

**NOTICE OF REGULAR MEETING OF THE SCHOOL BOARD
GRAND FORKS PUBLIC SCHOOL DISTRICT #1
Monday, February 12, 2024 – 6:00 PM
Mark Sanford Education Center (Enter at West Door #3)
2400 47th Avenue South, Grand Forks, ND**

(The meeting will be broadcast live and archived at <https://www.youtube.com/c/GFSchools>)

AGENDA

Please note the stated times per topic are approximate and intended only as a guide. Upon convening the meeting, agenda topics may begin earlier or later than their stated approximate time.

- | | |
|---------|--|
| 6:00 pm | 1. CALL TO ORDER AND PLEDGE OF ALLEGIANCE
A. Reading of School Board Meeting Norms |
| 6:01 pm | 2. APPROVAL OF AGENDA |
| 6:02 pm | 3. CELEBRATING SUCCESS
A. Community High School |
| 6:17 pm | 4. APPROVAL OF MINUTES
A. January 22, 2024 |
| 6:18 pm | 5. PUBLIC COMMENTS
<i>Individuals wishing to address the school board are asked to complete a Public Comment Card, submit it to the school board secretary before the start of the meeting, and wait to be invited to speak. Each person may speak for up to three (3) minutes. No individual may speak on the same topic more than once. The chairperson reserves the right to limit the comments and the number of speakers. School Board members shall not engage in a response or enter a debate about any issue(s) brought before the board during this portion of the meeting. Public comments and concerns will be directed to the Superintendent of Schools, who will deal with them according to policies adopted by the Board.</i> |
| | 6. SUPERINTENDENT'S RECOMMENDATIONS FOR DISCUSSION |
| 6:24 pm | A. Public Forum Planning (Strategic Plan Area 3) |
| 6:34 pm | B. School Board Election Process Timeline |
| | 7. SUPERINTENDENT'S RECOMMENDATIONS FOR ACTION |
| 6:39 pm | A. Consent Agenda:
1. Teacher Resignations
2. Third-Party Student Information Requests:
a. Varsity Tutors
b. DNDBeyond
c. RTI Scheduler
d. Wyoming Survey and Analysis Center (WSAC) |
| 6:40 pm | B. Agreement Between Districts Committee Report:
1. Joint Powers Agreement between District # 140 and District #1 Educational Services |
| 6:45 pm | C. Level IV Grievance – Steve Paintner |
| 6:55 pm | D. Level IV Grievance – Tim Tandeski |
| 7:05 pm | 8. OTHER
A. Announcements
B. Board Requests for Future Consideration
<i>There should be no discussion concerning any item that is requested for future consideration. The Board President and Superintendent will determine the best method of response to board requests.</i>
C. School Board Meeting Norms – How did we do? |
| 7:10 pm | 9. ADJOURNMENT |

Persons with disabilities who may need assistance to access the meeting should call the superintendent's office at 701-787-4880 at least 24 hours prior to this meeting.

Grand Forks Public School District #1

School Board Meeting Norms

The purpose of establishing school board norms is to ensure that all individuals have the opportunity to contribute in the meeting; to increase productivity and effectiveness; and to facilitate the achievement of its goals.

NORMS

- 1) Be prepared
- 2) Be on time
- 3) Value and respect each other
- 4) Exercise thoughtful deliberation and conversation
- 5) Be professional at the Board table and when visiting with the general public
- 6) Speak up when the norms are not being followed
- 7) Advocate on behalf of students and keep the community in mind

GOVERNANCE


- 1) Lead by policy
- 2) Serve as advocates for K-12 public education
- 3) Entrust the day-to-day operations to the professionals; Let the administrators do their work
- 4) Assist community members and stakeholders in following the chain of command

OTHER

- 1) Consider staff and District capacity in resources
- 2) Balance the meeting agendas so one meeting isn't heavier than the other

MEMORANDUM

TO: Grand Forks School Board
FROM: Dr. Terry Brenner, Superintendent of Schools
SUBJECT: Celebrating Success – Classified and Certified Employees of the 2nd Quarter
DATE: February 12, 2024



At tonight's meeting, Jennifer Marshik, Secretary at Nathan F. Twining Elementary and Middle School, will be introduced as the Classified Employee of the 2nd Quarter by Mr. Chad Kurtyka, Principal. Mr. Kurtyka will provide a few remarks on behalf of Jennifer as the recipient. Board Member Flynn will present the plaque.

Additionally, Sara Tezel, English Teacher at Community High School, will be introduced as the Certified Employee of the 2nd Quarter by Mr. Terry Bohan, Principal. Mr. Bohan will provide a few remarks on behalf of Sara as the recipient. Board Member Berger will present the plaque.

cj



Community High School Celebration



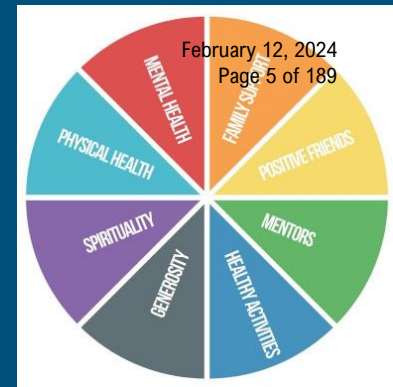
Sources of Strength



Sources of Strength ~

Community High School

- Introductions
- Why Sources of Strength is such a valuable program?
 - Strength Based: Stories of Hope, Help & Strength instead of Sad, Shock & Trauma
 - Upstream approach: Identify & Grow Our Strengths Continually
 - Trained Peer Leaders Creating School Wide Campaigns with Intentional Messaging/Activities
 - National Registry of Evidence-Based Programs
- Supported by TEARS
- Annual Activity: TEARS Talk & Walk: Featured Speaker Milo



Sources Messaging: Video Competition

- 2022 video competition through FirstLink & Tellwell/Fargo
- Student leaders told their stories of hope and healing
- Focused on the 8 strengths found on the Sources wheel
- 2022 awarded first place at FirstLink & Tellwell Film Festival
- 2023 submitted video to FirstLink & Tellwell
- Students focused on stress & coping strategies
- Chill Zones were developed for each classroom at Community
- Messaging shared schoolwide



What did these competitions do for Community students?

- Student leaders gained strength from sharing stories
- They were part of a group—not often experienced
- Student leaders were vulnerable which gave opportunities for others
- The messaging impacted the whole school
- The 2022 proceeds impacts students to this day
 - Chill zones for all
 - Healthy activities

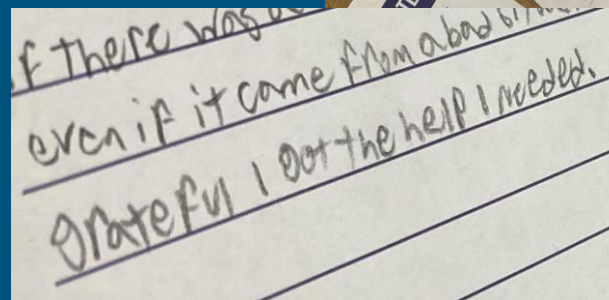


Connect Campaign & Advisory

- Meetings occur twice a block
- SOS campaigns are embedded within Advisory
- Connect Campaign: sharing **afriendasks** app and a hotline connection
- Stories of I'm a Connector and I Got Connected
- Toilet Talk: offering an alternative way to Connect and encourage

Upcoming...

- Sticky notes of gratitude and kindness
- Whole school Healthy Activities engagement



Thank you &
We welcome you to visit our school!

GRAND FORKS SCHOOL BOARD
GRAND FORKS PUBLIC SCHOOL DISTRICT #1
REGULAR MEETING MINUTES
January 22, 2024

The School Board of Grand Forks Public School District No. 1 met in regular session on Monday, January 22, 2024, at the Mark Sanford Education Center with President Amber Flynn presiding.

Board Members Present: Josh Anderson, Amber Flynn, Monte Gaukler, Joel Larson, Eric Lunn, Bill Palmiscno, and Cynthia Shabb. **Absent:** Dave Berger and Jeff Manley.

Student Board Members Present: Maggie Barker. **Absent:** Ryaan Alshami.

Others Present: Dr. Terry Brenner, Superintendent of Schools; Brandon Baumbach, Business Manager; Catherine Gillach, Associate Superintendent of Secondary Education; Matt Bakke, Assistant Superintendent of Elementary Education; Brady Olson, Vice President, Grand Forks Education Association; and Cindy Johnson, Executive Secretary.

Call to Order and Pledge of Allegiance. The meeting was called to order at 6:01 p.m. and the Pledge of Allegiance was recited.

Reading of School Board Meeting Norms. Shabb read aloud the school board norms.

Approval of Agenda. It was moved by Shabb and seconded by Palmiscno to approve the agenda as written. Dr. Brenner requested the agenda be amended by adding a third-party student information request for Dakota State University student teachers to the consent agenda. The motion and second were amended by Shabb and Palmiscno respectively and the upon roll call vote as follows, the motion carried unanimously: Aye: Anderson, Gaukler, Larson, Lunn, Palmiscno, Shabb, and Flynn. Nay: None. Absent: Berger and Manley.

Approval of Minutes. It was moved by Lunn and seconded by Larson to approve the minutes of January 8, 2024, as written. Upon voice vote, the motion carried unanimously. Absent: Berger and Manley.

Public Comments (non-agenda items). Durga Vijayakumar spoke about bicycle parking at the schools.

Consent Agenda. It was moved by Larson and seconded by Anderson to approve the amended consent agenda as follows:

- ◆ Open Enrollment application as presented;
- ◆ Resignation of Melanie Craig, Band Teacher, effective May 31, 2024; and

- ◆ Third-Party Request for Student Information for homestylar.com and Dakota State University student teachers.

Upon voice vote, the motion carried unanimously. Absent: Berger and Manley.

Contracted Staff Resignation and Request for Release from Contract – Ryne Dolleslager. Dr. Brenner reported Mr. Dolleslager is resigning effective January 8, 2024, for personal reasons.

It was moved by Lunn and seconded by Palmiscno to approve the resignation of Ryne Dolleslager effective January 8, 2024, with the 5% liquidated damages under Policy DKBB. Upon roll call vote as follows, the motion carried unanimously: Aye: Larson, Lunn, Palmiscno, Shabb, Anderson, Gaukler, and Flynn. Nay: None. Absent: Berger and Manley.

Contracted Staff Resignation and Request for Release from Contract – Samantha Casserly. Dr. Brenner reported Ms. Casserly is resigning effective January 2, 2024, for personal reasons.

It was moved by Lunn and seconded by Larson to approve the resignation of Samantha Casserly effective January 2, 2024, with the 5% liquidated damages under Policy DKBB. Upon roll call vote as follows, the motion carried unanimously: Aye: Gaukler, Larson, Lunn, Palmiscno, Shabb, Anderson, and Flynn. Nay: None. Absent: Berger and Manley.

Consideration of Resolution Relating to the Issuance of Bonds and the Reimbursement of Certain Expenditures. Baumbach reported the resolution is

needed to comply with Treasury Regulations in order to preserve the option for the District to be reimbursed for certain expenditures from the proceeds of tax-exempt bonds related to the Valley Middle School, Child Nutrition main facility, safety and security, air quality/ HVAC improvements, and Career Impact Academy projects.

It was moved by Shabb and seconded by Anderson to approve the Resolution Relating to the Issuance of Bonds and the Reimbursement of Certain Expenditures. Upon roll call vote as follows, the motion carried unanimously: Aye: Palmiscno, Shabb, Anderson, Gaukler, Larson, Lunn, and Flynn. Nay: None. Absent: Berger and Manley.

Finance Committee Report. Palmiscno and Baumbach reported on the January 22, 2024, meeting of the Finance Committee. Discussion topics and topics for consideration are detailed below.

- Consideration of Bid Award for Child Nutrition Central Kitchen Project. Ben Matson of Construction Engineers gave a high-level summary of the bid process and review. The total project cost is estimated at \$5,355,627 which includes all soft costs related to the project. For the construction project itself including all four alternates, the overall project guaranteed maximum price is \$4,812,582. The four alternates are a garage addition, warehouse office demolition, stair demolition, and chain-link trash enclosure. The Finance Committee recommended acceptance of the guaranteed maximum price for construction services and associated owners' contingency of 1.5% for the base bid plus four alternates.

It was moved by Shabb and seconded by Palmiscno to accept the guaranteed maximum price for construction services including the garage addition, warehouse office demolition, stair demolition, and chain-link trash enclosure alternates, and the associated owners' contingency of 1.5%. Upon roll call vote as follows, the motion carried unanimously: Aye: Lunn, Palmiscno, Shabb, Anderson, Gaukler, Larson, and Flynn. Nay: None. Absent: Berger and Manley.

- Consideration of Change Order to Career Impact Academy to include Issued for Construction Plan Updates and Accepted Value Engineer Efforts. Baumbach explained there were proposed

contract changes related to civil, structural, architectural, mechanical, and electrical items that will increase the contract sum by \$562,582. The Finance Committee recommended approval of the change orders and contract sum increase. It was explained that the increase will be paid out of a previously approved owner contingency.

It was moved by Lunn and seconded by Shabb to approve change orders CRX-0001.1 through CRX-0001.5 and the resulting increase in the contract sum of \$562,582. Upon roll call vote as follows, the motion carried unanimously: Aye: Shabb, Anderson, Gaukler, Larson, Lunn, Palmiscno, and Flynn. Nay: None. Absent: Berger and Manley.

General Fund Financial Statement. Baumbach reported the period of July 1, 2023, through December 31, 2023, total general fund revenues were \$56,116,008 and total general fund expenditures were \$55,402,518 resulting in revenues over expenses of \$713,489.

It was moved by Palmiscno and seconded by Gaukler to approve the General Fund Financial Statement for the period July 1, 2023, through December 31, 2023. Upon roll call vote as follows, the motion carried unanimously: Aye: Anderson, Larson, Gaukler, Palmiscno, Lunn, Shabb, and Flynn. Nay: None. Absent: Berger and Manley.

Announcements. South Middle School will host a robotic tournament on February 2-3, 2024.

Board Requests for Future Consideration. Gaukler requested an update on substitute staffing since the classified wage increase.

School Board Norms – How Did We Do? Shabb reported the board did great in following its meeting norms.

Adjournment. The meeting adjourned at 6:35 p.m.

APPROVED _____
(Date)

Amber Flynn, President

Brandon Baumbach, Business Manager

Dr. Terry Brenner
Superintendent of Schools

Phone: 701.787.4880
Fax: 701.772.7739
tbrenner270@mygfschools.org

MEMORANDUM

TO: Grand Forks School Board
FROM: Dr. Terry Brenner, Superintendent of Schools
SUBJECT: Public Forum Planning
DATE: February 12, 2024



Attached to this memo please find DRAFT updated Public Forum participant booklets that we will use for the scheduled March 25, 2024, Public Forum at South Middle School. The booklets have been updated to reflect our current budget and facility upgrades and future projects, information that you have been provided over the last year.

At tonight's meeting, I will walk you through the information in Booklet #1 from a fairly high level and then go into more detail regarding Booklet #2 which is where we will seek input from participants. Our past practice is for building-level principals to identify ten parents, a larger number in some cases with our bigger campuses, for us to invite to the Public Forum. Cindy then collates this information into breakout groups, each of which will have a facilitator, recorder, and resource person (board member/administrator) to provide any clarifying information participants might need during conversations.

Following feedback from you, I will bring back more final versions of the booklets at our February 26 school board meeting for approval.

Enclosures: DRAFT Booklet #1 and DRAFT Booklet #2



SCHOOL DISTRICT DEMOGRAPHICS **LONG-TERM PLANNING**

Public Forum 2024

March 25, 2024

(Held in Accordance with N.D.C.C. 15.1-07-26)

GRAND FORKS PUBLIC SCHOOLS

Grand Forks Public School District #1

Grand Forks Air Force Base Public School District #140

PARTICIPANT BOOKLET # 1

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Background on Public Forums

The 2003 Legislature enacted a new law requiring school districts to hold a public forum between January and June of each even-numbered year. The purpose for the forum is the review of local demographic trends and how they may affect each school district's current practices.

Grand Forks Public School District #1 and Grand Forks Air Force Base Public School District #140 have held these legally required public forums in every even-numbered year beginning in January of 2006. Prior to this state mandate, the districts have had a practice of utilizing public forums to gain input on challenges and potential change initiatives. Topics of these forums have included Goals 2000 initiatives, flood reconstruction, middle school configuration, attendance area boundary line considerations, demographic trends, reconfiguration of Air Base schools, the expansion of kindergarten to a full day schedule, high school study, the Demographic Task Force recommendations, and resource management and long-term facilities, technology, and financial planning. Public forums provide invaluable insights to the two school boards for their planning activities.

The 2023 Legislature amended the law by adding the review of academic achievement and ancillary staffing and other language changes.

Following is the current North Dakota law that governs local school district public forums:

15.1-07-26. School district demographics and enrollment - Review - Report.

1. Between January first and June thirtieth of every even-numbered year, the board of each school district may invite the public to participate in a review addressing the effects that demographics and changing enrollment will have on the district in the ensuing three-year and five-year periods, and specifically addressing potential effects on:
 - a. Academic achievement, as it relates to the local strategic plan, including progress toward state academic goals adopted by the statewide prekindergarten through grade twelve education strategic vision steering committee;
 - b. Instructional, administrative, and ancillary staffing;
 - c. Co-curricular or extracurricular programs;
 - d. Facility needs and utilization; and
 - e. District property tax levies.
2. At the conclusion of the review, the board is encouraged to prepare a report, make the report available on the district website, and make the report available upon request.

Mission Statement, Vision Statement, and Values Statement

Mission Statement

Growing together to enrich the world.

Vision Statement

We provide diverse and meaningful experiences for all learners in a safe and supportive environment by fostering curiosity, inquiry, and innovation. We grow and learn together by embracing change and taking risks.

Vision Statement

We believe strong relationships in our schools and community will result in developing connected, innovative learners, grounded by strong character.



Strategic Plan 2020-2025

OUR STRATEGIC PRIORITIES

The strategic priority areas were developed to guide the school district's focus and effective use of resources to achieve student outcomes that will prepare students for their future. The following represents the strategic priority areas and subcategories from a macro view.

I. Academics – High-Reliability Schools Framework

1. Academic Engagement and Strategies for Student Success
2. Professional Learning & Technology
3. Innovation and Creativity

II. Comprehensive School District Mental Health System

1. Mental Health
2. Positive School Climate & Culture
3. Social-Emotional Learning
4. Community Engagement

III. Resource Management and Long-Term Planning

1. Master Facilities Planning
2. Long-Term Technology Planning
3. Long-Term Financial Planning

Human Resources

School Organizational Pattern

Elementary Schools

- * Small Schools ranging from 150 to 500 students
- * Small Class Sizes in K-3
- * Extended Day (ENCORE)
- * Extended Year (10th Month, Summer School)
- * Standards-referenced curriculum

Costs are driven by smaller schools and smaller classes:

- The district must employ 13+ teachers to reduce class size by one student across all elementary classrooms.

Carnegie Middle Schools

- * Building Sizes of 750 or fewer
- * Staff & students organized in teams by grade level for core classes with teams of 100 students or fewer working with a five-teacher team
- * Exploratory experiences offered in addition to core classes
- * Daily staff team planning
 - Review needs of all students
 - Curriculum project planning
 - Professional Development experiences
 - Parent contacts

Comprehensive High Schools

- * Personalization is the challenge. It is addressed through:
 - Rich array of curriculum offerings
 - Career counseling, including Job Shadowing
 - Alternative scheduling options
 - Alternative school site
 - Extracurricular offerings
 - Mentor Center
 - Future Career Impact Academy

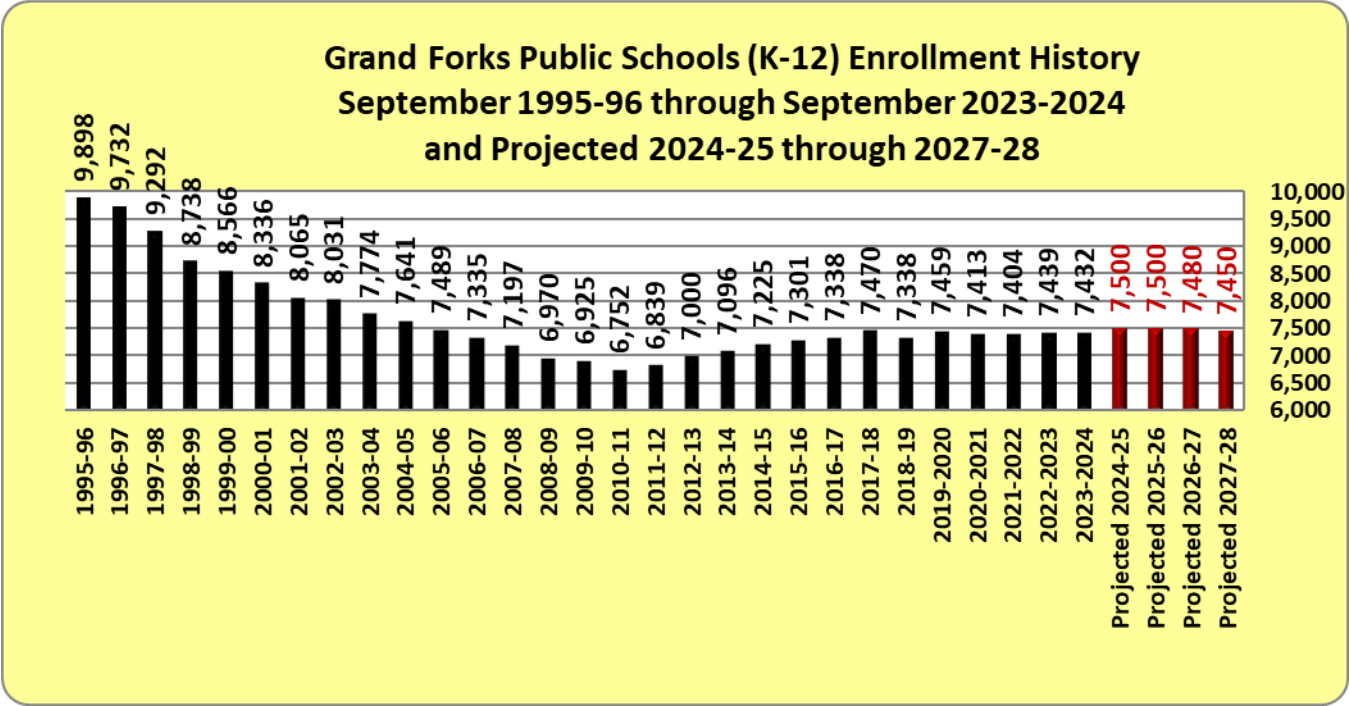
Costs are affected by the philosophy of not limiting students to a maximum number of credits they can take.

- It is estimated the district employs 25 additional staff members over the number needed if students were only permitted access to the number of credits required to graduate.

Attendance Areas

All district elementary, middle, and high schools have designated attendance areas. Boundary maps for each current attendance area and the school board approved attendance areas can be found at <https://www.gfschools.org/link-2/registration>.

Enrollment History & Projections



Current Enrollment 7,432
3-Year Projected Enrollment (2026-27) 7,480
+ 48
+0.65%

Current Enrollment 7,432
4-Year Projected Enrollment (2027-28) 7,450
+ 18
+ 0.24%

Enrollment Report – September 2023

ELEMENTARY SCHOOL														
SCHOOL	BF	CENT	DIS	KEL	LAG	L&C	PHNX	VIK	WILD	WIN	TOTAL DIST #1	TWIN	TOTAL DIST #140	GRAND TOTAL
	19 21 19	19 17 16 17	17 18 16 17	20 19 19 18	14 14 13 13	11 12	15 15	12 11 13	16 17	18 17		18 17		
Grade K	59	69	85	76	54	23	30	36	33	35	500	35	35	535
	17 16 14	19 16 18 20	19 20 17 20	22 23 23 23	18 19 18 19	15 18	19 20	20 18 17	17 19	20 19		17 18 16		
Grade 1	47	73	94	91	74	33	39	55	36	39	581	51	51	632
	20 20 20	19 20 19 20	20 20 21 20	21 22 22 22	15 15 14 15	16 17	18 18	18 17 18	14 15	17 16		16 16		
Grade 2	60	78	102	87	59	33	36	53	29	33	570	32	32	602
	18 17 19	22 23 23	18 19 18 20 21	20 19 20 20	19 20 19	21	13 15	19 19 19	13 13	17 16		17 16		
Grade 3	54	68	96	79	58	21	28	57	26	33	520	33	33	553
	18 17 17	25 25 25	21 22 20 22	22 22 22 21	18 18 18	15 16	16 17	17 15 15	15 15	22 20		17 17		
Grade 4	52	75	85	87	54	31	33	47	30	42	536	34	34	570
	18 19	18 19 21	23 23 22 23	21 22 22 22	19 18 19	16 16	17 18	13 14 15	24	18 19		20		
Grade 5	37	58	91	87	56	32	35	42	24	37	499	20	20	519
Total	309	421	553	507	355	173	201	290	178	219	3,206	205	205	3,411

MIDDLE SCHOOL										
SCHOOL	SCHR	SO	VAL		TOTAL DIST #1		TWIN	TOTAL DIST #140		GRAND TOTAL
Grade 6	194	192	173		559		26	26		585
Grade 7	190	180	154		524		32	32		556
Grade 8	176	183	175		534		25	25		559
TOTAL	560	555	502		1,617		83	83		1,700

HIGH SCHOOL				
SCHOOL	GFC	RR	COMM	GRAND TOTAL
Grade 9	269	316	1	586
Grade 10	296	286	4	586
Grade 11	268	286	23	577
Grade 12	227	257	65	549
Grade 13	7	16		23
TOTAL	1,067	1,161	93	2,321

Elementary	3,411
Middle	1,700
High	2,321
Total	7,432

EARLY CHILDHOOD SPECIAL EDUCATION (ECSE)														
SERVICE	BF	CENT	DIS	KEL	LAG	L&C	PHNX	VIK	WILD	WIN	TOTAL DIST #1	TWIN	TOTAL DIST #140	GRAND TOTAL
PK3 (SS)	11	1	2	2			15			1	32	2	2	34
PK4	12	1	8	2	3		9	3	6		44	10	10	54

HEAD START														
VSL		CENT		KEL	LAG	L&C	PHNX	VIK	WILD	WIN	TOTAL DIST #1	TWIN	TOTAL DIST #140	GRAND TOTAL
14		28			70	14					126			126

Academic & Extracurricular Programs

- Maintaining lower **Class Size** has been a major staffing initiative for the school board.
- **Curriculum** is reviewed annually. New curriculum and supplemental materials are implemented following an adoption cycle. Below is a tentative schedule subject to available funding:

Content Area	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030
English Language Arts	R	P	I				
Mathematics		R	P	I			
Science					R	P	I
Social Studies	I					R	P
Enrichment		R	P	I			
Guidance				R	P	I	
Media Center/Library/Computer Science	P	I					R
Music	P	I					R
Physical Education/Health			R	P	I		
Visual, Media, Theatre Arts				R	P	I	
Indigenous & World Languages	P	I					R
Early Childhood Special Education	P	I					R
Estimate	\$1 million	\$3.5 million	\$1.5 million	\$500,000	\$1 million	\$1.5 million	\$1.5 million

R-Review and Research: A committee representing all levels is formed. This committee will meet to assess state standards, GFPS priority standards, and existing required curricular resources.

P-Pilot: The Research and Review Committee will identify teachers to pilot curricular resources, follow adoption policies set by GFPS School Boards including recommending required curricular resources to the Board(s), will compose or modify current curricular documents to align to the state standards, scope and sequence, and required curricular resource.

I-Implementation: Full implementation of the state standards, scope and sequence, and required curricular resource.

M-Monitor: Monitoring implementation for desired effect on student achievement. Mid-use adjustments are made.

- The district maintains a wide range of **Student Performance Data and Information** and publishes an annual report. This report can be found at www.gfschools.org.
- **Technology** is embedded within the curriculum to optimize the individual learning of each student and enhanced through a robust infrastructure, student learning devices, professional development for staff, and technical support. District technology equipment include a combination of iPads, Chromebooks, standalone labs, district staff issued laptops/computers, interactive whiteboards, projectors, and peripheral devices. Overall, the district maintains a 1 to 1 student-to-computer ratio.
- **School Library Media Centers** are staffed with professionally certified librarians and support staff that are essential to our educational programs.
- **Character Education** is ingrained throughout our schools, with a focus on the six pillars of character: caring, citizenship, fairness, respect, responsibility, and trustworthiness. Students also develop social and emotional skills through evidence-based curriculum.
- **After-School Programming** is offered at all elementary schools, Valley Middle School, and South Middle School.

- ▶ Grand Forks Public Schools offer 64 **Career and Technical Education** courses in middle and high schools. In addition, Grand Forks Public Schools is constructing the Career Impact Academy poised to open in 2025. This learning academy will help students graduate with tangible workforce-ready skills and is being funded in cooperation with 78 businesses and private donors.
- ▶ Grand Forks Public Schools is committed to providing appropriate educational services to limited English students through the **Multilingual Learner (ML) Program**. The district ensures that students are provided the appropriate educational services through a district plan that specifically outlines identification, assessment, services, personnel, and parent involvement consistent with state and federal requirements. The district has four magnet schools: Century Elementary School, Lake Agassiz Elementary School, Winship Elementary School, South Middle School, and Red River High School.
- ▶ Grand Forks Public Schools has a comprehensive **Counseling Program**, where school counselors encourage learning strategies, self-management skills, and social skills.
- ▶ Grand Forks Public Schools utilizes the **Multi-Tiered Support Systems (MTSS)** model, a framework that provides multiple levels of academic, social, emotional, and behavior supports for all students based on their needs.

The school district has added a District **Mental Health Coordinator** who has connected community agencies to better serve students who are referred to mental health experts which includes follow-up planning at the school and home levels. This position has championed community-wide awareness and prevention around youth suicide.

The school district has invested in an **Addiction Counselor, Behavior Facilitators**, and additional **Social Workers** to better provide overall services for students.

The school district has invested in “**Sources of Strength**”, a youth suicide prevention project designed to harness the power of peer social networks to change unhealthy norms and culture, ultimately preventing suicide, bullying, and substance abuse. The mission of Sources of Strength is to prevent suicide by increasing help seeking behaviors and promoting connections between peers and caring adults. Sources of Strength moves beyond a singular focus on risk factors by utilizing an upstream approach for youth suicide prevention. This upstream model strengthens multiple sources of support (protective factors) around young individuals so that when times get they have strengths to rely on.

The school district has invested in a **Mentor Center** for students in middle and high school seeking additional academic and social emotional support between 1:00-8:00 pm Monday through Thursday.

- ▶ **Diversity, Equity, Inclusion, and Belonging.** Grand Forks Public Schools is dedicated to ensuring that all students are guaranteed access, opportunity and belonging. As GFPS continues to deepen this work there is a focus on ensuring data are looked at through the lens of all students as well as a focus on ensuring opportunity gap closures across student groups. This work resides in the continued implementation and refinement of a guaranteed and viable curriculum, a highly effective Multi-Tiered Systems of Support, and deliberate professional development. Resource alignment is also an integral part of the work to ensure access, opportunity and belonging for all students.
- ▶ The **Special Education Department** provides a variety of related services within each school building to meet the needs of every child with a disability, including adaptive physical education, assistive technology, audiology, occupational therapy, physical therapy, school psychology, selective screenings, and speech and language.

- The **Early Childhood Special Education** provides services for 3-5-year-old children with unique educational needs. The program offers a full continuum of services that includes a site-based program with children attending sessions and receiving related-services as determined by the Individualized Education Plan (IEP) team.
- The **Adult Transition Program** provides an environment for students ages 18-21 to develop skills in independent living, job training, social relationships, recreation, and community participation.

Academic Activities

Students are provided the opportunity to participate in a wide range of co-curricular activities.

Anime	Game Club	School Newspaper / Yearbook
Art Club	Gay Straight Alliance	Science Bowl
Band	German Club	Science Olympiad
Book Club	Girls Who Code	Sources of Strength
Building Bridges	HOSA	Spanish Club
Chamber Singers	JROTC	Speech
Choral	Key Club	Spirit Club/Booster Club
Class Committees / Officers	Math Club	Student Congress
Debate	Math Track	Student Council
Drama	National Honor Society	Tech Club
Drumline	National Technical Honor Society	Theatre Production
E-Sports	Orchestra	Thespians / Theater Guild
FCA	Pep Band	VEX Robotics
FLBA / DECA / Skills USA / FCCLA	Renaissance Program	YORS - GF Youth Commission
French Club		

Athletic Activities

Fall

Girls' Volleyball
Girls' Swimming & Diving
Girls' Golf
Girls' Cross Country
Football
Boys' Tennis
Boys' Soccer
Boys' Cross Country
Cheerleading
Middle School Intramurals
Elementary School Intramurals

Winter

Boys' Basketball
Girls' Basketball
Boys' Swimming & Diving
Boys' Hockey
Girls' Hockey
Girls' Gymnastics
Boys' Wrestling
Girls' Wrestling
Middle School Intramural Sports
Cheerleading
Elementary School Intramurals

Spring

Girls' Tennis
Girls' Soccer
Boys' Golf
Girls' Track & Field
Boys' Track & Field
Baseball
Softball
Middle School Intramurals
Boys' Trapshooting (Club Sport)
Girls' Trapshooting (Club sport)
Elementary School Intramurals

Instructional & Administrative Staffing

Major factors influencing the level of staffing include the district's long-term efforts to lower class sizes, all-day kindergarten, the expanded number of grant-funded programs such as ENCORE, and the growth in size of existing grant-funded programs such as Head Start and Every Student Succeeds Act, and the continued levels of service in Special Education. Emphasis is given to class size, curriculum, staff qualifications, and student achievement.

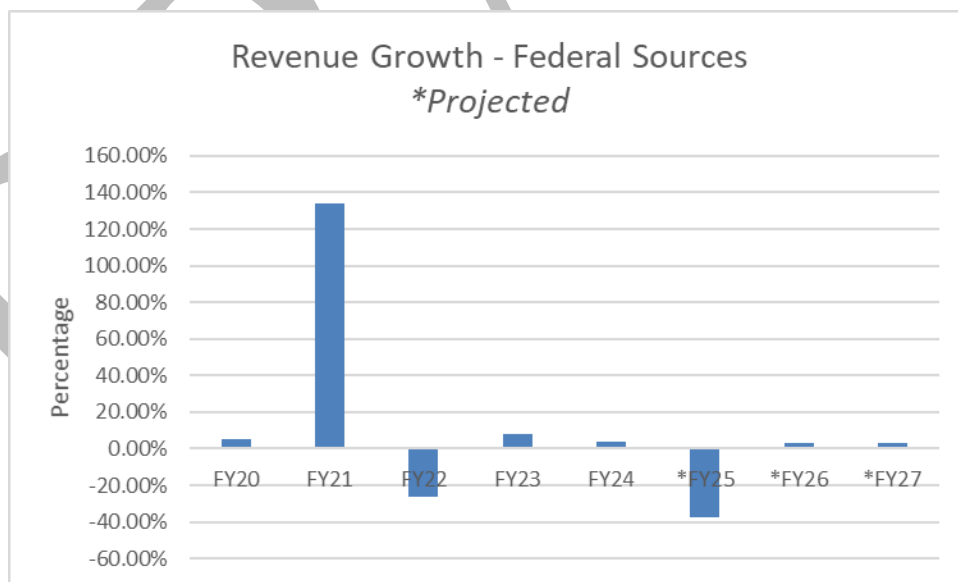
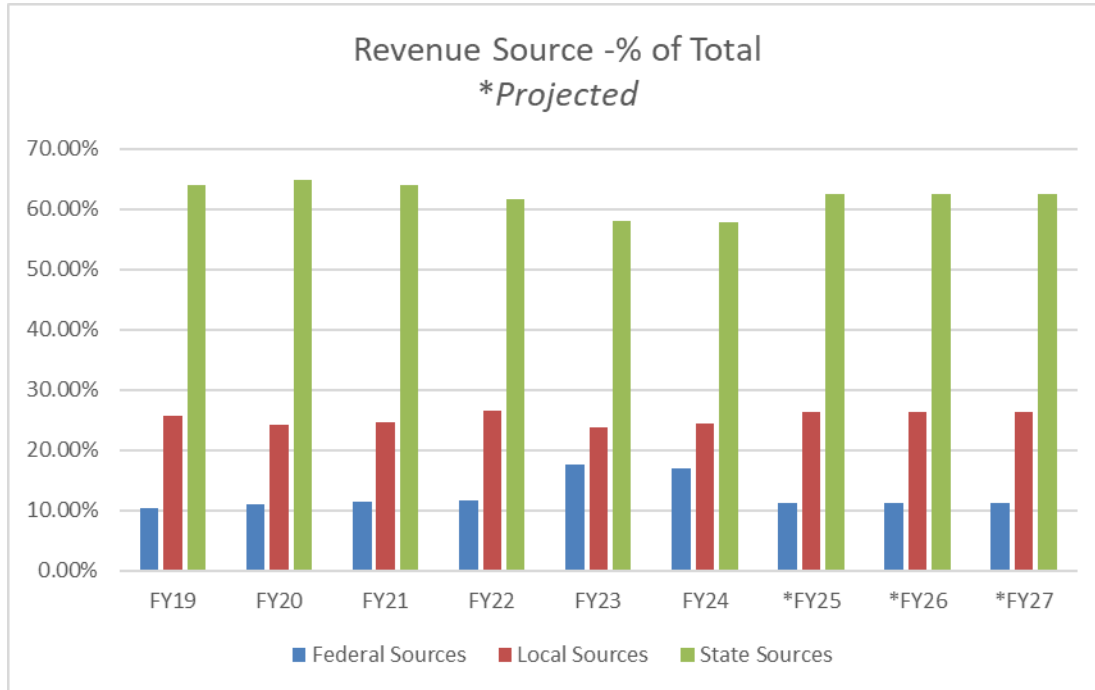
The Grand Forks and Grand Forks Air Force Base School Districts are justifiably proud of their faculty. A history of outstanding teachers, current groups who continue that tradition, and the presence of the University of North Dakota in our city all combine to ensure that our schools are places where excellent teaching and learning take place.

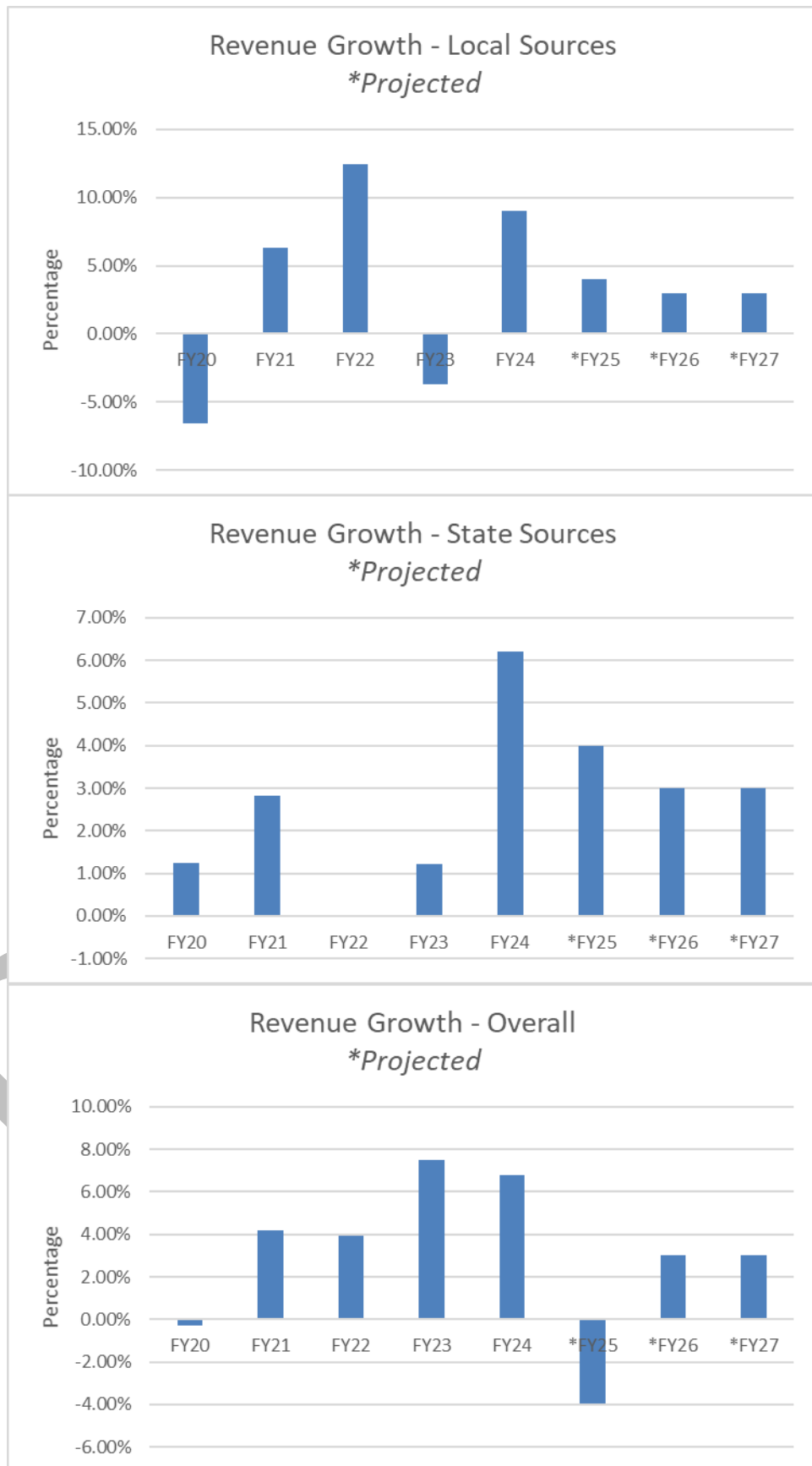
The Grand Forks and Grand Forks Air Force Base School Districts work together in a unique arrangement to serve the 7,432 students who attend schools in the two communities. The schools of the two districts expect and receive strong performance from the students. This is possible because of a rich curriculum design led by highly qualified teachers. Parent and community support is strong and very instrumental in the success of the schools. Approximately 1,751 full- and part-time people are employed including approximately 845 certified staff that includes teachers, specialists, and counselors and approximately 863 support and 43 administrative staff. The fact that staff members obtain advanced degrees indicates that they are interested in updating their skills and remaining in the forefront of program changes.

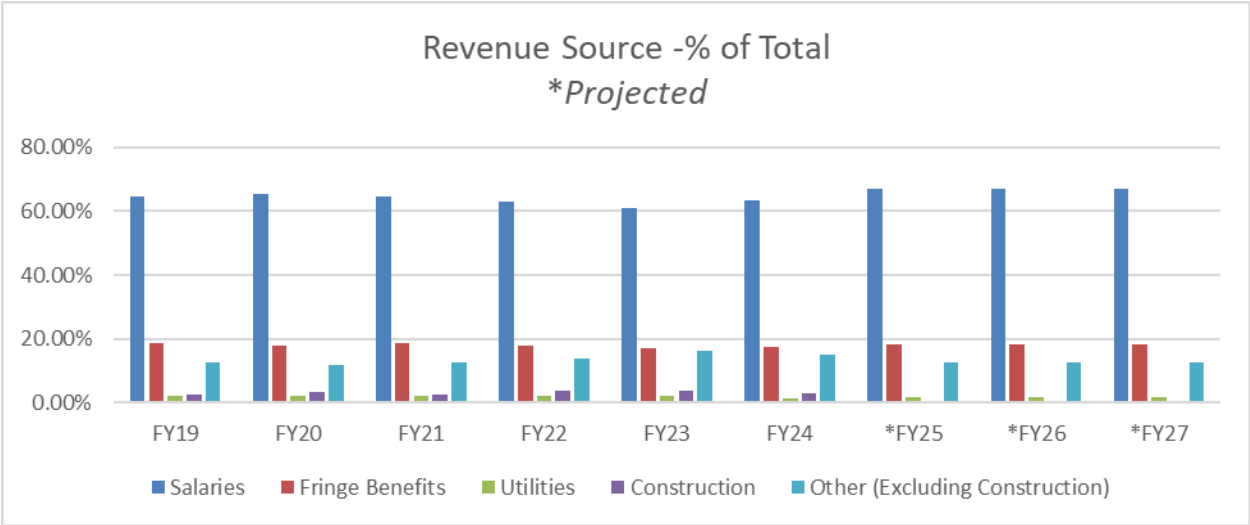
District Budget

Revenue trends (Historic, 2021-2022 Budget, Preliminary Long Range Financial Plan Projections [assumes no referendum dollars])

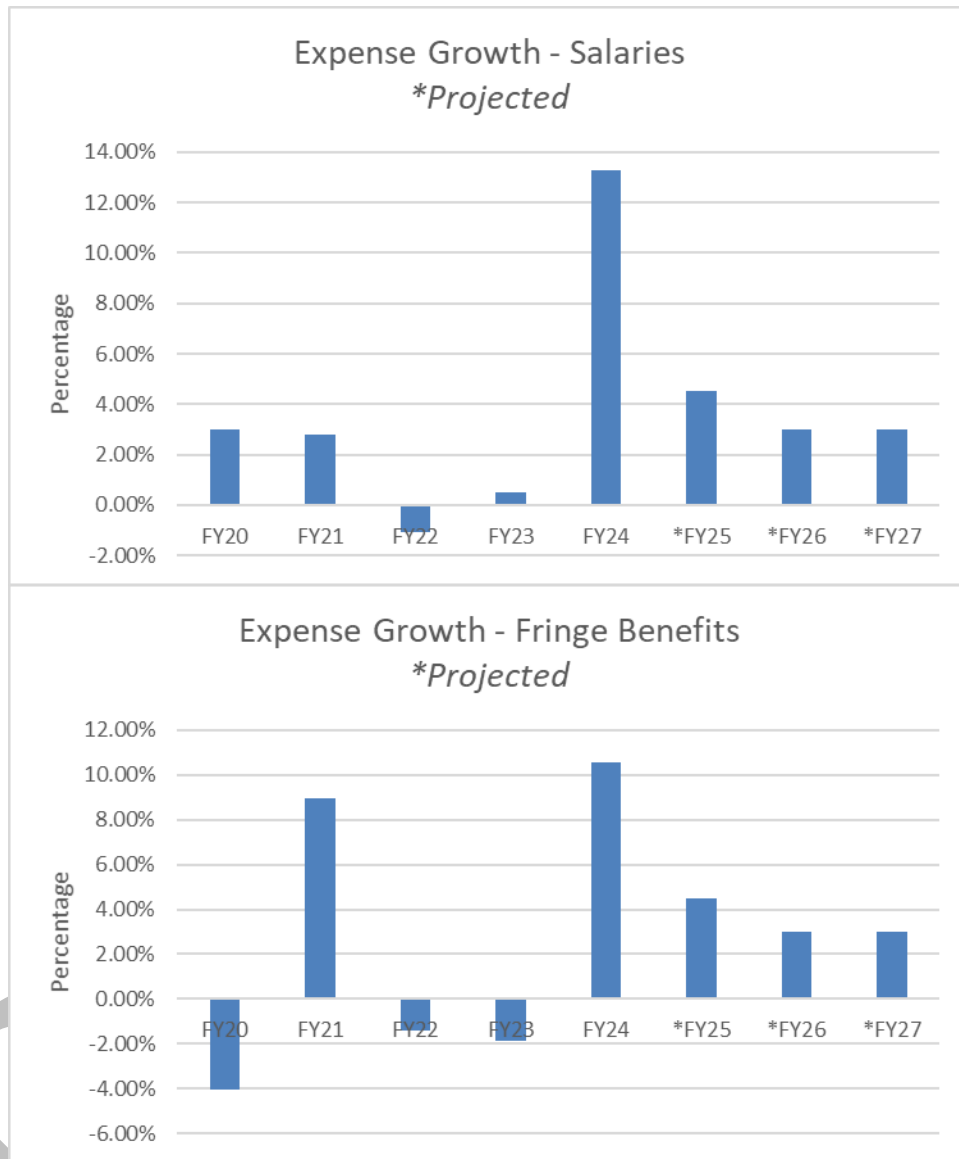
2021-2022 revenue budget totals \$113.1 million.



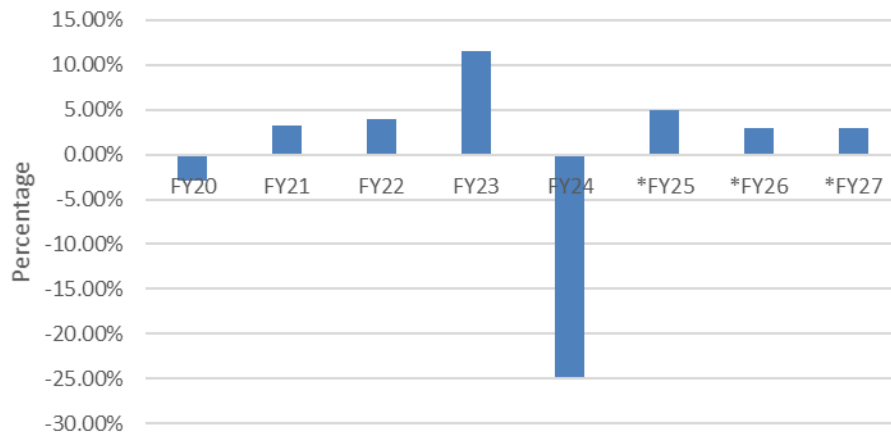




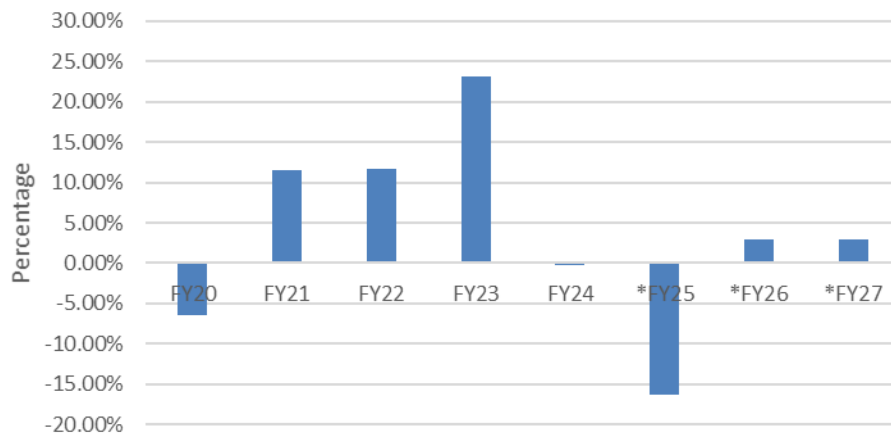
Expense trends (Historic, 2021-2022 Budget, Preliminary Long Range Financial Plan Projections [assumes no referendum dollars]). 2021-2022 expense budget totals \$113.7 million. Salaries and benefits are 86 % of budget.



