

## Unapproved School Board Meeting Minutes

Dickinson Public Schools  
Special School Board Meeting

May 21, 2013; 12:00 p.m.  
Board Room, Central Office

The Dickinson Public School Board held a special meeting on May 21, 2013, at the Central Administration Office. Board members present were: President Kris Fehr, Vice President Jason Hanson, Mrs. Tanya Rude, Dr. Morton Krieg and Ms. Leslie Ross. Administrators present were: Superintendent Douglas Sullivan and Assistant Superintendent Vince Reep. Others present were: Mrs. Kathleen Schou, Ms. Katherine Grandstrand from the Dickinson Press, and Ms. Cyndee Egeness.

**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.

**School Board/DEA Collaborative Bargaining** – Collaborative Bargaining started December 11, 2012. The Board representatives for Collaborative Bargaining are President Fehr and Ms. Ross. Mr. Hanson sat in on the last Collaborative Bargaining meeting. President Fehr stated that the District conducts collaborations. The DEA picks their negotiators. The collaborative bargaining team of all five board members, Superintendent Sullivan, Assistant Superintendent Reep and the DEA negotiators conducted a joint training three years ago on negotiations. Items are brought to the table and they try to arrive mutually through consensus. While waiting for the Legislature, the District asked to gain two additional professional development days and the DEA brought a list of items to address. One of the items the DEA listed was the sunset clause for emergency leave. This agreement passed two years ago on emergency leave. A sunset clause was issued to make sure both sides (District and the DEA) would approve and to assess the use of the emergency leave. The sunset clause was lifted and the District will continue with the emergency leave for certified staff as defined in the 2011-2013 Professional Negotiated Agreement.

An increase of compensation from \$10 to \$20 for each day of unused sick leave compensation has been approved by consensus certified employees retiring or resigning. This will have a \$1,200 payout maximum and will go into effect starting the 2013-14 school year.

Assistant Superintendent Reep discussed the old certified salary matrix versus the new salary matrix. There were flaws with certain cells. The District wanted the salary matrix to flow evenly horizontally and vertically for existing certified staff as well as for new hires. To do this, the rate in the BS+0 needed to change from 1.17% of the base rate to 1.2% for 2013-14. The DEA liked the new matrix. This change would give a \$222,000 increase without movement and the Board felt this was important. President Fehr stated that with this change, everyone would be receiving some kind of raise without negotiating.

President Fehr and Mr. Reep explained that currently, teachers must use all of their personal leave before applying for additional emergency leave. The tentative agreement states that teachers will be able to keep their accumulated personal days and will not be required to use those hours prior to receiving additional emergency leave. Certified staff will only be required to use their current two days of personal leave before applying for additional emergency leave.

**School Board/DEA Collaborative Bargaining (cont.)**

The Collaborative Bargaining Team discussed different evaluation forms that are perceived to be used. There is a tentative agreement that the District will use the same forms. This will be discussed at a future Cabinet meeting with Dr. Sullivan.

The Board has been informed of Century Code 44-04-19.1 and the negotiations strategy. Discussion was held in regards to what would happen if the Board chooses to go into an executive session. An executive session needs to have a motion, second and roll call vote. The executive session must be recorded. Only the subject of the executive session may be discussed while in session and being recorded. Any discussion to go into an executive session must be discussed at an open meeting. The school board policy states that only those directly involved in the subject of the executive session may be allowed to attend the session. President Fehr asked the school board members if they would like to go into an executive session or continue as an open public discussion. Mrs. Rude moved the Board to go into an executive session to discuss negotiations strategy. Dr. Krieg seconded the motion. President Fehr conducted a roll call vote: Mr. Hanson – yes, Mrs. Rude – yes, Dr. Krieg – yes, Ms. Ross – yes, President Fehr – yes. The motion carried unanimously.

President Fehr stated the executive session would begin at 12:16 p.m. President Fehr further stated that those individuals who would be allowed to remain in the room were all school board members, Superintendent Douglas W. Sullivan, Assistant Superintendent Vince Reep, and Ms. Cyndee Egeness, recorder. All other individuals left the room and the doors were closed.

At 12:40 p.m., the Board convened following the executive session and Dr. Krieg was dismissed. President Fehr stated that the topic of discussion during the executive session was negotiations.

**Adjournment** – By consensus of the school board, the meeting was adjourned at 12:45 p.m.

---

Kris Fehr, Board President

---

Vince Reep, Business Manager

---

Cyndee Egeness, Recorder