

**GRAND FORKS SCHOOL BOARD
GRAND FORKS PUBLIC SCHOOL DISTRICT #1
REGULAR MEETING MINUTES
February 11, 2019**

The school board of Grand Forks Public School District #1 held a regular meeting on Monday, February 11, 2019, at the Mark Sanford Education Center with President Bill Palmiscno presiding.

Board Members Present: Chris Douthit, Amber Flynn, Jacqueline Hoffarth, Eric Lunn, Shannon Mikula, Bill Palmiscno, Cynthia Shabb, and Matt Spivey.

Board Members Absent: Douglas Carpenter.

Others Present: Student Board Members Averi Bullinger and Riley Thoreson, Superintendent Dr. Terry Brenner, Business Manager Scott J. Berge, Associate Superintendent Jody Thompson, Assistant Superintendent Catherine Gillach, GFEA President Amanda Weston Caillier, GFAFB School Board Liaison Kevin Whitney, and Executive Secretary Cindy Johnson.

Call to Order and Pledge of Allegiance.
The meeting was called to order at 6:00 p.m. and the Pledge of Allegiance was recited.

Approval of Agenda. It was moved by Spivey and seconded by Shabb to approve the agenda as written. Douthit requested the resignation of Carly Endres be removed from the Consent Agenda for further discussion. Motion and second amended to remove the resignation of Carly Endres from the Consent Agenda and approve the agenda as amended. Motion as amended carried with all board members present voting aye. Absent: Carpenter.

Celebrating Success. Eric Ripley, Executive Director of Career and Technical Education, shared recent accomplishments of the Career and Technical Education (CTE) Program and explained the focus of CTE and his work with Keith Reitmeier, former manager of the Grand

Forks Job Service Office, to expand the CTE Program into the private sector.

Approval of Minutes. It was moved by Shabb and seconded by Douthit to approve the January 21, 2019, minutes as written. Motion carried with all board members present voting aye. Absent: Carpenter.

Citizen Comments (non-agenda items).
None.

Review School Board Norms. Douthit read aloud the school board norms.

Legislative Update. Dr. Brenner highlighted some bills that are currently before the State Legislature and may apply to the school district.

District Calendars for 2019-2020 and 2020-2021. Thompson reviewed School Board Policy 1001 related to the school board's approval of the start and end dates for the succeeding school year. He explained the District Calendar Committee's rationale and recommendation to approve the start and end dates for the next two school years. The recommendation for the 2019-2020 school year is to start school on Monday, August 26, 2019 and to end school on Thursday, May 28, 2020. The recommendation for the 2020-2021 school year is to start school on Monday, August 24, 2020 and to end school on Thursday, May 27, 2021. This item will be considered for action at the February 25 School Board meeting.

Directors & Principals Contract Bargaining Committees Reports. Spivey reported on the January 22, 2019 joint meeting of the committees. Both committees agreed to enter into an agreement with Public Sector Personnel Consultant's, Inc. (PSPC) to conduct the studies as outlined in each of the committee's Memorandum of Understanding with the District. The committees will meet again to review the results of PSPC's work. The

committees agreed that the goal is for PSPC to complete its work before contract negotiations begin; however, the committees also agreed that it would be okay to receive the information a little later.

Flynn asked if the District's legal counsel had reviewed the agreement and stated that it would be good to have all contracts reviewed by the District's legal counsel. Lunn stated that having all contracts reviewed by the District's legal counsel should be a policy discussion and decision.

Consent Agenda. It was moved by Lunn and seconded by Hoffarth to approve the consent agenda as follows: Teacher Appointments for Katrina Brekke effective January 24, 2019 (salary \$11,705), Paul Cichy effective January 22, 2019 (salary \$18,551), and Tracy Lawler effective January 31, 2019 (salary \$20,727); and Resignations of Douglas Archer, Maggie Archer, Kari Groeneveld, Victoria Mehs, and Mary Uetz effective May 31, 2019. Motion carried with all board members present voting aye. Absent: Carpenter.