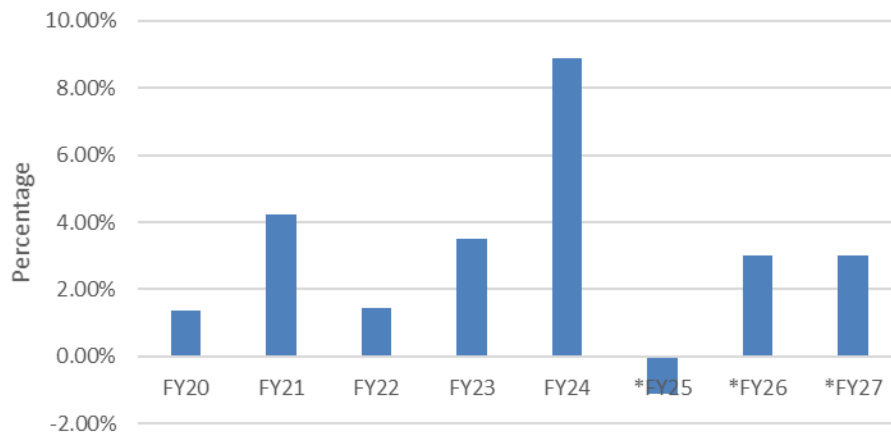
Expense Growth - Utilities **Projected*

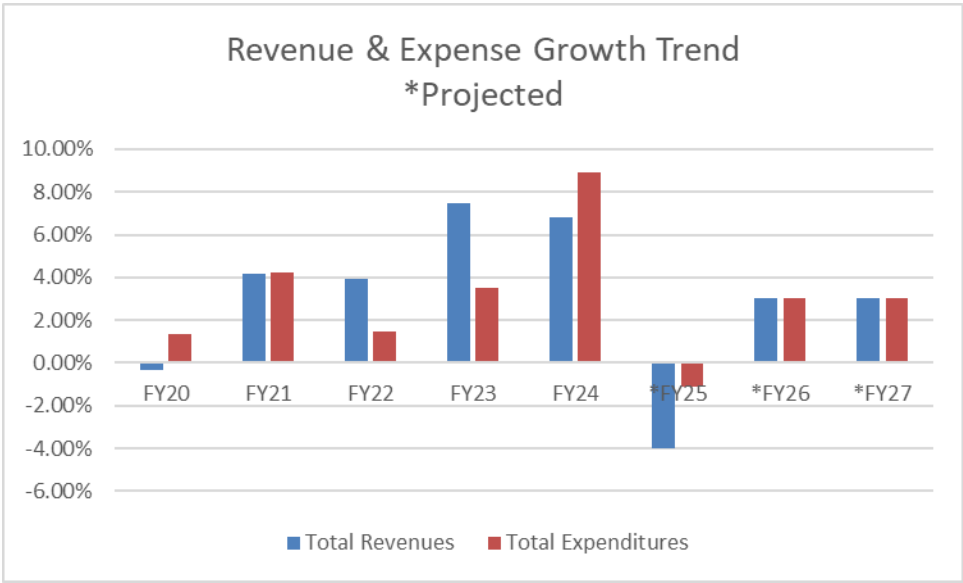


Expense Growth - Other(Excluding Construction) **Projected*



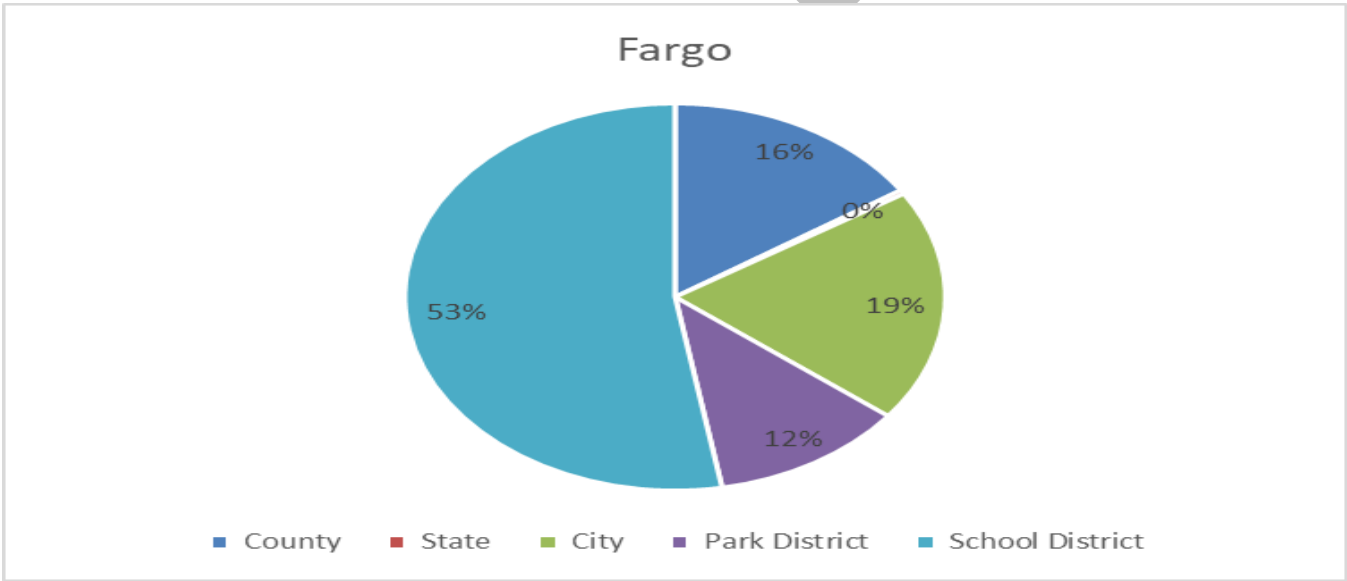
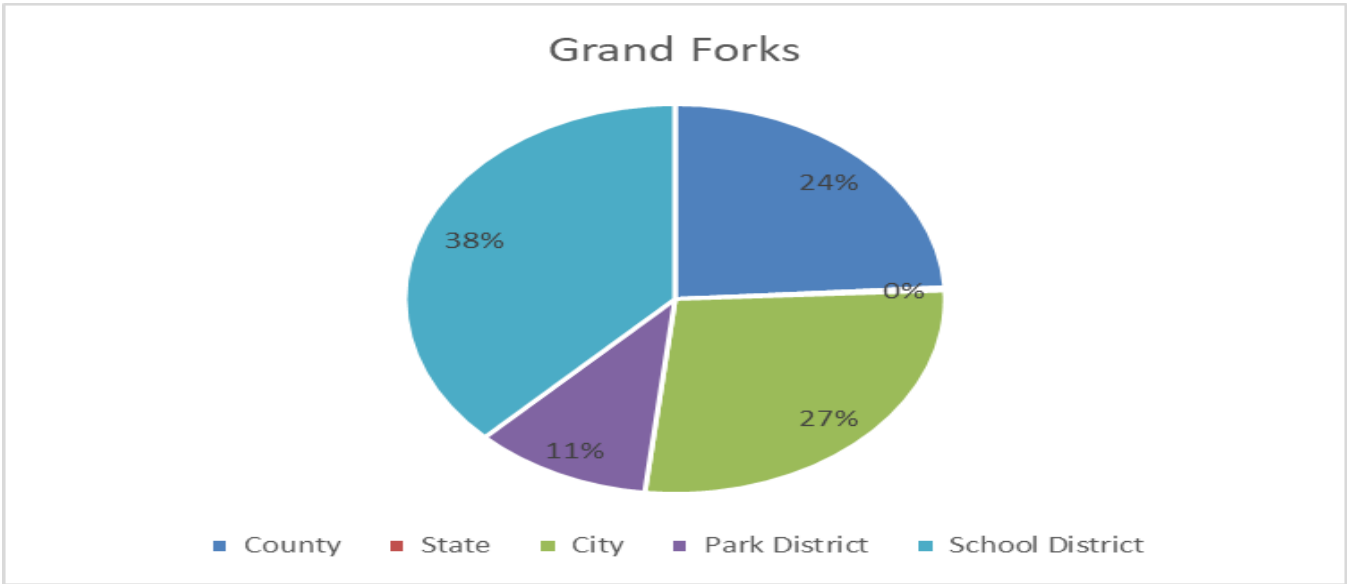
Expense Growth - Total Expenditures **Projected*



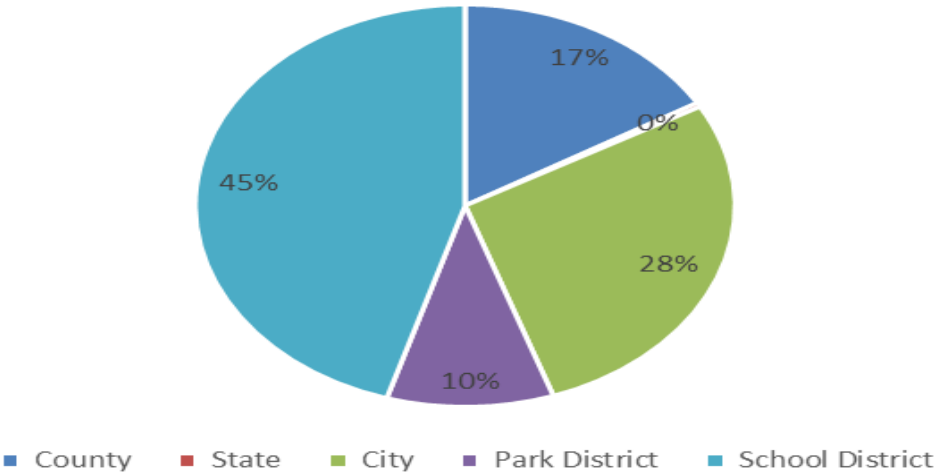


A healthy general fund balance is 15-25% of total expenditures. 15% would be \$18 million at the end of 2023-2024.

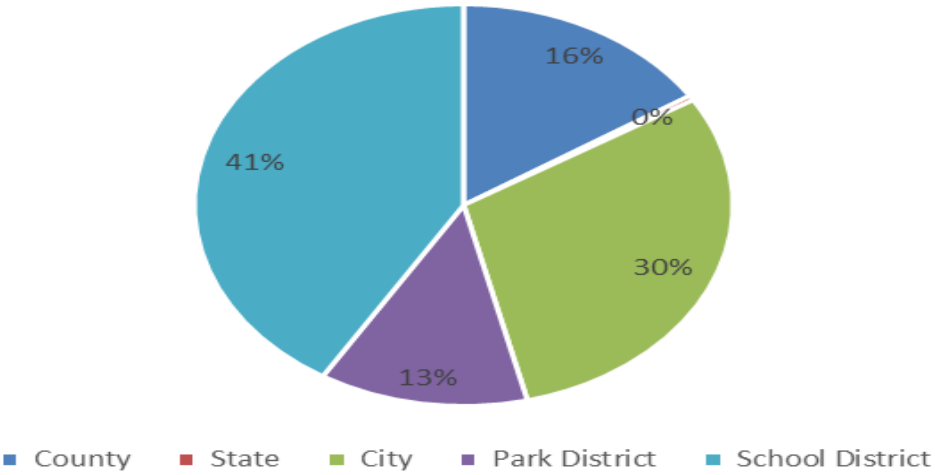
District Tax Levies

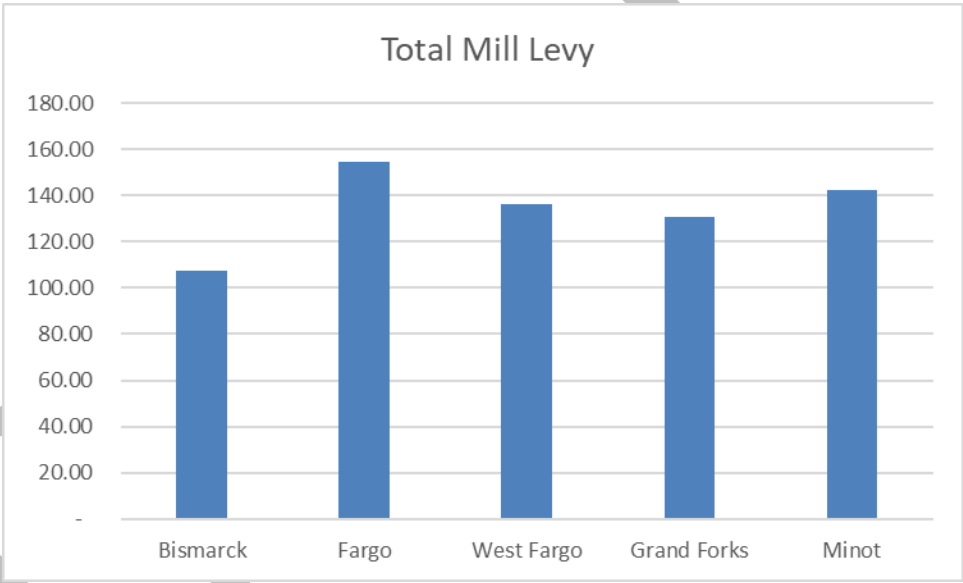
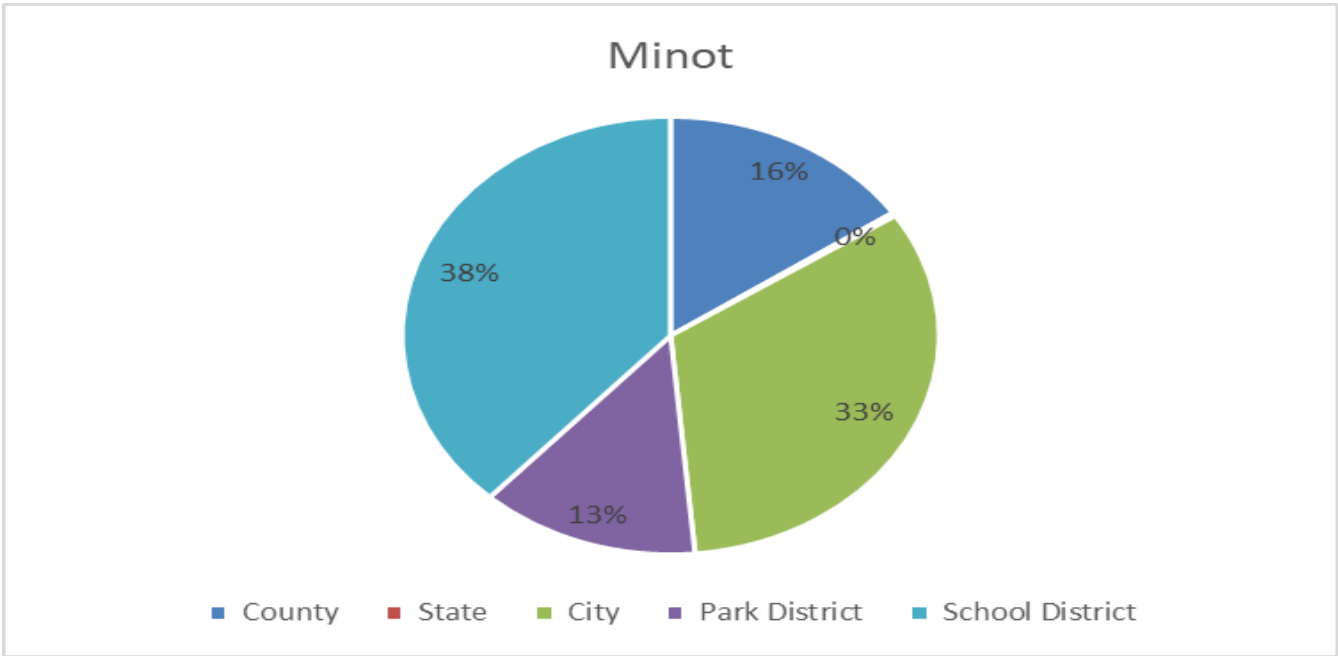


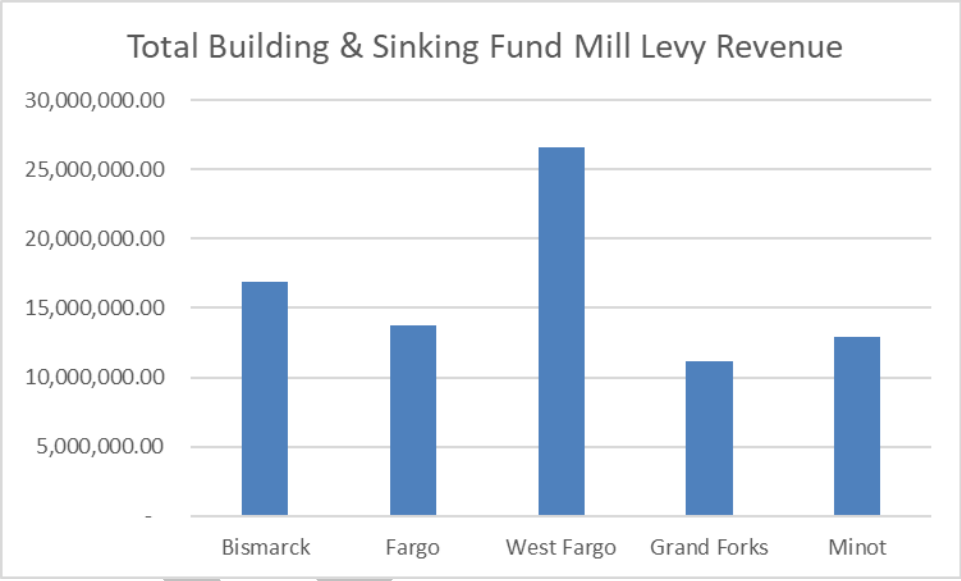
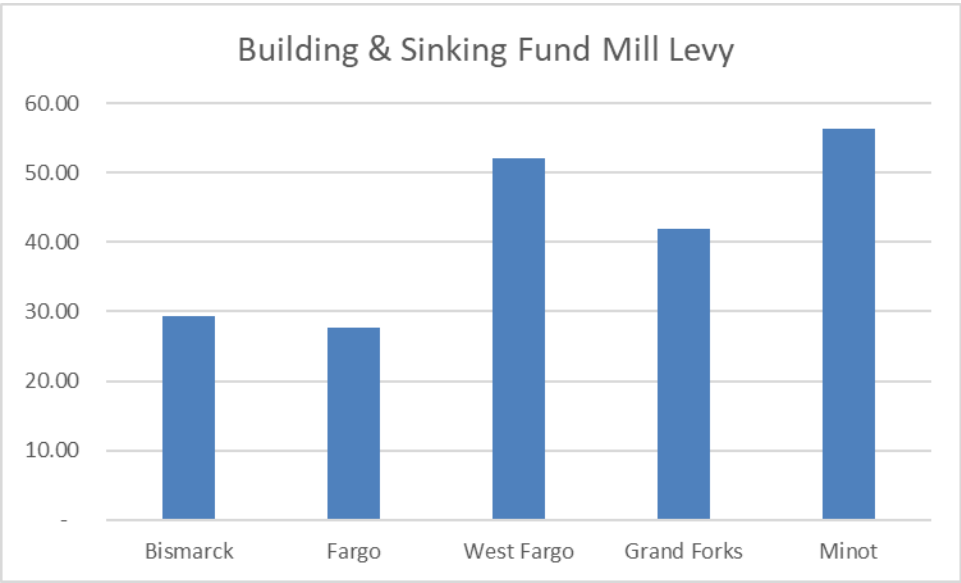
West Fargo



Bismarck







Other large school districts receive between \$6.4 and \$18.4 million more annually than Grand Forks Public Schools for building and sinking fund mill levies. Grand Forks receives the lowest property tax revenue per pupil compared to other large school districts.

Facilities Deferred Maintenance Information

PROJECTS COMPLETED (2022-PRESENT)

- Lake Agassiz HVAC upgrade
- Viking HVAC upgrade
- Ben Franklin interior remodel
- Cushman Field replacement

PROJECTS PROJECTED FOR COMPLETION (PRESENT-2026)

- Ben Franklin HVAC upgrade
- Kelly HVAC upgrade
- Lewis and Clark HVAC upgrade
- Schroeder HVAC upgrade
- Winship envelope restore
- Winship playground replacement
- District Wide lighting replacement
- Ben Franklin roof repair
- Phoenix roof repair
- Red River roof repair
- Wilder roof repair
- South bleacher replacement
- Wilder switchgear upgrade

Facilities Maintenance Overview

Building		Description	Cost	22-23	23-24	24-25	25-26	26-27	27-28	28-29	29-30
Totals			\$36,403,562	\$5,695,937	\$7,394,941	\$3,324,482	\$1,970,000	\$2,652,000	\$2,651,000	\$7,248,875	\$4,340,000
Ben Franklin	ES	Roof Restore	\$368,676		\$ 368,600.00						
Ben Franklin	ES	East Wing Floor	\$824,482			\$ 824,482.00					
Ben Franklin	ES	HVAC Replacement	\$3,252,243	\$ 3,252,243.00							
Century	ES	Roofing	\$1,700,000					\$ 340,000.00		\$ 340,000.00	\$ 340,000.00
Century	ES	Sidewalk/Driveway Repair	\$200,000							\$ 200,000.00	
Central High	HS	Tuckpointing	\$1,500,000							\$ 750,000.00	\$ 843,000.00
Central High	HS	Skylight	\$250,000				\$ 246,000.00				
Central High	HS	Roofing	\$1,850,000					\$ 375,000.00	\$ 300,000.00	\$ 375,000.00	\$ 375,000.00
Central High	HS	Carpet in Office	\$4,104	\$ 4,104.00							
Central High	HS	Accessibility -- Bathrooms/Fire Doors	\$100,000		\$ 100,000.00						
Central High	HS	Carpet -- Other	\$108,000		\$ 100,000.00	\$ 29,000.00				\$ 22,000.00	\$ 22,000.00
Central High	HS	Pool Recommission	\$100,000		\$ 100,000.00						
Central High	HS	Weight Room Relocation	\$175,000		\$ 175,000.00						
Cushman	HS	8' Site Fence	\$200,000							\$ 200,000.00	
Discovery	ES	Carpet	\$149,500				\$ 75,000.00			\$ 85,000.00	
Discovery	ES	Asphalt Maintenance	\$185,000								\$ 185,000.00
Kelly	ES	Windows	\$250,000		\$ 250,000.00						
Kelly	ES	Roofing	\$500,000							\$ 500,000.00	
Kelly	ES	Carpet	\$135,000				\$ 45,000.00		\$ 45,000.00	\$ 45,000.00	
Kelly	ES	HVAC Upgrade	\$2,666,277		\$ 2,666,276.96						
Kelly	ES	Asphalt Mill/Overlay	\$250,000					\$ 250,000.00			
Lake Agassiz	ES	Replace DWV & Water Pipe	\$586,875							\$ 586,875.00	
Lake Agassiz	ES	HVAC Upgrade	\$491,135	\$ 491,135.24					\$ 250,000.00		
Lake Agassiz	ES	Asphalt Mill/Overlay	\$250,000								
Lewis & Clark	ES	Carpet	\$87,500					\$ 44,000.00	\$ 44,000.00		
Lewis & Clark	ES	HVAC Upgrade	\$2,815,064		\$ 2,815,064.00						
Lewis & Clark	ES	Asphalt Mill/Overlay	\$250,000							\$ 250,000.00	
MSEC	Ops	Roofing	\$500,000							\$ 500,000.00	
MSEC	Ops	Carpet	\$52,500					\$ 30,000.00		\$ 30,000.00	
Phoenix	ES	Roof Repair	\$750,000		\$ 250,000.00			\$ 300,000.00	\$ 300,000.00		
Phoenix	ES	Fixtures	\$35,000				\$ 35,000.00				
RRHS	HS	Tuck Pointing North Side of Building	\$11,500	\$ 11,500.00							
RRHS	HS	Roof Repair	\$1,000,000		\$ 250,000.00					\$ 750,000.00	
RRHS	HS	Windows	\$1,000,000							\$ 650,000.00	
RRHS	HS	Carpet	\$266,500				\$ 67,000.00		\$ 67,000.00	\$ 67,000.00	
Schroeder	MS	Roofing	\$1,500,000					\$ 450,000.00	\$ 450,000.00	\$ 450,000.00	\$ 150,000.00
Schroeder	MS	Carpet	\$135,000				\$ 45,000.00				
Schroeder	MS	VCT	\$54,000					\$ 55,000.00			
Schroeder	MS	Gym Floor -- Replace Large Gym Floor	\$200,000							\$ 200,000.00	
Schroeder	MS	Replace Original Plumbing	\$1,475,000								\$ 1,475,000.00
Schroeder	MS	HVAC Upgrade -- AC	\$2,500,000			\$ 2,500,000.00					
South	MS	Windows	\$300,000							\$ 300,000.00	
South	MS	Roofing	\$200,000						\$ 200,000.00	\$ 300,000.00	
South	MS	Bleachers	\$175,000				\$ 175,000.00				
Viking	ES	Exterior Doors	\$45,000						\$ 45,000.00		
Viking	ES	Roofing	\$175,000					\$ 175,000.00			
Viking	ES	Carpet	\$162,500				\$ 55,000.00				
Viking	ES	HVAC Replacement	\$1,936,955	\$ 1,936,955.00							
Viking	ES	Asphalt Mill/Overlay	\$100,000			\$ 100,000.00					
Wilder	ES	Windows	\$450,000						\$ 450,000.00		
Wilder	ES	Roofing	\$200,000				\$ 200,000.00				
Wilder	ES	Carpet	\$65,000				\$ 65,000.00				
Wilder	ES	PA System	\$75,000							\$ 75,000.00	
Wilder	ES	Water Heater	\$75,000								
Wilder	ES	HVAC Replacement	\$2,000,000					\$ 500,000.00	\$ 500,000.00	\$ 500,000.00	\$ 500,000.00
Wilder	ES	Switchgear	\$275,000				\$ 275,000.00				
Wilder	ES	Pave Parking Lot	\$450,000								\$ 450,000.00
Winship	ES	Envelope Restore	\$400,000		\$ 400,000.00						
Winship	ES	Roofing	\$450,000				\$ 450,000.00				
Winship	ES	Carpet	\$100,750				\$ 33,000.00	\$ 33,000.00		\$ 33,000.00	
Winship	ES	VCT	\$40,000							\$ 40,000.00	

School Board Members

School board members are elected at-large to represent the entire school district. They are not elected to represent a specific school or area within the school district.

Grand Forks Public School District #1	
Board Member	Contact Information
Amber Flynn, President	aflynn180@mygfschools.org
Dave Berger, Vice President	dberger100@mygfschools.org
Josh Anderson	janderson261@mygfschools.org
Monte Gaukler	mgaukler230@mygfschools.org
Joel Larson	jl Larson170@mygfschools.org
Eric Lunn	elunn040@mygfschools.org
Jeff Manley	jmanley180@mygfschools.org
Bill Palmiscno	bpalmiscno260@mygfschools.org
Cynthia H. Shabb	cshabb260@mygfschools.org

Grand Forks Air Force Base Public School District #140	
Board Member	Contact Information
Michelle Shepperd, President	mshepperd300@mygfschools.org
Branden Shepperd, Vice President	bshepperd200@mygfschools.org
Arielle Neumann	aneumann240@mygfschools.org
Jennifer Rivera	jrivera190@mygfschools.org
Terry Snider	tsnider220@mygfschools.org



Source: National Association of School Boards

COMMUNITY ENGAGEMENT PROCESS

Public Forum 2024

March 25, 2024

(Held in Accordance with N.D.C.C. 15.1-07-26)

GRAND FORKS PUBLIC SCHOOLS

Grand Forks Public School District #1

Grand Forks Air Force Base Public School District #140

PARTICIPANT BOOKLET #2

Strategic Planning Summary

The strategic plan is the most important document guiding the work and the direction of the school districts. It provides clarity and focus in aligning the work of the organization collectively.

Mission: Our purpose

Growing together to change the world.

Vision: What we want to achieve

We provide diverse and meaningful experiences for all learners in a safe and supportive environment by fostering curiosity, inquiry, and innovation. By embracing change and taking risks, we grow and learn together.

Values: What we stand for

We believe strong relationships in our schools and community will result in developing connected, innovative learners, grounded by strong character.

Strategic Priorities: How we get there

The strategic priority areas were developed to guide the school districts' focus and effective use of resources to achieve student outcomes that will prepare students for their future. The following represents the strategic priority areas and subcategories from a macro view.

I. Academics – High-Reliability Schools Framework

1. Academic Engagement and Strategies for Student Success
2. Professional Learning & Technology
3. Innovation and Creativity

II. Comprehensive School District Mental Health System

1. Mental Health
2. Positive School Climate & Culture
3. Social-Emotional Learning
4. Community Engagement

III. Resource Management and Long-Term Planning

1. Master Facilities Planning
2. Long-Term Technology Planning
3. Long-Term Financial Planning

Resource Management and Long-Term Planning

School Districts exist solely for the betterment of our students and as such, all resources including facilities, technology and budgets must be aligned with a common goal of student growth and achievement. When challenges exist, we must succeed in overcoming these in order to have student success. The strategic plan outlines three primary resource areas that need to be addressed for the long term: Master Facilities Planning; Long-Term Technology Planning; and Long-Term Financial Planning.

Challenges: Where are we at today?

All school districts have challenges they face. The questions are: what are they, which ones affect students the most, and how do we solve them? With regard to Resource Management and Long-Term Planning in the Grand Forks School Districts, we can identify the following:

Master Facilities Planning

- Aging infrastructure, equipment and building systems
- Educational environment (temperature, lighting, acoustics, and physical appearance)
- Capacity and location (do we have the right facilities in the right places?)

Long-Term Technology Planning

- The right technology in an ever-changing environment, and the budget to keep up is essential
- Having the infrastructure in place to utilize the technology we have (or will have)
- Using technology to truly impact student learning

Long-Term Financial Planning

- Budget demands are everywhere – choosing what impacts students the most
- Aligning revenues with expenditures – gaining the additional revenue required to accomplish what we need
- Tax impact – being responsible to the community with the understanding that most facility and infrastructure costs are funded by the local taxpayer

Opportunities: Where do we want to be?

School is not what it used to be in the 20th century and keeping up with the demands of educating students for a future unknown world can be challenging. We are attempting to educate students for jobs that don't exist today and most students in school right now will have 5-7 completely different careers during their lifetime. In the 20th century, we obtained information (memorizing formulas, the periodic table, capitals of states) and what we didn't memorize we learned how to locate the information. In the 21st century, nearly all information is available in milliseconds via a computer or smartphone. Now we are teaching students how to disseminate the information they really need and how to apply it to their advantage. Reading, writing and arithmetic are still extremely important, but how they are applied by an individual student in their varied careers means that learning, while collaborative, is much more personalized.

**With every
challenge there
is an
opportunity
that awaits!**

Using the Districts' strategic plan, mission, vision, and values, opportunities can be identified that both address the exciting future for our students and address our largest challenges. We can answer questions such as:

- What opportunities do the districts have in addressing facility concerns and aging infrastructure through revitalizing and reimagining our buildings?
- What opportunities do the districts have in analyzing building capacity and location?
- What opportunities do the districts have in maximizing student achievement through changes in the learning environment?
- What opportunities do the districts have with revenue by implementing energy and cost saving solutions?
- What opportunities do our students and community gain through a fiscally responsible bond referendum to fund larger long-term capital needs?

Planning & Community Engagement: How do we get there?

Recognizing that the community members are the owners of the school districts, and that the school districts are a direct reflection of the communities they serve, the School Boards understand that the community has a significant role to play in determining how challenges and opportunities are addressed.

Input into the long-term planning process comes in a variety of ways and can be broken down into two categories:

Macro Involvement

Macro level involvement by the community allows broad thoughts and ideas to be gained through a variety of engagement opportunities that community members can choose to participate in:

- Community meetings (like tonight)
- Community-wide surveying
- Community forums and gallery walks

Micro Involvement

Micro level involvement by the community is more focused and intentional and allows representatives of the community to go deeper in their learning and understanding of both the challenges and opportunities that exist. This will involve:

- Focus groups

Grand Forks Public Schools
Guiding Change Document: Budget Realignment
(Why we need to engage in the budget realignment process)

Current Reality “The Why”	Unacceptable Means “The NOT HOW”	The Results “The WHAT”
<ul style="list-style-type: none"> • Buildings are not optimal for teaching & learning. Facilities are inadequate and not up to current building code, ADA compliance, or meeting other federal requirements • Facility needs exceed current funding • Currently using general fund dollars for facility needs • A need to optimize the number of buildings and employees on a per student needs basis • GFPS mill levy and property taxes are less than other comparable school districts • Challenging to attract and retain adequate staff 	<ul style="list-style-type: none"> • Expend below a 7% general fund balance as of 6/30/2022; 10% by 6/30/24; and 15% by 6/30/26 • Violate laws, regulations, contracts, or policies • Inequitably fund student needs including student services and programs • Eliminate key tenets of our strategic plan • Underfund facilities plan • Ignore available funding sources 	<ul style="list-style-type: none"> • Align budget and long-range financial plan with strategic plan. • Sustain a strong building fund to ensure highly effective and equitable teaching & learning environments in alignment with strategic priorities • Provide an overall competitive compensation & benefits package to attract and retain highly qualified staff. • Optimize staffing levels to student needs. • Increase student achievement for all with a deliberate focus on eliminating opportunity gaps based on race/ethnicity, and socio-economic status. • Students receiving special education support are served in an environment that is safe, inclusive and meets their unique learning and social emotional needs. • Replace Valley Middle School on its current site • Fund long-term facilities plan that increases efficiencies • Achieve a sustainable balanced budget with an adequate general fund balance of 15% • Ensure student achievement results drive the design and influence allocation of resources in the budget (High Reliability Schools)

Board Work Session Consensus: 1/10/2022
Board Approved: 1/24/2022

Part 2: Small Group Input

All thoughts and ideas are welcome and important when doing work in the small group sessions, but please consider the following norms for this type of work:

- Be attentive during the session please be considerate with technology (phone) use
- Share the air: everyone's voice is important
- Listen actively: seek to understand first, then react
- Assume positive intentions
- Keep a district-wide vs. individual focus
- Remember: schools impact many things, but they exist for the betterment of all students

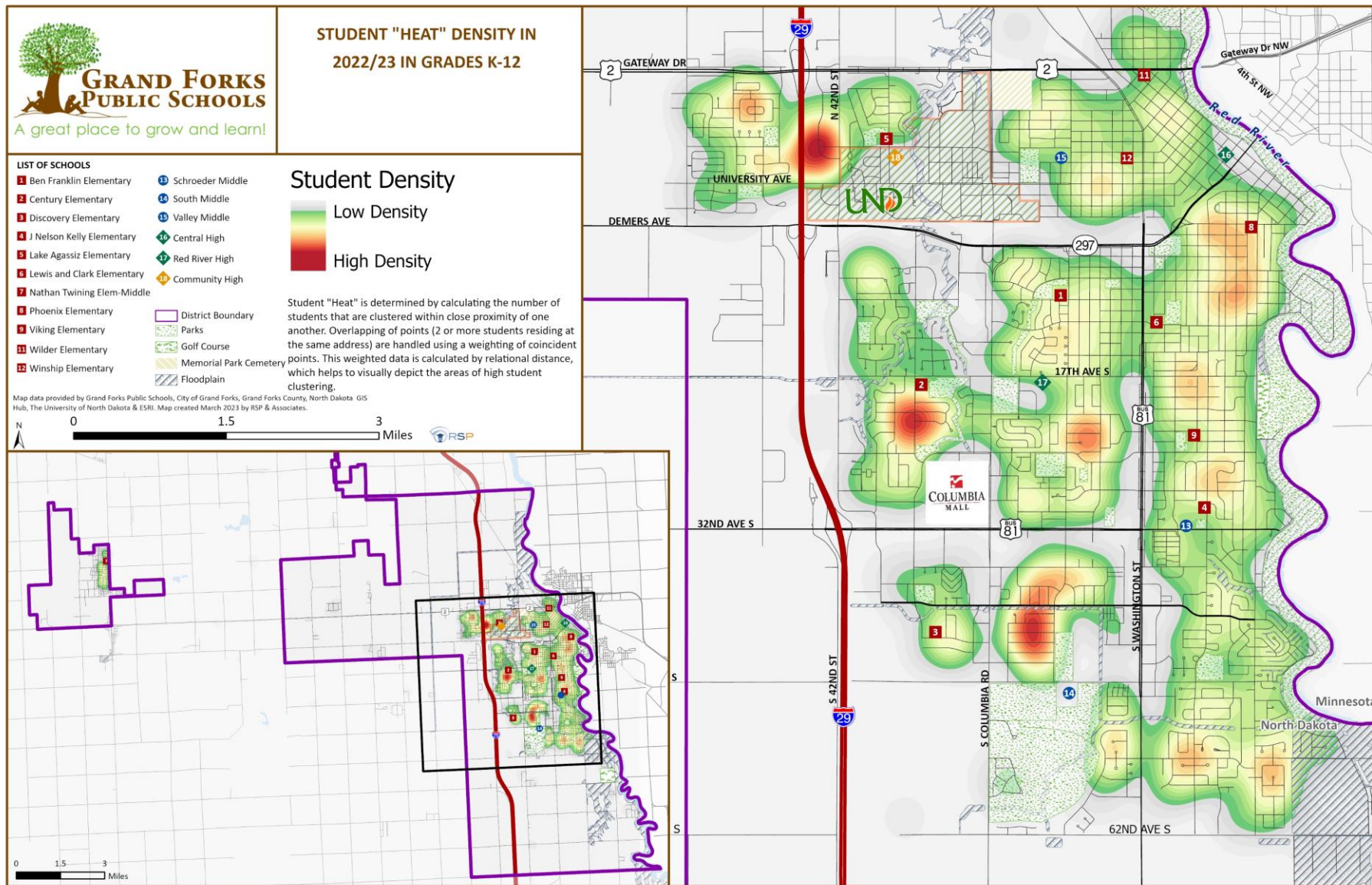
Much information has been provided to you tonight regarding budget projections, facility needs, and a school board framework, that is, guidance with the "Budget Realignment Guiding Change Document". Given that information, please consider the following questions in your breakout group. Each group will include a school district recorder, school district facilitator, and a school district resource person(s) who can clarify any questions you might have during the discussions.

1. One of the school district's challenges is balancing enrollment between and among all of our schools, most notably at the elementary school level with the community's population continuing to move south. To date, magnet programs such as our Multi-Lingual Program (formerly known as English Learners Program or EL), are housed at Winship Elementary, Century Elementary and recently expanded to Lake Agassiz Elementary. If ML students attended their neighborhood school, Winship Elementary would have fewer than 100 students (Demographer Heat Map)

Do you support?

- a. Continuing with ML magnet school programs or would you prefer ML students attend their neighborhood school? Why or Why not?
 - b. Convening a Demographic Task Force to re-examine present boundary lines that would address some schools' declining enrollment while other schools are near or are at capacity? Why or why not?
2. What other suggestions do you have for the school board and school district leadership related to the topics discussed tonight?

Thank you for your participation.



Brandon Baumbach
Business Manager

Department Phone: 701.787.4885
Direct Phone: 701.746.2205, Ext. 7126
Fax: 701.772.7739
bbaumbach020@mygfschools.org

MEMORANDUM

TO: Grand Forks School Board
FROM: Brandon Baumbach, Business Manager
SUBJECT: School Board Election Process Timeline
DATE: February 12, 2024



The terms of four (4) members of the Grand Forks School Board will expire this year. They are Jeff Manley, Amber Flynn, Eric Lunn, and Cynthia Shabb.

North Dakota Century Code Section 15.1-09-08 provides that *an individual seeking election to the board of a school district shall prepare and sign a document stating the individual's name and the position for which that individual is a candidate. A candidate shall also file a statement of interests as required by section 16.1-09-02. Whether or not the election is held in conjunction with a statewide election, all statements of interest must be filed with the school district business manager, or mailed to and in the possession of the business manager, by four p.m. of the sixty-fourth day before the election. A candidate shall also file a campaign contribution statement as required by section 16.1-08.1-02.3.* The Statement of Interests electronic form is found [HERE](#) and the Campaign Disclosure Statement electronic form is found [HERE](#). Additional information regarding the election is found on the North Dakota Secretary of State's website which is linked [HERE](#).

The Board approved the Joint Powers Agreement for Elections Services with Grand Forks County on January 8, 2024; therefore, the school district will participate in the June 11, 2024, statewide election with Grand Forks County, the City of Grand Forks, and the Grand Forks Park District. The County Auditor is responsible for conducting the election and state law requires school districts to follow a specific timeline as part of the election process.

March 9, 2024	Thirty (30) days before the deadline for candidate names to be printed on the ballot, an official notice of this deadline must be published in the official newspaper of the city or county.
April 8, 2024	Deadline for candidates to file election forms with the business manager. Completed forms must be received by the business manager no later than 4:00 p.m. The drawing for placement of candidate names on the ballot will be held immediately thereafter.
June 11, 2024	Election Day

The School Board Candidate Filing Form, Statement of Interests, and Campaign Disclosure Statement are attached. These forms will be available on the District website and for pick up at the Business Office in the Mark Sanford Education Center. They may also be obtained by calling 746-2200 or by email to bbaumbach020@mygfschools.org.

2024
GRAND FORKS SCHOOL BOARD
CANDIDATE FILING FORM

To: Business Manager
Grand Forks Public School District #1
2400 47TH Avenue South
Grand Forks, ND 58201

I hereby declare my intention to be a candidate for election as a member of the School Board of the Grand Forks Public School District #1 for a term of four (4) years beginning at the annual meeting in July 2024 and continuing until a successor is elected and qualified.

I affirm that I am eighteen (18) years of age, that I am a citizen of the United States, and that I have resided in the Grand Forks public school district for at least thirty (30) days immediately prior to the June 11, 2024, election.

I understand that under North Dakota Century Code Sections 16.1-09-02 and 16.1-08.1-02.3, I am required to file a Statement of Interests and Campaign Disclosure Statement, which will become a public record along with this candidate filing form and will be available for public inspection upon request.

Name: _____
Please Print Your Name As You Wish It To Appear On the Ballot

Address: _____

Phone: _____

Email Address: _____

Original Signature (required): _____

Filing Forms must be received by the Business Manager by 4:00 pm, Monday, April 8, 2024.

Notice is hereby given that the drawing for the placement of candidate names on the ballot will be held on Monday, April 8, 2024, at 4:01 pm, at the Mark Sanford Education Center, 2400 47th Avenue South, Grand Forks, ND. Candidates are invited to attend the drawing.



STATEMENT OF INTERESTS
SECRETARY OF STATE
SFN 10172 (01-2024)

Secretary of State
State of North Dakota
600 E Boulevard Ave Dept 108
Bismarck ND 58505-0500
Telephone: (701) 328-2900
Toll-Free: (800) 352-0867
Fax: (701) 328-3413
Email: soselect@nd.gov
Website: Vote.ND.Gov

References to the Statement of Interests are found in North Dakota Century Code, Chapter 16.1-09.

FILING REQUIREMENTS FOR STATEMENT OF INTERESTS

1. Every candidate for elective office shall file a Statement of Interests with the appropriate filing officer with whom the candidate filed his/her Certificate of Endorsement (SFN 17196) or Petition/Certificate of Nomination (SFN 02704).
 - a. Candidates for President and Vice President of the United States shall file with the Secretary of State either a Statement of Interests as required by Chapter 16.1-09 of the North Dakota Century Code or a copy of the personal disclosure statement required by the Federal Election Commission.
 - b. Candidates for US Senate and US House of Representatives shall with the Secretary of State or a copy of the personal disclosure statement required by the Federal Election Commission.
 - c. Candidates for statewide, legislative, or judicial office shall file with the Secretary of State.
 - d. Candidates for Garrison Conservancy, Soil Conservation, or county offices shall file with the County Auditor in their county of residency.
 - e. Candidates for city offices shall file with the City Auditor.
 - f. Candidates for school district offices shall file with the School Business Manager of the school district.

The Statement of Interest must be filed at the same time a Petition/Certificate of Nomination or Certificate of Endorsement is filed.

Candidates filing a Statement of Interests for the primary election need not re-file for the general election.

2. Every person appointed by the Governor to a state agency, board, bureau, commission, department, or occupation or professional licensing board must file a Statement of Interests with the Secretary of State no later than the announcement of the appointment.
3. When to File: Every candidate for elective office must file a Statement of Interests with the appropriate filing officer at the same time as filing his/her Certificate of Endorsement (SFN 17196) or Petition/Certificate of Nomination (SFN 02704) and Affidavit of Candidacy (SFN 02703). Appointees of the Governor shall file a Statement of Interests no later than the announcement of the appointment.

SPECIAL NOTES: Items B, C, and D of this form have limited space for listing items. If you need more space, attach additional sheets in the same format and clearly identify which of the three items (B, C, or D) the additional sheet continues. Attach the additional sheets to this form. Use an "X" to indicate the "interest" relationship for (a) yourself or (b) your spouse. You are not required to list dollar amounts or the nature of the work performed in Items B, C, or D.

ASSISTANCE: Questions regarding the Statement of Interests may be directed to the Elections Unit of the Secretary of State's office at (701) 328-4146 or (800) 352-0867 (option 6), or the appropriate filing officer.

Name of candidate or appointee		Telephone number	
Spouse's name		Non-government email address (required)	
Address		City	State ZIP code
Office which candidate is seeking (include district number, if applicable)	<div style="text-align: center; font-size: 2em; font-weight: bold;">OR</div> Position to which appointed		

Name of business or employer

☐ Farmer
 ☐ Military
 ☐ Investor or retired
 ☐ Clerical and sales
 ☐ Government employee

☐ Business owner
 ☐ Laborer
 ☐ Professional
 ☐ Craftsman
 ☐ Student

☐ Other

☐ Farmer
 ☐ Military
 ☐ Investor or retired
 ☐ Clerical and sales
 ☐ Government employee
☐ Business owner
 ☐ Laborer
 ☐ Professional
 ☐ Craftsman
 ☐ Student
☐ Other

1. Any business or trust in which you and/or your spouse own a legal or equitable interest.
2. Any business or trust in which you and/or your spouse have investments. Include the name of the business or trust of which you have stocks, mutual funds, bonds, debentures, or debt obligations of corporations and/or municipal corporations. Financial interests that are contained in diversified portfolios need only be mentioned by the brokerage establishment it is with.
3. Any business or trust from which you and/or your spouse receive compensation.
4. Any business or trust paying you and/or your spouse a fee or commission for professional or consulting services. Include those public agencies from which you and/or your spouse received a fee or commission. Attorneys and others who list their principal occupation as "professional" are not required to list clients.
5. Public agencies (state or local) to which you and/or your spouse sold goods or services.

[illegible]

ITEM C - List the associations or institutions with which you and/or your spouse are closely associated, or serve as a director or officer of, AND which may be affected by legislative action (for legislative candidates) or action of the officeholder of the office to which you are a candidate or appointee.

- 1. List organizations and associations and note the capacity of your and/or your spouse's relationship such as "member," "board of directors," "consultant," etc.
- 2. Place an "X" to indicate the interested party.

ASSOCIATION OR INSTITUTION	CAPACITY	SELF	SPOUSE

ITEM D - Identify by name any **business office, business directorship, or fiduciary relationship** that you and/or your spouse have held in the preceding calendar year.

- 1. Fiduciary means acting as a guardian, trustee, executor, administrator, or conservator for any person, whether individual or corporate. Specify the capacity of the relationship of you and/or your spouse for any of the listed businesses, trusts and/or fiduciary relationships, such as "director," "executor," "trustee," etc.
- 2. Place an "X" to indicate the interested party.

ASSOCIATION OR INSTITUTION	CAPACITY	SELF	SPOUSE

I, the undersigned, declare this Statement of Interests has been examined by me and to the best of my knowledge is a true, correct, and complete statement of my financial interests. I understand any intentional violation of the law requiring the filing of this statement shall result in my being deprived of my appointment or assuming the duties of the elective office.

Signature of candidate or appointee	Date
-------------------------------------	------



CAMPAIGN DISCLOSURE STATEMENT
COUNTY, CITY, OR SCHOOL BOARD CANDIDATES
 SECRETARY OF STATE
 SFN 53970 (08-2023)

Secretary of State
 State of North Dakota
 600 E Boulevard Avenue Dept 108
 Bismarck ND 58505-0500
 Telephone: (701) 328-4146
 Toll-free: (800) 352-0867, option 6
 Fax: (701) 328-3413
 Website: Vote.ND.Gov

SEE PAGE 2 FOR REPORTING REQUIREMENTS AND INSTRUCTIONS

Campaign disclosure reporting requirements are found in North Dakota Century Code Chapter 16.1-08.1.

