

**TEACHER CONTRACT BARGAINING
BENEFITS & LEAVE PACKAGE STUDY COMMITTEE
GRAND FORKS SCHOOL BOARD
GRAND FORKS PUBLIC SCHOOL DISTRICT #1
MEETING MINUTES
October 22, 2019**

A meeting of the Grand Forks School Board Teacher Contract Bargaining Benefits & Leave Package Study Committee was held on Wednesday, May 22, 2019, at the Mark Sanford Education Center with Bill Palmiscno presiding.

Committee Members Present:

Shannon Mikula, Voting Board Member
Bill Palmiscno, Voting Board Member
Dr. Terry Brenner, Superintendent of Schools, Non-voting Member
Scott J. Berge, Business Manager, Non-voting Member
Tracy Abentroth, Human Resources Director, Non-voting Member
Krystal Johnson, Teacher, Non-voting Member
Scott Lloyd, Teacher, Non-voting Member
Penny Tandeski, Non-voting Member

Committee Members Absent:

Amber Flynn, Voting Board Member

Others Present:

Cindy Johnson, Executive Secretary

Call to Order. The meeting was called to order at 5:19 p.m.

Review of Leave Management Report 2019.

Abentroth reviewed the Hays Companies Leave Management Report 2019 that was presented to the committee in May 2019. The report is a comprehensive, comparative review of the current Article V Leaves of Absence of the Teacher Negotiated Agreement. Hays selected twenty-one school districts in the Midwest that varied in enrollment count and ranged in size from 350 employees to 4,500 employees for comparison purposes. Including Grand Forks Public Schools, eight districts are in North Dakota, six districts are in Minnesota, four districts are in South Dakota, two districts are in Kansas, and one district is in Montana.

Mikula joined the meeting at 5:21 p.m.

Hays reported that the District's current leave policy provides a generous benefit compared to

the districts used in their benchmarking.

Committee members discussed short-term disability and opportunities for possible adjustments to various leaves, including the bundling of family illness leave, sick leave, and emergency leave in order to narrow down options and make it easier for teachers to report and for administration to manage. The report also included information on unique leaves offered at some districts. Tandeski said the Compensation Leave was a good idea.

Next Steps. Lloyd requested time to discuss with their Association members possible bundling opportunities after which they will contact the superintendent's office and another committee meeting will be scheduled.

Approval of Minutes. It was moved by Mikula and seconded by Palmiscno to approve the May 22, 2019, minutes as written. Motion carried unanimously. Absent: Flynn.

Adjournment. The meeting was adjourned at 6:15 p.m.

Approved _____
(Date)

Bill Palmiscno, Committee Chair

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