

**PRINCIPAL CONTRACT BARGAINING**  
**MIDDLE SCHOOL ASSOCIATE PRINCIPAL ATHLETIC DUTIES STUDY COMMITTEE**  
**GRAND FORKS PUBLIC SCHOOL DISTRICT #1**  
**MEETING MINUTES**  
**February 5, 2018**

A meeting of the Principal Contract Bargaining Middle School Associate Principal Athletic Duties Study Committee was held on Monday, February 5, 2018 at the Mark Sanford Education Center. Doug Carpenter served as meeting chair.

**Committee Members Present:** Doug Carpenter, Todd Selk, Terry West, Jody Thompson, Ed Gerhardt, and Mark Rerick.

**Committee Members Absent:** Tracy Abentroth.

**Others Present:** Cindy Johnson (meeting secretary).

**Call to Order.** The meeting was called to order at 5:03 p.m.

**Study of Middle School Associate Principal Athletic Director Duties.** Carpenter read the following charge statement that was agreed to during the 2017 teacher contract negotiations: *"The Grand Forks School Board Principals Contract Bargaining Committee and the Grand Forks Principals Association will form a committee to study the middle school associate principal athletic director duties and compensation. The committee will be composed of one school board member, the assistant superintendent of teaching and learning, the business manager, the human resources manager, one middle school principal, one middle school associate principal, and the district athletic director. The committee will provide a recommendation for consideration by the bargaining teams when negotiating the next Principals and Associate Principals Salary and Fringe Benefit Agreement."*

Rerick suggested that this topic had become focused on the athletic duties performed by a middle school associate

principal and suggested that the focus should be on the associate principal duties. He stated that the school job descriptions for associate principals were identical except for the athletic piece when added to the middle school associate principal.

West explained the middle school associate principal position and how it has evolved to be more focused on athletics. He provided a handout that compared job components of the associate principal at the middle school and high school levels.

Selk explained the difficulty of this negotiation item within the principals' contract bargaining team. He pointed out a gap in wages for middle school associate principals as compared to high school associate principals and stated that this was an opportunity to bring that gap closer. He thought the athletic piece was additional duties for the middle school associate principal.

Rerick pointed out that GFPS has fewer administrative staff in the buildings than all of the peer districts. Adding athletics and activities to the job is taking away from being an effective middle school principal. GFPS has a middle school athletic coordinator; however, that is more of a clerical position for all four middle schools, which is coordinated from the Education Center a couple of hours a day.

Selk stated that the school factor compensation also had significant difference in comparison and suggested running the percentages might be a more objective fix. The athletic director at the high school shares in duties but is not an administrative position like the middle school associate principal.

The handout mentioned earlier also contained a principal salary comparison based on the zero step of the 2017-2018 negotiated agreement. Selk reported that there was Principal Association support for making an adjustment to close the salary gap and that the initial request during negotiations was to increase salary.

Gerhardt indicated that he could gather information for a comparative financial analysis of peer districts for these positions.

Discussion continued about the difficulty in hiring good middle school principals, especially if they have no interest in athletics since that is a part of the job.

West spoke about the difficulty in hiring coaches as well.

Rerick suggested the best solution would be more full-time help in the buildings, which could also eliminate the part-time middle school athletic coordinator's position. He added that the current model lacks time in the classroom for the middle school associate principal. Carpenter asked if there would still be a request to close the compensation gap if there were more help in the buildings.

Thompson joined the meeting at 6:03 p.m.

**Next Steps.** Comparative information from peer districts will be gathered and sent to the principals to review. The next meeting would be scheduled mid-to-late March or early April.

**Adjourn.** The meeting adjourned at 6:11 p.m.

**APPROVED** \_\_\_\_\_  
(Date)

\_\_\_\_\_  
Doug Carpenter, Committee Chair