

GLEN ULLIN SCHOOL DISTRICT NO. 48
Special Board Meeting May 21st, 2025, 6:30 pm
Multipurpose Room

Join the meeting now Meeting ID: 265 055 903 424 0 Passcode: 7tb3WN7j

1. Call To Order:

President Marie Bittner called the meeting to order at 6:31 pm in the multipurpose room. A roll call was taken of the board members present: Jill Feser, Travis Thomas, Toni Sifuentes, Chasity Wood and Landon Hoff. Absent was board member Andrew Jacobson. Also present were Principal: Todd Hetler, Business Manager: Kayla Schumacher. Guests were Jen Remboldt, Jayda Remboldt, Marty Bratrud (online) and Brad Rinas (online).

2. AGENDA

1. Travis Thomas made the motion to approve the resignation of classified staff resignation of Mona Hands. Jill Feser seconded the motion. A roll call vote was taken Landon Hoff – yea, Travis Thomas – yea, Chasity Wood – yea, Tony Sifuentes – yea, and Jill Feser – yea. Motion Carried.
2. Tony Sifuentes made the motion to offer a Counselor a 10-month contract. Jill Feser seconded the motion. A roll call vote was taken Landon Hoff – yea, Travis Thomas – yea, Chasity Wood – yea, Tony Sifuentes – yea, and Jill Feser – yea. Motion Carried.
3. Discuss Medical Plan options with NDPHIT. BCBS would be the provider if chosen to go with NDPHIT and not ND PERS for the health insurance for the employees. The board requested more information on this, a special meeting will be held.

Board President Marie Bittner read a personal letter she wanted to address: Before we move into the executive session, I first need to make a statement about the negotiation meeting that we had with the teachers on 5.19.25. I haven't felt right since the night of our meeting because I know in those 54 minutes I failed. Per our discussion in our last meeting, both Mrs. Feser and I drafted a new negotiated agreement for a couple reason, to one clean up language, make a clear understanding of how things are worded and provided better guidance for future negotiators. The agreement was drafted based on feedback from board members during our meeting. We went into the meeting prepared as we felt we had created a sound agreement. We did not expect to be blindsided by accusations from the teachers' negotiating group of mis trust, behind doors meetings, staff not doing their job, administration not doing their job came flooding out. As board president, I didn't react appropriately and I made it seem like Mrs. Feser was taking the sword for the district and that was wrong of me, I should have responded and I froze, I wanted to make it all better and didn't realize my actions were placing all the blame on Mrs. Feser in that moment and that is not the case. One flaw I have is my quickness to handle conflict in the moment, I need notes, thoughts written down after I have processed all the parts available to me. As a result, I wanted to get the meeting moving along and looked as though I was "approving" changes and yielding to the teachers to pacify their outburst. As a committee we previewed and approved the updated negotiated agreement to be presented to the teacher

representatives, and the teacher took it as a slap in the face, they want no part in it at all. The board negotiators should have walked out of the room at that point, because it is clear nothing is going to change. As board president for 2 years, I have taken the brunt of a lot of things, and I feel like my actions transferred all of it to Mrs. Feser in those moments and I wish I would have handled things differently. I have been BOLDLY blamed for the demise of this district; I have had threatening comments made about me in front of students with little to no consequences for the staff members who said them. I have felt my own children have been targets in the building because people don't like me. Teachers walking through the halls saying they are going to get board members removed from the board, blaming board members for comments made on anonymous surveys, our staff is spreading lies, accosting board members in public meetings and typically bragging about their actions after the fact. There is no trust between anyone, because our teachers want to run this building and no one else. No conversation is held with in confidence and often times retold time and time again as the facts an actual intent of the conversation morph into what is convenient for the storyteller. My ask of the board is to be honest in all situations and speak your mind no matter who agrees or not, because I have learned perception is in most case reality but most of the time far from the truth. I will no longer be bulldozed because it is my nature to make everyone happy and keep the peace, at this point where has it all gotten me. My desire to get us through that meeting calmly ended up letting a fellow board member and friend down and potentially not being able to recover from that action. This is an adult behavior change I struggle with because I am so incredibly sick of all the negativity that I see in this district, if we ALL don't change, we will not have a district to worry about, no lights to pay for, no basketball coaches to hire and no hot lunch fund to care about and NO students to teach. NOTHING – we will then get to watch our small town become a ghost town. This is a pivotal moment for us as a board, as a district and community. We have students leaving our district for a neighboring district, we have teachers leaving to the same district for lower pay and lower benefits, we have some leaving for bigger districts with bigger pay. For the CULTURE of this building, with the tone of it being set by those in it. At the end of the day, THEY ARE LEAVING, if we don't figure out how to stop it won't have to worry about any of it. I along with many others will have to figure out which school to send my kids to finish their education and graduate from. This has to be a give and take not a take -take- take mentality and right now that is how it all feels, because staff feels like past decisions should be held against us, and that mentality will be a detriment to our students. We have said multiple times we have had misses, but it hasn't just been this board or the board before or the board before that to blame. No one complained when we got AC units for every classroom, new computers every 3 years, when year or year increases in salary have been given to staff. The finger pointing must stop, we must find a path forward, or we will fail, and we will fail for everyone. I am in no way saying this tonight to sway any board members' decision, you all have your own thoughts on matters and should feel like you can voice them. I have been on the right side and wrong side of a lot of things in my time on the board, this is something I felt I needed to do to right a wrong but also try to get things into perspective. We are losing students; we currently have an upcoming election with 2 open board positions that no one is running for and the potential for 2 sitting board members to resign at any moment. Change must happen, for the best interest of our students. This last year has been very difficult, if we can't give each other grace in trying times, then I have little faith that we can continue forward in a positive manner, I will lead by example and say when I have miscommunication, done wrong or not handled a situation correctly. In some cases, I have to process so I know how to move forward and how to right the wrongs that have been created, in some cases it is enough and in others it

