

**PRINCIPAL CONTRACT BARGAINING COMMITTEE
GRAND FORKS SCHOOL BOARD
GRAND FORKS PUBLIC SCHOOL DISTRICT #1
MEETING MINUTES
November 13, 2019**

A meeting of the Principal Contract Bargaining Committee was held on Wednesday, November 13, 2019, at the Mark Sanford Education Center with Doug Carpenter presiding.

Committee Members Present:

Doug Carpenter, 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

Committee Members Absent:

Jacqueline Hoffarth, Voting Board 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
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 5:19 p.m.

Approval of Minutes. It was moved by Lunn and seconded by Carpenter to approve the minutes of October 2, 2019 (5:45 pm) and October 28, 2019, as written. Motion carried unanimously. Absent: Hoffarth.

Bargaining Session for the Principals and Associate Principals Negotiated Agreement.

Carpenter reported the Board Team's had a new counteroffer to increase the principals' school factor by \$500 and still move it into the salary schedule in the future and to increase the principals' education factor by \$300.

Selk asked about the Board Team's motivation to put the school factor into the salary schedule. He said that although the dollars wouldn't change, there is some risk of a perception that the principals were getting new money. Selk also said that when a principal is hired, only the salary is reported. Other benefits such as the school factor and education factor are not reported. The Board Team responded that it was their responsibility to explain the details of their offer.

Berge distributed the Board Team's counteroffer, a copy of which is attached hereto. He explained that the school factor was changed from individual schools to levels—elementary, middle, and high—and increased by \$250 for associate

principals and \$500 for principals. With the 1.5% increase to each cell previously agreed to and the school factor and education factor, the overall increase was 4.3% in Year 1.

Ohnstad said one-third of the principal group does not get a step increase and that next year it would be closer to 50%. He gave an example that with the new counteroffer, he, as principal at Phoenix Elementary School, would receive \$1,000 more while Parkinson, as principal at Discovery Elementary School, would receive only \$500 more. Parkinson said there would be no incentive to serve a bigger school. Ohnstad and Selk said this was a reason the group was not interested in rolling the school factor into the salary schedule.

Berge said that historically, everyone has received something while Lunn said that, historically, there has been some that received zero. Carpenter said the reason for rolling the school factor into the salary schedule was because of its confusion and to attain more consistency.

Lunn said their counteroffer [education factor] would affect the directors and that if the Board gave the principals something they would have to give it also to the directors. He said the Board Team did not want to change the mileage reimbursement because the current procedure hasn't been in place for even a year yet.

The Principal Team requested a caucus, which was held from 5:40 p.m. to 6:04 p.m. Following the caucus, Selk reported that the Principal Team was not ready to reach an agreement.

Selk said that he was struck by the comments or belief of the Board Team that each group had to be treated the same and that if that was the case, this was not really negotiations. Lunn said that, if that were true, the Board Team would not be talking about adding to the education factor and school factor. He said, in the end, it was about the 4.3% the principals would receive which is more than what the teachers received. Lunn continued and said that the problem is when those at the last step do not get as much.

Carpenter said that philosophically, the Board has said they did not want to add steps and that was consistent with the teachers. Lunn added that he has never felt that the Board had to keep all the groups the same and recalled years ago when the principals were bumped up more than the teachers.

Selk said one of the unknowns is what will happen with the early retirement policy. He said that because that might go away and because there is nothing beyond Step 11, it makes less of an incentive to stay. The early retirement policy has been viewed as an incentive package and the Board's desire to eliminate it does not sit well with the principals.

Carpenter said the intent is that the savings from having no early retirement would be put back into salaries. He said a lot of savings in past negotiations have been put on salaries when it probably should have been spent elsewhere and until the Board solved some of its financial problems regarding facilities, the savings won't happen right away.

Lunn said the early retirement incentive used to be a good thing, but now it doesn't serve the district well. To him, it made more sense to put it into longevity.

Parkinson said that removing those pieces gives the principals fewer options. She asked what was meant by the Board Team's earlier comment that if the principals were given a \$300 increase to the education factor that it would also have to be given to the directors. Lunn clarified that the directors settled their negotiations with the understanding that whatever the principals were given regarding the education factor would also be given to the directors.

Bohan said that the Board Team's offer puts the number just over the cost of living adjustment for one-third of the principals and that next year it will be for over half of the principals. He said the cost of living adjustment and inflation are relevant numbers and that it is tough to repeat year after year. Lunn said that was why the district could not continue the way it is without

an influx of money.

The next meeting was scheduled for Tuesday, November 19, 2019, at 6:00 p.m., following the Health Insurance Committee meeting.

Adjourn. There being no further business, the meeting was adjourned at 6:28 p.m.

Approved _____
(Date)

