

Meeting Minutes: Negotiations Committee – District Office Executive Conference Room**Date/Time:** November 2, 2022 – 7:30am**Location:** District Office**Start:** 7:35 a.m.**End:** 9:23 a.m.**Committee Members Present:** Seth Holden, Melissa Burkland, Greg Clark, Nikkie Gullickson**Committee Members Absent:** Jim Johnson**Board Members Present:****Administrative Staff Present:** Dr. Rupak Gandhi, Jackie Gapp, Missy Eidsness, Dr. Robert Grosz, Tara Brandner, Lori Feist**Recorder:** Amy Patterson

Agenda Item	Discussion – Conclusion	Recommendations or actions
Approval of September 8, 2021 Meeting Minutes	The Committee reviewed and approved the minutes of the September 8, 2021 meeting.	The minutes will be posted on the Board's section of the public website.
GP-7 Committee Purpose	Chair Holden invited everyone to review GP-7 and ask questions, if needed. Dr. Gandhi provided a historical account of past challenges. Discussion was held on the timeline for the anticipated petition from the FEA to begin the negotiations process for the next contract.	
Committee Norms and Plan of Work	<p>Discussion occurred on the negotiations process, including ways to have a smooth and collaborative process. Ideas noted are as follows:</p> <ul style="list-style-type: none">• Rather than proposals, identify a problem and figure out how to collaboratively fix it• Focus on solving problems.• Use a circle table with staggering members of each side• Meet weekly or more often. More meetings, more often leads to faster negotiations• Educate the team on fine details of the contract and negotiations so everyone understands the proposal and is well prepared• Make introductions and kick-off negotiations with social hour before negotiations, with no work talk, so everyone gets to know the people that they are negotiating with <p>Dr. Gandhi provided information on how negotiations have previously worked and set expectations for new board and staff members. Discussion occurred on what the Committee structure looks like and how to tackle some issues earlier in the negotiations. At times, there is a need to wait for decisions in the legislative session, which doesn't conclude until the end of April. Consensus was reached to define a structure for meeting often and getting things done easily and quickly.</p> <p>Discussion occurred about what necessitates a meeting and what requires Board ratification, and a focus on collaboratively identifying issues in the contract and working together to solve them.</p>	Amy Patterson will schedule weekly committee meetings, beginning January 26, on Thursdays at noon.

Agenda Item	Discussion – Conclusion	Recommendations or actions
	<p>Discussion occurred on past negotiations meeting locations and possible options for this year. Discussion also occurred on the committee’s preparations for negotiations. Consensus was reached to block off one hour a week for committee meetings starting in January, on Thursdays at noon.</p>	
<p>Pre-Negotiations Data Collection and Communication</p>	<p>Discussion occurred on data collection for negotiations purposes. It was encouraged that committee members spend time talking to teachers before negotiations and using the Town Halls for Board members to get opinions from staff members on contractual issues. Committee members discussed how to collaborate and get a shared set of facts that both sides trust. Further discussion on different types of data and how to obtain it occurred.</p>	
<p>Executive Session</p>	<p>Nikkie Gullickson moved that the Negotiations Committee enter executive session for the purpose of negotiations strategy as permitted under NDCC §44-04-19.1. Greg Clark seconded the motion. The motion passed (Yes: Melissa Burkland, Greg Clark, Nikkie Gullickson and Seth Holden). The executive session was held in the Executive Conference Room on the second floor of the District Office. Chair Seth Holden entered executive session at 8:32 a.m. Board members Melissa Burkland, Greg Clark, Nikkie Gullickson and Seth Holden were present in the room. Additionally, Dr. Gandhi, Jackie Gapp, Tara Brandner, Lori Feist, Missy Eidsness, Dr. Grosz and Amy Patterson, recorder, were present in the room. During the session, discussion was held on negotiations strategy for the upcoming contract negotiations with the Fargo Education Association. The executive session ended at 9:15 a.m. and open session resumed.</p>	
<p>Next Meeting Date</p>	<p>The committee will meet next on November 14, 2022 at noon in the Executive Conference Room.</p>	
<p>Next Meeting: November 14, 2022</p>		