



Dickinson Education Association / Dickinson Public School Board
Negotiations Meeting #1
Minutes
Wednesday, April 14, 2021; 5:00 p.m.
Professional Learning Lab

Negotiators Present:

Representing School Board - Mr. Steve Brannan as Moderator and Lead Negotiator for the Board, School Board Vice President Kim Schwartz, and School Board Member Michelle Orton.

Representing Dickinson Education Association (DEA): Dickinson Middle School Mathematics Instructor Diana Stroud, Berg Elementary Grade Five Instructor Karl Leggate, and Dickinson High School Mathematics Instructor Jay Schobinger.

Others Present - Shantel Twogood, Marjorie Lehman, Naomi Thorson, Meghan Ziegs, Brenda Loney, Shelly Wolberg, Donna Abrahamson, CaraLee Heiser, DEA President Shawna Knipp, Business Manager Stephanie Hunter, Assistant Superintendent Keith Harris, Lyle Smith, Fern Pokorny, Leslie Wilkie, Sara Berglund, and Twila Petersen.

Call to Order - Mr. Steve Brannan called the meeting to order at 5:10 p.m. He had available some handouts with his background information and a poem regarding educating students in the year 2020. He briefly shared his background.

He thanked the teachers for all they have done as educators over the past 14 months. He recognized the challenges were something that perhaps the teachers could not be prepared for and stated they had faced those challenges extremely well.

Negotiators at the table introduced themselves and the area they represented/instructed.

Review Attitudes - A copy of the Attitudes for Collaborative Bargaining updated in 1998 was available for the team. Chair Brannan inquired if the team wished to use the method of collaborative bargaining for negotiations. The consensus of the team was to utilize the Attitudes of Collaborative Bargaining. Each person at the table read an attitude for collaborative bargaining.

Review and Establish Ground Rules - A copy of the ground rules adopted on April 29, 2019, was available for the team. The consensus of the team was to utilize the same ground rules, changing the date to 2021. Each person at the table read a ground rule. The ground rules were adopted and signed by a representative of each team.

Schedule Next Meetings, Dates, and Times – By consensus, the next five meetings were scheduled on the following dates and times. The location of the meetings would be the Professional Learning Lab.

- Monday, April 19, 2021, 5:30 p.m.
- Wednesday, April 28, 2021, 5:30 p.m.
- Wednesday, May 5, 2021, 5:30 p.m.
- Wednesday, May 12, 2021, 5:30 p.m.
- Wednesday, May 19, 2021, 5:30 p.m.

Preliminary District Data – Chair Brannan noted the legislature is still in session. Business Manager Hunter reported on the state legislature’s foundation aid increase by 1% and 1% has recently been taken out and then added back into the legislative bill. Currently it is in the proposed bill. It is constantly changing. The District is closely monitoring the status of this bill.

DEA Negotiator Schobinger reported that the information he has gathered from his research shows the District receiving Elementary and Secondary School Emergency Relief Funds (ESSER) totaling \$10,834,662.

Chair Brannan suggested including in the discussions the teacher resignations and decline of student enrollment. Mr. Brannan noted the District has seen a decline of over 280 students.

Agenda Topics for Next Meeting - Chair Brannan inquired if the chair of the teacher negotiations meetings rotated between the DEA and school board. The consensus was Mr. Brannan will chair the next meeting. At that meeting, it will be decided who will chair the April 28, 2021, meeting.

Chair Brannan said he anticipated at the next meeting there would be proposals (topics for discussion) from the negotiators. Board Negotiator Schwartz felt those topics could be shared at this meeting.

Introduction of Topics for Discussion – DEA Negotiator Schobinger explained that typically the topics are shared equally by each side sharing one topic and repeating.

Salaries - Board Negotiator Schwartz said the only topic for the school board was salaries.

