

**DIRECTOR CONTRACT BARGAINING COMMITTEE
GRAND FORKS SCHOOL BOARD
GRAND FORKS PUBLIC SCHOOL DISTRICT #1
MEETING MINUTES
October 10, 2019**

A meeting of the Director Contract Bargaining Committee was held on Thursday, October 10, 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

Call to Order. The meeting was called to order at 12:06 p.m.

Approval of Minutes. It was moved by Hoffarth and seconded by Lunn to approve the minutes October 2, 2019, as written. Motion carried unanimously.

Bargaining Session for the Director Negotiated Agreement. Berge handed out the Board Team's counteroffer for a salary schedule, which is attached herein and made a part of the minutes. Spivey distributed the Board Team's offer for language changes to the current agreement including new language regarding reinstatement of leave if school is canceled on the same day as a leave, which is also attached herein and made a part of the minutes.

Discussion took place on the salary schedule and how the numbers were arrived at. Ripley said that the language needed to specifically say 'less than 52 weeks' when referring to the directors' work scheduled because saying 'less than 48

weeks' did not make is clear for directors with contracts of more than 48 weeks.

Spivey said that language was pending from the Board Team to increase the directors' professional development/travel from \$1,250 to \$1,500 per year and to increase the cap from \$5,000 to \$6,000 and that it can be used for personal educational credits.

Lunn clarified that the Board Team was not offering to increase the education factor.

Spivey said that the Board Team's main purpose was to get the directors on a salary schedule and to do it fairly and equitably and that the Board Team felt they had done that.

Hoffarth said the Board Team's offer was the best that they could offer.

Spivey clarified that the Board Team's offer was for a two-year agreement.

Ripley responded that he would need to visit with the Directors' Association.

The next meeting was scheduled for Monday, October 21 at 5:15 p.m.

Adjourn. There being no further business, the meeting was adjourned at 12:36 p.m.

Approved _____
(Date)

Matt Spivey, Committee Chair

	2018-2019						Increase		
	Add % to Base	Adj. Base	1/2 of Car Allowance	18-19 Base	Education Factor	18-19 Total	\$	% Base	% Total
Arnold, Chris	10%	\$ 88,000	\$ 2,000	\$ 90,000	\$ -	\$ 90,000	\$ 6,000	7.5%	7.1%
Abentroth, Tracy	5%	\$ 100,853	\$ 648	\$ 101,501	\$ -	\$ 101,501	\$ 4,155	4.3%	4.3%
Johnson, Tracy	5%	\$ 84,000	\$ 648	\$ 84,648	\$ -	\$ 84,648	\$ 3,352	4.2%	4.1%
Karel, Emily	5%	\$ 77,039	\$ 1,200	\$ 78,239	\$ -	\$ 78,239	\$ 2,469	3.4%	3.3%
Lee, Tricia	5%	\$ 115,589	\$ 648	\$ 116,237	\$ 4,700	\$ 120,937	\$ 5,356	4.9%	4.6%
Weippert, Carrie									
Rerick, Mark	5%	\$ 118,779	\$ 1,500	\$ 120,279	\$ 2,600	\$ 122,879	\$ 4,656	4.1%	3.9%
Ripley, Eric	5%	\$ 125,393	\$ 648	\$ 126,041	\$ 2,600	\$ 128,641	\$ 5,823	4.9%	4.7%
		\$ 709,653	\$ 7,292	\$ 716,945	\$ 9,900	\$ 726,845	\$ 31,811	4.7%	4.6%

		2019-2020	Increase		
	Education Factor	Total Compensation	\$ Base	% Base	% Total
Arnold, Chris	\$ -	\$ 100,200	\$ 10,200	11.33%	11.33%
Abentroth, Tracy	\$ -	\$ 106,959	\$ 5,459	5.38%	5.38%
Johnson, Tracy	\$ -	\$ 90,885	\$ 6,237	7.37%	7.37%
Karel, Emily	\$ -	\$ 82,002	\$ 3,763	4.81%	4.81%
Lee, Tricia	\$ 4,700	\$ 127,868	\$ 6,931	5.96%	5.73%
Weippert, Carrie	\$ 2,600	\$ 92,800	N/A	N/A	N/A
Rerick, Mark	\$ 2,600	\$ 128,478	\$ 5,599	4.65%	4.56%
Ripley, Eric	\$ 2,600	\$ 134,773	\$ 6,132	4.87%	4.77%
		\$ 863,965	\$ 44,320		

Article III – Benefits (pg. 3)

4. **Family Illness Leave:** In case of serious illness of a member of the individual's immediate family, six (6) days leave of absence with full pay may be granted per school year. The immediate family shall be defined as including spouse/partner, parents of both, son, daughter, stepchildren, sister, or brother, **step-parents, step-brother, step-sister, step-children, or custodial grandchildren.** "Serious illness" shall be defined to include only those illnesses that require either hospitalization or a direct consultation between the ill person and a medical doctor.

This illness provision may include a father's leave for the birth of a child. The individual must discuss this leave with their supervisor as soon as the need for the leave becomes apparent.

The District, or its designee, may request a doctor's certificate of proof of serious illness or a statement from another person acceptable to the District. This certification shall be filed by the individual after the leave has been taken and shall be submitted to the Human Resources Office.

Article IV – Work Schedule (pg. 5-6)

Annual Work Schedule

1. **Flex *Personal* Days:** Directors' contracts delineate a defined number of weeks of work. Directors' contracts calling for less than 48 weeks of work can be affected by the school calendar's allocation of time for the Christmas holiday. If the holiday is less than two full workweeks, Directors with contracts of less than 48 weeks will be granted flex personal days to compensate for the shortened holiday break. Flex Days will be arranged with the Director's supervisor.

- EX1: The holiday break includes seven (7) workdays (Monday-Friday). Three days of flex time will be available in order to equate to two (2) weeks (10 days) of break time.
- EX2: The holiday break includes eight (8) workdays. Two (2) days of flex time will be available.

Directors with contracts of less than 48 weeks will be granted five (5) personal days per year. Up to two (2) unused personal days may be carried over into the next year. Personal days must be approved by the director's supervisor.

5. **Extended Time: *Emergency Leave.*** Directors may request extended time ***Emergency Leave*** beyond regular flex ***personal*** days or trade days in the event of unusual or unique situations. Extended Time ***Emergency Leave*** requests will be presented to the director's supervisor and superintendent for consideration. ***All other applicable leave must be used before Emergency Leave is granted.***

6. ***Reinstatement of Leave:*** ***If school is canceled on the same day as a leave that has been approved, the following leaves shall have their balances restored: Family Illness, Bereavement, Personal, Emergency, and Sick.***