isn't. We can't live in the past, my intentions have always been for our students, to be the change for their current and future success. Have I always made the right decisions, unfortunately not. Have I always felt supported by staff, by community and fellow board members, not even close. However, in a moment where I needed to step up for someone who in the last year has stepped up for me, taken on more as a board member so my shoulders didn't seem so heavy, been a cornerstone to why I haven't gone crazy, come off the board, removed my children from the district, I failed and there are no words to express my sorrow in that let down. No doubt this will come across wrong to some or most. I am at a crossroad, keep pushing for the greater good with a hope of turning our district around and making it a thriving institution or give up and walk away defeated. That choice belongs to all of us in this room and in this community to do better, be better, and want positive change. Would any other board member wish to make any comments before we move on to the next item. (at this time, no other board members choose to speak) The next item was moved from executive session and handled in an open meeting.

4. 2025-2026 Negotiated Agreement Items

- A. Jill Feser made the motion to approve the following language in the 2025-2026 negotiated agreement. A teacher will receive 12 days of sick leave per year regardless of the current sick leave amount. The days will be on an accrued basis throughout the school year. The number of days per school term will never exceed 12 days. Landon Hoff seconded the motion. A roll call vote was taken Landon Hoff – yea, Travis Thomas – yea, Chasity Wood – yea, Tony Sifuentes – yea, and Jill Feser – yea. Motion Carried.
- B. Chasity Wood made the motion to approve the following language in the 2025-2026 negotiated agreement. A teacher representative (s) will be included in the hiring process (including active participation in interviews) of all administrators. No second the motion failed.

Jill Feser made the motion to approve the following language in the 2025-2026 negotiated agreement. **Administrator Hiring Input:** Certified staff shall be provided with the opportunity for meaningful involvement in the hiring process of all district and building-level administrators. The extent and method of involvement shall be determined by the school board and/or superintendent and may include participation in interview committees or feedback opportunities during the selection process. Tony Sifuentes seconded the motion. A roll call vote was taken Landon Hoff – yea, Travis Thomas – yea, Chasity Wood – yea, Tony Sifuentes – yea, and Jill Feser – yea. Motion Carried.

- C. Travis Thomas made the motion to approve the following language in the 2025-2026 negotiated agreement. **Activity Admission Benefit:** Certified staff and their spouses shall receive free admission to all district-sponsored home events (excluding regional or state-level tournaments) provided the staff member agrees to take tickets or work admission at one (1) event per school year, as scheduled by administration. Failure to fulfill this obligation may result in forfeiture of the free admission benefit for the remainder of the school year. Landon Hoff seconded the motion. A roll call vote was taken Landon Hoff – yea, Travis Thomas – yea, Chasity Wood – yea, Tony Sifuentes – yea, and Jill Feser – yea. Motion Carried.

