



**EAST CENTRAL CENTER FOR EXCEPTIONAL CHILDREN**

**NEGOTIATIONS SPECIAL MEETING MINUTES**

**5.11.23**

**The regular board meeting of East Central Centr for Exceptional Children was held 5.11.23**

**Members Present Via Zoom:** Jenna Helseth, Kent Dennis, Amber Krapp, Jordon Brown, Matt Lokomon, Megan Thompson

Others Present: Ashly Wolsky, Melanie Quinton

**Call to Order:** The meeting was called to order at 9:01 a.m. by Chairperson Jenna Helseth and a quorum was established.

Items recommended for Board Action

Negotiations, consideration of the following items:


- 2 Year contract
- Salary increase for 2023-24: \$1200 base (3.38%)
- Salary increase for 2024-25: \$1000 base (2.95%)
- Benefit package remains the same
- 3-day of non-accumulative emergency leave after the exhaustion of personal and sick leave if applicable and at the discretion of the director.

Jenna noted the total package numbers and percentages are on the base salary. But the average increase and cost to the is 5.12% and the 2<sup>nd</sup> year 5.74%.

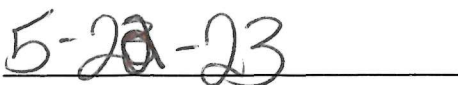
Kent Dennis made a motion to approve the negotiated agreement, Amber Krapp seconded, no further discussion. All approved, motion carried.


Adjournment: 9:12

Next regular board meeting, Monday, May 22<sup>nd</sup>, 2023

  
Jenna Helseth, Board President

  
Melanie Quinton, Business Manager

  
Date approved



## **East Central Center for Exceptional Children**

*A Special Education Cooperative Serving the School Districts of Carrington, Kensal, Fessenden-Bowdon, New Rockford-Sheyenne, Oberon, Pingree-Buchanan*

*16 Eighth Street South  
New Rockford, ND 58356  
Phone: 701-947-5015  
Fax: 701-947-5110  
Ashly Wolsky, Director*

**DATE: Friday, May 5<sup>th</sup>, 2023**  
**TO: East Central Board Members**  
**FROM: Ashly Wolsky, Director**  
**RE: Board Meeting**  
**WHEN: Thursday, May 11<sup>th</sup>, 2023**  
**TIME: 11 a.m.**  
**WHERE: East Central Center for Exceptional Children via Zoom**

Join Zoom Meeting

<https://us06web.zoom.us/j/82817399317?pwd=d0NpbIRYeldpNi81WGk0dUNtODIzZz09>

Meeting ID: 828 1739 9317

Passcode: 3t7SJa

### ***SPECIAL BOARD MEETING***

#### **AGENDA**

**I. CALL TO ORDER**

- Establish quorum
- Welcome
- Additions to Agenda

**III. ITEMS RECOMMENDED FOR BOARD ACTION**

- Negotiations, consideration of the following items:
  - 2-year contract
  - Salary Increase for 2023-24: \$1,200 base (3.38%)
  - Salary Increase for 2024-25: \$1,000 base (2.95%)
  - Benefit Package remains the same

- 3-day of non-accumulative emergency leave after the exhaustion of personal and sick leave if applicable and at the discretion of the director
- Executive Session: Negotiations

#### IV. ADJOURNMENT

Next Regular Board Meeting, Wednesday, May 22<sup>nd</sup>, 2023



## Negotiations Committee Meeting Minutes

**DATE:** May, 2<sup>nd</sup> 2023

**TIME:** 3:00pm

**WHERE:** Carrington School & Zoom

**TOPIC:** Negotiations Meeting

Negotiators: Jenna Helseth, Kent Dennis, Kelly Rosenau, Megan Thompson

Others Present: Ashly Wolsky, Melanie Quinton, Renae Duchscherer

Meeting Called to order by Jenna Helseth at 3:15

Kent made a motion to approve the meeting minutes from 4/13/23, seconded by Megan,  
No further discussion, motion carried.

### Board Negotiators: Salary

The board presented a \$800 increase to the base salary. Roughly 2.35% increase to salary package. Kent Dennis went through some numbers included in that package. \$63,342 would be the total package for a new teaching coming on step 1 lane 1.

Megan mentioned the step increase that will also be an increase.

### Teachers Negotiators:

\$1000 to the base the first year

\$900 to the base the 2<sup>nd</sup> year

2023/24-\$1200 first year 3.2%

2024/25 -\$1000 second year 2.7% increase

Countered with a 3.5% salary package increase.

