

WHEREAS, the North Dakota Legislature provided an increase to the State aid funding formula of just 1% each year during the 2021-2022 and 2022-2023 school years, and

WHEREAS, the District experienced an enrollment decline in 2020, and

WHEREAS, the District anticipates enrollment increases beginning in 2021, and

WHEREAS, the state of North Dakota is moving towards on-time funding, and

WHEREAS, the Fargo Education Association (Association) has proposed a salary matrix that slows the rate of increase through 2023, and

WHEREAS, the Board of Education (Board) and Association are committed to the attraction and retention of highly qualified teachers and rewarding staff, and

WHEREAS, the Board and Association are committed to provide a quality education to educate and empower all students to succeed,

NOW, THEREFORE the Association and the Board agree to form a commission to study teacher salary under the guidelines that are also mutually agreed upon on this 17<sup>th</sup> day of August 2021.

**Guidelines for the Commission on Salary**

The commission shall be comprised of six members appointed by the Association President and six members appointed by the Board President. Additional members can be added to the commission by mutual agreement of the Board President and Association President. Certified Teachers serving on the commission shall be compensated at the hourly rate stipulated in Appendix C of the teacher contract unless the commission is meeting during the employees regularly scheduled duty hours.

The Association President and the Board President shall collaboratively determine meeting frequency, dates, and agendas.

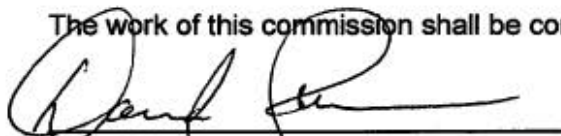
This commission is to be research focused. The goal of the commission is to seek out information, not to persuade either the Association or the Board into any one model. This commission does not replace negotiations. The findings of this commission shall be non-binding.

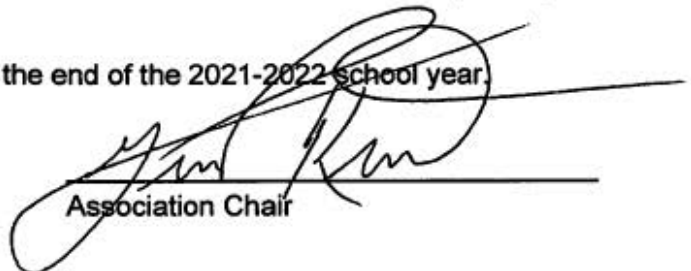
The research conducted by the commission shall include but not be limited to:

- Studying the history of the Fargo Public Schools salary matrix
- Researching the current salary models in comparable districts
- Researching other salary models and their ability to attract, retain, and reward teachers
- Researching revenue needed for sustainability of the reported salary models
- Collecting evidence of models' effectiveness including:
  - Teacher retention (turnover rate)
  - Average years of experience in a district
  - Percent of teachers holding a master's degree

At the conclusion of the commission, a comprehensive report shall be created. The final report shall be mutually approved by the Association President and the Board President and made publicly available.

The work of this commission shall be completed by the end of the 2021-2022 school year.

  
\_\_\_\_\_  
Board Chair

  
\_\_\_\_\_  
Association Chair

8/17/21  
\_\_\_\_\_  
Date

**Memorandum of Understanding  
Recess Commission**

Fargo Education Association (Association) and Fargo Board of Education (Board) agree that recess supervision has not been part of an elementary teacher's assigned duties prior to the 2020-2021 school year; however, in recognition of staffing shortages, elementary teachers may be assigned recess supervision during the 2021-2022 and 2022-2023 school years. A certified teacher assigned recess supervision will receive \$120 monthly payments (not to exceed \$1,200 annually).

Association and Board agree that elementary teachers shall have no less than a 30-minute duty free lunch and secondary teachers shall have no less than a 22-minute duty free lunch.

The Association and Board agree to form a commission to study recess under the guidelines that are also mutually agreed upon on this 17th day of August 2021.

**Guidelines for the Commission on Recess**

The commission shall be comprised of five members appointed by the Association President and five members appointed by the Board President. Additional members can be added to the commission by mutual agreement of the Board President and Association President. Certified Teachers serving on the commission shall be compensated at the hourly rate stipulated in Appendix C of the teacher contract unless the commission is meeting during the employees regularly scheduled duty hours.

The Association President and the Board President shall collaboratively determine meeting frequency, dates, and agendas.

This commission is to be research-focused. The goal of the commission is to seek out information, not to persuade either the Association or the Board into any one philosophy. This commission does not replace negotiations. The findings of this commission shall be non-binding.

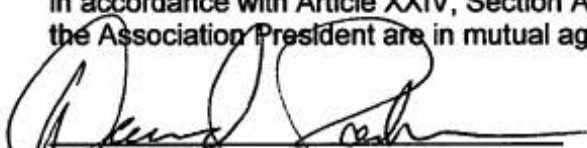
The research conducted by the commission shall include but not be limited to:

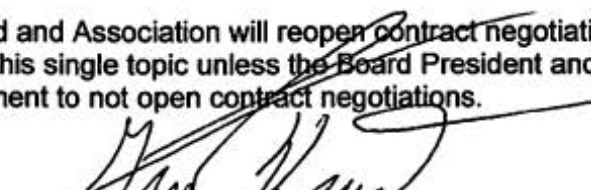
- Analysis of regional workforce data
- FPS Wellness (Recess) Policy (AP 3250)
- Analysis of behavior data (AP 6330, AP 6310)
- Varying models and benefits of delivering elementary recess
- Research on best practices for recess (e.g. weather conditions, free play vs. structured play)

At the conclusion of the commission, a comprehensive report shall be created. The final report shall be mutually approved by the Association President and the Board President and made publicly available.

The work of this commission shall be completed by the end of the 2021-2022 school year.

At the conclusion of this commission, the Board and Association will reopen contract negotiations in accordance with Article XXIV, Section A on this single topic unless the Board President and the Association President are in mutual agreement to not open contract negotiations.

  
\_\_\_\_\_  
Board Chair

  
\_\_\_\_\_  
Association Chair

8/17/21  
\_\_\_\_\_  
Date

**Memorandum of Understanding**

The Fargo Education Association (Association) and the Fargo Board of Education (Board) agree to complete training on negotiations ~~at a shared cost~~ by October 31, 2022. The Board President and Association President will mutually agree on the format, dates, ~~and~~ required attendance, ~~and~~ cost of training.



Board Chair

07/29/2021

Date



Association Chair