26 financial report as of 11/2025. Discussion includes the following notes: PERB is on track with budget; seeing increased expenses for board member per diems and travel reimbursement; and the Legislative action in 2025 to allow carry-over funds between biennium allows PERB to access remaining start-up funding from FY24. To prep for 2026 session, the Governor's office has asked agencies to analyze potential budget cut scenarios.

b. Appointments

Requested an earlier review of appointments by the Governor's office to avoid a temporary appointment process if Meg Luger-Nikolai is successful in January special election. Will update when more information is available. Appointment applications are still being accepted.

c. Hearing Officer RFP

No new applications to consider. We will ask the BMS to put a note in its newsletter.

d. Conflicts

We are updating a staff conflicts list based on current employees. If there is a conflict for either investigator because of a party conflict or firm/representative conflict, the other will be assigned to the case. Our MyCase system allows for limited access, just like we implement for Board member recusals.

e. Deficient charges

We routinely receive charges that are deficient because they have no claim under PERB's jurisdiction, or they are beyond the statute of limitations. We spend resources to provide technical assistance right away, but some charges must be docketed and move forward. The Board discussed how current projects to update the charge form and website can include revisions to reduce deficient charges. The website can provide more detailed information for charging parties and the charge form can be restructured to preclude submission of incomplete forms. To create some efficiency and direct resources where needed, we are considering a short process using a summary memo and an initial board member review, rather than a full recommendation memo, before it comes to the Board for a vote. The initial process will remain the same with docketing, receiving party submissions, and follow up with a party if necessary. Will update as we try this out. Additional discussion on process when a party doesn't cooperate.

5. NEXT MEETINGS

- a. Thursday, January 29, 2026 at 11:00 a.m. (Bandana Square BMS/PERB Conf Rm)
- b. Friday, February 27, 2026 at 9:30 a.m. (Bandana Square BMS/PERB Conf Rm)
- c. Friday, March 20, 2026 at 9:30 a.m. (Bandana Square BMS/PERB Conf Rm)

6. ACTIVE CASES

Pursuant to Minn. Stat. §179A.041, subd. 10, the meeting was closed at 10:37 a.m. for deliberations regarding active cases 25-U-119, 26-U-135, 26-U-136, 26-U-137, 26-U-139, 26-P-143, 26-U-145.

7. ADJOURN at 11:28 AM.