



DEA/DPS Negotiations Meeting Minutes

Monday, March 9, 2020; 4:00 p.m.
Professional Learning Lab

Negotiators Present:

Representing School Board: Board Vice President Kim Schwartz, Board Member Michelle Orton, Superintendent Shon Hocker, and Assistant Superintendent Keith Harris.

Representing Dickinson Education Association (DEA): Ms. Sara Berglund, Mrs. Shawna Knipp, and Mr. Jay Schobinger.

Others Present: Lyle Smith, Diana Stroud, Brenda Loney, Kalindi Brandvik, Shelly Wolberg, Meghan Ziegs, Clarence Hauck, Maggie Lehman, and Twila Petersen.

Call to Order – Chair Kim Schwartz called the meeting to order at 4:00 p.m.

Review and Approve the May 16, 2019, Meeting Minutes – A copy of the May 16 meeting minutes had been emailed to the team on June 7, 2019. There were no noted revisions to the minutes. Mrs. Orton moved to approve the May 16 meeting minutes as presented. Mrs. Knipp seconded the motion. The motion carried unanimously.

Review and Approve the May 21, 2019, Meeting Minutes – A copy of the May 21 meeting minutes had been emailed to the team on June 7, 2019. There were no noted revisions to the minutes. Mrs. Knipp moved to approve the May 21 meeting minutes as presented. Mrs. Orton seconded the motion. The motion carried unanimously.

Paid (PTO) Leave – A copy of the current 2019-2021 Professional Negotiated Agreement, with proposed revisions from representatives of the school board, was distributed to the team members. Superintendent Hocker explained the District's auditing firm, Brady Martz, would not support the PTO plan drafted by the negotiations team. Dr. Hocker added the state law will not permit the agreement to revert. An attorney's opinion stated there is a potential for a large amount of debt.

Superintendent Hocker noted there were 13 days of PTO. If the employee did not utilize their 13 days, they will be paid out at a rate of \$100 per day. Mr. Schobinger gave an example where he had an opportunity to visit family and would be gone for four days and utilize four of his PTO days. He opted not to go and is anticipating being paid \$400 for those four days he has not utilized. Dr. Hocker responded Mr. Schobinger would still be getting \$100 per day for any unused PTO. The proposed change would be effective on July 1, 2020. Superintendent Hocker expressed that it was the District's full intentions to keep the PTO as drafted and agreed to by the parties. Assistant Superintendent Harris added there were multiple attempts made to keep the PTO.

On page 12 of the revised 2019-2021 Professional Negotiated Agreement under Personal Leave, Dr. Hocker referenced a Sunset Clause under #2. It was his understanding this was discussed previously and agreed by both parties to remove the language. He added the allowance of additional personal leave days to accumulate was researched and was not being abused. Team members shared there was not an excessive amount of individuals taking six personal days in a row. Mr. Smith inquired if anyone ran the numbers to find out if there was a lot more personal leave this year due to the PTO. Dr. Hocker responded up until a month ago, it varied by building. Some buildings openly had more absences.

Mrs. Knipp requested clarification regarding employees that had accumulated 120 days and have PTO days at the end of this school year. Mr. Harris explained according to the agreement, any certified employee with less than 120 days, any days accumulated at the end of this school year will go into their sick leave account. Any days over 120 days will be paid out in June at a rate of \$100 per day. Mr. Smith inquired what would happen if an employee had accumulated 115 days before this school year and now has days to add. Ms. Berglund responded the individual would accumulate the 120 and anything over 120 would be paid out at \$100 a day. Mr. Harris concurred. There was a discussion regarding banked personal leave. If an individual had eight days banked before 2019-2020 that employee will still have eight days banked starting July 1, 2020.

The consensus was to remove #2. Sunset Clause under the Personal Leave section. An amended 2019-2021 Professional Negotiated Agreement was prepared with the revisions and signed.

Adjournment – Superintendent Hocker thanked the team members for this opportunity to discuss the negotiated agreement. At 4:27 p.m. Chair Schwartz adjourned the meeting.

Dated this 26th day of March 2020.

DICKINSON PUBLIC SCHOOLS

DICKINSON EDUCATION ASSOCIATION

Kimberly L. Schwartz

Jay Schobinger

By: Board Negotiator

By: DEA Negotiator