



2024 NDSBA Negotiations Seminar
National Energy Center of Excellence - BSC Campus, Bismarck
February 1-2, 2024

Pre-Conference Day
Thursday, February 1

8:30 a.m. – 6 p.m. Registration Open
3rd Floor Lobby

9 a.m. – 12 p.m. Elections Training | \$75
Bavendick Stateroom

12 p.m. **Lunch on Your Own**

Pre-Conference Sessions

2-3:30 p.m. Employee Investigations
Bavendick Stateroom

4-6 p.m. Negotiations Basics
Bavendick Stateroom

6-7:30 p.m. Networking Social
Bavendick Stateroom

Negotiations Seminar
Friday, February 2

7:30 a.m. Registration Open
3rd Floor Lobby

8 a.m. Welcome and Statewide Updates
Bavendick Stateroom

- Teacher Retention Task Force Update
- Property Tax Measure Update
- School Funding Task Force Update

9:30 a.m. **Concurrent Sessions**
Stateroom: Administrator Negotiations
Rm. 431: Making Benefits Work for You Pt. 1
Rm. 432: J-1 Visa Teacher Experiences

10:30 a.m. **Concurrent Sessions**
Stateroom: Negotiations Scenarios
Rm. 431: Making Benefits Work for You Pt. 2
Rm. 432: Non-Certified Staff “Negotiations”

11:30 a.m. Lunch

12:30 p.m. General Session
Bavendick Stateroom
The Trust Cycle: How a Positive Culture Makes
Teacher Negotiations Easier - Dr. Phil Gore,
Idaho School Boards Association Chief Learning
Officer

2 p.m. Adjourn

Registration Fees

Negotiations Seminar: \$225/\$265

Elections Training: \$75

All pre-conference sessions are included in the Negotiations Seminar registration fee. Attendees of both Elections Training and Negotiations Seminar are welcome to attend the Networking Social. Rates increase on January 25.

Session Descriptions

(included in seminar registration fee)

Pre-Conference Sessions

Employee Investigations

KrisAnn Norby-Jahner, Vogel Law Firm

Fostering a positive and safe work and learning environment is essential for both employee satisfaction and achieving successful student outcomes. One key aspect of accomplishing this is effectively addressing and investigating employee complaints. This pre-conference session will walk attendees through the complaint and investigation process to ensure a fair and just resolution for all parties involved.

Negotiations Basics

Amy De Kok, NDSBA General Counsel

Negotiations Basics is a primer that will cover the 101 of negotiations, preparation, and strategy. While the session is geared for first-time negotiators or those looking for a refresher, all attendees are welcome.

Statewide Updates

Teacher Retention Task Force Update

Luke Schafer, CREA

A representative from Governor Burgum's Teacher Retention and Recruitment Task Force will provide a brief update on the upcoming work of the task force.

Property Tax Measure Update

Dr. Aimee Copas, NDCEL

Dr. Aimee Copas will update attendees on the formation of a coalition to oppose a group circulation of a petition to put a measure that would abolish property taxes on a statewide ballot. She will also provide information about the measure and the effects it would have on school districts.

School Finance Task Force Update

Senator Don Schaible; Representative Anna Novak; Brandt Dick, CREA; Mike Lautenschlager, Lewis and Clark School District

In this session, members of the legislative interim School Finance Task Force will discuss the work and goals of the task force.

Concurrent Sessions

Administrator Negotiations

Amy De Kok, NDSBA General Counsel

In this session, NDSBA's General Counsel will provide attendees with recommended strategies, insights and practical guidance for the successful negotiation of non-superintendent school administrator contracts. Join us to unlock the keys to successful outcomes, ensuring contracts that align with district goals and empower administrators to lead with excellence.

J-1 Visa Teacher Experiences

Frank Schill and Diane Martinson, Edmore School District

This session will explore one school district's experiences with foreign teachers and the lessons they have learned about cross cultural communication, community acceptance of foreign teachers, and more.

Making Benefits Work for You Part 1

Randall Johnson, Brown & Brown/NDPHIT

In the first of this two-part session, representatives from the North Dakota Public Health Insurance Trust will join us to discuss employee benefit and health insurance costs, future affordability, and strategies you can implement at the district level to create better sustainability whether or not your group participates in NDPHIT.

Making Benefits Work for You Part 2

Randall Johnson, Brown & Brown/NDPHIT

As we continue discussing employee benefits in session two, we'll focus on optimizing plan designs and employer contributions in order to recruit and retain staff successfully. Your district has just one pot of funds available for total compensation; make sure you're leveraging them as effectively as possible!

Negotiations Scenarios

Rick Diegel, Kidder County and Linton School Districts; Stephanie Hunter, Dickinson School District; Kortney Kindsfater, Hettinger School District; and Monica Heimbuch, Oakes School District

Join seasoned negotiators as they walk through commonly experienced situations. Hear about what they've done, what they would do differently, and what they won't do again. This perennial favorite will feature school board members, superintendent, and business manager panelists.

Non-Certified Staff "Negotiations"

Amy De Kok, NDSBA General Counsel

This session will explore the often-overlooked process of determining employment terms and conditions for non-certified school staff members and how this fits into a district's negotiations with its certified contract employees.

General Session

The Trust Cycle: How a Positive Culture Makes Teacher Negotiations Easier

Dr. Phil Gore, Idaho School Boards Association Chief Learning Officer

Dr. Phil Gore is a former school board member and has over 20 years of experience in school board development. Dr. Gore's session will focus on how school boards can focus on affecting school culture in a positive way throughout the year through open dialog, high trust, and communication that makes a difference both now, and when negotiations season rolls around. The session will feature interactive opportunities and a chance to practice your skills.

Elections Training | \$75

Amy De Kok, NDSBA General Counsel

This comprehensive school elections course is designed for school business managers who serve as district election officials, but all NDSBA members are welcome to attend. The registration fee includes a copy of NDSBA's Election Manual.