Section A

Name of candidate seeking or holding office			
Office candidate is seeking or currently holding			
Candidate address (street address or post office box)	City	State	ZIP code
Name of person completing this statement			Daytime telephone number

Section B

TYPE OF STATEMENT	ELECTION DATE	STATEMENT DUE DATE	REPORTING PERIOD
<input type="checkbox"/> PRE-PRIMARY ELECTION		32 days before the election	January 1 through 40 days before the election
<input type="checkbox"/> PRE-GENERAL ELECTION			
<input type="checkbox"/> PRE-SPECIAL ELECTION			
<input type="checkbox"/> YEAR-END		January 31 of each year	Entire calendar year
<input type="checkbox"/> 48-HOUR		Within 48 hours if a contribution in excess of \$500 is received within 39 days before the election	39-day period before the election
<input type="checkbox"/> AMENDED (also mark applicable statement being amended above)			

Section C (This section does not apply to 48-hour statements.)

Total of all contributions received in excess of \$200 (contribution detail begins on page 3)	<input type="checkbox"/> No reportable contributions for reporting period <input type="checkbox"/> No reportable contributions since last statement filed	\$
Total of all contributions received of \$200 or less		\$

Section D (This section only applies to year-end statements.)

EXPENDITURE CATEGORY	TOTAL
Advertising	\$
Campaign loan repayment	\$
Operations	\$
Travel	\$
Miscellaneous	\$

Section E

I certify that I have examined this campaign disclosure statement, including any attached addenda for filing with this statement, and to the best of my knowledge, it is true, correct, and complete.

Signature	Date
-----------	------

REPORTING REQUIREMENTS

A candidate for a county, city (in cities with a resident population of 5,000 or more), or school board (in school districts with a fall enrollment of 1,000 students or more) office, is required by law to file a statement of contributions, known as a Campaign Disclosure Statement (SFN 53970).

The statement must include the name and mailing address of all contributors who contributed in excess of \$200 in the aggregate during the reporting period, the aggregated amount of the contributions from each listed contributor, and the date the most recent contribution was received from that contributor.

A year-end statement must be filed each year even if the candidate received no contributions during the year or any reportable contributions in excess of \$200.

When a statement is filed, please note the options in Section C (i.e., "No reportable contributions for reporting period" and "No reportable contributions since last statement filed").

TYPES OF REPORTABLE CONTRIBUTIONS:

A gift, transfer, conveyance, provision, receipt, subscription, loan, advance, deposit of money, or anything of value, made for the purpose of influencing the nomination for election, or election, of any person to public office or aiding or opposing the circulation or passage of a statewide initiative or referendum petition or measure.

The term also means a contract, promise, or agreement, express or implied, whether or not legally enforceable, to make a contribution for any of the above purposes.

The term includes funds received by a candidate for public office or a political party or committee, which are transferred or signed over to that candidate, party, or committee from another candidate, party, or political committee or other source.

The term "anything of value" includes any good or service of more than a nominal value. The term "nominal value" means the cost, price, or worth of the good or service is trivial, token, or of no appreciable value. The term "contribution" does not include:

1. A loan of money from a bank or other lending institution made in the regular course of business.
2. Time spent by volunteer campaign or political party workers.
3. Money or anything of value received for commercial transactions, including rents, advertising, or sponsorships made as a part of a fair market value bargained-for exchange.
4. Money or anything of value received for anything other than a political purpose.
5. Products or services for which the actual cost or fair market value are reimbursed by a payment of money.
6. An independent expenditure.
7. The value of advertising paid by a political party, multicandidate political committee, or caucus which is in support of a candidate.
8. In-kind contributions from a candidate to the candidate's campaign.

INSTRUCTIONS FOR CAMPAIGN DISCLOSURE STATEMENT

SECTION A: Provide the full name of the candidate, the office the candidate is seeking or currently holding, and the address of the candidate. Also provide the name and daytime telephone number of the person completing the statement.

SECTION B: Indicate whether the statement is a pre-primary, pre-general, pre-special, year-end, 48-hour, or amended statement by checking the appropriate box(es). Unless a year-end statement, also provide the election date.

SECTION C: Provide the total of all contributions received in excess of \$200. If no reportable contributions were received for the reporting period or no additional reportable contributions were received since the last statement was filed, indicate such by checking the appropriate box.

SECTION D: This section only applies to year-end statements. Provide the total of all expenditures made during the calendar year, separated into the expenditure categories listed.

SECTION E: The person completing the statement must certify that the information contained in the statement is true, correct, and complete by signing and dating the campaign disclosure statement.

SCHEDULE #1 - Contributions received in excess of \$200: Provide the name and mailing address of each contributor; the total amount of the contribution; and the date the last contributed amount was received. Contributions made separately by different persons from joint accounts are considered separate contributions for reporting purposes.

FILING INSTRUCTIONS: Campaign Disclosure statements are deemed properly filed when deposited with or delivered to the appropriate filing officer within the prescribed time. A statement that is mailed is deemed properly filed when it is postmarked and directed to the appropriate filing officer within the prescribed time. If a statement is not received by the filing officer, a duplicate of the statement must be promptly filed upon notice by the filing officer of its nonreceipt.

WHERE TO FILE:

County candidates: County Auditor in the candidate's county of residence

City candidates: City Auditor in the candidate's city of residence

School board candidates: School Business Manager in the candidate's school district

SCHEDULE #1 - Contributions received in excess of \$200

Attach additional pages, if necessary.

NUMBER	CONTRIBUTOR NAME	MAILING ADDRESS	CITY STATE ZIP	TOTAL OF CONTRIBUTIONS	DATE OF MOST RECENT CONTRIBUTION
EXAMPLE	JOHN DOE	100 1ST AVENUE	BISMARCK ND 58501	\$ 250.00	3/15/2017
1				\$	
2				\$	
3				\$	
4				\$	
5				\$	
6				\$	
7				\$	
8				\$	
9				\$	
10				\$	
11				\$	
12				\$	
13				\$	
14				\$	
15				\$	
16				\$	
17				\$	
18				\$	

MEMORANDUM

TO: Grand Forks School Board
FROM: Dr. Terry Brenner, Superintendent of Schools
SUBJECT: Consent Agenda
DATE: February 12, 2024



Many items of a routine nature can be handled as one item rather than spending additional time on each item. Therefore, the Consent Agenda has been developed for the school board's use to speed up the process of conducting its meetings. Items that may be listed on the Consent Agenda include:

- Appointments (excludes administrative appointments)
- Waivers of Years of Experience and Appointments
- Leave Requests (excludes requests for extension)
- Open Enrollment Applications
- Resignations
- Student Placements
- Student Travel Requests
- Other routine items may be included at the discretion of the board president or superintendent

There should be no discussion concerning an individual item on the Consent Agenda. However, during the approval of the school board meeting agenda, any board member may request an item be removed from the Consent Agenda for further discussion. Once the school board meeting agenda has been approved, all items listed on the Consent Agenda are handled as one item.

Items appearing on the Consent Agenda at the time of the publishing of this agenda packet with their requested considerations are:

1. **Teacher Resignations**
2. **Third-Party Student Information Requests** (Reference Policy FGA):
 - A. Varsity Tutors. Varsity Tutors partners with educational leaders to build customized learning solutions to equitably improve outcomes for all students and expand teacher capacity at scale. This is a supplement to support students with free tutoring and college test prep. Varsity Tutors has been vetted through the Curriculum, Instruction, and Technology Department and approved by the Chief Academic Officer and Executive Director of Career and Technical Education and Technology. A school official exemption would apply.
 - B. DNDBeyond. This website allows students to create their own Dungeons & Dragons characters and provides detailed information for playing the game. It has many tools and features that make the game more accessible for students of varying abilities. We have used this tool extensively for the past five years with Valley Middle School's Dungeons & Dragons Club. Dungeons & Dragons in general has a profound connection to teaching and learning, serving as a dynamic and immersive tool that cultivates a range of valuable skills. The game promotes critical thinking, problem-solving, and creativity as players



Consent Agenda
February 12, 2024
Page 2

navigate complex narratives and make strategic decisions. Collaborative in nature, DND fosters teamwork and communication, enhancing social skills. Its emphasis on storytelling and character development nurtures creativity and literacy, while the incorporation of mathematics through dice mechanics provides a practical application of mathematical concepts. DND creates an inclusive environment that encourages diverse perspectives and promotes emotional intelligence. The DNDBeyond website allows students easier access to materials and rules making the game more accessible to students of all abilities. Many students who have social-emotional goals have been a part of Valley's Club over the years. DNDBeyond has been vetted through the Curriculum, Instruction, and Technology Department and approved by the Chief Academic Officer and Executive Director of Career and Technical Education and Technology. A school official exemption would apply.

- C. RTI Scheduler. This program is an intervention scheduler that needs students' names and email addresses to send weekly schedules to students to ensure they are in the appropriate classes. RIT Scheduler is designed to integrate with PowerSchool SIS. This scheduling program allows teachers to set up and request students who need additional support with essential standards during intervention time. This software is our Tier II support for communicating with students.
- D. Wyoming Survey and Analysis Center (WSAC). WSAC helps write and aggregate data from the Grand Forks Youth Survey. The survey is designed as a core measure for the Drug Free Communities (DFC) grant. The survey is anonymous, meaning no student names are attached or traceable to participants. Data is used to inform DFC initiatives geared toward youth substance abuse prevention.

The administrative recommendation is for approval.

cj

Attachments – Teacher Resignations, Student Information Sharing Request Form (WSAC)

Griffin Gillespie, SHRM-CP
Director of Human Resources

Department Phone: 701.787.4878
Direct Phone: 701.746.2205, Ext. 7112
Fax: 701.787.4350
ggillespie080@mygfschools.org

MEMORANDUM

TO: Dr. Terry Brenner, Superintendent
FROM: Griffin Gillespie, Human Resources Director GG
SUBJECT: Teacher Resignations
DATE: February 12, 2024

North Dakota Century Code 15.1-09-33 provides authority for the School Board to act on employment contracts for school district personnel.

Please find attached letter of resignation from the following:

Kathryn Sondrol	Special Education Teacher	Central High School
Lisa Perreault	Physical Education Teacher	Central High School

Administrative recommendation is to approve the resignations effective May 31, 2024.

Carrie Weippert	Asst. Director of Special Education	MSEC
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Administrative recommendation is to approve the resignations effective June 21, 2024.

Attachments
GG

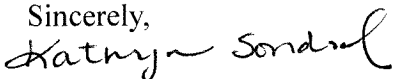


January 22, 2024

Dr. Mr. Strandell,

This letter is my official notification that I will be retiring at the end of the school year. My last day will be May 31, 2024. I am beyond grateful for the opportunities I have had while working for the district and more specifically, my time at Grand Forks Central. Thank you for everything you have done to support me while teaching at *The Finest in Dakota*, the journey has been wonderful. The students will forever be in my heart, and the friendships I have made will be treasured. It has been a great pleasure to work for you and alongside the staff and Grand Forks Central.

Sincerely,

A handwritten signature in cursive script that reads "Kathryn Sondrol". The signature is written in black ink and is positioned to the right of the word "Sincerely,".

Kathryn Sondrol

February 7, 2024

Dear, Grand Forks School Board, Dr. Brenner, and Jon Strandell,

This is my official notice that I will be retiring at the end of the 2023-2024 school year from teaching in the Grand Forks Public School District.

I have been very fortunate to have spent the last 36 years at Grand Forks Central and I am grateful for the opportunities provided to me by Grand Forks Public Schools.

Sincerely,

A handwritten signature in cursive script that reads "Lisa M. Perreault".

Lisa M. Perreault



February 12, 2024

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Carrie Weippert

Assistant Director of Special Education

Department Phone: 701.746.2230

Direct Phone: 701.746.2205, ext. 7155

Fax: 701.746.2475

cweippert240@mygfschools.org

February 5th, 2024

Dear Dr. Brenner,

I am writing to formally submit my resignation from my current position as the Assistant Director of Special Education. This has been a difficult decision and one I have not taken lightly. I'm grateful for all the relationships that I've made with the wonderful people throughout Grand Forks Public Schools.

I will continue to work closely with Dr. Diederich in the coming months and into the summer to ensure that student needs are met. Our special education department is in excellent hands with Dr. Diederich at the helm. I will support my successor in all possible ways for a smooth transition.

I appreciate your support and understanding. I have considered Grand Forks Public Schools home for the past 27 years and am honored to have been able to lead and serve in this district. My last day of employment in the role of the Assistant Director of Special Education will be June 21st, 2024.

Sincerely,

Carrie A. Weippert



Mark Sanford Education Center
2400 47th Ave. S
Grand Forks, ND 58201-3405



PO Box 6000
Grand Forks, ND 58206-6000



www.gfschools.org

Equal opportunity employer

Grand Forks School District prohibits discrimination and harassment based on race, color, religion, sex, sexual orientation, gender identity, gender expression, national origin, ancestry, disability, age, or other status protected by law. The District also provides equal access to the Boy Scouts and other designated youth groups, as required by federal law.

Descriptor Code: FGA-E5

STUDENT INFORMATION SHARING REQUEST FORM

If you are a district employee requesting to share student information with a third party, the third party must sign this form or you must print the third-party's terms of service and attach them to this document in lieu of signing below.

For Contractors, consultants, volunteers, service providers, or other parties with whom the District has outsourced institutional services or functions for which the District would otherwise use employees; the third party's terms of service/use must be attached to this document in lieu of completing the form and signing below.

Requestee's Name: Catherine Gillach

Organization (list school building if district employee): Wyoming Survey and Analysis Center (WSAC)

Date of request: 5 Feb 24

1. Purpose of request:

Wyoming Survey and Analysis Center (WSAC) helps write and aggregate data from the Grand Forks Youth Survey, which is a survey designed as a "core measure" for the Drug Free Communities (DFC) grant. The survey is anonymous, meaning no student names are attached or traceable to participants. Data is used to inform DFC initiatives geared toward youth substance abuse prevention.

2. Information requested (e.g., names, email addresses, de-identified test scores, etc.):

Surveys will be distributed by the district to students' emails a survey link. De-identified results will be shared in aggregate with DFC task force members, and reported out to the board and other constituents upon request.

3. If request is for use of software, app, or an online tool, list name of tool, app, or software and manufacturer/developer:

N/A

4. Information will be collected from which grade levels and/or buildings (list)?

Secondary school students in grades 8, 9 and 11 at all secondary campuses. Students must give assent to participate, and families are notified through passive consent mechanisms.

5. Will information be collected only from certain categories of students? If yes, list:

Grades 8, 9 and 11.

6. How long will the information be used (list dates)?

Information will be used for the next biennium until another survey is completed, and afterwards used to compare trend data.

7. Who will have access to the information?

DFC task force members; school administrators, school board upon request.

8. How will the information be collected (e.g., online survey, students complete online registration form, district prepares list)?

Online survey

9. Describe methods that will be used to protect the information from unauthorized access.

Data will be stored in the office of the Associate Superintendent and unauthorized users prohibited from accessing.


10. Describe method for destroying information after no longer of use.

N/A

In order to receive approval, the requestor must agree to the following:

1. The information requested shall be used only as delineated in #1 for the dates specified in #6 after which time the information will be destroyed in accordance with #10 at the requestor's expense. If the requestor is a district employee requesting to share student information with a third party, the third party shall be responsible for destroying the information at its expense after the deadline for use.
2. Only individuals listed in #7 shall have access to the information.
3. The requestor shall comply with any applicable parental consent requirements and/or opt-out requests for directory information.
4. The requestor shall complete any additional information sharing agreements required by law.
5. The Superintendent will be notified as soon as possible if the requestor suspects or knows that the student information was accessed by an unauthorized user or otherwise breached.

I agree to comply with the above requirements.



Signature

6 Feb 24

Date

CATHERINE GILLACH

Print Name

GFP

Organization

☐ Terms of service are attached in lieu of signature. Requestor is still responsible for compliance with any applicable parental consent requirements and notifying a privacy officer if terms of service are not followed by the third party. _____ (requestor's initials)

For internal use only

Request approved by board?

☐ Yes, date: _____

☐ Parental consent will be required before requestor can access requested information.

☐ Additional agreement required by law. These agreements are required when disclosure is to organizations conducting studies for or on behalf of the District or for purposes of a state or federal audit.

☐ No, date: _____

End of Grand Forks Public School District Exhibit FGA-E5Approved: 2/8/2023

EXH 11/2021

MEMORANDUM

TO: Grand Forks School Board
FROM: Dr. Terry Brenner, Superintendent of Schools *TB*
SUBJECT: Agreement Between Districts Committee Report:
Joint Powers Agreement between District #140 and District #1 for Educational Services
DATE: February 12, 2024

On February 7, 2024, the Agreement between Districts Committee met to review and develop recommendations for the 2024-2025 Joint Powers Agreement between Grand Forks Air Force Base Public School District No. 140 and Grand Forks Public School District No. 1 for educational services. The recommended changes were limited to an update of the dates and the name of the president of the Grand Forks School Board. The draft agreement with recommended changes is attached.

Committee members are Amber Flynn, Dave Berger, Michelle Shepperd, Branden Shepperd, and me.

The Grand Forks Air Force Base School Board will consider the agreement at its meeting on February 20, 2024.

The Committee and Administrative recommendation is to approve the 2024-2025 Joint Powers Agreement between Grand Forks Air Force Base Public School District No. 140 and Grand Forks Public School District No. 1.

cj

Attachments:

February 7, 2024, Draft Meeting Minutes - Agreement Between Districts Committee
Draft 2024-2025 Draft Joint Powers Agreement

**AGREEMENT BETWEEN DISTRICTS COMMITTEE
MEETING MINUTES
February 7, 2024**

The Grand Forks School Board Agreement Between Districts Committee met in open session on Wednesday, February 7, 2024, at the Mark Sanford Education Center with Board President Amber Flynn presiding.

Committee Members Present: Amber Flynn, Dave Berger, Michelle Shepperd, Branden Shepperd, and Dr. Terry Brenner. **Committee Members Absent:** None.

Others Present: Cindy Johnson, Executive Secretary

Call to Order. The meeting was called to order at 5:02 p.m.

Approval of Minutes. It was moved by Michelle Shepperd and seconded by Berger to approve the minutes of February 2, 2023, as written. Upon voice vote, the motion carried unanimously.

Review and Develop Recommendations for the 2024-2025 Joint Powers Agreement between GFAFB Public School District #140 and Grand Forks Public School District #1 for Educational Services. A draft agreement for 2024-2025 with changes limited to an update of the dates was reviewed. No other changes were suggested.

It was moved by Michelle Shepperd and seconded by Branden Shepperd to bring forward to the two school boards the draft 2024-2025 Joint Powers Agreement with a unanimous recommendation for approval. Upon voice vote, the motion carried unanimously.

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

APPROVED _____
(Date)

Amber Flynn, Meeting Chair

**~~2023-2024~~2024-2025 JOINT POWERS AGREEMENT
GRAND FORKS AIR FORCE BASE PUBLIC SCHOOL DISTRICT NO. 140
AND GRAND FORKS PUBLIC SCHOOL DISTRICT NO. 1**

WHEREAS, Grand Forks Air Force Base Public School District No. 140 was created subsequent to the enactment of Section 15-27.5-01 (now 15.1-08-01) of the North Dakota Century Code, and pursuant to subsections 15.1-09-33, 15.1-29-10, 15.1-08-04 and Chapter 54-40.3 of the North Dakota Century Code, the Boards of School District No. 140 and Grand Forks Public School District No. 1 may enter into written contracts or agreements to provide for the education of the children of their districts;

WHEREAS, District No. 140 and District No. 1 desire to enter into a Joint Powers Agreement with each other for the cooperative or joint administration of the powers and functions that are authorized by law or assigned to either of them; and

WHEREAS, The Districts wish to acknowledge, ratify, and definitively describe their current cooperative practices, procedures, policies, and agreement for the operation of their respective districts, and state:

1. PARTIES

- 1.1 This Agreement is made by and between Grand Forks Air Force Base Public School District No. 140 and Grand Forks Public School District No. 1

2. THE PURPOSE OF THE AGREEMENT

- 2.1 The School Districts are entering into this agreement in order to continue to provide the children of the districts with a quality education commensurate with the combined funds and facilities available in each district.
- 2.2 PreK-12 Schooling. To provide programs for PreK-12 students which may include an alternative high school utilizing the facilities and resources of both districts; and, to provide home-to-school transportation to students enrolled in programs maintained by the Districts only as mandated by law or agreed to under this agreement.

3. THE DURATION OF THIS AGREEMENT

- 3.1 This agreement is for the school term August 1, ~~2023~~2024, through July 31, ~~2024~~2025, and thereafter as the Districts may agree.

4. THE ORGANIZATION RESPONSIBLE FOR ADMINISTERING THE COOPERATIVE OR JOINT UNDERTAKING

- 4.1 The Boards of District No. 140 and District No. 1 shall constitute the governing board for this agreement. They shall retain the authority for their individual districts. They agree to utilize the policies of District No. 1 in the governance of this agreement unless otherwise agreed.
- 4.2 Annually, each Board will review the items of this agreement. Their officers shall meet to discuss the findings and recommend terms for the next year if changes are requested by either Board.

- 4.3 The Boards will share administrative services. The employment and annual evaluation of the superintendent will be done by representation from both Boards.
- 4.4 The Boards will have an advisory non-voting representative on each other's Board to foster extended communication. They shall work together to develop common plans and directions for the future operations of the Districts.

The Boards will establish committees with representation from each Board:

District No. 1 Policy Review
Facilities Committee of the Whole
Finance Committee
Others as required by grants or other agreements

- 4.5 The Boards will share building liaison assignments.
- 4.6 The Boards will hold an annual curriculum review meeting to hear curriculum adjustments recommended for the next year.
- 4.7 The Boards, by mutual agreement, may govern cooperatively utilizing other avenues deemed appropriate. Example: public forums required by law might be handled in a joint fashion.
- 4.8 The Boards will monitor and review program quality and student achievement.

5. THE MANNER IN WHICH THE DISTRICTS WILL FINANCE THE JOINT UNDERTAKING

- 5.1 Financial resources of the two districts will be pooled into appropriate accounts (i.e. General, Capital). The Joint Business Office will administer the accounts and contracts under the authority vested to each school board by this agreement.

Designated areas of responsibility for each Board are as follows:

Board of District No. 140

Construction projects in District No. 140
Operational costs of the Board of District No. 140
Transportation of District No. 140 high school students to Grand Forks Central High School
Grant opportunities available uniquely to GFAFB and its community agencies

Board of District No. 1

All other financial and operational matters

6. THE PROCESS TO APPLY FOR FEDERAL OR STATE AID, OR FUNDS FROM OTHER PUBLIC AND PRIVATE SOURCES, TO THE DISTRICTS FOR FURTHERING THE PURPOSES OF THIS AGREEMENT

- 6.1 Application for federal, state, or private funding sources, including grants, will be directed by the administration. Specific authorization, where required, will come from the appropriate Board.
Example: federal funds for construction at District No. 140 will be authorized by District No. 140.

7. THE MANNER OF RESPONDING FOR ANY LIABILITY INCURRED FROM PERFORMANCE OF THE

AGREEMENT AND INSURING AGAINST SUCH LIABILITY

7.1 The Business Office will secure insurance coverage for any insurable risk that might be incurred through performance of the agreement.

8. OTHER

8.1 The Districts shall pool all federal, state, and local monies available to them to the extent permitted by law, except as otherwise agreed herein or hereafter agreed by the Districts, to carry out the purposes of this agreement.

8.2 This agreement shall commence on August 1, ~~2023~~2024, and shall terminate July 31, ~~2024~~2025. District No. 140 shall have, however, an option to renew this contract for a one-year period beginning August 1, ~~2024~~2025, and ending July 31, ~~2025~~2026, upon the same terms and conditions or terms and conditions mutually agreeable to both parties. Because of statutorily imposed deadlines (Chapter 15.1-15 N.D.C.C.) which relate to program authorization and staffing, to be effective said option must be exercised by District No. 140 no later than March 1, ~~2024~~2025. This agreement is effective as of August 1, ~~2023~~2024, and amends, ratifies, and supersedes all prior agreements between the Districts pertaining to their cooperative educational undertakings.

9. SPECIAL PROVISIONS

9.1 Transportation service to District No. 140 (high school students attending school in District #1) shall not be discontinued during the JPA period without the approval of the District No. 140 School Board. *Amended 2-21-90.*

9.2 Grant opportunities available uniquely to District No. 140 and other Grand Forks Air Force Base community agencies working in concert because of common Grand Forks Air Force Base community issues shall be applied for by District No. 140 and administered, per the specific details of said grants, by the Districts' administration and Joint Business Office. Activities provided by these grants shall not cause deviation from normal school operational procedures or staff contractual obligations.
Amended 2-13-96.

**GRAND FORKS AIR FORCE BASE
PUBLIC SCHOOL DISTRICT NO. 140**

By _____
Michelle Shepperd
School Board President

Dated: _____

**GRAND FORKS
PUBLIC SCHOOL DISTRICT NO. 1**

By _____
~~Eric R. Lunn~~Amber Flynn
School Board President

Dated: _____

MEMORANDUM

TO: Grand Forks School Board
FROM: Dr. Terry Brenner, Superintendent of Schools
SUBJECT: Level IV Grievance – Steve Paintner
DATE: February 12, 2024



Grand Forks Central High School teacher, Steve Paintner, has gone through the grievance steps relative to challenging the language and subsequent decisions made regarding the 2023-25 Teacher Negotiated Agreement.

The History

During the 2023 negotiations between the Grand Forks Education Association (GFEA) and the School Board, GFEA proposed a “Career Increment” on Step 26 and Step 35 at \$1,000 and \$2,000 respectively. GFEA’s language was clear: Step. Somewhere between the school board’s counter-proposal and the final ratified Teacher Negotiated Agreement, “step” was changed via clerical error. Thus, at least two teachers have grieved that they should be entitled to the \$2,000 Career Increment based on their “experience” in the district rather than “step”. To date, no teacher has received the \$2,000 increment.

As superintendent, this was brought to my attention at the onset of the school year. I immediately staffed the conversation with GFEA President Melissa Buchhop and her understanding of the intent, as brought to the negotiation table by GFEA, was the Career Increment was based on “step”, not experience. Further, President Buchhop shared with me that North Dakota United stood by her perspective as well. Given that, we have proceeded with the understanding that “step” was the language intent, yet concede that “experience” was a clerical error in the final document.

Mr. Painter followed the procedural grievance steps where he met with his building-level principal (see Paintner document). Following grievance denials at the earlier levels, the grievance from Mr. Paintner was appealed to me. Mr. Paintner and I had a meeting on Wednesday, January 31 where I listened to his concerns and rationale for his appeal.

The Conclusion

Subsequently, and through conversations with district legal counsel, Laura Cobb, and her review of negotiations information provided by the district, it was recommended to deny the request based on her legal opinion. Thus, my determination to Mr. Paintner on Tuesday, February 7, 2024, was to deny his request (see Brenner’s denial letter and Laura Cobb’s letter).

It is now up to the school board to hear Mr. Paintner’s appeal at your level.

Enclosure:
Brenner Denial of Appeal Letter
District Attorney Laura Cobb Opinion with Supporting Documents
Policy 4120, Grievance Procedure for Teachers





Dr. Terry Brenner
Superintendent of Schools

Phone: 701.787.4880
Fax: 701.772.7739
tbrenner270@mygfschools.org

To: Steve Paintner, Teacher
From: Dr. Terry Brenner, Superintendent *TB*
Date: February 6, 2024
Re: Response to Grievance

Thank you for meeting with me on Wednesday, January 31, 2024, related to your grievance regarding the Teacher Negotiated Agreement and for your perspective that the word “experience” in lieu of “steps” affords you the career increment of \$2,000 compared to the \$1,000 you were credited for the 2023-24 school year. I understand your rationale for pursuing the grievance given the wording in the final and ratified contract by both the Grand Forks Education Association and the Grand Forks School Board.

Attached you will find school district Attorney Laura Cobb’s opinion that opposes the paperwork you submitted. Given her review and analysis of the negotiating proceedings between the Grand Fork Education Association and the Grand Forks School Board, your grievance at the superintendent’s level is respectfully denied.

Cc: Attorney Laura Cobb Opinion





OLSON, JUNTUNEN, SANDBERG, BOETTNER & COBB
ATTORNEYS AT LAW

MICHAEL E. JUNTUNEN
THEODORE T. SANDBERG
ZACHARY J. BOETTNER**
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LAURA D. COBB*
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322 DeMERS AVENUE, SUITE 400
GRAND FORKS, ND 58206
PHONE: 701-775-4688
FAX: 701-775-2440

lauradcobb@ojs-law.com

February 1, 2024

Dr. Terry Brenner, Superintendent
Grand Forks Public School District
2400 47th Avenue South
Grand Forks, ND 58201

Re: Teacher Grievance dated January 22, 2024
Interpretation of Negotiated Agreement provision

Dear Dr. Brenner:

I have received your request for a legal opinion regarding the interpretation of a provision of the Teacher Negotiated Agreement July 1, 2023 – July 30, 2025 (“the Agreement”). Below please find my legal analysis and opinion on this topic.

In my analysis of this matter, I have reviewed the following documents:

- 1) Teacher Grievance dated January 22, 2024;
- 2) Exhibit A – Email from Griffin Gillespie;
- 3) Exhibit B – Partial Email from Melissa Buchhop to the complainant;
- 4) Full email from Melissa Buchhop to the complainant;
- 5) The Teacher Negotiated Agreement July 1, 2023 – July 30, 2025;
- 6) Grand Forks Education Association (GFEA)’s March 21, 2023’s salary proposal;
- 7) School Board’s Negotiations Committee (Board Team)’s rejection and counteroffer to salary proposal dated April 17, 2023;
- 8) GFEA’s rejection and counteroffer dated April 27, 2023;
- 9) Board Team’s rejection and counteroffer to salary proposal dated May 4, 2023;
- 10) GFEA’s 1st rejection and counteroffer to salary proposal dated May 4, 2023;
- 11) Board Team’s rejection and counteroffer to salary proposal dated May 4, 2023;
- 12) GFEA’s 2nd rejection and counteroffer to salary proposal dated May 4, 2023;
- 13) Board Teams’ rejection and reoffered 1st counter offer dated May 4, 2023;
- 14) GFEA’s acceptance to salary proposal dated May 4, 2023;

- 15) GFEA's withdrawal of acceptance and counteroffer of two options dated May 15, 2023;
- 16) Board Team's 1st rejection and counteroffer to salary proposal dated May 23, 2023;
- 17) GFEA rejection and counteroffer to salary proposal dated May 23, 2023;
- 18) Board Team's 2nd rejection and counteroffer to salary proposal dated May 23, 2023; and
- 19) GFEA's acceptance of Board Team's counteroffer to salary proposal dated May 23, 2023.

I. Background

On January 22, 2024, you received a Teacher Grievance complaint. The teacher grievance is at a Level III under Policy 4120, Section 2 of the School Board Policies. In accordance with Section 2 of Policy 4120, you have met with and consulted with the complainant regarding the grievance.

The subject matter of the grievance is a Teacher has complained with the interpretation of the language of Article II, Section 1, paragraph 2 of the Agreement which provides as follows:

Starting in the 2023-2024 school year, a Career Increment will be added to each TEACHER'S salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be \$1,000 for experience years between 26 and 34 and a career increment for \$2,000 for experience years 35 and beyond.

The complainant believes he is entitled to receive an additional Career Increment of \$2,000 for the 2024-25 school year based on his 35 years of teaching experience in the School District. The complainant is currently at a 31st step of the salary structure as set forth in the Agreement. The complainant inquired with the Human Resources Director, Griffin Gillespie, requesting information on his eligibility for the \$2,000 Career Increment and Mr. Gillespie responded that the Career Increment is based on "steps" and not "experience". Mr. Gillespie further stated that "steps" do not necessarily meet a teacher's experience years and that the \$2,000 Career Increment was developed to give an extra pay bump once a teacher has maxed out at step 25.

Prior to filing a grievance under Policy 4120, the complainant contacted GFEA regarding the interpretation of Article II, Section 1, paragraph 2 of the Agreement. The complainant is a member of GFEA. GFEA President, Melissa Buchhop responded as follows:

Here is a copy of the initial proposal GFEA presented to the board regarding adding the Career Increment to the negotiated agreement during negotiation:

A Career Increment in the amount of 2% of the base for each year of experience beyond the 25th step in the salary schedule will be added to a TEACHER'S annual salary. (So in the first year succeeding their 25th step of the Salary Schedule, the TEACHER would receive an amount equal to 2% of the base plus the current amount on step 25 of the lane to which they belong. In the second year succeeding the 25th step of the Salary Schedule the TEACHER would receive an amount equal to 4% of the base for being 2

years beyond the 25th step plus the current amount on step 25 of the lane to which they belong.)

It then changed to:

1. Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be as follows:
 - a. 26-30 years: \$1,500
 - a. 31-35 years: \$3,000
 - a. 36-40 years: \$5,000
 - a. Steps 41+ years: \$7,500

So the language presented showed that the intent during negotiations was to give the career increment once teachers had reached the 25th step. In digging through all of our notes and proposals we found that the final language was agreed to without the word experience being caught by anyone at the table. Prior to that all proposals from the board and GFEA had the language we have shown you above.

By stating that it is beyond the 25th step of the salary schedule, in the first sentence of the career increment paragraph in the agreement, the intent by both parties throughout the negotiations process is clear.

GFEA plans to clear that language up in the 24-25 negotiations session, but the intent of beyond the 25th step will not change. We are also going to try to break it back down into smaller increments like initially proposed.

The complainant is unsatisfied with the response from GFEA and filed his grievance under Policy 4120 and argues the parties' intended for the Career Increment to be based on "experience" and not "steps" based on the plain language of the Agreement.

II. Relevant Law

North Dakota Century Code § 9-07 governs interpretation of contracts. "The language of a contract is to govern its interpretation if the language is clear and explicit and does not involve any absurdity." N.D.C.C. § 9-07-02. A contract must be so interpreted as to give effect to the mutual intention of the parties as it existed at the time of contracting so far as the same is ascertainable and lawful. N.D.C.C. § 9-07-03. When a contract is reduced to writing, the intention of the parties is to be ascertained from the writing alone if possible, subject, however, to other provisions of this chapter. N.D.C.C. § 9-07-04.

Furthermore, "[w]hen through fraud, mistake, or accident a written contract fails to express the real intention of the parties, such intention is to be regarded and the erroneous parts of the writing disregarded." N.D.C.C. § 9-07-05. "Words in a contract which are inconsistent with its nature or with the main intention of the parties are to be rejected." N.D.C.C. § 9-07-18.

III. Analysis and Conclusion

In reviewing the grievance and the responses from both the School District, i.e., the Human Resource Director, Griffin Gillespie, and GFEA's President, Melissa Buchhop, and all of the proposals and counter proposals, it is evident the two parties agree that

interpretation of Article II, Section 1, paragraph 2, of the Agreement, is for teachers to receive an additional \$2,000 once the teachers reach the 35th step, not for experience years in the School District.

In accordance with N.D.C.C. § 9-07-02 the interpretation of a contract must be to give effect to the mutual intention of the parties as it existed at the time of contracting. Furthermore, when a word is added by accident or is inconsistent with the intent of the parties, the word is to be disregarded. N.D.C.C. § 9-07-05 and 9-07-06.

Both negotiating parties agree that the intention was to award an additional \$1,000 and \$2,000 on "steps" and not "experience". Each party acknowledges the word "experience" was misplaced. Therefore, the true intention of the parties, in my legal opinion, shall govern the extra bump in pay to teachers.

It is my legal opinion that the complainant's request for an additional \$2,000 to his Career Increment in his salary should be denied because he has not reached the 35th step, despite the complainant reaching 35 years of experience for the 2024-2025 school year.

Please feel free to contact me if you have any questions regarding the above legal opinion.

Very truly yours,

OLSON, JUNTUNEN, SANDBERG, BOETTNER & COBB

/s/ Laura D. Cobb

By:

Laura D. Cobb
Attorney for Grand Forks Public School District

LDC
Enclosures

DATE OF COMPLAINT / GRIEVANCE:

February 8th, 2024

COMPLAINANT NAME:

Timothy S. Tandeski

SUMMARY OF COMPLAINT:

Mr. Tandeski disagrees with the District's interpretation of his eligibility to receive the Career Increment pursuant to the Teacher Negotiated Agreement (July 1, 2023 – June 30, 2025) ("Agreement") entered into between the School Board of Grand Forks School District ("Board") and the Gand Forks Education Association ("Association").

Specifically, Mr. Tandeski believes he is entitled to receive an additional Career Increment of \$2,000.00 for the 2024-2025 school year based on his 35 years of teaching experience in Grand Forks Public School District #1 ("District").

BACKGROUND INFORMATION:

The District currently employs Mr. Tandeski as a legally certified teacher. According to Mr. Tandeski's contract for the 2023-2024 school year, Mr. Tandeski is at the 31st step of the salary structure set forth in the Agreement. Additionally, this is Mr. Tandeski's 35th year of teaching in the District.

Article II, Section 1 of the Agreement establishes the salary schedule for both the 2023-2024 contract year and the 2024-2025 contract year. It includes a Career Increment for teachers with 26 or more experience years. The specific provision relating to the Career Increment states as follows:

Starting in the 2023-2024 school year, a Career Increment will be added to each TEACHER'S salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be \$1,000 for experience years between 26 and 34 and a career increment of \$2,000 for experience years 35 and beyond.

In response to Mr. Tandeski's inquiry regarding his eligibility to receive an additional \$2,000 added to his base salary for the 2024-2025 school year based on his 35 years of teaching in the District, he received the following response from Griffin Gillespie, the District's Director of Human Resources:

"Important info about the career increment: It is NOT based on how many YEARS you have been in the district. It is based on STEPS which don't necessarily match your years. It is intended to give an extra pay bump once you max out at step 25. So the district looks at when you got to step 25 and then calculates after that."

For the reasons set forth below, Mr. Tandeski disagrees with the District's position and believes he is entitled to an additional \$2,000 for the 2024-2025 school year based on his 35 years of experience in the District.

ARGUMENT IN SUPPORT OF POSITION:

Although the term "Career Increment" is not specifically defined in the Agreement, it is logical to assume that the intent of the Board and the Association was to reward teachers for longevity in the District. Article II, Section 1 uses the terms "steps" and "experience" in determining both the eligibility to receive a Career Increment and the amount of the Career Increment. A plain reading of the language provides that the phrase "step on the salary schedule" refers to the base salary schedule and is the pre-condition for a teacher to be eligible for the Career Increment. In other words, a teacher needs to be beyond the 25th step of the salary schedule in order to be eligible. Once eligibility is established, the amount of the Career Increment is based on a teacher's "experience years."

The terms "step on the salary schedule" and "experience years" are not interchangeable. A step on the salary schedule refers to a mechanism that was developed in a prior negotiated agreement that is independent from the number of years a teacher has taught in the District. The language in the Agreement relating to the Career Increment is not ambiguous and should be interpreted based on the plain meaning of the words used. In other words, teachers with 35 or more experience years should receive a Career Increment of \$2,000 per year regardless of what step on the salary schedule the teacher is on.

If the Board and the Association had wanted to base the Career Increment on STEPS as opposed to YEARS as stated by Mr. Gillespie, they could have done so. In fact, the evidence indicates that basing the Career Increment on steps instead of experience years was considered during negotiations. An e-mail sent to Mr. Tandeski by Melissa Buchhop outlines how the parties arrived at the final language regarding the Career Increment. Ms. Buchhop stated that the initial language read:

A Career Increment in the amount of 2% of the base for each year of experience beyond the 25th step in the salary schedule will be added to a TEACHER'S annual salary. (So in the first year succeeding their 25th step of the Salary Schedule, the TEACHER would receive an amount equal to 2% of the base plus the current amount on step 25 of the lane to which they belong. In the second year succeeding the 25th step of the Salary Schedule the TEACHER would receive an amount equal to 4% of the base for being 2 years beyond the 25th step plus the current amount on step 25 of the lane to which they belong).

Through further negotiation, the language was amended to read:

Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be as follows:

- a. 26-30 years: \$1,500
- b. 31-35 years: \$3,000
- c. 36-40 years: \$5,000
- d. Steps 41+ years: \$7,500

In the final version of the Agreement, the specific reference to steps in the salary schedule was removed and replaced with the term “experience years.” The change in language from the initial proposal provides further evidence of the parties intent to base the Career Increment on the number of years a teacher has served the District which is, after all, the accurate measurement of their teaching career. It is a “career” increment, not a “step” increment and should therefore be paid accordingly.

The term “experience” is commonly defined as *the knowledge or skill acquired by experience over a period of time, especially that gained in a particular profession by someone at work*. In many instances, a step on the salary schedule is the same as the number of a teacher’s experience years. In fact, this is the case for any new teacher entering the district or a teacher transferring into the district with 15 years of teaching experience or less. For these teachers, one year of experience equates to one step on the salary schedule. However, for longer tenured employees like Mr. Tandeski, this is not the case. His agreement to step back on a salary schedule as part of a previously negotiated agreement should not deprive him of compensation earned through the number of years he has served as a teacher in the District.

RELIEF SOUGHT.

Mr. Tandeski respectfully requests that the District include the \$2,000 Career Increment in his salary for the 2024-2025 school year based on his 35 years of experience as a teacher in the District.

Re: Level One Grievance

ggillespie080@mygfschools.org Griffin Gillespie

Tuesday, October 31, 2023 at 10:51:04 AM
Central Daylight Time

To: spaintner230@mygfschools.org STEVE PAINTNER

Hi Steve,

I just wanted to follow up on this. I am not sure if you are a member of GFEA or not but clarification on the career increment was sent out to all members back in August. Here is what was sent:

"Important info about the career increment: It is NOT based on how many YEARS you have been in the district. It is based on STEPS which don't necessarily match your years. It is intended to give an extra pay bump once you max out at step 25. So the district looks at when you got to step 25 and then calculates after that."

Administration, GFEA, and the School Board all agreed that this was the intent that was agreed upon during negotiations.

Thanks,

Griffin Gillespie, MBA, SHRM-CP
Director of Human Resources
Grand Forks Public Schools
Mark Sanford Education Center
2400 47th Ave S
Grand Forks, ND 58201
ggillespie080@mygfschools.org | 701-746-2205 ex.7112
[Join Our Team!](#)



On Thu, Sep 7, 2023 at 5:38 PM MELISSA BUCHHOP <mbuchhop250@mygfschools.org> wrote:

Tim,

Thank you for bringing this question forward. Here is a copy of the initial proposal GFEA presented to the board regarding adding the Career Increment to the negotiated agreement during negotiation:

A Career Increment in the amount of 2% of the base for each year of experience beyond the 25th step in the salary schedule will be added to a TEACHER'S annual salary. (So in the first year succeeding their 25th step of the Salary Schedule, the TEACHER would receive an amount equal to 2% of the base plus the current amount on step 25 of the lane to which they belong. In the second year succeeding the 25th step of the Salary Schedule the TEACHER would receive an amount equal to 4% of the base for being 2 years beyond the 25th step plus the current amount on step 25 of the lane to which they belong.)

It then changed to:

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 - c. 36-40 years: \$5,000
 - d. Steps 41+ years: \$7,500

----- Forwarded message -----

From: **TIM TANDESKI** <ttandeski230@mygfschools.org>
Date: Wed, Jan 24, 2024 at 3:39 PM
Subject: Fwd: Career Increment
To: Griffin Gillespie <ggillespie080@mygfschools.org>

Here is the full Exhibit B

----- Forwarded message -----

From: **MELISSA BUCHHOP** <mbuchhop250@mygfschools.org>
Date: Thu, Sep 7, 2023 at 5:38 PM
Subject: Re: Career Increment
To: TIM TANDESKI <ttandeski230@mygfschools.org>
Cc: STEVE PAINTNER <spaintner230@mygfschools.org>, Joseph Drumm <jdrumm040@mygfschools.org>, Kala Christensen <kchristense200@mygfschools.org>

Tim,

Thank you for bringing this question forward. Here is a copy of the initial proposal GFEA presented to the board regarding adding the Career Increment to the negotiated agreement during negotiation:

A Career Increment in the amount of 2% of the base for each year of experience beyond the 25th step in the salary schedule will be added to a TEACHER'S annual salary. (So in the first year succeeding their 25th step of the Salary Schedule, the TEACHER would receive an amount equal to 2% of the base plus the current amount on step 25 of the lane to which they belong. In the second year succeeding the 25th step of the Salary Schedule the TEACHER would receive an amount equal to 4% of the base for being 2 years beyond the 25th step plus the current amount on step 25 of the lane to which they belong.)

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By stating that it is beyond the 25th step of the salary schedule, in the first sentence of the career increment paragraph in the agreement, the intent by both parties throughout the negotiations process is clear.

GFEA plans to clear that language up in the 24-25 negotiations session, but the intent of beyond the 25th step will not change. We are also going to try to break it back down into smaller increments like initially proposed.

Melissa, Joe, and Kala

Sender notified by ___
Mailtrack

On Mon, Aug 28, 2023 at 2:16 PM TIM TANDESKI <ttandeski230@mygfschools.org> wrote:
Thank you.

On Mon, Aug 28, 2023 at 2:15 PM MELISSA BUCHHOP
<mbuchhop250@mygfschools.org> wrote:

Tim,
Our negotiations team is meeting next week to talk through a few things so we will discuss this and get back to you.
Melissa

Sender notified by ___
Mailtrack

Error! Filename not specified.

On Mon, Aug 28, 2023 at 12:43 PM TIM TANDESKI <ttandeski230@mygfschools.org> wrote:

As a new member of GFEA I have a few questions regarding the career increment.

- Why do they have steps listed on the Contracts of the teachers who are Step 25? My contract last year listed my step as 25. It was not listed as 30, but now it is listed as 31. There is NOT a step 31 on our Salary Schedule.
- While we may have given up steps in a prior negotiation we didn't give up experience years. They can't change the number of years I have worked in the district. The increment is based on experience years, not steps. Steps are just the qualifying condition.
- It is a "career increment" which is further indication that is based on years of service not some concept of steps.

I would like to know how we plan to fight this. I am in my last three years of teaching and although it does NOT affect me this year, it will affect me my next two years, and it will affect my retirement.

I would also like a copy of the 2019-2020 negotiated agreement. The provision for Career Increment says it was modified in 2019.

I added Steve Paintner because he is in the same boat as me.

--

Tim Tandeski
RRHS Math Department

Asst. Football
Asst. Track
701-746-2400 ext. 6837
ttandeski230@mygfschools.org

--

Melissa Buchhop
4th grade teacher
Century Elementary
GFEA President

--

Tim Tandeski
RRHS Math Department
Asst. Football
Asst. Track
701-746-2400 ext. 6837
ttandeski230@mygfschools.org

--

Melissa Buchhop
4th grade teacher
Century Elementary
GFEA President

--

Tim Tandeski
RRHS Math Department
Asst. Football
Asst. Track
701-746-2400 ext. 6837
ttandeski230@mygfschools.org

Supt
Ofc

ReplyForward

TEACHER NEGOTIATED AGREEMENT

July 1, 2023 – June 30, 2025



**Grand Forks School Board
Grand Forks Education Association**

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PREAMBLE

This Negotiated Agreement ("AGREEMENT") is entered into between the School Board of the Grand Forks School District ("BOARD") and the Grand Forks Education Association ("ASSOCIATION"). The BOARD and ASSOCIATION each are referred to herein individually as a "Party" and collectively as the "Parties."

The BOARD and the ASSOCIATION do hereby agree that the welfare of the children of the Grand Forks School District is paramount in the operation of the schools and will be promoted by both Parties. The Parties do hereby agree as follows:

ARTICLE I - WORKING RELATIONS AGREEMENT

Section 1: Definitions

- A. The Grand Forks Public School District #1 Board or representatives shall be referred to as the BOARD.
- B. The superintendent and/or their representatives shall be referred to as the ADMINISTRATION.
- C. The representatives of the Grand Forks Education Association shall be referred to as the ASSOCIATION.
- D. The BOARD TEAM and ASSOCIATION TEAM shall each consist of members mutually agreed upon.
- E. The TEACHERS are defined as certificated or professional personnel, excluding therefrom the superintendent, assistant superintendents, principals, associate principals, supervisory personnel, substitutes, and classified personnel.
- F. The provisions of this Agreement, including but not limited to fringe benefits, shall apply to all TEACHERS employed by the Grand Forks School District ("DISTRICT") in direct proportion to their percentage of employment in the DISTRICT unless otherwise stated herein.

Section 2: Scope of Negotiations

The Parties will negotiate with regard to statutorily defined items for negotiations as set forth in the North Dakota Century Code and the decisions of the Supreme Court of North Dakota.

Section 3: Procedures

- 1. **Directing Requests**
Requests for meetings from the ASSOCIATION will normally be made to the ADMINISTRATION. Requests from the ADMINISTRATION or the BOARD will be made to the president of the ASSOCIATION. Requests will normally be made in writing and contain the reasons for the requests.
- 2. **Meetings**
An organizational meeting between the negotiation team of the BOARD and the ASSOCIATION will be held at a site mutually agreed to by the Parties prior to the first week of April. Subsequent meetings will be scheduled upon agreement of both Parties.
- 3. **Agenda** *(Revised 2018)*
All topics for discussion must be placed on the agenda at the first meeting between the negotiating teams. Items may not be added without the agreement of both Parties.
- 4. **Agreement on Proposals**
As agreements are reached between the Parties, they shall be reduced in writing and initialed, certifying tentative approval by the spokespersons of the bargaining units. Following the completion of negotiations, all agreements shall be subject to the approval of the BOARD and the ASSOCIATION.

5. **Assistance**

The Parties may call upon competent professional and lay representatives to consider matters under discussion and to make suggestions. Consultants may be used in the deliberations. In any case where the Parties have jointly agreed to secure the services of any individual or group on an advisory basis, costs and expenses which may be incurred in securing and utilizing such services shall be shared equally between the BOARD and the ASSOCIATION.