Resignation of Carly Endres. Brenner reported that by accepting other employment mid-year, Endres has not fulfilled her contract. He reported that Administration did speak to her and request that she stay longer and that she is aware of the consequences of breaking her contract. Administration is recommending the Board not approve her resignation, which would be reported to the North Dakota Education Standards and Practices Board (ESPB), who would in turn determine the consequences.

It was moved by Lunn and seconded by Douthit that the Board not approve the resignation of Carly Endres. Motion carried with all board members present voting aye. Absent: Carpenter.

Early Retirement Applications. C.T. Marhula, 617 Plain Hills Drive, Grand Forks, ND, stated that he was representing himself, because he has a property interest [in this matter], and his spouse, Cindy Marhula. He referred to the District's early retirement policy and to past legislation that allowed TFFR members to purchase airtime. He suggested there was two ways to interpret the policy and asked if airtime

must count on the penalty portion of the early retirement. Palmiscno reported that Marhula had tried to file a grievance against the District and that the District's legal counsel reviewed the matter and said that the Board is following the policy. He stated that Mrs. Marhula was informed when she reached the Rule of 85 and that she would lose 10% every year thereafter. Spivey stated that the purchasing of airtime has nothing to do with the District. Marhula clarified that he was not here for a grievance, but for a complaint. Attorney Zachary Boettner, representing the District's legal counsel, stated that a grievance must concern the contents or terms of the negotiated agreement and that Marhula was addressing a policy, which is not a grievable matter. Mikula asked about the rationale for the policy when it was put into place and suggested that if it served to incentivize early retirement and it might now be working against the workforce, this may be an opportunity to revisit the policy.

It was moved by Hoffarth and seconded by Lunn to approve the early retirement applications as presented as follows: Lori L. Baglien (benefit \$65,160.00), Laurie A. Ball (benefit \$52,066.08), Deann C. Beard (benefit \$60,783.30), Mark L. Broden (benefit \$68,698.30), Pamela J. Carlson (benefit \$57,349.60), Kimberly A. Clark (benefit \$57,726.90), Gregg J. Eckman (benefit \$72,591.40), Deborah K. Holbrook (benefit \$52,585.34), Marlon A. Kasowski (benefit \$14,703.50), Audrey B. Kasproicz (benefit \$61,540.00), Marilou J. Lussier (benefit \$58,903.04), Cynthia L. Marhula (benefit \$44,177.28), Jodi L. Mattson (benefit \$70,648.65), Dawnn S. Morken (benefit \$58,127.40), Rodney A. Nupdal (benefit \$14,462.80), Nanci J. Olson (benefit \$69,753.60), Laurel A. Payne (benefit \$51,540.16), Amy J. Sanner (benefit \$69,753.60), Penny L. Sweeney (benefit \$66,755.55), Lana J. Wages (benefit \$57,349.60), Terry J. West (benefit \$39,715.92), Thomas E. Winger (benefit \$38,752.00), Thomas A. Young (benefit \$72,591.40), and Darcy J. Young-Dietzler (benefit \$73,628.80). Motion carried with all board members present voting aye. Absent: Carpenter.

Announcements. Dr. Brenner announced that Administration would report to the Board when a finalized plan for storm makeup dates was determined. Mikula shared comments she

said she heard from teachers about things to consider when determining makeup dates. Flynn asked if there were any adverse consequences if teachers meet the required number of instructional days but miss the number of days required in the negotiated agreement. Brenner responded that there was not.

Flynn requested an update on Giving Hearts Day. Dr. Brenner reported the District was participating through the Grand Forks Foundation for Education.

Board Requests for Future Consideration.

Palmiscno requested Policy 4300 Early Retirement of Professional Staff Members be added to the future requests matrix.

Shabb requested information about a threat assessment study at the high schools. Thompson reported that the Department of Homeland Security is auditing all 18 campuses but it is not a public report.

Shabb asked what the role of the School Resource Officer (SRO) was. Thompson will give an update on the role of the SRO in the future.

School Board Norms - How Did We Do?

Douthit said that the Board did rather well.

Palmiscno reminded members of the Superintendent’s Evaluation Committee of the meeting that will follow the school board meeting.

Adjournment. There being no further business, the meeting adjourned at 7:15 p.m.

APPROVED _____
(Date)

Bill Palmiscno, President

Scott J. Berge, Business Manager