



Administrative Negotiations Meeting No. 4
Minutes
Tuesday, May 23, 2023; 6:30 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 Jeff Brandt and District Activities Director/Dickinson High School Assistant Principal Guy Fridley.

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

Others Present – Heart River Elementary Principal Randy Muffley, Director of Student Services Sheri Twist, Director of Instruction Melanie Kathrein, CTE Director Aaron Anderson, Berg Elementary Principal Tracy Lecoe, Jefferson Elementary Principal Sara Streeter, and Recorder Twila Petersen.

Call to Order – Board Member Seaks, Chair, called the meeting to order at 6:30 a.m.

Review and Approve the Minutes from the May 18, 2023, Administrative Negotiations Meeting – A copy of the May 18, 2023, minutes had previously been emailed to the team. Mr. Fridley moved to approve the May 18, 2023, Administrative Negotiations Meeting minutes, as presented. Mr. Rodakowski seconded the motion. A voice vote was taken on the motion. The motion carried unanimously.

Continue Discussion on Topics and Proposals – Mr. Brandt explained the members of the Administrative Council met last night to review the proposals from the last meeting. The administrators discussed going away from the career increments in the salary schedule to create sustainability in the salary schedule. Mr. Brandt reported the administrators added workdays to the agreement to try and get the daily rate down. He said they were able to get the daily rate down for most administrative positions.

Mr. Brandt noted the administrators reviewed some of the language regarding sick days, sick leave, vacation leave, and personal leave.

The Administrative Council reviewed the Board's proposed salary schedule at its meeting last night. The Administrative Council accepted the Board's proposal subject to adjustments to the payout of personal days. The administrators proposed a payout of five personal days from the previous three personal days. Mr. Fridley explained the rationale regarding the proposal for the five personal days.

Board negotiators requested an opportunity to caucus and discuss the ramifications to the District with the Administrative Council's counter proposal. At 6:38 a.m., the meeting recessed to caucus. At 6:53 a.m., Chair Seaks reconvened the meeting.

Mr. Rodakowski asked for clarification regarding the five personal days. He asked if the administrators' proposal was regarding the accumulated personal leave days. Out of the eight accumulated personal days that were not used, a maximum of five days may be paid out and three days would roll over into the sick leave. Mr. Brandt responded that was correct. Mr. Rodakowski felt the Board would be acceptable to the proposal for the personal days and the counter proposal from the Administrative Council.

Debrief – Chair Seaks noted it was not necessary to schedule another meeting since an agreement was reached between the parties. He summarized today’s meeting. The two parties approved and signed the minutes from the May 18, 2023, meeting. The parties came to an agreement accepting the Board’s proposal with the personal leave payout changed to five days. Mr. Seaks thanked the administrative negotiators and the Administrative Council members for their work in keeping their goal of a sustainable salary schedule.

Adjournment – Chair Seaks declared the meeting adjourned at 6:58 a.m.

Dated this 7th day of July 2023.

DICKINSON PUBLIC SCHOOL BOARD



By: Board Negotiator

DICKINSON ADMINISTRATIVE COUNCIL



By: Administrative Negotiator