

**GRAND FORKS SCHOOL BOARD
TEACHER CONTRACT BARGAINING COMMITTEE
GRAND FORKS PUBLIC SCHOOL DISTRICT #1
MEETING MINUTES
March 26, 2019**

A meeting of the Grand Forks School Board Teacher Contract Bargaining Committee was held on Tuesday, March 26, 2019, at the Mark Sanford Education Center with Amber Flynn presiding.

Committee Members Present: Doug Carpenter, Amber Flynn, Jacqueline Hoffarth, Shannon Mikula, Dr. Terry Brenner, Scott J. Berge, and Tracy Abentroth.

Committee Members Absent: None.

Others Present: GFEA Bargaining Team Members Melissa Buchhop, Amanda Weston Caillier, Dawn Mord, Penny Tandeski, and Tom Young and Meeting Secretary Cindy Johnson.

Call to Order. The meeting was called to order at 5:32 p.m.

Approval of Minutes. It was moved by Carpenter and seconded by Young to approve the minutes of June 18, 2018, as written. Motion carried unanimously.

Teacher Contract Bargaining Organizational Session.

Introduction of Team Members. Members of the Board Team and GFEA Team, resource persons, and support staff introduced themselves.

Review of Teacher Negotiated Agreement, Article I, Section 2: Scope of Negotiations. A copy of the scope of negotiations as found in the teacher negotiated agreement (Article 1, Section 2) was provided. Referring to Section 3.C. that states, "All topics for discussion must be placed on the agenda at the first meeting between the negotiating teams..." everyone agreed that this organizational meeting is not considered the first negotiating meeting. Members of both teams shared their

perspectives, values, and expectations for this year's negotiations process.

Discussion of Ground Rules. Members of the Board Team and GFEA Team reviewed last year's ground rules. The GFEA Team asked if a topic could be added after presentation of topics for discussion at the initial negotiations meeting and said that they would not want the list of topics to limit creativity during the negotiations process. In response, the Board Team said that 'miscellaneous' could be added to the list of topics. Following discussion, both teams agreed by unanimous consensus to adopt the March 13, 2018 Ground Rules with minor updates as follows:

1. ***TEAM COMPOSITION:*** *Teacher Contract Bargaining Team Members will be as follows:*

Board Team Members: Doug Carpenter, Amber Flynn, Jacqueline Hoffarth, and Shannon Mikula.
GFEA Team Members: Melissa Buchhop, Amanda Weston Caillier, Dawn Mord, Penny Tandeski, and Tom Young.
2. ***TEAM LEADERS:*** *Each team will identify a team leader.*

Board Team Leader: Amber Flynn
GFEA Team Leader: Tom Young
3. ***CHAIRPERSON:*** *The chairperson for each meeting will alternate between the Board Team Leader and the GFEA Team Leader.*
4. ***RESOURCE PEOPLE:*** *The Superintendent, Business Manager, and Human Resources Director will serve as resource people to the negotiations process.*
5. ***TOPICS TO BE DISCUSSED:*** *At the initial negotiations meeting, both teams will present in writing a list of topics to be discussed.*
6. ***DISCUSSION:*** *Both teams agree to discuss topics openly and honestly with the goal of*

seeking to understand and to be understood. A collaborative tone to discussions is desirable with all team members encouraged to engage in creative discussion to identify issues and to seek solutions that can be mutually supported.

7. **CAUCUS:** *Individual teams shall have a right to caucus, outside each other's presence, upon request of either team leader. The Board Team may hold an executive session under NDCC Section 15.1-16-22 to discuss negotiation strategies.*
8. **PUBLIC PARTICIPATION:** *While meetings are open public meetings, the public and non-members of the Teacher Contract Bargaining Team will be prohibited from participation in negotiations meetings.*
9. **MEETING DATES, TIMES, LOCATIONS, AND AGENDA:** *Meetings dates, times, and locations will be mutually agreed upon. At the conclusion of each meeting, a date, time, location, and agenda will be set for the next meeting. Additions to an agenda may be made by mutual agreement at the beginning of each meeting. Meetings will not last more than two hours, unless mutually agreed to by both parties.*
10. **MINUTES:** *The Superintendent's Executive Secretary shall serve as the recorder. Minutes will be generated at each meeting, made available to all members prior to the next meeting, and will be approved by each of the teams at the following meeting. When working agreement on individual items of discussion is reached, it then becomes part of the official minutes.*
11. **AGREEMENT/DISAGREEMENT:** *Agreement or disagreement procedures shall comply with Sections 4 and 5 of Article 1 of the Teacher Negotiated Agreement.*

Schedule (Meeting Date(s), Time, Location, Agenda, and Chairperson). Future negotiation meeting dates were established as follows: Tuesday, April 9 at 5:30 p.m., Thursday, April 25 at 5:30 p.m., Monday, April 29 @ 5:30 p.m., Monday, May 6 at 5:30 p.m., and Tuesday, May 14 at 5:30 p.m. All meetings will be held in Conference Room 1 at the Mark Sanford

Education Center. Agenda items will include District Financial Overview and Exchange of Topics for Discussion. Young will chair the next bargaining session.

Adjourn. There being no further business, the meeting was adjourned at 6:57 p.m.

APPROVED _____
(Date)

Amber Flynn
Committee Chair and Board Team Leader

Tom Young
GFEA Team Leader