



Classified Leadership Minutes
Tuesday, April 16, 2024; 1:30 p.m.
CAO Board Room

Present: Superintendent Marcus Lewton, Business Manager Stephanie Hunter, Beth Schmitt (Heart River), Sheila Schilling (Jefferson), Heidi Smith (Lincoln), Meg Gion (Prairie Rose), Kristi Eckes (Dickinson Middle), Debra Wilson (Dickinson High), Jeffrey Whitehead (Hagen), Christy Hicks (Central Administration Offices), and Director of Communications Sarah Trustem

Absent: Julie Henderson (Berg), Assistant Superintendent Keith Harris

- I. Call to Order: Dr. Lewton called the meeting to order at 1:31.
- II. Approval of the March 12, 2024, Classified Leadership Meeting Minutes- Jeff motioned to accept the meeting minutes. Deb seconded the motion. The minutes were approved as written.
- III. Old Business
- IV. New Business
 - 1) Kristi asked if DPS had a personnel policy against responding to social media posts. Dr. Lewton responded that there is not an official policy but the best thing to do is ignore it. Sarah added that a lot of times, if a DPS employee responds to those kinds of posts, the responses may not go the way intended. She noted that the best way to handle these types of situations is an in person or over the phone conversation.
 - 2) Review the April 15, 2024, School Board Meeting Agenda- Dr. Lewton quickly covered the agenda from the previous night's School Board Meeting. That agenda can be viewed online.

Enrollment is up 160 over this time last year, we are up over 4,000 students now.

Staff appreciation is May 6th- 10th. The annual staff appreciation supper will be May 1st at 5pm, at DMS, followed by awards.

DHS's graduation will be Sunday, May 26th at 1pm at the BAC. SWCHS's graduation will be Wednesday, May 22nd at 7pm at the Hagen gymnasium.

DPS Foundation Update: Over the past 30 years, the DPS Foundation has awarded over \$600,000 in grants.

The RASP is fully staffed for the next school year.

CMAR Update: Several elementary buildings will receive repairs and security updates this summer, depending on bids.

The Board approved the purchase of three new buses. One of the buses is an activity bus and two buses are dual purpose buses.

Dates and locations were approved for the upcoming school board election. Two seats are included in this election.

The school board has voted to support the Renaissance Zone for 10 more years.

3) Other

A survey was sent out to certified staff as part of our school climate grant. DPS would like to create a similar survey for classified staff. This survey is different than the HRS1 survey. Some potential questions discussed were:

1. Do you feel safe?
2. Do you feel supported by your Admin?
3. Do you feel communication between staff is respectful?
4. Do you feel communication between staff and students is respectful?
5. Do you feel like expectations are clearly communicated to you?
6. Do you feel like communication is clear? If not, which pieces/parts are missing?
7. Do you feel empowered to handle lower-level discipline situations? (Making a mess in the lunchroom? A disagreement on the playground?)
8. Do you feel welcomed in your building or feel like you are a part of the team?

NDPERS just finalized their recommendation on the changes that will be made starting January 1, 2025. Communication will be out soon from NDPERS as well as DPS in the coming weeks. As a current employee you will stay with the defined benefit plan. All employees starting after January 1, 2025, will use the defined contribution plan. If you have ever been a part of NDPERS you will be on the defined benefit plan.

V. Adjournment: Meeting was adjourned at 2:26 pm.

The next meeting is scheduled for Tuesday, May 14, 2024, at 1:30 at the Professional Learning Lab.