

# Principal Contract Bargaining

Date: Tuesday, May 18, 2021

Time: 4:30 p.m.

Location: MSEC Conference Room 1

Chairperson: Todd Selk, Association Team Leader

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

**Board Team Member Absent:** None.

**Association Team Present:** Terry Bohan, Ali Parkinson, and Todd Selk

**Association Team Member Absent:** Dr. Gabe Dahl and Kevin Ohnstad

**Resource People Present:** Superintendent Dr. Terry Brenner, Business Manager Scott J. Berge, and Human Resources Director Linsey Stadstad

**Resource People Absent:** Associate Superintendent Jody Thompson and Assistant Superintendent Catherine Gillach

**Others Present:** Cindy Johnson, Executive Secretary

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**Call to Order:** The meeting was called to order at 4:30 p.m.

**Approval of Minutes.** It was moved by Lunn and seconded by Shabb to approve the minutes of April 29, 2021, as written. Motion carried unanimously.

**Discussion of Proposals.** Lunn directed the resource people present the Board Team offers. Stadstad handed out a draft proposed agreement with the following offers:

- Two-year agreement effective July 1, 2021, to June 30, 2023.
- Change the work schedule from weeks to days: HS Principal from 50 weeks to 234 days; MS Principal from 46 weeks to 227 days; ES Principal from 44 weeks to 206 days; HS Associate Principal from 46 weeks to 227 days; HS Associate Principal from 42 weeks to 217 days; MS Associate Principal from 42 weeks to 217 days; and ES Associate Principal from 41 weeks to 212 days.
- Family Illness Leave - change the definition of immediate family as follows: "...The immediate family shall be defined as including spouse/partner, parents/~~step-parents~~ **of both, and grandparents of both,** son, daughter **children/step-children,** sister/~~step-sister,~~ brother/~~step-brother,~~ **step-parents, step-brother, step-sister step-children foster children,** or custodial

grandchildren. This illness provision may include a ~~father's~~ **partner's** leave for the birth of a child..."

- Bereavement Leave - change the definition of immediate family as follows: "...The immediate family shall be defined to include spouse/partner, parents/~~step-parents and grandparents~~ **of both, children/step-children, son-in-law, daughter-in-law, grandchildren, brother/step-brother, sister-step-sister,** ~~grandparents of both, grandchildren, sisters, brothers, sisters-in-law, brothers-in-law, uncles, aunts, nieces, or nephews~~ **or foster child(ren)."**
- Annual Work Schedules – add Thanksgiving Day, Christmas Day, New Year's Day as paid days off. Change December 26 to December 24. Add Independence Day as a paid day off for high school principals only. Add the following language: "If the holiday falls on Saturday, the preceding Friday shall be the holiday or if the holiday falls on Sunday, the Monday following shall be the holiday."
- Reinstatement of Leave – add Vacation to the list of leaves that shall have their balances restored if school is canceled on the same day as a leave that has been approved.
- Term – Change July 1, 2019, to June 30, 2020, to July 1, 2021, to June 30, 2023.
- Update signature page to reflect current bargaining teams.

Selk responded on behalf of the Association Team the following:

- Agreed with the work schedule change from weeks to days but was unsure whether the contract should read with or without the holidays. Stadstad said it was the administration’s preference to keep the holidays separate from the days worked for payroll purposes and clarity. Selk questioned the accuracy of the weeks-to-days calculations.
- Proposed that any reference the agreement to weeks be changed to the position title.
- Upon review of a proposed color-coded work calendar for 2021-2022, it was determined December 27 should not be red-lined as a holiday in 2021. Additionally, Selk said the NDCEL Conference Days were erroneously colored as holidays
- Agreed to the language changes for the definition of the immediate family.

Berge handed out the response he received from Denise Week, TFFR Retirement Program Manager, regarding the Association's proposal at the last meeting regarding a 403(b). Weeks wrote that she believed the proposal could be done but the extra money paid into the annuity could not be reported to TFFR as salary. She cautioned that once the employer agrees to contribute money to a 403(b) and if it is turned back into salary later on a one-on-one basis, that higher salary cannot be reported as salary to TFFR as it would be considered a conversion of fringe benefits.

Bohan joined the meeting at 5:24 p.m.

Stadstad reported her research regarding the Association’s proposal at the last meeting regarding health insurance. She wanted to ensure the district would be in compliance with its nondiscrimination policy and not create an inequity with highly compensated. She said the proposal could be done but from a human resources standpoint, she would not recommend it because only 15 of the 28 principals are enrolled in the district’s health insurance plan so if the proposal were accepted it is not a huge aggregate impact on the group. She recommended being equitable, fair, and consistent across the group as a whole.

Berge reported for information that the health insurance premiums will be frozen for the next plan year.

Parkinson left the meeting at 5:30 p.m.

Berge handed out a sick leave payout plan that was offered to the teachers which conceptually is supported by the board. Selk suggested that with the principals’ accumulated years of experience, each principal should begin with 70 days rather than everyone starting over. Bohan asked if a sick day has a workday connection and said often a principal comes back for after-hours work.

Stadstad corrected the weeks-to-days calculations as follows: 41 weeks is 191 days; 42 weeks is 196 days; 44 weeks is 206 days; 46 weeks is 216 days; 50 weeks is 232 days.

**Schedule:** Futures meetings were scheduled as follows:

1. Wednesday, June 2, 2021 – 4:00 p.m. Board Team only and 4:30-6:00 p.m. Board Team and Association Team.
2. Wednesday, June 9, 2021 - 4:00 p.m. Board Team only and 4:30-6:00 p.m. Board Team and Association Team.

**Adjourned:** The meeting adjourned at 5:51 p.m.

APPROVED: \_\_\_\_\_  
(Date)

Signed: \_\_\_\_\_  
Todd Selk, Chairperson  
Association Team Leader

Signed: \_\_\_\_\_  
Eric Lunn, Team Leader  
Board Team