



DPS/DEA Negotiations Meeting #7

Approved Minutes

Wednesday, May 25, 2022; 4:45 p.m.

Professional Learning Lab

Negotiators Present:

Representing the School Board - School Board Vice President Kim Schwartz, School Board Member Michelle Orton, and Assistant Superintendent Keith Harris.

Representing the Dickinson Education Association (DEA) - Lincoln Elementary Third Grade Instructor Kelly Smith, Lincoln Elementary Fourth Grade Instructor Karl Leggate, and Dickinson High School Chemistry and Physics Instructor CaraLee Heiser.

Others Present – Superintendent Dr. Marcus Lewton, Business Manager Stephanie Hunter, Human Resources Manager Meghan Ziegs, Clarence Hauck, Gregg Bertelsen, Johnna Westby, Susan Pankowski, Angela Ernst, Tammy Meschke, Donna Abrahamson, Toni Frank, Ann Berry, Shantel Twogood, Chelsea Hartman, Jolene Gress, Kandace King, Amy Sherer, Leah Campbell, Kim Stockert, Madelyn Ohene-Ntow, Melinda Fridrich, Amy Shobe, Jackie Glaser, Lyn Olafson, Amy Kuehl, and Nancy Muffley.

Call to Order – Chair Shawna Knipp called the meeting to order at 4:45 p.m.

DEA's Response to Board's May 24, 2022, Last Lump Sum Proposal – Mrs. Heiser addressed the PTO language in the Board's Lump Sum Proposal (documented in the May 24, 2022, Teacher Negotiations Meeting minutes). She said there were still some questions regarding (PTO) leave request and how it will be approved. She inquired if the Board could foresee any scenario where an approved leave could be unapproved. Mrs. Orton deferred the question to Dr. Lewton.

Dr. Lewton referenced his example in last night's meeting regarding a planned trip to celebrate a 40-year anniversary where the tickets were bought, and other family members were also flying and joining in the trip. Dr. Lewton used an example of an unforeseen circumstance such as the flu. He referenced Mr. Leggate's discussion last night about working together. Dr. Lewton felt with a collaborative approach (between building administration and teachers) it could be resolved. He did not think it would happen (where the leave would be later unapproved). Mrs. Smith wanted some protection so that someone could not be told they could not go on their trip. Dr. Lewton could understand this and added that in his nine years (at DMS) individuals worked together to solve these types of scenarios. Mrs. Heiser said that this helped clear things up. Mr. Leggate reiterated the importance of collaboration (between building administration and teachers). If an individual is taking a mental health day, he felt they would be willing to be flexible and postpone that (mental health) day. Mrs. Heiser stated they (the DEA negotiators) would agree to the Board's PTO language with the seven days (timeline for a response from administration).

Mr. Leggate referenced the salary matrix in the Board's Lump Sum Proposal, specifically the difference between the 0.01 and 0.02 and the 0.015 change to the matrix (index). On behalf of the DEA negotiators, Mr. Leggate stated a counter of 0.0125 to the Board's 0.015 (to the salary matrix index in the Board's Lump Sum Proposal). Mrs. Schwartz inquired if he knew the amount it would impact the deficit. Mr. Leggate responded approximately \$95,000. Mrs. Hunter concurred that the estimate was correct.

Mrs. Schwartz requested an opportunity to caucus. At 4:51 p.m., the meeting recessed. At 4:56, Chair Knipp reconvened the meeting.

Mrs. Orton said last night's offer was at .6 (0.6%) beyond the Board's original 1% proposal (1% to the base with no steps and lanes). On behalf of the Board negotiators, Mrs. Orton said that they (the Board Negotiators) "decided to stick with what we offered last night."

Mrs. Heiser requested an opportunity to caucus. At 4:58 p.m., the meeting recessed. The meeting reconvened at 5:05 p.m.

DEA President Knipp said they have had discussions with the (DEA) membership. The responses included the feeling of “taking a hit to the matrix.” They are confident there will be a committee looking at the sustainability of the matrix that will work for the District moving forward. She noted the teachers are seeing an increase in workloads to accommodate the different programs that are being placed upon them.

DEA President Knipp noted the new teachers would be looking at the current salary matrix and will not be making as much money as anticipated and will be disappointed. She asked if they (the DEA) were to agree to the lump sum agreement, would the workday (topic) come off the table? Mrs. Schwartz responded “yes.” Mrs. Knipp inquired if there would continue to be a 45-minute lunch and there would not be 15 minutes added to the day. Mrs. Schwartz responded “yes.” Mrs. Knipp referenced the proposed salary schedule and said they (the DEA) feel that most people (teachers) would have an increase of approximately \$300 when typically the teachers have seen an increase of \$1,300. DEA President Knipp stated “So yet again, we’ve given back but we have decided to accept the agreement.”

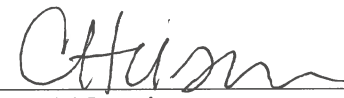
Adjournment – The meeting ended at 5:10 p.m.

Dated this 13th day of June 2022.

DICKINSON PUBLIC SCHOOLS

DICKINSON EDUCATION ASSOCIATION


By: Board Negotiator


By: DEA Negotiator