



bulletin



DECEMBER 2014

Excellence in North Dakota public education through local school board governance ■VOL XXXIX ISSUE 12

Negotiations Seminar 2015: Dealing With the Changing Landscape in North Dakota

The 2015 NDSBA Negotiations Seminar will be held at the Bismarck Best Western Ramkota Hotel on Friday, February 6. After receiving a positive response to the new one-day format, the Negotiations Seminar will again be one day only.

Various school board members and administrators will present negotiations challenges and strategies used to overcome them. NDSBA staff members Annette Bendish, Alyssa Martin and Jon Martinson will explain the relevant statutes and processes required for negotiations. Annette Bendish and Jon Martinson will give an overview of the NDSBA legislative agenda for the 2015 Legislative Assembly and provide an update on other legislation that is relevant to the negotiations process.

Early Bird Sessions

Two early bird sessions will be held on Thursday, February 5. The first early bird session will focus on investigating allegations of employee misconduct. Complaints of misconduct can come from many different sources – coworkers, students, and members of the public. Barrett Christina, staff attorney with the New Hampshire School Boards Association will provide practical information regarding the process that should be followed by a school district when an investigation is needed -- from identify-

ing the true nature of the complaint to creating follow-up documentation.

The second 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 and policy.

Tentative schedule is as follows:

THURSDAY, FEBRUARY 5

10:00-11:30 a.m. -- INVESTIGATING ALLEGATIONS OF EMPLOYEE MISCONDUCT

- Identifying the nature of the complaint
- Determining if an investigation is warranted
- Determining who should conduct the investigation
- The investigation process
- The investigation file
- After the investigation is complete

1:00-4:00 p.m. -- TEACHER NONRENEWAL

- Evaluation of licensed personnel
- Nonrenewal procedures
- Performance nonrenewals
- First-year teacher nonrenewals
- RIF nonrenewals
- Resignation and contract breach

Continued on page 2

NEGOTIATIONS SEMINAR

EARLY BIRD SESSION
THURSDAY, FEBRUARY 5
10:00-11:30 a.m.



Barrett Christina

Investigating Allegations of Employee Misconduct

By Barrett Christina:

- Staff Attorney for the New Hampshire School Boards Association
- Frequent presenter at New Hampshire School Boards Association Law Conference
- Member: NSBA's National Council of School Attorneys
- 2004 Graduate of University of New Hampshire School of Law
- Recognized expert in area of employee misconduct

REMINDER

Final Agreements Should Wait

NDSBA encourages school boards to complete negotiations after the end of the Legislative Session. Changes to school district funding, possible increase in the minimum amount of annual salary for teachers, and other issues will be addressed during the session.



*from Alyssa, Annette, Jon,
Julie, Linnae, and Patty*

■ Negotiations Seminar

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FRIDAY, FEBRUARY 6

NEGOTIATIONS SEMINAR

8:00 a.m.-4:30 p.m.

- Keynote
- Overview of the negotiations process
- Preparation and strategy
- Recognition process
- Tactics used by teacher groups
- Legislative update on bills related to negotiations
- Negotiated agreement and costing
- Declaring impasse
- North Dakota Fact Finding Commission
- Issuing teacher contracts

Registration forms have been mailed to superintendents and business managers. Registration information is also available on the NDSBA website at www.ndsba.org.

Call the Best Western Ramkota Hotel to make your sleeping room reservations at 701-258-7700. Registration deadline for the lower preregistration fee is **Monday, January 26**.



The Bulletin is the official newsletter of the North Dakota School Boards Association. It is published twelve times each year and is mailed as third class mail from New Salem, North Dakota.

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Governor Proposes Three Percent Increase in Education Funding

North Dakota Governor Jack Dalrymple delivered his 2015-17 budget address to a joint session of the North Dakota Legislature on December 3.

Dalrymple's Executive Budget includes:

- A 5.4 percent increase in General Fund appropriations compared to the current biennium.
- \$408 million in additional tax relief during the 2015-2017 biennium. With Dalrymple's latest tax relief plan, North Dakota taxpayers will have received \$4.3 billion in tax savings since 2009.
- \$3 billion dedicated solely to statewide infrastructure improvements, including highways, roads, water supply systems, airports, and critical flood control projects.
- Major funding enhancements totaling \$90.5 million for state and local law enforcement agencies, including funding for an additional 19 positions within the Bureau of Criminal Investigation.
- A total of \$3.7 billion to assist North Dakota's oil and gas production region addressing a wide range of impacts created by rapid growth.
- Support to strengthen North Dakota's environmental protections and regulatory oversight of the oil and gas industries.

