

Administrative Council Negotiations Meeting Minutes

Friday, May 26, 2017; 6:30 a.m. – Meeting #4

Central Administration Office

Members present: Dr. Douglas Sullivan (Chair), Mr. Jay Hepperle, Mrs. Dorothy Martinson, Mrs. Sara Streater, Mrs. Tanya Rude, and Mr. Brent Seaks.

Others present: Mr. Vince Reep, Mr. Guy Fridley, Mr. Ron Dockter, Mrs. Melanie Kathrein, Mr. Shawn Leiss, Ms. Tammy Praus, Mrs. Susan Cook, Ms. Sherry Libis, Dr. Marcus Lewton, Ms. Casaundra Francis, Mr. Scott Schmidt, and Mr. Lyle Smith.

Call to Order – Chair Sullivan called the meeting to order at 6:30 a.m.

Attitudes – It was decided at a prior meeting not to read the attitudes at every meeting.

Approve May 18, 2017, Meeting Minutes – The May 18 minutes were emailed to the team prior to the meeting. The May 18 minutes were approved, as presented, and signed by both parties.

Sign Tentative Agreement – There were no tentative agreements pending.

Topics for Discussion – Chair Sullivan noted there were three topics for discussion: position factor, personal leave, and salary schedule.

Mr. Hepperle said the Administrative Council appreciated the offer provided by the Board. The Council has had a lot of discussion regarding the salary schedule and is requesting another 2% on the base for the next two years.

Mr. Seaks said they appreciate the counter offer and said they also had spent a lot of time discussing to see what they could do to try to make it work as best as they possibly could. The Board negotiators proposed a 1.75% in year one and a 1.75% in year two, again with the responsibility factors coming into play, ½ in the first year and ½ in the second year. Mr. Hepperle asked for clarification regarding the responsibility factor. Mr. Seaks responded ideally they would prefer 50%/50%. Mr. Hepperle inquired regarding the third personal day on a two-year contract. Mrs. Rude inquired if the new position of the DHS principal will transition into the new schedule to attrition.

Mr. Hepperle requested a recess to caucus to discuss the offer. Chair Sullivan declared a recess at 6:35 a.m. The meeting reconvened at 6:39 a.m.

Mr. Hepperle stated the Administrative Council representatives appreciated the offer of 1.75 for year one and 1.75 for year two and that would be acceptable as well as the position factor that was previously agreed upon.

Other – There were no other topics for discussion.

Debrief – Chair Sullivan summarized the meeting. He noted the parties had come to an agreement that it will be a 2-year agreement with 1.75% added to the base in year one and 1.75% added to the base in year two. The modifications to the responsibility factors will be incorporated into the negotiated agreement over the course of two years with the two responsibility factors that are being changed each being implemented at ½ of the change each year. Personal leave will increase to three days per year accumulative to eight with a two-year sunset clause on it. Chair Sullivan provided clarification regarding the responsibility factor. He noted that the position of Director of Student Services and DHS Principal will remain at the current responsibility factor until the individuals in those positions have changed through attrition.

Schedule Next Meeting – It was not necessary to schedule another meeting.

Adjournment – The meeting adjourned at 6:42 a.m.

BOARD OF EDUCATION

DICKINSON ADMINISTRATIVE COUNCIL

By: Board Negotiator

By: Administrative Council Negotiator