

## Unapproved School Board Meeting Minutes

Dickinson Public Schools  
Regular Meeting

December 8, 2014; 5:00 p.m.  
Board Room, Central Office

The Dickinson Public School Board held a regular meeting on December 8, 2014, at the Central Administration Office. Board members present were: President Kris Fehr, Vice-president Jason Hanson, Mrs. Tanya Rude, and Mrs. Sarah Ricks. Board member absent: Ms. Leslie Ross. Administrators present were: Superintendent Douglas Sullivan, Assistant Superintendent Vince Reep, Mrs. Dorothy Martinson, Mr. Ron Dockter, Dr. Marcus Lewton, Mr. Jay Hepperle, Mr. Thomas Barr, Mr. Shawn Leiss, Ms. Sherry Libis, Mrs. Susan Cook, Mrs. Melanie Kathrein, Mr. Henry Mack, and Dr. Becky Pitkin. Others present were: Mr. Larry Sebastian, Mr. Lyle Smith, Mrs. Shary Smith, Ms. Leann Mehrer, Mrs. Twila Petersen and Ms. Nadya Faulx from the Dickinson Press.

**Call to Order** - Board President Fehr called the meeting to order at 5:00 p.m.

**Public Participation** – There were no requests for public participation.

**Additional Agenda Items/Removal of Items from Consent Agenda** – There were no additions or deletions to the agenda.

**Consent Agenda** – Mrs. Rude moved to approve the agenda including the consent agenda consisting of the minutes from the November 17 regular board meeting, November 17 board workshop, November 21 special meeting; bills for December 2014; the financial reports for December 2014; the pledged assets report for December 2014; the personnel reports; and the RACTC report, as presented. There were no student/staff recognitions or tuition waiver agreements. Mr. Hanson seconded the motion. A roll call vote was taken and the motion was unanimously approved.

**Superintendent's Report** – Superintendent Sullivan reported on the following topics.

- a. **Calendar Committee** – There will be a Calendar Committee meeting on Wednesday at 4:00 p.m. This will be the second meeting this fall for this committee which is working on the school calendar for the 2015-2016 school year.
- b. **District-wide Technology Committee** – There will be a District-wide Technology Committee meeting on Thursday at 4:00 p.m.
- c. **Lockdown Procedures** – Superintendent Sullivan thanked Ms. Nadya Faulx from the Press for the article in *The Press* regarding the new procedure. The article helped get the information out to the community regarding the new procedure if the District should need to go into a lockdown.
- d. **Middle School Site** – Assistant Superintendent Reep and Superintendent Sullivan continue to research possible locations for the new middle school. The search has been narrowed down to two locations. Dr. Sullivan and Mr. Reep have met and will continue to meet with city administrators to discuss infrastructure, water, and sewer.
- e. **Junior High Transition to Middle School** – DPS leadership faculty have traveled and visited seven schools and attended a conference for a better understanding of teaching instruction in a middle school and what a middle school looks like. A summary will be shared with the school board at its January meeting.

### **Business Topics**

**Roughrider Area Career and Technical Center (RACTC) Update** – Mr. Larry Sebastian, RACTC Director, addressed the board. Available on the website under Supporting Documents is a summary report with information regarding course offerings, mission and financials. The designated Board representative

**Roughrider Area Career and Technical Center (RACTC) Update (cont.)**

to the RACTC is Mrs. Ricks with the alternate as Mr. Hanson. Mr. Sebastian reported New Salem Public is a newly added emerging school to the Center. Director Sebastian discussed the salaries incurred through the Center and the amount reimbursed by the State. The amount reimbursed by the State CTE Department for salaries is 40%. He explained there are seven faculty members that are contracted to the 12 member schools and one director. There are two health career teachers with one of the two at Dickinson High School. Currently there are no DHS teachers that are teaching on the system, although in the past there were. In the summary, courses offered through the Center were listed. Mr. Sebastian noted the fee structure has not changed since 2008. President Fehr inquired if there was a demand for additional courses that could be provided by RACTC. Mr. Sebastian shared some suggestions. There was discussion regarding adding vocational training. President Fehr thanked Mr. Sebastian for the summary report and presenting information at the meeting. This agenda item was informational only. No action was requested.

