

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

A meeting of the Principal Contract Bargaining Committee was held on Monday, August 12, 2019, at the Mark Sanford Education Center with Doug Carpenter presiding.

**Committee Members Present:**

Doug Carpenter, Voting Board Member  
Jacqueline Hoffarth, Voting Board Member  
Eric Lunn, Voting Board Member  
Dr. Terry Brenner, Superintendent of Schools, Non-voting Member  
Jody Thompson, Associate Superintendent of Elementary Schools, Non-voting Member  
Catherine Gillach, Assistant Superintendent of Secondary Schools, Non-voting Member

**Committee Members Absent:**

Scott J. Berge, Business Manager, Non-voting Member  
Tracy Abentroth, Human Resources Director, Non-voting Member

**Grand Forks Principals' Association (GFPA) Members Present:**

Todd Selk, GFPA President and Valley Middle School Principal  
Kevin Ohnstad, GFPA Member and Phoenix Elementary School Principal  
Terry Bohan, GFPA Secretary and Community High School Principal  
Dr. Gabe Dahl, GFPA Treasurer and Grand Forks Central High School Associate Principal

**Others Present:**

Cindy Johnson, Executive Secretary

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**Call to Order.** The meeting was called to order at 6:30 p.m.

**Bargaining Session for the Principals and Associate Principals Negotiated Agreement.**

When asked by Carpenter what was of interest to the GFPA, Selk suggested conversation begin with the MOU [Public Sector Personnel Consultants, Inc. (PSPC) salary survey]. He said the Principal Team thought that the survey would be deeper than it was and that it was still difficult to make comparisons because it is not known how other factors were teased out to give a picture of a full compensation package. Selk said there was not a lot gained from the MOU. Carpenter said that the Board Team was interested in having more conversation with PSPC to get a broader perspective of what they considered and how they came to their conclusions.

Other areas of interest that Selk mentioned include:

- TFFR. Selk said that if the Board had offered the GFPA that the District pays 100% of TFFR first, the GFPA would have agreed.
- The salary schedule percentage.
- Future TFFR.
- Compensation for those who are at or near the top of the salary schedule in comparison to those who get a percentage and step increase.
- Education Factor. The cost for credits that are required to maintain licensure is high.
- School Factor/Enrollment Factor. What does it constitute?
- Emergency Leave.

- Application of travel allowance toward credits to maintain credentials.

When asked if the Principal Team had any thoughts on moving from a District-provided cell phone to a stipend for cell phone use, Selk said that the GFPA did not want to touch that this year.

Carpenter said that the next step is to schedule a date for everyone to hear from PSPC on their rationale for their survey results.

**Adjourn.** There being no further business, the meeting was adjourned at 7:15 p.m.

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

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Doug Carpenter, Committee Chair