Negotiation Meeting Minutes
Thursday, June 11, 2026, at 7:00 AM

Call to order: Meeting was called to order at 7:00 AM on Thursday, June 11, 2026.

Attendees:
-Sherri Horsager, Darin Anderson, Sarah Lerud, Buff Murray, Dallas Dockter, and Nicole Powers

-Others Attending: Superintendent Josh Johnson, Business Manager Jackie Cordie, Ryan Mathias, Tara Glandt, Rhonda Nudell, Cynthia Klabo, Brian Engelhard, Angela VanBruggen, Kathy Lentz, Joelle Manlove, Jill Askin, Tom Milbrandt, Annie Beauchman, Matt Nielson, Jenny Kriewald, Ashley Kellogg, and Grant Kraft, ND United.

Approval of the Minutes:
-Motion: Murray motioned to approve the June 4, 2026, minutes.
-Second: Anderson seconded the motion.
-All voted in favor, motion carried.

Purpose of Meeting
-Counterproposals and Discussion

VCEA Remarks and Counterproposals (Lerud)

Lerud said VCEA is asking for a base of $38,100, so that would be $500 on the base.
She shared some reasons on why the committee wants $500 on the base, she noted that with just the changes of staff, the district is saving over $480,000. The step cost the district almost $55,000 so that's still $426,000 left, from the staff reductions, $500 on the base is an appropriate number – there has not been a raise on the base since 2021.

Article IV. Teacher Evaluation/Personnel Files, Section 1. Teacher Evaluation Document, p.6.:
Resubmitting - The board *Tentatively Accepts* this proposal.

- Resubmit – The policy says nothing about the evaluation tool or model that is used. This section in the negotiated agreement has explained the tool that is used. It used to be a document, and now it is Marzano. If we don't update it, then it is not accurate. A committee has been used to make these decisions as long as we can remember.

~~The Teacher Evaluation Document~~ Using the Marzano Evaluation System is the result of joint committee composed of four (4) teachers, ~~four (4) building~~ three (3) principals, Superintendent, and a board member. ~~Upon the recommendation of this committee, changes in the Teacher Evaluation Document shall be made if the recommendation is mutually agreeable to the Board and the Association.~~ If the administration wants to change the method of evaluation, a new committee will be formed to guide that decision-making process.

Article VII. Teacher Work Load, Section 6. Class sizes, p. 13 – *Withdrawn*

- PK-3 classes will not be more than 18 students, 4-8 classes will not be more than 22 students, and 9-12 classes will not be more than 27 without additional compensation.

Article VIII. Teacher Compensation, Section 2. Salary Base, p 13, 14 – *Counterproposal (updated for June 11th meeting)*

- *Establish a $38,100 base salary for 2026-27 and the Board will assume 8% of the teacher's contribution to the Teacher's Fund for Retirement (back to the original). The 8% is on a tax deferred basis for federal and state income tax purpose under IRC 414(h)(2) and Section 15-39.1 of the NDCC.*

- A. As part of this counterproposal and if the school board will withdraw their proposals about
  - Removing seniority as the first determinant in the RIF policy, and
  - Grievance procedure changes,

  VCEA will commit to working collaboratively next school year on
  1. language updates (including the teacher benefits section) that do not change the meanings of the sections,
  2. to investigate alternative structures and create examples of salary schedules, including transition planning from the current structure to any new structures,
  3. extra-curricular pay,
  4. teacher workload.
- B. The committee shall consist of four (4) Association members chosen by VCEA , one (1) administrator, Superintendent, and two (2) board members. (This committee will have equal representation between VCEA and administration/board.) *Tentative Agreement*
- C. Timeline and Deadlines:
  - A. No later than October 1, 2026: Committee members shall be appointed and hold their first meeting.
  - B. By February 1, 2027: The committee shall issue a preliminary progress report to both negotiation parties on salary schedule and extra-curricular work.
  - C. By May 1, 2027: The committee shall issue a preliminary progress report to both negotiation parties on workload work.
  - D. By May 1, 2027: The committee shall submit final, mutually agreed-upon recommendations for contractual changes on salary schedule and extra-curricular pay.
  - E. By January 15, 2028: The committee shall submit final, mutually agreed-upon recommendations for contractual changes for teacher workload.
- D. Resolution: The final recommendation shall serve as the baseline framework for negotiating a successor agreement to be implemented no later than the start of the 2027-2028 school year for salary schedule land extra-curricular pay and the 2028-2029 school year for teacher workload. The committee's work is not binding on either party. VCEA needs to approve the agreement with its members, and the full School Board must approve the agreement.

Article X. Professional Leave, Section 2 North Dakota United President Leave, p. 22: *Withdrawn*

School Board Remarks and Counterproposals (Anderson/Horsager)

Anderson shared that the board met last week, and they want to keep the ending fund balance at 12% and at the last meeting we were talking about adding $250 on the base and then you asked for $300 on the base and that brings the ending fund balance close to 12%.
The board listened to your request of $300 on the base and the board did authorize us to go to $300 on the base. He acknowledges that he knows it's not what you would like, but that's what we authorized.

Anderson also said the teacher on the matrix will continue to advance to their eligible step.

Horsager noted that the only other change was that structure and timeline of the committee. We dropped one administrator to equal that two board members taking a note on your representation

Board Proposal: Base Wage & Joint Committee

- The Board proposes $300 be added to the base salary of the current pay matrix.
- Teachers on the matrix will continue to advance to their eligible step according to the negotiated agreement.
- This proposal is offered as a good-faith measure while broader compensation issues are reviewed.

Joint Committee

- The Board proposes a joint Board-Association committee to review:
    - Article VIII: Teacher Compensation and Extra-Curricular pay
    - Article VII: Teacher Workload

Purpose

- The committee will:
    - Review compensation for fairness and competitiveness
    - Evaluate extra-curricular assignments and compensation
    - Examine overall teacher workload
    - Develop recommendations for future negotiations

Structure & Timeline

- The committee shall consist of four (4) Association members chosen by VCEA , one (1) administrator, Superintendent, and two (2) board members.
- Timeline and Deadlines:
    - A. No later than October 1, 2026: Committee members shall be appointed and hold their first meeting.
    - B. February 1, 2027: The committee shall issue a preliminary progress report to both negotiation parties.
    - May 1, 2027: The committee shall submit final mutually agreed-upon recommendations for contractual changes.

Caucus: 7:07AM
End Caucus: 7:19AM

Lerud commented that with the $500 on the base it makes them less than $30,000 apart and would put ending fund balance at approximately 11.754% and to agree to all of those possible changes and talking about all of that, that is what the members want is $500.00 on the base.

Anderson mention that when it was brought up the decrease in expenditures, we have also seen around $400,000 decrease in revenue.

We will meet Thursday, June 18, 2026, at 8:30 AM.

Updated to Monday, June 15, 2026, at 7:00 AM.

Next meeting agenda:

1. Approval of the June 11, 2026, meeting minutes.
2. Continuation of Counter Proposals & Discussion

Next Meetings Date/Time:

- Monday, June 15, 2026, at 7:00 AM

Adjournment:
- Time: 7:23 AM

Date: 6·15·26

SCHOOL BOARD

Shi Horsager
Valley City School Board Lead Negotiator

TEACHERS' EDUCATION ASSOCIATION

Sarah E. Lemd
VCEA Lead Negotiator