

**DIRECTOR CONTRACT BARGAINING COMMITTEE  
GRAND FORKS SCHOOL BOARD  
GRAND FORKS PUBLIC SCHOOL DISTRICT #1  
MEETING MINUTES  
October 2, 2019**

A meeting of the Director Contract Bargaining Committee was held on Wednesday, October 2, 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  
Scott J. Berge, Business Manager, Non-voting Member

**Committee Members Absent:** None

**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

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**Call to Order.** The meeting was called to order at 4:33 p.m.

**Approval of Minutes.** It was moved by Hoffarth and seconded by Lunn to approve the minutes of September 17, 2019, as written. Motion carried unanimously.

**Bargaining Session for the Director Negotiated Agreement.** Ripley provided historical context which eventually brought the directors together to request a salary schedule for directors be developed. He distributed a comparative analysis of salaries for teachers, principals, and directors for the past five years and an updated proposed 2018-2019 salary schedule, both of which are attached hereto. Ripley said the directors believe they are very much like the principals in their job duties and explained the rationale for where the directors were placed on the proposed schedule. He also spoke about a need to catch up directors' salaries.

When asked if the directors thought about moving to a 52-week work schedule, Ripley said they did not, but they did request language that specifically states what a 46-week, 48-week, and 52-week director receives in vacation leave. Lee said they also had questions about whether they could trade out a day.

When asked if the directors' request for compensation for lost vacation days was still on the table, Ripley and Lee said they have not revisited that.

When asked if the directors had any thoughts about the 100% district-paid TFFR, Ripley said they were interested, but had questions because not every director qualifies for TFFR, and he asked what the equivalent benefit would be.

Lee said other items the directors were interested in include:

- Increase the education factor by \$300 (same as proposed by the principals).
- Allow travel professional development (PD) funds toward professional fees and

carryover any remaining balance to the next year; increase the travel PD funds to \$1,500 annually; and increase the cap to \$6,000 (same as proposed by the principals).

- Change family illness language to address emergency leave (same as proposed by the principals).
- Eliminate the term "flex days" and rename it "personal days."
- Provide five days personal leave with the ability to carry over two unused days into the next year for directors with contracts less than 52 weeks. Ripley said if this was granted, a work schedule would not be needed.

Spivey said the Board Team would consider the requests and hopefully come to agreement at the next meeting, which was scheduled for October 10, 2019 at 12:00 p.m.

Directors Ripley and Lee left the meeting at 5:09 p.m.

The Board Team continued the meeting. It was moved by Lunn and seconded by Hoffarth to convene into executive session to discuss negotiating strategies as permitted by NDCC sections 15.1-16-22 and 44-04-19.1(9). Motion carried unanimously. The executive session was held from 5:14 p.m. to 5:31 p.m.

**Adjourn.** There being no further business, the meeting was adjourned at 5:31 p.m.

Approved \_\_\_\_\_  
(Date)

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Matt Spivey, Committee Chair