Negotiations Seminar 2014: Rebuilding Relationships and Strategizing for Next Year

In response to suggestions from our membership, the upcoming Negotiations Seminar will be held on one day, Friday, February 7. Attendees will also notice a change in the seminar’s format that will place less emphasis on reviewing the law in detail and, instead, provide more opportunities to learn first-hand from school board members and superintendents who will present challenges they faced during the last negotiations session. The new one-day format will focus on meeting the ever-changing needs of North Dakota school districts as boards work to build relationships with staff after negotiations are completed and also strategize for the next round of bargaining. Attendees will receive an updated copy of the Negotiations Basics Handbook.

Presenters include Jennifer Johnson, Larimore School Board President; Jim Johnson, Fargo School Board member; Mike Bitz, Mandan Superintendent; Riley Mattson, South Heart Superintendent; Jason Kersten, Bottineau Superintendent; Rob Lech, Jamestown Superintendent; Dean Koppelman, Valley City Superintendent; Curt Meidinger, Wishek School Board President; Rick Jacobson, Wahpeton Superintendent; and NDSBA staff members Annette Bendish, Legal Counsel, and Alyssa Martin, Director of Policy Services.

Early Bird Sessions
Two early bird sessions will be held on Thursday, February 6. The first early bird session will focus on teacher nonrenewal. NDSBA Legal Counsel Annette Bendish and Director of Policy Services Alyssa Martin will explain the process and procedures required by law.

The second early bird session will provide information regarding superintendent selection and evaluation. NDSBA Executive Director Jon Martinson will join Alyssa Martin and Annette Bendish as presenters. They will use an interactive format to educate and explain the statutory requirements for superintendent evaluation, developing an improvement plan, and superintendent nonrenewal. Attendees at this session will receive a copy of NDSBA’s new Superintendent Selection, Evaluation, Nonrenewal, and Discharge Handbook.

Tentative schedule is as follows:

THURSDAY, FEBRUARY 6

TEACHER NONRENEWAL
1:00-4:00 p.m.
- Evaluation of licensed personnel
- Nonrenewal procedures
- Performance nonrenewals
- First-year teacher nonrenewals
- RIF nonrenewals
- Resignation and contract breach

SUPERINTENDENT SELECTION AND EVALUATION
6:30-8:30 p.m.
- Superintendent search, interviewing, and hiring – finding the right person for the job
- Issuing a contract
- Statutory requirements for the evaluation process
- Developing an improvement plan
- Nonrenewal process

FRIDAY, FEBRUARY 7

NEGOTIATIONS SEMINAR
8:00 a.m.-4:00 p.m.
- Rebuilding Relationships with...
NDSBA School Medication Training 2014

Online registration is now available for the second round of NDSBA-sponsored medication training at www.ndsba.org. Training will be hosted at the eight Regional Education Association centers and will be taught by a registered nurse from Minnesota State Community and Technical College, a community college that has provided medication training to North Dakota school districts and other North Dakota employers.

Training topics will include:

a. Individual’s authority and role in providing medication
b. Proper medication storage, inventory, and disposal
c. Proper techniques for providing medication including, but not limited to, understanding pharmacy labels, standard precautions for infection control, six rights of medication administration, and measuring and dispensing protocols
d. Appropriate documentation of all medication provided and confidentiality requirements
e. Basic medical terminology, abbreviations and symbols related to providing medication
f. Appropriate action if unusual circumstances occur (e.g., medication error, adverse reactions, student refusal, and how and when to seek medical consultation or assistance)

**Training locations, dates, and times:**
- Tuesday, January 7 - Grand Forks Lake
- Wednesday, January 8 - Devils Lake
- Monday, January 13 - Fargo
- Tuesday, January 14 - Grand Forks
- Tuesday, January 21 - Minot
- Wednesday, January 22 - Minot
- Thursday, January 23 - Rugby
- Tuesday, February 4 - Dickinson
- Wednesday, February 5 - Mandan
- Thursday, February 6 - Jamestown

Training sessions will be held from 9:00 a.m. to 3:15 p.m. (local time) at all locations.

