



Hope-Page Public School District 85 School Board
Hope-Page Education Association
Negotiations Committee Meeting Minutes
Tuesday, April 8, 2025 at 4:15PM
Hope-Page Elementary School- Page, ND

1. Call to Order – The meeting was called to order by Angel Lindseth at 4:15PM.

Present were Hannah Erickson, Angel Lindseth, Luke Juliusen, Jeri Anne Larck, Janee Brendemuhl, and Alli Roller. Also present were Alex Holen, Austin Dvirnak, Jonah Wolla, Beth Burchill, Melissa Leraas, Adra Johnson, Christine Hemmah, Darcie Besette, and David Marquardt.

2. The committees reviewed each proposal by line item.

HPEA Proposal

Item 1- Grievance Procedure – This was tabled. HPEA will review policy DGAA for language update to the contract.

Item 2- Emergency Leave Language Change-This was tabled. HPEA is requesting to change to Flex Leave and add religious holidays as an appropriate use of this leave to the language.

Item 3- Parental Leave- This was tabled. This is a formatting change under Parental Leave.

Item 4- Salary Schedule Lange Change Procedure- HPEA requested changes of salary adjustments being made on the September 5th paycheck striking out September 15th and removing official transcript requests. HP School Board also accepted the October 15th paycheck to be removed and updating with October 20th. Both parties agreed to this change.

Item 5- Salary Schedule- This was tabled to further salary table discussion. HPEA is requesting that any staff who are locked out of their lane would use the highest multiplier in their current lane to determine salary. Item 6-

Payroll Procedures- This was accepted by both parties. This is a formatting change under payroll procedures to remove italic font to match the remaining contract formatting.

Item 7- Payroll Procedures- Both parties agreed to remove language about teachers being compensated for the substitute rate for district wide professional development outside of the school calendar.

Item 8- Payroll Procedures– Both parties agreed to remove sub rate pay from the contract. Administration will set sub rate pay and communicate amounts with staff.

Item 9- Benefits regarding Tuition Reimbursement- Both parties agreed to the language change to remove the word each and update to read as a onetime reimbursement.

Item 10- Benefits- Health Insurance- HPEA withdrew their request to offer 100% family paid if two teachers who are married and both working in the district.

Item 11 and 12 – These items relating to the Salary Schedule were tabled. HPEA is requesting a 3% increase on the base for both years and language for staff who are locked out of their lane to be given salary based off of highest multiplier in their current lane.

HP School Board Proposal

Item 1- Recognition Language- HP School Board is requesting to update with language from NDCC 15.1-16-10 to include “all employees of the school district licensed to teach by ESPB or approved teach by ESPB and employed primarily as a classroom teacher” This item was tabled.

Item 2- Grievance Procedure- HP School Board is requesting this language be removed and adopt NDSBA policy DGAA. This item was tabled.

Item 3/5/6- Leaves- HP School Board is requesting to remove bereavement and parental days and add language to current allocated 12 sick days to allow for usage of these days for those events. HP School Board proposed to update this to include 5 bereavement days, removing 1 bereavement day and parental leave. These items were tabled.

Item 4- Leaves- HP School Board requested to update language to “Personal leave shall not be granted for first or last five days of a school term or five days preceding the Christmas/New Year holiday break.” Both parties agreed.

Item 7/8- HP School Board proposal to add 497.00 to base for Y1 and 0.00 for Y2 with modified salary schedule to dollar increments vs. wide spread percentages. These items were tabled

Item 9- HP School Board proposal to limit sub pay to only staff who are have blocked schedule for classes/prep. Ex. would not include open schedule or administrative time. This item was tabled.

Item 10- Lunch Duty- HP School Board proposal to change language to “ All staff assigned on duty in the lunchroom by the administrative team will receive free lunch.” Both parties agreed to this

Item 11- Sub Rate Pay- HP School Board proposal to remove sub rate pay from contract. Both parties agreed to this change.

Item 12- Payroll Procedures- HP School board proposal to remove 50% coverage of district paid health insurance plan. Both parties agreed to language of “The Board will pay the full single for each full-time teacher.

Current teachers receiving 50% of premium paid for family or single+spouse plans as of the 2024-2025 school year will remain grandfathered in at 50% of premium paid by the Board. The Board will determine the insurance carrier.”

Item 13- This was a formatting change to separate TFFR into its own statement for item #4. Both parties agreed to this change.

Item 14- Teacher Working Conditions- HP School Board requested language change that teachers will be issued a separate agreement for any schedule overload. Both parties agreed to this change.

Item 15- Teacher Working Conditions- HP School Board proposed to reduce classroom supply budget from \$500 to \$250. Both parties agreed to this change.

Item 16- Misc. – HP School Board requesting language change to follow NDCC 15.1-16-10 to include “all employees of the school district licensed to teach by ESPB or approved teach by ESPB and employed primarily as a classroom teacher”. This item was tabled.

Item 17- HP School Board proposed adding liquidated damages clause to the contract. HP School Board will update current policy DKBB. This item was removed from discussion.

3. The committee adjusted the ground rules to move the 4/9 meeting date to 4/22 at the Hope-Page High School and extended the deadline for negotiations to end to 4/22. Both parties agreed to these changes and updated the ground rules document.
4. The committee reviewed and approved the 4/2 meeting minutes.
5. The committees set the agenda for the 4/16 meeting.
6. Adjournment – The meeting adjourned at 6:30 PM.