6. **Study Committee**

By mutual consent, ad hoc study committees may be appointed to research, study, and develop projects, programs, and reports, and to make recommendations on matters under consideration. The committee shall report its findings to the Parties.

7. **Exchange of Information**

The BOARD, ADMINISTRATION, and ASSOCIATION agree to furnish, upon reasonable request, any information concerning the District that will assist in developing intelligent, accurate, and constructive programs.

8. **Recognition**

The BOARD recognizes the ASSOCIATION as the representative body of the school district's certified, professional, and licensed TEACHERS through the current contract expiration date.

Section 4: Agreement

When agreement is reached, it shall be reduced to writing Upon approval by the ASSOCIATION and the BOARD and signed by the Parties The AGREEMENT shall constitute a modification of the Articles of this AGREEMENT and when necessary, provision in the AGREEMENT shall be reflected in individual contracts. The AGREEMENT shall not discriminate against any TEACHER, regardless of membership or non-membership in the ASSOCIATION.

Section 5: Disagreement *(Revised 2009)*

Under the terms of the 1969 Professional Negotiations Legislation (N.D.C.C. 15.1-16) certain legal procedures are established for the resolution of the impasse.

Upon agreement of both the ASSOCIATION and the BOARD, the advisory arbitration step provided below may be omitted and the formal impasse procedure (as described in N.D.C.C. 15.1-16) will be in effect.

In the event that the advisory arbitration step has not been implemented prior to the 45th calendar day after the first meeting of the ASSOCIATION and the BOARD, advisory arbitration shall be deemed waived and omitted. The advisory arbitration step may be implemented by unilateral declaration of either the ASSOCIATION or the BOARD at any time prior to the 45th calendar day after the first meeting of the negotiating units. When implemented, the following advisory arbitration steps shall be followed:

In the event the Parties cannot reach agreement upon matters under discussion, an Advisory Arbitration Panel shall be established as follows:

1. No later than the next regularly scheduled board meeting, and after the declaration of the need for arbitration, the BOARD shall select one arbitrator and the ASSOCIATION shall select one arbitrator.
2. These arbitrators shall in turn by mutual agreement select a third arbitrator to serve as chairperson of the Advisory Arbitration Panel.
3. The Advisory Arbitration Panel shall promptly review those matters upon which tentative agreement has not been reached. As necessary the Advisory Arbitration Panel may conduct hearings with the negotiating Parties either separately or jointly.
4. The Advisory Arbitration Panel shall issue their decisions no later than ten (10) calendar days from the date of closing of hearings, or, if the hearings have been waived, then within fifteen (15) calendar days from the date the chairperson has been selected.

5. The decision of the Advisory Arbitration Panel shall be in writing and shall set forth the findings of fact, reasoning, and conclusions on the issues submitted.
6. The decision of the Advisory Arbitration Panel shall be advisory to the negotiating Parties.
7. Costs and expenses which may be incurred in securing and utilizing the services of the third party arbitrator shall be shared equally between the BOARD and the ASSOCIATION; it being understood that the costs and expenses of the arbitrator selected by the BOARD, and the arbitrator selected by the ASSOCIATION, shall be the sole responsibility of the selecting Party.

Section 6: Equal Employment Statement

The provisions of this AGREEMENT shall apply to all employees covered by this AGREEMENT without discrimination on the basis of race, color, religion, sex, gender identity, national origin, ancestry, disability, age, or other status protected by law.

ARTICLE II - SALARY SCHEDULE

Section 1: Basic Salary - Regular School Year *(Revised 2019)*

The basic salaries of TEACHERS covered by this Agreement are set forth in Appendices A-1 and A-2 as attached and incorporated in this Agreement. Appendix A-1 shall be the Salary Schedule in effect during the 2023-2024 contract year and Appendix A-2 shall be the Salary Schedule in effect during the 2024-2025 contract year.

Starting in the 2023-2024 school year, a Career Increment will be added to each TEACHER'S salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be \$1,000 for experience years between 26 and 34 and a career increment of \$2,000 for experience years 35 and beyond.

Section 2: Lane *(Revised 2023)*

A. Placement on the Salary Schedule.

When a TEACHER enters the district with a Master's Degree, they will be placed in the appropriate Master's Lane on the Salary Schedule based on the following scale:

MA – required program credits up to 47 credits
MA+15 – required program credits 48-62 credits
MA+30 – required program credits 63-77 credits
MA+45 – required program credits 78 credits or more

TEACHERS employed in the district before the 2023-2024 school year will be moved to the appropriate Master's Lane based on the above scale when they provide a copy of their initial Master's Program transcript to show credits earned for that program.

B. Lane Changes.

Only college or university credits, which are graduate-level credits (numbered 500 or above) or part of an approved graduate program, may be used for horizontal movement on the Salary Schedule. These credits must be in coursework or subject areas that are directly applicable to the field of education. Credits will be counted on a semester basis. Quarter credits will be converted to semester credits as follows: 1 quarter credit = 2/3 semester credit. Only credits earned after the completion of a Master's Degree will be counted in qualifying for horizontal movement from the MA/MS lane.

Lane change procedure:

1. Lane change request forms must be submitted to the Human Resources Office no later than September 1.
2. Official transcripts showing credits earned must be submitted with the lane change form.
3. Transcripts will be reviewed by the Human Resources Director. If approved, a revised contract will be issued and a salary adjustment will be made on the September 15 paycheck.

4. If the issuance of summer session grade transcripts is delayed or the course has not yet been recorded on a transcript by September 1, the TEACHER must still submit the lane change form by September 1 and official transcripts must be received in the Human Resources Office by October 1. In this case, the salary adjustment will be made on the October 15 paycheck retroactive to the start of the contract year.

Section 3: Special Provision: Part-time Teachers *(Revised 2023)*

For placement on the salary schedule, part-time (less than 100% contract) TEACHERS will be granted one step for each year of employment in the Grand Forks Public School District regardless of the percentage of employment beginning July 1, 1989.

Section 4: Summer Work *(Revised 2023)*

The hourly rate of pay for TEACHERS employed by the district for summer work shall be determined by computing the TEACHER'S current salary divided by 188 contract days divided by 8 hours.

Section 5: Pre-Authorized Off-Contract Compensation *(Revised 2023)*

The hourly rate of pay for TEACHERS employed by the district for pre-authorized curriculum writing and committee work shall be determined by computing the TEACHER'S current salary divided by 188 contract days divided by 8 hours.

ARTICLE III - EXTRACURRICULAR ACTIVITIES

The purpose of this policy is to help assure the orderly progress of the school activity program, serving insofar as possible the mutual interest of both Parties to a contract. A basic assumption is, other things being equal, that the orderly progress of these programs is best served when involved personnel remain over a reasonable period of years.

Section 1: Policy

Any TEACHER employed by the DISTRICT who accepts as a part of their contracted employment an extracurricular assignment, which is included in Appendices A3 and A-4 Extracurricular Salary Schedules, will be considered to be holding a "joint contract." Arbitrary resignation from any part of such joint contract invalidates all parts of said contract.

Should resignation of a part of a joint contract occur and the TEACHER be continued in the other part or parts of such contract, they will not be penalized on the applicable schedule or schedules.

After serving the DISTRICT in an extracurricular position for a period of five (5) years, a TEACHER may resign their extracurricular assignment by giving their building principal notice in writing, stating reasons for their action. In the event no replacement can be obtained, the TEACHER will continue in the extracurricular position, but in no event longer than two (2) contract years following the year in which notice was given without their full consent.

Nothing in the foregoing statement shall be deemed to prevent a TEACHER holding a joint contract from requesting a change when they determine the facts strongly support the need for a change. Normally, these exceptions would occur at the time when contracts for the coming year are under consideration.

Section 2: Extracurricular Pay *(Revised 2017)*

The extracurricular weekly base pay is .85% (.0085) of the amount found in the BA/BS Step 1 cell of the Salary Schedule. The experience increment is \$6.00 per week for each year of experience in a specific area not to exceed a maximum of fifteen (15) years of experience. The weekly experience increment may

not exceed the weekly base pay. Out-of-district experience must have been earned while a certified employee of another school district in order to be recognized for experience increment.

Changes in weekly base pay or the experience increment shall be mutually agreed to by the BOARD and the ASSOCIATION. The number of weeks for each activity will be established by the DISTRICT.

The Extracurricular Salary Schedules are found in Appendices A-3 and A-4.

ARTICLE IV - CREDITS FOR CONTINUATION OF CONTRACT

(Revised 2023)

To maintain their position, a TEACHER shall be required to comply with the professional requirements of the accreditation standards established by the Education Standards and Practices Board. Social Workers, Occupational Therapists, and Physical Therapists covered by this Agreement shall be subject to the licensing requirements of their respective licensing agencies.

Social Workers, Occupational Therapists, and Physical Therapists covered by this AGREEMENT will begin their five-year cycle based on their date of hire. These employees will be required to provide transcripts showing the completion of 6 semester credits by the end of their 5-year cycle.

TEACHERS who are issued a probationary license by the Education Standards and Practices Board or their respective licensing agency will have their salary frozen for the following contract year. The contract year after which their salary is frozen, the TEACHER will be placed on the Salary Schedule according to where they would have been placed had their salary not been frozen.

ARTICLE V - LEAVES OF ABSENCE

(Revised 2018)

Leaves of absence will be classified as long-term, intermediate-term, or short-term. If school is canceled on the same day as a leave that has been approved, the following leaves shall have their balances restored: Family Illness, Bereavement, Personal, Emergency, and Sick.

Section 1: Long-Term Leaves of Absence

The number of TEACHERS on long-term leaves of absence at any given time shall not be in excess of 2% of the teaching staff employed by the DISTRICT. A TEACHER granted a long-term leave of absence shall not be entitled to receive any salary or fringe benefits during the entire term of the leave of absence.

TEACHERS applying for the first time for leave, pursuant to Long-Term Leaves A and C shall be given priority over those TEACHERS requesting either an extension of a granted leave or an additional leave after having previously been granted a long-term leave.

A. Educational Training and Other Professional Growth Experience

Leaves of absence for educational training and other professional growth experience may be granted to TEACHERS under the following conditions:

1. Eligible TEACHERS must apply to the Superintendent of Schools and all such leaves shall be subject to approval of the BOARD.
2. A TEACHER must have a minimum of three (3) years of experience within the DISTRICT.
3. Educational training leaves and other professional growth experiences shall be for a minimum of one school (academic) year and will not exceed two years.
4. TEACHERS on leave will be assured of a position in the school system at the conclusion of the leave, provided that written notice of intent to return is received in the Office of the Superintendent of Schools no later than March 7 of the calendar year in which said leave is to be completed. Reassignment to the same school, teaching area, or grade is not guaranteed. Failure to submit the written notice of intent to return, on or before March 7, shall be deemed to be a voluntary resignation and waiver of the right to reemployment.

5. TEACHERS returning from a leave will assume an experience position on the salary schedule corresponding to their position at the time the leave commences.
6. If a TEACHER cannot satisfy the requirements of #2 of this leave provision, it is still possible for a TEACHER to initiate a request for leave. However, TEACHERS fully eligible will be given preference. Further, any TEACHER not fully eligible must produce evidence that the request is a unique opportunity for professional growth that is not likely to be available at the time the TEACHER is fully eligible.
7. TEACHERS using Educational Training Leave shall not be allowed to teach in another school district. Failure to notify the BOARD of any change in status from the original application to a teaching position shall result in revocation of the leave. Leave must be applied for by July 1.

B. Health Restoration *(Revised 2019)*

A TEACHER applying for leave for restoration of health must comply with the following regulations:

1. Upon application for leave for restoration of health, the TEACHER shall present a written statement by a medical doctor to the effect that such leave is necessary for health purposes, stating the length of time such leave of absence is necessary. Leaves under this paragraph may be granted for a period of time consistent with the medical doctor's statement but not to exceed twelve (12) months.
2. The duration of this leave shall be specified in the grant of leave, and the school board shall not, in any event, be required to permit the teacher to return to their employment prior to the date designated in the grant of health restoration leave.
3. Leave for health restoration as granted above may be continued, upon request of the TEACHER and in accordance with a written statement from a medical doctor to the effect that such extension is necessary for health purposes, for a designated period of time not to exceed one (1) year. Such extension, if granted, shall be upon the same conditions as in #1 of this leave provision.
4. At the conclusion of the leave of absence, a statement must be submitted from a medical doctor showing that the health of the TEACHER concerned is such that they are able to return as a full-time employee.
5. TEACHERS on leave will be assured of a position in the school system at the conclusion of the leave, provided that written notice of intent to return is received in the Office of the Superintendent of Schools, no later than March 7 of the calendar year in which said leave is to be completed. Reassignment to the same school, teaching area, or grade is not guaranteed. Teachers returning from a leave will assume an experience position on the Salary Schedule corresponding to their position at the time the leave commences. Failure to submit the written notice of intent to return, on or before March 7, shall be deemed to be a voluntary resignation and waiver of the right to reemployment.
6. Health Restoration Leave is not available to those persons on a disability compensation plan, i.e. insurance, TFFR, social security.

C. Family Care Leave *(Revised 2021)*

A family care leave may be granted by the BOARD subject to the following provisions and for the purpose of preparing and providing parental care for a natural or adopted child/children or an immediate family member of the teacher for an extended period of time. The immediate family shall be defined to include a person's: spouse/partner, parents, grandparents, son, daughter, sister, brother, step-parents, step-brother, step-sister, step-children, or grandchildren.

1. A TEACHER making application for family care leave shall inform the Superintendent of Schools in writing of their intention to take the leave at least three (3) calendar months before the commencement of the intended leave, subject to the board's right to waive the three-month provision in emergency situations.
2. The BOARD may adjust the proposed beginning or ending date of a family care leave so that the dates of the leave are coincident with some natural break in the school year (e.g. semester break, end of a grading period, end of the school year, or the like.)
3. In making a determination concerning the commencement and duration of a family care leave, the BOARD shall not, in any event, be required to:
 - a. Grant any leave more than twelve (12) months in duration.
 - b. Permit the TEACHER to return to their employment prior to the date designated in the request for family care leave.

4. A TEACHER returning from family care leave shall be reemployed in the DISTRICT, provided that written notice of intent to return is received in the Office of the Superintendent of Schools no later than March 7 in the calendar year in which said leave is to terminate if that leave is to terminate as of the first day of the next school year, or no later than sixty (60) days prior to the termination date of any leave which is scheduled to terminate during the course of a school year then in progress. Reemployment is not guaranteed to be at the same school, teaching area, or grade. Failure to submit written notice of intent to return, on or before the date set forth herein, shall be deemed to be a voluntary resignation and a waiver of the right of reemployment.
5. Failure of the TEACHER to return pursuant to the date determined under this section shall constitute a voluntary resignation unless the BOARD and the TEACHER mutually agree to an extension in the leave.
6. A TEACHER returning from a leave will assume an experience position on the salary schedule corresponding to their position at the time the leave commences.
7. If the reason for family care leave is occasioned by adoption, an adopting teacher will also provide at the time of the leave application a statement as to the expected date of placement.

Section 2: Intermediate-Term Leaves of Absence

Intermediate term leaves of absence, when approved will be at full pay for the TEACHER unless otherwise provided herein:

A. Jury Duty and Subpoenas

TEACHERS subpoenaed as witnesses, in legal actions other than those in which the DISTRICT and a TEACHER of the ASSOCIATION are opposing Parties and TEACHERS called for jury duty shall be responsible for the organization and coordination of their regular school responsibilities. The TEACHER shall receive their regular salary payment during the time of their service. Any witness fees or compensation for jury duty shall be in addition to the TEACHER'S regular salary.

TEACHERS subpoenaed by the DISTRICT in any legal action shall be subject to the same conditions and entitled to the same compensation as teachers subpoenaed in matters where the DISTRICT and a TEACHER or the ASSOCIATION are not opposing Parties.

B. Non-Partisan Activity

TEACHERS involved in certain types of non-partisan activity, related to professional activities including, but not limited to, Education Standards and Practices Board, TFFR, and State Department of Public Instruction appointments, and national or regional educational subject matter organizations, of an intermediate term of duration, shall be given the same consideration as those involved in Intermediate-Term Leave A above. The TEACHERS shall request such consideration from the Superintendent of Schools, who shall either approve or deny the request.

C. Political Activity and Public Office

1. Legislative Leave

When service in the Legislature during a regular or special legislative session requires a leave, the leave shall be granted without loss of experience or benefit, but with a reduction of pay equal to the number of days lost times the calculated rate of pay per day (contracted salary divided by the number of days in the school year; except that the reduction in pay for attendance by a TEACHER/Legislator at interim committee meetings of the Legislature shall be equal to the per diem reimbursement received by such TEACHER/Legislator) and said TEACHER/Legislator shall be responsible for the organization and coordination of their regular school responsibilities. TEACHER/Legislators shall coordinate the details of their leave with their Principal/Immediate Supervisor. These arrangements shall receive final approval from the Superintendent of Schools.

2. Other Elective Office

Leaves for other elective offices including, but not limited to, service on the City Council, Board of County Commissioners, Park Board, and the like, may be granted by the Superintendent of Schools without loss of credit for experience or benefits, but with a reduction of pay equal to the number of days lost times the calculated rate of pay per day, as defined in this section.

D. **Family Illness** *(Revised 2021)*

In case of illness of a member of the TEACHER'S immediate family, a maximum of six (6) days of leave of absence with full pay may be granted per school year. The immediate family shall be defined to include spouse/partner, parents/step-parents and grandparents of both, children/stepchildren, foster children, grandchildren, brother/step-brother, sister/step-sister.

This illness provision may include a spouse/partner's leave for the birth of a child and the leave of parents immediately following the adoption of a child. The TEACHER must discuss this leave with the building principal as soon as the need for the leave becomes apparent to the TEACHER.

In catastrophic situations, involving immediate family as defined in paragraph 1 of the leave, the Superintendent of Schools may grant additional days provided the TEACHER has first utilized their Personal Leave.

E. **Bereavement** *(Revised 2021)*

1. **Immediate Family**

Immediate family bereavement leave, up to but not exceeding five (5) days per school year, may be granted only in the event of death in the immediate family. The immediate family shall be defined to include spouse/partner, parents/step-parents and grandparents of both, children/step-children, son-in-law, daughter-in-law, grandchildren, brother/step-brother, sister/step-sister, brother-in-law, sister-in-law, aunts, uncles, nieces, nephews, foster children. Upon request, where the five (5) days of immediate family bereavement leave are expended, the Principal/Immediate Supervisor may recommend an extension of the bereavement leave to the Superintendent of Schools who shall have authority to grant up to an additional five (5) days of bereavement leave per school year.

2. **Other Relatives and Close Friends**

In the event of the death of other relatives or close friends, up to one (1) day per year of bereavement leave will be granted. This day can be used in ½-day increments.

F. **Professional Growth**

Intermediate-term leave of absence for the purpose of professional growth may be granted to TEACHERS by the ADMINISTRATION and/or the BOARD for the following reason:

1. Released time to visit other classrooms and schools.
2. Released time to attend conferences, workshops, and conventions.
3. Released time for membership on BOARD-assigned committees.

G. **Released Time for Fee Basis Work**

Released time for the purpose of allowing a TEACHER to perform professional services outside the DISTRICT on a fee basis may be granted by the building principal or the Superintendent of Schools. The TEACHER's salary may be reduced at the discretion of the Superintendent of Schools.

H. **Association Activities**

Each year the DISTRICT will provide to the Grand Forks Education Association, without loss of pay, a total of fifteen (15) days for ASSOCIATION activities. A maximum of five (5) days can be carried over to the next school year.

The TEACHER requesting this leave will inform their Principal/Immediate Supervisor two (2) working days prior to the date of such leave. In addition, the president of the ASSOCIATION will account to the Superintendent of Schools for all ASSOCIATION activity days used in order to comply with maximum day provisions set forth in this article.

If a BOARD meeting is scheduled during the workday, the Superintendent of Schools may, at their discretion, make the arrangements necessary to provide for the ASSOCIATION president to attend the meeting without forfeiture of ASSOCIATION activity days.

Leave for any individual under this article will be granted a minimum of a half (1/2) day.

I. **Personal Leave** *(Revised 2021)*

Two (2) days of personal leave shall be granted per year cumulative to a maximum of six (6) days. Starting with the 11th year of teaching in DISTRICT, three (3) days of personal leave shall be granted per year cumulative to a maximum of six (6) days. Any TEACHER may apply by the April date of pay to be paid the current rate of sub pay for any days they would not be able to carry over to the next school year, up to a maximum of two (2) days. Upon retirement, a TEACHER will be paid the current sub rate for all unused personal leave.

Personal Leave shall be subject to the following provisions:

1. No more than 10% of an attendance unit staff or one (1) TEACHER (whichever is greater) will be permitted leave on any one (1) day.
2. The request for Personal Leave must be filed via Absence Management three (3) days prior to the anticipated leave and approved by the Principal/Immediate Supervisor. The Principal/Immediate Supervisor may waive the three (3) days provision in emergency situations.
3. Personal leave shall not be granted the first five (5) days of the contract term (188 days), on parent-teacher conference days, or on the last five (5) days of the school term unless waived by the Superintendent of Schools.
4. The DISTRICT values all professional development, therefore, no more than one (1) Personal Leave day per school year will be granted on a Professional Development day without the approval of the Superintendent of Schools.

J. **Emergency Leave** *(Revised 2015)*

Up to two (2) days of paid time off per year will be allowed for emergencies. An emergency will be defined as a crisis over which the individual has no control, and cannot be attended to during non-school hours. Emergency Leave includes, but is not limited to, weather-related situations, flooding, accidents, and household emergencies. Emergency leave does not include events that would be covered under sick, family illness, or bereavement leaves. The TEACHER will enter the request via Absence Management or contact the Principal/Immediate Supervisor or their designee. The Superintendent of Schools will decide whether or not the leave is approved and will notify the TEACHER of the decision with an explanation via email.

K. **Paid Parental Leave** *(Revised 2023)*

Upon request, up to six weeks of paid parental leave shall be granted once per contract year to eligible TEACHERS upon the birth or adoption of a child. The parental leave will begin at a time requested by the TEACHER but not before the delivery date or adoption event, and must conclude no later than 12 weeks after the birth or adoption event. This leave must be taken without interruption.

Leave Related to the Birth of a Child(ren): Any leave requested beyond the paid parental leave must be accompanied by written documentation from the TEACHER'S medical provider.

Leave Related to the Adoption of a Child(ren): Any leave requested beyond the paid parental leave must be accompanied by an Adoption FMLA Certification Form.

TEACHERS may be eligible for other leaves that occur before or after parental leave. In all cases, paid parental leave and other applicable paid leaves related to the birth or adoption of a child shall run concurrently with the Family and Medical Leave Act (FMLA). In no case shall the total amount of leave granted to the eligible TEACHER exceed 12 weeks for the birth or adoption of a child.

Section 3: Short-Term Leaves of Absence

Short-term leaves of absence (not to exceed two hours) not covered by other leave policies included within this Agreement, may be granted by the TEACHER's Principal/Immediate Supervisor. Requests which may be granted under this section include, but are not limited to, the funeral of a friend, necessity to conduct a business transaction which cannot be concluded after school or on a weekend, or the necessity to consult a physician (where a day of sick leave is not taken). Short-term absences will be covered by other

professionals without additional compensation being paid and without employment of a substitute. If the purpose of the leave can be reasonably accomplished at another time, the request should be denied.

Section 4: Release Time

A. Local Association President

The BOARD may grant a leave of absence, not to exceed 40% of contract, to the president of the ASSOCIATION. The leave request, if approved, will be subject to the following requirements:

1. The BOARD is reimbursed by the ASSOCIATION for all but \$1,296 of the total cost of the salary and fringe benefits.
2. The time of the leave will be subject to the approval of the Superintendent of Schools.

B. Professional Elected Office

1. A TEACHER must have a minimum of three (3) years of experience within the DISTRICT.
2. Eligible TEACHERS must apply to the Superintendent of Schools and all such leaves shall be subject to approval of the BOARD.
3. Professional Elected Office leaves will be for the length of the term of the elected office, but not to exceed six (6) years.
4. TEACHERS on leave will be assured of a position in the DISTRICT at the conclusion of the leave, provided that written notice of intent to return is received in the Office of the Superintendent of Schools no later than May 15 of the calendar year in which said leave is to be completed. Reassignment to the same school, teaching area or grade is not guaranteed. Failure to submit the written notice of intent to return, on or before May 15, shall be deemed to be a voluntary resignation and waiver of the right to reemployment.
5. TEACHERS returning from a leave will assume an experience position on the teacher base salary schedule corresponding to their position at the time the leave commences.
6. If a TEACHER cannot satisfy the requirements of #1 of this leave provision, it is still possible for a TEACHER to initiate a request for leave. However, TEACHERS fully eligible will be given preference. Further, any TEACHER not fully eligible must produce evidence that the request is a unique opportunity for professional growth that is not likely to be available at the time the TEACHER is fully eligible.

ARTICLE VI - PROCEDURES FOR IDENTIFICATION, REFERRAL AND TREATMENT OF TEACHERS AFFLICTED WITH ALCOHOLISM, AND/OR A CHEMICAL DEPENDENCY

(Revised 2021)

TEACHERS who are afflicted by alcoholism and/or a chemical dependency are encouraged to seek rehabilitative assistance. If inpatient treatment is undertaken at a facility approved by the Division of Mental Health & Substance Abuse Services of the North Dakota Department of Human Services, available Sick Leave may be used for treatment as certified by the treatment program's medical director.

ARTICLE VII - BENEFITS

Section 1: Health Insurance *(Revised 2018)*

- A. Health insurance will be managed locally by a committee consisting of two TEACHERS, one classified staff member, one principal, and a district administrator. A BOARD member will be assigned to the committee and will serve in an advisory capacity. The Business Manager and Human Resources Director will also serve on the committee in an advisory capacity and shall be the facilitators for meetings and other business of the committee.
- B. The committee will be responsible for selecting the plan administrator and for developing the plan details. The committee will be given the authority to manage the resources of the plan. The Health Insurance Committee will meet at least two times per school year. Committee members will be responsible to report out to their constituents regarding the status of the plan.
- C. The DISTRICT will contribute 78% and the TEACHERS 22% of the health insurance plan costs. All

monies paid by current TEACHERS and retired plan members will be contributed to the plan's revenues.

- D. Any monies paid to the fund are the property of the plan, for plan enhancement, premium reduction, or wellness programs.
- E. The premiums will be defined by the Health Insurance Committee as per this agreement.
- F. If a financial shortfall is projected to occur and plan revenues are projected to not be adequate to pay plan expenses in any given fiscal year (July 1 through June 30), the Health Insurance Committee will recommend to cover the projected deficit through a 78% assessment to the DISTRICT and a 22% assessment to the TEACHERS as defined in C above.

Section 2: Life Insurance

The DISTRICT shall provide a term life insurance policy of \$15,000 for all TEACHERS employed half-time or more. For purposes of this section only, half-time TEACHERS are defined as those employed a minimum of fifteen (15) hours per week.

Section 3: Income Protection and Sick Leave *(Revised 2007)*

The DISTRICT provides an accumulative sick leave policy and an income protection insurance plan which provides long term disability benefits.

- A. TEACHERS of the DISTRICT who have been employed for six years in the DISTRICT will have sixty-five (65) days of sick leave per disability related to an accident, illness, or pregnancy. Any subsequent disability commencing after six months of normal employment will be considered a new disability. The DISTRICT provides compensation up to the first 65 consecutive working days of disability, after that time the income protection (long-term disability) insurance plan takes effect, when applied for by the TEACHER and approved by the insurer.

The cost of this income protection insurance plan is provided by the DISTRICT. Briefly, this protection provides two-thirds (2/3) of your basic salary when you are unable to work due to disability with the exception of the exclusions listed in the master policy. Subject to the approval of your application, benefits begin ninety (90) consecutive calendar days or at the end of your accrued sick leave, whichever is greater, after the first day of your disability. The money benefit is integrated with other income benefits as outlined in the master policy.

From and after the expiration of nine months from the date on which the income protection plan begins to provide compensation to an individual or upon the expiration of the current contract year, whichever is later, all other fringe benefits provided by the DISTRICT shall terminate.

Reemployment Clause

TEACHERS qualifying for long-term disability benefits will be assured of a position in the school system at the conclusion of the disability. This assurance will not continue for more than two full contract years after the disability begins. Reassignment to the same school, teaching area, or grade is not guaranteed.

Long-Term Disability Benefits

Life insurance and health insurance benefits will continue during the disability period but not to exceed 24 months from the time the disability begins. The DISTRICT will be responsible for the coverage at the level it was prior to the disability.

- B. Every TEACHER will receive twenty (20) days of Sick Leave upon commencement of initial employment in the DISTRICT. Accumulation of additional sick leave shall be as set forth in the Sick Leave Accumulation Chart below. Each year's accumulation will begin at the start of the contract year. TEACHERS with less than six (6) years experience are participants in the income protection plan; however, a period without coverage would exist in those instances where "65 days of sick leave" had not yet been achieved.

Sick Leave Accumulation Chart	
Previous Teaching Experience in the DISTRICT	Sick Leave Available
0 years	20 days
1 year	20 days less days used previous year(s)*
2 years	30 days less days used previous year(s)*
3 years	40 days less days used previous year(s)*
4 years	50 days less days used previous year(s)*
5 years	60 days less days used previous year(s)*
6 years	65 days sick leave disability protection

*Beginning balance of available sick leave will not be less than 10 days.

- C. If the reason for requesting sick leave is occasioned by pregnancy, the TEACHER may elect to utilize sick leave to the extent accumulated, for that portion of the leave the attending physician deems medically necessary. The intent to use sick leave shall be indicated in the application for this leave. Following the delivery, a statement shall be provided to the Superintendent of Schools or designee by the attending physician indicating the medical necessity for the sick leave portion and the length of time needed for recuperation. The TEACHER will also provide, at the time of the leave application, a statement from their physician indicating the expected date of delivery.

Section 4: Grand Forks Air Force Base Stipend *(Revised 2019)*

TEACHERS employed at Grand Forks Air Force Base school(s), who do not live on the Air Base, will be paid a stipend based on the following computation: Salary Schedule BA/BS Step 1 amount multiplied by 3.65%.

TEACHERS employed at the Air Base school(s) under athletic extracurricular contracts shall receive an additional stipend of \$10.00 per week for the length of said extracurricular contract.

The BOARD will reimburse TEACHERS up to \$100 for towing costs incurred while driving to and from the Air Base. The towing costs must be the result of road or weather-related incidents.

Section 5: Conversion Rights and Waiver of Premium

Health insurance coverage shall contain a provision for conversion rights and group life insurance shall contain provisions for waiver of premiums.

Section 6: Shared Teacher Travel Pay *(Revised 2019)*

TEACHERS who are assigned to more than one building per day will receive the shared teacher travel pay. The amount is \$3.00 per stop per day.

Section 7: Worker's Compensation *(Revised 2023)*

All employees are protected by Worker's Compensation against loss of income due to accidental injury in the performance of their official duties.

No employees shall receive the full Worker's Compensation benefit while receiving the full sick leave benefit from the DISTRICT. However, as long as the employee has sick leave benefits remaining, they will receive full pay. After the expiration of sick leave benefits and prior to the implementation of the long-term disability benefit, the only compensation received will be that which comes from Worker's Compensation.

An employee who is eligible for Worker's Compensation benefits may elect to:

1. Receive pay for accumulated sick leave, with a pay deduction made equal to the amount received

- from Worker's Compensation. Two-thirds (2/3) of the used sick leave will be reinstated.
2. Receive pay for accumulated sick leave, and endorse the Worker's Compensation checks to the DISTRICT. Two-thirds (2/3) of the used sick leave will be reinstated.
 3. Receive pay for personal days with no effect on sick leave or Worker's Compensation.
 4. Request a leave without pay (not to exceed one year) and receive Worker's Compensation benefits.

Section 8: Federal Family and Medical Leave Act (Public Law 103-3) *(Revised 2009)*

As per Federal Law, contracted employees will accrue up to a minimum of 12 weeks of family and medical leave. This leave will begin upon the completion of any applicable section of this agreement.

Section 9: Employee Social Security Numbers *(Revised 2015)*

The DISTRICT shall use no more than two digits of an employee's social security number for identification purposes on or for anything that may be viewed by non-essential personnel.

ARTICLE VIII - WORKDAY

Section 1: Length of Day

The total in-school workday shall consist of 8 hours.

Section 2: Duty Free Lunch

Each full-time TEACHER affected by this agreement shall be guaranteed a minimum of twenty-five (25) minutes each day without supervisory or classroom responsibility for the purpose of a "duty free lunch".

Section 3: Teacher Preparation Time *(Revised 2023)*

A. Elementary Teachers

Full-time elementary school TEACHERS shall be provided 300 minutes of preparation time per week within the student contact schedule. The goal is to provide preparation time in a 60-minute block per day, but no block will be less than 30 minutes. Additionally, the first 20 minutes of the workday are intended as preparation time for Elementary TEACHERS. If the TEACHERS must perform duties other than preparation during this time, TEACHERS will be compensated at an hourly rate of pay determined by computing the TEACHER'S current salary divided by 188 contract days divided by 8 hours.

B. Secondary Teachers *(Revised 2018)*

Full-time middle and senior high school TEACHERS shall be provided a minimum of one class period of preparation time per day within the student contact schedule.

C. Alternative High School

Full-time TEACHERS at the alternative high school shall be provided a minimum of 250 minutes of preparation time per week between the hours of 8:00 a.m. and 4:00 p.m.

D. Part-time Teachers

Less than full-time TEACHERS shall be provided preparation time within the student contact schedule, which is approximately proportionate to their assignment.

E. Additional Prep-time

The DISTRICT will schedule three (3) half-days of teacher preparation time, during the school year, at times mutually agreed upon by ASSOCIATION and ADMINISTRATION. These days may be in combination with staff development days or combined to give a full day of teacher preparation time. Additionally, the last day of the teacher contract will be reserved as a clerical day for TEACHERS.

Any early dismissal days must comply with North Dakota Department of Public Instruction regulations

so as to qualify for maximum state funding.

Section 4: Miscellaneous Compensation *(Revised 2023)*

A. Sixth Period of Classroom Instruction

If a sixth period of classroom instruction is assigned, a secondary TEACHER so assigned shall receive payment equal to 1/8 of their current salary, in addition to the contracted salary amount as determined from the applicable Salary Schedule. A TEACHER-initiated request for a sixth period of classroom instruction shall not qualify said TEACHER for additional compensation. For purposes of this section, a secondary TEACHER shall be defined as a TEACHER assigned to teach in a middle school or senior high school.

B. Combination Classroom

An elementary TEACHER assigned to teach a combination classroom will receive payment equal to 1/8 of their current salary, in addition to the contracted salary amount as determined from the applicable Salary Schedule.

C. Substitute Teaching

When a TEACHER substitutes for another TEACHER during their designated preparation time, the TEACHER will be compensated hourly using the following formula: (the TEACHER'S current salary) ÷ (188 contract days) ÷ (8-hour work day) = Hourly Pay.

D. Extended Contract

Certified TEACHERS who are contracted to work day(s) in excess of the established contract year shall be compensated by the following formula: (the TEACHER'S current salary) ÷ (188 contract days) ÷ (8-hour work day) = Hourly Pay.

Section 5: Safety *(Revised 2023)*

Teacher Safety in Data Collection Training, and Policy.

1. ASSOCIATION representative(s) will be included in the collection and review of data, current reports, and reporting practices.
2. ASSOCIATION representatives(s) will be included in the selection and implementation of safety training procedures, protocols, and policies.

ARTICLE IX - CONTRACT DAYS

(Revised 2023)

Contract days for each school year will consist of 188 days. Of those 188 days, the following 3 holidays will be paid holidays: Veteran's Day, New Year's Day, and Good Friday. In the event school is canceled for all students in the district due to Acts of God, TEACHERS will not be required to report to work. However, when the number of hours canceled exceeds those allowed under Section 15.1-06 of the North Dakota Century Code, all teachers will be required to make up, without additional compensation, the hours necessary to ensure a minimum of at least nine hundred sixty-two and one-half hours of instruction for elementary school students and one thousand fifty hours of instruction for middle and high school students. Unless required as a make-up day for foundation aid, the last day will be a clerical day.

ARTICLE X – RECOGNITION FOR TEACHING EXPERIENCE

TEACHERS new to the DISTRICT and those desiring a change in salary classification must file an official transcript of credits in the Office of the Superintendent of Schools.

(Revised 2023)

Credit for teaching experience prior to entering the DISTRICT shall not exceed fifteen (15) years on the

salary schedule (full years only will be considered). In special fields wherein qualified candidates are in demand, additional credit for actual PreK-16 teaching experience may be granted by special permission of the school board.

TEACHERS previously employed in the DISTRICT who are reemployed may be granted the same number of years of experience credit on the Salary Schedule as allowed the last year taught in this DISTRICT, and may be advanced to the next step of experience credit provided that the final year of teaching was a full school year (180 days minimum).

(Revised 2018)

The DISTRICT will recognize the year(s) of resident intern work with the DISTRICT as year(s) of experience when determining the placement of a new TEACHER on the Salary Schedule. This applies only to new TEACHERS who were resident interns in the 2002-03 school year and after. Resident intern experience in a different school district will not be counted as a year of experience.

ARTICLE XI - MISCELLANEOUS PROVISIONS

Section 1: Effect of Agreement

The Parties agree that the terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the Parties and that said terms and conditions may not be altered, changed, added to, deleted from, or modified without the mutual consent of the Parties in amendment, written and attached and made part of this Agreement.

Section 2: Saving Clause

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, said article, section, or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of the Agreement if not affected by the deleted article, section, or clause.

Section 3: Individual Contracts

Individual contracts shall not be inconsistent with the terms and conditions of this Agreement.

Section 4: Amendments

Amendments hereto may be made upon thirty (30) days written notice by the Party proposing such amendment, and upon agreement reached under the procedures set forth herein.

Section 5: Grievance

The grievance procedure shall be stated in Board Policy 4120 and shall not be changed without the mutual agreement of the ASSOCIATION and the BOARD.

ARTICLE XII - DURATION

(Revised 2018)

The provisions of each Article attached hereto, except as otherwise specifically provided, shall be effective as of July 1, 2023 to June 30, 2025 at which time it shall automatically renew itself unless written notification to the contrary is made by either Party at least sixty (60) days prior to the anniversary date of this AGREEMENT. If such notification occurs, this AGREEMENT shall be renegotiated. Changes may be made at any time by mutual consent.

All signatures on file.

RATIFICATION

IN WITNESS THEREOF, signatures of duly authorized representatives of the ASSOCIATION and the BOARD indicate that this AGREEMENT has been ratified by the Grand Forks Education Association and the Grand Forks School Board.

Grand Forks School Board
Dated _____

Grand Forks Education Association
Dated _____

Amber Flynn

Dawn Mord

Dave Berger

Melissa Buchhop

Jeff Manley

Kala Christensen

Joel Larson

Joseph Drumm

TEACHERS 2024 SALARY SCHEDULE

STEP	BA	BA+15	BA+30	BA + 45	MA/MS	MA+15	MA+30	MA+45	DR
1	\$ 46,977.00	\$ 48,117.00	\$ 49,257.00	\$ 50,396.00	\$ 51,822.00	\$ 52,962.00	\$ 54,102.00	\$ 55,242.00	\$ 56,842.00
2	\$ 47,774.00	\$ 48,914.00	\$ 50,054.00	\$ 51,194.00	\$ 52,621.00	\$ 53,760.00	\$ 54,900.00	\$ 56,040.00	\$ 57,640.00
3	\$ 48,574.00	\$ 49,713.00	\$ 50,853.00	\$ 51,993.00	\$ 53,418.00	\$ 54,558.00	\$ 55,697.00	\$ 56,837.00	\$ 58,437.00
4	\$ 49,372.00	\$ 50,512.00	\$ 51,652.00	\$ 52,791.00	\$ 54,216.00	\$ 55,356.00	\$ 56,496.00	\$ 57,636.00	\$ 59,236.00
5	\$ 50,169.00	\$ 51,309.00	\$ 52,449.00	\$ 53,589.00	\$ 55,014.00	\$ 56,154.00	\$ 57,294.00	\$ 58,434.00	\$ 60,034.00
6	\$ 50,967.00	\$ 52,107.00	\$ 53,247.00	\$ 54,387.00	\$ 55,812.00	\$ 56,951.00	\$ 58,091.00	\$ 59,231.00	\$ 60,831.00
7	\$ 51,765.00	\$ 52,906.00	\$ 54,045.00	\$ 55,185.00	\$ 56,609.00	\$ 57,750.00	\$ 58,890.00	\$ 60,029.00	\$ 61,629.00
8	\$ 52,562.00	\$ 53,702.00	\$ 54,843.00	\$ 55,982.00	\$ 57,407.00	\$ 58,548.00	\$ 59,689.00	\$ 60,829.00	\$ 62,429.00
9	\$ 53,360.00	\$ 54,500.00	\$ 55,640.00	\$ 56,781.00	\$ 58,206.00	\$ 59,345.00	\$ 60,485.00	\$ 61,626.00	\$ 63,226.00
10	\$ 54,159.00	\$ 55,298.00	\$ 56,438.00	\$ 57,578.00	\$ 59,004.00	\$ 60,144.00	\$ 61,283.00	\$ 62,423.00	\$ 64,023.00
11	\$ 54,957.00	\$ 56,098.00	\$ 57,237.00	\$ 58,377.00	\$ 59,802.00	\$ 60,942.00	\$ 62,082.00	\$ 63,222.00	\$ 64,822.00
12	\$ 55,755.00	\$ 56,895.00	\$ 58,035.00	\$ 59,175.00	\$ 60,600.00	\$ 61,739.00	\$ 62,879.00	\$ 64,019.00	\$ 65,619.00
13	\$ 56,553.00	\$ 57,693.00	\$ 58,833.00	\$ 59,973.00	\$ 61,398.00	\$ 62,537.00	\$ 63,677.00	\$ 64,817.00	\$ 66,417.00
14	\$ 57,352.00	\$ 58,491.00	\$ 59,631.00	\$ 60,771.00	\$ 62,196.00	\$ 63,336.00	\$ 64,476.00	\$ 65,615.00	\$ 67,215.00
15	\$ 58,946.00	\$ 60,086.00	\$ 61,227.00	\$ 62,367.00	\$ 63,790.00	\$ 64,930.00	\$ 66,072.00	\$ 67,212.00	\$ 68,812.00
16	\$ 60,542.00	\$ 61,682.00	\$ 62,821.00	\$ 63,961.00	\$ 65,388.00	\$ 66,528.00	\$ 67,668.00	\$ 68,808.00	\$ 70,408.00
17	\$ 62,139.00	\$ 63,279.00	\$ 64,419.00	\$ 65,559.00	\$ 66,984.00	\$ 68,123.00	\$ 69,263.00	\$ 70,403.00	\$ 72,003.00
18	\$ 63,735.00	\$ 64,875.00	\$ 66,015.00	\$ 67,154.00	\$ 68,579.00	\$ 69,719.00	\$ 70,859.00	\$ 71,999.00	\$ 73,599.00
19	\$ 65,330.00	\$ 66,471.00	\$ 68,181.00	\$ 69,321.00	\$ 71,316.00	\$ 72,455.00	\$ 73,596.00	\$ 74,736.00	\$ 76,336.00
20	\$ 66,926.00	\$ 68,066.00	\$ 69,777.00	\$ 70,917.00	\$ 72,911.00	\$ 74,051.00	\$ 75,192.00	\$ 76,332.00	\$ 77,932.00
21	\$ 68,523.00	\$ 69,662.00	\$ 71,372.00	\$ 72,512.00	\$ 74,508.00	\$ 75,648.00	\$ 76,787.00	\$ 77,927.00	\$ 79,527.00
22	\$ 70,119.00	\$ 71,259.00	\$ 72,968.00	\$ 74,108.00	\$ 76,103.00	\$ 77,243.00	\$ 78,383.00	\$ 79,523.00	\$ 81,123.00
23	\$ 71,714.00	\$ 72,855.00	\$ 74,565.00	\$ 75,705.00	\$ 77,699.00	\$ 78,839.00	\$ 79,978.00	\$ 81,119.00	\$ 82,719.00
24	\$ 73,310.00	\$ 74,450.00	\$ 76,161.00	\$ 77,301.00	\$ 79,295.00	\$ 80,435.00	\$ 81,576.00	\$ 82,716.00	\$ 84,316.00
25	\$ 75,444.00	\$ 76,584.00	\$ 78,294.00	\$ 79,434.00	\$ 81,428.00	\$ 82,569.00	\$ 83,709.00	\$ 84,848.00	\$ 86,448.00

TEACHERS 2025 SALARY SCHEDULE

STEP	BA	BA+15	BA+30	BA + 45	MA/MS	MA+15	MA+30	MA+45	DR
1	\$ 49,477.00	\$ 50,617.00	\$ 51,757.00	\$ 52,896.00	\$ 54,322.00	\$ 55,462.00	\$ 56,602.00	\$ 57,742.00	\$ 59,342.00
2	\$ 50,274.00	\$ 51,414.00	\$ 52,554.00	\$ 53,694.00	\$ 55,121.00	\$ 56,260.00	\$ 57,400.00	\$ 58,540.00	\$ 60,140.00
3	\$ 51,074.00	\$ 52,213.00	\$ 53,353.00	\$ 54,493.00	\$ 55,918.00	\$ 57,058.00	\$ 58,197.00	\$ 59,337.00	\$ 60,937.00
4	\$ 51,872.00	\$ 53,012.00	\$ 54,152.00	\$ 55,291.00	\$ 56,716.00	\$ 57,856.00	\$ 58,996.00	\$ 60,136.00	\$ 61,736.00
5	\$ 52,669.00	\$ 53,809.00	\$ 54,949.00	\$ 56,089.00	\$ 57,514.00	\$ 58,654.00	\$ 59,794.00	\$ 60,934.00	\$ 62,534.00
6	\$ 53,467.00	\$ 54,607.00	\$ 55,747.00	\$ 56,887.00	\$ 58,312.00	\$ 59,451.00	\$ 60,591.00	\$ 61,731.00	\$ 63,331.00
7	\$ 54,265.00	\$ 55,406.00	\$ 56,545.00	\$ 57,685.00	\$ 59,109.00	\$ 60,250.00	\$ 61,390.00	\$ 62,529.00	\$ 64,129.00
8	\$ 55,062.00	\$ 56,202.00	\$ 57,343.00	\$ 58,482.00	\$ 59,907.00	\$ 61,048.00	\$ 62,189.00	\$ 63,329.00	\$ 64,929.00
9	\$ 55,860.00	\$ 57,000.00	\$ 58,140.00	\$ 59,281.00	\$ 60,706.00	\$ 61,845.00	\$ 62,985.00	\$ 64,126.00	\$ 65,726.00
10	\$ 56,659.00	\$ 57,798.00	\$ 58,938.00	\$ 60,078.00	\$ 61,504.00	\$ 62,644.00	\$ 63,783.00	\$ 64,923.00	\$ 66,523.00
11	\$ 57,457.00	\$ 58,598.00	\$ 59,737.00	\$ 60,877.00	\$ 62,302.00	\$ 63,442.00	\$ 64,582.00	\$ 65,722.00	\$ 67,322.00
12	\$ 58,255.00	\$ 59,395.00	\$ 60,535.00	\$ 61,675.00	\$ 63,100.00	\$ 64,239.00	\$ 65,379.00	\$ 66,519.00	\$ 68,119.00
13	\$ 59,053.00	\$ 60,193.00	\$ 61,333.00	\$ 62,473.00	\$ 63,898.00	\$ 65,037.00	\$ 66,177.00	\$ 67,317.00	\$ 68,917.00
14	\$ 59,852.00	\$ 60,991.00	\$ 62,131.00	\$ 63,271.00	\$ 64,696.00	\$ 65,836.00	\$ 66,976.00	\$ 68,115.00	\$ 69,715.00
15	\$ 61,446.00	\$ 62,586.00	\$ 63,727.00	\$ 64,867.00	\$ 66,290.00	\$ 67,430.00	\$ 68,572.00	\$ 69,712.00	\$ 71,312.00
16	\$ 63,042.00	\$ 64,182.00	\$ 65,321.00	\$ 66,461.00	\$ 67,888.00	\$ 69,028.00	\$ 70,168.00	\$ 71,308.00	\$ 72,908.00
17	\$ 64,639.00	\$ 65,779.00	\$ 66,919.00	\$ 68,059.00	\$ 69,484.00	\$ 70,623.00	\$ 71,763.00	\$ 72,903.00	\$ 74,503.00
18	\$ 66,235.00	\$ 67,375.00	\$ 68,515.00	\$ 69,654.00	\$ 71,079.00	\$ 72,219.00	\$ 73,359.00	\$ 74,499.00	\$ 76,099.00
19	\$ 67,830.00	\$ 68,971.00	\$ 70,681.00	\$ 71,821.00	\$ 73,816.00	\$ 74,955.00	\$ 76,096.00	\$ 77,236.00	\$ 78,836.00
20	\$ 69,426.00	\$ 70,566.00	\$ 72,277.00	\$ 73,417.00	\$ 75,411.00	\$ 76,551.00	\$ 77,692.00	\$ 78,832.00	\$ 80,432.00
21	\$ 71,023.00	\$ 72,162.00	\$ 73,872.00	\$ 75,012.00	\$ 77,008.00	\$ 78,148.00	\$ 79,287.00	\$ 80,427.00	\$ 82,027.00
22	\$ 72,619.00	\$ 73,759.00	\$ 75,468.00	\$ 76,608.00	\$ 78,603.00	\$ 79,743.00	\$ 80,883.00	\$ 82,023.00	\$ 83,623.00
23	\$ 74,214.00	\$ 75,355.00	\$ 77,065.00	\$ 78,205.00	\$ 80,199.00	\$ 81,339.00	\$ 82,478.00	\$ 83,619.00	\$ 85,219.00
24	\$ 75,810.00	\$ 76,950.00	\$ 78,661.00	\$ 79,801.00	\$ 81,795.00	\$ 82,935.00	\$ 84,076.00	\$ 85,216.00	\$ 86,816.00
25	\$ 77,944.00	\$ 79,084.00	\$ 80,794.00	\$ 81,934.00	\$ 83,928.00	\$ 85,069.00	\$ 86,209.00	\$ 87,348.00	\$ 88,948.00

