

**GRAND FORKS SCHOOL BOARD**  
GRAND FORKS PUBLIC SCHOOL DISTRICT #1  
SPECIAL MEETING MINUTES  
May 20, 2024

The School Board of Grand Forks Public School District No. 1 met in special session on Monday, May 20, 2024, at the Mark Sanford Education Center with President Amber Flynn presiding.

**Board Members Present:** Josh Anderson, Dave Berger, Amber Flynn, Monte Gaukler via phone, Joel Larson, Eric Lunn, Jeff Manley, Bill Palmiscno, and Cynthia Shabb. **Absent:** None.

**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; and Cindy Johnson, Executive Secretary.

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**Call to Order and Pledge of Allegiance.** The meeting was called to order at 5:30 p.m. and the Pledge of Allegiance was recited.

**Recommendations from School Board President Amber Flynn Regarding Personnel Complaint About Superintendent Dr. Terry Brenner.** President Flynn reported that on April 10, 2024, a personnel complaint against Superintendent Dr. Terry Brenner regarding the budget realignment process and lack of transparency, lack of communication, lack of collaboration, and lack of respect was delivered to her under Policy KACB by Terry Bohan, President of the Grand Forks Principals' Association (GFPA) and on behalf of the GFPA.

Shabb joined the meeting at 5:32 p.m.

Flynn reported that pursuant to Policy KACB, she conducted an investigation from April 10, 2024, until today including a review of several relevant school board policies, procedures, relevant law, records and information relevant to the complaint, and interviews of several administrators and Dr. Brenner.

Larson joined the meeting at 5:54 p.m.

Flynn reported that general allegations in the complaint were confirmed; however, no confirmed conduct violated relevant policy or law. She recommended the following:

1. No disciplinary action against Dr. Brenner is warranted.
2. The Superintendent shall have a 360 evaluation from this point forward.

3. The District hire a leadership coach chosen by the school board president to come and provide feedback into Dr. Brenner's leadership style and assist in cultivating and building/rebuilding good relationships with administrators in the District. Also, this coach will help Dr. Brenner and the principals communicate effectively to foster a positive relationship. If a leadership coach is hired, the leadership coach should provide an update and check-in to the school board president on progress made between the parties.
4. Bi-weekly standing meetings commencing in July 2024 between the Superintendent and GFPA to learn, cultivate, and understand the needs of each school and foster the relationship between the parties and for the Superintendent to know and comprehensively understand the operations of each school. Frequency of meetings shall be reevaluated in May of 2025.
5. Require the Superintendent to visit each school of the district at least two (2) times a year to further build relationships and encourage open communication between GFPA and the Superintendent as well as improve the Superintendent's knowledge of the District's needs.
6. A written instruction to all parties that there is absolutely NO retaliation by any district employee, including the complainant and respondent, with regards to any employee, investigator, or legal counsel's, participation, recommendations, and statements made in the investigation of this complaint.

Board members discussed the recommendations and recommended amendments as follows:

1. For Recommendation 2: The Superintendent shall have a 360 evaluation from this point forward as determined by the superintendent evaluation committee.
2. For Recommendation 3: The District hire a leadership coach chosen by the school board president and vice president to come and provide feedback into Dr. Brenner’s leadership style and assist in cultivating and building/rebuilding good relationships with administrators in the District. Also, this coach will help Dr. Brenner and the principals communicate effectively to foster a positive relationship. If a leadership coach is hired, the leadership coach should provide an update and check-in to the school board president on progress made between the parties.

absolutely NO retaliation by any district employee, including the complainant and respondent, with regards to any employee, investigator, or legal counsel’s, participation, recommendations, and statements made in the investigation of this complaint.

Motion carried unanimously on roll call vote as follows: Aye: Larson, Lunn, Berger, Gaukler, Manley, Shabb, Palmiscno, Anderson, and Flynn. Nay: None. Absent: None.

**Adjournment.** There being no further business, the meeting adjourned at 6:41 p.m.

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

It was moved by Lunn and seconded by Palmiscno to approve the recommendations with amendments as follows:

1. No disciplinary action against Dr. Brenner is warranted.
2. The Superintendent shall have a 360 evaluation from this point forward as determined by the superintendent evaluation committee.
3. The District hire a leadership coach chosen by the school board president and vice president to come and provide feedback into Dr. Brenner’s leadership style and assist in cultivating and building/rebuilding good relationships with administrators in the District. Also, this coach will help Dr. Brenner and the principals communicate effectively to foster a positive relationship. If a leadership coach is hired, the leadership coach should provide an update and check-in to the school board president on progress made between the parties.
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Amber Flynn, President

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Brandon Baumbach, Business Manager