

To: Dickinson Public School Board  
From: Tanya Rude, board member  
Date: February 25, 2016

## **NDSBA 2016 Negotiation Seminar Report**

As I begin the report, I would like to thank the school board for the opportunity to attend the 2016 NDSBA Negotiation Seminar and pre-seminar workshop on Superintendent Evaluations held on February 11 & 12, 2016, at the Grand Dakota, Bismarck. Mrs. Kris Fehr's report on the seminar is extensive and I do not wish to duplicate the information. The following is just a few additions and thoughts of my own:

### **Superintendent Evaluation**

The Dickinson Public School district is currently implementing a more objective evaluation process for the teachers and administrators, therefore perhaps we should look into a more formative process for the DPS Superintendent. I, however, am not sure what NDSBA has been working on is the right way to go for our district. I, like Mrs. Fehr, like the fact that it is electronic and could save the school board president time. I, also like the fact that it could help focus our attention on more objective facts for the superintendent evaluation.

### **Negotiations Seminar**

Throughout the day we learned lessons other individuals have learned over their years of negotiating. We heard from the following people throughout the day: John Martinson, NDSBA Executive Director; Bismarck Public Schools HR Director, Business Manager, and school board member; Mandan School District Business Manager; L. Anita Thomas, General Counsel, NDSBA; Dr. Alyssa Martin, Director of Policy Services, NDSBA; Rachel Bruner-Kaufman, Pearce & Durick Law Firm; Andy Sever, Director of Labor Relations, Montana School Boards Association; Amy DeKok and David Phillips, Fredrickson & Byron Law Firm; NDSBA Board of Directors; and not to mention our very own Mrs. Kris Fehr, who spoke in the morning on the importance of ground rules.

As Mrs. Fehr stated in her report, the information this year should be very helpful to all in attendance.