

TEACHER CONTRACT NEGOTIATIONS
GRAND FORKS SCHOOL BOARD TEACHER CONTRACT BARGAINING COMMITTEE
AND GRAND FORKS EDUCATION ASSOCIATION
MEETING MINUTES
April 1, 2025

The Grand Forks School Board Teacher Contract Bargaining Committee (Board Team) and the Grand Forks Education Association (Association Team) met on Tuesday, April 1, 2025, at the Mark Sanford Education Center with Association Team Leader Melissa Buchhop as chairperson.

Board Team Members Present: Dave Berger (via phone), Amber Flynn, Joel Larson, and Jeff Manley.
Board Team Members Absent: None.

Association Team Members Present: Melissa Buchhop, Kala Christensen, and Joseph Drumm.
Association Team Members Absent: None.

Resource Team Present: Dr. Terry Brenner, Superintendent (per school board policy CBD); Brandon Baumbach, Business Manager; and Griffin Gillespie, Human Resources Director (per Ground Rules).

Others Present: Cindy Johnson, Executive Secretary.

Call to Order.

The meeting was called to order at 5:19 p.m.

Approval of Minutes.

It was moved by Drumm and seconded by Larson to approve the minutes of March 18, 2025, as written. Upon voice vote, the motion carried unanimously.

Exchange of Proposals.

The Association Team Leader handed out their proposals and discussed rationale in the areas of contractual language and compensation. Proposals in contractual language related to lane changes, family leave, signing of extended contracts, CTE, extracurricular section 2, and middle school morning time. Proposals related to compensation include combination class, sixth-period classroom instruction, dual credit pay, extracurricular additions, extracurricular pay restructure, salary, additional lane, career increment, SPED MOU, and Community High School.

The Board Team Leader handed out their proposals and discussed the rationale behind

them. Proposals related to contract language in Article I Section 1 Definitions, Article I Section 3 Procedures, Article IV Credits for Continuation of Contract, Article II Section 1 Basic Salary – Regular School Year, Article V Section 1 Long-Term Leave of Absence and Section 2 Intermediate-Term Leave of Absence, Article VII Section 2 Life Insurance, Article VII Section 4 Grand Forks Air Force Base Stipend, Article VII Section 8 Federal Family and Medical Leave Act, Article X Recognition for Teaching Experience, and Article XII Duration.

The Board Team Leader indicated that they still had a couple of items in the works, such as a policy versus contract language change and salary. However, salary would be tabled until the legislative session is finished. The Association Team Leader indicated they could be presented later and noted the presentation of proposals had been scheduled for this meeting.

Baumbach distributed the final report from the GFSB/GFEA Extracurricular Compensation MOU Subcommittee. Gillespie distributed the final recommendation report from the GFSB/GFEA

Special Education Workload Review Committee.

Both teams agreed to caucus from 6:20 p.m. to 7:08 p.m. Minutes related to the Board Team's caucus (executive session) are drafted separately from the minutes of the negotiations meeting.

Discussion of Proposals.

Following the caucus and executive session, the Association Team reported a working agreement on the following Board Team proposals:

- *Article V- Leave of Absence*
Section 2- Intermediate-Term Leave of Absence
Current Language: Personal Leave
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 retirementseparation, a TEACHER will be paid the current sub rate for all unused personal leave.

Recommended Language: Personal Leave
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 retirementseparation, a TEACHER will be paid the current-sub their current daily rate for all unused personal leave
- *Article VII 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.

An age reduction factor applies to the life insurance benefit as follows:

- *At age 65, the benefit reduces to 92% of the original amount.*
 - *At age 66, the benefit reduces to 84% of the original amount.*
 - *At age 67, the benefit reduces to 76% of the original amount.*
 - *At age 68, the benefit reduces to 68% of the original amount.*
 - *At age 69, the benefit reduces to 60% of the original amount.*
 - *At age 70 and above, the benefit reduces to 50% of the original amount.*
- *Article VII Section 8 Federal Family and Medical Leave Act. To delete the section: ~~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.~~*
 - *Article XII Duration. The provisions of each Article attached hereto, except as otherwise specifically provided, shall be effective as of July 1, 2023 2025 to June 30, 2025 2027 at which time it shall automatically renew itself unless written notification to the contrary is made by either Party at least one hundred sixty (160) 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.*
 - *Article V Section 2 Intermediate-Term Leave of Absence. 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/step-parents and grandparents of both ~~grandparents~~, son, daughter, sister, brother, ~~step-parents~~, step-brother, step-sister, step-children, or grandchildren.

The Association Team reported they generally agreed the Board Team's proposal that defined the immediate family under Family Care Leave, but requested clarification of the proposed additional language change.

The Association Team reported they needed more information to consider the remaining Board Team proposals.

The Board Team reported a working agreement on the following Association Team proposals:

- Lane Changes.
Section 2: Lane
B. Lane Changes.
Lane change procedure:
 1. Lane change request forms must be submitted to the Human Resources Office no later than September 1.
 2. ~~Official~~ Unofficial 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~~ unofficial 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.

The Board Team reported they needed more information to consider the remaining Association Team proposals.

Regarding the MOU reports, it was agreed to invite members of both committees to the next meeting to discuss their reports.

Schedule.

Future meeting dates, times, location, agenda, and chairperson are as follows:

- Tuesday, April 8, 2025, at 5:00 p.m. at the Mark Sanford Education Center (MSEC). Agenda topics include the approval of minutes, presentations on the MOU reports, discussion of proposals and counterproposals, and the new exchange of proposals. Flynn will be the chairperson.
- Tuesday, April 15, 2025, at 5:00 p.m. at the Mark Sanford Education Center (MSEC). Agenda topics are pending. Buchhop will be the chairperson.
- Tuesday, April 22, 2025, at 5:00 p.m. at the Mark Sanford Education Center (MSEC). Agenda topics are pending. Flynn will be the chairperson.
- Tuesday, April 29, 2025, at 5:00 p.m. at the Mark Sanford Education Center (MSEC). Agenda topics are pending. Buchhop will be the chairperson.
- Tuesday, May 6, 2025, at 5:00 p.m. at the Mark Sanford Education Center (MSEC). Agenda topics are pending. Flynn will be the chairperson.
- Tuesday, May 13, 2025, at 5:00 p.m. at the Mark Sanford Education Center (MSEC).

Agenda topics are pending. Buchhop will be the chairperson.

- Tuesday, May 20, 2025, at 5:00 p.m. at the Mark Sanford Education Center (MSEC). Agenda topics are pending. Flynn will be the chairperson.

Adjournment.

The meeting adjourned at 7:28 p.m.

APPROVED: _____
(Date)

Signed: _____
Melissa Buchhop, Team Leader
Association Team

Signed: _____
Amber Flynn, Team Leader
Board Team