



DPS/DEA Teacher Negotiations Meeting #5

Minutes

Wednesday, May 12, 2021; 5:30 p.m.
Professional Learning Lab

Negotiators Present:

Representing School Board – Moderator Steve Brannan, 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 – DEA President Shawna Knipp, Human Resources Manager Meghan Ziegs, Superintendent Dr. Shon Hocker, Assistant Superintendent Keith Harris, Business Manager Stephanie Hunter, Lyle Smith, Shary Smith, Leslie Wilkie, Kayla Kilwein, Lyn Olafson, Laurae Dykema, Kim Stockert, Donna Abrahamson, Kalindi Brandvik, Amy Wyant, Lee Mehrer, Fern Pokorny, Kelly Smith, Naomi Thorson, Brenda Loney, Nichole Tooz, Shelly Wolberg, Scott Schmidt, and Twila Petersen.

Call to Order – The meeting was called to order by Chair Steve Brannan at 5:30 p.m.

Additions or Deletions to the Agenda – There were no additions or deletions to the agenda.

Review and Approval of May 5, 2021, Teacher Negotiations Meeting Minutes – Draft copies of the minutes from the May 5, 2021, Teacher Negotiations Meeting had been emailed to the team before the meeting and were available at the meeting. Mrs. Schwartz moved to approve the minutes as presented. Mr. Leggate seconded the motion. A voice vote was taken on the motion. The motion carried unanimously.

Topics for Discussion

Graduate Hours/Horizontal Movement (DEA) – On behalf of the DEA negotiators, Mrs. Stroud distributed a proposal for Horizontal Movement. Mrs. Schwartz indicated due to some changes in the language, District individuals would need to review and provide input. She inquired regarding the changes in the proposal. Mrs. Stroud explained the proposed language has the steps for the horizontal movement in the correct order and specifies the steps that need to be completed. The language still includes a deadline and will streamline the process easier.

Mr. Schobinger referenced the Graduate Hours language that was removed. He said the graduate hours have changed over the years. The credits need to only be submitted to the State. It is not necessary to submit the hours to DPS.

Following is the proposal from the DEA negotiators for Graduate Hours/Horizontal Movement.

II. SALARY

- B. Graduate Hours most language moved below Horizontal Movement**
- ~~1. Full credit for graduate/undergraduate hours earned for initial placement and/or of advancement on the salary schedule must be in:
 - ~~a. An accredited graduate program in which the major and/or minor (supporting area) is in the teacher's current teaching assignment.~~
 - ~~b. Additional graduate hours earned in the major and/or minor (support area) field in the teacher's current assignment.~~
 - ~~c. Additional graduate hours earned in educational areas related to the teacher's~~~~

Mr. Schobinger said the DEA negotiators would like to do a pilot on the PTO to make sure it works, similar to the pilot that had been done before. Mrs. Schwartz requested an opportunity to send the language to Attorney Bruner-Kaufman for review. Then the language could be reviewed by the DEA's choosing.

Mr. Schobinger inquired what was going to happen with the banked personal leave. Mr. Harris responded there had not been a conversation regarding the banked personal leave. He suggested any personal leave above the threshold be paid out at the substitute pay. Mr. Schobinger gave a couple of scenarios regarding personal leave and banked personal leave days. He suggested having the personal leave in a trial pilot and then have a discussion during the next teacher negotiations cycle.

Mr. Schobinger clarified, next year's retirees would have 13 PTO days possible and anything over 120 days of sick days would be paid out at the substitute teacher pay, not the \$100 per day. It was agreed some language would need to be drafted. Mrs. Schwartz offered to meet over the next few days with a DEA negotiator to review the language.

Salaries – Mrs. Schwartz stated the administrators settled negotiations today. They settled for 1% plus steps and lanes. On behalf of the Board negotiators, Mrs. Schwartz stated they were offering the teachers 1.59% on the base and no steps and no lanes. Mr. Schobinger asked for clarification regarding no steps and lanes. Mrs. Schwartz stated the administrators' proposal with the steps and lanes was equivalent to 1.59%. Mr. Schobinger asked if that means he would not be able to move vertically nor horizontally. Mrs. Schwartz agreed. Mr. Schobinger asked if every teacher was frozen. He referenced the administrators getting 1% plus moving their steps and lanes. He noted that 1.59% on the base was approximately \$400+ on the base and taking a freeze. Mr. Schobinger stated that it was not possible the DEA negotiators could sell that proposal (to the DEA membership). He reiterated that for two meetings the DEA negotiators have been explaining how percentages have spread it out. Mr. Schobinger stated 1% for administrators was \$600 on their base plus their steps and lanes. Mr. Leggate made a correction that 1.59% (on the base) for teachers was \$587. Mr. Schobinger reiterated that it will not pass the DEA membership. Mr. Leggate clarified the administrators were going to get a bigger addition to their base and their steps. Mrs. Schwartz agreed. Mr. Schobinger stated the teachers are in the classroom every day with the biggest commodity and added it is what they do and what a school is (about).

Chair Brannan inquired if the Board negotiators would carry this topic back to the Board. Mrs. Schwartz responded she would.

Agenda Topics for the Next Meeting – The next meeting was scheduled for Wednesday, May 19, 2021, at 5:30 p.m. At that meeting, the team will continue the discussion regarding the DEA's handout on graduate hours and horizontal movement. The goal would be that the Board would have a legal opinion regarding PTO language. There will be a tentative meeting of DEA and Board negotiators on the handling of banked personal leave. The topic of salaries would remain on the agenda.

Adjournment – Chair Brannan declared the meeting adjourned at 6:00 p.m.

Dated this 8th of June 2021.

DICKINSON PUBLIC SCHOOLS


By: Board Negotiator

DICKINSON EDUCATION ASSOCIATION


By: DEA Negotiator