

# Principal Contract Bargaining

Date: Thursday, April 29, 2021

Time: 4:30 p.m.

Location: MSEC Conference Room 1

Chairperson: Eric Lunn, Board 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, Kevin Ohnstad, Ali Parkinson, and Todd Selk.

**Association Team Member Absent:** Dr. Gabe Dahl

**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 4:33 p.m.

**Approval of Minutes.** It was moved by Hassett and seconded by Selk to approve the minutes of March 25, 2021, as written. Motion carried unanimously. Absent: Dahl.

**Discussion of Proposals.** Selk reported on behalf of the Association Team the following:

- The term on the new agreement is on hold.
- Salary percentage increase in on hold.
- Changing TFFR from Model 1 to Model 2 is supported. A discussion took place about the teachers' association's response to the Board Team's proposal to change TFFR to Model 2. Berge said the teachers were opposed to making the change in one year and counter-proposed the change be made over two years. The discussion continued about the possibility of all bargaining groups supporting the move in one year. A discussion also took place about the effect the gross versus net salary as listed on a W2 might affect loans and mortgage payments and about possible legislative action that could change public pension plans.
- Steps are on hold.
- Creative ways to bring added value to the

contract. The Association Team proposed the following:

1. The district contributes 80% and the Principal contributes 20% of the health insurance cost. This would be a way to separate the principals from the teachers thus making the principals their own group. Berge said he will research from a legal perspective whether different percentages could be offered for different employee groups.
  2. The District provides up to \$1,500 in matching funds toward a principal's 403b. This would be in lieu of the early retirement going away and a way to give the principals who are at the end of the salary schedule a pay increase. Berge said he will research from a legal perspective the contribution rules and whether this could be offered.
  3. The Association is interested in hearing more about the payout of sick leave.
- The benefits package is included in creative ways to bring added value to the contract.
  - Add Thanksgiving Day, December 24, Christmas Day, and New Year's Day as paid days off and change the language regarding Martin Luther King Day to reflect *if a regular school day, it is replaced with New Year's Eve*

*Day as a paid day off.* Selk explained discrepancies in how the number of workdays is calculated between the principal contract and director contract. He said this proposal is not about paying the principals, rather it is about counting days which will then back up the principals' start or end workdays. Brenner suggested the contracts be changed from weeks to days. Stadstad recommended the change be looked into.

A discussion took place about how the principals balance summer interviews when they are technically not supposed to be working.

Selk also suggested the Martin Luther King Day/News Year's Eve Day proposal could be a flex day and used differently from principal to principal.

The following was reported on behalf of the Board Team:

- Berge reported the teacher association rejected the Board's offer to change the payroll frequency from once a month to twice a month and therefore, for consistency, the District wants to keep it the same for the principals.
- Berge reported the removal of non-teachers from the teacher negotiated agreement did not affect the principals.
- Lunn reported that Berge and Stadstad will look into the legality of the Association's proposals regarding health insurance and a 403b.
- Berge reported different employee groups may have different leave benefits and will bring options regarding sick leave to the next meeting.

**Schedule:** The next meeting was scheduled for Tuesday, May 18. The Board Team will meet at 4:00 p.m. The Board Team and Association Team will meet at 4:30 p.m. and Selk will be the meeting chair.

**Adjourned:** The meeting adjourned at 5:42 p.m.

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

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

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