

Meeting Minutes: Board/FEA Contract Negotiations

Date/Time: April 24, 2021 – 8:00 a.m.

Location: Agassiz – The Loft

Start: 8:00 a.m.

End: 9:33 a.m.

Board Members Present: David Paulson, Jim Johnson, Brian Nelson, Nikkie Gullickson and Seth Holden

Board Members Absent: None

FEA Members Present: Grant Kraft, Susan Clark, James Urlacher and Jenifer Mastrud

Recorder: JoLynn Mathern

Agenda Item	Discussion – Conclusion	Recommendations or actions			
<p>Introductions</p>	<p>Introductions were made and the following negotiators were identified:</p> <table border="0"> <tr> <td style="vertical-align: top;"> <p><u>FEA Team</u> Grant Kraft, Chair Susan Clark James Urlacher Jenifer Mastrud</p> </td> <td style="vertical-align: top;"> <p><u>Board Team</u> David Paulson, Chair Jim Johnson Brian Nelson Nikkie Gullickson Seth Holden, Alternate</p> </td> <td style="vertical-align: top;"> <p><u>Recorders</u> JoLynn Mathern Jessica Roth</p> </td> </tr> </table>	<p><u>FEA Team</u> Grant Kraft, Chair Susan Clark James Urlacher Jenifer Mastrud</p>	<p><u>Board Team</u> David Paulson, Chair Jim Johnson Brian Nelson Nikkie Gullickson Seth Holden, Alternate</p>	<p><u>Recorders</u> JoLynn Mathern Jessica Roth</p>	
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<p>Ground Rules</p>	<p>Parties tentatively agreed to the following ground rules to be approved at the next meeting:</p> <p>Meeting Structure</p> <ol style="list-style-type: none"> 1. Meetings will take place at Agassiz in The Loft unless Chairs mutually agree upon an alternate location. <ul style="list-style-type: none"> • Technology for projection of audio and video will be available at all meetings. 2. Chairs will: <ul style="list-style-type: none"> • Rotate meeting facilitation. • Set and submit the meeting agenda to party recorders at least 5 days prior to the next meeting. • Determine District personnel needed to be available to both parties as resources. 3. Parties will rotate responsibility of meeting recorder. 4. Both parties will provide 15 copies of printed materials. <ul style="list-style-type: none"> • All proposals must be projected by the party issuing the proposal. • All proposals will be shared as a Word document with both parties within 24 hours of the conclusion of the meeting. 5. Either party may call for a private caucus at any time. <ul style="list-style-type: none"> • The party calling for a caucus will state the estimated time needed. • Both Chairs must return to the table after no longer than 20 minutes to provide an update. 6. The District’s public website will provide access to: <ul style="list-style-type: none"> • All meeting agendas, minutes and audio or visual recordings <ul style="list-style-type: none"> ◦ Audio or visual recordings will be uploaded within 48 hours. • All signed tentative agreements • Documentation of past sessions going back to 2009. 7. For negotiation discussion, no more than four (4) FEA and four (4) Board Member at the table for dialog on proposals. 	<p>Ground Rules will be reviewed and approved at the next meeting.</p>			

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	<p>Presenting, Accepting and Rejecting Proposals</p> <p>8. When both parties have a topic in common, both parties will share initial written proposals simultaneously.</p> <p>9. Both parties will present written rationale and/or data to support proposals.</p> <p>10. Rationale must be given when rejecting a proposal.</p> <p>11. Tentative agreements will be reduced to writing, signed, and dated the same day.</p> <ul style="list-style-type: none"> • Digital copies of tentative agreements with signatures will be provided to both Chairs within two business days of the meeting conclusion. <p>Good Faith Negotiations</p> <p>12. Both parties will negotiate in good faith. Good faith negotiations require all parties to have dialogue about the issues, share rationales for and against proposals, issue counter proposals when possible, arrive prepared, and be able to make decisions at the table.</p> <p>13. Both parties agree to use the FTEs in the salary matrix as of April 24, 2021 for cost projections.</p> <p>14. Notice must be given prior to either side declaring impasse.</p> <p>15. When requesting information from appropriate District officials, Chairs will be copied on the request and the distribution of the information. Any information about the budget, including current and projected salary estimates, provided to the Board in regular meetings, committees, or any other avenue will be shared with the FEA Chair.</p>	
Rotation of Facilitator	The party Chairs will facilitate meetings on an alternating basis. FEA will facilitate the May 5 meeting.	
Future Meeting Dates	<p>Future meeting dates were established as follows:</p> <p>Wednesday, May 5 @ 4:30pm</p> <p>Wednesday, May 12 @ 4:30pm</p> <p>Wednesday, May 19 @ 4:30pm</p> <p>Wednesday, May 26 @ 4:30pm</p> <p>Wednesday, June 2 @ 4:30pm</p> <p>Meetings will take place at Agassiz in The Loft pending availability.</p>	
Next Meeting: April 24 immediately following this meeting		