



Administrative Negotiations Meeting #3

Minutes

Friday, June 11, 2021, 8:00 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 – Human Resources Manager Meghan Ziegs, Dickinson Middle School Principal Dr. Marcus Lewton, Dickinson High School Principal Kevin Hoherz, Business Manager Stephanie Hunter, Director of Student Services Shawn Leiss, Diana Stroud, 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 – Mr. Hepperle requested a cleanup on the “Leave” language within the negotiated agreement. He added this could be part of the discussion regarding the terms of the agreement.

Review and Approve the May 12, 2021, Meeting Minutes – A draft copy of the meeting minutes from the May 12, 2021, meeting was distributed to the team members. The consensus of the team members was to approve the minutes as presented.

Discuss Terms of Administrative Negotiated Agreement – Mr. Seaks said he wished to officially apologize on behalf of the Board regarding how the negotiations process was managed. He added that it could have been done better. The Board negotiators did not have a clear understanding of the financials and the parameters.

The school board had a meeting to consider the agreed two-year administrative negotiated agreement. President Seaks said the Board did not approve the two-year agreement. Mr. Seaks recognized that the steps and lanes are not the same for the administrators as they are for the teachers. He invited the administrators to share their thoughts and frustrations.

Mr. Hepperle spoke on behalf of the administrators. He said the group wanted to understand the process. They wanted to relay that saying “fair” does not necessarily mean there will be “fairness”. Similar to student discipline, there cannot always be fairness. Mr. Hepperle asked for clarification of the offer from the Board negotiators.

Mr. Seaks thanked the administrators for their understanding. He responded the offer from the Board was one percent on the base plus steps and lanes. Because the Board was nervous about the District’s finances, they were willing to only go with a one-year agreement.

Mr. Seaks explained that before the next negotiations, he hoped to be able to have a better understanding of the District’s finances. Mr. Rodakowski concurred adding it should be a better process. He added they hoped to have the same terms for the next contract year.

Mr. Hepperle requested the Board consider settling agreements with the classified staff and the teachers before the administrators in future negotiations. Mr. Seaks responded there are different Board negotiator representatives with the teacher negotiations. They need to do what works best.

Mr. Hepperle referenced the negotiated agreement and requested a change on #4) Personal Leave. The current language states administrators **may take** three days of personal leave per year. He requested the language change to Administrators **shall accrue** three days of personal leave per year. Board negotiators concurred with the revision.

At 8:19 a.m., the Administrative Council representatives requested a caucus. Chair Seaks declared a recess at 8:19 a.m. At 8:26 a.m., the meeting reconvened.

Administrative Negotiator Hepperle reported the administrators were comfortable with the offer for the education hours and service. He also stated they agreed to a one-year agreement. He expressed their appreciation for listening to them and looked forward to negotiations next year. Board Negotiators Seaks and Rodakowski recognized the process could be done better on the Board's side and will use a different perspective when the group reconvenes in the spring.

Adjournment – The meeting adjourned at 8:28 a.m.

Dated this _____

DICKINSON PUBLIC SCHOOLS

DICKINSON ADMINISTRATIVE COUNCIL

By: Board Negotiator

By: Administrative Negotiator