



## **Administrative Negotiations Meeting #1**

### **Minutes**

**Tuesday, May 4, 2021, 6:30 a.m.**

### **Professional Learning Lab**

#### **Negotiators Present:**

**Representing School Board** - Board President Brent Seaks and Board Member Jason Rodakowski.

**Representing Dickinson Administrative Council** – Dickinson High School Assistant Principal Jay Hepperle, Prairie Rose Elementary Principal Nicole Weiler, and Dickinson High School Assistant Principal Guy Fridley.

**Others Present** – Assistant Superintendent Keith Harris, Human Resources Manager Meghan Ziegs, Superintendent Dr. Shon Hocker, Business Manager Stephanie Hunter, Dickinson Middle School Principal Dr. Marcus Lewton, Prairie Rose Elementary Assistant Principal Richard Smith, Scott Schmidt, Lyle Smith, Shawna Knipp, and Twila Petersen.

**Call to Order** – Board President Seaks, Chair, called the meeting to order at 6:30 a.m.

**Ground Rules** – A copy of the 2019 administrative negotiations ground rules was distributed. The only change was to reflect a date of 2021. By consensus, the ground rules were approved as presented. The members at the table took turns reading one of the ground rules.

**Attitudes for Administrative Negotiations** – A copy of the May 2011 Attitudes for Administrative Negotiations were distributed. By consensus, the Attitudes for Administrative Negotiations were approved as presented. The members at the table took turns reading the attitudes.

**Additions or Deletions to the Agenda** – The agenda was approved as presented.

**Topics for Discussion** – Assistant Principal Hepperle explained the administrators had four topics they wished to discuss. The four topics were: a two-year agreement, additional days on the administrative calendar, percentage of insurance paid, and salaries. He said there was another topic but was not sure if it was to be added or not; that topic was the Salary Matrix. The Board negotiators had no other topics to add.

#### **Discussion**

**Two-year Agreement** – The consensus from both parties was to negotiate a two-year agreement.

**Salary Matrix** – Mr. Hepperle summarized background information regarding the salary matrix. Mr. Fridley added by explaining several years ago there was a committee that met to try to find a more user-friendly matrix. The committee was comprised of a Board member and two administrators. After many committee discussions, a solution could not be found.

Chair Seaks inquired if due to the responsibility factors and percentages, what was the impression of the collective body of the administrators. He wanted to make sure that one administrator would not be valued at a particular percentage and feel that was not reasonable and cause animosity with the administrators. Mr. Hepperle responded this was his third cycle of negotiating. He feels that has not been a common thread. He added the administrators meet collectively and have a conversation jointly before it is brought to the negotiating table.

Additional Days on the Administrative Schedule – Mr. Hepperle explained this topic was brought up at the last negotiations to add more workdays and lengthen the contract. The number of days the administrators were suggesting was five across the board.

Mr. Hepperle explained that in some cases it is difficult to complete the work that needs to be done for the state reporting in the timeframe of the administrator’s contract. Mr. Seaks responded he would like to review this topic with Business Manager Hunter. Mr. Rodakowski would like to compare this to other Districts. He thought this topic would tie into salaries. Board negotiators felt the four topics tied together like a compensation package adding they were open to any suggestions. Mr. Hepperle clarified the conversion of the additional days on the schedule would also be adding additional workload.

Salaries – Mr. Hepperle suggested a percentage increase the same as what is being provided to the teachers. Because of the two-year agreement, they requested one percent (1%) for each year. Mr. Seaks said that the teacher negotiations are separate; however, the overall sentiment is that what they do for one group they like to do for the other group. Mr. Seaks said that they value the work being done by the District employees. All employees are working very hard.

Insurance – There was discussion regarding the insurance needing to possibly be the same as other employees in the District. This would need to be researched. Mr. Rodakowski suggested it be the same as the teachers.


Other – On behalf of the administrators, Mr. Hepperle expressed their appreciation for all the Board has done. The Board has been very open and supportive during these unprecedented times.

Schedule Next Meeting – The next meeting was scheduled for Wednesday, May 12, 2021, at 6:30 a.m. at the Professional Learning Lab.

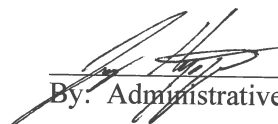
Adjournment – The meeting adjourned at 6:57 a.m.

Dated this 12<sup>th</sup> day of May 2021.

DICKINSON PUBLIC SCHOOLS

  
\_\_\_\_\_  
By: Board Negotiator

DICKINSON ADMINISTRATIVE COUNCIL

  
\_\_\_\_\_  
By: Administrative Negotiator