



## **Administrative Negotiations Meeting No. 2**

### **Minutes**

**Thursday, April 27, 2023, 7:00 a.m.**

### **Professional Learning Lab**

#### **Negotiators Present:**

Representing the School Board - Board Member Brent Seaks and Board Member Jason Rodakowski.

Representing the Dickinson Administrative Council – Dickinson High School Assistant Principal Tad Schye and District Activities Director and Dickinson High School Assistant Principal Guy Fridley.

Resource Individuals - Superintendent Dr. Marcus Lewton and Business Manager Stephanie Hunter.

Others Present – Twila Petersen.

Call to Order – Board Member Seaks, Chair, called the meeting to order at 7:00 a.m.

Review and Approve Minutes from the April 24, 2023, Administrative Negotiations Meeting – A copy of the April 24, 2023, minutes had previously been emailed to the team. Administrative Negotiator Fridley moved to approve the April 24, 2023, Administrative Negotiations Meeting minutes, as presented. Board Negotiator Rodakowski seconded the motion. By consensus, the minutes were approved as presented.

Discussion and Approval of Financial Documents – Business Manager Hunter distributed a handout with Finance Stats. The stats were scenarios if legislation were to provide funding for a 3% and 3% increase. Scenarios included certified, administrators, classified, and extracurricular. Superintendent Dr. Lewton explained some legislative bills that would impact the financial scenarios.

Administrative Negotiator Schye inquired if the numbers in the scenarios were based off of the current staff or future staff. Business Manager Hunter responded the scenarios were off of the current staff. She added at last year's negotiations, she also provided scenarios off of current staff. She could provide off of future staff but cannot do it for 323 employees. That would be setting precedence. She does not do that for the teachers. Mr. Schye understood last year that the money was coming from the prior year when they knew the change in staff and education that was adjusted.

Mr. Rodakowski noted the importance of working off of current staff. Current staff is the data available to the District. He felt that was what was used in the past. As a Board, they need to be open and upfront and treat everyone equally. He noted they were working with the teachers and administrators with a certain set of numbers and work with similar groups across the categories. Board Negotiator Seaks added that using the current numbers will be in alignment with the state as the state pays off past numbers. Mr. Fridley said he has been doing negotiations for a while. If the current staff is used for the budget for next year, what would the District use for 2024-2025. Superintendent Lewton responded they cannot predict what staff will be in the District two years from now.

Administrative Negotiator Fridley moved to approve the financials as presented at today's meeting with flexibility for adjustments pending the finalization of Legislative Bill 2284. Administrative Negotiator Schye seconded the motion. By consensus, the motion was approved.

**Topics for Discussion and Rationale**

**One-Year or Two-Year Agreement** – Administrative Negotiator Fridley moved to negotiate a two-year agreement. Board Negotiator Rodakowski seconded the motion. A voice vote was taken on the motion. The motion carried unanimously.

**Administrators’ Proposal** – Mr. Schye explained the administrative negotiators had distributed a survey to the District administrators. The survey was in reference to the administrative salary schedule options that were shared by Mrs. Hunter with administrators. About half of the administrators have responded to the survey. Out of the respondents, most were in favor of option 1. Mr. Fridley noted the administrators wanted to move towards a more transparent schedule. Mr. Schye said they were not ready to lock into option 1; however, when the administrators ask for scenarios to be run, they would like Business Manager Hunter to use option 1. Mr. Schye explained when they have received more of the survey results, they will have a better idea with respect to option 1. Mrs. Hunter will send a spreadsheet so the administrators can generate the numbers. Mr. Rodakowski said that option 1 was good with the Board negotiators.

Mr. Schye referenced a proposed sick leave payout for administrators at \$25.00 per day at the end of their contract year. He noted this was something that was utilized by another school district. He also referenced a change in contracted days, sick leave, vacation days, and personal leave. The more contracted days there were reflected more leave days. Mr. Rodakowski said the Board negotiators would like to be in comparison to the average of other school districts. Mr. Fridley felt the administrators might also consider combining the leave into PTO. Dr. Lewton didn’t think many Districts were using PTO for administrators. He said they could investigate the idea if this was what the administrators would like to do. Mr. Rodakowski noted in the scenario some administrators have fewer contract days and would not receive all three types of leave. Mr. Schye inquired how often an administrator uses sick leave. Potentially very few used sick leave.

Administrative Negotiator Schye recommended removing the assistant superintendent and the dean of students from Appendix B. Mr. Fridley explained it was not fair to the assistant superintendent because that position oversees the administrators and would have to be a resource in the absence of the superintendent which creates a conflict of interest. Mr. Schye explained the dean of students position in other districts is a stipend for the teacher(s). Board negotiators Seaks and Rodakowski agreed to remove those two positions, the assistant superintendent and the dean of students, from Appendix B.

**Other Topics for Discussion** – Board Negotiators added the topic of Grammar/Language Cleanup to reflect the 2023-2025 year and to update the agreement for the Administrative Travel Schedule.

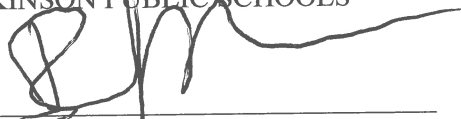
**Schedule Third Meeting** - Board Negotiator Seaks suggested waiting until the administrators had finalized an option before meeting again. The next meeting was scheduled for Monday, May 8, 2023, at 6:30 a.m. at the Professional Learning Lab. If the legislative bill is finalized sooner, there was flexibility to schedule the meeting earlier.

**Debrief** – Chair Seaks summarized the meeting. The minutes from the April 24, 2023, meeting were approved and signed by the parties. The financials were presented by Business Manager Hunter and were approved by both parties. The parties agreed to have Mrs. Petersen do language cleanup in the agreement to reflect the two-year agreement and the travel schedule. The parties agreed to remove the assistant superintendent and dean of students positions from Appendix B.

**Adjournment** – Chair Seaks declared the meeting adjourned at 8:00 a.m.

Dated this 18<sup>th</sup> day of May 2023.

DICKINSON PUBLIC SCHOOLS

  
By: Board Negotiator

DICKINSON ADMINISTRATIVE COUNCIL

  
By: Administrative Negotiator