

DIRECTOR CONTRACT NEGOTIATIONS
GRAND FORKS SCHOOL BOARD DIRECTOR CONTRACT BARGAINING COMMITTEE
AND GRAND FORKS DIRECTORS' ASSOCIATION
MEETING MINUTES
June 9, 2025

The Grand Forks School Board Director Contract Bargaining Committee (Board Team) and the Grand Forks Directors' Association (Association Team) met on Monday, June 9, 2025, at the Mark Sanford Education Center with Board Team Leader Josh Anderson as chairperson.

Board Team Members Present: Josh Anderson, Jeff Manley, and Brandon Baumbach.

Board Team Members Absent: Dave Berger, Dr. Terry Brenner, and Griffin Gillespie.

Association Team Members Present: Eric Ripley and Tracey Johnson.

Association Team Members Absent: None.

Others Present: Cindy Johnson, Executive Secretary.

Call to Order.

The negotiations meeting was called to order at 7:27 a.m.

Approval of Minutes.

It was moved by Ripley and seconded by Manley to approve the June 3, 2025, negotiations minutes as written. Upon voice vote, the motion carried unanimously. Absent: Berger.

Discussion of and/or Response to Proposals.

Before discussions began, Baumbach handed out a cost sheet as requested by the association team at the last meeting.

The board team handed out counteroffers as follows:

- Board counteroffer to the association's proposal #4 regarding the payout of unused sick leave. It counters \$140 per day with \$200 per day.
- Board counteroffer to the association's proposal #5 regarding the annual travel allowance. It counters \$750 per year with \$1,000 per year.
- Board counteroffer to the association's proposal #7 regarding trade days. It counters the annual cap of eight (8) total days with

sixteen (16) total days and adds that unused trade days may not be carried over to the next school year.

- Board counteroffer to the association's proposal regarding salary. Counters an increase on the base of 2.0% plus the step in year 1 and 2.0% plus the step in year 2 with an increase on the base of 1.3% plus the step in year 1 and 1.3% plus the step in year 2.

The board team indicated they needed more time to consider the remaining Association proposals.

The association team handed out a revision to their proposal 6.0 regarding Article IV-Annual Work Schedule. Their proposal 6.1 amends the language "defined work schedule" to "defined work calendar".

Baumbach reported that in conversation with athletic directors, they were clear about separating work time eligible for a trade day and work time eligible for additional pay, and when to request either benefit. It was thought that the conversation related to the annual work schedule was a concern from the special education department. Baumbach suggested that a conversation away from the negotiations table

about finding relief for special education directors might be pursued.

The association team concurred that the conversation was from a special education workload perspective, as they could not even find time to utilize a trade day.

Baumbach reviewed the federal definition of the exempt status employee and related expectations, and suggested a deeper dive into the root of the workload issue.

Both teams agreed to caucus.

It was moved by Manley and seconded by Anderson to convene into executive session to discuss negotiating strategy or provide negotiating instructions regarding contracts that are currently being negotiated or for which negotiation is reasonably likely to occur in the immediate future as allowed by North Dakota Century Code §§ 15.1-16-22, 44-04-19.1(9), 44-04-19.2. Upon voice vote, the motion carried unanimously. Absent: Berger.

Following the caucus (executive session), the open meeting reconvened at 8:35 a.m.

Ripley did not return to the open meeting.

Discussion of and/or Response to Proposals (Continued).

Anderson reported that the board team handed out a counteroffer to the association team’s proposal #6.1 that included amending the language “defined work schedule” to “defined work calendar”, and amending the language, Requests for hourly compensation must be approved by the Director’s Supervisor, **Assistant/Associate Superintendent.**

Johnson reported that the association team accepted the board team’s counteroffer #4 regarding the payout of unused sick leave at a rate of \$200 per day and counteroffer #5 increasing the annual travel allowance to \$1,000, and the unnumbered counteroffer related to Article IV-

Annual Work Schedule which amends the language “defined work schedule” to “defined work calendar”, and amends the language, *Requests for hourly compensation must be approved by the Director’s ~~Supervisor~~ **Assistant/Associate Superintendent.***

Regarding the board team’s counteroffers #7 and #10, the association team needed more time to bring them back to the association for consideration.

The board team handed out a revised counteroffer #7 regarding trade days. It included the original counter of the annual cap of eight (8) total days with sixteen (16) total days and added language that unused trade days may not be carried over to the next school year, and it amends the language, *Trade days must be approved by the director’s ~~supervisor~~ **Assistant/Associate Superintendent.***

Johnson indicated the revised counteroffer made sense, but wanted to bring it back to the association for consideration.

Schedule.

The next negotiation meeting is scheduled for Monday, June 16, 2025, at 7:00 a.m. Another negotiation meeting was scheduled for Thursday, June 19, 2025, at 7:00 a.m.

Adjournment.

The meeting adjourned at 8:45 a.m.

APPROVED: _____
(Date)

Josh Anderson, Board Team

Eric Ripley, Association Team