



# Committee Meeting Notice and Agenda

## **Negotiations Committee**

Thursday, January 25, 2024

12:00 p.m.

District Office Executive Conference Room

Committee Chair: Seth Holden

Members: Melissa Burkland, Katie Christensen, Nikkie Gullickson and Greg Clark

### **Meeting Agenda:**

1. Approval of the Minutes of the Prior Meeting
2. Future Negotiations
3. North Dakota Education Fact Finding Commission Recommendations – Possible Executive Session for the purpose of negotiations strategy as permitted under NDCC §44-04-19.1 and 15.1-16-22
4. Substitute Leave Policy
5. Confirm Next Meeting
6. Adjournment

*\* The Negotiations Committee consists of five members of the Fargo Board of Education, which is a quorum of the Board. Therefore, this committee meeting constitutes a meeting of the Fargo Board of Education per NDCC 44-04-20.*

### ***Our Land Acknowledgement Statement***

*Fargo Public Schools respectfully acknowledges that we gather on the lands of the Oceti Sakowin (Oh-chéh-tee Sha-koh-wee), who are the Dakota, Lakota, and Nakoda people, and the Anishinaabe (Ah-ni-shin-nah-bay) people of this area.*

**Meeting Minutes:** Negotiations Committee – District Office Board Room**Date/Time:** January 8, 2024 – 12:00 p.m.**Location:** District Office**Start:** 12:00 p.m.**End:** 12:22 p.m.**Committee Members Present:** Seth Holden, Melissa Burkland, Greg Clark, and Nikkie Gullickson (Remote)

Committee Members Absent: Katie Christensen

**Board Members Present:****Administrative Staff Present:** Tara B. Brandner, Missy Eidsness, Dr. Rupak Gandhi, Dr. Robert Grosz, Bill Westrick, Dr. Jeff McCanna, Lori Feist, and Jennifer Fremstad**Recorder:** Amy Patterson

Agenda Item	Discussion – Conclusion	Recommendations or actions
<b>Approval of Minutes of Prior Meeting</b>	The Committee reviewed the minutes of the December 14, 2023, meeting. The minutes were approved by consensus.	The minutes will be posted on the Board's section of the public website.
<b>Future Negotiations and North Dakota Education Fact Finding Commission Recommendations</b>	Chair Seth Holden and Melissa Burkland met with Fargo Education Association's President Grant Kraft about creation of a Negotiations Advisory Committee. Chair Holden reported that Mr. Kraft had a lot of questions and was receptive. Grant Kraft will meet with his team to discuss. The Committee will wait to see what happens after the Fargo Education Association meets.	This item will remain on the agenda until there is approval to move forward with the creation of a Negotiations Advisory Committee or an alternative plan.
<b>License Requirements and Penalties</b>	<p>Discussion was had on the provision in the contract related to license requirements, penalties, and the enforcement of penalties for failure to renew licensure in a timely manner. The contract provisions do call for penalties for not maintaining your license. This has never been enforced, but there are provisions in the contract for these penalties. Administration is considering enforcing these penalties to improve compliance with licensure requirements.</p> <p>There have been challenges with license renewals. Over the last year, the North Dakota Education Standards and Practices Board has reached out to the District a number of times regarding teacher's licenses that have not been renewed on time. Every time that happens, the North Dakota Education Standards and Practices Board acts against the teacher and against the administrator, and then comes at us at the District-level. This is problematic, especially with the number of employees in the District. Licensure requirements are the responsibility of the individual, and this needs to be made a priority. Failure to comply with licensure requirements impacts all of us, the District, the teachers, and the students. Discussion was had about the need for the District to start enforcing these contractual provisions in hopes that it will increase compliance with licensure requirements. Greg Clark noted that this exact issue was discussed during the recent round of contract negotiations, so it will be fresh for most and will not be coming out of left field. This would be in line with the contract provisions.</p> <p>Human Capital is going to significant efforts with regard to tracking, communications, reminders, and notifications, and it still remains a problem. At some point, there needs to be more done to take care of this issue.</p>	Keep our current practice. Adhere to the current practices. Revisit at a later date.

Agenda Item	Discussion – Conclusion	Recommendations or actions
	<p>The second provision discussed is related to raises for teachers on a performance improvement plan. It said that before March 15, if the teacher’s quality of service does not justify a salary increase, and the Superintendent concurs, a salary increase will be denied. Committee discussion was had, and there was no energy for punishing teachers who are actively working to improve performance. Consensus was to keep things as is for now, and possibly address these issues at a later date.</p>	
<p><b>Earned Substitute Leave Policy Draft</b></p>	<p>Dr. Robert Grosz has a meeting scheduled with Grant Kraft regarding this policy. This will be pushed to next meeting’s agenda.</p>	
<p><b>Confirm Next Meeting</b></p>	<p>The committee agreed to set the next meeting for Thursday, January 25, 2024, at 12:00 p.m. in the Executive Conference Room. The committee also agreed that going forward Negotiations Committee meetings will be held the fourth (4<sup>th</sup>) Thursday of every month at 12:00 p.m.</p>	