- Funding for K-12 education and higher education that focuses on student success and college affordability.
- An \$80.4 million package to improve the state's park system and to fund statewide conservation projects.

The Governor's K-12 funding proposal includes a three percent increase in the state's per-student payment in each year of the 2015-17 biennium. This change, combined with the added cost of higher student enrollments, is an increase of \$104 million over current biennium spending.

The Governor also proposes expanding the state's rapid enrollment grant program to make more schools eligible for funding. The budget includes \$14.8 million for these grants and a two-tiered system to expand eligibility.

The Strategic Investment and Improvement Fund will be used to expand the school construction revolving loan. Three hundred million dollars will be made available for school construction loans with favorable terms for any rapidly grown school district.

Finally, the budget includes grant support of \$1,000 per student for each student enrolled in a certified pre-K program in North Dakota. The Governor included \$6 million in the budget to support grants for community-approved pre-K programs that require local coordination.

NDSBA recommends evaluating school business managers at least annually. To assist with this process, NDSBA recently updated its sample business manager job description and evaluation. These documents are available for download on the NDSBA webpage (www.ndsba.org) under "Resources," "School Personnel Documents" and under "Resources" on the Policy Services webpage (<http://policy.ndsba.org>).

Book Rooms for 2016 NDSBA Convention

NDSBA's 2016 Annual Convention will begin on Thursday, October 27 with the Law Seminar and New Member Seminar. Regular convention activities will again follow a two-day format and will be October 27-28.

The Ramkota will begin taking room reservations for the 2016 Annual Convention on January 1, 2015. Call the Ramkota at (701)258-7700 for room reservations. Secure your rooms early!

NSBA Applauds FCC Increase to E-rate Program

The National School Boards Association applauds the historic action by the Federal Communications Commission (FCC) to modernize the E-rate program and improve high-speed broadband connectivity for rural and remote schools and libraries

across our great nation.

“The clear and compelling voice of America’s public school districts was heard,” said Thomas J. Gentzel, Executive Director, National School Boards Association.

“This historic FCC decision in support of a \$1.5 billion increase in E-rate program funding levels the playing field by ensuring students in low-income and rural communities gain full access to today’s digital learning environment.”

“Closing the school and library connectivity gap is a major, progressive step in ensuring that America’s school-

age students, particularly those in rural and remote communities, gain equitable access to Internet connectivity,” said Lucy Gettman, Deputy Associate Executive Director, Federal Advocacy & Public Policy, National School Boards

Association. “Today’s decision marks a major milestone in supporting lifelong and individualized learning in today’s digital age and benefits today’s underserved students, schools, and libraries.”

Prior to today’s decision in support of 21st Century education, E-rate funding had been capped 16 years ago at \$2.25 billion a year, meaning that existing funding had not kept pace with inflation. By raising the E-rate cap by \$1.5 billion over the next five years, all schools are anticipated to have high-capacity broadband and Wi-Fi access.

“The clear and compelling voice of America’s public school districts was heard.”
Thomas J. Gentzel,
Executive Director, NSBA

Federal Continuing Resolution Recently Released

The text of the bill for a long-term Continuing Resolution (CR) Consolidated and Further Continuing Appropriations Act 2015 was recently released (a.k.a. the cromnibus). The bill would fund education and other government operations through the end of Fiscal Year 2015 (September 30, 2015) - except for the U.S. Department of Homeland Security (which would be funded through February 27).

Highlights of the CR include:

- Funding for key programs (including Title I and IDEA) is sustained and they will receive slight increases of \$25 million each. For the most part, formula-funded programs are either increased slightly or maintained within the U.S. Department of Education. Competitive grant programs are targeted for reductions.

- The CR also includes a \$14 million increase in funding through English Language Acquisition (ELA) Grants to help accommodate unaccompanied minor children who have been released to sponsors since January 1, 2014. School districts could use funding for supple-

mental academic and non-academic services. This is for school districts that have had a significant increase in unaccompanied minor children.