With 3% salary package increase for the 2<sup>nd</sup> year

### Teachers Negotiators:

Megan and Kelly agree these numbers are looking closer to what they are expecting.

Meeting adjourned 4:00

Upcoming Meetings:

May 5<sup>th</sup> 3:00pm

Date: \_\_\_\_\_

East Central Board:

~~Reggie~~  
Jema Helser  
5-27-23

Teachers Team Members:

~~Reggie~~  
5-22-23



## Negotiations Committee Meeting Minutes

**DATE: May, 5th 2023**

**TIME: 3:00pm**

**WHERE: Carrington School & Zoom**

**TOPIC: Negotiations Meeting**

Negotiators: Jenna Helseth, Kent Dennis, Kelly Rosenau, Megan Thompson

Others Present: Ashly Wolsky, Melanie Quinton, Renae Duchscherer

Meeting Called to order by Jenna Helseth at 3:18

Kent made a motion to approve the meeting minutes from 5/2/23, seconded by Megan,  
No further discussion, motion carried.

Numbers were crunched at the table at the 5/2/23 meeting, which were entered into the spreadsheet that was presented to both sides.

### Teachers Negotiators:

The spreadsheets were reviewed and Megan noted that the number presented were acceptable.

2023/24-\$1200 first year 3.38%

2024/25 -\$1000 second year 2.95% increase

A higher dollar amount was discussed again ranging between \$1500-\$1300 increases.

### Board Negotiators:

Will cost the district over 4% overall to the budget with these proposed numbers of the \$1200 and \$1000 so going above that would not be feasible.

2023/24-\$1200 first year 3.38%

2024/25 -\$1000 second year 2.95% increase

The current offer on the table was discussed by the negotiators as fair and aligning with that the state as allotment. 4% and 4% also discussing raises need to be given to paraprofessionals, office staff and itinerant staff within that increase.

### Teachers Negotiators:

**ECEA Items**

- 1. a Increase in salary (4.6%) JH MT  
**Both Parties agreed 5.5.23**  
2023/24-\$1200 first year 3.38%  
2024/25 -\$1000 second year 2.95% increase
- 2. One paperwork day per quarter JH MT  
**Removed: Agreed by both parties 4.13.23**
- 3. Increase in yearly classroom budget from \$200 to \$300 JH MT  
**Removed: Agreed by both parties 4.4.23**
- 4. Personal days from 3 yearly to 4 JH MT  
**Removed: Agreed by both parties 4.13.23**
- 5. Sick days from 10 yearly to 11 JH MT  
**Removed Agreed by both parties 4.13.23**
- 6. 2 year contract JH MT  
**Both Parties agreed 4.13.23**

**EC Board Items**

- 1. Salary JH MT  
**Both parties agreed 5.5.23**  
2023/24-\$1200 first year 3.38%  
2024/25 -\$1000 second year 2.95% increase
- 2. Benefits Package JH MT  
**Both parties agreed to leave the same 5.5.23**
- 3. Annual Negotiated Agreement 2 year contract JH MT  
**Both Parties agreed 4.13.23**
- 4. Contract Language – Emergency Leave – “Three days of non-accumulative emergency leave may be granted to a teacher with no loss of pay after the exhaustions of personal leave, and sick leave if applicable, and at the discretion of the director.” JH MT  
**Both Parties agreed 4.13.23**
- 5. Contract Language – Early Retirement Policy deletion JH MT  
**Removed: agreed by both parties 4.13.23**

Megan Thompson JH 5-17-23  
Megan Thompson Initials Date

Jenna Helseth JH 5-5-23  
Jenna Helseth Initials Date



## Negotiations Committee Meeting Minutes

**DATE:** April 13<sup>th</sup> 2023

**TIME:** 3:45

**WHERE:** Carrington School & Zoom

**TOPIC:** Negotiations Meeting

Negotiators: Jenna Helseth, Kent Dennis, Kelly Rosenau, Megan Thompson

Others Present: Ashly Wolsky, Melanie Quinton, Renae Duchscherer

Meeting Called to order by Jenna Helseth at 3:49

Megan made a motion to approve the meeting minutes from 4/4/23, seconded by Kelly. No further discussion, motion carried.

Teachers Negotiators: Sick days & personal days

Megan and Kelly are ok removing this item, as we are very comparable to other schools in our region.

