

**GRAND FORKS SCHOOL BOARD
4000 SERIES POLICY REVIEW COMMITTEE
GRAND FORKS PUBLIC SCHOOL DISTRICT #1
MEETING MINUTES
October 14, 2019**

A meeting of the Grand Forks School Board 4000 Series Policy Review Committee was held on Monday, October 14, 2019, at the Mark Sanford Education Center with Shannon Mikula presiding.

Committee Members Present:

Shannon Mikula, Voting Board Member
Bill Palmiscno, Voting Board Member
Dr. Terry Brenner, Superintendent of Schools, Non-voting Member
Scott J. Berge, Business Manager, Non-voting Member
Tracy Abentroth, Human Resources Director, Non-voting Member
Tracy Jentz, Communications & Community Engagement Coordinator, Non-voting Member

Committee Members Absent:

GFAFB School Board Non-voting Member

Others Present:

Cindy Johnson, Executive Secretary

Call to Order. The meeting was called to order at 12:03 p.m.

Review of Policy 4300 - Early Retirement of Professional Staff Members. Mikula pointed out that the early retirement policy reads as discretionary and that the board may not be able to approve all requests but the board has never not approved a request. She said that it was her general thought to take pressure off administration to either limit early retirements or make it a stronger benefit that there had to be a demonstrated financial benefit.

Abentroth pointed out that early retirement was a board decision, not administration. She and Berge explained that there is financial benefit but that it is unlikely to be known at the time of resignation.

Carpenter said he thought the board should do away with the policy because the district cannot financially afford it and there is a teacher shortage in the state of North Dakota so it did not make sense to financially incent teachers to retire early or to give up good, experienced teachers.

Abentroth provided statistical data on past and possible future early retirements and pointed

out that with the policy's current language to meet the Rule of 85, after 2023 there will be no teachers who meet the Rule of 85.

Mikula said she was all for doing away with the policy and in favor of doing something more programmatically if the board ever needed to reintroduce something.

Discussion continued on the pros and cons of the early retirement policy, possible options for a different type of compensatory opportunity, and the upcoming referendum.

It was moved by Carpenter and seconded by Mikula to recommend to the school board to eliminate Policy 4300 after this school year. Motion carried unanimously.

Adjourn. There being no further business, the meeting was adjourned at 12:45 p.m.

Approved _____
(Date)

Shannon Mikula, Committee Chair