

Meeting Minutes: Board/FEA Contract Negotiations

Date/Time: April 24, 2021, 2021 – Immediately following 8:00am meeting **Location:** Agassiz – The Loft **Start:** 9:45 a.m. **End:** 10:02 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
Approval of Ground Rules	The Ground Rules will be approved at the May 5 meeting.	Ground Rules will be reviewed and approved at the May 5 meeting.
Exchange of Topics	<p>FEA Topics with rationale were presented as follows:</p> <p>Editorials</p> <ul style="list-style-type: none">• Ensure consistent language, update dates, fix typos, and other minor edits.• Where "discussed" is mentioned in the contract to bring more collaboration to the process of policy changes and calendar development. <p>Article III <i>Grievance Procedure</i></p> <ul style="list-style-type: none">• Clarification and simplification of timeline. <p>Article IV <i>Rights of Teachers</i></p> <ul style="list-style-type: none">• Ensuring consistent and accurate reporting and appropriate use of reporting across the District. <p>Article VI <i>Teacher Assignment</i></p> <ul style="list-style-type: none">• Securing teacher assignment time which supports teachers to create effective, rigorous, and relevant instruction.• Define the teacher work day. <p>Article IX <i>Salary</i></p> <ul style="list-style-type: none">• Allows the District to attract and retain teachers, ensuring that all students receive effective, rigorous, and relevant instruction from highly qualified staff.• Ensure staff are fully compensated for their work. <p>Article XII <i>Health Insurance</i></p> <ul style="list-style-type: none">• Make current practices transparent and guaranteed. <p>Article XVII <i>Leave of Absence</i></p> <ul style="list-style-type: none">• Ensuring language aligns to current practices. <p>New Article <i>District Committees Design</i></p> <ul style="list-style-type: none">• Ensure transparency in district committees. <p>Board Topics with rationale were presented as follows:</p> <p>Editorial Changes</p> <ul style="list-style-type: none">• Change dates to reflect 2021-2022 and 2022-2023 contract years• Editorial update to reflect building name change <p>Article II – Negotiation Procedures</p>	

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	<ul style="list-style-type: none"> • To provide a more timely negotiation process • To better align with typical practices statewide • To streamline the process if and when an impasse occurs <p>Article III – Grievance Procedures</p> <ul style="list-style-type: none"> • To clarify the timelines in the grievance claim process • To ensure teacher grievances are addressed in a timely and equitable manner throughout the District <p>Article IX – Salary</p> <ul style="list-style-type: none"> • To attract and retain teachers • To treat all teachers as equitable as we can for future salary increases • To have long term financial sustainability • To reward teachers for their commitment to ongoing education and development • To adequately recognize national board certified staff members 	
<p>Work Session</p>	<p>FEA presented the following editorial changes:</p> <p>Article IV - Rights of Teachers – <u>Consensus was reached</u></p> <p>Section E - Teacher Safety in Policy Making and Training</p> <p>Item 2</p> <p>2. Association representatives will be included in the selection and implementation of safety training procedures, and protocols.</p> <p>Article VI - Teacher Assignment – <u>Consensus was reached</u></p> <p>Section F - Preparation and Planning Time</p> <p>Item 5</p> <p>5. Teachers in nontraditional settings (e.g., Woodrow-Wilson Dakota High School) shall be provided with relief and preparation time on a similar basis as teachers in traditional settings.</p> <p>Article XI - Leave System – <u>Consensus was reached</u></p> <p>Section C - Leave Buyout</p> <p>Item 2</p> <p>2. Teachers that have an accumulated sick leave bank of at least 65 days may elect to sell back some or all of their next year’s leave credit days. Teachers who elect to sell back their following year’s sick leave days will receive 50% of their current daily salary per day sold. To exercise this option, teachers must notify the District Office that they are making an irrevocable election to do so 30 days prior to the start of the new school year. The payment for the sick leave days that are being sold back to the District will be made the following January and will be based on the daily rate of pay at the time of payment. Teachers electing tax-sheltered options should contact the Human Resources Department for tax-sheltered options. Accumulated leave earned prior to 2011-2012 will not be eligible for selling, but those days can be counted toward the 65-day minimum</p>	<p>Consensus was reached on items noted and will be signed by both teams at the next meeting.</p> <p>“Discussed with Association President” items will be discussed at a future meeting.</p> <p>Dates in the contract will be finalized at the last meeting of the session.</p>

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	<p>Article X - Work Year – Consensus was reached The 2019-2020 work year will be 191 days. The 2020-2021 work year will be 190 days. The work years will include Labor Day, Veterans Day, Thanksgiving Day, Good Friday, and Memorial Day as paid holidays. The proposed calendars shall be discussed with the Association President prior to submission to the Board for adoption. Following adoption, the calendar shall not be changed without having first discussed the contemplated change with the Association President unless the change is required by law, state department regulation, or court decision. Policy 4110 will not be changed until the contemplated changes have been discussed with the Association President.</p> <p>Teachers will have a minimum of two half days of professional practice before the first day of classes. Middle school and high school teachers will have a minimum of a half day of professional practice the day after semester one ends in the school calendar. Elementary teachers will have a minimum of a half day of professional practice before spring parent-teacher conferences in the school calendar. Teachers will have a minimum of a half day of professional practice the day after classes end for the calendar school year.</p> <p><u>“Discussed with the Association President”</u></p> <p>Article IV, Rights of Teachers -- Section E, Item 3 Current: Policy 6310 will not be changed until the contemplated changes have been discussed with the Association President.</p> <p>Article VI, Teacher Assignment -- Section A Current (in part): Policy 5120 will not be changed until the contemplated changes have been discussed with the Association President.</p> <p>Article VII, Teaching Load and Class Size Current (in part): Policy 4900 will not be changed until the contemplated changes have been discussed with the Association President.</p> <p>Article VIII, Teacher Evaluation Current (in part): The policy for evaluating teacher performance shall not be changed until the contemplated changes have been discussed with the Association President. [...] Policy 5130 will not be changed until the contemplated changes have been discussed with the Association President.</p> <p>Article X, Work Year Current (in part): The proposed calendars shall be discussed with the Association President prior to submission to the Board for adoption. Following adoption, the calendar shall not be changed without having first discussed the contemplated change with the Association President unless the change is</p>	

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	<p>required by law, state department regulation, or court decision. Policy 4110 will not be changed until the contemplated changes have been discussed with the Association President.</p> <p>Proposed: will not be changed until a consensus is reached among the Superintendent plus their designee and the Association President plus their designee.</p> <p>Topic was discussed briefly and will be discussed at a future meeting.</p> <p><u>Additional Date Changes</u> Title Page Table of Contents Preamble Salary Calculation Formula Pay deductions Art. IX, Sect. I Duration Clause Art. XXV Appendix B, C, D</p> <p>Dates will be updated when the contract period is finalized. Topic is tabled until the final meeting.</p> <p>The Board presented the following editorial changes: Date changes to reflect new contract period Title Page Table of Contents Preamble Article IX – Salary Article X – Work Year– <u>Consensus was reached</u> Article XXV – Duration Ratification Appendix B Appendix C Appendix D</p> <p>Dates will be updated when the contract period is finalized. Topic is tabled until the final meeting.</p> <p>Editorial Update – <u>Consensus was reached</u> Article VI - Teacher Assignment; F.5. – Update “Woodrow Wilson” to “Dakota High School”</p>	

Next Meeting: Wednesday, May 5 @ 4:30pm