**EXTRACURRICULAR SALARY SCHEDULE
2023-2024**

Base Extracurricular = .0085 of BA/BS, Step 1 (\$46,977)

<u>POSITION</u>	<u>% BASE</u>	<u>WEEKS</u>	<u>WEEKLY BASE</u>	<u>SEASON TOTAL</u>
Senior High Head Coach/Director				
Dance Line	0.55	16	\$219.62	\$3,513.84
Debate	0.62	25	\$247.57	\$6,189.15
Drama Production 1	1.00	9	\$399.30	\$3,593.70
Drama Production 2	1.00	9	\$399.30	\$3,593.70
Drama Production 3	1.00	9	\$399.30	\$3,593.70
Drama Production 4	1.00	9	\$399.30	\$3,593.70
GAPP Coordinator	0.24	18	\$95.83	\$1,724.98
Instrumental Music	0.47	36	\$187.67	\$6,756.16
Musical Production	1.00	10	\$399.30	\$3,993.00
National Honors Society	0.17	32	\$67.88	\$2,172.19
Newspaper	0.37	40	\$147.74	\$5,909.64
Pep Band/Performance	0.28	20	\$111.80	\$2,236.08
Speech	0.62	25	\$247.57	\$6,189.15
Strings	0.37	36	\$147.74	\$5,318.68
Student Congress	0.62	6	\$247.57	\$1,485.40
Vocal Music	0.47	36	\$187.67	\$6,756.16
Yearbook	0.41	36	\$163.71	\$5,893.67
Senior High Assistant Coach/Advisor				
Dance Line	0.30	16	\$119.79	\$1,916.64
Debate	0.24	25	\$95.83	\$2,395.80
Drama Production 1	0.67	9	\$267.53	\$2,407.78
Drama Production 2	0.67	9	\$267.53	\$2,407.78
Drama Production 3	0.67	9	\$267.53	\$2,407.78
Drama Production 4	0.67	9	\$267.53	\$2,407.78
Instrumental Music	0.33	36	\$131.77	\$4,743.68
Musical-Orchestra	0.41	10	\$163.71	\$1,637.13
Musical-Technical	0.60	10	\$239.58	\$2,395.80
Musical-Vocal	0.65	10	\$259.55	\$2,595.45
Speech	0.24	25	\$95.83	\$2,395.80
Vocal Music	0.33	36	\$131.77	\$4,743.68
Middle School Coach/Director				
Debate	0.17	19	\$67.88	\$1,289.74
Drama Play 1	0.49	3	\$195.66	\$586.97
Drama Play 2	0.49	3	\$195.66	\$586.97
Drama Play 3	0.49	3	\$195.66	\$586.97
Instrumental Music	0.22	36	\$87.85	\$3,162.46
Instrumental Music - 6th Grade	0.11	36	\$43.92	\$1,346.00
Newspaper	0.10	36	\$39.93	\$1,260.72
Operetta Director	0.67	5	\$267.53	\$1,337.66
Operetta Music Assistant	0.43	5	\$171.70	\$858.50
Operetta Tech Assistant	0.19	5	\$75.87	\$379.34
Speech	0.17	18	\$67.88	\$1,221.86
Strings	0.21	36	\$83.85	\$3,018.71
Vocal Music	0.14	36	\$55.90	\$2,012.47
Vocal Music - 6th Grade		36	\$0.00	\$728.00 *
Yearbook	0.11	36	\$43.92	\$1,581.23
Elementary Coach/Director				
Instrumental Music - 5th grade	0.11	36	\$43.92	\$1,581.23

**EXTRACURRICULAR SALARY SCHEDULE
2023-2024**

Strings	0.21	36	\$83.85	\$3,018.71	
Vocal Production	0.30	4	\$119.79	\$479.16	**
Vocal Music	0.14	36	\$55.90	\$2,012.47	**
Senior High Head Coach			\$0.00		
Boys' Baseball	1.00	11	\$399.30	\$4,392.30	
Boys' Basketball	1.00	18	\$399.30	\$7,187.40	
Boys' Golf	0.90	9	\$359.37	\$3,234.33	
Boys' Hockey	1.00	16	\$399.30	\$6,388.80	
Boys' Soccer	1.00	12	\$399.30	\$4,791.60	
Boys' Swimming	0.90	14	\$359.37	\$5,031.18	
Boys' Tennis	0.90	10	\$359.37	\$3,593.70	
Boys' Track	1.00	13	\$399.30	\$5,190.90	
Boys' Wrestling	1.00	15	\$399.30	\$5,989.50	
Cheerleading Advisor	0.40	33	\$159.72	\$5,270.76	
Cross Country	1.00	12	\$399.30	\$4,791.60	
Esports	0.62	8	\$247.57	\$1,980.53	
Football	1.00	14	\$399.30	\$5,590.20	
Girls' Basketball	1.00	18	\$399.30	\$7,187.40	
Girls' Golf	0.90	9	\$359.37	\$3,234.33	
Girls' Gymnastics	0.90	16	\$359.37	\$5,749.92	
Girls' Hockey	1.00	16	\$399.30	\$6,388.80	
Girls' Soccer	1.00	10	\$399.30	\$3,993.00	
Girls' Softball	1.00	11	\$399.30	\$4,392.30	
Girls' Swimming	0.90	14	\$359.37	\$5,031.18	
Girls' Tennis	0.90	9	\$359.37	\$3,234.33	
Girls' Track	1.00	13	\$399.30	\$5,190.90	
Girls' Volleyball	1.00	15	\$399.30	\$5,989.50	
Girls' Wrestling	1.00	15	\$399.30	\$5,989.50	
Strength Coach	0.90	35	\$359.37	\$12,577.95	
Senior High Assistant Coach					
Boys' Baseball	0.80	11	\$319.44	\$3,513.84	
Boys' Basketball	0.80	18	\$319.44	\$5,749.92	
Boys' Basketball - 9th	0.80	14	\$319.44	\$4,472.16	
Boys' Golf	0.71	9	\$283.50	\$2,551.53	
Boys' Hockey	0.80	16	\$319.44	\$5,111.04	
Boys' Soccer	0.80	12	\$319.44	\$3,833.28	
Boys' Swimming	0.71	14	\$283.50	\$3,969.04	
Boys' Tennis	0.71	10	\$283.50	\$2,835.03	
Boys' Track	0.80	13	\$319.44	\$4,152.72	
Boys' Track - 9th	0.80	13	\$319.44	\$4,152.72	
Boys' Wrestling	0.80	15	\$319.44	\$4,791.60	
Cheerleading Advisor	0.25	33	\$99.83	\$3,294.23	
Cross Country	0.80	12	\$319.44	\$3,833.28	
Football	0.80	14	\$319.44	\$4,472.16	
Football - 9th	0.80	10	\$319.44	\$3,194.40	
Girls' Basketball	0.80	18	\$319.44	\$5,749.92	
Girls' Basketball - 9th	0.80	14	\$319.44	\$4,472.16	
Girls' Golf	0.71	9	\$283.50	\$2,551.53	
Girls' Gymnastics	0.71	16	\$283.50	\$4,536.05	
Girls' Hockey	0.80	16	\$319.44	\$5,111.04	
Girls' Soccer	0.80	10	\$319.44	\$3,194.40	
Girls' Softball	0.80	11	\$319.44	\$3,513.84	
Girls' Swimming	0.71	14	\$283.50	\$3,969.04	
Girls' Tennis	0.71	10	\$283.50	\$2,835.03	

**EXTRACURRICULAR SALARY SCHEDULE
2023-2024**

Girls' Track	0.80	13	\$319.44	\$4,152.72
Girls' Track - 9th	0.80	13	\$319.44	\$4,152.72
Girls' Volleyball	0.80	15	\$319.44	\$4,791.60
Girls' Volleyball - 9th	0.80	13	\$319.44	\$4,152.72
Girls' Wrestling	0.80	15	\$319.44	\$4,791.60

Middle School Head Coach

Boys' Basketball - 7th	0.60	9	\$239.58	\$2,156.22
Boys' Basketball - 8th	0.60	9	\$239.58	\$2,156.22
Boys' Soccer	0.60	7	\$239.58	\$1,677.06
Boys' Track - 7th	0.60	8	\$239.58	\$1,916.64
Boys' Track - 8th	0.60	8	\$239.58	\$1,916.64
Cross Country - 8th	0.60	8	\$239.58	\$1,916.64
Football - 7th	0.60	8	\$239.58	\$1,916.64
Football - 8th	0.60	8	\$239.58	\$1,916.64
Girls' Basketball - 7th	0.60	9	\$239.58	\$2,156.22
Girls' Basketball - 8th	0.60	9	\$239.58	\$2,156.22
Girls' Soccer	0.60	7	\$239.58	\$1,677.06
Girls' Softball	0.60	8	\$239.58	\$1,916.64
Girls' Track - 7th	0.60	8	\$239.58	\$1,916.64
Girls' Track - 8th	0.60	8	\$239.58	\$1,916.64
Girls' Volleyball - 7th	0.60	8	\$239.58	\$1,916.64
Girls' Volleyball - 8th	0.60	8	\$239.58	\$1,916.64
Wrestling	0.60	8	\$239.58	\$1,916.64

Middle School Assistant Coach

Boys' Basketball - 7th	0.50	9	\$199.65	\$1,796.85
Boys' Basketball - 8th	0.50	9	\$199.65	\$1,796.85
Boys' Soccer	0.50	7	\$199.65	\$1,397.55
Football - 7th	0.50	8	\$199.65	\$1,597.20
Football - 8th	0.50	8	\$199.65	\$1,597.20
Girls' Basketball - 7th	0.50	9	\$199.65	\$1,796.85
Girls' Basketball - 8th	0.50	9	\$199.65	\$1,796.85
Girls' Soccer	0.50	7	\$199.65	\$1,397.55
Girls' Softball	0.50	8	\$199.65	\$1,597.20
Girls' Volleyball - 7th	0.50	8	\$199.65	\$1,597.20
Girls' Volleyball - 8th	0.50	8	\$199.65	\$1,597.20
Wrestling	0.50	8	\$199.65	\$1,597.20

Elementary Intramurals

Season One	0.14	Varied	\$55.90
Season Two	0.14	Varied	\$55.90
Season Three	0.14	Varied	\$55.90
Season Four	0.14	Varied	\$55.90
Season Five	0.14	Varied	\$55.90

* Set payment determined when 6th grade moved to Middle School

**Used to calculate maximum payment for CODA program

**EXTRACURRICULAR SALARY SCHEDULE
2024-2025**

Appendix A-4

Base Extracurricular = .0085 of BA/BS, Step 1 (\$49,477)

<u>POSITION</u>	<u>% BASE</u>	<u>WEEKS</u>	<u>WEEKLY BASE</u>	<u>SEASON TOTAL</u>
Senior High Head Coach/Director				
Dance Line	0.55	16	\$231.30	\$3,700.84
Debate	0.62	25	\$260.74	\$6,518.53
Drama Production 1	1.00	9	\$420.55	\$3,784.95
Drama Production 2	1.00	9	\$420.55	\$3,784.95
Drama Production 3	1.00	9	\$420.55	\$3,784.95
Drama Production 4	1.00	9	\$420.55	\$3,784.95
GAAP Coordinator	0.24	18	\$100.93	\$1,816.78
Instrumental Music	0.47	36	\$197.66	\$7,115.71
Musical Production	1.00	10	\$420.55	\$4,205.50
National Honor Society	0.17	32	\$71.49	\$2,287.79
Newspaper	0.37	40	\$155.60	\$6,224.14
Pep Band/Performance	0.28	20	\$117.75	\$2,355.08
Speech	0.62	25	\$260.74	\$6,518.53
Strings	0.37	36	\$155.60	\$5,601.73
Student Congress	0.62	6	\$260.74	\$1,564.45
Vocal Music	0.47	36	\$197.66	\$7,115.71
Yearbook	0.41	36	\$172.43	\$6,207.32
Senior High Assistant Coach/Advisor				
Dance Line	0.30	16	\$126.17	\$2,018.64
Debate	0.24	25	\$100.93	\$2,523.30
Drama Production 1	0.67	9	\$281.77	\$2,535.92
Drama Production 2	0.67	9	\$281.77	\$2,535.92
Drama Production 3	0.67	9	\$281.77	\$2,535.92
Drama Production 4	0.67	9	\$281.77	\$2,535.92
Instrumental Music	0.33	36	\$138.78	\$4,996.13
Musical-Orchestra	0.41	10	\$172.43	\$1,724.26
Musical-Technical	0.60	10	\$252.33	\$2,523.30
Musical-Vocal	0.65	10	\$273.36	\$2,733.58
Speech	0.24	25	\$100.93	\$2,523.30
Vocal Music	0.33	36	\$138.78	\$4,996.13
Middle School Coach/Director				
Debate	0.17	19	\$71.49	\$1,358.38
Drama Play 1	0.49	3	\$206.07	\$618.21
Drama Play 2	0.49	3	\$206.07	\$618.21
Drama Play 3	0.49	3	\$206.07	\$618.21
Instrumental Music	0.22	36	\$92.52	\$3,330.76
Instrumental Music - 6th Grade	0.11	36	\$46.26	\$1,346.00
Newspaper	0.10	36	\$42.06	\$1,260.72
Operetta Director	0.67	5	\$281.77	\$1,408.84
Operetta Music Assistant	0.43	5	\$180.84	\$904.18
Operetta Tech Assistant	0.19	5	\$79.90	\$399.52
Speech	0.17	18	\$71.49	\$1,286.88
Strings	0.21	36	\$88.32	\$3,179.36
Vocal Music	0.14	36	\$58.88	\$2,119.57
Vocal Music - 6th Grade		36	\$0.00	\$728.00 *
Yearbook	0.11	36	\$46.26	\$1,665.38
Elementary Coach/Director				
Instrumental Music - 5th grade	0.11	36	\$46.26	\$1,665.38
Strings	0.21	36	\$88.32	\$3,179.36
Vocal Production	0.30	4	\$126.17	\$504.66 **
Vocal Music	0.14	36	\$58.88	\$2,119.57 **

**EXTRACURRICULAR SALARY SCHEDULE
2024-2025**

* Set payment determined when 6th grade moved to Middle School

**Used to calculate maximum payment for CODA program

Senior High Head Coach

Boys' Baseball	1.00	11	\$420.55	\$4,626.05
Boys' Basketball	1.00	18	\$420.55	\$7,569.90
Boys' Golf	0.90	9	\$378.50	\$3,406.46
Boys' Hockey	1.00	16	\$420.55	\$6,728.80
Boys' Soccer	1.00	12	\$420.55	\$5,046.60
Boys' Swimming	0.90	14	\$378.50	\$5,298.93
Boys' Tennis	0.90	10	\$378.50	\$3,784.95
Boys' Track	1.00	13	\$420.55	\$5,467.15
Boys' Wrestling	1.00	15	\$420.55	\$6,308.25
Cheerleading Advisor	0.40	33	\$168.22	\$5,551.26
Cross Country	1.00	12	\$420.55	\$5,046.60
Esports	0.62	8	\$260.74	\$2,085.93
Football	1.00	14	\$420.55	\$5,887.70
Girls' Basketball	1.00	18	\$420.55	\$7,569.90
Girls' Golf	0.90	9	\$378.50	\$3,406.46
Girls' Gymnastics	0.90	16	\$378.50	\$6,055.92
Girls' Hockey	1.00	16	\$420.55	\$6,728.80
Girls' Soccer	1.00	10	\$420.55	\$4,205.50
Girls' Softball	1.00	11	\$420.55	\$4,626.05
Girls' Swimming	0.90	14	\$378.50	\$5,298.93
Girls' Tennis	0.90	9	\$378.50	\$3,406.46
Girls' Track	1.00	13	\$420.55	\$5,467.15
Girls' Volleyball	1.00	15	\$420.55	\$6,308.25
Girls' Wrestling	1.00	15	\$420.55	\$6,308.25
Strength Coach	0.90	35	\$378.50	\$13,247.33

Senior High Assistant Coach

Boys' Baseball	0.80	11	\$336.44	\$3,700.84
Boys' Basketball	0.80	18	\$336.44	\$6,055.92
Boys' Basketball - 9th	0.80	14	\$336.44	\$4,710.16
Boys' Golf	0.71	9	\$298.59	\$2,687.31
Boys' Hockey	0.80	16	\$336.44	\$5,383.04
Boys' Soccer	0.80	12	\$336.44	\$4,037.28
Boys' Swimming	0.71	14	\$298.59	\$4,180.27
Boys' Tennis	0.71	10	\$298.59	\$2,985.91
Boys' Track	0.80	13	\$336.44	\$4,373.72
Boys' Track - 9th	0.80	13	\$336.44	\$4,373.72
Boys' Wrestling	0.80	15	\$336.44	\$5,046.60
Cheerleading Advisor	0.25	33	\$105.14	\$3,469.54
Cross Country	0.80	12	\$336.44	\$4,037.28
Football	0.80	14	\$336.44	\$4,710.16
Football - 9th	0.80	10	\$336.44	\$3,364.40
Girls' Basketball	0.80	18	\$336.44	\$6,055.92
Girls' Basketball - 9th	0.80	14	\$336.44	\$4,710.16
Girls' Golf	0.71	9	\$298.59	\$2,687.31
Girls' Gymnastics	0.71	16	\$298.59	\$4,777.45
Girls' Hockey	0.80	16	\$336.44	\$5,383.04
Girls' Soccer	0.80	10	\$336.44	\$3,364.40
Girls' Softball	0.80	11	\$336.44	\$3,700.84
Girls' Swimming	0.71	14	\$298.59	\$4,180.27
Girls' Tennis	0.71	10	\$298.59	\$2,985.91
Girls' Track	0.80	13	\$336.44	\$4,373.72

**EXTRACURRICULAR SALARY SCHEDULE
2024-2025**

Appendix A-4

Girls' Track - 9th	0.80	13	\$336.44	\$4,373.72
Girls' Volleyball	0.80	15	\$336.44	\$5,046.60
Girls' Volleyball - 9th	0.80	13	\$336.44	\$4,373.72
Girls' Wrestling	0.80	15	\$336.44	\$5,046.60

Middle School Head Coach

Boys' Basketball - 7th	0.60	9	\$252.33	\$2,270.97
Boys' Basketball - 8th	0.60	9	\$252.33	\$2,270.97
Boys' Soccer	0.60	7	\$252.33	\$1,766.31
Boys' Track - 7th	0.60	8	\$252.33	\$2,018.64
Boys' Track - 8th	0.60	8	\$252.33	\$2,018.64
Cross Country - 8th	0.60	8	\$252.33	\$2,018.64
Football - 7th	0.60	8	\$252.33	\$2,018.64
Football - 8th	0.60	8	\$252.33	\$2,018.64
Girls' Basketball - 7th	0.60	9	\$252.33	\$2,270.97
Girls' Basketball - 8th	0.60	9	\$252.33	\$2,270.97
Girls' Soccer	0.60	7	\$252.33	\$1,766.31
Girls' Softball	0.60	8	\$252.33	\$2,018.64
Girls' Track - 7th	0.60	8	\$252.33	\$2,018.64
Girls' Track - 8th	0.60	8	\$252.33	\$2,018.64
Girls' Volleyball - 7th	0.60	8	\$252.33	\$2,018.64
Girls' Volleyball - 8th	0.60	8	\$252.33	\$2,018.64
Wrestling	0.60	8	\$252.33	\$2,018.64

Middle School Assistant Coach

Boys' Basketball - 7th	0.50	9	\$210.28	\$1,892.48
Boys' Basketball - 8th	0.50	9	\$210.28	\$1,892.48
Boys' Soccer	0.50	7	\$210.28	\$1,471.93
Football - 7th	0.50	8	\$210.28	\$1,682.20
Football - 8th	0.50	8	\$210.28	\$1,682.20
Girls' Basketball - 7th	0.50	9	\$210.28	\$1,892.48
Girls' Basketball - 8th	0.50	9	\$210.28	\$1,892.48
Girls' Soccer	0.50	7	\$210.28	\$1,471.93
Girls' Softball	0.50	8	\$210.28	\$1,682.20
Girls' Volleyball - 7th	0.50	8	\$210.28	\$1,682.20
Girls' Volleyball - 8th	0.50	8	\$210.28	\$1,682.20
Wrestling	0.50	8	\$210.28	\$1,682.20

Elementary Intramurals

Season One	0.14	Varied	\$58.88	
Season Two	0.14	Varied	\$58.88	
Season Three	0.14	Varied	\$58.88	
Season Four	0.14	Varied	\$58.88	
Season Five	0.14	Varied	\$58.88	

* Set payment determined when 6th grade moved to Middle School

**Used to calculate maximum payment for CODA program



March 21, 2023

GFEA Proposes the following changes to Compensation/Salary

All salary proposals are made with the assumption that steps for experience and lane changes for credits earned will be honored.

- 1) In the 2023-2024 school year, the district will contribute 11.75% of the member contributions to TFFR on the member's behalf. If such a time occurs that TFFR becomes fully funded or solvent, and the teacher's portion of TFFR reverts to 7.75%, the district shall reinvest the 4% contribution to the salary schedule by increasing each cell by 4%.
- 2) Starting in the 2023-2024 school year, a career increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. This increment will be equal to 2% of the base for each year a teacher stays in the district beyond the 25th step of the salary schedule. So in the first year succeeding their 25th step of the Salary Schedule, the TEACHER would receive an amount equal to 2% of the base plus the current amount on step 25 of the lane to which they belong. In the second year succeeding the 25th step of the Salary Schedule the TEACHER would receive an amount equal to 4% of the base for being 2 years beyond the 25th step plus the current amount on step 25 of the lane to which they belong.
- 3) In the 2024-2025 school year, \$3440, an amount equal to 8.0% of the base salary (Step 1, BA Lane) of the 2023-2024 salary schedule, will be added to each cell.

The following language would be added:

Section 1: Basic Salary - Regular School Year

The basic salaries of TEACHERS covered by this Agreement are set forth in Appendices A-1 and A-2 as attached and incorporated in this Agreement. Appendix A-1 shall be the

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A Career Increment in the amount of 2% of the base for each year of experience beyond the 25th step in the salary schedule will be added to a TEACHER'S annual salary. (So in the first year succeeding their 25th step of the Salary Schedule, the TEACHER would receive an amount equal to 2% of the base plus the current amount on step 25 of the lane to which they belong. In the second year succeeding the 25th step of the Salary Schedule the TEACHER would receive an amount equal to 4% of the base for being 2 years beyond the 25th step plus the current amount on step 25 of the lane to which they belong.)

Rationale:

Over the past two years, the Grand Forks Public Schools' Salary Schedule increased by just 1.25 percent. During this same two-year time period we have seen record-high inflationary rates and an increase of 14.6% in the Cost of Living. When the current salary schedule is adjusted for inflation, our educators have essentially experienced a net loss of purchasing power in excess of 13% over the past two years. Having to adjust to this drop in purchasing power has been a massive hit to the living standards of the educators who work, support families, and live in our community. Changing TFFR (Teachers' Fund for Retirement) to full Model 2 in the first year of the new agreement is the most equitable and economical first step the District can make to commit to our educators being able to reclaim the standard of living they possessed two years ago.

For Grand Forks Public Schools to become an employer of choice in the state, and region, a commitment to improving compensation must be made. As the District is compared to other school districts by current and future educators, this District is going to continue to find it challenging to recruit and retain highly qualified educators with the current salary schedule. The starting salary in Grand Forks has fallen to 53rd in the state, behind all large school districts and the majority of smaller school districts in our region. Raising the base salary to \$46,417 in the second year of the new agreement will give Grand Forks a more competitive edge in recruiting and retaining educators in our schools and community.

- increasing each cell by 4%.
- 2) Starting in the 2023-2024 school year, a career increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. This increment will be equal to 2% of the base for each year a teacher stays in the district beyond the 25th step of the salary schedule. So in the first year succeeding their 25th step of the Salary Schedule, the TEACHER would receive an amount equal to 2% of the base plus the current amount on step 25 of the lane to which they belong. In the second year succeeding the 25th step of the Salary Schedule the TEACHER would receive an amount equal to 4% of the base for being 2 years beyond the 25th step plus the current amount on step 25 of the lane to which they belong.
 - 3) In the 2024-2025 school year, \$3440, an amount equal to 8.0% of the base salary (Step 1, BA Lane) of the 2023-2024 salary schedule, will be added to each cell.

The following language would be added:

Section 1: Basic Salary - Regular School Year

The basic salaries of TEACHERS covered by this Agreement are set forth in Appendices A-1 and A-2 as attached and incorporated in this Agreement. Appendix A-1 shall be the Salary Schedule in effect during the 2023-2024 contract year and Appendix A-2 shall be the Salary Schedule in effect during the 2024-2025 contract year.

The district will contribute 11.75% of the member's contribution to TFFR on the member's behalf. If such a time occurs that TFFR becomes fully funded or solvent, and the teacher's portion of TFFR reverts to 7.75%, the district shall reinvest the 4% difference from contributions to the salary schedule by increasing each cell by 4%.

A Career Increment in the amount of 2% of the base for each year of experience beyond the 25th step in the salary schedule will be added to a TEACHER'S annual salary. (So in the first year succeeding their 25th step of the Salary Schedule, the TEACHER would receive an amount equal to 2% of the base plus the current amount on step 25 of the lane to which they belong. In the second year succeeding the 25th step of the Salary Schedule the TEACHER would receive an amount equal to 4% of the base for being 2 years beyond the 25th step plus the current amount on step 25 of the lane to which they belong.)

March 21, 2023

Board Team Response: Tabled.

March 28, 2023

Board Team Response: Postponed.

April 17, 2023

Board Team Response: Rejected with Counteroffer:

Scenario A:

In both 2023-2024 and 2024-20225 school, the district will increase salary compensation according to the table below based on the current salary schedule:

<u>Teacher Group by Experience</u>	<u>Percentage Increase</u>
<u>Teachers within steps 1-3 (FY2022-23)</u>	<u>5%</u>
<u>Teachers within steps 4-10 (FY2022-23)</u>	<u>4.25%</u>
<u>Teachers within steps 11-20 (FY2022-23)</u>	<u>3.75%</u>



April 27, 2023

GFEA Rejects the Boards counteroffer to Compensation/Salary

GFEA's Counter Offer: GFEA Proposes the following changes to Compensation/Salary

All salary proposals are made assuming that steps for experience and lane changes for credits earned will be honored.

- 1) In the 2023-2024 school year, the district will add 10% to each cell and advance teachers' steps for their experience and lane changes for credits earned.
- 2) In the 2024-2025 school year, the district will add 12% to each cell and advance teachers' steps for their experience and lane changes for credits earned.
- 3) Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be as follows:
 - a. 26-30 years: \$1,500
 - b. 31-35 years: \$3,000
 - c. 36-40 years: \$5,000
 - d. Steps 41+ years: \$7,500

The following language would be added:

Section 1: Basic Salary - Regular School Year

The basic salaries of TEACHERS covered by this Agreement are set forth in Appendices A-1 and A-2 as attached and incorporated in this Agreement. Appendix A-1 shall be the Salary Schedule in effect during the 2023-2024 contract year and Appendix A-2 shall be the Salary Schedule in effect during the 2024-2025 contract year.

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Rationale:

The Strategic Plan states, "Grand Forks Public Schools will strive to attract and retain the highest qualified employees at all levels of the organization." The first goal is to "create a culture and work environment that makes the District an employer of choice." The first Strategy listed to reach this goal is "Develop and sustain regionally, competitive compensation, and benefits packages." Additionally, the Guiding Change Document lists in The Results "The WHAT" column to "Provide an overall compensation & benefits package to attract and retain highly qualified staff."

For Grand Forks Public Schools to become an employer of choice in the state and region, a commitment to improving compensation must be made. The above proposal is a challenging ask for GFEA to make, as we understand the financial challenge of this proposal. However, in light of the data and financial information GFEA has researched and shared with the board regarding the last five fiscal years, GFPS is not moving toward a position of competitive compensation or holding to its strategic plan. In fact, GFPS has moved backward in competitive salaries since adopting its strategic plan, increasing salaries by only 2.75% while COLA increased by 15.9%.

GFEA is introducing the idea of the Career Increment because the Board eliminated the early retirement benefit hoping more of our most experienced, highly trained, and qualified teachers would remain in the District. Adding the career increment to the salary schedule will encourage these teachers to stay in the District until retirement.

We also need to realize that other districts are negotiating and will likely use the legislative increase proportionality when raising their salaries. If we want to move to a place of competitive compensation, we must make a significant impact this year. Using only the "new" monies from the state will keep us at the status quo, which is not competitive.

Teachers within steps 21+ (FY2022-23) 2%

Further, the district will provide an increase in employer contribution to TFFR over 6 years. The schedule for this is shown below:

<u>Fiscal Year</u>	<u>Employer Contribution</u>	<u>Employee Contribution</u>
FY2023-2024	14.75%	9.75%
FY2024-2025	16.75%	7.75%
FY2025-2026	18.75%	5.75%
FY2026-2027	20.75%	3.75%
FY2027-2028	22.75%	1.75%
FY2028-2029	24.50%	0%

April 17, 2023

Association Team Response: Rejected - will provide a counterproposal.

April 27, 2023

Association Team Response: Counter proposed the following:

All salary proposals are made assuming that steps for experience and lane changes for credits earned will be honored.

- 1) *In the 2023-2024 school year, the district will add 10% to each cell and advance teachers' steps for their experience and lane changes for credits earned.*
- 2) *In the 2024-2025 school year, the district will add 12% to each cell and advance teachers' steps for their experience and lane changes for credits earned.*
- 3) *Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule...*

Specific language that would be added to the Agreement regarding the Career Increment is:

After completing Step 25, the teacher shall receive a Career Increment as follows:

Steps 26-30 (1-5 beyond Step 25): \$1,500 annually

Steps 31-35 (6-10 beyond Step 25): \$3,000 annually

Steps 36-40 (11-15 beyond Step 25): \$5,000 annually

Steps 41+ (16+ beyond Step 25): \$7,500 annually

May 1, 2023

Board Team Response: Rejected and postponed counteroffer.

May 4, 2023

Board Team Response: Rejected and counter-offered the following:

A 5% increase on the base salary plus steps for 2023-2024 and a \$2,500 bonus for each individual plus steps in 2024-2025.

May 4, 2023

Association Team Response: Rejected and counter-proposed the following:

9



May 1, 2023

GFEA Rejects the Boards counteroffer to Compensation/Salary

GFEA's Counter Offer: GFEA Proposes the following changes to Compensation/Salary

All salary proposals are made assuming that steps for experience and lane changes for credits earned will be honored.

- 1) In the 2023-2024 school year, the district will add 9% to each cell and advance teachers' steps for their experience and lane changes for credits earned. (The base salary in 2023-2024 would be ~~\$47,277.~~) *Same as Bd schedule*
- 2) In the 2024-2025 school year, the district will add 3% to each cell and advance teachers' steps for their experience and lane changes for credits earned. (The base salary in 2024-2025 would be ~~\$52,007.~~) *Same as Bd schedule*
- 3) Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be as follows:
 - a. 26-30 years: \$1,000
 - b. 31-35 years: \$2,000
 - c. 36-40 years: \$3,000
 - d. Steps 41+ years: \$4,000

The following language would be added:

Section 1: Basic Salary - Regular School Year

The basic salaries of TEACHERS covered by this Agreement are set forth in Appendices A-1 and A-2 as attached and incorporated in this Agreement. Appendix A-1 shall be the Salary Schedule in effect during the 2023-2024 contract year and Appendix A-2 shall be the Salary Schedule in effect during the 2024-2025 contract year.

10)

teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be as follows:

- a. 26-30 years: \$1,500
- b. 31-35 years: \$3,000
- c. 36-40 years: \$5,000
- d. Steps 41+ years: \$7,500

The following language would be added:

Section 1: Basic Salary - Regular School Year

The basic salaries of TEACHERS covered by this Agreement are set forth in Appendices A-1 and A-2 as attached and incorporated in this Agreement. Appendix A-1 shall be the Salary Schedule in effect during the 2023-2024 contract year and Appendix A-2 shall be the Salary Schedule in effect during the 2024-2025 contract year.

After completing Step 25, the teacher shall receive a Career Increment as follows:

Steps 26-30 (1-5 beyond Step 25): \$1,500 annually

Steps 31-35 (6-10 beyond Step 25): \$3,000 annually

Steps 36-40 (11-15 beyond Step 25): \$5000 annually

Steps 41+ (16+ beyond Step 25): \$7,500 annually

May 4, 2023

Board Team Response: Rejected and counter-offered the following:

- 1) In the 2023-2024 school year, the district will add 9% to the base salary and advance teachers' steps to their experience and lane changes for credits earned. (The base salary would be \$46,844.93). Schedule below.
- 2) In the 2024-2025 school year, the district will add 3% to the base salary and advance teachers' steps for their experience and lane changes for credits earned. (The base salary in 2024-2025 would be \$48,250.28). Schedule below.
- 3) Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be \$1,500.

May 4, 2023

Association Team Response: Rejected and counter-offered the following:

All salary proposals are made assuming that steps for experience and lane changes for credits earned will be honored.

- 1) In the 2023-2024 school year, the district will add 9 % to each cell and advance teachers' steps for their experience and lane changes for credits earned. (The base salary in 2023-2024 would be \$47,277.) *\$47,277 was later corrected to match the Board Team's counteroffer of \$46,844.93.
- 2) In the 2024-2025 school year, the district will add 3 % to each cell and advance teachers' steps for their experience and lane changes for credits earned. (The base salary in 2024-2025 would be \$52,007.) *\$52,007 was later corrected to match the Board Team's counteroffer of \$48,250.28.

5-4-2023

- 1) In the 2023-24 school year, the district will add 9% to the base salary and advance teachers' steps to their experience and lane changes for credits earned. (The base salary would be \$46,844.93). Schedule below.
- 2) In the 2024-2025 school year, the district will add 3% to the base salary and advance teachers' steps for their experience and lane changes for credits earned. (The base salary in 2024-2025 would be \$48,250.28). Schedule below.
- 3) Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be \$1,500.

2024	BA	BA+15	BA+30	BA + 45	MA/MS	MA+15	MA+30	MA+45
1	\$46,844.93	\$48,087.53	\$49,330.13	\$50,571.64	\$52,125.98	\$53,368.58	\$54,611.18	\$55,853.78
2	\$47,713.66	\$48,956.26	\$50,198.86	\$51,441.46	\$52,996.89	\$54,238.40	\$55,481.00	\$56,723.60
3	\$48,585.66	\$49,827.17	\$51,069.77	\$52,312.37	\$53,865.62	\$55,108.22	\$56,349.73	\$57,592.33
4	\$49,455.48	\$50,698.08	\$51,940.68	\$53,182.19	\$54,735.44	\$55,978.04	\$57,220.64	\$58,463.24
5	\$50,324.21	\$51,566.81	\$52,809.41	\$54,052.01	\$55,605.26	\$56,847.86	\$58,090.46	\$59,333.06
6	\$51,194.03	\$52,436.63	\$53,679.23	\$54,921.83	\$56,475.08	\$57,716.59	\$58,959.19	\$60,201.79
7	\$52,063.85	\$53,307.54	\$54,549.05	\$55,791.65	\$57,343.81	\$58,587.50	\$59,830.10	\$61,071.61
8	\$52,932.58	\$54,175.18	\$55,418.87	\$56,660.38	\$58,213.63	\$59,457.32	\$60,701.01	\$61,943.61
9	\$53,802.40	\$55,045.00	\$56,287.60	\$57,531.29	\$59,084.54	\$60,326.05	\$61,568.65	\$62,812.34
10	\$54,673.31	\$55,914.82	\$57,157.42	\$58,400.02	\$59,954.36	\$61,196.96	\$62,438.47	\$63,681.07
11	\$55,543.13	\$56,786.82	\$58,028.33	\$59,270.93	\$60,824.18	\$62,066.78	\$63,309.38	\$64,551.98
12	\$56,412.95	\$57,655.55	\$58,898.15	\$60,140.75	\$61,694.00	\$62,935.51	\$64,178.11	\$65,420.71
13	\$57,282.77	\$58,525.37	\$59,767.97	\$61,010.57	\$62,563.82	\$63,805.33	\$65,047.93	\$66,290.53
14	\$58,153.68	\$59,395.19	\$60,637.79	\$61,880.39	\$63,433.64	\$64,676.24	\$65,918.84	\$67,160.35
15	\$59,024.59	\$60,266.10	\$61,508.70	\$62,752.30	\$64,315.25	\$65,557.85	\$66,800.45	\$68,043.05
16	\$59,895.50	\$61,137.01	\$62,379.61	\$63,624.21	\$65,176.86	\$66,419.46	\$67,662.06	\$68,904.66
17	\$60,766.41	\$62,008.02	\$63,250.62	\$64,495.82	\$66,047.97	\$67,290.57	\$68,533.17	\$69,775.77
18	\$61,637.32	\$62,879.63	\$64,121.93	\$65,366.93	\$66,919.58	\$68,162.18	\$69,404.78	\$70,647.38
19	\$62,508.23	\$63,750.54	\$64,992.84	\$66,238.04	\$67,791.19	\$69,033.79	\$70,275.39	\$71,517.99
20	\$63,379.14	\$64,621.45	\$65,863.75	\$67,109.15	\$68,652.80	\$69,895.40	\$71,136.90	\$72,379.50
21	\$64,250.05	\$65,492.36	\$66,734.66	\$68,010.26	\$69,504.41	\$70,747.01	\$72,000.01	\$73,242.61
22	\$65,120.96	\$66,363.27	\$67,605.57	\$68,881.37	\$70,315.92	\$71,558.52	\$72,801.12	\$74,045.22
23	\$65,991.87	\$67,234.18	\$68,476.48	\$69,752.48	\$71,026.93	\$72,269.53	\$73,512.13	\$74,757.73
24	\$66,862.78	\$68,105.09	\$69,347.39	\$70,623.59	\$71,898.04	\$73,140.64	\$74,383.24	\$75,630.84
25	\$67,733.69	\$68,975.90	\$70,218.20	\$71,495.70	\$72,769.15	\$74,011.75	\$75,254.35	\$76,496.95

Rationale:

To compete with other districts ahead of Grand Forks in starting salary and career earnings, and to attract new teachers to the District, the starting salary and each cell in the salary schedule must be increased. Raising the base pay by about 10%, and each cell accordingly, in each of the next two years, will do so. The District can also increase career earnings and incentivize teachers to stay beyond their eligibility for retirement by adding the Career Increment for teachers who have been with the district beyond 25 steps on the salary schedule.



5-4-2023

May 1, 2023

GFEA Rejects the Boards counteroffer to Compensation/Salary

GFEA's Counter Offer: GFEA Proposes the following changes to Compensation/Salary

All salary proposals are made assuming that steps for experience and lane changes for credits earned will be honored.

- 1) In the 2023-2024 school year, the district will add \$4,300 to each cell and advance teachers' steps for their experience and lane changes for credits earned. (The base salary in 2023-2024 would be \$47,277.)
- 2) In the 2024-2025 school year, the district will add \$4,730 to each cell and advance teachers' steps for their experience and lane changes for credits earned. (The base salary in 2024-2025 would be \$52,007.)
- 3) Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be as follows:
 - a. 26-30 years: \$1,500
 - b. 31-35 years: \$3,000
 - c. 36-40 years: \$5,000
 - d. Steps 41+ years: \$7,500

The following language would be added:

Section 1: Basic Salary - Regular School Year

The basic salaries of TEACHERS covered by this Agreement are set forth in Appendices A-1 and A-2 as attached and incorporated in this Agreement. Appendix A-1 shall be the Salary Schedule in effect during the 2023-2024 contract year and Appendix A-2 shall be the Salary Schedule in effect during the 2024-2025 contract year.

(12)

5-4-2023 Board

Proposal

5% increase on the base for FY23-24 + STEP

\$2,500 Bonus in FY24-25 + STEP

Section 1: Basic Salary - Regular School year

The basic salaries of TEACHERS covered by this Agreement are set forth in Appendices A-1 and A-2 as attached and incorporated in this Agreement. Appendix A-1 shall be the Salary Schedule in effect during the 2023-2024 contract year and Appendix A-2 shall be the Salary Schedule in effect during the 2024-2025 contract year.

After completing Step 25, the teacher shall receive a Career Increment as follows:

Steps 26-30 (1-5 beyond Step 25): \$1,000 annually

Steps 31-35 (6-10 beyond Step 25): \$2,000 annually

Steps 36-40 (11-15 beyond Step 25): \$3,000 annually Steps 41+ (16+ beyond Step 25): \$4,000 annually

May 4, 2023

Board Team Response: Rejected and reiterated its counteroffer as follows:

- 1) In the 2023-2024 school year, the district will add 9% to the base salary and advance teachers' steps to their experience and lane changes for credits earned. (The base salary would be \$46,844.93).
- 2) In the 2024-2025 school year, the district will add 3% to the base salary and advance teachers' steps for their experience and lane changes for credits earned. (The base salary in 2024-2025 would be \$48,250.28). Schedule below.
- 3) Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be \$1,500.

May 4, 2023

Association Team Response: Accepted.

May 15, 2023

Association Team Response: Withdrew acceptance and counter-proposed two possible options as follows:

- 1) In the 2023-2024 school year, the district will add \$5,000 to each cell. In the 2024-2025 school year, the district will add \$2,500 to each cell. Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be as follows:
 - 26-29: \$1,000 annually
 - 30-34: \$2,000 annually
 - 35-39: \$3,000 annually
 - 40+: \$4,000 annually
- 2) In the 2023-2024 school year, the district will add 9% to each cell. In the 2024-2025 school year, the district will add 3% to each cell. Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be \$1,500 annually.

May 15, 2023

Board Team Response: Postponed.



May 15, 2023

GFEA Rejects the Board's May 4th Counteroffer to Compensation/Salary

GFEA counters with the following for Compensation/Salary

Possibility One:

All salary proposals are made assuming that steps for experience and lane changes for credits earned will be honored.

- ☐ In the 2023-2024 school year, the district will add \$5,000 to each cell.
- ☐ In the 2024-2025 school year, the district will add \$2,500 to each cell.
- ☐ Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be as follows:
 - ☐ 26-29: \$1,000 annually
 - ☐ 30-34: \$2,000 annually
 - ☐ 35-39: \$3,000 annually
 - ☐ 40+: \$4,000 annually

The following language would be added:

Section 1: Basic Salary - Regular School Year

The basic salaries of TEACHERS covered by this Agreement are set forth in Appendices A-1 and A-2 as attached and incorporated in this Agreement. Appendix A-1 shall be the Salary Schedule in effect during the 2023-2024 contract year and Appendix A-2 shall be the Salary Schedule in effect during the 2024-2025 contract year.

After completing Step 25, the teacher shall receive a Career Increment as follows:

Service equal to steps 26-29 (1-4 years of service beyond Step 25): \$1,000

Service equal to steps 30-34 (5-9 years of service beyond Step 25): \$2,000

Service equal to steps 35-39 (10-14 years of service beyond Step 25): \$3,000

Service equal to steps 40+ (15+ years of service beyond Step 25): \$4,000

- OR -

Possibility Two:

All salary proposals are made assuming that steps for experience and lane changes for credits earned will be honored.

- ☐ In the 2023-2024 school year, the district will add 9% to each cell.
- ☐ In the 2024-2025 school year, the district will add 3% to each cell.
- ☐ Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be \$1,500 annually.

The following language would be added:

Section 1: Basic Salary - Regular School Year

The basic salaries of TEACHERS covered by this Agreement are set forth in Appendices A-1 and A-2 as attached and incorporated in this Agreement. Appendix A-1 shall be the Salary Schedule in effect during the 2023-2024 contract year and Appendix A-2 shall be the Salary Schedule in effect during the 2024-2025 contract year.

After completing Step 25, the teacher shall receive a Career Increment in the amount of \$1,500 annually.

Rationale:

This counteroffer is intended to clarify the intent of the discussion of the May 4th meeting. During the May 4th meeting, salary discussions focused on the costs associated with the salary proposals. Both teams exchanged proposals hoping to meet a financial benchmark that satisfied everyone. Once there was an agreement on how much to invest in salaries over the next two years, there was a tentative agreement based on that amount. However, in the Board's 9% and 3% proposals on May 4th, the wording and the salary schedule, whose costs were the center of discussion, do not match. This proposal offers ways to adjust salaries, reflecting the tentatively agreed-upon spending commitment for those salaries over the next two years.

The first possibility keeps the spirit of the wording presented in the Board's proposal but increases the amounts added to the base each year to match the discussed and intended spending commitment. The second possibility maintains the proposed salary schedule and costs discussed but changes the wording to accurately reflect the salary schedule change. Both aim to honor the intent and spirit of the discussion and tentative agreement in a more concise and accurate way. Both address the discrepancy in the Board's proposal and allow all parties to act in good faith to correct the inconsistencies.

May 23, 2023

Association Team Response: Rejected and counter-proposed the following:

- In the 2023-2024 school year, the district will add \$ 4,000 to each cell.
- In the 2024-2025 school year, the district will add \$ 3,000 to each cell.
- Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be as follows: After completing Step 25, the teacher shall receive a Career Increment as follows:
 - Service equal to steps 26-29 (1-4 years of service Step 25): \$1,250
 - Service equal to steps 30-34 (5-9 years of service beyond Step 25): \$2,500
 - Service equal to steps 35-40+ (10-15+ years of service beyond Step 25): \$3,750

May 23, 2023

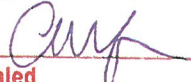
Board Team Response: Rejected and counter-offered the following:

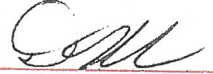
- 1) In the 2023-24 school year, the district will add \$4,000 to each cell and advance teachers' steps to their experience and lane changes for credits earned. The base salary would be \$46,977.
- 2) In the 2024-2025 school year, the district will add \$2,500 to each cell and advance teachers' steps for their experience and lane changes for credits earned. The base salary in 2024-2025 would be \$49,477.
- 3) Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be \$1,000 for experience years between 26 and 34. As well as an additional career increment of \$2,000 for experience years of 35 and beyond.

May 23, 2023

Association Team Response: Accepted with the language change in item 3) as follows:

The Career Increment will be \$1,000 for experience years between 26 and 34 and a career increment of \$2,000 for experience years of 35 and beyond.


Initialed
Amber Flynn
Board Team Leader


Initialed
Dawn Mord
Association Team Leader



May 23, 2023

GFEA Rejects the Board's Counteroffer to Compensation/Salary

GFEA counters with the following for Compensation/Salary

All salary proposals are made assuming that steps for experience and lane changes for credits earned will be honored.

- ☐ In the 2023-2024 school year, the district will add \$4,000 to each cell.
- ☐ In the 2024-2025 school year, the district will add \$3,000 to each cell.
- ☐ Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be as follows:
 - ☐ 26-29: \$1,250 annually
 - ☐ 30-34: \$2,500 annually
 - ☐ 35-40+: \$3,750 annually

The following language would be added:

Section 1: Basic Salary - Regular School Year

The basic salaries of TEACHERS covered by this Agreement are set forth in Appendices A-1 and A-2 as attached and incorporated in this Agreement. Appendix A-1 shall be the Salary Schedule in effect during the 2023-2024 contract year and Appendix A-2 shall be the Salary Schedule in effect during the 2024-2025 contract year.

After completing Step 25, the teacher shall receive a Career Increment as follows:

Service equal to steps 26-29 (1-4 years of service Step 25): \$1,250

Service equal to steps 30-34 (5-9 years of service beyond Step 25): \$2,500

Service equal to steps 35-40+ (10-15+ years of service beyond Step 25): \$3,750

Rationale:

This proposal adds additional compensation in the second year of the agreement. GFEA believes this ask is not out of reach for our district. We are conservatively looking at past overestimations and are comfortable that our calculations are within the board's expected amount of expenditures over the next 2 years. The number of career increments has been reduced, with the amounts to each group increased. This is the only way to reward and value our most experienced teachers.

#1

Grand Forks School Board Proposal (\$4,000 and \$2,000 w/ \$1,500 increment)

Board Proposal 5.23.23

- 1) In the 2023-24 school year, the district will add \$4,000 to each cell and advance teachers' steps to their experience and lane changes for credits earned. (The base salary would be \$46,977). Schedule below.
- 2) In the 2024-2025 school year, the district will add \$2,000 to each cell and advance teachers' steps for their experience and lane changes for credits earned. (The base salary in 2024-2025 would be \$48,977). Schedule below.
- 3) Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be \$1,500.

