

**DIRECTOR CONTRACT BARGAINING COMMITTEE
GRAND FORKS SCHOOL BOARD
GRAND FORKS PUBLIC SCHOOL DISTRICT #1
MEETING MINUTES
August 12, 2019**

A meeting of the Director Contract Bargaining Committee was held on Monday, August 12, 2019, at the Mark Sanford Education Center with Matt Spivey presiding.

Committee Members Present:

Jacqueline Hoffarth, Voting Board Member
Eric Lunn, Voting Board Member
Matt Spivey, Voting Board Member
Dr. Terry Brenner, Superintendent of Schools, Non-voting Member

Committee Members Absent:

Scott J. Berge, Business Manager, Non-voting Member

Grand Forks Directors' Association (GFDA) Members Present:

Eric Ripley, GFDA President and CTE Executive Director and Technology
Dr. Tricia Lee, GFDA Member and Special Education Executive Director

Others Present:

Cindy Johnson, Executive Secretary

Call to Order. The meeting was called to order at 5:30 p.m.

Bargaining Session for the Director Negotiated Agreement. Dr. Brenner referred to a June 24, 2019 copy of a salary survey that was completed by Public Sector Personnel Consultants, Inc. (PSPC) and reported that the Board Team still had questions about its results. He reported that PSPC said this copy was a draft and that they would have a final recommendation in about a week or two.

Ripley said that the Director Team had questions about the grading of positions and suggested salaries in PSPC's salary survey recommendation and how PSPC made the comparisons that they did when they did not have knowledge about each director's position. Both teams discussed the difficulty in doing an apple-to-apple comparison. Ripley reminded the Board Team that the Director Team had proposed last year looking at the positions individually.

The Director Team proposed topics of discussion for future negotiations as follows:

- Establishing a salary schedule for directors.
- Placement of the Assistant Director of Special Education on the salary schedule.
- The starting step placement for each director on the salary schedule.
- Whether to spell out vacation for directors with a less-than-52-week work schedule.
- Compensation for lost vacation days.
- Whether to include a work schedule as an appendix into the Director Negotiating Agreement.

When asked if the Director Team had any thoughts on moving from a District-provided cell phone to a stipend for cell phone use, Ripley said that the previous technology director, Joel Schleicher, had thought a stipend made more sense and would free up staff time; however, the directors had not talked about it. He also said

that if it were to be considered, it would have to be a district-wide change.

When asked whether the Director Team had an opinion on TFFR, Ripley said that there were varied opinions and pointed out that some directors do not qualify for TFFR.

During the meeting, it was discovered that the Board Team's copy of PSPC salary survey information was different from the Director Team's copy. Both teams agreed they could not move forward with negotiations until PSPC provided its final results.

Adjourn. There being no further business, the meeting was adjourned at 6:09 p.m.

Approved _____
(Date)

Matt Spivey, Committee Chair