

Principal Contract Bargaining

Date: Thursday, March 25, 2021

Time: 4:00 p.m.

Location: MSEC Conference Room 1

Chairperson: Todd Selk, Association Team Leader

Board Team Present: Jacqueline Hassett, Eric Lunn, and Cynthia Shabb.

Board Team Member Absent: None.

Association Team Present: Terry Bohan, Dr. Gabe Dahl, Kevin Ohnstad, Ali Parkinson, and Todd Selk.

Association Team Member Absent: None.

Resource People Present: Superintendent Dr. Terry Brenner, Business Manager Scott J. Berge, Associate Superintendent Jody Thompson, Assistant Superintendent Catherine Gillach, and Human Resources Director Linsey Rood.

Resource People Absent: None.

Others Present: Cindy Johnson, Executive Secretary

Call to Order: The meeting was called to order at 4:00 p.m.

Approval of Minutes: It was moved by Ohnstad and seconded by Shabb to approve the minutes of March 10, 2021, as written. Motion carried unanimously. Absent: Hassett.

Approval of Ground Rules: Item 5, Topics to be Discussed, was amended as follows: Change the sentence, "Additional topics may not be added without the agreement of both teams." to read, "Additional topics may be added with the agreement of both teams."

A discussion was held regarding Item 8, Public Participation, and whether "or the School Board Team" should be added to the sentence. It was determined unnecessary because the Principal Contract Bargaining Team includes both the Association Team and the Board Team as per Item 1, Team Composition.

It was moved by Lunn and seconded by Bohan to approve the ground rules as amended. Motion carried unanimously. Absent: Hassett.

Exchange of Proposals. Selk handed out a list of the Association's negotiation topics.

Hassett joined the meeting at 4:11 p.m.

The topics include:

- One-Year vs. Two-Year Settlement. Lunn said the board and administration would love a two-year agreement.
- Salary % Increase. This topic depends on how other items are addressed. The Association was not prepared to say a percentage now.
- TFFR. The Association continues to be in support of changing the TFFR from Model 1 to Model 2.
- Steps. A large number of the Association members are maxed out at the top end of the salary schedule. This discussion could be driven by the salary discussion.
- Creative Ways to Bring Added Value to the Contract. The Association desires to discuss other ways to bring value to the contract besides salary or without costing the district money. The Association has some ideas, and some of them do cost the district money, but they would like to ask the business manager for other ideas.
- Benefit Package. Selk said there are no bylaws or rules that tie the principals to equal things with the teachers. The Association is seeking a settlement that is right and good for the principals. Selk asked about the teacher subcommittee to study teacher benefits and whether the principals were supposed to be a part of that. It was explained the Teacher

Benefits & Leave Package Study Committee was something that was specifically designed by the bargaining teachers.

- Work Calendar. Selk said a discrepancy was discovered in the principals' work calendar with a day being miscounted to the negative. The Association believes the principals are like the directors and should therefore have similar work calendars.

Selk suggested other creative ways to bring added value to the contract could include looking at such things as the school factor, education factor, a contribution toward insurance, something in lieu of the early retirement incentive such as a contribution to a 403b; sick leave, and unused sick leave.

Berge reported nothing came out of the Teacher Benefits & Leave Package Study Committee. Thompson reported the Classified Employee Meet & Confer Committee commissioned a classified pay study. Brenner reported the teacher benefits study was completed by Hays Companies and the classified classification and pay study was completed by Public Sector Personnel Consultants.

Selk further explained the work calendar discrepancy is related to how the number of contract weeks is converted to the number of days worked.

Berge reported on the Board Team's topics. These included salary, TFFR Model 2, leave benefits changes, health insurance, and payroll frequency. Details include:

- Salary. The Board Team is not prepared to offer a proposal at this time and is following the North Dakota legislative bills related to per-pupil funding. He just learned the district's allocation for ESSER III funds is just under \$18.5 million, of which 20% must be used to address learning loss. The remaining dollars must be used for COVID-related expenditures.
- TFFR Model. The Board Team is offering to change TFFR from Model 1 to Model 2 for 2021-2022.
- Leave Benefits. The Board Team is offering a

proposal that consolidates sick leave and family illness leave, eliminates the 65-day recurring sick leave, and pays out unused sick leave at retirement.

- Health Insurance. Premiums are determined by the Health Insurance Committee; however, as of their February meeting, there is potential that premiums will not increase for the 2021-2022 plan year.
- Payroll Frequency. The Board Team is offering to change payroll from once per month to twice per month.
- Technical Changes. Removal of Non-Teachers from the Teacher Negotiated Agreement.

Bohan asked if there is a non-use incentive for sick leave. Rood and Hassett said the proposed sick leave will provide flexibility of use for the whole group. It could be used for such things as maternity and paternity, and caring for an ailing child or parent. A payout upon retirement is proposed at \$75 per day up to a maximum of 70 days accumulation for principals with 20 years of employment and at 50% of \$75 per day up to a maximum of 70 days accumulation for principals with 10 years of employment.

Bohan asked if the word 'sick' would change post-COVID. A discussion continued about how the environment has changed with being sick, COVID quarantines, telework, and distance learning. Rood said sick means not being able to do the job.

Schedule:

- A. Meeting Dates/Times/Location/Chairperson: Future meetings were scheduled for the following dates:
1. Tuesday, April 6, 2021, from 4:30-6:30 p.m. at the Mark Sanford Education Center. Lunn will chair this meeting. The Board Team will meet from 4:00-4:30 p.m.
 2. Thursday, April 22, 2021, from 4:30-6:30 p.m. at the Mark Sanford Education. The Board Team will meet from 4:00-4:30 p.m.

- B. Agenda for April 6, 2021:
1. Approval of Minutes
 2. Discussion of Proposals
 3. Schedule

Adjourned: The meeting adjourned at 4:58 p.m.

Approved _____
(Date)

Signed: _____
Eric Lunn, Chairperson
Board Team Leader

Signed: _____
Todd Selk, Team Leader
Association Team