STEP	BA	BA+15	BA+30	BA + 45	MA/MS	MA+15	MA+30	MA+45	DR
(1)	46,977	48,117	49,257	50,396	51,822	52,962	54,102	55,242	56,842
(2)	47,774	48,914	50,054	51,194	52,621	53,760	54,900	56,040	57,640
(3)	48,574	49,713	50,853	51,993	53,418	54,558	55,697	56,837	58,437
(4)	49,372	50,512	51,652	52,791	54,216	55,356	56,496	57,636	59,236
(5)	50,169	51,309	52,449	53,589	55,014	56,154	57,294	58,434	60,034
(6)	50,967	52,107	53,247	54,387	55,812	56,951	58,091	59,231	60,831
(7)	51,765	52,906	54,045	55,185	56,609	57,750	58,890	60,029	61,629
(8)	52,562	53,702	54,843	55,982	57,407	58,548	59,689	60,829	62,429
(9)	53,360	54,500	55,640	56,781	58,206	59,345	60,485	61,626	63,226
(10)	54,159	55,298	56,438	57,578	59,004	60,144	61,283	62,423	64,023
(11)	54,957	56,098	57,237	58,377	59,802	60,942	62,082	63,222	64,822
(12)	55,755	56,895	58,035	59,175	60,600	61,739	62,879	64,019	65,619
(13)	56,553	57,693	58,833	59,973	61,398	62,537	63,677	64,817	66,417
(14)	57,352	58,491	59,631	60,771	62,196	63,336	64,476	65,615	67,215
(15)	58,946	60,086	61,227	62,367	63,790	64,930	66,072	67,212	68,812
(16)	60,542	61,682	62,821	63,961	65,388	66,528	67,668	68,808	70,408
(17)	62,139	63,279	64,419	65,559	66,984	68,123	69,263	70,403	72,003
(18)	63,735	64,875	66,015	67,154	68,579	69,719	70,859	71,999	73,599
(19)	65,330	66,471	68,181	69,321	71,316	72,455	73,596	74,736	76,336
(20)	66,926	68,066	69,777	70,917	72,911	74,051	75,192	76,332	77,932
(21)	68,523	69,662	71,372	72,512	74,508	75,648	76,787	77,927	79,527
(22)	70,119	71,259	72,968	74,108	76,103	77,243	78,383	79,523	81,123
(23)	71,714	72,855	74,565	75,705	77,699	78,839	79,978	81,119	82,719
(24)	73,310	74,450	76,161	77,301	79,295	80,435	81,576	82,716	84,316
(25)	75,444	76,584	78,294	79,434	81,428	82,569	83,709	84,848	86,448

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#2

Grand Forks School Board Proposal (\$4,000 and \$2,500 w/ 26-34 - \$1,000, 35+ \$2,000 increments)

Board Proposal 5.23.23

- 1) In the 2023-24 school year, the district will add \$4,000 to each cell and advance teachers' steps to their experience and lane changes for credits earned. (The base salary would be \$46,977). Schedule below.
- 2) In the 2024-2025 school year, the district will add \$2,500 to each cell and advance teachers' steps for their experience and lane changes for credits earned. (The base salary in 2024-2025 would be \$49,477). Schedule below.
- 3) Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be \$1,000 for experience years between 26 and 34. ~~As well as an additional~~ career increment of \$2,000 for experience years of 35 and beyond.

and a →

STEP	BA	BA+15	BA+30	BA + 45	MA/MS	MA+15	MA+30	MA+45	DR
(1)	46,977	48,117	49,257	50,396	51,822	52,962	54,102	55,242	56,842
(2)	47,774	48,914	50,054	51,194	52,621	53,760	54,900	56,040	57,640
(3)	48,574	49,713	50,853	51,993	53,418	54,558	55,697	56,837	58,437
(4)	49,372	50,512	51,652	52,791	54,216	55,356	56,496	57,636	59,236
(5)	50,169	51,309	52,449	53,589	55,014	56,154	57,294	58,434	60,034
(6)	50,967	52,107	53,247	54,387	55,812	56,951	58,091	59,231	60,831
(7)	51,765	52,906	54,045	55,185	56,609	57,750	58,890	60,029	61,629
(8)	52,562	53,702	54,843	55,982	57,407	58,548	59,689	60,829	62,429
(9)	53,360	54,500	55,640	56,781	58,206	59,345	60,485	61,626	63,226
(10)	54,159	55,298	56,438	57,578	59,004	60,144	61,283	62,423	64,023
(11)	54,957	56,098	57,237	58,377	59,802	60,942	62,082	63,222	64,822
(12)	55,755	56,895	58,035	59,175	60,600	61,739	62,879	64,019	65,619
(13)	56,553	57,693	58,833	59,973	61,398	62,537	63,677	64,817	66,417
(14)	57,352	58,491	59,631	60,771	62,196	63,336	64,476	65,615	67,215
(15)	58,946	60,086	61,227	62,367	63,790	64,930	66,072	67,212	68,812
(16)	60,542	61,682	62,821	63,961	65,388	66,528	67,668	68,808	70,408
(17)	62,139	63,279	64,419	65,559	66,984	68,123	69,263	70,403	72,003
(18)	63,735	64,875	66,015	67,154	68,579	69,719	70,859	71,999	73,599
(19)	65,330	66,471	68,181	69,321	71,316	72,455	73,596	74,736	76,336
(20)	66,926	68,066	69,777	70,917	72,911	74,051	75,192	76,332	77,932
(21)	68,523	69,662	71,372	72,512	74,508	75,648	76,787	77,927	79,527
(22)	70,119	71,259	72,968	74,108	76,103	77,243	78,383	79,523	81,123
(23)	71,714	72,855	74,565	75,705	77,699	78,839	79,978	81,119	82,719
(24)	73,310	74,450	76,161	77,301	79,295	80,435	81,576	82,716	84,316
(25)	75,444	76,584	78,294	79,434	81,428	82,569	83,709	84,848	86,448

Policy 4120

Grievance Procedure for Teachers

The Grand Forks School Board believes that an effectively functioning grievance procedure is essential to good professional relationships and will directly improve the quality of professional services provided students. Although formal (written) procedure is appropriate and should be used as necessary, the "spirit" of this policy is that grievances should typically be resolved between teachers and the immediate supervisors, eliminating the need for a formal process.

Section 1. Objectives

- A. To ensure an opportunity for teachers to have unobstructed communication with their immediate supervisors, other administrators, and the school board with respect to grievances without fear of reprisal.
- B. To reduce the potential areas of conflict among teachers, administrators, and the school board.
- C. To encourage and assure the freedom of effective communication through recognized channels among teachers, administrators, and the school board.
- D. To encourage the resolution of grievances as near the point of origin as possible.
- E. To contribute to the development of improved morale and effectiveness of the Grand Forks professional staff through an increased understanding of the Grand Forks Public School policies which affect them.

Section 2. Definitions

- A. A grievance is an event or circumstance for which a teacher feels dissatisfaction and chooses to communicate the concern to his/her immediate supervisor. However, a grievance must be directly related to the terms of the teacher's individual contract with the school district, or a concern related to the terms of the negotiated agreement between the school board and any officially recognized teacher representative organization. A grievance must be in writing, give a clear and concise statement as to the specific provision of the Negotiated Agreement or contractual provision involved, and must state the relief being sought.
- B. The word teachers as used in this policy means persons working in a professional position requiring certification and working within the public school system.
- C. The aggrieved means the teacher initiating the grievance, and/or a representative.
- D. Extension means a lengthening of the time limits specified in this agreement. This may be done by mutual agreement.
- E. Days refers to days in the time periods of this procedure and shall refer to working days. A working day is defined as any weekday not designated as a holiday by state law.

Section 3. General Guidelines

- A. In general, the nature of the problem should suggest the mechanism to be employed: a "grievance" should employ the grievance machinery, and a "complaint" should employ the complaint machinery. However, since the nature of specific concerns cannot be ascertained with assurance, crossover will be permitted at Level I. If the content of the "complaint" seems to be more properly a "grievance," the fact that a "complaint" was filed shall not preclude consideration as a "grievance" similarly, the fact that a "grievance" was filed shall not preclude consideration as a "complaint."
- B. It is agreed that any investigation or other handling or processing of any grievance shall be conducted in such manner as to result in continuation of the instructional program and related work activities.
- C. In computing any period of time prescribed or allowed by procedures herein, the last day of the period so computed shall be counted, unless it is a Saturday, a Sunday, or a legal holiday, in which event the period runs until the end of the next day which is not a Saturday, a Sunday, or a legal holiday.
- D. The filing or service of any notice or document herein shall be timely if it is personally served or if it bears a certified postmark of the United States Postal Service within the time period.
- E. Where a specific administrator or supervisor is named in this policy (such as superintendent of schools), it is assumed that his/her designee or deputy may serve in his/her place.

Grievance

Section 1. Grievance Guidelines

- A. Grievances which reach level II shall not be valid for consideration unless the grievance is submitted in writing to the teacher's immediate supervisor, setting forth facts and the specific provision of the Negotiated Agreement or individual contract allegedly violated and the particular relief sought, within one year after the date of the first event giving rise to the grievance occurred. Failure to file any grievance within such period shall be deemed a waiver thereof. Failure to appeal a grievance from one level to another within the time limits herein provided shall decide the issue in favor of the prevailing side in the previous step or as previously determined. The time limits, however, may be extended by mutual agreement.
- B. All decisions reached under this grievance procedure shall be filed with the superintendent, the aggrieved, and the appropriate immediate supervisor. Copies of the grievance proceedings shall not become a part of any teacher's personnel file.
- C. School board members, administrators, or teachers shall not discriminate against one another because of the exercise of their rights under this grievance procedure.
- D. Forms to be used in filing a formal complaint or grievance are available from the appropriate district administrator and at all schools.

Section 2. Grievance Procedure (Adjustment of Grievance)

- A. Level I. An attempt shall be made to resolve any grievance in informal, verbal discussion between the grievant and his or her immediate supervisor (typically a principal).
- B. Level II. If the grievance is not resolved through informal discussion, the teacher must file a formal written grievance. The teacher's immediate supervisor shall give a written decision on the grievance to the parties involved within five (5) days after receipt of the written grievance.
- C. Level III. In the event the grievance is not resolved in Level II, the decision rendered may be appealed to the superintendent of schools, provided such appeal is made in writing within five (5) days after receipt of the decision in Level II. If a grievance is properly appealed to the superintendent, the superintendent or designee shall set a time to meet regarding the grievance within five (5) days after receipt of the appeal.
- D. Within five (5) days after the meeting, the superintendent or designee shall issue a decision in writing to the parties involved. No more than three grievances shall be considered simultaneously at or beyond Level III of this section.
- E. Level IV. In the event the grievance is not resolved in Level III, the decision rendered may be appealed to the school board, provided such appeal is made in writing within five (5) days after receipt of the decision in Level III. If a grievance is properly appealed to the school board, the school board shall set a time to hear the grievance within ten (10) days after receipt of the appeal. Within ten (10) days after the meeting, the school board shall issue its decision in writing to the parties involved.

Section 3. Arbitration Procedures

In the event the teacher and the school board are unable to resolve any grievance, the grievance may be submitted to arbitration as defined herein:

- A. Request: A request to submit a grievance to arbitration must be in writing signed by the aggrieved party, and such request must be filed in the office of the superintendent within five (5) days following the decision in Level IV of the grievance procedure.
- B. Prior Procedure Required: No grievance shall be considered by the arbitration board which has not been first duly processed in accordance with the grievance procedure and appeal provisions.
- C. Selection of Arbitrators: Upon the proper submission of a grievance under the terms of this procedure, and within five (5) days after the request to arbitrate, the board shall select one arbitrator and the teacher shall select one arbitrator. These arbitrators shall, by mutual agreement, select a third arbitrator to serve as chairperson of the arbitration board. The decision of the arbitration board shall be binding on all parties.

Section 4. Submission of Grievance Information

- A. Upon appointment of the arbitration board, the appealing party and the school board shall, within five (5) days after notice of appointment, forward to the arbitration board, with copies to all parties involved, the submission of the grievance and/or other related materials which shall include the following:

- 1) The issues involved
 - 2) Statement of the facts
 - 3) Positions of the grievant and the board
 - 4) The written documents relating to the section entitled "Adjustment of Grievance" of the Grievance Procedure Policy.
- B. Hearing: The grievance shall be heard by the arbitration board and both parties may be represented by such person or persons as they may choose and designate, and the parties shall have the right to a hearing at which time both parties will have the opportunity to submit evidence, offer testimony, and make oral and/or written arguments relating to the issues before the arbitration board.
- C. Decision: The written decision by the arbitration board shall be rendered after the close of the hearing.
- D. Expenses: Each party shall bear its own expenses in connection with arbitration, including expenses relating to the party's representative, witnesses, and any other expenses which the party incurs in connection with presenting its case in arbitration. A transcript or recording shall be made of the hearing at the request of either party. The parties shall share equally fees and expenses of the arbitration board, the cost of the transcript or recording if requested by both parties, and any other expenses which the parties mutually agree are necessary for the conduct of the arbitration. However, a party unilaterally requesting a transcript, recording or a copy of such transcript shall be solely responsible for the cost thereof.
- E. Jurisdiction: The arbitration board shall have jurisdiction over disputes or disagreements relating to grievances properly put before it pursuant to the terms of this procedure. The jurisdiction of the arbitration board shall not extend to proposed changes in terms and conditions of employment as defined and contained in the applicable Negotiated Agreement or individual contract; nor shall an arbitration board amend, modify, nullify, ignore, or add to the provisions of the Negotiated Agreement; nor shall an arbitration board have jurisdiction over any grievance which has not been submitted to arbitration in compliance with the terms of the grievance and arbitration procedure as outlined herein. In considering any issue in dispute, in its order, the arbitration board shall give due consideration to the statutory rights of both parties.

Adopted 12-14-76

Amended 11-24-92, 11-26-96, 12-9-02

MEMORANDUM

TO: Grand Forks School Board
FROM: Dr. Terry Brenner, Superintendent of Schools
SUBJECT: Level IV Grievance – Tim Tandeski
DATE: February 12, 2024



Red River High School teacher, Tim Tandeski, has gone through the grievance steps relative to challenging the language and subsequent decisions made regarding the 2023-25 Teacher Negotiated Agreement.

The History

During the 2023 negotiations between the Grand Forks Education Association (GFEA) and the School Board, GFEA proposed a "Career Increment" on Step 26 and Step 35 at \$1,000 and \$2,000 respectively. GFEA's language was clear: Step. Somewhere between the school board's counter-proposal and the final ratified Teacher Negotiated Agreement, "step" was changed via clerical error. Thus, at least two teachers have grieved that they should be entitled to the \$2,000 Career Increment based on their "experience" in the district rather than "step". To date, no teacher has received the \$2,000 increment.

As superintendent, this was brought to my attention at the onset of the school year. I immediately staffed the conversation with GFEA President Melissa Buchhop and her understanding of the intent, as brought to the negotiation table by GFEA, was the Career Increment was based on "step", not experience. Further, President Buchhop shared with me that North Dakota United stood by her perspective as well. Given that, we have proceeded with the understanding that "step" was the language intent, yet concede that "experience" was a clerical error in the final document.

Mr. Tandeski followed the procedural grievance steps where he met with his building-level principal (see Tandeski document). Following grievance denials at the earlier levels, the grievance from Mr. Tandeski was appealed to me. Mr. Tandeski and I had a meeting on Friday, January 26 where I listened to his concerns and rationale for his appeal.

The Conclusion

Subsequently, and through conversations with district legal counsel, Laura Cobb, and her review of negotiations information provided by the district, it was recommended to deny the request based on her legal opinion. Thus, my determination to Mr. Tandeski on Thursday, February 1, 2024, was to deny his request (see Brenner's denial letter and Laura Cobb's letter).

It is now up to the school board to hear Mr. Tandeski's appeal at your level.

Enclosure:
Brenner Denial of Appeal Letter
District Attorney Laura Cobb Opinion with Supporting Documents
Policy 4120, Grievance Procedure for Teachers



Dr. Terry Brenner
Superintendent of Schools

Phone: 701.787.4880
Fax: 701.772.7739
tbrenner270@mygfschools.org

To: Tim Tandeski, Teacher
From: Dr. Terry Brenner, Superintendent *TB*
Date: February 1, 2024
Re: Response to Grievance

Thank you for meeting with me on Friday, January 26, 2024, related to your grievance regarding the Teacher Negotiated Agreement and for your perspective that the word “experience” in lieu of “steps” affords you the career increment of \$2,000 compared to the \$1,000 you were credited for the 2023-24 school year. I understand your rationale for pursuing the grievance given the wording in the final and ratified contract by both the Grand Forks Education Association and the Grand Forks School Board.

Attached you will find school district Attorney Laura Cobb’s opinion that opposes the paperwork you submitted. Given her review and analysis of the negotiating proceedings between the Grand Fork Education Association and the Grand Forks School Board, your grievance at the superintendent’s level is respectfully denied.

Cc: Attorney Laura Cobb Opinion





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February 1, 2024

Dr. Terry Brenner, Superintendent
Grand Forks Public School District
2400 47th Avenue South
Grand Forks, ND 58201

Re: Teacher Grievance dated January 22, 2024
Interpretation of Negotiated Agreement provision

Dear Dr. Brenner:

I have received your request for a legal opinion regarding the interpretation of a provision of the Teacher Negotiated Agreement July 1, 2023 – July 30, 2025 (“the Agreement”). Below please find my legal analysis and opinion on this topic.

In my analysis of this matter, I have reviewed the following documents:

- 1) Teacher Grievance dated January 22, 2024;
- 2) Exhibit A – Email from Griffin Gillespie;
- 3) Exhibit B – Partial Email from Melissa Buchhop to the complainant;
- 4) Full email from Melissa Buchhop to the complainant;
- 5) The Teacher Negotiated Agreement July 1, 2023 – July 30, 2025;
- 6) Grand Forks Education Association (GFEA)’s March 21, 2023’s salary proposal;
- 7) School Board’s Negotiations Committee (Board Team)’s rejection and counteroffer to salary proposal dated April 17, 2023;
- 8) GFEA’s rejection and counteroffer dated April 27, 2023;
- 9) Board Team’s rejection and counteroffer to salary proposal dated May 4, 2023;
- 10) GFEA’s 1st rejection and counteroffer to salary proposal dated May 4, 2023;
- 11) Board Team’s rejection and counteroffer to salary proposal dated May 4, 2023;
- 12) GFEA’s 2nd rejection and counteroffer to salary proposal dated May 4, 2023;
- 13) Board Teams’ rejection and reoffered 1st counter offer dated May 4, 2023;
- 14) GFEA’s acceptance to salary proposal dated May 4, 2023;

- 15) GFEA's withdrawal of acceptance and counteroffer of two options dated May 15, 2023;
- 16) Board Team's 1st rejection and counteroffer to salary proposal dated May 23, 2023;
- 17) GFEA rejection and counteroffer to salary proposal dated May 23, 2023;
- 18) Board Team's 2nd rejection and counteroffer to salary proposal dated May 23, 2023; and
- 19) GFEA's acceptance of Board Team's counteroffer to salary proposal dated May 23, 2023.

I. Background

On January 22, 2024, you received a Teacher Grievance complaint. The teacher grievance is at a Level III under Policy 4120, Section 2 of the School Board Policies. In accordance with Section 2 of Policy 4120, you have met with and consulted with the complainant regarding the grievance.

The subject matter of the grievance is a Teacher has complained with the interpretation of the language of Article II, Section 1, paragraph 2 of the Agreement which provides as follows:

Starting in the 2023-2024 school year, a Career Increment will be added to each TEACHER'S salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be \$1,000 for experience years between 26 and 34 and a career increment for \$2,000 for experience years 35 and beyond.

The complainant believes he is entitled to receive an additional Career Increment of \$2,000 for the 2024-25 school year based on his 35 years of teaching experience in the School District. The complainant is currently at a 31st step of the salary structure as set forth in the Agreement. The complainant inquired with the Human Resources Director, Griffin Gillespie, requesting information on his eligibility for the \$2,000 Career Increment and Mr. Gillespie responded that the Career Increment is based on "steps" and not "experience". Mr. Gillespie further stated that "steps" do not necessarily meet a teacher's experience years and that the \$2,000 Career Increment was developed to give an extra pay bump once a teacher has maxed out at step 25.

Prior to filing a grievance under Policy 4120, the complainant contacted GFEA regarding the interpretation of Article II, Section 1, paragraph 2 of the Agreement. The complainant is a member of GFEA. GFEA President, Melissa Buchhop responded as follows:

Here is a copy of the initial proposal GFEA presented to the board regarding adding the Career Increment to the negotiated agreement during negotiation:

A Career Increment in the amount of 2% of the base for each year of experience beyond the 25th step in the salary schedule will be added to a TEACHER'S annual salary. (So in the first year succeeding their 25th step of the Salary Schedule, the TEACHER would receive an amount equal to 2% of the base plus the current amount on step 25 of the lane to which they belong. In the second year succeeding the 25th step of the Salary Schedule the TEACHER would receive an amount equal to 4% of the base for being 2

years beyond the 25th step plus the current amount on step 25 of the lane to which they belong.)

It then changed to:

1. Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be as follows:
 - a. 26-30 years: \$1,500
 - a. 31-35 years: \$3,000
 - a. 36-40 years: \$5,000
 - a. Steps 41+ years: \$7,500

So the language presented showed that the intent during negotiations was to give the career increment once teachers had reached the 25th step. In digging through all of our notes and proposals we found that the final language was agreed to without the word experience being caught by anyone at the table. Prior to that all proposals from the board and GFEA had the language we have shown you above.

By stating that it is beyond the 25th step of the salary schedule, in the first sentence of the career increment paragraph in the agreement, the intent by both parties throughout the negotiations process is clear.

GFEA plans to clear that language up in the 24-25 negotiations session, but the intent of beyond the 25th step will not change. We are also going to try to break it back down into smaller increments like initially proposed.

The complainant is unsatisfied with the response from GFEA and filed his grievance under Policy 4120 and argues the parties' intended for the Career Increment to be based on "experience" and not "steps" based on the plain language of the Agreement.

II. Relevant Law

North Dakota Century Code § 9-07 governs interpretation of contracts. "The language of a contract is to govern its interpretation if the language is clear and explicit and does not involve any absurdity." N.D.C.C. § 9-07-02. A contract must be so interpreted as to give effect to the mutual intention of the parties as it existed at the time of contracting so far as the same is ascertainable and lawful. N.D.C.C. § 9-07-03. When a contract is reduced to writing, the intention of the parties is to be ascertained from the writing alone if possible, subject, however, to other provisions of this chapter. N.D.C.C. § 9-07-04.

Furthermore, "[w]hen through fraud, mistake, or accident a written contract fails to express the real intention of the parties, such intention is to be regarded and the erroneous parts of the writing disregarded." N.D.C.C. § 9-07-05. "Words in a contract which are inconsistent with its nature or with the main intention of the parties are to be rejected." N.D.C.C. § 9-07-18.

III. Analysis and Conclusion

In reviewing the grievance and the responses from both the School District, i.e., the Human Resource Director, Griffin Gillespie, and GFEA's President, Melissa Buchhop, and all of the proposals and counter proposals, it is evident the two parties agree that

interpretation of Article II, Section 1, paragraph 2, of the Agreement, is for teachers to receive an additional \$2,000 once the teachers reach the 35th step, not for experience years in the School District.

In accordance with N.D.C.C. § 9-07-02 the interpretation of a contract must be to give effect to the mutual intention of the parties as it existed at the time of contracting. Furthermore, when a word is added by accident or is inconsistent with the intent of the parties, the word is to be disregarded. N.D.C.C. § 9-07-05 and 9-07-06.

Both negotiating parties agree that the intention was to award an additional \$1,000 and \$2,000 on "steps" and not "experience". Each party acknowledges the word "experience" was misplaced. Therefore, the true intention of the parties, in my legal opinion, shall govern the extra bump in pay to teachers.

It is my legal opinion that the complainant's request for an additional \$2,000 to his Career Increment in his salary should be denied because he has not reached the 35th step, despite the complainant reaching 35 years of experience for the 2024-2025 school year.

Please feel free to contact me if you have any questions regarding the above legal opinion.

Very truly yours,

OLSON, JUNTUNEN, SANDBERG, BOETTNER & COBB

/s/ Laura D. Cobb

By:

Laura D. Cobb
Attorney for Grand Forks Public School District

LDC
Enclosures

DATE OF COMPLAINT / GRIEVANCE:

February 8th, 2024

COMPLAINANT NAME:

Timothy S. Tandeski

SUMMARY OF COMPLAINT:

Mr. Tandeski disagrees with the District's interpretation of his eligibility to receive the Career Increment pursuant to the Teacher Negotiated Agreement (July 1, 2023 – June 30, 2025) ("Agreement") entered into between the School Board of Grand Forks School District ("Board") and the Gand Forks Education Association ("Association").

Specifically, Mr. Tandeski believes he is entitled to receive an additional Career Increment of \$2,000.00 for the 2024-2025 school year based on his 35 years of teaching experience in Grand Forks Public School District #1 ("District").

BACKGROUND INFORMATION:

The District currently employs Mr. Tandeski as a legally certified teacher. According to Mr. Tandeski's contract for the 2023-2024 school year, Mr. Tandeski is at the 31st step of the salary structure set forth in the Agreement. Additionally, this is Mr. Tandeski's 35th year of teaching in the District.

Article II, Section 1 of the Agreement establishes the salary schedule for both the 2023-2024 contract year and the 2024-2025 contract year. It includes a Career Increment for teachers with 26 or more experience years. The specific provision relating to the Career Increment states as follows:

Starting in the 2023-2024 school year, a Career Increment will be added to each TEACHER'S salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be \$1,000 for experience years between 26 and 34 and a career increment of \$2,000 for experience years 35 and beyond.

In response to Mr. Tandeski's inquiry regarding his eligibility to receive an additional \$2,000 added to his base salary for the 2024-2025 school year based on his 35 years of teaching in the District, he received the following response from Griffin Gillespie, the District's Director of Human Resources:

"Important info about the career increment: It is NOT based on how many YEARS you have been in the district. It is based on STEPS which don't necessarily match your years. It is intended to give an extra pay bump once you max out at step 25. So the district looks at when you got to step 25 and then calculates after that."

For the reasons set forth below, Mr. Tandeski disagrees with the District's position and believes he is entitled to an additional \$2,000 for the 2024-2025 school year based on his 35 years of experience in the District.

ARGUMENT IN SUPPORT OF POSITION:

Although the term "Career Increment" is not specifically defined in the Agreement, it is logical to assume that the intent of the Board and the Association was to reward teachers for longevity in the District. Article II, Section 1 uses the terms "steps" and "experience" in determining both the eligibility to receive a Career Increment and the amount of the Career Increment. A plain reading of the language provides that the phrase "step on the salary schedule" refers to the base salary schedule and is the pre-condition for a teacher to be eligible for the Career Increment. In other words, a teacher needs to be beyond the 25th step of the salary schedule in order to be eligible. Once eligibility is established, the amount of the Career Increment is based on a teacher's "experience years."

The terms "step on the salary schedule" and "experience years" are not interchangeable. A step on the salary schedule refers to a mechanism that was developed in a prior negotiated agreement that is independent from the number of years a teacher has taught in the District. The language in the Agreement relating to the Career Increment is not ambiguous and should be interpreted based on the plain meaning of the words used. In other words, teachers with 35 or more experience years should receive a Career Increment of \$2,000 per year regardless of what step on the salary schedule the teacher is on.

If the Board and the Association had wanted to base the Career Increment on STEPS as opposed to YEARS as stated by Mr. Gillespie, they could have done so. In fact, the evidence indicates that basing the Career Increment on steps instead of experience years was considered during negotiations. An e-mail sent to Mr. Tandeski by Melissa Buchhop outlines how the parties arrived at the final language regarding the Career Increment. Ms. Buchhop stated that the initial language read:

A Career Increment in the amount of 2% of the base for each year of experience beyond the 25th step in the salary schedule will be added to a TEACHER'S annual salary. (So in the first year succeeding their 25th step of the Salary Schedule, the TEACHER would receive an amount equal to 2% of the base plus the current amount on step 25 of the lane to which they belong. In the second year succeeding the 25th step of the Salary Schedule the TEACHER would receive an amount equal to 4% of the base for being 2 years beyond the 25th step plus the current amount on step 25 of the lane to which they belong).

Through further negotiation, the language was amended to read:

Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be as follows:

- a. 26-30 years: \$1,500
- b. 31-35 years: \$3,000
- c. 36-40 years: \$5,000
- d. Steps 41+ years: \$7,500

In the final version of the Agreement, the specific reference to steps in the salary schedule was removed and replaced with the term “experience years.” The change in language from the initial proposal provides further evidence of the parties intent to base the Career Increment on the number of years a teacher has served the District which is, after all, the accurate measurement of their teaching career. It is a “career” increment, not a “step” increment and should therefore be paid accordingly.

The term “experience” is commonly defined as *the knowledge or skill acquired by experience over a period of time, especially that gained in a particular profession by someone at work*. In many instances, a step on the salary schedule is the same as the number of a teacher’s experience years. In fact, this is the case for any new teacher entering the district or a teacher transferring into the district with 15 years of teaching experience or less. For these teachers, one year of experience equates to one step on the salary schedule. However, for longer tenured employees like Mr. Tandeski, this is not the case. His agreement to step back on a salary schedule as part of a previously negotiated agreement should not deprive him of compensation earned through the number of years he has served as a teacher in the District.

RELIEF SOUGHT.

Mr. Tandeski respectfully requests that the District include the \$2,000 Career Increment in his salary for the 2024-2025 school year based on his 35 years of experience as a teacher in the District.

Re: Level One Grievance

ggillespie080@mygfschools.org Griffin Gillespie

Tuesday, October 31, 2023 at 10:51:04 AM
Central Daylight Time

To: spaintner230@mygfschools.org STEVE PAINTNER

Hi Steve,

I just wanted to follow up on this. I am not sure if you are a member of GFEA or not but clarification on the career increment was sent out to all members back in August. Here is what was sent:

"Important info about the career increment: It is NOT based on how many YEARS you have been in the district. It is based on STEPS which don't necessarily match your years. It is intended to give an extra pay bump once you max out at step 25. So the district looks at when you got to step 25 and then calculates after that."

Administration, GFEA, and the School Board all agreed that this was the intent that was agreed upon during negotiations.

Thanks,

Griffin Gillespie, MBA, SHRM-CP
Director of Human Resources
Grand Forks Public Schools
Mark Sanford Education Center
2400 47th Ave S
Grand Forks, ND 58201
ggillespie080@mygfschools.org | 701-746-2205 ex.7112
Join Our Team!



On Thu, Sep 7, 2023 at 5:38 PM MELISSA BUCHHOP <mbuchhop250@mygfschools.org> wrote:

Tim,

Thank you for bringing this question forward. Here is a copy of the initial proposal GFEA presented to the board regarding adding the Career Increment to the negotiated agreement during negotiation:

A Career Increment in the amount of 2% of the base for each year of experience beyond the 25th step in the salary schedule will be added to a TEACHER'S annual salary. (So in the first year succeeding their 25th step of the Salary Schedule, the TEACHER would receive an amount equal to 2% of the base plus the current amount on step 25 of the lane to which they belong. In the second year succeeding the 25th step of the Salary Schedule the TEACHER would receive an amount equal to 4% of the base for being 2 years beyond the 25th step plus the current amount on step 25 of the lane to which they belong.)

It then changed to:

1. Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be as follows:
 - a. 26-30 years: \$1,500
 - b. 31-35 years: \$3,000
 - c. 36-40 years: \$5,000
 - d. Steps 41+ years: \$7,500

----- Forwarded message -----

From: **TIM TANDESKI** <ttandeski230@mygfschools.org>
Date: Wed, Jan 24, 2024 at 3:39 PM
Subject: Fwd: Career Increment
To: Griffin Gillespie <ggillespie080@mygfschools.org>

Here is the full Exhibit B

----- Forwarded message -----

From: **MELISSA BUCHHOP** <mbuchhop250@mygfschools.org>
Date: Thu, Sep 7, 2023 at 5:38 PM
Subject: Re: Career Increment
To: TIM TANDESKI <ttandeski230@mygfschools.org>
Cc: STEVE PAINTNER <spaintner230@mygfschools.org>, Joseph Drumm <jdrumm040@mygfschools.org>, Kala Christensen <kchristense200@mygfschools.org>

Tim,

Thank you for bringing this question forward. Here is a copy of the initial proposal GFEA presented to the board regarding adding the Career Increment to the negotiated agreement during negotiation:

A Career Increment in the amount of 2% of the base for each year of experience beyond the 25th step in the salary schedule will be added to a TEACHER'S annual salary. (So in the first year succeeding their 25th step of the Salary Schedule, the TEACHER would receive an amount equal to 2% of the base plus the current amount on step 25 of the lane to which they belong. In the second year succeeding the 25th step of the Salary Schedule the TEACHER would receive an amount equal to 4% of the base for being 2 years beyond the 25th step plus the current amount on step 25 of the lane to which they belong.)

It then changed to:

1. Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be as follows:
 - a. 26-30 years: \$1,500
 - b. 31-35 years: \$3,000
 - c. 36-40 years: \$5,000
 - d. Steps 41+ years: \$7,500

So the language presented showed that the intent during negotiations was to give the career increment once teachers had reached the 25th step. In digging through all of our notes and proposals we found that the final language was agreed to without the word experience being caught by anyone at the table. Prior to that all proposals from the board and GFEA had the language we have shown you above.

By stating that it is beyond the 25th step of the salary schedule, in the first sentence of the career increment paragraph in the agreement, the intent by both parties throughout the negotiations process is clear.

GFEA plans to clear that language up in the 24-25 negotiations session, but the intent of beyond the 25th step will not change. We are also going to try to break it back down into smaller increments like initially proposed.

Melissa, Joe, and Kala

Sender notified by ___
Mailtrack

On Mon, Aug 28, 2023 at 2:16 PM TIM TANDESKI <ttandeski230@mygfschools.org> wrote:
Thank you.

On Mon, Aug 28, 2023 at 2:15 PM MELISSA BUCHHOP
<mbuchhop250@mygfschools.org> wrote:

Tim,
Our negotiations team is meeting next week to talk through a few things so we will discuss this and get back to you.
Melissa

Sender notified by ___
Mailtrack

Error! Filename not specified.

On Mon, Aug 28, 2023 at 12:43 PM TIM TANDESKI <ttandeski230@mygfschools.org> wrote:

As a new member of GFEA I have a few questions regarding the career increment.

- Why do they have steps listed on the Contracts of the teachers who are Step 25? My contract last year listed my step as 25. It was not listed as 30, but now it is listed as 31. There is NOT a step 31 on our Salary Schedule.
- While we may have given up steps in a prior negotiation we didn't give up experience years. They can't change the number of years I have worked in the district. The increment is based on experience years, not steps. Steps are just the qualifying condition.
- It is a "career increment" which is further indication that is based on years of service not some concept of steps.

I would like to know how we plan to fight this. I am in my last three years of teaching and although it does NOT affect me this year, it will affect me my next two years, and it will affect my retirement.

I would also like a copy of the 2019-2020 negotiated agreement. The provision for Career Increment says it was modified in 2019.

I added Steve Paintner because he is in the same boat as me.

--

Tim Tandeski
RRHS Math Department

Asst. Football
Asst. Track
701-746-2400 ext. 6837
ttandeski230@mygfschools.org

--

Melissa Buchhop
4th grade teacher
Century Elementary
GFEA President

--

Tim Tandeski
RRHS Math Department
Asst. Football
Asst. Track
701-746-2400 ext. 6837
ttandeski230@mygfschools.org

--

Melissa Buchhop
4th grade teacher
Century Elementary
GFEA President

--

Tim Tandeski
RRHS Math Department
Asst. Football
Asst. Track
701-746-2400 ext. 6837
ttandeski230@mygfschools.org

Supt
Ofc

ReplyForward

TEACHER NEGOTIATED AGREEMENT

July 1, 2023 – June 30, 2025



**Grand Forks School Board
Grand Forks Education Association**

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PREAMBLE

This Negotiated Agreement ("AGREEMENT") is entered into between the School Board of the Grand Forks School District ("BOARD") and the Grand Forks Education Association ("ASSOCIATION"). The BOARD and ASSOCIATION each are referred to herein individually as a "Party" and collectively as the "Parties."

The BOARD and the ASSOCIATION do hereby agree that the welfare of the children of the Grand Forks School District is paramount in the operation of the schools and will be promoted by both Parties. The Parties do hereby agree as follows:

ARTICLE I - WORKING RELATIONS AGREEMENT

Section 1: Definitions

- A. The Grand Forks Public School District #1 Board or representatives shall be referred to as the BOARD.
- B. The superintendent and/or their representatives shall be referred to as the ADMINISTRATION.
- C. The representatives of the Grand Forks Education Association shall be referred to as the ASSOCIATION.
- D. The BOARD TEAM and ASSOCIATION TEAM shall each consist of members mutually agreed upon.
- E. The TEACHERS are defined as certificated or professional personnel, excluding therefrom the superintendent, assistant superintendents, principals, associate principals, supervisory personnel, substitutes, and classified personnel.
- F. The provisions of this Agreement, including but not limited to fringe benefits, shall apply to all TEACHERS employed by the Grand Forks School District ("DISTRICT") in direct proportion to their percentage of employment in the DISTRICT unless otherwise stated herein.

Section 2: Scope of Negotiations

The Parties will negotiate with regard to statutorily defined items for negotiations as set forth in the North Dakota Century Code and the decisions of the Supreme Court of North Dakota.

Section 3: Procedures

- 1. **Directing Requests**
Requests for meetings from the ASSOCIATION will normally be made to the ADMINISTRATION. Requests from the ADMINISTRATION or the BOARD will be made to the president of the ASSOCIATION. Requests will normally be made in writing and contain the reasons for the requests.
- 2. **Meetings**
An organizational meeting between the negotiation team of the BOARD and the ASSOCIATION will be held at a site mutually agreed to by the Parties prior to the first week of April. Subsequent meetings will be scheduled upon agreement of both Parties.
- 3. **Agenda** *(Revised 2018)*
All topics for discussion must be placed on the agenda at the first meeting between the negotiating teams. Items may not be added without the agreement of both Parties.
- 4. **Agreement on Proposals**
As agreements are reached between the Parties, they shall be reduced in writing and initialed, certifying tentative approval by the spokespersons of the bargaining units. Following the completion of negotiations, all agreements shall be subject to the approval of the BOARD and the ASSOCIATION.

5. **Assistance**

The Parties may call upon competent professional and lay representatives to consider matters under discussion and to make suggestions. Consultants may be used in the deliberations. In any case where the Parties have jointly agreed to secure the services of any individual or group on an advisory basis, costs and expenses which may be incurred in securing and utilizing such services shall be shared equally between the BOARD and the ASSOCIATION.

6. **Study Committee**

By mutual consent, ad hoc study committees may be appointed to research, study, and develop projects, programs, and reports, and to make recommendations on matters under consideration. The committee shall report its findings to the Parties.

7. **Exchange of Information**

The BOARD, ADMINISTRATION, and ASSOCIATION agree to furnish, upon reasonable request, any information concerning the District that will assist in developing intelligent, accurate, and constructive programs.

8. **Recognition**

The BOARD recognizes the ASSOCIATION as the representative body of the school district's certified, professional, and licensed TEACHERS through the current contract expiration date.

Section 4: Agreement

When agreement is reached, it shall be reduced to writing Upon approval by the ASSOCIATION and the BOARD and signed by the Parties The AGREEMENT shall constitute a modification of the Articles of this AGREEMENT and when necessary, provision in the AGREEMENT shall be reflected in individual contracts. The AGREEMENT shall not discriminate against any TEACHER, regardless of membership or non-membership in the ASSOCIATION.

Section 5: Disagreement *(Revised 2009)*

Under the terms of the 1969 Professional Negotiations Legislation (N.D.C.C. 15.1-16) certain legal procedures are established for the resolution of the impasse.

Upon agreement of both the ASSOCIATION and the BOARD, the advisory arbitration step provided below may be omitted and the formal impasse procedure (as described in N.D.C.C. 15.1-16) will be in effect.

In the event that the advisory arbitration step has not been implemented prior to the 45th calendar day after the first meeting of the ASSOCIATION and the BOARD, advisory arbitration shall be deemed waived and omitted. The advisory arbitration step may be implemented by unilateral declaration of either the ASSOCIATION or the BOARD at any time prior to the 45th calendar day after the first meeting of the negotiating units. When implemented, the following advisory arbitration steps shall be followed:

In the event the Parties cannot reach agreement upon matters under discussion, an Advisory Arbitration Panel shall be established as follows:

1. No later than the next regularly scheduled board meeting, and after the declaration of the need for arbitration, the BOARD shall select one arbitrator and the ASSOCIATION shall select one arbitrator.
2. These arbitrators shall in turn by mutual agreement select a third arbitrator to serve as chairperson of the Advisory Arbitration Panel.
3. The Advisory Arbitration Panel shall promptly review those matters upon which tentative agreement has not been reached. As necessary the Advisory Arbitration Panel may conduct hearings with the negotiating Parties either separately or jointly.
4. The Advisory Arbitration Panel shall issue their decisions no later than ten (10) calendar days from the date of closing of hearings, or, if the hearings have been waived, then within fifteen (15) calendar days from the date the chairperson has been selected.

5. The decision of the Advisory Arbitration Panel shall be in writing and shall set forth the findings of fact, reasoning, and conclusions on the issues submitted.
6. The decision of the Advisory Arbitration Panel shall be advisory to the negotiating Parties.
7. Costs and expenses which may be incurred in securing and utilizing the services of the third party arbitrator shall be shared equally between the BOARD and the ASSOCIATION; it being understood that the costs and expenses of the arbitrator selected by the BOARD, and the arbitrator selected by the ASSOCIATION, shall be the sole responsibility of the selecting Party.

Section 6: Equal Employment Statement

The provisions of this AGREEMENT shall apply to all employees covered by this AGREEMENT without discrimination on the basis of race, color, religion, sex, gender identity, national origin, ancestry, disability, age, or other status protected by law.

ARTICLE II - SALARY SCHEDULE

Section 1: Basic Salary - Regular School Year *(Revised 2019)*

The basic salaries of TEACHERS covered by this Agreement are set forth in Appendices A-1 and A-2 as attached and incorporated in this Agreement. Appendix A-1 shall be the Salary Schedule in effect during the 2023-2024 contract year and Appendix A-2 shall be the Salary Schedule in effect during the 2024-2025 contract year.

Starting in the 2023-2024 school year, a Career Increment will be added to each TEACHER'S salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be \$1,000 for experience years between 26 and 34 and a career increment of \$2,000 for experience years 35 and beyond.

Section 2: Lane *(Revised 2023)*

A. Placement on the Salary Schedule.

When a TEACHER enters the district with a Master's Degree, they will be placed in the appropriate Master's Lane on the Salary Schedule based on the following scale:

MA – required program credits up to 47 credits
MA+15 – required program credits 48-62 credits
MA+30 – required program credits 63-77 credits
MA+45 – required program credits 78 credits or more

TEACHERS employed in the district before the 2023-2024 school year will be moved to the appropriate Master's Lane based on the above scale when they provide a copy of their initial Master's Program transcript to show credits earned for that program.

B. Lane Changes.

Only college or university credits, which are graduate-level credits (numbered 500 or above) or part of an approved graduate program, may be used for horizontal movement on the Salary Schedule. These credits must be in coursework or subject areas that are directly applicable to the field of education. Credits will be counted on a semester basis. Quarter credits will be converted to semester credits as follows: 1 quarter credit = 2/3 semester credit. Only credits earned after the completion of a Master's Degree will be counted in qualifying for horizontal movement from the MA/MS lane.

Lane change procedure:

1. Lane change request forms must be submitted to the Human Resources Office no later than September 1.
2. Official transcripts showing credits earned must be submitted with the lane change form.
3. Transcripts will be reviewed by the Human Resources Director. If approved, a revised contract will be issued and a salary adjustment will be made on the September 15 paycheck.

4. If the issuance of summer session grade transcripts is delayed or the course has not yet been recorded on a transcript by September 1, the TEACHER must still submit the lane change form by September 1 and official transcripts must be received in the Human Resources Office by October 1. In this case, the salary adjustment will be made on the October 15 paycheck retroactive to the start of the contract year.

Section 3: Special Provision: Part-time Teachers *(Revised 2023)*

For placement on the salary schedule, part-time (less than 100% contract) TEACHERS will be granted one step for each year of employment in the Grand Forks Public School District regardless of the percentage of employment beginning July 1, 1989.

Section 4: Summer Work *(Revised 2023)*

The hourly rate of pay for TEACHERS employed by the district for summer work shall be determined by computing the TEACHER'S current salary divided by 188 contract days divided by 8 hours.

Section 5: Pre-Authorized Off-Contract Compensation *(Revised 2023)*

The hourly rate of pay for TEACHERS employed by the district for pre-authorized curriculum writing and committee work shall be determined by computing the TEACHER'S current salary divided by 188 contract days divided by 8 hours.

ARTICLE III - EXTRACURRICULAR ACTIVITIES

The purpose of this policy is to help assure the orderly progress of the school activity program, serving insofar as possible the mutual interest of both Parties to a contract. A basic assumption is, other things being equal, that the orderly progress of these programs is best served when involved personnel remain over a reasonable period of years.

Section 1: Policy

Any TEACHER employed by the DISTRICT who accepts as a part of their contracted employment an extracurricular assignment, which is included in Appendices A3 and A-4 Extracurricular Salary Schedules, will be considered to be holding a "joint contract." Arbitrary resignation from any part of such joint contract invalidates all parts of said contract.

Should resignation of a part of a joint contract occur and the TEACHER be continued in the other part or parts of such contract, they will not be penalized on the applicable schedule or schedules.

After serving the DISTRICT in an extracurricular position for a period of five (5) years, a TEACHER may resign their extracurricular assignment by giving their building principal notice in writing, stating reasons for their action. In the event no replacement can be obtained, the TEACHER will continue in the extracurricular position, but in no event longer than two (2) contract years following the year in which notice was given without their full consent.

Nothing in the foregoing statement shall be deemed to prevent a TEACHER holding a joint contract from requesting a change when they determine the facts strongly support the need for a change. Normally, these exceptions would occur at the time when contracts for the coming year are under consideration.

Section 2: Extracurricular Pay *(Revised 2017)*

The extracurricular weekly base pay is .85% (.0085) of the amount found in the BA/BS Step 1 cell of the Salary Schedule. The experience increment is \$6.00 per week for each year of experience in a specific area not to exceed a maximum of fifteen (15) years of experience. The weekly experience increment may

not exceed the weekly base pay. Out-of-district experience must have been earned while a certified employee of another school district in order to be recognized for experience increment.

Changes in weekly base pay or the experience increment shall be mutually agreed to by the BOARD and the ASSOCIATION. The number of weeks for each activity will be established by the DISTRICT.

The Extracurricular Salary Schedules are found in Appendices A-3 and A-4.

ARTICLE IV - CREDITS FOR CONTINUATION OF CONTRACT

(Revised 2023)

To maintain their position, a TEACHER shall be required to comply with the professional requirements of the accreditation standards established by the Education Standards and Practices Board. Social Workers, Occupational Therapists, and Physical Therapists covered by this Agreement shall be subject to the licensing requirements of their respective licensing agencies.

Social Workers, Occupational Therapists, and Physical Therapists covered by this AGREEMENT will begin their five-year cycle based on their date of hire. These employees will be required to provide transcripts showing the completion of 6 semester credits by the end of their 5-year cycle.

TEACHERS who are issued a probationary license by the Education Standards and Practices Board or their respective licensing agency will have their salary frozen for the following contract year. The contract year after which their salary is frozen, the TEACHER will be placed on the Salary Schedule according to where they would have been placed had their salary not been frozen.

ARTICLE V - LEAVES OF ABSENCE

(Revised 2018)

Leaves of absence will be classified as long-term, intermediate-term, or short-term. If school is canceled on the same day as a leave that has been approved, the following leaves shall have their balances restored: Family Illness, Bereavement, Personal, Emergency, and Sick.

Section 1: Long-Term Leaves of Absence

The number of TEACHERS on long-term leaves of absence at any given time shall not be in excess of 2% of the teaching staff employed by the DISTRICT. A TEACHER granted a long-term leave of absence shall not be entitled to receive any salary or fringe benefits during the entire term of the leave of absence.

TEACHERS applying for the first time for leave, pursuant to Long-Term Leaves A and C shall be given priority over those TEACHERS requesting either an extension of a granted leave or an additional leave after having previously been granted a long-term leave.

A. Educational Training and Other Professional Growth Experience

Leaves of absence for educational training and other professional growth experience may be granted to TEACHERS under the following conditions:

1. Eligible TEACHERS must apply to the Superintendent of Schools and all such leaves shall be subject to approval of the BOARD.
2. A TEACHER must have a minimum of three (3) years of experience within the DISTRICT.
3. Educational training leaves and other professional growth experiences shall be for a minimum of one school (academic) year and will not exceed two years.
4. TEACHERS on leave will be assured of a position in the school system at the conclusion of the leave, provided that written notice of intent to return is received in the Office of the Superintendent of Schools no later than March 7 of the calendar year in which said leave is to be completed. Reassignment to the same school, teaching area, or grade is not guaranteed. Failure to submit the written notice of intent to return, on or before March 7, shall be deemed to be a voluntary resignation and waiver of the right to reemployment.

5. TEACHERS returning from a leave will assume an experience position on the salary schedule corresponding to their position at the time the leave commences.
6. If a TEACHER cannot satisfy the requirements of #2 of this leave provision, it is still possible for a TEACHER to initiate a request for leave. However, TEACHERS fully eligible will be given preference. Further, any TEACHER not fully eligible must produce evidence that the request is a unique opportunity for professional growth that is not likely to be available at the time the TEACHER is fully eligible.
7. TEACHERS using Educational Training Leave shall not be allowed to teach in another school district. Failure to notify the BOARD of any change in status from the original application to a teaching position shall result in revocation of the leave. Leave must be applied for by July 1.

