

**PRINCIPAL CONTRACT BARGAINING COMMITTEE  
GRAND FORKS SCHOOL BOARD  
GRAND FORKS PUBLIC SCHOOL DISTRICT #1  
MEETING MINUTES  
September 25, 2019**

A meeting of the Principal Contract Bargaining Committee was held on Wednesday, September 25, 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  
Scott J. Berge, Business Manager, Non-voting Member  
Tracy Abentroth, Human Resources Director, Non-voting Member

**Committee Members Absent:** None.

**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  
Ali Parkinson, GFPA Member and Discovery Elementary School Principal

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

Dr. Gabe Dahl, GFPA Treasurer and Grand Forks Central High School Associate Principal

**Others Present:**

Cindy Johnson, Executive Secretary

---

**Call to Order.** The meeting was called to order at 5:03 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 Principals and Associate Principals Negotiated Agreement.**

Carpenter reported that the Board Team did not have anything specific to propose at this time.

Selk explained that the Principal Team's proposals are based on two themes—1) the compensation package is a significant factor in hiring and retaining quality staff, and 2) the job

today as compared to as recent as five years ago is very different with several additional responsibilities connected to the daily routine and without a defined work day due to 24/7 duty via cell phone. Selk then detailed the Principal Team's proposals. Additionally, the Principal Team reported that the Grand Forks Principals' Association was 100% in support of the concept that 100% of TFFR be paid by the District.

Upon hearing the Principal Team's proposals, the Board Team requested a caucus. In caucus, 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 5:33 p.m. to 6:05 p.m.

Carpenter reported the Board Team's response to the Principal Team's proposals as follows:

1. Increase in salary equal to what the teachers settled for. The Board Team agreed.
2. Add Step 12 for 2019-2020 and Step 13 for 2020-2021 to the salary schedule, and if this could not be done, then create a longevity stipend of \$3,000 for the years after Step 11. The Board Team did not have a formal response.
3. Increase the education factor by \$300 to help alleviate the cost of continuing education. The Board Team will review and respond.
4. Add \$500 to each school factor. The Board Team will review and respond.
5. Increase the number of Personal Days earned each year to five days and add language similar to the Teacher Negotiated Agreement that states a personal leave day will be reinstated if it occurs on a snow day. The Board Team agreed.
6. Increase the budget line for principals for professional development to \$1,500 annually, increase the cap to \$6,000, and allow the money to be used to further the principal's personal certification requirements. The Board Team counter-offered to increase the budget line to \$1,500 and the cap to \$6,000 and that the money may not be used for the principal's personal certification requirements.
7. Create language that addresses emergency leave for principals or tweak the current extended time language to include emergency leave. The Board Team did not have a formal response.
8. Put last year's second half of the lump sum travel allowance into the salary schedule and if approved, the principals would forgo claiming all in-district travel reimbursements. The Board Team did not have a formal response.
9. Strike the sentences referring to "serious illness" in the principals' agreement. The

Board Team agreed and will bring new language to the next meeting.

10. The Principal Team supports moving the Twining principal position from a 44-week elementary principal to a 46-week middle school principal. The Board Team responded that this is an administrative decision and is not something for contract negotiations.

**Adjourn.** There being no further business, the meeting was adjourned at 6:15 p.m.

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

\_\_\_\_\_  
Doug Carpenter, Committee Chair