Board Negotiators: Salary

Kent Dennis stated that funding is the legislature is hoping to be done by the 27<sup>th</sup> of April. And salary will more than likely be the last item on their agenda. The tentative increase is 3.6%. Ashly stated they are looking at special education ADM for the first time in almost 10 years with a very slight increase. There were discussions on BCBS increase and the different options available with the % increase. We need to take in to account that \$9,959.01 will be the total increase cost to the unit for BCBS and that amount needs to be considered with the benefits package. Jenna stated we do not want out Special Education teachers to get the least pay raise in the district.

All parties agreed to hold meetings until the legislature has made a final decision. Kent Dennis proposed the next meeting to be April 27<sup>th</sup> or to move up the meeting once the legislatures decide.

Meeting adjourned 4:25

Upcoming Meetings:

April 27<sup>th</sup> 3:45 Carrington or Zoom



May 2<sup>nd</sup>, 3:00 Carrington or Zoom

Date: \_\_\_\_\_

East Central Board:

Jenna Helsa  
5-22-23

Teachers Team Members:

Meghan  
5-22-23



## Negotiations Committee Meeting Minutes

**DATE:** April 4<sup>th</sup> 2023

**TIME:** 2:00

**WHERE:** Zoom

**TOPIC:** Negotiations Meeting

Negotiators: Jenna Helseth, Kent Dennis, Kelly Rosenau, Megan Thompson

Others Present: Ashly Wolsky, Melanie Quinton, Renae Duchscherer

Meeting Called to order by Jenna Helseth at 2:02pm

Megan made a motion to approve the meeting minutes from 3/30/23 , seconded by Kelly. No further discussion, motion carried as amended.

Coin toss was heads, with the board speaking first.

### Board Negotiators: 2-year contract

**Both parties agreed.**

### Teachers Negotiators: One paperwork day per quarter

Ashly stated each case manager is responsible for their paperwork, IEP yearly, and progress reports. If teachers are behind on paperwork Ashly approves them to take an extra day if needed. Communication is important if a teacher is falling behind on paperwork. Most times a solution can be agreed upon to help get that teacher caught up. Ashly also stated we used our discretionary grant for extra days. Jenna asked Ashly how many requests she gets per year. Ashly stated she seeks out days if needed. Ashly has offered extra days in Fessenden.. Ashly stated only a handful of days have been requested. Jenna stated if we wrote that into the negotiated agreement we would need to give the days to the teachers who do not need it. Costing the unit more money by giving an extra paperwork day. For example, smaller caseloads like Oberon and Kensal. Jenna would not be willing to agree to this at this time. Megan notes that she agrees with Jenna's response and suggested maybe Jenna or Ashly email staff and ask if they need an extra day for paperwork. **Kelly and Megan agreed to remove this from the negotiations.**

### Board Negotiators Contract Language – Early Retirement Policy deletion

There are no other teachers that fall under this, after Allison Haley was the last one that was considered grandfathered in. The current language in the policy is obsolete. **Megan and Kelly both agree to remove this from the policy.**

### Teachers Negotiators Increase in yearly classroom budget from \$200 to \$300.

Ashly stated this item is based on our budget. There is no dollar amount per teacher, but if something is requested and needed it is purchased. ARP money has come in that has helped with classroom supplies. Kent stated Fessenden they allow \$200 per teacher but needs to be questioned thru the office. Kent asked how this works with the budget. Ashly stated the ARP money is available until September. Jenna stated her concern about putting this into the negotiated agreement that it might not be good if the money is spent and something else is needed. Kent asked what kind of supplies is included in this? Megan said she spent her \$200 already, with this new program. She purchased stuff with her own money. Kent asked what Kelly needed it for. She said Therapy tools, or a program. Different sensory items. Ashly stated she is willing to keep finding grants to help fund needed items. Kent mentioned once it is put into the agreement it will be hard to remove in the future. What other options do we have? Ashly stated she believes we have an open supply line and it works well with teachers and is dependent on what they need. **Megan and Kelly stated they are ok removing this line and just requesting needs thru EC.**

### Board Negotiators: Contract Language – Emergency Leave – “Three days of non-accumulative emergency leave may be granted to a teacher with no loss of pay after the exhaustions of personal leave, and sick leave if applicable, and at the discretion of the director.”

