

## Unapproved School Board Meeting Minutes

Dickinson Public Schools  
Special School Board Meeting

December 12, 2014; 12:00 p.m.  
Board Room, Central Office

The Dickinson Public School Board held a special meeting on December 12, 2014, at the Central Administration Office. Board members present were: President Kris Fehr, Vice-president Jason Hanson, Mrs. Sarah Ricks, Ms. Leslie Ross, and Mrs. Tanya Rude. Administrators present were: Superintendent Douglas Sullivan and Assistant Superintendent Vince Reep. Others present were: Mrs. Twila Petersen and Ms. Nadya Faulx from the Dickinson Press.

**Call to Order** – Board President Kris Fehr called the meeting to order at 12:00 p.m.

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

**2014-2015 Teacher Negotiated Agreement** – President Fehr noted the Dickinson Education Association (DEA) met last night and did approve the negotiated agreement. Following are the changes from the previous contract:

- a. The agreement is for one year (2014-2015) ending June 30, 2015.
- b. The index base for 2014-2015 is \$34,841 which is an 8.9% increase on the base.
- c. Modification of the salary schedule index in the top seven lanes (0-6).

President Fehr noted the changes in the salary schedule for the top seven lanes. The emphasis of the Board negotiators was making a difference in salary for the less experienced teachers. The beginning teacher's salary is \$42,505 which is close to the number one salary in the State. Vice-president Hanson noted this is only \$100 per year behind Bismarck and well above the remaining competitors. President Fehr handed out a salary comparison sheet. She said the District cannot sustain these types of raises year after year. The Budget Committee has met and will be working on modifications to the budget. Teachers will be paid on the previous schedule until the January payroll. If the Board should approve the negotiated agreement today, there would not be enough time to make the adjustments to all the 262.5 faculty as they are entered in and reviewed one person at a time before the cutoff for the December payroll. Teachers will be paid in January at the new rate, assuming they return their signed contract into the Central Office allowing for sufficient time. There will be two checks cut, one will be a catch up check along with the regular check. President Fehr thanked Mr. Hanson for stepping in when needed for negotiations and adding his comments. The school board negotiating team recommended approval of the negotiated agreement. A copy of the teacher negotiated agreement is posted under Supporting Documents on the school board web site. Action was requested. Mrs. Rude moved to approve the one year teacher negotiated agreement that includes an index base for 2014-2015 of \$34,841 and to approve the changes in the negotiated agreement, as presented. Mr. Hanson seconded the motion. Discussion on the motion: Mrs. Rude inquired regarding the sunset clause item. Dr. Sullivan responded noting that item was changed when the school board approved the 2013-2014 negotiated agreement. Ms. Ross noted, from a budgeting point of view, the teacher salary increases will impact the five or more big ticket items the Budget Committee will need to review; such items include purchasing land for future school sites and the shuttle bus service. She said the Budget Committee is very concerned that there is something on the list that may not be done as there are no funds available. The salary increase could have serious impact on how the District proceeds on building the new school and adding buses to the in-city busing service. Those items may have to be put aside and the Budget Committee will be asking the Board for direction when it comes to those conversations. President Fehr responded that she wanted the

**2014-2015 Teacher Negotiated Agreement (cont.)**

Budget Committee members, the school board members, and the public to be aware that some of the actions come at a cost and the Board cannot do everything because there are limited resources. With no further discussion on the motion, a roll call vote was taken on the motion: yeas-Ricks, Hanson, Rude, Ross, and Fehr; nays-none. The motion carried unanimously.

**Adjournment** – At 12:10 p.m., Mr. Hanson moved to adjourn. Mrs. Ricks seconded the motion. The motion carried unanimously. The meeting adjourned at 12:10 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