

TEACHER CONTRACT BARGAINING COMMITTEE  
**Extracurricular Pay Study Subcommittee**  
GRAND FORKS PUBLIC SCHOOL DISTRICT #1  
**MEETING MINUTES**  
**April 18, 2023**

A meeting of the Teacher Contract Bargaining Extracurricular Pay Study Subcommittee was held on Tuesday, April 18, 2023, at the Mark Sanford Education Center with Joel Larson serving as the meeting chair.

**Committee Members Present:** Mike Biermaier, Joseph Drumm, and Joel Larson.

**Committee Members Absent:** None.

**Others Present:** Cindy Johnson, Executive Secretary.

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**Call to Order.** The meeting was called to order at 4:03 p.m.

**Minutes.** It was moved by Larson and seconded by Biermaier to approve the minutes of April 12, 2023, as written. Motion carried unanimously.

**Study of Extracurricular Pay Schedule.** Biermaier handed out an annotated copy of the GFPS extracurricular pay schedule and reported that as he dug deeper into the current extracurricular pay schedule, he discovered more and more issues. He is trying to verify the number of weeks, current positions, positions that are filled but not listed, and volunteers that maybe should be paid such as those working with esports. He said he found discrepancies in the number of weeks and is not sure why some are being paid the way they are. He said nobody was getting paid less than the NDHSAA weeks.

Larson suggested if the District was in the ballpark of other comparative districts in the state, that is where GFPS should be.

Drumm reported most of the conversations he has had were on the athletic side. He said his concern was more at the high school level and suggested the only way to increase the pay for high school coaches was to increase their factor.

Biermaier said in some cases GFPS is paying more because their weeks are too long or they are paying people to have a program when there is only one participant. He questioned whether he as the activities director should have a stated minimum participation.

Drumm handed out the extracurricular pay schedules from Williston and West Fargo. Discussion continued about how each school district has its style and method of pay.

Discussion continued about staffing numbers for certain coaching positions. Biermaier asked if there was anything that said the factor had to be changed for everyone on the list.

Drumm said his research did not consider years of experience and that most of the coaches of the big athletic sports are maxed out.

Larson pointed out there is a natural increase to the extracurricular pay schedule that will happen with a salary increase. When comparing West Fargo and GFPS, GFPS's pay is up for some, down for some, and the same for some. He asked Drumm to do a comparison of Jamestown, West Fargo, and GFPS schedules and make recommendations for the next meeting. Additional parameters suggested included using the major activities so that there is a direct parallel and reporting it out by sport and not gender. Other parameters suggested for review at the next meeting were to list the activities/sports that need to be added, such as esports, robotics, and possibly the German Exchange Program (GAPP).

**Next Meeting Date:** The next meeting was scheduled for Thursday, April 20, 2023, at 4:00 p.m.

**Adjourn.** There being no further business, the meeting was adjourned at 5:05 p.m.

APPROVED: \_\_\_\_\_  
(Date)

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Joel Larson, Meeting Chair