

Leeds Public School District No. 6
Special Board Meeting
April 17, 2018, 6:15 p.m.

Meeting was called to order in the School Board room.

Present: Randy Gunderson, Tyson Follman, DeShawn Tofsrud, Kim Nelsen, Jeff Jacobson and Business Manager Maria Dunlap

Applications for Superintendent position were reviewed and discussion held. It was decided to hold a special meeting on April 24, 2018, at 7:00 p.m. for the Superintendent position.

Superintendent Robert Bubach joined the meeting at 6:30 p.m. Discussion was held on the negotiation package exchange from the LEA.

At 7:00 p.m. the Board moved the meeting to the Math room to meet with the LEA to negotiate the 2018-2019 salary.

Present: Board Members – Randy Gunderson, Tyson Follman, DeShawn Tofsrud, Kim Nelsen, Jeff Jacobson

Present: LEA Teachers—Bill Sullivan, Matt Swanson, Natalie Lindgren, Callie Parslow, Stacy Follman, Jenessa Fritel, Beth Haagenon, Ashley Foss, Robyn Eberle, and Gene Benner

Administration—Robert Bubach, Superintendent

Moderator—Roger Jensen

Recorder--Maria Dunlap, Business Manager

Absent: Board member—none; LEA members—Chris Bubach, MiChelle Nybo, Nancy Jensen, and David Walsvik

The Board spokesperson was Randy Gunderson and the LEA spokesperson was Stacy Follman.

The proposals put forth by the LEA and the Board are as follows:

The LEA:

1. TFFR: Change TFFR from a flat dollar amount to a percentage
2. Increase Base
3. Separate contracts or work agreements for paid additional duties that are not part of the co-op with Maddock, example FCCLA, etc.
4. Move the Leave policy from the teacher handbook to the negotiated agreement
5. Move the Grievance policy from the teacher handbook to the negotiated agreement
6. Create an extracurricular position called “concession manager” and pay that person \$500.00 to organize concessions

The Board offered:

1. Increase base salary by \$500 to \$37,750.00
2. ND TFFR benefits: Replace “\$3500.00 toward teacher share” with “District shall pay 18.75% of teacher salary for TFFR.”

LEA caucused then changed their #1 for district to pay both sides of TFFR. Board asked for clarification on #2 increase base. LEA caucused and returned asking for a \$400.00 increase on the base.

The Board asked for clarification on LEA's #4 - #6. LEA clarified these proposals. The LEA rejected the Board proposals.

The Board caucused and returned. The Board accepted LEA's #6, Concession Manager position at \$500.00. The Board requested Policy descriptive codes for the policies LEA wanted on the master agreement; and requested what LEA wanted on #3 the separate job agreements. The Board offered \$400.00 increase on the base and to share the 11.75% required contribution to TFFR from employee as follows: district will pay 8% and employee will pay 3.75%.

The LEA caucused and returned with policy descriptive codes for LEA's #4 and #5 as follows: DAA, DDAE, DDAA, AACA, ACEA and KAC. For LEA's #3, they would like to use Wolford's school agreement as a model. LEA accepted the Board's offer to increase the base \$400.00 and to share the 11.75% required contribution to TFFR from employee as follows: district will pay 8% and employee will pay 3.75%.

The Board caucused and returned. The Board accepted LEA's #3, separate work agreements, and LEA's #4 and #5 to place policies in the negotiated agreement except DDAA (Family Medical Leave) as this policy is outdated and current federal laws need to be followed for this.

The LEA accepted leaving policy DDAA off the negotiated agreement.

At 9:00 p.m., the Board moved the meeting to the Board room.

Jeff Jacobson moved to approve the final negotiated agreement. Motion was seconded by Kim Nelsen and approved by Randy Gunderson, DeShawn Tofsrud, Jeff Jacobson, and Kim Nelsen. Tyson Follman abstained.

The final agreement is as follows:

1. ND TFFR: Change the \$3500.00 towards teacher share to share the employees 11.75% -- District will pay 8% and teacher will pay 3.75%
2. Increase the base by \$400.00 to \$37,650.00
3. Issue separate work agreements for extracurricular duties that are not included with the Benson County Sports coop
4. Place the policies DAA, DDAE, AACA, ACEA, and KAC in the negotiated master agreement
5. Add a Concession Manager to the extracurricular salary schedule at \$500.00

Negotiations with Mr. Roger Jensen was tabled until the next special meeting on April 24, 2018, at 7:00 p.m.

Approved: Randy Gunderson, Board President

Stacy Follman, LEA Representative

Attest: Maria Dunlap, Business Manager