B. Health Restoration *(Revised 2019)*

A TEACHER applying for leave for restoration of health must comply with the following regulations:

1. Upon application for leave for restoration of health, the TEACHER shall present a written statement by a medical doctor to the effect that such leave is necessary for health purposes, stating the length of time such leave of absence is necessary. Leaves under this paragraph may be granted for a period of time consistent with the medical doctor's statement but not to exceed twelve (12) months.
2. The duration of this leave shall be specified in the grant of leave, and the school board shall not, in any event, be required to permit the teacher to return to their employment prior to the date designated in the grant of health restoration leave.
3. Leave for health restoration as granted above may be continued, upon request of the TEACHER and in accordance with a written statement from a medical doctor to the effect that such extension is necessary for health purposes, for a designated period of time not to exceed one (1) year. Such extension, if granted, shall be upon the same conditions as in #1 of this leave provision.
4. At the conclusion of the leave of absence, a statement must be submitted from a medical doctor showing that the health of the TEACHER concerned is such that they are able to return as a full-time employee.
5. TEACHERS on leave will be assured of a position in the school system at the conclusion of the leave, provided that written notice of intent to return is received in the Office of the Superintendent of Schools, no later than March 7 of the calendar year in which said leave is to be completed. Reassignment to the same school, teaching area, or grade is not guaranteed. Teachers returning from a leave will assume an experience position on the Salary Schedule corresponding to their position at the time the leave commences. Failure to submit the written notice of intent to return, on or before March 7, shall be deemed to be a voluntary resignation and waiver of the right to reemployment.
6. Health Restoration Leave is not available to those persons on a disability compensation plan, i.e. insurance, TFFR, social security.

C. Family Care Leave *(Revised 2021)*

A family care leave may be granted by the BOARD subject to the following provisions and for the purpose of preparing and providing parental care for a natural or adopted child/children or an immediate family member of the teacher for an extended period of time. The immediate family shall be defined to include a person's: spouse/partner, parents, grandparents, son, daughter, sister, brother, step-parents, step-brother, step-sister, step-children, or grandchildren.

1. A TEACHER making application for family care leave shall inform the Superintendent of Schools in writing of their intention to take the leave at least three (3) calendar months before the commencement of the intended leave, subject to the board's right to waive the three-month provision in emergency situations.
2. The BOARD may adjust the proposed beginning or ending date of a family care leave so that the dates of the leave are coincident with some natural break in the school year (e.g. semester break, end of a grading period, end of the school year, or the like.)
3. In making a determination concerning the commencement and duration of a family care leave, the BOARD shall not, in any event, be required to:
 - a. Grant any leave more than twelve (12) months in duration.
 - b. Permit the TEACHER to return to their employment prior to the date designated in the request for family care leave.

4. A TEACHER returning from family care leave shall be reemployed in the DISTRICT, provided that written notice of intent to return is received in the Office of the Superintendent of Schools no later than March 7 in the calendar year in which said leave is to terminate if that leave is to terminate as of the first day of the next school year, or no later than sixty (60) days prior to the termination date of any leave which is scheduled to terminate during the course of a school year then in progress. Reemployment is not guaranteed to be at the same school, teaching area, or grade. Failure to submit written notice of intent to return, on or before the date set forth herein, shall be deemed to be a voluntary resignation and a waiver of the right of reemployment.
5. Failure of the TEACHER to return pursuant to the date determined under this section shall constitute a voluntary resignation unless the BOARD and the TEACHER mutually agree to an extension in the leave.
6. A TEACHER returning from a leave will assume an experience position on the salary schedule corresponding to their position at the time the leave commences.
7. If the reason for family care leave is occasioned by adoption, an adopting teacher will also provide at the time of the leave application a statement as to the expected date of placement.

Section 2: Intermediate-Term Leaves of Absence

Intermediate term leaves of absence, when approved will be at full pay for the TEACHER unless otherwise provided herein:

A. Jury Duty and Subpoenas

TEACHERS subpoenaed as witnesses, in legal actions other than those in which the DISTRICT and a TEACHER of the ASSOCIATION are opposing Parties and TEACHERS called for jury duty shall be responsible for the organization and coordination of their regular school responsibilities. The TEACHER shall receive their regular salary payment during the time of their service. Any witness fees or compensation for jury duty shall be in addition to the TEACHER'S regular salary.

TEACHERS subpoenaed by the DISTRICT in any legal action shall be subject to the same conditions and entitled to the same compensation as teachers subpoenaed in matters where the DISTRICT and a TEACHER or the ASSOCIATION are not opposing Parties.

B. Non-Partisan Activity

TEACHERS involved in certain types of non-partisan activity, related to professional activities including, but not limited to, Education Standards and Practices Board, TFFR, and State Department of Public Instruction appointments, and national or regional educational subject matter organizations, of an intermediate term of duration, shall be given the same consideration as those involved in Intermediate-Term Leave A above. The TEACHERS shall request such consideration from the Superintendent of Schools, who shall either approve or deny the request.

C. Political Activity and Public Office

1. Legislative Leave

When service in the Legislature during a regular or special legislative session requires a leave, the leave shall be granted without loss of experience or benefit, but with a reduction of pay equal to the number of days lost times the calculated rate of pay per day (contracted salary divided by the number of days in the school year; except that the reduction in pay for attendance by a TEACHER/Legislator at interim committee meetings of the Legislature shall be equal to the per diem reimbursement received by such TEACHER/Legislator) and said TEACHER/Legislator shall be responsible for the organization and coordination of their regular school responsibilities. TEACHER/Legislators shall coordinate the details of their leave with their Principal/Immediate Supervisor. These arrangements shall receive final approval from the Superintendent of Schools.

2. Other Elective Office

Leaves for other elective offices including, but not limited to, service on the City Council, Board of County Commissioners, Park Board, and the like, may be granted by the Superintendent of Schools without loss of credit for experience or benefits, but with a reduction of pay equal to the number of days lost times the calculated rate of pay per day, as defined in this section.

D. **Family Illness** *(Revised 2021)*

In case of illness of a member of the TEACHER'S immediate family, a maximum of six (6) days of leave of absence with full pay may be granted per school year. The immediate family shall be defined to include spouse/partner, parents/step-parents and grandparents of both, children/stepchildren, foster children, grandchildren, brother/step-brother, sister/step-sister.

This illness provision may include a spouse/partner's leave for the birth of a child and the leave of parents immediately following the adoption of a child. The TEACHER must discuss this leave with the building principal as soon as the need for the leave becomes apparent to the TEACHER.

In catastrophic situations, involving immediate family as defined in paragraph 1 of the leave, the Superintendent of Schools may grant additional days provided the TEACHER has first utilized their Personal Leave.

E. **Bereavement** *(Revised 2021)*

1. **Immediate Family**

Immediate family bereavement leave, up to but not exceeding five (5) days per school year, may be granted only in the event of death in the immediate family. The immediate family shall be defined to include spouse/partner, parents/step-parents and grandparents of both, children/step-children, son-in-law, daughter-in-law, grandchildren, brother/step-brother, sister/step-sister, brother-in-law, sister-in-law, aunts, uncles, nieces, nephews, foster children. Upon request, where the five (5) days of immediate family bereavement leave are expended, the Principal/Immediate Supervisor may recommend an extension of the bereavement leave to the Superintendent of Schools who shall have authority to grant up to an additional five (5) days of bereavement leave per school year.

2. **Other Relatives and Close Friends**

In the event of the death of other relatives or close friends, up to one (1) day per year of bereavement leave will be granted. This day can be used in ½-day increments.

F. **Professional Growth**

Intermediate-term leave of absence for the purpose of professional growth may be granted to TEACHERS by the ADMINISTRATION and/or the BOARD for the following reason:

1. Released time to visit other classrooms and schools.
2. Released time to attend conferences, workshops, and conventions.
3. Released time for membership on BOARD-assigned committees.

G. **Released Time for Fee Basis Work**

Released time for the purpose of allowing a TEACHER to perform professional services outside the DISTRICT on a fee basis may be granted by the building principal or the Superintendent of Schools. The TEACHER's salary may be reduced at the discretion of the Superintendent of Schools.

H. **Association Activities**

Each year the DISTRICT will provide to the Grand Forks Education Association, without loss of pay, a total of fifteen (15) days for ASSOCIATION activities. A maximum of five (5) days can be carried over to the next school year.

The TEACHER requesting this leave will inform their Principal/Immediate Supervisor two (2) working days prior to the date of such leave. In addition, the president of the ASSOCIATION will account to the Superintendent of Schools for all ASSOCIATION activity days used in order to comply with maximum day provisions set forth in this article.

If a BOARD meeting is scheduled during the workday, the Superintendent of Schools may, at their discretion, make the arrangements necessary to provide for the ASSOCIATION president to attend the meeting without forfeiture of ASSOCIATION activity days.

Leave for any individual under this article will be granted a minimum of a half (1/2) day.

I. **Personal Leave** *(Revised 2021)*

Two (2) days of personal leave shall be granted per year cumulative to a maximum of six (6) days. Starting with the 11th year of teaching in DISTRICT, three (3) days of personal leave shall be granted per year cumulative to a maximum of six (6) days. Any TEACHER may apply by the April date of pay to be paid the current rate of sub pay for any days they would not be able to carry over to the next school year, up to a maximum of two (2) days. Upon retirement, a TEACHER will be paid the current sub rate for all unused personal leave.

Personal Leave shall be subject to the following provisions:

1. No more than 10% of an attendance unit staff or one (1) TEACHER (whichever is greater) will be permitted leave on any one (1) day.
2. The request for Personal Leave must be filed via Absence Management three (3) days prior to the anticipated leave and approved by the Principal/Immediate Supervisor. The Principal/Immediate Supervisor may waive the three (3) days provision in emergency situations.
3. Personal leave shall not be granted the first five (5) days of the contract term (188 days), on parent-teacher conference days, or on the last five (5) days of the school term unless waived by the Superintendent of Schools.
4. The DISTRICT values all professional development, therefore, no more than one (1) Personal Leave day per school year will be granted on a Professional Development day without the approval of the Superintendent of Schools.

J. **Emergency Leave** *(Revised 2015)*

Up to two (2) days of paid time off per year will be allowed for emergencies. An emergency will be defined as a crisis over which the individual has no control, and cannot be attended to during non-school hours. Emergency Leave includes, but is not limited to, weather-related situations, flooding, accidents, and household emergencies. Emergency leave does not include events that would be covered under sick, family illness, or bereavement leaves. The TEACHER will enter the request via Absence Management or contact the Principal/Immediate Supervisor or their designee. The Superintendent of Schools will decide whether or not the leave is approved and will notify the TEACHER of the decision with an explanation via email.

K. **Paid Parental Leave** *(Revised 2023)*

Upon request, up to six weeks of paid parental leave shall be granted once per contract year to eligible TEACHERS upon the birth or adoption of a child. The parental leave will begin at a time requested by the TEACHER but not before the delivery date or adoption event, and must conclude no later than 12 weeks after the birth or adoption event. This leave must be taken without interruption.

Leave Related to the Birth of a Child(ren): Any leave requested beyond the paid parental leave must be accompanied by written documentation from the TEACHER'S medical provider.

Leave Related to the Adoption of a Child(ren): Any leave requested beyond the paid parental leave must be accompanied by an Adoption FMLA Certification Form.

TEACHERS may be eligible for other leaves that occur before or after parental leave. In all cases, paid parental leave and other applicable paid leaves related to the birth or adoption of a child shall run concurrently with the Family and Medical Leave Act (FMLA). In no case shall the total amount of leave granted to the eligible TEACHER exceed 12 weeks for the birth or adoption of a child.

Section 3: Short-Term Leaves of Absence

Short-term leaves of absence (not to exceed two hours) not covered by other leave policies included within this Agreement, may be granted by the TEACHER's Principal/Immediate Supervisor. Requests which may be granted under this section include, but are not limited to, the funeral of a friend, necessity to conduct a business transaction which cannot be concluded after school or on a weekend, or the necessity to consult a physician (where a day of sick leave is not taken). Short-term absences will be covered by other

professionals without additional compensation being paid and without employment of a substitute. If the purpose of the leave can be reasonably accomplished at another time, the request should be denied.

Section 4: Release Time

A. Local Association President

The BOARD may grant a leave of absence, not to exceed 40% of contract, to the president of the ASSOCIATION. The leave request, if approved, will be subject to the following requirements:

1. The BOARD is reimbursed by the ASSOCIATION for all but \$1,296 of the total cost of the salary and fringe benefits.
2. The time of the leave will be subject to the approval of the Superintendent of Schools.

B. Professional Elected Office

1. A TEACHER must have a minimum of three (3) years of experience within the DISTRICT.
2. Eligible TEACHERS must apply to the Superintendent of Schools and all such leaves shall be subject to approval of the BOARD.
3. Professional Elected Office leaves will be for the length of the term of the elected office, but not to exceed six (6) years.
4. TEACHERS on leave will be assured of a position in the DISTRICT at the conclusion of the leave, provided that written notice of intent to return is received in the Office of the Superintendent of Schools no later than May 15 of the calendar year in which said leave is to be completed. Reassignment to the same school, teaching area or grade is not guaranteed. Failure to submit the written notice of intent to return, on or before May 15, shall be deemed to be a voluntary resignation and waiver of the right to reemployment.
5. TEACHERS returning from a leave will assume an experience position on the teacher base salary schedule corresponding to their position at the time the leave commences.
6. If a TEACHER cannot satisfy the requirements of #1 of this leave provision, it is still possible for a TEACHER to initiate a request for leave. However, TEACHERS fully eligible will be given preference. Further, any TEACHER not fully eligible must produce evidence that the request is a unique opportunity for professional growth that is not likely to be available at the time the TEACHER is fully eligible.

ARTICLE VI - PROCEDURES FOR IDENTIFICATION, REFERRAL AND TREATMENT OF TEACHERS AFFLICTED WITH ALCOHOLISM, AND/OR A CHEMICAL DEPENDENCY

(Revised 2021)

TEACHERS who are afflicted by alcoholism and/or a chemical dependency are encouraged to seek rehabilitative assistance. If inpatient treatment is undertaken at a facility approved by the Division of Mental Health & Substance Abuse Services of the North Dakota Department of Human Services, available Sick Leave may be used for treatment as certified by the treatment program's medical director.

ARTICLE VII - BENEFITS

Section 1: Health Insurance *(Revised 2018)*

- A. Health insurance will be managed locally by a committee consisting of two TEACHERS, one classified staff member, one principal, and a district administrator. A BOARD member will be assigned to the committee and will serve in an advisory capacity. The Business Manager and Human Resources Director will also serve on the committee in an advisory capacity and shall be the facilitators for meetings and other business of the committee.
- B. The committee will be responsible for selecting the plan administrator and for developing the plan details. The committee will be given the authority to manage the resources of the plan. The Health Insurance Committee will meet at least two times per school year. Committee members will be responsible to report out to their constituents regarding the status of the plan.
- C. The DISTRICT will contribute 78% and the TEACHERS 22% of the health insurance plan costs. All

monies paid by current TEACHERS and retired plan members will be contributed to the plan's revenues.

- D. Any monies paid to the fund are the property of the plan, for plan enhancement, premium reduction, or wellness programs.
- E. The premiums will be defined by the Health Insurance Committee as per this agreement.
- F. If a financial shortfall is projected to occur and plan revenues are projected to not be adequate to pay plan expenses in any given fiscal year (July 1 through June 30), the Health Insurance Committee will recommend to cover the projected deficit through a 78% assessment to the DISTRICT and a 22% assessment to the TEACHERS as defined in C above.

Section 2: Life Insurance

The DISTRICT shall provide a term life insurance policy of \$15,000 for all TEACHERS employed half-time or more. For purposes of this section only, half-time TEACHERS are defined as those employed a minimum of fifteen (15) hours per week.

Section 3: Income Protection and Sick Leave *(Revised 2007)*

The DISTRICT provides an accumulative sick leave policy and an income protection insurance plan which provides long term disability benefits.

- A. TEACHERS of the DISTRICT who have been employed for six years in the DISTRICT will have sixty-five (65) days of sick leave per disability related to an accident, illness, or pregnancy. Any subsequent disability commencing after six months of normal employment will be considered a new disability. The DISTRICT provides compensation up to the first 65 consecutive working days of disability, after that time the income protection (long-term disability) insurance plan takes effect, when applied for by the TEACHER and approved by the insurer.

The cost of this income protection insurance plan is provided by the DISTRICT. Briefly, this protection provides two-thirds (2/3) of your basic salary when you are unable to work due to disability with the exception of the exclusions listed in the master policy. Subject to the approval of your application, benefits begin ninety (90) consecutive calendar days or at the end of your accrued sick leave, whichever is greater, after the first day of your disability. The money benefit is integrated with other income benefits as outlined in the master policy.

From and after the expiration of nine months from the date on which the income protection plan begins to provide compensation to an individual or upon the expiration of the current contract year, whichever is later, all other fringe benefits provided by the DISTRICT shall terminate.

Reemployment Clause

TEACHERS qualifying for long-term disability benefits will be assured of a position in the school system at the conclusion of the disability. This assurance will not continue for more than two full contract years after the disability begins. Reassignment to the same school, teaching area, or grade is not guaranteed.

Long-Term Disability Benefits

Life insurance and health insurance benefits will continue during the disability period but not to exceed 24 months from the time the disability begins. The DISTRICT will be responsible for the coverage at the level it was prior to the disability.

- B. Every TEACHER will receive twenty (20) days of Sick Leave upon commencement of initial employment in the DISTRICT. Accumulation of additional sick leave shall be as set forth in the Sick Leave Accumulation Chart below. Each year's accumulation will begin at the start of the contract year. TEACHERS with less than six (6) years experience are participants in the income protection plan; however, a period without coverage would exist in those instances where "65 days of sick leave" had not yet been achieved.

Sick Leave Accumulation Chart	
Previous Teaching Experience in the DISTRICT	Sick Leave Available
0 years	20 days
1 year	20 days less days used previous year(s)*
2 years	30 days less days used previous year(s)*
3 years	40 days less days used previous year(s)*
4 years	50 days less days used previous year(s)*
5 years	60 days less days used previous year(s)*
6 years	65 days sick leave disability protection

*Beginning balance of available sick leave will not be less than 10 days.

- C. If the reason for requesting sick leave is occasioned by pregnancy, the TEACHER may elect to utilize sick leave to the extent accumulated, for that portion of the leave the attending physician deems medically necessary. The intent to use sick leave shall be indicated in the application for this leave. Following the delivery, a statement shall be provided to the Superintendent of Schools or designee by the attending physician indicating the medical necessity for the sick leave portion and the length of time needed for recuperation. The TEACHER will also provide, at the time of the leave application, a statement from their physician indicating the expected date of delivery.

Section 4: Grand Forks Air Force Base Stipend *(Revised 2019)*

TEACHERS employed at Grand Forks Air Force Base school(s), who do not live on the Air Base, will be paid a stipend based on the following computation: Salary Schedule BA/BS Step 1 amount multiplied by 3.65%.

TEACHERS employed at the Air Base school(s) under athletic extracurricular contracts shall receive an additional stipend of \$10.00 per week for the length of said extracurricular contract.

The BOARD will reimburse TEACHERS up to \$100 for towing costs incurred while driving to and from the Air Base. The towing costs must be the result of road or weather-related incidents.

Section 5: Conversion Rights and Waiver of Premium

Health insurance coverage shall contain a provision for conversion rights and group life insurance shall contain provisions for waiver of premiums.

Section 6: Shared Teacher Travel Pay *(Revised 2019)*

TEACHERS who are assigned to more than one building per day will receive the shared teacher travel pay. The amount is \$3.00 per stop per day.

Section 7: Worker's Compensation *(Revised 2023)*

All employees are protected by Worker's Compensation against loss of income due to accidental injury in the performance of their official duties.

No employees shall receive the full Worker's Compensation benefit while receiving the full sick leave benefit from the DISTRICT. However, as long as the employee has sick leave benefits remaining, they will receive full pay. After the expiration of sick leave benefits and prior to the implementation of the long-term disability benefit, the only compensation received will be that which comes from Worker's Compensation.

An employee who is eligible for Worker's Compensation benefits may elect to:

1. Receive pay for accumulated sick leave, with a pay deduction made equal to the amount received

- from Worker's Compensation. Two-thirds (2/3) of the used sick leave will be reinstated.
2. Receive pay for accumulated sick leave, and endorse the Worker's Compensation checks to the DISTRICT. Two-thirds (2/3) of the used sick leave will be reinstated.
 3. Receive pay for personal days with no effect on sick leave or Worker's Compensation.
 4. Request a leave without pay (not to exceed one year) and receive Worker's Compensation benefits.

Section 8: Federal Family and Medical Leave Act (Public Law 103-3) *(Revised 2009)*

As per Federal Law, contracted employees will accrue up to a minimum of 12 weeks of family and medical leave. This leave will begin upon the completion of any applicable section of this agreement.

Section 9: Employee Social Security Numbers *(Revised 2015)*

The DISTRICT shall use no more than two digits of an employee's social security number for identification purposes on or for anything that may be viewed by non-essential personnel.

ARTICLE VIII - WORKDAY

Section 1: Length of Day

The total in-school workday shall consist of 8 hours.

Section 2: Duty Free Lunch

Each full-time TEACHER affected by this agreement shall be guaranteed a minimum of twenty-five (25) minutes each day without supervisory or classroom responsibility for the purpose of a "duty free lunch".

Section 3: Teacher Preparation Time *(Revised 2023)*

A. Elementary Teachers

Full-time elementary school TEACHERS shall be provided 300 minutes of preparation time per week within the student contact schedule. The goal is to provide preparation time in a 60-minute block per day, but no block will be less than 30 minutes. Additionally, the first 20 minutes of the workday are intended as preparation time for Elementary TEACHERS. If the TEACHERS must perform duties other than preparation during this time, TEACHERS will be compensated at an hourly rate of pay determined by computing the TEACHER'S current salary divided by 188 contract days divided by 8 hours.

B. Secondary Teachers *(Revised 2018)*

Full-time middle and senior high school TEACHERS shall be provided a minimum of one class period of preparation time per day within the student contact schedule.

C. Alternative High School

Full-time TEACHERS at the alternative high school shall be provided a minimum of 250 minutes of preparation time per week between the hours of 8:00 a.m. and 4:00 p.m.

D. Part-time Teachers

Less than full-time TEACHERS shall be provided preparation time within the student contact schedule, which is approximately proportionate to their assignment.

E. Additional Prep-time

The DISTRICT will schedule three (3) half-days of teacher preparation time, during the school year, at times mutually agreed upon by ASSOCIATION and ADMINISTRATION. These days may be in combination with staff development days or combined to give a full day of teacher preparation time. Additionally, the last day of the teacher contract will be reserved as a clerical day for TEACHERS.

Any early dismissal days must comply with North Dakota Department of Public Instruction regulations

so as to qualify for maximum state funding.

Section 4: Miscellaneous Compensation *(Revised 2023)*

A. Sixth Period of Classroom Instruction

If a sixth period of classroom instruction is assigned, a secondary TEACHER so assigned shall receive payment equal to 1/8 of their current salary, in addition to the contracted salary amount as determined from the applicable Salary Schedule. A TEACHER-initiated request for a sixth period of classroom instruction shall not qualify said TEACHER for additional compensation. For purposes of this section, a secondary TEACHER shall be defined as a TEACHER assigned to teach in a middle school or senior high school.

B. Combination Classroom

An elementary TEACHER assigned to teach a combination classroom will receive payment equal to 1/8 of their current salary, in addition to the contracted salary amount as determined from the applicable Salary Schedule.

C. Substitute Teaching

When a TEACHER substitutes for another TEACHER during their designated preparation time, the TEACHER will be compensated hourly using the following formula: (the TEACHER'S current salary) ÷ (188 contract days) ÷ (8-hour work day) = Hourly Pay.

D. Extended Contract

Certified TEACHERS who are contracted to work day(s) in excess of the established contract year shall be compensated by the following formula: (the TEACHER'S current salary) ÷ (188 contract days) ÷ (8-hour work day) = Hourly Pay.

Section 5: Safety *(Revised 2023)*

Teacher Safety in Data Collection Training, and Policy.

1. ASSOCIATION representative(s) will be included in the collection and review of data, current reports, and reporting practices.
2. ASSOCIATION representatives(s) will be included in the selection and implementation of safety training procedures, protocols, and policies.

ARTICLE IX - CONTRACT DAYS

(Revised 2023)

Contract days for each school year will consist of 188 days. Of those 188 days, the following 3 holidays will be paid holidays: Veteran's Day, New Year's Day, and Good Friday. In the event school is canceled for all students in the district due to Acts of God, TEACHERS will not be required to report to work. However, when the number of hours canceled exceeds those allowed under Section 15.1-06 of the North Dakota Century Code, all teachers will be required to make up, without additional compensation, the hours necessary to ensure a minimum of at least nine hundred sixty-two and one-half hours of instruction for elementary school students and one thousand fifty hours of instruction for middle and high school students. Unless required as a make-up day for foundation aid, the last day will be a clerical day.

ARTICLE X – RECOGNITION FOR TEACHING EXPERIENCE

TEACHERS new to the DISTRICT and those desiring a change in salary classification must file an official transcript of credits in the Office of the Superintendent of Schools.

(Revised 2023)

Credit for teaching experience prior to entering the DISTRICT shall not exceed fifteen (15) years on the

salary schedule (full years only will be considered). In special fields wherein qualified candidates are in demand, additional credit for actual PreK-16 teaching experience may be granted by special permission of the school board.

TEACHERS previously employed in the DISTRICT who are reemployed may be granted the same number of years of experience credit on the Salary Schedule as allowed the last year taught in this DISTRICT, and may be advanced to the next step of experience credit provided that the final year of teaching was a full school year (180 days minimum).

(Revised 2018)

The DISTRICT will recognize the year(s) of resident intern work with the DISTRICT as year(s) of experience when determining the placement of a new TEACHER on the Salary Schedule. This applies only to new TEACHERS who were resident interns in the 2002-03 school year and after. Resident intern experience in a different school district will not be counted as a year of experience.

ARTICLE XI - MISCELLANEOUS PROVISIONS

Section 1: Effect of Agreement

The Parties agree that the terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the Parties and that said terms and conditions may not be altered, changed, added to, deleted from, or modified without the mutual consent of the Parties in amendment, written and attached and made part of this Agreement.

Section 2: Saving Clause

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, said article, section, or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of the Agreement if not affected by the deleted article, section, or clause.

Section 3: Individual Contracts

Individual contracts shall not be inconsistent with the terms and conditions of this Agreement.

Section 4: Amendments

Amendments hereto may be made upon thirty (30) days written notice by the Party proposing such amendment, and upon agreement reached under the procedures set forth herein.

Section 5: Grievance

The grievance procedure shall be stated in Board Policy 4120 and shall not be changed without the mutual agreement of the ASSOCIATION and the BOARD.

ARTICLE XII - DURATION

(Revised 2018)

The provisions of each Article attached hereto, except as otherwise specifically provided, shall be effective as of July 1, 2023 to June 30, 2025 at which time it shall automatically renew itself unless written notification to the contrary is made by either Party at least sixty (60) days prior to the anniversary date of this AGREEMENT. If such notification occurs, this AGREEMENT shall be renegotiated. Changes may be made at any time by mutual consent.

All signatures on file.

RATIFICATION

IN WITNESS THEREOF, signatures of duly authorized representatives of the ASSOCIATION and the BOARD indicate that this AGREEMENT has been ratified by the Grand Forks Education Association and the Grand Forks School Board.

Grand Forks School Board
Dated _____

Grand Forks Education Association
Dated _____

Amber Flynn

Dawn Mord

Dave Berger

Melissa Buchhop

Jeff Manley

Kala Christensen

Joel Larson

Joseph Drumm

TEACHERS 2024 SALARY SCHEDULE

STEP	BA	BA+15	BA+30	BA + 45	MA/MS	MA+15	MA+30	MA+45	DR
1	\$ 46,977.00	\$ 48,117.00	\$ 49,257.00	\$ 50,396.00	\$ 51,822.00	\$ 52,962.00	\$ 54,102.00	\$ 55,242.00	\$ 56,842.00
2	\$ 47,774.00	\$ 48,914.00	\$ 50,054.00	\$ 51,194.00	\$ 52,621.00	\$ 53,760.00	\$ 54,900.00	\$ 56,040.00	\$ 57,640.00
3	\$ 48,574.00	\$ 49,713.00	\$ 50,853.00	\$ 51,993.00	\$ 53,418.00	\$ 54,558.00	\$ 55,697.00	\$ 56,837.00	\$ 58,437.00
4	\$ 49,372.00	\$ 50,512.00	\$ 51,652.00	\$ 52,791.00	\$ 54,216.00	\$ 55,356.00	\$ 56,496.00	\$ 57,636.00	\$ 59,236.00
5	\$ 50,169.00	\$ 51,309.00	\$ 52,449.00	\$ 53,589.00	\$ 55,014.00	\$ 56,154.00	\$ 57,294.00	\$ 58,434.00	\$ 60,034.00
6	\$ 50,967.00	\$ 52,107.00	\$ 53,247.00	\$ 54,387.00	\$ 55,812.00	\$ 56,951.00	\$ 58,091.00	\$ 59,231.00	\$ 60,831.00
7	\$ 51,765.00	\$ 52,906.00	\$ 54,045.00	\$ 55,185.00	\$ 56,609.00	\$ 57,750.00	\$ 58,890.00	\$ 60,029.00	\$ 61,629.00
8	\$ 52,562.00	\$ 53,702.00	\$ 54,843.00	\$ 55,982.00	\$ 57,407.00	\$ 58,548.00	\$ 59,689.00	\$ 60,829.00	\$ 62,429.00
9	\$ 53,360.00	\$ 54,500.00	\$ 55,640.00	\$ 56,781.00	\$ 58,206.00	\$ 59,345.00	\$ 60,485.00	\$ 61,626.00	\$ 63,226.00
10	\$ 54,159.00	\$ 55,298.00	\$ 56,438.00	\$ 57,578.00	\$ 59,004.00	\$ 60,144.00	\$ 61,283.00	\$ 62,423.00	\$ 64,023.00
11	\$ 54,957.00	\$ 56,098.00	\$ 57,237.00	\$ 58,377.00	\$ 59,802.00	\$ 60,942.00	\$ 62,082.00	\$ 63,222.00	\$ 64,822.00
12	\$ 55,755.00	\$ 56,895.00	\$ 58,035.00	\$ 59,175.00	\$ 60,600.00	\$ 61,739.00	\$ 62,879.00	\$ 64,019.00	\$ 65,619.00
13	\$ 56,553.00	\$ 57,693.00	\$ 58,833.00	\$ 59,973.00	\$ 61,398.00	\$ 62,537.00	\$ 63,677.00	\$ 64,817.00	\$ 66,417.00
14	\$ 57,352.00	\$ 58,491.00	\$ 59,631.00	\$ 60,771.00	\$ 62,196.00	\$ 63,336.00	\$ 64,476.00	\$ 65,615.00	\$ 67,215.00
15	\$ 58,946.00	\$ 60,086.00	\$ 61,227.00	\$ 62,367.00	\$ 63,790.00	\$ 64,930.00	\$ 66,072.00	\$ 67,212.00	\$ 68,812.00
16	\$ 60,542.00	\$ 61,682.00	\$ 62,821.00	\$ 63,961.00	\$ 65,388.00	\$ 66,528.00	\$ 67,668.00	\$ 68,808.00	\$ 70,408.00
17	\$ 62,139.00	\$ 63,279.00	\$ 64,419.00	\$ 65,559.00	\$ 66,984.00	\$ 68,123.00	\$ 69,263.00	\$ 70,403.00	\$ 72,003.00
18	\$ 63,735.00	\$ 64,875.00	\$ 66,015.00	\$ 67,154.00	\$ 68,579.00	\$ 69,719.00	\$ 70,859.00	\$ 71,999.00	\$ 73,599.00
19	\$ 65,330.00	\$ 66,471.00	\$ 68,181.00	\$ 69,321.00	\$ 71,316.00	\$ 72,455.00	\$ 73,596.00	\$ 74,736.00	\$ 76,336.00
20	\$ 66,926.00	\$ 68,066.00	\$ 69,777.00	\$ 70,917.00	\$ 72,911.00	\$ 74,051.00	\$ 75,192.00	\$ 76,332.00	\$ 77,932.00
21	\$ 68,523.00	\$ 69,662.00	\$ 71,372.00	\$ 72,512.00	\$ 74,508.00	\$ 75,648.00	\$ 76,787.00	\$ 77,927.00	\$ 79,527.00
22	\$ 70,119.00	\$ 71,259.00	\$ 72,968.00	\$ 74,108.00	\$ 76,103.00	\$ 77,243.00	\$ 78,383.00	\$ 79,523.00	\$ 81,123.00
23	\$ 71,714.00	\$ 72,855.00	\$ 74,565.00	\$ 75,705.00	\$ 77,699.00	\$ 78,839.00	\$ 79,978.00	\$ 81,119.00	\$ 82,719.00
24	\$ 73,310.00	\$ 74,450.00	\$ 76,161.00	\$ 77,301.00	\$ 79,295.00	\$ 80,435.00	\$ 81,576.00	\$ 82,716.00	\$ 84,316.00
25	\$ 75,444.00	\$ 76,584.00	\$ 78,294.00	\$ 79,434.00	\$ 81,428.00	\$ 82,569.00	\$ 83,709.00	\$ 84,848.00	\$ 86,448.00

TEACHERS 2025 SALARY SCHEDULE

STEP	BA	BA+15	BA+30	BA + 45	MA/MS	MA+15	MA+30	MA+45	DR
1	\$ 49,477.00	\$ 50,617.00	\$ 51,757.00	\$ 52,896.00	\$ 54,322.00	\$ 55,462.00	\$ 56,602.00	\$ 57,742.00	\$ 59,342.00
2	\$ 50,274.00	\$ 51,414.00	\$ 52,554.00	\$ 53,694.00	\$ 55,121.00	\$ 56,260.00	\$ 57,400.00	\$ 58,540.00	\$ 60,140.00
3	\$ 51,074.00	\$ 52,213.00	\$ 53,353.00	\$ 54,493.00	\$ 55,918.00	\$ 57,058.00	\$ 58,197.00	\$ 59,337.00	\$ 60,937.00
4	\$ 51,872.00	\$ 53,012.00	\$ 54,152.00	\$ 55,291.00	\$ 56,716.00	\$ 57,856.00	\$ 58,996.00	\$ 60,136.00	\$ 61,736.00
5	\$ 52,669.00	\$ 53,809.00	\$ 54,949.00	\$ 56,089.00	\$ 57,514.00	\$ 58,654.00	\$ 59,794.00	\$ 60,934.00	\$ 62,534.00
6	\$ 53,467.00	\$ 54,607.00	\$ 55,747.00	\$ 56,887.00	\$ 58,312.00	\$ 59,451.00	\$ 60,591.00	\$ 61,731.00	\$ 63,331.00
7	\$ 54,265.00	\$ 55,406.00	\$ 56,545.00	\$ 57,685.00	\$ 59,109.00	\$ 60,250.00	\$ 61,390.00	\$ 62,529.00	\$ 64,129.00
8	\$ 55,062.00	\$ 56,202.00	\$ 57,343.00	\$ 58,482.00	\$ 59,907.00	\$ 61,048.00	\$ 62,189.00	\$ 63,329.00	\$ 64,929.00
9	\$ 55,860.00	\$ 57,000.00	\$ 58,140.00	\$ 59,281.00	\$ 60,706.00	\$ 61,845.00	\$ 62,985.00	\$ 64,126.00	\$ 65,726.00
10	\$ 56,659.00	\$ 57,798.00	\$ 58,938.00	\$ 60,078.00	\$ 61,504.00	\$ 62,644.00	\$ 63,783.00	\$ 64,923.00	\$ 66,523.00
11	\$ 57,457.00	\$ 58,598.00	\$ 59,737.00	\$ 60,877.00	\$ 62,302.00	\$ 63,442.00	\$ 64,582.00	\$ 65,722.00	\$ 67,322.00
12	\$ 58,255.00	\$ 59,395.00	\$ 60,535.00	\$ 61,675.00	\$ 63,100.00	\$ 64,239.00	\$ 65,379.00	\$ 66,519.00	\$ 68,119.00
13	\$ 59,053.00	\$ 60,193.00	\$ 61,333.00	\$ 62,473.00	\$ 63,898.00	\$ 65,037.00	\$ 66,177.00	\$ 67,317.00	\$ 68,917.00
14	\$ 59,852.00	\$ 60,991.00	\$ 62,131.00	\$ 63,271.00	\$ 64,696.00	\$ 65,836.00	\$ 66,976.00	\$ 68,115.00	\$ 69,715.00
15	\$ 61,446.00	\$ 62,586.00	\$ 63,727.00	\$ 64,867.00	\$ 66,290.00	\$ 67,430.00	\$ 68,572.00	\$ 69,712.00	\$ 71,312.00
16	\$ 63,042.00	\$ 64,182.00	\$ 65,321.00	\$ 66,461.00	\$ 67,888.00	\$ 69,028.00	\$ 70,168.00	\$ 71,308.00	\$ 72,908.00
17	\$ 64,639.00	\$ 65,779.00	\$ 66,919.00	\$ 68,059.00	\$ 69,484.00	\$ 70,623.00	\$ 71,763.00	\$ 72,903.00	\$ 74,503.00
18	\$ 66,235.00	\$ 67,375.00	\$ 68,515.00	\$ 69,654.00	\$ 71,079.00	\$ 72,219.00	\$ 73,359.00	\$ 74,499.00	\$ 76,099.00
19	\$ 67,830.00	\$ 68,971.00	\$ 70,681.00	\$ 71,821.00	\$ 73,816.00	\$ 74,955.00	\$ 76,096.00	\$ 77,236.00	\$ 78,836.00
20	\$ 69,426.00	\$ 70,566.00	\$ 72,277.00	\$ 73,417.00	\$ 75,411.00	\$ 76,551.00	\$ 77,692.00	\$ 78,832.00	\$ 80,432.00
21	\$ 71,023.00	\$ 72,162.00	\$ 73,872.00	\$ 75,012.00	\$ 77,008.00	\$ 78,148.00	\$ 79,287.00	\$ 80,427.00	\$ 82,027.00
22	\$ 72,619.00	\$ 73,759.00	\$ 75,468.00	\$ 76,608.00	\$ 78,603.00	\$ 79,743.00	\$ 80,883.00	\$ 82,023.00	\$ 83,623.00
23	\$ 74,214.00	\$ 75,355.00	\$ 77,065.00	\$ 78,205.00	\$ 80,199.00	\$ 81,339.00	\$ 82,478.00	\$ 83,619.00	\$ 85,219.00
24	\$ 75,810.00	\$ 76,950.00	\$ 78,661.00	\$ 79,801.00	\$ 81,795.00	\$ 82,935.00	\$ 84,076.00	\$ 85,216.00	\$ 86,816.00
25	\$ 77,944.00	\$ 79,084.00	\$ 80,794.00	\$ 81,934.00	\$ 83,928.00	\$ 85,069.00	\$ 86,209.00	\$ 87,348.00	\$ 88,948.00

**EXTRACURRICULAR SALARY SCHEDULE
2023-2024**

Base Extracurricular = .0085 of BA/BS, Step 1 (\$46,977)

<u>POSITION</u>	<u>% BASE</u>	<u>WEEKS</u>	<u>WEEKLY BASE</u>	<u>SEASON TOTAL</u>
Senior High Head Coach/Director				
Dance Line	0.55	16	\$219.62	\$3,513.84
Debate	0.62	25	\$247.57	\$6,189.15
Drama Production 1	1.00	9	\$399.30	\$3,593.70
Drama Production 2	1.00	9	\$399.30	\$3,593.70
Drama Production 3	1.00	9	\$399.30	\$3,593.70
Drama Production 4	1.00	9	\$399.30	\$3,593.70
GAPP Coordinator	0.24	18	\$95.83	\$1,724.98
Instrumental Music	0.47	36	\$187.67	\$6,756.16
Musical Production	1.00	10	\$399.30	\$3,993.00
National Honors Society	0.17	32	\$67.88	\$2,172.19
Newspaper	0.37	40	\$147.74	\$5,909.64
Pep Band/Performance	0.28	20	\$111.80	\$2,236.08
Speech	0.62	25	\$247.57	\$6,189.15
Strings	0.37	36	\$147.74	\$5,318.68
Student Congress	0.62	6	\$247.57	\$1,485.40
Vocal Music	0.47	36	\$187.67	\$6,756.16
Yearbook	0.41	36	\$163.71	\$5,893.67
Senior High Assistant Coach/Advisor				
Dance Line	0.30	16	\$119.79	\$1,916.64
Debate	0.24	25	\$95.83	\$2,395.80
Drama Production 1	0.67	9	\$267.53	\$2,407.78
Drama Production 2	0.67	9	\$267.53	\$2,407.78
Drama Production 3	0.67	9	\$267.53	\$2,407.78
Drama Production 4	0.67	9	\$267.53	\$2,407.78
Instrumental Music	0.33	36	\$131.77	\$4,743.68
Musical-Orchestra	0.41	10	\$163.71	\$1,637.13
Musical-Technical	0.60	10	\$239.58	\$2,395.80
Musical-Vocal	0.65	10	\$259.55	\$2,595.45
Speech	0.24	25	\$95.83	\$2,395.80
Vocal Music	0.33	36	\$131.77	\$4,743.68
Middle School Coach/Director				
Debate	0.17	19	\$67.88	\$1,289.74
Drama Play 1	0.49	3	\$195.66	\$586.97
Drama Play 2	0.49	3	\$195.66	\$586.97
Drama Play 3	0.49	3	\$195.66	\$586.97
Instrumental Music	0.22	36	\$87.85	\$3,162.46
Instrumental Music - 6th Grade	0.11	36	\$43.92	\$1,346.00
Newspaper	0.10	36	\$39.93	\$1,260.72
Operetta Director	0.67	5	\$267.53	\$1,337.66
Operetta Music Assistant	0.43	5	\$171.70	\$858.50
Operetta Tech Assistant	0.19	5	\$75.87	\$379.34
Speech	0.17	18	\$67.88	\$1,221.86
Strings	0.21	36	\$83.85	\$3,018.71
Vocal Music	0.14	36	\$55.90	\$2,012.47
Vocal Music - 6th Grade		36	\$0.00	\$728.00 *
Yearbook	0.11	36	\$43.92	\$1,581.23
Elementary Coach/Director				
Instrumental Music - 5th grade	0.11	36	\$43.92	\$1,581.23

**EXTRACURRICULAR SALARY SCHEDULE
2023-2024**

Strings	0.21	36	\$83.85	\$3,018.71	
Vocal Production	0.30	4	\$119.79	\$479.16	**
Vocal Music	0.14	36	\$55.90	\$2,012.47	**
Senior High Head Coach			\$0.00		
Boys' Baseball	1.00	11	\$399.30	\$4,392.30	
Boys' Basketball	1.00	18	\$399.30	\$7,187.40	
Boys' Golf	0.90	9	\$359.37	\$3,234.33	
Boys' Hockey	1.00	16	\$399.30	\$6,388.80	
Boys' Soccer	1.00	12	\$399.30	\$4,791.60	
Boys' Swimming	0.90	14	\$359.37	\$5,031.18	
Boys' Tennis	0.90	10	\$359.37	\$3,593.70	
Boys' Track	1.00	13	\$399.30	\$5,190.90	
Boys' Wrestling	1.00	15	\$399.30	\$5,989.50	
Cheerleading Advisor	0.40	33	\$159.72	\$5,270.76	
Cross Country	1.00	12	\$399.30	\$4,791.60	
Esports	0.62	8	\$247.57	\$1,980.53	
Football	1.00	14	\$399.30	\$5,590.20	
Girls' Basketball	1.00	18	\$399.30	\$7,187.40	
Girls' Golf	0.90	9	\$359.37	\$3,234.33	
Girls' Gymnastics	0.90	16	\$359.37	\$5,749.92	
Girls' Hockey	1.00	16	\$399.30	\$6,388.80	
Girls' Soccer	1.00	10	\$399.30	\$3,993.00	
Girls' Softball	1.00	11	\$399.30	\$4,392.30	
Girls' Swimming	0.90	14	\$359.37	\$5,031.18	
Girls' Tennis	0.90	9	\$359.37	\$3,234.33	
Girls' Track	1.00	13	\$399.30	\$5,190.90	
Girls' Volleyball	1.00	15	\$399.30	\$5,989.50	
Girls' Wrestling	1.00	15	\$399.30	\$5,989.50	
Strength Coach	0.90	35	\$359.37	\$12,577.95	
Senior High Assistant Coach					
Boys' Baseball	0.80	11	\$319.44	\$3,513.84	
Boys' Basketball	0.80	18	\$319.44	\$5,749.92	
Boys' Basketball - 9th	0.80	14	\$319.44	\$4,472.16	
Boys' Golf	0.71	9	\$283.50	\$2,551.53	
Boys' Hockey	0.80	16	\$319.44	\$5,111.04	
Boys' Soccer	0.80	12	\$319.44	\$3,833.28	
Boys' Swimming	0.71	14	\$283.50	\$3,969.04	
Boys' Tennis	0.71	10	\$283.50	\$2,835.03	
Boys' Track	0.80	13	\$319.44	\$4,152.72	
Boys' Track - 9th	0.80	13	\$319.44	\$4,152.72	
Boys' Wrestling	0.80	15	\$319.44	\$4,791.60	
Cheerleading Advisor	0.25	33	\$99.83	\$3,294.23	
Cross Country	0.80	12	\$319.44	\$3,833.28	
Football	0.80	14	\$319.44	\$4,472.16	
Football - 9th	0.80	10	\$319.44	\$3,194.40	
Girls' Basketball	0.80	18	\$319.44	\$5,749.92	
Girls' Basketball - 9th	0.80	14	\$319.44	\$4,472.16	
Girls' Golf	0.71	9	\$283.50	\$2,551.53	
Girls' Gymnastics	0.71	16	\$283.50	\$4,536.05	
Girls' Hockey	0.80	16	\$319.44	\$5,111.04	
Girls' Soccer	0.80	10	\$319.44	\$3,194.40	
Girls' Softball	0.80	11	\$319.44	\$3,513.84	
Girls' Swimming	0.71	14	\$283.50	\$3,969.04	
Girls' Tennis	0.71	10	\$283.50	\$2,835.03	

**EXTRACURRICULAR SALARY SCHEDULE
2023-2024**

Girls' Track	0.80	13	\$319.44	\$4,152.72
Girls' Track - 9th	0.80	13	\$319.44	\$4,152.72
Girls' Volleyball	0.80	15	\$319.44	\$4,791.60
Girls' Volleyball - 9th	0.80	13	\$319.44	\$4,152.72
Girls' Wrestling	0.80	15	\$319.44	\$4,791.60

Middle School Head Coach

Boys' Basketball - 7th	0.60	9	\$239.58	\$2,156.22
Boys' Basketball - 8th	0.60	9	\$239.58	\$2,156.22
Boys' Soccer	0.60	7	\$239.58	\$1,677.06
Boys' Track - 7th	0.60	8	\$239.58	\$1,916.64
Boys' Track - 8th	0.60	8	\$239.58	\$1,916.64
Cross Country - 8th	0.60	8	\$239.58	\$1,916.64
Football - 7th	0.60	8	\$239.58	\$1,916.64
Football - 8th	0.60	8	\$239.58	\$1,916.64
Girls' Basketball - 7th	0.60	9	\$239.58	\$2,156.22
Girls' Basketball - 8th	0.60	9	\$239.58	\$2,156.22
Girls' Soccer	0.60	7	\$239.58	\$1,677.06
Girls' Softball	0.60	8	\$239.58	\$1,916.64
Girls' Track - 7th	0.60	8	\$239.58	\$1,916.64
Girls' Track - 8th	0.60	8	\$239.58	\$1,916.64
Girls' Volleyball - 7th	0.60	8	\$239.58	\$1,916.64
Girls' Volleyball - 8th	0.60	8	\$239.58	\$1,916.64
Wrestling	0.60	8	\$239.58	\$1,916.64

Middle School Assistant Coach

Boys' Basketball - 7th	0.50	9	\$199.65	\$1,796.85
Boys' Basketball - 8th	0.50	9	\$199.65	\$1,796.85
Boys' Soccer	0.50	7	\$199.65	\$1,397.55
Football - 7th	0.50	8	\$199.65	\$1,597.20
Football - 8th	0.50	8	\$199.65	\$1,597.20
Girls' Basketball - 7th	0.50	9	\$199.65	\$1,796.85
Girls' Basketball - 8th	0.50	9	\$199.65	\$1,796.85
Girls' Soccer	0.50	7	\$199.65	\$1,397.55
Girls' Softball	0.50	8	\$199.65	\$1,597.20
Girls' Volleyball - 7th	0.50	8	\$199.65	\$1,597.20
Girls' Volleyball - 8th	0.50	8	\$199.65	\$1,597.20
Wrestling	0.50	8	\$199.65	\$1,597.20

Elementary Intramurals

Season One	0.14	Varied	\$55.90
Season Two	0.14	Varied	\$55.90
Season Three	0.14	Varied	\$55.90
Season Four	0.14	Varied	\$55.90
Season Five	0.14	Varied	\$55.90

* Set payment determined when 6th grade moved to Middle School

**Used to calculate maximum payment for CODA program

**EXTRACURRICULAR SALARY SCHEDULE
2024-2025**

Appendix A-4

Base Extracurricular = .0085 of BA/BS, Step 1 (\$49,477)