Doug Carpenter, Committee Chair

GRAND FORKS PRINCIPAL SALARY SCHEDULE

2019-2020

School Factor Included in Salary

	H.S. Principal	M.S. Principal	Elem. Principal		Education Factor
	<u>50 Weeks</u>	<u>46 Weeks</u>	<u>44 Weeks</u>		
Experience					
0	\$114,682	\$102,303	\$96,995		M + 15 \$1,500.00
1	\$117,385	\$104,739	\$99,300		M + 30 \$2,200.00
2	\$120,088	\$107,175	\$101,607		M + 45 \$2,900.00
3	\$122,792	\$109,611	\$103,913		Specialist \$3,600.00
4	\$125,496	\$112,047	\$106,219		Doctorate \$5,000.00
5	\$128,199	\$114,484	\$108,525		
6	\$130,902	\$116,920	\$110,830		School Factor*
7	\$133,606	\$119,356	\$113,136		
8	\$136,309	\$121,792	\$115,443		Principal:
9	\$139,013	\$124,228	\$117,749		Elementary \$2,500.00
10	\$141,717	\$126,664	\$120,055		Middle School \$2,500.00
11	\$144,935	\$129,615	\$122,876		High School \$4,000.00
				2.35% per year (before school factor)	
	H.S. Associate	H.S. Associate	M.S. Associate	Elem Associate	Associate:
	<u>46 Weeks</u>	<u>42 Weeks</u>	<u>42 Weeks</u>	<u>41 Weeks</u>	Elementary \$1,250.00
Experience					Middle School \$1,250.00
0	\$99,777	\$91,276	\$84,978	\$80,497	High School \$2,000.00
1	\$102,166	\$93,455	\$87,022	\$82,359	
2	\$104,553	\$95,635	\$89,065	\$84,265	
3	\$106,941	\$97,813	\$91,109	\$86,216	
4	\$109,329	\$99,993	\$93,151	\$88,213	
5	\$111,717	\$102,172	\$95,196	\$90,257	
6	\$114,105	\$104,352	\$97,240	\$92,349	
7	\$116,493	\$106,531	\$99,283	\$94,490	
8	\$118,882	\$108,711	\$101,327	\$96,681	
9	\$121,269	\$110,890	\$103,370	\$98,924	
10	\$123,658	\$113,070	\$105,414	\$101,219	
11	\$126,560	\$115,764	\$107,972	\$103,568	
					Travel Factor:
					Twining \$1,526.00

GRAND FORKS PRINCIPAL SALARY SCHEDULE

2019-2020

1.5% Increase & School Factor Included in Salary

	<u>H.S. Principal</u> <u>50 Weeks</u>	<u>M.S. Principal</u> <u>46 Weeks</u>	<u>Elem. Principal</u> <u>44 Weeks</u>	<u>Education Factor</u>	
Experience				M + 15	\$1,500.00
0	\$116,402	\$103,838	\$98,450	M + 30	\$2,200.00
1	\$119,146	\$106,310	\$100,790	M + 45	\$2,900.00
2	\$121,889	\$108,783	\$103,131	Specialist	\$3,600.00
3	\$124,634	\$111,255	\$105,472	Doctorate	\$5,000.00
4	\$127,378	\$113,728	\$107,812	School Factor*	
5	\$130,122	\$116,201	\$110,153	Principal:	
6	\$132,866	\$118,674	\$112,492	Elementary	\$2,500.00
7	\$135,610	\$121,146	\$114,833	Middle School	\$2,500.00
8	\$138,354	\$123,619	\$117,175	High School	\$4,000.00
9	\$141,098	\$126,091	\$119,515	Associate:	
10	\$143,843	\$128,564	\$121,856	Elementary	\$1,250.00
11	\$147,109	\$131,559	\$124,719	Middle School	\$1,250.00
				High School	\$2,000.00
				Travel Factor:	
				Twining	\$1,526.00

Section 4: Grand Forks Air Force Base Stipend *(Revised 2019)*

TEACHERS employed at Grand Forks Air Force Base school(s), who do not live on the Air Base, will be paid a stipend based on the following computation: Salary Schedule BA/BS Step 1 amount multiplied by 3.65%.

TEACHERS employed at the Air Base school(s) under athletic extracurricular contracts shall receive an additional stipend of \$10.00 per week for the length of said extracurricular contract.

The BOARD will reimburse TEACHERS up to \$100 for towing costs incurred while driving to and from the Air Base. The towing costs must be the result of road or weather-related incidents.

GRAND FORKS PRINCIPAL SALARY SCHEDULE

2020-2021

1.5% Increase & School Factor Included in Salary

	H.S. Principal	M.S. Principal	Elem. Principal	Education Factor	
	<u>50 Weeks</u>	<u>46 Weeks</u>	<u>44 Weeks</u>		
Experience				M + 15	\$1,500.00
0	\$118,148	\$105,396	\$99,927	M + 30	\$2,200.00
1	\$120,933	\$107,905	\$102,302	M + 45	\$2,900.00
2	\$123,717	\$110,415	\$104,678	Specialist	\$3,600.00
3	\$126,504	\$112,924	\$107,054	Doctorate	\$5,000.00
4	\$129,289	\$115,434	\$109,429		
5	\$132,074	\$117,944	\$111,805		
6	\$134,859	\$120,454	\$114,179		
7	\$137,644	\$122,963	\$116,555		
8	\$140,429	\$125,473	\$118,933		
9	\$143,214	\$127,982	\$121,308		
10	\$146,001	\$130,492	\$123,684		
11	\$149,316	\$133,532	\$126,590		

	H.S. Associate	H.S. Associate	M.S. Associate	Elem Associate
	<u>46 Weeks</u>	<u>42 Weeks</u>	<u>42 Weeks</u>	<u>41 Weeks</u>
Experience				
0	\$102,793	\$94,035	\$87,547	\$81,704
1	\$105,253	\$96,280	\$89,652	\$83,594
2	\$107,713	\$98,526	\$91,757	\$85,529
3	\$110,173	\$100,769	\$93,863	\$87,509
4	\$112,634	\$103,015	\$95,966	\$89,536
5	\$115,094	\$105,261	\$98,073	\$91,611
6	\$117,554	\$107,506	\$100,179	\$93,734
7	\$120,014	\$109,751	\$102,284	\$95,907
8	\$122,475	\$111,997	\$104,390	\$98,131
9	\$124,934	\$114,241	\$106,495	\$100,408
10	\$127,396	\$116,487	\$108,600	\$102,737
11	\$130,385	\$119,263	\$111,236	\$105,122