

Bottineau Public School Negotiations
Thursday June 11, 2015
BPS Boardroom

Present: School Board (SB) Matt Johnson, Lead Negotiator and Kim Bernstein; Bottineau Education Association (BEA) Nancy Olson, Lead Negotiator, Kari Jostad and Kodi Bullinger

Guest Present: Jason Kersten, Superintendent; Teachers – Mary Grosgebauer, Eilane Bittle

Meeting was called to order at 2:35
Minutes were exchanged, approved and signed by both parties

Before moving to financial offers BEA wanted to go over our tabled items:
Reimbursement – will be covered in SB financial package offer

Significant Other – SB rejected adding this into the language as it is vague and everyone's interpretation can and may be different. In checking with SBA, ND is not a state which accepts common law marriage, therefore we don't have any supporting documentation with clear definition.

Bereavement – BEA originally proposed three (3) days, SB countered with granting one (1) day with up to three (3) days may be granted at the discretion of the superintendent. Discussion was on increasing to two (2) days. However SB remained firm with the granting of one (1). Wording will be placed in the agreement after Paternity Leave and before Emergency Leave and will read as follows:

Granted one (1) day, up to three (3) day may be granted at the discretion of the superintendent.

Group Health and In-Staff Sub Pay – will be covered in SB financial package offer

Contract Due Date – Article title change to Issuance of Contract and the Century Code will be referenced 15.1-15-04

SB passed over our first offer of:

- Duration – July 1, 2015 to June 30, 2016
- Base Salary - \$1,500 to the Base Salary
- Group Health – For the 2015-2016 contract year, the District to pay \$7,399.20 towards a single policy.
- Activities Pay Schedule – Add FBLA to the schedule at a rate of 3.070%
- Professional Growth – The District will reimburse teachers up to \$100 per semester hour earned in their teaching field when not reimbursed from another source. Reimbursement is limited to two (2) semester hours, \$200 per fiscal year per teacher.
- In-Staff Substitute Pay – Teachers assigned by the administration to cover the major portion of a class or study hall during their designated preparation period shall be paid at the rate of \$20.00 per period.
- Cost of Package – This financial package will cost the District \$263,422.

BEA passed over their first offer of:

- Increase Base to \$37,750 \$299,833 cost to District
- 100% of single for Group Health Insurance
- Add a one (1) year to BA+48
- Add FBLA to Activities Schedule at 3.070%
- Increase continuing education reimbursement to \$100

Brief explanations given from both side in regards to their respective proposals

SB called for a caucus at 2:50

Returned at 2:55

SB presented a counter offer of:

- Base Salary - \$2,000.00 to the Base Salary. Add one (1) year of experience to BA+48, Masters, Masters+16 and Masters +32
- All other items remained the same

BEA called for a caucus at 2:57

Returned at 3:05

BEA accepted the proposal

Meeting adjourned at 3:15