**Prairie Rose Elementary Expansion Update** – Assistant Superintendent Reep addressed the Board with updated information. Towards the middle of December the exterior wall panels will begin arriving. It will take approximately one week for them to be placed and welded. Mr. Reep felt everything was on schedule or a little ahead of schedule. Good weather will keep the process on track. This agenda item was informational only. No action was requested.

**Teacher Contract Negotiations** – Board Negotiator Kris Fehr addressed the Board. When the Board negotiators met with the DEA negotiators it was expressed the importance of attracting and retaining teachers and Board negotiators provided offers that would be in alignment with this focus and still be within the means of the budget. The final offer proposed by the Board negotiators that is before the DEA for ratification was emailed to all school board members. This offer would provide a starting teacher a salary of \$42,505. This is only \$100 less per year than Bismarck Public which dominates in the first year teacher salaries. President Fehr distributed a handout with a salary schedule comparison. When comparing the DPS salaries with other key class A schools, Dickinson Public will have the highest paid salary to veteran teachers. DPS veteran teachers will be paid 15% more than veteran teachers are paid at Bismarck Public. Dickinson Public will have a competitive edge on veteran teachers and sit well for being competitive for brand new teachers as well. President Fehr stated that the amount of the increase in salary would be \$4,105 for first year teachers. Mr. Hanson, who also negotiated for the Board, said that with this salary increase there will be implications for the school district's budget that the Budget Committee will need to discuss. The Board may need to put off some items until next year and revise plans; for example, land purchases for future schools may be delayed and that could mean more students in a classroom if the District has to wait an additional year for a school to be built. There are a lot of unknowns at this point. Mrs. Rude inquired if future teacher contracts could include additional professional development days. She suggested the Board negotiators try and meet this need as well as we move forward with the next round of negotiations. Mrs. Rude said she has been on numerous District committees where the teachers are pleading for additional professional development days. President Fehr said she did speak to Mrs. Kathrein about what is being asked for so the Board negotiators have an idea and can identify the discrepancies. President Fehr updated on the timeline for the teacher contracts. Superintendent Sullivan cancelled the impasse. If the negotiations would go into impasse again it would start from the beginning. The Board proposal was offered to the DEA members at a DEA meeting last week. There will be another DEA meeting this week Thursday to ratify. Only after both parties have approved and signed the agreement can Mr. Reep proceed with payroll and the issuance of contracts. The timeframe is such that it

**Teacher Contract Negotiations (cont.)**

will not get into the December payroll. Teachers will have 30 days to sign the contracts. There is a lengthy process to transfer from the 2013-2014 contract to the 2014-2015 contract. At each phase there will be a lot of proofreading and verifying. President Fehr asked Board members to keep their calendars flexible so they could attend a potential special school board meeting in the near future. This agenda item was informational only. No action was requested.

**Sale of General Obligation Building Fund Bonds** – On December 8, 2014, bids were received for the sale of the General Obligation Fund bonds, Series 2014. Available on the website under Supporting Documents is a draft bond resolution. The final version with the final sale results was emailed to Mr. Reep from the bond attorney, Scott Wegner, for the Board's consideration. Assistant Superintendent Reep addressed the Board explaining the documentation and reported the results from the sale. Dickinson Public Schools received a bond credit rating of Aa3 from Moody's Investor Service. The anticipated interest rate was 3.01%. Mr. Reep reported the bonds to Piper Jaffrey had an interest rate of 2.81%. This will be a savings passed down to the tax payers of \$191,000. There were eight bids received. Mr. Reep reported when the underwriter discount fees are removed, the District will receive more money than the principal of the bond. It was a favorable market. Administrative recommendation to the board was to accept and authorize the issuance of the sale of the bonds. Mr. Hanson moved to adopt the resolution authorizing the issuance and sale of \$9,865,000 general obligation school building bonds, series 2014. Mrs. Rude seconded the motion. A roll call vote was taken: yeas-Hanson, Ricks, Rude, Fehr; nays-none; absent-Ross. The motion carried unanimously.

