

## **Administrative Council Negotiations Meeting Minutes**

### **Wednesday, May 10, 2017; 6:30 a.m. – Meeting #2**

### **Central Administration Office**

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

**Others present:** Mr. Guy Fridley, Mr. Ron Dockter, Mr. Shawn Leiss, Mrs. Melanie Kathrein, Mr. Lyle Smith, and Mrs. Twila Petersen.

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

**Attitudes** – A copy of the revised attitudes were available at the meeting and were adopted by the parties.

**Ground Rules** – A copy of the revised ground rules were available at the meeting and were adopted by the parties.

**Approve May 5, 2017, Meeting Minutes** – The May 5 minutes were emailed to the team prior to the meeting. The minutes were approved, as presented, and signed by both parties.

**Sign Tentative Agreement** – Mr. Hepperle read the two-year contract agreement proposed by the administrators. The agreement was approved, as presented, and signed by both parties.

#### **Topics for Discussion** –

**Responsibility (Position) Factor** – Mr. Seaks explained an alternative concept to consider would be capping the position factor for everybody as it applies to 5% in the first year and in the second year those remaining would be moved forward. Mr. Hepperle responded he would need to visit with the administrators regarding this proposal.

**Personal Leave** – The Board negotiators said they would be willing to extend the accumulated personal leave days to eight (from six). They were not sure about adding a third personal leave day.

**Salary Schedule** – Mr. Seaks explained the Board negotiators were waiting for some numbers from Mr. Reep before they would be able to respond to the proposal from the Administrative Council. Mr. Seaks noted there are some factors to keep in mind is the reduction on the funding from the state. This will require the District to deficit spend. He referenced that when Badlands Ministries camp was in a similar situation as the school district with respect to reduced funding leading to a deficit budget, they had a salary freeze for all employees including the equivalent to a freeze on service steps and career increments.

Mrs. Rude added that taxable values will be decreasing by 3.5%. The Board negotiators appreciated the Administrative Council's willingness to negotiate for a two-year contract. They noted the administrators work hard and put in long days. They requested additional time to receive financial information on the salary schedule request from the Administrative Council.

Mr. Hepperle noted a two-year contract would be easier for the Administrative Council. He explained there are many challenges the administrators face by trying to do more with less resources and the added load put on the administrators. He added their jobs are very difficult and they are trying to adequately provide for all the students in the District. There are ways to improve the morale of the Administrative Council. Board negotiators could understand their concerns and could not emphasize enough how much they are appreciated. The School Board is trying to do what it can with the resources that are available in the difficult climate and the morale of the administrators is important to them.

There was a discussion when numbers might be available. The next meeting was tentatively scheduled for Thursday, May 18 at 6:30 a.m. If it does not appear that the numbers would be available for this date and time, the meeting could be postponed.

**Other** – There were no other topics for discussion.

**Debrief** – Chair Sullivan summarized the meeting. The attitudes and ground rules were reviewed and approved. The minutes from the May 5 meeting were reviewed and approved, as presented. The parties signed a tentative agreement on the two-year contract. The topics that were discussed included the position factor, personal leave, and salary schedule. It was clearly explained by the School Board representatives that all three proposals brought forth from the Administrative Council are still under consideration. The parties agreed to schedule the next meeting for Thursday, May 18 at 6:30 a.m. with the understanding that, if necessary, the meeting will be postponed to a later date with the agreement that it will happen as soon as possible.

**Schedule Next Meeting** – The next meeting was scheduled for Thursday, May 18 at 6:30 a.m.

**Adjournment** – The meeting adjourned at 6:50 a.m.

BOARD OF EDUCATION



By: Board Negotiator

DICKINSON ADMINISTRATIVE COUNCIL



By: Administrative Council Negotiator