



## **Administrative Negotiations Meeting #2**

### **Minutes**

**Wednesday, May 12, 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, Dickinson Middle School Principal Dr. Marcus Lewton, Prairie Rose Elementary Assistant Principal Richard Smith, Dickinson High School Assistant Principal Randy Cranston, Dickinson High School Principal Kevin Hoherz, Director of Special Education Sheri Twist, Berg Elementary Principal Tracy Lecoe, Dickinson High School Assistant Principal Tad Schye, Lincoln Elementary Principal Tammy Peterson, Business Manager Stephanie Hunter, Director of Instruction Melanie Kathrein, Director of Student Services Shawn Leiss, Lyle Smith, Shawna Knipp, and Twila Petersen.

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

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

**Introduction of New Topics for Discussion** – There were no new topics introduced.

**Tentative Agreement** – Mr. Seaks suggested leaving the two-year agreement open as a topic and table until towards the end of the agenda. Administrative Negotiators agreed.

#### **Discuss Topics for Negotiations** –

**Additional Days on the Administrative Calendar/Percentage of Insurance Paid/Salaries** – Mr. Rodakowski said he would present a package proposal inclusive of all three topics.

Mr. Rodakowski stated the Board negotiators were unable to be supportive of a different percentage of the insurance paid by the District. The District potentially may need to be the same for all employees.

Mr. Rodakowski referenced the request of the administrators for 1% on the base + 5 days added to the administrative calendar + service steps. Overall, that would be approximately a 3.29% salary increase plus 1.6% the second year. The Board Negotiators were not comfortable with these percentages.

Mr. Rodakowski explained another scenario with 1% on the base which was equivalent to .87% each year. Their calculations showed at 1% plus movement it was equivalent to potentially 1.35% the first year and 1.6% the second year.

Administrative negotiators requested a short recess for an opportunity to caucus. At 6:54 a.m., Chair Seaks declared a recess.

At 7:14 a.m., the meeting reconvened.

On behalf of the administrators, Mr. Hepperle thanked the Board representatives for the checks that were distributed to all employees last week. As the administrators met, they did not want to take away their appreciation for those funds.

On behalf of the administrative negotiators, Mr. Hepperle requested to have the additional days taken off the table. The administrative negotiators requested 1% for the first year and 1% for the second year plus steps. Mr. Fridley reiterated their appreciation for the \$1,250 stipend and the recent ESSER funds shared with every employee in the District.

Mr. Seaks requested a short recess for an opportunity to caucus and reach out to the other school board members for their input on the administrators' proposal. At 7:25 a.m., Chair Seaks declared a recess.

At 7:32 a.m., the meeting reconvened.

Mr. Seaks clarified the agreement was for a two-year agreement, no additional days, 1% to the base each year, and the service movement. Mr. Hepperle concurred adding that their request was asking the same percentage across the board for the administrators. He noted the matrix for the teachers was not the same across the board. Board members agreed with the administrators' proposal.

**Adjournment** – The meeting adjourned at 7:33 a.m.

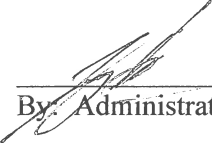
Dated this 11<sup>th</sup> day of June 2021.

DICKINSON PUBLIC SCHOOLS



By: Board Negotiator

DICKINSON ADMINISTRATIVE COUNCIL



By: Administrative Negotiator