

**TO:** School Board Members  
**FROM:** Dr. Douglas W. Sullivan, Superintendent  
**SUBJECT:** Agenda Background  
**DATE:** May 29, 2015

**I. Call to Order**

**II. Public Participation** - Any person wishing to address the Board may do so by completing a written request prior to the meeting. The request must be within the guidelines of Board policy BCBA, Public Participation at Board Meetings.

**III. 2015-2017 Administrative Negotiated Agreement** – Mrs. Kris Fehr and Mrs. Sarah Ricks are the primary school board representatives on the administrative negotiations teams. Mr. Jason Hanson is the secondary representative on this committee. Mr. Guy Fridley, Ms. Sherry Libis and Mrs. Dorothy Martinson are the administrative representatives for the administrative negotiations team. The proposed 2015-2017 administrative negotiated agreement includes the following changes from the previous contract:

- a. The agreement is for two years (2015-2016 and 2016-2017) ending June 30, 2017. The recommendation is to approve a salary schedule increase that would reflect an index base for the first year of \$55,701 with a flat rate added to each administrator salary of \$2,532 and an index base for the second year \$57,931 and a flat rate added to each administrator salary of \$4,200.
- b. The agreement would change the emergency leave to add the following language:  
*Of these five allowable days, one may be used for a person outside of the definition of immediate family.*
- c. The agreement would change the national conventions and workshops provided to administrators to provide administrators the ability to attend a convention or workshop every two years with some flexibility for the administrator and superintendent to adjust the schedule as needed to optimize professional development opportunity.

The recommendation of the administrators and Board representatives is to approve the 2015-2017 administrative negotiated agreement, as presented. A copy of the proposed administrative negotiated agreement is posted to the Supporting Documents. ***Sample motion:*** “I move to approve the two year administrative negotiated agreement that includes an index base for 2015-2016 of \$55,701 with a flat rate added to each administrator salary of \$2,532 and an index base for 2016-2017 of \$57,931 with a flat rate added to each administrator salary of \$4,200 and to approve the changes in the negotiated agreement, as presented.”

**IV. Attorney Consultation - Dickinson Education Association v. Dickinson Public School District** – The next item on the agenda is Attorney Consultation regarding civil litigation against the District entitled *Dickinson Education Association v. Dickinson Public School District*, Civil No. 45-2015-CV-00273, Stark County District Court. A hearing was held on May 21, 2015, to show cause why the District has not complied with the Alternative Writ of Mandamus issued by the Court on April 27, 2015. The Court ruled from the bench in favor of the Dickinson Education Association (“DEA”) and concluded that the

Alternative Writ should issue. A written order reflecting the decision and a corresponding judgment have not yet been issued by the Court. The Board will consult with its legal counsel regarding the status of the litigation, the effect of the Court's decision, and the options available to the District.

- V. **Petitions for Recognition (Dickinson Education Association)** – On February 4, 2015, the Dickinson Education Association submitted a Petition for Recognition of an Appropriate Negotiating Unit and also a Petition for Recognition of a Representative Organization which are posted under Supporting Documents. The Board rejected these Petitions at its meeting held on March 3, 2015. The Board reconsidered and affirmed its rejection of the Petitions at its meeting held on April 13, 2015. The DEA commenced an action against the District seeking a Writ of Mandamus requiring the District to accept the Petitions submitted by the DEA in February 2015, and to rescind School Board Policy DLA – Recognition of Negotiating Units. The Court issued an Alternative Writ of Mandamus on April 27, 2015 and scheduled a hearing for May 21, 2015, directing the District to show cause why it has not complied with the Alternative Writ. Through legal counsel, the District submitted a brief in opposition to the DEA's Petition for Writ of Mandamus and appeared at the May 21, 2015 hearing. Following arguments, the Court ruled from the bench in favor of the DEA and concluded that the Alternative Writ should be issued. A written order reflecting the decision and a corresponding judgment have not yet been issued by the Court. The Board will discuss and may act upon the Petitions submitted by the DEA in February 2015 in light of the Court's ruling.

VI. **Adjournment**