Workload and Working Conditions - DEA Negotiator Schobinger said that he walked in on the earlier DEA/DPS Relationship Meeting being held just before the current meeting, where workload and working conditions are a big concern. Mr. Schobinger said it should be a discussion topic for negotiations as well.

PTO/Leave Language - Mr. Schobinger also brought up the topic of PTO that he said was on the last negotiations and the team had come to an agreement but there were some loopholes. The topic he suggested adding was PTO or to change the leave language.

Graduate Hours/Horizontal Movement - DEA Negotiator Schobinger said there was a lot of concern currently with the deadline dates for application for advancement on the salary schedule. The courses for this summer are not available for the teachers and are just now being posted. The deadline to submit the application for additional credits is April 1. Mr. Schobinger requested DEA President Knipp address the negotiators.

DEA President Knipp addressed the negotiators and referenced the last negotiations discussion regarding putting in dates on lane changes. She understood the reason for the required dates was to assist with budgeting.

She has received emails regarding concerns about submitting a notice of intent for taking courses. She explained the email threads, including dates, between the teacher making a request for intent and the Human Resource Manager. Mrs. Knipp also noted the courses offered this summer are just now being posted or have not been released.

Mrs. Knipp noted the process requires the teacher to post on Frontline their application for intent for lane changes. She stated there was no location in Frontline for anticipated classes. She added the emails submitted to the Human Resource Manager regarding intent to make a lane change were before the April 1 deadline. A teacher received notification they had missed the deadline and would not have the opportunity for a lane change for fall 2021.

DEA President Knipp requested the language be revisited and also rectified.

DEA Negotiator Schobinger wanted assurance that those individuals who met the application deadline would have the opportunity for advancement if they took their credits.

Assistant Superintendent Harris requested an opportunity to share some information. He noted in the negotiated agreement there is a provision if the individual does not know the name of the course(s) they will be taking to note that in the application. That process had not been followed and was not communicated well. Mr. Harris said he met with Director of Instruction Kathrein this week and discussed those individuals that had contacted her about lane changes. Mr. Harris believed there were three individuals. Those applications have been accepted by the administration without the course completed. The applicant would just need to provide Mrs. Kathrein with enough information for her to feel comfortable approving the application. The deadline date has been extended out to the end of this week (April 16). He added that the administration could still then meet its contractual obligation of notification by April 20 and believed the administration could work with those three teachers that may not have been in communication with Mrs. Kathrein.

In reference to Frontline, Mr. Harris stated there is a provision two lines down where the teacher can fill out the description of their intent.

DEA Negotiator Schobinger inquired if this had been communicated with the teachers (the acceptance of their application for intent). Mr. Harris could not confirm that Mrs. Kathrein had sent an email to those individuals but stated they had spoken about her communicating to them.

Board Negotiator Orton inquired regarding the application deadline. Mr. Harris responded the deadline for submitting the application to the building principal was April 1. The principal has a deadline of April 10 to submit the application to the superintendent or designee, Director of Instruction Kathrein. Mrs. Kathrein provides notification to the teacher by April 20 and shares with Human Resources so that contracts can be created and also for budgeting purposes. Mr. Harris added that in non-negotiation years, Century Code states Districts must have issued contracts by May 1.

Chair Brannan inquired if DEA President Knipp thought there were more than three teachers this was affecting. Mrs. Knipp said she would need to check her email stream and see if it was the same three.

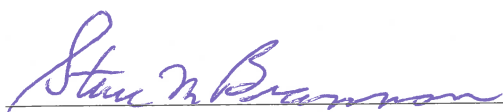
Chair Brannan said this would be an appropriate topic to address at the next meeting on Monday.

Adjournment – The meeting adjourned at 5:44 p.m.

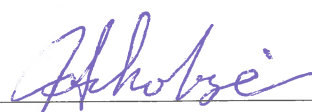
Dated this 19th day of April 2021.

DICKINSON PUBLIC SCHOOLS

DICKINSON EDUCATION ASSOCIATION



By: Board Negotiator



By: DEA Negotiator