

**GRAND FORKS SCHOOL BOARD
DIRECTORS CONTRACT BARGAINING COMMITTEE
GRAND FORKS PUBLIC SCHOOL DISTRICT #1
MEETING MINUTES
October 23, 2018**

A meeting of the Grand Forks School Board Directors Contract Bargaining Committee was held on Tuesday, October 23, 2018, at the Mark Sanford Education Center with Matt Spivey presiding.

Board Team Members Present: Jacqueline Hoffarth, Eric Lunn, and Matt Spivey.

Board Team Members Absent: None.

Directors Team Members Present: Eric Ripley and Joel Schleicher.

Directors Team Members Absent: None.

Resource People Present: Superintendent Dr. Terry Brenner and Business Manager Ed Gerhardt.

Others Present. Meeting Secretary Cindy Johnson.

Call to Order. The meeting was called to order at 5:17 p.m.

Approval of Minutes. It was moved by Hoffarth and seconded by Lunn to approve the October 1, 2018, minutes as written. Motion carried unanimously.

Contract Bargaining Session for the Directors Salary and Fringe Benefit Agreement. The Board Team responded to the Directors' salary schedule that was proposed at the last meeting. They indicated that they were not opposed to establishing a salary schedule for the Directors; however, they were not comfortable with establishing one this year because only a one-year agreement is being negotiated. The Board Team preferred that if a salary schedule were to be established, it would be for a two-year agreement. The Board Team also discussed concerns about some of the proposed increases in the proposed salary

schedule and stated that they were too much in one year.

The Director Team read from the Directors Salary and Fringe Benefit Agreement the provision about Annual Work Schedules and reported that the annual work schedules were not being provided by the supervisors by June 1. The Director Team requested that this provision be followed.

Regarding sick leave, the Board Team offered that language in the Directors agreement is updated to ensure that each director begins each year with a minimum of 10 days sick leave.

Regarding mileage reimbursement, the Board Team explained that the current method for reimbursement had to be discontinued. Two options for reimbursement were discussed. 1) the mileage could be incorporated into salary, which would then be taxable income paid through payroll, or 2) mileage could be reimbursed on a substantiated, per-mile basis and paid through accounts payable, which is non-taxable. During discussion about when the new method would begin, a third option was suggested, which is to incorporate only a portion of the reimbursement into salary and then proceed with reimbursement on a per-mile basis. The process for tracking mileage was also discussed. The Director Team stated that they would lean toward a per-mile reimbursement and that they wanted a process that was equitable and fair for all employee groups.

Additional discussion continued on the rationale to delay establishing a salary schedule for the directors. The Director Team asked if it were possible to establish a salary schedule now and with a plan to catch up those directors whose salaries are lagging behind over the course of three years, perhaps even negotiate a three-year agreement. Both teams continued to discuss suggested variations of a salary schedule with steps and lanes and possible ways to catch up the salaries of some directors. The Board Team indicated that they had to go back and

verify the numbers. Brenner suggested that an interim compromise could be a Memorandum of Understanding that indicates the salary schedule would be in place by 2020. The Board Team reiterated that they were committed to establishing a salary schedule for the directors but they just could not justify it this year.

Next Steps. The next meeting was scheduled for Tuesday, November 13. The Board Team would meet at 3:30 p.m. and both teams would meet together at 4:00 p.m.

Executive Session (Closed Meeting). It was moved by Hoffarth and seconded by Lunn to convene into executive session to discuss negotiating strategy or provide negotiating instructions regarding director contracts which are currently being negotiated or for which negotiation is reasonably likely to occur in the immediate future. Motion carried unanimously.

The legal authority for closing this portion of the meeting is North Dakota Century Code Sections 15.1-16-22 and 44-04-19.1(9). Members of the public were asked to leave the meeting room. The executive session began at 6:25 p.m. and concluded at 6:55 p.m.

Reconvene Open Meeting. Following the executive session, the meeting returned to open session and the public were invited to return to the meeting.

Adjourn. There being no further business, the meeting was adjourned at 6:55 p.m.

APPROVED _____
(Date)

Matt Spivey, Committee Chair