

## Unapproved School Board Meeting Minutes

Dickinson Public Schools  
Special Meeting

May 31, 2011; 5:00 p.m.  
Board Room, Central Office

The Dickinson Public School Board held a special meeting on May 31, 2011, at the Central Administration Office. Board members present were: President Kris Fehr, Mr. Jason Hanson, Ms. Leslie Ross, Dr. Morton Krieg, and Dr. Becky Pitkin. Administrators present were: Superintendent Douglas Sullivan, Assistant Superintendent Vince Reep, Mr. Ron Dockter, Miss Sherry Libis, Mrs. Becky Meduna, Mr. Perry Braunagel, and Mr. Henry Mack. Others present were: Mrs. Twila Petersen and Mr. Sean Soehren from the Dickinson Press.

President Fehr called the meeting to order at 5:00 p.m.

There were no requests for Public Participation.

**Administrative Negotiated Agreement** – President Fehr summarized the changes made to the administrative negotiated agreement from the previous contract. Mrs. Fehr said that the proposed agreement is for two years. Eligible administrators would receive a career increment every two years. The emergency leave is similar to the language in the teacher’s negotiated agreement. There would be one emergency leave day allowed for a person who is not represented in the definition of immediate family. A sunset clause was added to this provision so it will terminate on June 30, 2013, unless the parties decide to make the change permanent. A copy of the administrative negotiated agreement is available on the website under Supporting Documents.

Mrs. Fehr and Mr. Jason Hanson were the school board representatives on the administrative collaborative bargaining team. Mrs. Melanie Kathrein, Miss Sherry Libis, and Mr. Ron Dockter were the administrative representatives for the administrative collaborative bargaining team. Ms. Ross said that she did not serve on the bargaining team but has been asked questions by the public. Because she was not on the bargaining team, it is difficult for her to answer any questions. Ms. Ross said that the public doesn’t understand that this is a two year agreement and assumes the 9% or 10% increase is for the first year when actually it is over two years. Ms. Ross said the public has asked her what has changed for the administrators. Mrs. Fehr clarified that the proposed 9.5% increase is overall for a two year period. In regards to what has changed, Mrs. Fehr said that this was discussed at negotiations. Some of the changes include the implementation of the professional learning communities. Administrators need to have all their teachers in their building on task for this project. Mrs. Fehr said that the first two years of the professional learning communities was a learning experience and now it is at an implementation stage. Mrs. Fehr also said that there is more required from the administrators due to the Response to Intervention, Adequate Yearly Progress reports, and the common core standards being introduced in North Dakota. Mr. Hanson said when reviewing the history of the administrative salaries, the proposed increase was not on the high side.

**Administrative Negotiated Agreement (cont.)**

Ms. Ross asked regarding the responsibility factor, how is it calculated and who determines the responsibility factor. Mrs. Fehr said during negotiations the Board representatives indicated that it was not their wish to reflect that one administrator is more important than another. Mr. Reep gave a brief history on the use of the responsibility factor many years ago. It has been revised over the years. This year, the administrative bargaining team changed the language from responsibility factor to position factor. Dr. Krieg clarified that the breakdown of the percentage increase is a 5.45% increase in the base the first year and a 2.92% increase in the base the second year. Ms. Ross recommended collaborative bargaining training for future administrative negotiations. Dr. Krieg commended the administrators on their outstanding work. Mrs. Fehr said that the needs of families are getting larger and the district is asking a lot from the administrators. Ms. Ross moved to approve the administrative negotiated agreement with the Dickinson Public Schools administrators and to authorize an 8.37 percent base increase over a two year period in the 2011-2013 school years, as presented. Dr. Krieg seconded the motion. The motion carried unanimously.

**Adjournment** - At 5:23 p.m., Ms. Ross moved to adjourn. Dr. Krieg seconded the motion. The motion carried unanimously.

The meeting was adjourned.

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Kris Fehr, Board President

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Vince Reep, Business Manager

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Twila Petersen, Secretary