<u>POSITION</u>	<u>% BASE</u>	<u>WEEKS</u>	<u>WEEKLY BASE</u>	<u>SEASON TOTAL</u>
Senior High Head Coach/Director				
Dance Line	0.55	16	\$231.30	\$3,700.84
Debate	0.62	25	\$260.74	\$6,518.53
Drama Production 1	1.00	9	\$420.55	\$3,784.95
Drama Production 2	1.00	9	\$420.55	\$3,784.95
Drama Production 3	1.00	9	\$420.55	\$3,784.95
Drama Production 4	1.00	9	\$420.55	\$3,784.95
GAAP Coordinator	0.24	18	\$100.93	\$1,816.78
Instrumental Music	0.47	36	\$197.66	\$7,115.71
Musical Production	1.00	10	\$420.55	\$4,205.50
National Honor Society	0.17	32	\$71.49	\$2,287.79
Newspaper	0.37	40	\$155.60	\$6,224.14
Pep Band/Performance	0.28	20	\$117.75	\$2,355.08
Speech	0.62	25	\$260.74	\$6,518.53
Strings	0.37	36	\$155.60	\$5,601.73
Student Congress	0.62	6	\$260.74	\$1,564.45
Vocal Music	0.47	36	\$197.66	\$7,115.71
Yearbook	0.41	36	\$172.43	\$6,207.32
Senior High Assistant Coach/Advisor				
Dance Line	0.30	16	\$126.17	\$2,018.64
Debate	0.24	25	\$100.93	\$2,523.30
Drama Production 1	0.67	9	\$281.77	\$2,535.92
Drama Production 2	0.67	9	\$281.77	\$2,535.92
Drama Production 3	0.67	9	\$281.77	\$2,535.92
Drama Production 4	0.67	9	\$281.77	\$2,535.92
Instrumental Music	0.33	36	\$138.78	\$4,996.13
Musical-Orchestra	0.41	10	\$172.43	\$1,724.26
Musical-Technical	0.60	10	\$252.33	\$2,523.30
Musical-Vocal	0.65	10	\$273.36	\$2,733.58
Speech	0.24	25	\$100.93	\$2,523.30
Vocal Music	0.33	36	\$138.78	\$4,996.13
Middle School Coach/Director				
Debate	0.17	19	\$71.49	\$1,358.38
Drama Play 1	0.49	3	\$206.07	\$618.21
Drama Play 2	0.49	3	\$206.07	\$618.21
Drama Play 3	0.49	3	\$206.07	\$618.21
Instrumental Music	0.22	36	\$92.52	\$3,330.76
Instrumental Music - 6th Grade	0.11	36	\$46.26	\$1,346.00
Newspaper	0.10	36	\$42.06	\$1,260.72
Operetta Director	0.67	5	\$281.77	\$1,408.84
Operetta Music Assistant	0.43	5	\$180.84	\$904.18
Operetta Tech Assistant	0.19	5	\$79.90	\$399.52
Speech	0.17	18	\$71.49	\$1,286.88
Strings	0.21	36	\$88.32	\$3,179.36
Vocal Music	0.14	36	\$58.88	\$2,119.57
Vocal Music - 6th Grade		36	\$0.00	\$728.00 *
Yearbook	0.11	36	\$46.26	\$1,665.38
Elementary Coach/Director				
Instrumental Music - 5th grade	0.11	36	\$46.26	\$1,665.38
Strings	0.21	36	\$88.32	\$3,179.36
Vocal Production	0.30	4	\$126.17	\$504.66 **
Vocal Music	0.14	36	\$58.88	\$2,119.57 **

**EXTRACURRICULAR SALARY SCHEDULE
2024-2025**

* Set payment determined when 6th grade moved to Middle School

**Used to calculate maximum payment for CODA program

Senior High Head Coach

Boys' Baseball	1.00	11	\$420.55	\$4,626.05
Boys' Basketball	1.00	18	\$420.55	\$7,569.90
Boys' Golf	0.90	9	\$378.50	\$3,406.46
Boys' Hockey	1.00	16	\$420.55	\$6,728.80
Boys' Soccer	1.00	12	\$420.55	\$5,046.60
Boys' Swimming	0.90	14	\$378.50	\$5,298.93
Boys' Tennis	0.90	10	\$378.50	\$3,784.95
Boys' Track	1.00	13	\$420.55	\$5,467.15
Boys' Wrestling	1.00	15	\$420.55	\$6,308.25
Cheerleading Advisor	0.40	33	\$168.22	\$5,551.26
Cross Country	1.00	12	\$420.55	\$5,046.60
Esports	0.62	8	\$260.74	\$2,085.93
Football	1.00	14	\$420.55	\$5,887.70
Girls' Basketball	1.00	18	\$420.55	\$7,569.90
Girls' Golf	0.90	9	\$378.50	\$3,406.46
Girls' Gymnastics	0.90	16	\$378.50	\$6,055.92
Girls' Hockey	1.00	16	\$420.55	\$6,728.80
Girls' Soccer	1.00	10	\$420.55	\$4,205.50
Girls' Softball	1.00	11	\$420.55	\$4,626.05
Girls' Swimming	0.90	14	\$378.50	\$5,298.93
Girls' Tennis	0.90	9	\$378.50	\$3,406.46
Girls' Track	1.00	13	\$420.55	\$5,467.15
Girls' Volleyball	1.00	15	\$420.55	\$6,308.25
Girls' Wrestling	1.00	15	\$420.55	\$6,308.25
Strength Coach	0.90	35	\$378.50	\$13,247.33

Senior High Assistant Coach

Boys' Baseball	0.80	11	\$336.44	\$3,700.84
Boys' Basketball	0.80	18	\$336.44	\$6,055.92
Boys' Basketball - 9th	0.80	14	\$336.44	\$4,710.16
Boys' Golf	0.71	9	\$298.59	\$2,687.31
Boys' Hockey	0.80	16	\$336.44	\$5,383.04
Boys' Soccer	0.80	12	\$336.44	\$4,037.28
Boys' Swimming	0.71	14	\$298.59	\$4,180.27
Boys' Tennis	0.71	10	\$298.59	\$2,985.91
Boys' Track	0.80	13	\$336.44	\$4,373.72
Boys' Track - 9th	0.80	13	\$336.44	\$4,373.72
Boys' Wrestling	0.80	15	\$336.44	\$5,046.60
Cheerleading Advisor	0.25	33	\$105.14	\$3,469.54
Cross Country	0.80	12	\$336.44	\$4,037.28
Football	0.80	14	\$336.44	\$4,710.16
Football - 9th	0.80	10	\$336.44	\$3,364.40
Girls' Basketball	0.80	18	\$336.44	\$6,055.92
Girls' Basketball - 9th	0.80	14	\$336.44	\$4,710.16
Girls' Golf	0.71	9	\$298.59	\$2,687.31
Girls' Gymnastics	0.71	16	\$298.59	\$4,777.45
Girls' Hockey	0.80	16	\$336.44	\$5,383.04
Girls' Soccer	0.80	10	\$336.44	\$3,364.40
Girls' Softball	0.80	11	\$336.44	\$3,700.84
Girls' Swimming	0.71	14	\$298.59	\$4,180.27
Girls' Tennis	0.71	10	\$298.59	\$2,985.91
Girls' Track	0.80	13	\$336.44	\$4,373.72

**EXTRACURRICULAR SALARY SCHEDULE
2024-2025**

Appendix A-4

Girls' Track - 9th	0.80	13	\$336.44	\$4,373.72
Girls' Volleyball	0.80	15	\$336.44	\$5,046.60
Girls' Volleyball - 9th	0.80	13	\$336.44	\$4,373.72
Girls' Wrestling	0.80	15	\$336.44	\$5,046.60

Middle School Head Coach

Boys' Basketball - 7th	0.60	9	\$252.33	\$2,270.97
Boys' Basketball - 8th	0.60	9	\$252.33	\$2,270.97
Boys' Soccer	0.60	7	\$252.33	\$1,766.31
Boys' Track - 7th	0.60	8	\$252.33	\$2,018.64
Boys' Track - 8th	0.60	8	\$252.33	\$2,018.64
Cross Country - 8th	0.60	8	\$252.33	\$2,018.64
Football - 7th	0.60	8	\$252.33	\$2,018.64
Football - 8th	0.60	8	\$252.33	\$2,018.64
Girls' Basketball - 7th	0.60	9	\$252.33	\$2,270.97
Girls' Basketball - 8th	0.60	9	\$252.33	\$2,270.97
Girls' Soccer	0.60	7	\$252.33	\$1,766.31
Girls' Softball	0.60	8	\$252.33	\$2,018.64
Girls' Track - 7th	0.60	8	\$252.33	\$2,018.64
Girls' Track - 8th	0.60	8	\$252.33	\$2,018.64
Girls' Volleyball - 7th	0.60	8	\$252.33	\$2,018.64
Girls' Volleyball - 8th	0.60	8	\$252.33	\$2,018.64
Wrestling	0.60	8	\$252.33	\$2,018.64

Middle School Assistant Coach

Boys' Basketball - 7th	0.50	9	\$210.28	\$1,892.48
Boys' Basketball - 8th	0.50	9	\$210.28	\$1,892.48
Boys' Soccer	0.50	7	\$210.28	\$1,471.93
Football - 7th	0.50	8	\$210.28	\$1,682.20
Football - 8th	0.50	8	\$210.28	\$1,682.20
Girls' Basketball - 7th	0.50	9	\$210.28	\$1,892.48
Girls' Basketball - 8th	0.50	9	\$210.28	\$1,892.48
Girls' Soccer	0.50	7	\$210.28	\$1,471.93
Girls' Softball	0.50	8	\$210.28	\$1,682.20
Girls' Volleyball - 7th	0.50	8	\$210.28	\$1,682.20
Girls' Volleyball - 8th	0.50	8	\$210.28	\$1,682.20
Wrestling	0.50	8	\$210.28	\$1,682.20

Elementary Intramurals

Season One	0.14	Varied	\$58.88	
Season Two	0.14	Varied	\$58.88	
Season Three	0.14	Varied	\$58.88	
Season Four	0.14	Varied	\$58.88	
Season Five	0.14	Varied	\$58.88	

* Set payment determined when 6th grade moved to Middle School

**Used to calculate maximum payment for CODA program



March 21, 2023

GFEA Proposes the following changes to Compensation/Salary

All salary proposals are made with the assumption that steps for experience and lane changes for credits earned will be honored.

- 1) In the 2023-2024 school year, the district will contribute 11.75% of the member contributions to TFFR on the member's behalf. If such a time occurs that TFFR becomes fully funded or solvent, and the teacher's portion of TFFR reverts to 7.75%, the district shall reinvest the 4% contribution to the salary schedule by increasing each cell by 4%.
- 2) Starting in the 2023-2024 school year, a career increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. This increment will be equal to 2% of the base for each year a teacher stays in the district beyond the 25th step of the salary schedule. So in the first year succeeding their 25th step of the Salary Schedule, the TEACHER would receive an amount equal to 2% of the base plus the current amount on step 25 of the lane to which they belong. In the second year succeeding the 25th step of the Salary Schedule the TEACHER would receive an amount equal to 4% of the base for being 2 years beyond the 25th step plus the current amount on step 25 of the lane to which they belong.
- 3) In the 2024-2025 school year, \$3440, an amount equal to 8.0% of the base salary (Step 1, BA Lane) of the 2023-2024 salary schedule, will be added to each cell.

The following language would be added:

Section 1: Basic Salary - Regular School Year

The basic salaries of TEACHERS covered by this Agreement are set forth in Appendices A-1 and A-2 as attached and incorporated in this Agreement. Appendix A-1 shall be the

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A Career Increment in the amount of 2% of the base for each year of experience beyond the 25th step in the salary schedule will be added to a TEACHER'S annual salary. (So in the first year succeeding their 25th step of the Salary Schedule, the TEACHER would receive an amount equal to 2% of the base plus the current amount on step 25 of the lane to which they belong. In the second year succeeding the 25th step of the Salary Schedule the TEACHER would receive an amount equal to 4% of the base for being 2 years beyond the 25th step plus the current amount on step 25 of the lane to which they belong.)

Rationale:

Over the past two years, the Grand Forks Public Schools' Salary Schedule increased by just 1.25 percent. During this same two-year time period we have seen record-high inflationary rates and an increase of 14.6% in the Cost of Living. When the current salary schedule is adjusted for inflation, our educators have essentially experienced a net loss of purchasing power in excess of 13% over the past two years. Having to adjust to this drop in purchasing power has been a massive hit to the living standards of the educators who work, support families, and live in our community. Changing TFFR (Teachers' Fund for Retirement) to full Model 2 in the first year of the new agreement is the most equitable and economical first step the District can make to commit to our educators being able to reclaim the standard of living they possessed two years ago.

For Grand Forks Public Schools to become an employer of choice in the state, and region, a commitment to improving compensation must be made. As the District is compared to other school districts by current and future educators, this District is going to continue to find it challenging to recruit and retain highly qualified educators with the current salary schedule. The starting salary in Grand Forks has fallen to 53rd in the state, behind all large school districts and the majority of smaller school districts in our region. Raising the base salary to \$46,417 in the second year of the new agreement will give Grand Forks a more competitive edge in recruiting and retaining educators in our schools and community.

- increasing each cell by 4%.
- 2) Starting in the 2023-2024 school year, a career increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. This increment will be equal to 2% of the base for each year a teacher stays in the district beyond the 25th step of the salary schedule. So in the first year succeeding their 25th step of the Salary Schedule, the TEACHER would receive an amount equal to 2% of the base plus the current amount on step 25 of the lane to which they belong. In the second year succeeding the 25th step of the Salary Schedule the TEACHER would receive an amount equal to 4% of the base for being 2 years beyond the 25th step plus the current amount on step 25 of the lane to which they belong.
 - 3) In the 2024-2025 school year, \$3440, an amount equal to 8.0% of the base salary (Step 1, BA Lane) of the 2023-2024 salary schedule, will be added to each cell.

The following language would be added:

Section 1: Basic Salary - Regular School Year

The basic salaries of TEACHERS covered by this Agreement are set forth in Appendices A-1 and A-2 as attached and incorporated in this Agreement. Appendix A-1 shall be the Salary Schedule in effect during the 2023-2024 contract year and Appendix A-2 shall be the Salary Schedule in effect during the 2024-2025 contract year.

The district will contribute 11.75% of the member's contribution to TFFR on the member's behalf. If such a time occurs that TFFR becomes fully funded or solvent, and the teacher's portion of TFFR reverts to 7.75%, the district shall reinvest the 4% difference from contributions to the salary schedule by increasing each cell by 4%.

A Career Increment in the amount of 2% of the base for each year of experience beyond the 25th step in the salary schedule will be added to a TEACHER'S annual salary. (So in the first year succeeding their 25th step of the Salary Schedule, the TEACHER would receive an amount equal to 2% of the base plus the current amount on step 25 of the lane to which they belong. In the second year succeeding the 25th step of the Salary Schedule the TEACHER would receive an amount equal to 4% of the base for being 2 years beyond the 25th step plus the current amount on step 25 of the lane to which they belong.)

March 21, 2023

Board Team Response: Tabled.

March 28, 2023

Board Team Response: Postponed.

April 17, 2023

Board Team Response: Rejected with Counteroffer:

Scenario A:

In both 2023-2024 and 2024-20225 school, the district will increase salary compensation according to the table below based on the current salary schedule:

<u>Teacher Group by Experience</u>	<u>Percentage Increase</u>
<u>Teachers within steps 1-3 (FY2022-23)</u>	<u>5%</u>
<u>Teachers within steps 4-10 (FY2022-23)</u>	<u>4.25%</u>
<u>Teachers within steps 11-20 (FY2022-23)</u>	<u>3.75%</u>



April 27, 2023

GFEA Rejects the Boards counteroffer to Compensation/Salary

GFEA's Counter Offer: GFEA Proposes the following changes to Compensation/Salary

All salary proposals are made assuming that steps for experience and lane changes for credits earned will be honored.

- 1) In the 2023-2024 school year, the district will add 10% to each cell and advance teachers' steps for their experience and lane changes for credits earned.
- 2) In the 2024-2025 school year, the district will add 12% to each cell and advance teachers' steps for their experience and lane changes for credits earned.
- 3) Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be as follows:
 - a. 26-30 years: \$1,500
 - b. 31-35 years: \$3,000
 - c. 36-40 years: \$5,000
 - d. Steps 41+ years: \$7,500

The following language would be added:

Section 1: Basic Salary - Regular School Year

The basic salaries of TEACHERS covered by this Agreement are set forth in Appendices A-1 and A-2 as attached and incorporated in this Agreement. Appendix A-1 shall be the Salary Schedule in effect during the 2023-2024 contract year and Appendix A-2 shall be the Salary Schedule in effect during the 2024-2025 contract year.

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Rationale:

The Strategic Plan states, "Grand Forks Public Schools will strive to attract and retain the highest qualified employees at all levels of the organization." The first goal is to "create a culture and work environment that makes the District an employer of choice." The first Strategy listed to reach this goal is "Develop and sustain regionally, competitive compensation, and benefits packages." Additionally, the Guiding Change Document lists in The Results "The WHAT" column to "Provide an overall compensation & benefits package to attract and retain highly qualified staff."

For Grand Forks Public Schools to become an employer of choice in the state and region, a commitment to improving compensation must be made. The above proposal is a challenging ask for GFEA to make, as we understand the financial challenge of this proposal. However, in light of the data and financial information GFEA has researched and shared with the board regarding the last five fiscal years, GFPS is not moving toward a position of competitive compensation or holding to its strategic plan. In fact, GFPS has moved backward in competitive salaries since adopting its strategic plan, increasing salaries by only 2.75% while COLA increased by 15.9%.

GFEA is introducing the idea of the Career Increment because the Board eliminated the early retirement benefit hoping more of our most experienced, highly trained, and qualified teachers would remain in the District. Adding the career increment to the salary schedule will encourage these teachers to stay in the District until retirement.

We also need to realize that other districts are negotiating and will likely use the legislative increase proportionality when raising their salaries. If we want to move to a place of competitive compensation, we must make a significant impact this year. Using only the "new" monies from the state will keep us at the status quo, which is not competitive.

Teachers within steps 21+ (FY2022-23) 2%

Further, the district will provide an increase in employer contribution to TFFR over 6 years. The schedule for this is shown below:

<i>Fiscal Year</i>	<i>Employer Contribution</i>	<i>Employee Contribution</i>
<i>FY2023-2024</i>	<i>14.75%</i>	<i>9.75%</i>
<i>FY2024-2025</i>	<i>16.75%</i>	<i>7.75%</i>
<i>FY2025-2026</i>	<i>18.75%</i>	<i>5.75%</i>
<i>FY2026-2027</i>	<i>20.75%</i>	<i>3.75%</i>
<i>FY2027-2028</i>	<i>22.75%</i>	<i>1.75%</i>
<i>FY2028-2029</i>	<i>24.50%</i>	<i>0%</i>

April 17, 2023

Association Team Response: Rejected - will provide a counterproposal.

April 27, 2023

Association Team Response: Counter proposed the following:

All salary proposals are made assuming that steps for experience and lane changes for credits earned will be honored.

- 1) In the 2023-2024 school year, the district will add 10% to each cell and advance teachers' steps for their experience and lane changes for credits earned.*
- 2) In the 2024-2025 school year, the district will add 12% to each cell and advance teachers' steps for their experience and lane changes for credits earned.*
- 3) Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule...*

Specific language that would be added to the Agreement regarding the Career Increment is:

After completing Step 25, the teacher shall receive a Career Increment as follows:

Steps 26-30 (1-5 beyond Step 25): \$1,500 annually

Steps 31-35 (6-10 beyond Step 25): \$3,000 annually

Steps 36-40 (11-15 beyond Step 25): \$5,000 annually

Steps 41+ (16+ beyond Step 25): \$7,500 annually

May 1, 2023

Board Team Response: Rejected and postponed counteroffer.

May 4, 2023

Board Team Response: Rejected and counter-offered the following:

A 5% increase on the base salary plus steps for 2023-2024 and a \$2,500 bonus for each individual plus steps in 2024-2025.

May 4, 2023

Association Team Response: Rejected and counter-proposed the following:

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May 1, 2023

GFEA Rejects the Boards counteroffer to Compensation/Salary

GFEA's Counter Offer: GFEA Proposes the following changes to Compensation/Salary

All salary proposals are made assuming that steps for experience and lane changes for credits earned will be honored.

- 1) In the 2023-2024 school year, the district will add 9% to each cell and advance teachers' steps for their experience and lane changes for credits earned. (The base salary in 2023-2024 would be ~~\$47,277.~~) *Same as Bd schedule*
- 2) In the 2024-2025 school year, the district will add 3% to each cell and advance teachers' steps for their experience and lane changes for credits earned. (The base salary in 2024-2025 would be ~~\$52,007.~~) *Same as Bd schedule*
- 3) Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be as follows:
 - a. 26-30 years: \$1,000
 - b. 31-35 years: \$2,000
 - c. 36-40 years: \$3,000
 - d. Steps 41+ years: \$4,000

The following language would be added:

Section 1: Basic Salary - Regular School Year

The basic salaries of TEACHERS covered by this Agreement are set forth in Appendices A-1 and A-2 as attached and incorporated in this Agreement. Appendix A-1 shall be the Salary Schedule in effect during the 2023-2024 contract year and Appendix A-2 shall be the Salary Schedule in effect during the 2024-2025 contract year.

10)

teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be as follows:

- a. 26-30 years: \$1,500
- b. 31-35 years: \$3,000
- c. 36-40 years: \$5,000
- d. Steps 41+ years: \$7,500

The following language would be added:

Section 1: Basic Salary - Regular School Year

The basic salaries of TEACHERS covered by this Agreement are set forth in Appendices A-1 and A-2 as attached and incorporated in this Agreement. Appendix A-1 shall be the Salary Schedule in effect during the 2023-2024 contract year and Appendix A-2 shall be the Salary Schedule in effect during the 2024-2025 contract year.

After completing Step 25, the teacher shall receive a Career Increment as follows:

Steps 26-30 (1-5 beyond Step 25): \$1,500 annually

Steps 31-35 (6-10 beyond Step 25): \$3,000 annually

Steps 36-40 (11-15 beyond Step 25): \$5000 annually

Steps 41+ (16+ beyond Step 25): \$7,500 annually

May 4, 2023

Board Team Response: Rejected and counter-offered the following:

- 1) In the 2023-2024 school year, the district will add 9% to the base salary and advance teachers' steps to their experience and lane changes for credits earned. (The base salary would be \$46,844.93). Schedule below.
- 2) In the 2024-2025 school year, the district will add 3% to the base salary and advance teachers' steps for their experience and lane changes for credits earned. (The base salary in 2024-2025 would be \$48,250.28). Schedule below.
- 3) Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be \$1,500.

May 4, 2023

Association Team Response: Rejected and counter-offered the following:

All salary proposals are made assuming that steps for experience and lane changes for credits earned will be honored.

- 1) In the 2023-2024 school year, the district will add 9 % to each cell and advance teachers' steps for their experience and lane changes for credits earned. (The base salary in 2023-2024 would be \$47,277.) *\$47,277 was later corrected to match the Board Team's counteroffer of \$46,844.93.
- 2) In the 2024-2025 school year, the district will add 3 % to each cell and advance teachers' steps for their experience and lane changes for credits earned. (The base salary in 2024-2025 would be \$52,007.) *\$52,007 was later corrected to match the Board Team's counteroffer of \$48,250.28.

5-4-2023

- 1) In the 2023-24 school year, the district will add 9% to the base salary and advance teachers' steps to their experience and lane changes for credits earned. (The base salary would be \$46,844.93). Schedule below.
- 2) In the 2024-2025 school year, the district will add 3% to the base salary and advance teachers' steps for their experience and lane changes for credits earned. (The base salary in 2024-2025 would be \$48,250.28). Schedule below.
- 3) Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be \$1,500.

2024	BA	BA+15	BA+30	BA + 45	MA/MS	MA+15	MA+30	MA+45
1	\$46,844.93	\$48,087.53	\$49,330.13	\$50,571.64	\$52,125.98	\$53,368.58	\$54,611.18	\$55,853.78
2	\$47,713.66	\$48,956.26	\$50,198.86	\$51,441.46	\$52,996.89	\$54,238.40	\$55,481.00	\$56,723.60
3	\$48,585.66	\$49,827.17	\$51,069.77	\$52,312.37	\$53,865.62	\$55,108.22	\$56,349.73	\$57,592.33
4	\$49,455.48	\$50,698.08	\$51,940.68	\$53,182.19	\$54,735.44	\$55,978.04	\$57,220.64	\$58,463.24
5	\$50,324.21	\$51,566.81	\$52,809.41	\$54,052.01	\$55,605.26	\$56,847.86	\$58,090.46	\$59,333.06
6	\$51,194.03	\$52,436.63	\$53,679.23	\$54,921.83	\$56,475.08	\$57,716.59	\$58,959.19	\$60,201.79
7	\$52,063.85	\$53,307.54	\$54,549.05	\$55,791.65	\$57,343.81	\$58,587.50	\$59,830.10	\$61,071.61
8	\$52,932.58	\$54,175.18	\$55,418.87	\$56,660.38	\$58,213.63	\$59,457.32	\$60,701.01	\$61,943.61
9	\$53,802.40	\$55,045.00	\$56,287.60	\$57,531.29	\$59,084.54	\$60,326.05	\$61,568.65	\$62,812.34
10	\$54,673.31	\$55,914.82	\$57,157.42	\$58,400.02	\$59,954.36	\$61,196.96	\$62,438.47	\$63,681.07
11	\$55,543.13	\$56,786.82	\$58,028.33	\$59,270.93	\$60,824.18	\$62,066.78	\$63,309.38	\$64,551.98
12	\$56,412.95	\$57,655.55	\$58,898.15	\$60,140.75	\$61,694.00	\$62,935.51	\$64,178.11	\$65,420.71
13	\$57,282.77	\$58,525.37	\$59,767.97	\$61,010.57	\$62,563.82	\$63,805.33	\$65,047.93	\$66,290.53
14	\$58,153.68	\$59,395.19	\$60,637.79	\$61,880.39	\$63,433.64	\$64,676.24	\$65,918.84	\$67,160.35
15	\$59,024.59	\$60,266.10	\$61,508.10	\$62,751.70	\$64,316.25	\$65,558.85	\$66,801.45	\$68,043.46
16	\$59,895.50	\$61,137.01	\$62,379.01	\$63,623.31	\$65,177.11	\$66,419.71	\$67,662.31	\$68,904.91
17	\$60,766.41	\$62,007.92	\$63,249.92	\$64,494.22	\$66,048.02	\$67,290.62	\$68,533.22	\$69,775.82
18	\$61,637.32	\$62,878.83	\$64,120.83	\$65,365.13	\$66,919.13	\$68,161.73	\$69,404.33	\$70,646.93
19	\$62,508.23	\$63,749.74	\$64,991.74	\$66,236.04	\$67,790.24	\$69,032.84	\$70,275.44	\$71,518.04
20	\$63,379.14	\$64,620.65	\$65,862.65	\$67,107.15	\$68,661.35	\$70,194.45	\$71,437.05	\$72,679.65
21	\$64,250.05	\$65,491.56	\$66,733.56	\$67,984.06	\$69,544.56	\$71,055.56	\$72,298.16	\$73,540.76
22	\$65,120.96	\$66,362.47	\$67,604.47	\$68,856.97	\$70,416.07	\$71,924.07	\$73,166.67	\$74,409.27
23	\$65,991.87	\$67,233.38	\$68,475.38	\$69,728.88	\$71,277.58	\$72,785.58	\$74,028.18	\$75,270.78
24	\$66,862.78	\$68,104.29	\$69,346.29	\$70,599.79	\$72,139.09	\$73,647.09	\$74,889.69	\$76,132.29
25	\$67,733.69	\$68,975.20	\$70,217.20	\$71,462.70	\$73,000.60	\$74,508.60	\$75,751.20	\$77,003.80

Rationale:

To compete with other districts ahead of Grand Forks in starting salary and career earnings, and to attract new teachers to the District, the starting salary and each cell in the salary schedule must be increased. Raising the base pay by about 10%, and each cell accordingly, in each of the next two years, will do so. The District can also increase career earnings and incentivize teachers to stay beyond their eligibility for retirement by adding the Career Increment for teachers who have been with the district beyond 25 steps on the salary schedule.



5-4-2023

May 1, 2023

GFEA Rejects the Boards counteroffer to Compensation/Salary

GFEA's Counter Offer: GFEA Proposes the following changes to Compensation/Salary

All salary proposals are made assuming that steps for experience and lane changes for credits earned will be honored.

- 1) In the 2023-2024 school year, the district will add \$4,300 to each cell and advance teachers' steps for their experience and lane changes for credits earned. (The base salary in 2023-2024 would be \$47,277.)
- 2) In the 2024-2025 school year, the district will add \$4,730 to each cell and advance teachers' steps for their experience and lane changes for credits earned. (The base salary in 2024-2025 would be \$52,007.)
- 3) Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be as follows:
 - a. 26-30 years: \$1,500
 - b. 31-35 years: \$3,000
 - c. 36-40 years: \$5,000
 - d. Steps 41+ years: \$7,500

The following language would be added:

Section 1: Basic Salary - Regular School Year

The basic salaries of TEACHERS covered by this Agreement are set forth in Appendices A-1 and A-2 as attached and incorporated in this Agreement. Appendix A-1 shall be the Salary Schedule in effect during the 2023-2024 contract year and Appendix A-2 shall be the Salary Schedule in effect during the 2024-2025 contract year.

(12)

5-4-2023 Board

Proposal

5% increase on the base for FY23-24 + STEP

\$2,500 Bonus in FY24-25 + STEP

Section 1: Basic Salary - Regular School Year

The basic salaries of TEACHERS covered by this Agreement are set forth in Appendices A-1 and A-2 as attached and incorporated in this Agreement. Appendix A-1 shall be the Salary Schedule in effect during the 2023-2024 contract year and Appendix A-2 shall be the Salary Schedule in effect during the 2024-2025 contract year.

After completing Step 25, the teacher shall receive a Career Increment as follows:

Steps 26-30 (1-5 beyond Step 25): \$1,000 annually

Steps 31-35 (6-10 beyond Step 25): \$2,000 annually

Steps 36-40 (11-15 beyond Step 25): \$3,000 annually Steps 41+ (16+ beyond Step 25): \$4,000 annually

May 4, 2023

Board Team Response: Rejected and reiterated its counteroffer as follows:

- 1) In the 2023-2024 school year, the district will add 9% to the base salary and advance teachers' steps to their experience and lane changes for credits earned. (The base salary would be \$46,844.93).
- 2) In the 2024-2025 school year, the district will add 3% to the base salary and advance teachers' steps for their experience and lane changes for credits earned. (The base salary in 2024-2025 would be \$48,250.28). Schedule below.
- 3) Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be \$1,500.

May 4, 2023

Association Team Response: Accepted.

May 15, 2023

Association Team Response: Withdrew acceptance and counter-proposed two possible options as follows:

- 1) In the 2023-2024 school year, the district will add \$5,000 to each cell. In the 2024-2025 school year, the district will add \$2,500 to each cell. Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be as follows:
 - 26-29: \$1,000 annually
 - 30-34: \$2,000 annually
 - 35-39: \$3,000 annually
 - 40+: \$4,000 annually
- 2) In the 2023-2024 school year, the district will add 9% to each cell. In the 2024-2025 school year, the district will add 3% to each cell. Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be \$1,500 annually.

May 15, 2023

Board Team Response: Postponed.



May 15, 2023

GFEA Rejects the Board's May 4th Counteroffer to Compensation/Salary

GFEA counters with the following for Compensation/Salary

Possibility One:

All salary proposals are made assuming that steps for experience and lane changes for credits earned will be honored.

- ☐ In the 2023-2024 school year, the district will add \$5,000 to each cell.
- ☐ In the 2024-2025 school year, the district will add \$2,500 to each cell.
- ☐ Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be as follows:
 - ☐ 26-29: \$1,000 annually
 - ☐ 30-34: \$2,000 annually
 - ☐ 35-39: \$3,000 annually
 - ☐ 40+: \$4,000 annually

The following language would be added:

Section 1: Basic Salary - Regular School Year

The basic salaries of TEACHERS covered by this Agreement are set forth in Appendices A-1 and A-2 as attached and incorporated in this Agreement. Appendix A-1 shall be the Salary Schedule in effect during the 2023-2024 contract year and Appendix A-2 shall be the Salary Schedule in effect during the 2024-2025 contract year.

After completing Step 25, the teacher shall receive a Career Increment as follows:

Service equal to steps 26-29 (1-4 years of service beyond Step 25): \$1,000

Service equal to steps 30-34 (5-9 years of service beyond Step 25): \$2,000

Service equal to steps 35-39 (10-14 years of service beyond Step 25): \$3,000

Service equal to steps 40+ (15+ years of service beyond Step 25): \$4,000

- OR -

Possibility Two:

All salary proposals are made assuming that steps for experience and lane changes for credits earned will be honored.

- ☐ In the 2023-2024 school year, the district will add 9% to each cell.
- ☐ In the 2024-2025 school year, the district will add 3% to each cell.
- ☐ Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be \$1,500 annually.

The following language would be added:

Section 1: Basic Salary - Regular School Year

The basic salaries of TEACHERS covered by this Agreement are set forth in Appendices A-1 and A-2 as attached and incorporated in this Agreement. Appendix A-1 shall be the Salary Schedule in effect during the 2023-2024 contract year and Appendix A-2 shall be the Salary Schedule in effect during the 2024-2025 contract year.

After completing Step 25, the teacher shall receive a Career Increment in the amount of \$1,500 annually.

Rationale:

This counteroffer is intended to clarify the intent of the discussion of the May 4th meeting. During the May 4th meeting, salary discussions focused on the costs associated with the salary proposals. Both teams exchanged proposals hoping to meet a financial benchmark that satisfied everyone. Once there was an agreement on how much to invest in salaries over the next two years, there was a tentative agreement based on that amount. However, in the Board's 9% and 3% proposals on May 4th, the wording and the salary schedule, whose costs were the center of discussion, do not match. This proposal offers ways to adjust salaries, reflecting the tentatively agreed-upon spending commitment for those salaries over the next two years.

The first possibility keeps the spirit of the wording presented in the Board's proposal but increases the amounts added to the base each year to match the discussed and intended spending commitment. The second possibility maintains the proposed salary schedule and costs discussed but changes the wording to accurately reflect the salary schedule change. Both aim to honor the intent and spirit of the discussion and tentative agreement in a more concise and accurate way. Both address the discrepancy in the Board's proposal and allow all parties to act in good faith to correct the inconsistencies.

May 23, 2023

Association Team Response: Rejected and counter-proposed the following:

- In the 2023-2024 school year, the district will add \$ 4,000 to each cell.
- In the 2024-2025 school year, the district will add \$ 3,000 to each cell.
- Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be as follows: After completing Step 25, the teacher shall receive a Career Increment as follows:
 - Service equal to steps 26-29 (1-4 years of service Step 25): \$1,250
 - Service equal to steps 30-34 (5-9 years of service beyond Step 25): \$2,500
 - Service equal to steps 35-40+ (10-15+ years of service beyond Step 25): \$3,750

May 23, 2023

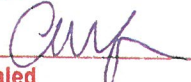
Board Team Response: Rejected and counter-offered the following:

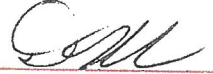
- 1) In the 2023-24 school year, the district will add \$4,000 to each cell and advance teachers' steps to their experience and lane changes for credits earned. The base salary would be \$46,977.
- 2) In the 2024-2025 school year, the district will add \$2,500 to each cell and advance teachers' steps for their experience and lane changes for credits earned. The base salary in 2024-2025 would be \$49,477.
- 3) Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be \$1,000 for experience years between 26 and 34. As well as an additional career increment of \$2,000 for experience years of 35 and beyond.

May 23, 2023

Association Team Response: Accepted with the language change in item 3) as follows:

The Career Increment will be \$1,000 for experience years between 26 and 34 and a career increment of \$2,000 for experience years of 35 and beyond.


Initialed
Amber Flynn
Board Team Leader


Initialed
Dawn Mord
Association Team Leader



May 23, 2023

GFEA Rejects the Board's Counteroffer to Compensation/Salary

GFEA counters with the following for Compensation/Salary

All salary proposals are made assuming that steps for experience and lane changes for credits earned will be honored.

- ☐ In the 2023-2024 school year, the district will add \$4,000 to each cell.
- ☐ In the 2024-2025 school year, the district will add \$3,000 to each cell.
- ☐ Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be as follows:
 - ☐ 26-29: \$1,250 annually
 - ☐ 30-34: \$2,500 annually
 - ☐ 35-40+: \$3,750 annually

The following language would be added:

Section 1: Basic Salary - Regular School Year

The basic salaries of TEACHERS covered by this Agreement are set forth in Appendices A-1 and A-2 as attached and incorporated in this Agreement. Appendix A-1 shall be the Salary Schedule in effect during the 2023-2024 contract year and Appendix A-2 shall be the Salary Schedule in effect during the 2024-2025 contract year.

After completing Step 25, the teacher shall receive a Career Increment as follows:

Service equal to steps 26-29 (1-4 years of service Step 25): \$1,250

Service equal to steps 30-34 (5-9 years of service beyond Step 25): \$2,500

Service equal to steps 35-40+ (10-15+ years of service beyond Step 25): \$3,750

Rationale:

This proposal adds additional compensation in the second year of the agreement. GFEA believes this ask is not out of reach for our district. We are conservatively looking at past overestimations and are comfortable that our calculations are within the board's expected amount of expenditures over the next 2 years. The number of career increments has been reduced, with the amounts to each group increased. This is the only way to reward and value our most experienced teachers.

#1

Grand Forks School Board Proposal (\$4,000 and \$2,000 w/ \$1,500 increment)

Board Proposal 5.23.23

- 1) In the 2023-24 school year, the district will add \$4,000 to each cell and advance teachers' steps to their experience and lane changes for credits earned. (The base salary would be \$46,977). Schedule below.
- 2) In the 2024-2025 school year, the district will add \$2,000 to each cell and advance teachers' steps for their experience and lane changes for credits earned. (The base salary in 2024-2025 would be \$48,977). Schedule below.
- 3) Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be \$1,500.

STEP	BA	BA+15	BA+30	BA + 45	MA/MS	MA+15	MA+30	MA+45	DR
(1)	46,977	48,117	49,257	50,396	51,822	52,962	54,102	55,242	56,842
(2)	47,774	48,914	50,054	51,194	52,621	53,760	54,900	56,040	57,640
(3)	48,574	49,713	50,853	51,993	53,418	54,558	55,697	56,837	58,437
(4)	49,372	50,512	51,652	52,791	54,216	55,356	56,496	57,636	59,236
(5)	50,169	51,309	52,449	53,589	55,014	56,154	57,294	58,434	60,034
(6)	50,967	52,107	53,247	54,387	55,812	56,951	58,091	59,231	60,831
(7)	51,765	52,906	54,045	55,185	56,609	57,750	58,890	60,029	61,629
(8)	52,562	53,702	54,843	55,982	57,407	58,548	59,689	60,829	62,429
(9)	53,360	54,500	55,640	56,781	58,206	59,345	60,485	61,626	63,226
(10)	54,159	55,298	56,438	57,578	59,004	60,144	61,283	62,423	64,023
(11)	54,957	56,098	57,237	58,377	59,802	60,942	62,082	63,222	64,822
(12)	55,755	56,895	58,035	59,175	60,600	61,739	62,879	64,019	65,619
(13)	56,553	57,693	58,833	59,973	61,398	62,537	63,677	64,817	66,417
(14)	57,352	58,491	59,631	60,771	62,196	63,336	64,476	65,615	67,215
(15)	58,946	60,086	61,227	62,367	63,790	64,930	66,072	67,212	68,812
(16)	60,542	61,682	62,821	63,961	65,388	66,528	67,668	68,808	70,408
(17)	62,139	63,279	64,419	65,559	66,984	68,123	69,263	70,403	72,003
(18)	63,735	64,875	66,015	67,154	68,579	69,719	70,859	71,999	73,599
(19)	65,330	66,471	68,181	69,321	71,316	72,455	73,596	74,736	76,336
(20)	66,926	68,066	69,777	70,917	72,911	74,051	75,192	76,332	77,932
(21)	68,523	69,662	71,372	72,512	74,508	75,648	76,787	77,927	79,527
(22)	70,119	71,259	72,968	74,108	76,103	77,243	78,383	79,523	81,123
(23)	71,714	72,855	74,565	75,705	77,699	78,839	79,978	81,119	82,719
(24)	73,310	74,450	76,161	77,301	79,295	80,435	81,576	82,716	84,316
(25)	75,444	76,584	78,294	79,434	81,428	82,569	83,709	84,848	86,448

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#2

Grand Forks School Board Proposal (\$4,000 and \$2,500 w/ 26-34 - \$1,000, 35+ \$2,000 increments)

Board Proposal 5.23.23

- 1) In the 2023-24 school year, the district will add \$4,000 to each cell and advance teachers' steps to their experience and lane changes for credits earned. (The base salary would be \$46,977). Schedule below.
- 2) In the 2024-2025 school year, the district will add \$2,500 to each cell and advance teachers' steps for their experience and lane changes for credits earned. (The base salary in 2024-2025 would be \$49,477). Schedule below.
- 3) Starting in the 2023-2024 school year, a Career Increment will be added to each teacher's salary for teaching in the district beyond the 25th step of the salary schedule. The Career Increment will be \$1,000 for experience years between 26 and 34. ~~As well as an additional~~ career increment of \$2,000 for experience years of 35 and beyond.

and a →

STEP	BA	BA+15	BA+30	BA + 45	MA/MS	MA+15	MA+30	MA+45	DR
(1)	46,977	48,117	49,257	50,396	51,822	52,962	54,102	55,242	56,842
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(4)	49,372	50,512	51,652	52,791	54,216	55,356	56,496	57,636	59,236
(5)	50,169	51,309	52,449	53,589	55,014	56,154	57,294	58,434	60,034
(6)	50,967	52,107	53,247	54,387	55,812	56,951	58,091	59,231	60,831
(7)	51,765	52,906	54,045	55,185	56,609	57,750	58,890	60,029	61,629
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(10)	54,159	55,298	56,438	57,578	59,004	60,144	61,283	62,423	64,023
(11)	54,957	56,098	57,237	58,377	59,802	60,942	62,082	63,222	64,822
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(18)	63,735	64,875	66,015	67,154	68,579	69,719	70,859	71,999	73,599
(19)	65,330	66,471	68,181	69,321	71,316	72,455	73,596	74,736	76,336
(20)	66,926	68,066	69,777	70,917	72,911	74,051	75,192	76,332	77,932
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(22)	70,119	71,259	72,968	74,108	76,103	77,243	78,383	79,523	81,123
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(24)	73,310	74,450	76,161	77,301	79,295	80,435	81,576	82,716	84,316
(25)	75,444	76,584	78,294	79,434	81,428	82,569	83,709	84,848	86,448

Policy 4120

Grievance Procedure for Teachers

The Grand Forks School Board believes that an effectively functioning grievance procedure is essential to good professional relationships and will directly improve the quality of professional services provided students. Although formal (written) procedure is appropriate and should be used as necessary, the "spirit" of this policy is that grievances should typically be resolved between teachers and the immediate supervisors, eliminating the need for a formal process.

Section 1. Objectives

- A. To ensure an opportunity for teachers to have unobstructed communication with their immediate supervisors, other administrators, and the school board with respect to grievances without fear of reprisal.
- B. To reduce the potential areas of conflict among teachers, administrators, and the school board.
- C. To encourage and assure the freedom of effective communication through recognized channels among teachers, administrators, and the school board.
- D. To encourage the resolution of grievances as near the point of origin as possible.
- E. To contribute to the development of improved morale and effectiveness of the Grand Forks professional staff through an increased understanding of the Grand Forks Public School policies which affect them.

Section 2. Definitions

- A. A grievance is an event or circumstance for which a teacher feels dissatisfaction and chooses to communicate the concern to his/her immediate supervisor. However, a grievance must be directly related to the terms of the teacher's individual contract with the school district, or a concern related to the terms of the negotiated agreement between the school board and any officially recognized teacher representative organization. A grievance must be in writing, give a clear and concise statement as to the specific provision of the Negotiated Agreement or contractual provision involved, and must state the relief being sought.
- B. The word teachers as used in this policy means persons working in a professional position requiring certification and working within the public school system.
- C. The aggrieved means the teacher initiating the grievance, and/or a representative.
- D. Extension means a lengthening of the time limits specified in this agreement. This may be done by mutual agreement.
- E. Days refers to days in the time periods of this procedure and shall refer to working days. A working day is defined as any weekday not designated as a holiday by state law.

Section 3. General Guidelines

- A. In general, the nature of the problem should suggest the mechanism to be employed: a "grievance" should employ the grievance machinery, and a "complaint" should employ the complaint machinery. However, since the nature of specific concerns cannot be ascertained with assurance, crossover will be permitted at Level I. If the content of the "complaint" seems to be more properly a "grievance," the fact that a "complaint" was filed shall not preclude consideration as a "grievance" similarly, the fact that a "grievance" was filed shall not preclude consideration as a "complaint."
- B. It is agreed that any investigation or other handling or processing of any grievance shall be conducted in such manner as to result in continuation of the instructional program and related work activities.
- C. In computing any period of time prescribed or allowed by procedures herein, the last day of the period so computed shall be counted, unless it is a Saturday, a Sunday, or a legal holiday, in which event the period runs until the end of the next day which is not a Saturday, a Sunday, or a legal holiday.
- D. The filing or service of any notice or document herein shall be timely if it is personally served or if it bears a certified postmark of the United States Postal Service within the time period.
- E. Where a specific administrator or supervisor is named in this policy (such as superintendent of schools), it is assumed that his/her designee or deputy may serve in his/her place.

Grievance

Section 1. Grievance Guidelines

- A. Grievances which reach level II shall not be valid for consideration unless the grievance is submitted in writing to the teacher's immediate supervisor, setting forth facts and the specific provision of the Negotiated Agreement or individual contract allegedly violated and the particular relief sought, within one year after the date of the first event giving rise to the grievance occurred. Failure to file any grievance within such period shall be deemed a waiver thereof. Failure to appeal a grievance from one level to another within the time limits herein provided shall decide the issue in favor of the prevailing side in the previous step or as previously determined. The time limits, however, may be extended by mutual agreement.
- B. All decisions reached under this grievance procedure shall be filed with the superintendent, the aggrieved, and the appropriate immediate supervisor. Copies of the grievance proceedings shall not become a part of any teacher's personnel file.
- C. School board members, administrators, or teachers shall not discriminate against one another because of the exercise of their rights under this grievance procedure.
- D. Forms to be used in filing a formal complaint or grievance are available from the appropriate district administrator and at all schools.

Section 2. Grievance Procedure (Adjustment of Grievance)

- A. Level I. An attempt shall be made to resolve any grievance in informal, verbal discussion between the grievant and his or her immediate supervisor (typically a principal).
- B. Level II. If the grievance is not resolved through informal discussion, the teacher must file a formal written grievance. The teacher's immediate supervisor shall give a written decision on the grievance to the parties involved within five (5) days after receipt of the written grievance.
- C. Level III. In the event the grievance is not resolved in Level II, the decision rendered may be appealed to the superintendent of schools, provided such appeal is made in writing within five (5) days after receipt of the decision in Level II. If a grievance is properly appealed to the superintendent, the superintendent or designee shall set a time to meet regarding the grievance within five (5) days after receipt of the appeal.
- D. Within five (5) days after the meeting, the superintendent or designee shall issue a decision in writing to the parties involved. No more than three grievances shall be considered simultaneously at or beyond Level III of this section.
- E. Level IV. In the event the grievance is not resolved in Level III, the decision rendered may be appealed to the school board, provided such appeal is made in writing within five (5) days after receipt of the decision in Level III. If a grievance is properly appealed to the school board, the school board shall set a time to hear the grievance within ten (10) days after receipt of the appeal. Within ten (10) days after the meeting, the school board shall issue its decision in writing to the parties involved.

Section 3. Arbitration Procedures

In the event the teacher and the school board are unable to resolve any grievance, the grievance may be submitted to arbitration as defined herein:

- A. Request: A request to submit a grievance to arbitration must be in writing signed by the aggrieved party, and such request must be filed in the office of the superintendent within five (5) days following the decision in Level IV of the grievance procedure.
- B. Prior Procedure Required: No grievance shall be considered by the arbitration board which has not been first duly processed in accordance with the grievance procedure and appeal provisions.
- C. Selection of Arbitrators: Upon the proper submission of a grievance under the terms of this procedure, and within five (5) days after the request to arbitrate, the board shall select one arbitrator and the teacher shall select one arbitrator. These arbitrators shall, by mutual agreement, select a third arbitrator to serve as chairperson of the arbitration board. The decision of the arbitration board shall be binding on all parties.

Section 4. Submission of Grievance Information

- A. Upon appointment of the arbitration board, the appealing party and the school board shall, within five (5) days after notice of appointment, forward to the arbitration board, with copies to all parties involved, the submission of the grievance and/or other related materials which shall include the following:

- 1) The issues involved
 - 2) Statement of the facts
 - 3) Positions of the grievant and the board
 - 4) The written documents relating to the section entitled "Adjustment of Grievance" of the Grievance Procedure Policy.
- B. Hearing: The grievance shall be heard by the arbitration board and both parties may be represented by such person or persons as they may choose and designate, and the parties shall have the right to a hearing at which time both parties will have the opportunity to submit evidence, offer testimony, and make oral and/or written arguments relating to the issues before the arbitration board.
- C. Decision: The written decision by the arbitration board shall be rendered after the close of the hearing.
- D. Expenses: Each party shall bear its own expenses in connection with arbitration, including expenses relating to the party's representative, witnesses, and any other expenses which the party incurs in connection with presenting its case in arbitration. A transcript or recording shall be made of the hearing at the request of either party. The parties shall share equally fees and expenses of the arbitration board, the cost of the transcript or recording if requested by both parties, and any other expenses which the parties mutually agree are necessary for the conduct of the arbitration. However, a party unilaterally requesting a transcript, recording or a copy of such transcript shall be solely responsible for the cost thereof.
- E. Jurisdiction: The arbitration board shall have jurisdiction over disputes or disagreements relating to grievances properly put before it pursuant to the terms of this procedure. The jurisdiction of the arbitration board shall not extend to proposed changes in terms and conditions of employment as defined and contained in the applicable Negotiated Agreement or individual contract; nor shall an arbitration board amend, modify, nullify, ignore, or add to the provisions of the Negotiated Agreement; nor shall an arbitration board have jurisdiction over any grievance which has not been submitted to arbitration in compliance with the terms of the grievance and arbitration procedure as outlined herein. In considering any issue in dispute, in its order, the arbitration board shall give due consideration to the statutory rights of both parties.

Adopted 12-14-76

Amended 11-24-92, 11-26-96, 12-9-02