- The language regarding School Improvement Grants (SIG) is also favorable for school districts, providing more options for locally designed school turnaround programs.

- Flexibility for school districts under some child nutrition standards is included in the bill. States may grant an exemption to the whole grain requirement through the 2015-2016 academic year to districts that demonstrate hardship in procuring compliant products. The bill also postpones sodium reduction targets until there is research validating the targets for children.

- Grants for school kitchen equipment are level-funded at \$25 million.

NSBA has been involved in the Appropriations process, including testifying before the House Appropriations Subcommittee responsible for education programs.



Hazen Public School District #3

Connie Ellwein, Business Manager
PO Box 487, Hazen, ND 58545

Connie.Ellwein@k12.nd.us
(701)748-2679

Deadline: January 21, 2015

Position start date: July 1, 2015

Central Cass School District

Contact: Pam Utt, Business Manager
802 5th Street N

Casselton, ND 58012

pam.utt@sendit.nodak.edu

Deadline: January 30, 2015

Position begins July 1, 2015

Eight Mile School District #6

Trenton, North Dakota

Contact: Doug Hoffman, Business Manager

(701)774-8221

doug.hoffman@sendit.nodak.edu

Deadline: Open until filled

Position begins: July 1, 2015

Glenburn School District

Contact: Jon Martinson

(701) 255-4127

jon.martinson@ndsba.org

Position begins: July 1, 2015

Application materials: www.ndsba.org

Deadline: January 20, 2015

New Public School District

K-8 District in Williston

Contact: Jon Martinson

(701) 255-4127

jon.martinson@ndsba.org

Position begins: July 1, 2015

Application materials: www.ndsba.org

Deadline: January 20, 2015

Ashley School District

Contact: Teresa Dockter, Business Manager

(701)288-3456

teresa.dockter@sendit.nodak.edu

Deadline: Open until filled

Position begins July 1, 2015

Max School District

Contact: Natalie Hauf, Business Manager

PO Box 297

Max, ND 58759-0297

natalie.l.hauf@sendit.nodak.edu

Deadline: Open until filled

Position begins July 1, 2015

Starkweather School District

Contact: Julie Wass, Business Manager

(701)292-4381

julie.wass@sendit.nodak.edu

PO Box 45

Starkweather, ND 58377

Deadline: Open until filled

Position begins July 1, 2015

RETURN SERVICE REQUESTED

Two North Dakota Schools Selected as 2014 Blue Ribbon Schools

The U.S. Department of Education is honoring two North Dakota elementary schools as Blue Ribbon Schools for 2014. The choices are **Sweetwater Elementary** in Devils Lake and **Manvel Elementary**, northwest of Grand Forks. Sweetwater has 253 children in grades kindergarten through four, while Manvel has 150 students from pre-kindergarten through eighth grade.

North Dakota's Department of Public Instruction nominated the schools for consideration. The Sweetwater and Manvel schools "really exemplify the work ethic of all of our schools, all of our teachers in North Dakota," Superintendent Kirsten Baesler said. "They are examples of the dedication that we have to our students in North Dakota, the high level of value that we place on education, and our expectations for all of our students."

Sweetwater has a number of pro-

grams to promote learning and encourage parents and community members to become involved in the school. It has parent nights four times a year and a "backpack reading program" that encourages children and their parents to read to each other at home. Community celebrities, including police officers, firefighters, city government officials, and business people, are invited to read to students. The school also makes extensive use of technology, including "smart boards" and iPads in classrooms.

Manvel programs include Guided Reading, Response to Intervention, Accelerated Math, and Robotics -- a program in which students build and program small robots that can do various tasks. Last year the students held a local robotics competition for the community to observe. This year, a competition is planned against other schools in the area.

The U.S. Department of Education names Blue Ribbon Schools every year, choosing from among applicants from across the nation. The agency said 287 public and 50 private schools qualified for Blue Ribbon honors this year.



mark your calendar

2015 NDSBA Negotiations Seminar
February 5-6, 2015
Ramkota Hotel, Bismarck

2015 NDSBA Annual Convention
October 29-30, 2015
Ramkota Hotel, Bismarck

2016 NDSBA Annual Convention
October 27-28, 2016
Ramkota Hotel, Bismarck