

Principal Contract Bargaining

Date: Wednesday, June 2, 2021

Time: 4:30 p.m.

Location: MSEC Conference Room 1

Chairperson: Eric Lunn, Board Team Leader

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 via phone, Human Resources Director Linsey Stadstad, Associate Superintendent Jody Thompson, and Assistant Superintendent Catherine Gillach

Resource People Absent: None.

Others Present: Cindy Johnson, Executive Secretary

Call to Order: The meeting was called to order at 4:31 p.m.

Approval of Minutes. A correction was reported to eliminate the strikethrough of the word 'nieces' as found in the Board's offer for the definition of the Bereavement Leave immediate family. It was moved by Shabb and seconded by Ohnstad to approve the minutes of May 18, 2021, as written. Motion carried unanimously.

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

1. Agreement. The Principals' Association accepts the Board Team offer for a two-year agreement.
2. Salary. The Principals' Association proposes a 0.0% increase to the base salary.
3. TFFR. The Principals' Association withdrew its interest in TFFR as it is not applicable anymore.
4. Steps. The Principals' Association proposes that all steps in 2021-2022 and 2022-2023 will be honored. In addition, in 2021-2022 a 12th step will be created and in 2022-2023 a 13th step will be created with percentages the same as steps in the current schedule.
5. Health Insurance and 403b. The Principals'

Association withdrew its proposal for health insurance premiums and contributions to a 403b.

6. Benefits. The Principal's Association considers these wrapped into item 5.
7. Calendar. The Principals' Association agrees with the Board Teams' May 18, 2021, offer to 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 50-week high school principals only; and 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." They counter-proposed that if Christmas Day falls on a Saturday, the following Monday (December 27) is recognized as a paid holiday and if the two NDCEL days become school days or professional development days, the principals' contract is then reduced at the end by two days.

Lunn responded on behalf of the Board Team that they agree with items 2 (salary), 3 (TFFR), 4 (steps), and 5 (403b).

On behalf of the Association Team, Selk proposed

the following:

8. Sick Leave Concept. Accept the sick leave accumulation chart. Counter-proposed when a principal ends their employment, the principal with five or more years of employment as an administrator in the district will be paid all of their unused sick leave at a rate of \$250 per day. Selk said this counterproposal is meant to be a different approach to a severance package.
9. Work Calendar, Weeks to Days. The Principal's Association counter-proposed that the number of days includes the number of holidays so that the number of days is calculated as the current number of weeks times five. The contract would encompass all days with a start date and end date, and the contract would reflect the holidays as paid days off.
10. Approval Language for Trade Days and Personal Days. Both provisions can have the same following approval language: Personal days, (or Trade Days) *must be approved by the principal's supervisor.*

Stadstad reported additional language edits that are offered on behalf of the Board Team. They are:

1. Family Illness Leave. In paragraph two, added the word spouse so the sentence reads *"This illness provision may include a father's spouse/partner's leave for the birth of a child..."*
2. Annual Work Schedule. Added *Independence Day (50-week H.S. Administration Only).*
3. Signature Page. Corrected *Jackie Hoffarth* to read *Jacqueline Hassett.*

Both teams agreed to changing the language regarding adding Independence Day to clarify it is for the 250-days H.S. Principal.

Selk pointed out there were other references in the agreement to the work calendar as 'week's, all of which will need to be changed to 'days.'

The Board Team requested a caucus at 4:56 p.m. The Board Team convened into executive session

to discuss negotiating strategies as permitted by NDCC sections 15.1-16-22 and 44-04-19.1(9). Both teams returned to the bargaining session at 5:21 p.m.

Lunn reported on behalf of the Board Team the following responses:

1. Work Calendar, Weeks to Days. The Board Team agrees to the Association Team proposal to calculate the number of days by taking the number of weeks times 5 so the work calendar and contract would encompass all days with a start date and end date, and the contract would reflect the holidays as paid days off.
2. Sick Leave. The Board Team rejects the Association Team's proposal that at any time a principal ends their employment with the district, the principal with five or more years of employment as an administrator will be paid all of their unused sick leave at a rate of \$250 per day.

The Board Team counteroffered when a principal is retirement-eligible according to TFFR requirements and has been employed for five or more years as an administrator, upon retirement the principal will be paid all of their unused sick leave at a rate of \$140 per day.

Selk responded the Principal Association will accept the Board Team's counteroffer.

3. Calendar. The Board Team rejects the Association Team's counterproposal that if Christmas Day falls on a Saturday, the following Monday (December 27) is recognized as a paid holiday.
4. Calendar. The Board Team agrees to the Association Team's counterproposal if the two NDCEL days become school days or professional development days, the principals' contract is then reduced at the end by two days.

Selk reported the Principals' Association will get together next Monday to ratify the agreement.

Schedule: The June 9, 2021, meeting was canceled.

Adjourned: The meeting adjourned at 5:35 p.m.

APPROVED: _____
(Date)

Signed: _____
Todd Selk,
Association Team Leader

Signed: _____
Eric Lunn, Team Leader
Board Team

DRAFT