



Administrative Council Negotiations Meeting Minutes

Thursday, May 18, 2017; 6:30 a.m. – Meeting #3 Central Administration Office

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

Others present: Mr. Ron Dockter, Ms. Casaundra Francis, Mr. Shawn Leiss, Mrs. Melanie Kathrein, Mrs. Susan Cook, Dr. Marcus Lewton, Ms. Sherry Libis, Mr. Clarence Hauck, Mr. Lyle Smith, Ms. Leann Mehrer, and Mrs. Twila Petersen.

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

Attitudes – The attitudes had been adopted at the prior meeting.

Approve May 10, 2017, Meeting Minutes – The May 10 minutes were emailed to the team prior to the meeting. The minutes were approved, as presented, and signed by both parties.

Sign Tentative Agreement – There were no tentative agreements pending.

Topics for Discussion – Mr. Seaks explained this was a difficult position for the Board representatives because they respect, admire, and appreciate the administrators. They have talked about the numbers and he noted it is not so much about what they want to do but what they think they can do and afford to do. The Board representatives presented two options. Option A provided a 1% on the base plus a flat \$300 in year one with year two providing 1% on the base. The objective remains the same on the position factor with the Board's preference being over two years. For Option B it was a 1.5% to the base in the first year and a 1% to the base on the second year with the position factor over a two year period. He added that the position factor was something that could be talked about. Mr. Hepperle inquired if there was any further information regarding the personal leave. Mr. Seaks responded that they still were acceptable to the accumulated eight days. He said they were willing to keep the third personal day on the table for discussion. There was discussion regarding the cost of living index. Mr. Seaks requested to keep in mind the increases attached to the service step and continuing education. He had attended a recent RACTC meeting and many Districts are discussing similar situations so there appears to be a common theme. As a Board member, he knows in order to change the climate, the Board would have to work hard to try to do that, whether it be by talking to the legislators or look in terms of changing the mills to try and have the resources for the District. Mr. Seaks felt that both parties were trying to do what is best for the students of the District and resources are tied to that goal.

Mr. Hepperle noted the administrators position regarding the personal leave day was not tied to a cost since a substitute is not brought in and no one is assigned to fill in for the administrator when they are gone. He added there was concern with the numbers since there is a potential for the oil to come back or also fall quickly. On behalf of the administrators, Mr. Hepperle felt the 1% was too low, especially under the historical cost of living assumption.

Mr. Seaks explained the two options are close but they are different providing the opportunity for the administrators to choose between a flat amount or a percentage amount and have some flexibility. Mr. Hepperle said he would be willing to take the information to the Administrative Council and come back with its feedback. He added there is a concern with trying to retain administrators and at the same time have the opportunity to recruit. He was not confident that 1% would accomplish those goals.

The individual administrators would need to calculate their own salary and provide input. That would take some time. Mr. Seaks said he could appreciate that especially since the Board representatives requested the Administrative Council to wait until they could get some numbers. He suggested having a two-year sunset clause on the third personal day. He knew the administrators were busy and he would be surprised if they could utilize the third personal day. Mr. Hepperle inquired if there were any stipulations attached to the third personal day. Mr. Seaks responded that being mindful and respectful that the Board negotiators could not provide the percentage increase the administrators were looking for, that they would be willing to provide the third personal day with a sunset clause and then in two years evaluate the third personal day.

Mr. Hepperle inquired if the Board representatives were willing to provide the responsibility/ position factor in the first year. Mrs. Rude responded regretfully they could not. Mr. Hepperle noted this would again be part of the conversation regarding retention and recruitment of administrators.

Other – There were no other topics for discussion.

Debrief – Chair Sullivan summarized the meeting. The minutes from the May 10 meeting were reviewed and approved, as presented. The parties discussed the position factor, personal leave, and salary schedule. The School Board provided two separate proposals for consideration by the Administrative Council.

Schedule Next Meeting – The next meeting was scheduled for Friday, May 26 at 6:30 a.m.

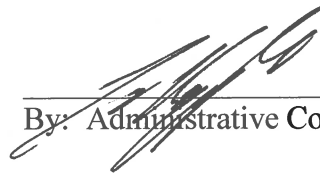
Adjournment – The meeting adjourned at 6:50 a.m.

BOARD OF EDUCATION

DICKINSON ADMINISTRATIVE COUNCIL



By: Board Negotiator



By: Administrative Council Negotiator