**Copy Machine Bid Consideration** - Assistant Superintendent Vince Reep addressed the Board. On November 25, 2014, the Dickinson Public School District received and opened four bids for the purchase and inclusive maintenance of nine copy machines (one at each school and two at DHS). Mr. Reep's bid analysis is posted under Supporting Documents. All minimum specifications were met with all four local vendors who submitted bids. The administrative recommendation was to accept the lowest bid of \$250,115 from Advanced Business Machines (ABM) of Dickinson. Mr. Hanson moved to accept the low bid of \$250,115 for nine Savin copiers and the five year inclusive maintenance cost of \$.00396 per copy from Advanced Business Machines. Mrs. Ricks seconded the motion. A roll call vote was taken and the motion was unanimously approved.

**Superintendent Evaluation** - The four areas evaluated from the superintendent's job description were: supervision with licensed and non-licensed staff; identification and implementation of board policy needs; effective records management; and supervision of building and grounds, transportation, and student safety. Board members were to rate the superintendent either satisfactory or unsatisfactory. Available on the website under Supporting Documents is a summary of the evaluations submitted. President Fehr noted that three of the five board members submitted evaluations and Superintendent Sullivan received satisfactory marks in all areas. President Fehr met with Superintendent Sullivan and reviewed the evaluation summary prior to the board meeting. She read a portion of the responses from each of the four areas. The board member responses along with the compilation of the comments will be placed in Dr. Sullivan's personnel file. President Fehr thanked Dr. Sullivan for what he is doing for the school district. Dr. Sullivan thanked the board and noted he greatly appreciates the assistance he receives on a daily basis with the challenges he confronts. He expressed appreciation to the school board, administrators, teachers, and staff through all levels in the District. Action was requested. Mrs. Rude moved to approve the superintendent's evaluation, as presented. Mrs. Ricks seconded the motion. A roll call vote was taken: yeas-Hanson, Rude, Ricks, Fehr; nays-none; absent-Ross. The motion carried unanimously

**School Board Policy Additions, Second Reading and Final Adoption** – The NDSBA recommended adding policy DEBA-Confidentiality and policy DLA-Recognition of Negotiating Units. A copy of the new policies are posted on the website under Supporting Documents. Administrative recommendation was to approve the two policies for second reading and final adoption. Action was requested. Mrs. Rude moved to complete the second reading of policy DEBA-Confidentiality and policy DLA-Recognition of Negotiating Units, as presented. Mr. Hanson seconded the motion. Discussion: none. A roll call vote was taken and the motion was unanimously approved.

**School Board Policy Revisions, Second Reading and Final Adoption** – The NDSBA has recommended revisions for the following policies: policy BBBB-School Board Committee, policy BCBA-Public Participation at Board Meetings, policy CAAB-Superintendent Evaluation Procedure, policy DBBA-Drug and Alcohol Testing for Employees, and policy DHA-Licensure. A copy of the revised policies are posted on the website under Supporting Documents. Administrative recommendation was to revise policies BBBB, BCBA, CAAB, DBBA, and DHA. Action was requested. Mrs. Ricks moved to complete the second reading of policy BBBB, policy BCBA, policy CAAB, policy DBBA, and policy DHA, as presented. Mr. Hanson seconded the motion. Discussion: none. A roll call vote was taken and the motion was unanimously approved.

**Other** – The combined Christmas program will be held at Dickinson State University on December 16 in Stickney Auditorium.

**Adjournment** – At 6:00 p.m., Mrs. Rude moved to adjourn. Mrs. Ricks seconded the motion. The motion carried unanimously. The meeting adjourned at 6:00 p.m.

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Kris Fehr, Board President

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Vince Reep, Business Manager

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Twila Petersen, Secretary