



Administrative Negotiations Meeting No. 3

Minutes

Thursday, May 18, 2023; 6:30 a.m.
CTE Center/North Campus

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 Jeff Brandt 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 6:40 a.m.

Review and Approve Minutes from the April 27, 2023, Administrative Negotiations Meeting – A copy of the April 27, 2023, minutes had previously been emailed to the team. Mr. Fridley moved to approve the April 27, 2023, Administrative Negotiations Meeting minutes as presented. Mr. Rodakowski seconded the motion. A voice vote was taken on the motion. The motion carried unanimously.

Update Financial Information – Business Manager Hunter distributed a copy of the updated financial statistics that reflected the legislative impact of providing 4% for each year of the biennium for the state aid increase per student average daily membership. Mr. Rodakowski moved to approve the financials as presented at today's meeting and use these as a basis for data and revenue estimates for the team to utilize for the 2023 negotiations. Mr. Fridley seconded the motion. A voice vote was taken on the motion. The motion carried unanimously.

Tentative Agreement – The parties signed tentative agreements on the financials and the removal of the position of assistant superintendent and the position of dean of students from the Administrative Negotiated Agreement Appendix B. Chair Seaks noted the parties had already signed an agreement to negotiate a two-year contract.

Continue Topics for Discussion and Rationale – Mr. Fridley said he and Mr. Brandt had spent a lot of time visiting with the Dickinson Administrative Council members. They discussed having a sustainable salary schedule. The Administrative Council also discussed the (contract) days and the daily rates.

The Administrative Council Negotiators presented a proposal. It did not have a salary schedule attached to the proposal but did have proposed (contract) days for the administrators as an attachment. The days were broken down by job position, proposed administrator contract days, the daily rate for the contract days, the average days for the same job position within other school districts, and how the proposed days rank with other school districts in the state. Mr. Brandt went through some examples for positions on the contract days proposal. He noted some anomalies for specific positions within the contract days proposals.

The Administrative Negotiators said when they drafted the contract days proposal, they focused on the Board negotiator's request to close the gap in the averages with other school districts in the state.

Mr. Fridley explained that the administrators were using this as a starting point. Then the contract days would fit into one of the three salary schedule options. Business Manager Hunter shared her concern with

the administrators not presenting their option for the salary schedule along with the contract days proposal. She noted the formulas were different for each salary schedule option. She provided a scenario where it would increase the daily rate considerably and put the District in a position where the salaries were no longer cost effective but cost prohibitive. She said if the salary schedule option was matched up to the contract days, it would provide an accurate cost per day. Mr. Fridley explained that was not the intent of the Administrative Council's proposal to purposely leave out the salary schedule. The administrators felt their proposal on the contract days would be a starting point to begin the conversation.

Mr. Brandt referenced the proposed language revisions to the sick leave in the Administrative Council's proposal. The revisions aligned with the Professional Negotiated Agreement language regarding paying administrators \$100.00 per day for all sick days that exceed the 120-day maximum. There were language revisions to increase the daily payout rate of accumulated sick leave for qualifying retirees at the rate of \$35.00 per day. This would also align with the language proposed for the Professional Negotiated Agreement.

The Administrative Council's proposal recommended removing language referencing "Doctor Appointment Leave". Mr. Brandt inquired if that language needed to be in the agreement. This language may be unnecessary with the implementation of Frontline.

The administrators' proposal also amended the language to reflect unused personal leave and unused vacation leave to be converted to accumulated sick leave aligning with the Professional Negotiated agreement.

Mr. Seaks shared the Board negotiators appreciation for the proposal. He requested an opportunity to caucus. At 7:01 a.m., the meeting recessed to caucus. At 7:24 a.m., Chair Seaks reconvened the meeting.

Mr. Rodakowski explained that he thought the administrators' proposal was closer to what the Board negotiators were hoping in regard to the contract days. The Board distributed a counter proposal for the administrators to share with their group. Mr. Seaks referenced the language regarding personal leave and vacation leave in the administrators' proposal. He noted the safety of the schools was a concern when an administrator was not present. Having the building compromised reflected the decision of the Board negotiators regarding the proposed revisions to the number of contract days in the administrators' proposal. Negotiators discussed examples of accumulated leave. The sick leave days and the personal leave days were the same for each position in the Board's proposal and also the same in the Administrative Council's proposal.

There was a discussion regarding the career increments in the Board's proposal with the administrators being capped out at step 25 and paid out at \$750.00 per year for every year after step 25.

Mr. Rodakowski explained the Board's proposal was using option 1 out of the three options available for the administrators. Mrs. Hunter referenced the April 27 meeting when Mr. Schye requested she utilize option 1 when referencing scenarios. The Board negotiators felt the two parties were close in their proposals. Mr. Rodakowski explained the correlation between the contract days and the salary schedule option 1.

Schedule Fourth Meeting – By consensus, the next meeting was scheduled for Tuesday, May 23, 2023, at 6:30 a.m. at the Professional Learning Lab.

Amend Ground Rules – The team discussed a date for the completion of the administrative negotiations. The Ground Rules were amended to reflect a completion date of May 23, 2023. The parties signed the amended Ground Rules.

Build Agenda for the Fourth Meeting – Chair Seaks explained the agenda for the fourth meeting would include reviewing and approving the minutes from today's meeting. The agenda will also include continuing the discussion on topics and proposals.

Debrief – Chair Seaks summarized the meeting. The minutes from the April 27, 2023, meeting were approved and signed by both parties. There were tentative agreements signed by the parties on the financials and the removal of two positions in Appendix B, there were proposals presented by the Administrative Council and the School Board, and the Ground Rules were amended to extend the completion date of the administrative negotiations to May 23, 2023. The next meeting was scheduled for May 23, 2023, at 6:30 a.m. at the PL Lab.

Adjournment – Chair Seaks declared the meeting adjourned at 7:42 a.m.

Dated this 23rd day of May 2023.

DICKINSON PUBLIC SCHOOL BOARD



By: Board Negotiator

DICKINSON ADMINISTRATIVE COUNCIL



By: Administrative Negotiator