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Warriors in the Workplace Offers Free Job Listings to First Responder Organizations and Schools

Officials at Warriors in the Workplace, a 501(c)(3) nonprofit public charity, announced that in honor of the first year anniversary of the organization, the group will now list jobs from school districts at no cost.

Human Resources representatives may email John Birmingham, executive director of Warriors in the Workplace, with their job listings at jbirmingham@warriorsintheworkplace.org to have them listed on the website.

Honoring the memory of a local hero, Warriors in the Workplace, endeavors to put employers in contact with qualified veterans. Using a job board format, the website, www.warriorsintheworkplace.org, allows veterans and their spouses to register for free to search available jobs and create an online resume to add to an employer searchable database.

The mission of Warriors in the Workplace is to help restore, empower, and renew hope for U.S. military veterans as they look to transition from a military career to a rewarding and sustaining career within the civilian sector, based upon the skills they learned and perfected throughout their tenure in the military.
Three North Dakota Schools Selected as 2013 Blue Ribbon Schools

Three North Dakota schools are included in the 2013 National Blue Ribbon Schools, according to State Superintendent of Public Instruction Kirsten Baesler.

“Blue Ribbon Schools are selected based on overall academic excellence or progress in improving student academic achievement,” Baesler said. “I am proud that Edgeley Public School, William S. Gussner Elementary School in Jamestown, and Wyndmere Elementary School are among the schools to be recognized for this prestigious national honor.”

The National Blue Ribbon Schools award recognizes schools in one of two categories: Exemplary High Performing or Exemplary Improving. To be considered as an Exemplary Improving school, the school must demonstrate that at least 40 percent of the school's students are from disadvantaged backgrounds and also show the most progress in improvement in student achievement levels as measured by state assessments or nationally-normed tests. Schools considered for both categories of the award are measured against other schools within their respective states.

The selected schools were announced by U.S. Secretary of Education Arne Duncan and were formally recognized at a ceremony on November 18-19 in Washington, D.C. This year, 236 public and 50 private schools were selected. Nearly 7,500 schools nationwide have been honored as National Blue Ribbon Schools in the program’s 31-year history. A list of all 2013 National Blue Ribbon Schools is available at http://www.ed.gov/nationalblueribbonschools.


Outstanding School Counselor Nominations Requested

Nominations for the North Dakota State School Counselors Award, which will be presented in February at the North Dakota School Counselor Association Mid-Winter Conference, are due by January 4, 2014.

Additional information is available at: http://www.ndsca.org.

Book Rooms for 2015 NDSBA Convention

NDSBA’s 2015 Annual Convention will begin October 29 with the Law Seminar and New Member Seminar. Regular convention activities will be October 30-31.

The Ramkota will begin taking room reservations for the 2015 Annual Convention on January 1, 2014. Call the Ramkota at (701)258-7700 for room reservations. Secure your rooms early!

Tioga School District
Contact: Jon Martinson
(701)-255-4127
e-mail: jon.martinson@ndsba.org
Position begins: July 1, 2014
Application: www.ndsba.org (after Dec.19)
Deadline: February 14, 2014

Northern Cass School District
Contact: Julie Keckler, BsMgr.
16021 18th Street SE
Hunter, ND 58048
701-874-2322
e-mail: julie.keckler@northerncassschool.com
Deadline: January 10, 2014
Note: please email only one .pdf document

Napoleon Public School
Contact: Susan Sorgatz, BsMgr.
PO Box 69
Napoleon, ND 58561-0069
701-754-2244
e-mail: sue.sorgatz@sendit.nodak.edu
Deadline: January 31, 2014
Season’s Greetings

Alyssa, Annette, Jon, Julie, and Linnae