- D. Jill Feser made the motion to approve the removal of the Supervision Compensation Language in the 2025-2026 negotiated agreement. Tony Sifuentes seconded the motion. A roll call vote was taken Landon Hoff – yea, Travis Thomas – yea, Chasity Wood – yea, Tony Sifuentes – yea, and Jill Feser – yea. Motion Carried.
- E. Jill Feser made the motion to approve the removal of the Committee Pay Language in the 2025-2026 negotiated agreement. Tony Sifuentes seconded the motion. A roll call vote was taken Landon Hoff – yea, Travis Thomas – yea, Chasity Wood – yea, Tony Sifuentes – yea, and Jill Feser – yea. Motion Carried.
- F. Chasity Wood made the motion to approve the following language addition in the 2025-2026 negotiated agreement. New Employee Salary Clarification: Article II Compensation
Additional compensation for new employees with previous years' experience will be at the discretion of administration.
For each year of experience granted, a newly hired teacher will receive \$500, subject to the condition that said teacher's total curricular salary shall not exceed the total curricular salary paid to a returning teacher with the same number of years of teaching experience in the same education lane. Jill Feser seconded the motion. A roll call vote was taken Landon Hoff – yea, Travis Thomas – yea, Chasity Wood – yea, Tony Sifuentes – yea, and Jill Feser – yea. Motion Carried.
- G. Jill Feser made the motion to approve the following language addition in the 2025-2026 negotiated agreement. Board Approved Revision The teaching day for all teachers will be from 7:45 am-3:45 pm. Travis Thomas seconded the motion. A roll call vote was taken Landon Hoff – yea, Travis Thomas – yea, Chasity Wood – yea, Tony Sifuentes – yea, and Jill Feser – yea. Motion Carried.
- H. Jill Feser made the motion to approve the following language update in the 2025-2026 negotiated agreement. **Retention Bonus:** Current Agreement Article II - Section M

Retention Bonus: Certified staff who return to the district for the subsequent school year under a full-time, full-year contract shall receive a retention bonus. This bonus shall be paid on the final paycheck of the school year.

Current Schedule		Board Approved Proposed Revision	
5 years	\$500	5 years	\$1000
10 years	\$1000	10 years	\$1500
15 years	\$1500	15 years	\$2000
20 years	\$2000	20 years	\$2500
25 years	\$2500	25 years	\$3000
30 years	\$3000	30 years	\$3500

* For every 5 years completed after the 30-year bonus, an additional \$1000 will be added to the 30-year total. Chasity Wood seconded the motion. A roll call vote was taken Landon Hoff – yea, Travis Thomas – yea, Chasity Wood – yea, Tony Sifuentes – yea, and Jill Feser – yea. Motion Carried.

- I. Tony Sifuentes made the motion to approve the following language update in the 2025-2026 negotiated agreement. **Contracts: Current Agreement Language Article IV Section F Other Duties** Each Teacher's contract will contain the classroom subject(s),

teaching assignment(s), and special duty assignments in detail. The teacher shall be consulted when change(s) is/are being considered. Contract changes will be made by mutual consent.

Board Approved Revision Contract Assignments: Each teacher's individual contract shall include detailed information regarding classroom subjects, teaching assignments, and any special duty assignments. **The administration retains the authority to assign or modify these duties based on the needs of the district. Any changes will be communicated to the affected staff member in a timely and professional manner.** Jill Feser seconded the motion. A roll call vote was taken Landon Hoff – yea, Travis Thomas – yea, Chasity Wood – yea, Tony Sifuentes – yea, and Jill Feser – yea. Motion Carried.

- J. Travis Thomas made the motion to approve the following language addition in the 2025-2026 negotiated agreement. **Article XI: Reduction in Force** In the event of a necessary reduction in staff, decisions will be made based on certification, performance evaluations, and seniority as outlined in district policy (DKA.1114 RIF). Chasity Wood seconded the motion. A roll call vote was taken Landon Hoff – yea, Travis Thomas – yea, Chasity Wood – yea, Tony Sifuentes – yea, and Jill Feser – yea. Motion Carried.
- K. Jill Feser made the motion to approve an offer of \$2000 on base wage increase and Cash Option in the Value of a Single Health Insurance Premium. Travis Thomas seconded the motion. A roll call vote was taken Landon Hoff – yea, Travis Thomas – yea, Chasity Wood – yea, Tony Sifuentes – yea, and Jill Feser – yea. Motion Carried.

Tony Sifuentes made the motion to adjourn the meeting at 8:22 pm. Travis Thomas Seconded the motion.