

**GRAND FORKS SCHOOL BOARD
TEACHER CONTRACT BARGAINING COMMITTEE
GRAND FORKS PUBLIC SCHOOL DISTRICT #1
MEETING MINUTES
April 9, 2019**

A meeting of the Grand Forks School Board Teacher Contract Bargaining Committee was held on Tuesday, April 9, 2019, at the Mark Sanford Education Center with Amber Flynn presiding.

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

Board Team Members Absent: None.

GFEA Team Members Present: Melissa Buchhop, Amanda Weston Caillier, Dawn Mord, Penny Tandeski, and Tom Young.

GFEA Team Members Absent: None.

Others Present. Meeting Secretary Cindy Johnson.

Call to Order. The meeting was called to order at 5:30 p.m.

Teacher Contract Bargaining Session. GFEA Team Leader Tom Young served as chairperson of this bargaining session.

Approval of Minutes. It was moved by Carpenter and seconded by Mord to approve the minutes of March 26, 2019, as written. Motion carried with all voting members present voting aye. Absent: Mikula.

Approval of Ground Rules. It was moved by Buchhop and seconded by Carpenter to approve the ground rules as written. Motion carried with all voting members present voting aye. Absent: Mikula.

Overview of District Finances. Berge provided an update of the District's finances and facilities. Highlights include:

- The General Fund Balance will decrease by 22.9% if the 2018-2019 budgeted results are realized and \$1.9 million additional construction expenses approved in December 2018 are fully incurred in this fiscal year. This would be approximately 13% of total expenditures. The Auditors consider 15%-20% a healthy fund balance. As of June 30, 2018, the District's General Fund Balance was at 18%. 15% would be \$18 million by the end of 2023-2024.

Mikula joined the meeting at 5:48 p.m.

- The tradeoff in future projections with significant deferred maintenance is limited growth in other expenses. Salaries and Benefits are currently about 85% of total expenses.
- \$0 spending on facilities during all of the next five years would be needed to achieve a healthy fund balance.
- The facilities plan requires a \$33.4M investment in years 1-5, a \$25.7M investment in years 6-10, and an \$18.2M investment in years 11-15.
- The District's current tax levy is at the highest allowable rate, except that the District may pursue a 3-mill special reserve fund. It is likely the District will go to the taxpayer for a bond issue to create a sinking fund for principal and interest payments on the building debt. The issuance of bonds would allow the District to complete a significant amount of its facility work.

The GFEA Team requested a caucus, which was held from 6:40 p.m. to 6:55 p.m. The Board Team also caucused. It was moved by Mikula and seconded by Carpenter to convene into executive session to discuss negotiating strategies as permitted by NDCC sections 15.1-16-22 and 44-04-19.1(9). The executive session was held from 6:45 p.m. to 7:10 p.m.

Exchange of Topics for Discussion. The GFEA Team handed out its 2019 negotiations topics, which included the following:

1. Compensation
 - a. Salary Schedule
 - b. Grand Forks Air Force Base Stipend
 - c. Shared Teacher Travel Pay
2. Benefits
 - a. Parental Leave
 - b. Health Insurance
3. Safety
 - a. Reducing Harm to Teachers
 - b. Policy Making and Training
 - c. Personal Property
4. Miscellaneous
 - a. Article II - Salary Schedule
 - b. Article VIII - Workday

The Board Team handed out a short- and long-range goal to bring the District to a compensatory, top tier school district. The teams discussed the pros and cons of placing a timeline to the goals. The Board Team said that having a timeline could have a negative impact by binding the District to an expectation that potentially may not happen within that timeline and potentially constraining the conversation. They wanted to work together with the GFEA Team to work out a short-term and long-term plan. The GFEA Team said the benefit of a timeline is that it puts a sense of urgency on the goal but it also restricts the conversation.

Meeting Schedule. The next meeting is Thursday, April 25 at 5:30 p.m. at the Mark Sanford Education Center. Agenda topics include discussion of the overview of the District's finances and discussion of the topics that were exchanged today. It was determined that any questions either team may have for discussion at the next meeting be submitted to the resource people by April 12 so that preparations for response to those questions could be distributed with the meeting notice on April 23.

Adjourn. There being no further business, the meeting was adjourned at 7:45 p.m.

APPROVED _____
(Date)

Amber Flynn, Committee Chair and Board Team Leader

Tom Young, GFEA Team Leader