

## Unapproved School Board Meeting Minutes

Dickinson Public Schools  
Special School Board Meeting

July 25, 2013; 12:00 p.m.  
Board Room, Central Office

The Dickinson Public School Board held a special meeting on July 25, 2013, at the Central Administration Office. Board members present were: President Kris Fehr, Vice President Jason Hanson, Mrs. Tanya Rude, and Ms. Leslie Ross. Board member absent was Dr. Mort Krieg. Administrators present were: Superintendent Douglas Sullivan and Assistant Superintendent Vince Reep. Others present were: Mrs. Diana Stroud, Mrs. Fern Pokorny, Mrs. Twila Petersen, and Miss Katherine Grandstrand from the Dickinson Press.

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

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

**Unilateral Issuance of Teacher Contracts** – Mrs. Rude moved to approve the Professional Negotiated Agreement for 2013-2014 and 2014-2015, and to authorize and direct the Business Manager to issue contracts for the 2013-14 school year pursuant to said Professional Negotiated Agreement. Mr. Hanson seconded the motion.

Discussion on the motion: President Fehr requested Assistant Superintendent Reep distribute copies of the negotiated agreement so that Board members may go through the agreement as he identified the changes. After distributing the agreements to the Board members, Mr. Reep reported most of the changes were tentative agreements by the collaborative bargaining team. There were a lot of grammatical language changes in the agreement that were proposed by the subcommittee to the collaborative bargaining team. The collaborative bargaining team approved those changes. The grammatical changes did not change the substance of the contract. Mr. Reep explained the salary schedule within the agreement. On page ten of the agreement, the school calendar days were changed to reflect 185 days for the 2013-2014 contract year and 186 days for the 2014-2015 contract year. This follows the Factfinding Commission's recommendation in its report. Mr. Reep noted the language under Emergency Leave regarding the sunset clause has been removed in the new agreement. He explained that the collaborative bargaining team bargained and came up with an agreement under Emergency Leave where a teacher would no longer be required to use previous years personal leave before requesting additional emergency leave. This change is noted on the top of page 11. That was a tentative agreement. President Fehr said that it is the hopes of the collaborative bargaining team members that this issue will not be brought to the table again in the future. Mr. Reep added there was some discussion in collaborative bargaining regarding licensed teacher evaluations. There was also discussion regarding unused sick leave. The Board did amend a policy to provide an additional \$10 per day for unused sick leave. This will bring it up to \$20 per day or \$200, whichever is greater. President Fehr asked for questions for Mr. Reep. There were no questions. President Fehr added there was discussion regarding outside work schedule compensation by the collaborative bargaining team. It was left as is with some flexibility. President Fehr clarified the salary matrix tentative agreement was made to correct some of the cells in the matrix, resulting in a pay raise without having to bargain. She also added the standard evaluations topic had considerable discussion with numerous examples brought to the team. Another issue discussed by the collaborative bargaining team was the proposed pay increase by the Board of \$2,000 on the base the first year (2013-2014) and \$1,500 on the base the second year (2014-2015) which

**Unilateral Issuance of Teacher Contracts (cont.)**

would result in a first-year teacher receiving a salary of \$38,500 and \$40,200 the second year. The Factfinding Commission recommended reactivating the Professional Development Leadership Committee. There is a board member appointed to that committee. There will be one added day of professional development in the second year of the contract. Professional development for the fall of 2013 has already been planned. The superintendent is hoping for meaningful evaluations on that day that will provide feedback for the Professional Development Leadership Committee. Mrs. Rude suggested that a survey be sent out in the near future requesting recommendations from teachers for subjects to be covered during the professional development days. President Fehr asked for questions on the negotiated agreement. There were none. Mr. Reep was asked to explain the time frame for contracts. Mr. Reep reported that it was his recommendation to have the contracts available by noon on Monday, July 29. In the interim, Mr. Reep will be contacting all the building principals and activate the teacher calling tree so that all the teachers are contacted. An email will be sent to all licensed staff members telling them that two copies of their data sheet and two copies of their contract along with a memo will be available at the Central Office at noon on Monday. Family members will not be allowed to pick up the packet for the teacher, only the employee may pick up the packet. At noon on Thursday, August 1, those contracts that have not been picked up will be mailed to the current addresses the District has in the database. The contracts will not be due until 4:00 p.m. on September 3. This will give the teachers 35 days. Included in the email will be a copy of the negotiated agreement. Mrs. Rude inquired if teachers do not sign the contract, will the District be hiring to fill that position. Mr. Reep explained that if the contract is not signed and returned by September 3 at 4:00 p.m., that position would be open. Since school starts before that, if there is not a teacher in the classroom, the District would seek legal counsel.

President Fehr called for further discussion on the motion. There was no further discussion. President Fehr called for a roll call vote on the motion; Rude-aye, Hanson-aye, Ross-aye, Fehr-aye. The motion carried unanimously.

President Fehr noted because this was a special school board meeting there would be no other topics for discussion. No other topics were discussed.

**Adjournment** – At 12:21 p.m. Ms. Ross moved to adjourn. Mr. Hanson seconded the motion. The motion carried unanimously.

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Kris Fehr, Board President

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Vince Reep, Business Manager

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Twila Petersen, Secretary