Jenna stated the thought process behind this is that all personal leave should be used first and then in a true emergency the 3 days would be granted. Kent asked if this is more of a last resort after all other leave has been exhausted. Kent asked Ashly how many days a year she has had to do this, she stated less than a handful. Usually it is weather/childcare related. Megan stated that the wording suggested is beneficial and works well for everyone. **Megan and Kelly agreed to this policy change.**

### Teachers Negotiators: Sick days from 10 yearly to 11

Jenna asked if Melanie can check TMS on how many of our staff have used all their sick leave. Table this for the next meeting. **All agreed to table.**

### Board Negotiators: Benefits Package

Megan stated it's the best benefits package out there and teachers do not want it to be changed at all. **Megan and Kelly agreed to keep the benefits that we have. Jenna suggested to table until the end.**

Teachers Negotiators: Personal days from 3 yearly to 4

Kent wondered what the cost to the district would be. And to see what other units do. **Table until more research is done.**

Board Negotiators: Salary

The board is waiting to hear from the state on the increase. Around 3% is projected, Kent stated it will usually be the last thing in the legislative session end of April. Jenna is wondering where the 4.6% increase came from in the teachers' items.. Megan stated it came from another teachers college class that was the cost of living increase in ND. Jenna explained the salary package with benefit package. Ashly stated the 3.8% increase for NDPHIT will go into the healthcare package. Discussions were had regarding the suggested 4.6% increase and how it affects the budget. Jenna suggested we speak in package terms moving forward regarding this item. Megan and Kelly are both ok discussing it in package. **All parties agreed to table this until after legislative session.**

Meeting ended: 3:22pm

Upcoming Meetings:

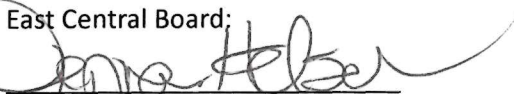
April 11<sup>th</sup> 3:45: Carrington or Zoom

April 19<sup>th</sup> 3:45 Carrington or Zoom

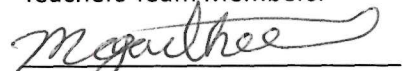
April 27<sup>th</sup> 3:45 Carrington or Zoom

Date: \_\_\_\_\_

East Central Board:

  
\_\_\_\_\_  
5-22-23

Teachers Team Members:

  
\_\_\_\_\_  
5-22-23



East Central Center for exceptional children

## Negotiations Committee Ground Rules Meeting Minutes

**Date:** March 30<sup>th</sup>, 2023

### **Negotiations Meeting**

**Board Members Present via zoom:** Kent Dennis, Jenna Helseth,

**Teacher Team Members Present:** Megan Thompson, Kelly Rosenau

**Others:** Ashly Wolsky, Melanie Quinton,

**Call to order:** The meeting was called to order at 12:04 by Jenna Helseth

### **Ground rules discussion in preparation for negotiations.**

**Meeting Dates and Location:** Both parties agreed that meetings will be in Carrington or New Rockford, or via zoom if necessary. All parties agreed to 1-hour meetings, extended if needed, shortened if completed. Once every work week.

**Handouts:** All documents should be given to the other party as early as you can get them, no later than the day before.

**Chairperson:** The position of chairperson will alternate between a member and the board negotiations committee and a member of the teacher's representative.

**Caucus:** Approved to caucus in the hour meeting.

**Minutes:** The business manager will prepare meeting minutes and distribute them by the deadline of at least one business day prior to the meeting or earlier as the information is received.

**Media releases:** All releases must be made jointly, either in the presence of both spokespersons or by a joint conference call.

**Negotiating and agreeing to proposals:** The board negotiations committee and teacher's representative shall determine by coin toss who selects the first item to be discussed. Thereafter, the parties shall alternate selecting items until all items have been discussed. As agreement is reached on an item, the language must be initialed and dated by the boards and teachers chief negotiators. Any initialed item may only be reopened for amendment by consent of the board negotiations committee and teachers representatives. Such agreements are only tentative until negotiations are complete, and the entire

agreement is ratified by both sides or until the Board issues unilateral contracts. Items that are not agreed upon must be tabled and given reconsideration only after all other items have been considered.

**Tabled items:** Parties will make a good faith effort to reach agreement on tabled items. If agreement cannot be reached, the parties agree to initiate the proceedings for impasse.

**Ratification:** Both parties have 5 business days to ratify the agreement.

**Adjournment:** 12:27PM

**Next meeting:**

Tuesday, April 4<sup>th</sup> @3:45 in Carrington.

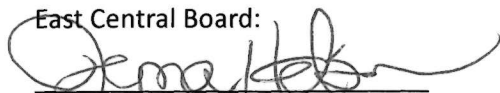
April 11<sup>th</sup> in Carrington

April 19<sup>th</sup> in Carrington


These ground rules are agreed to by both teams on:

Date: \_\_\_\_\_

East Central Board:

  
\_\_\_\_\_  
5-22-23

Teachers Team Members:

  
\_\_\_\_\_  
5-22-23