



Kidder County Public School District#1

**High School Principal**

Damell Schmidt

Elementary Principal - Steele & Tappen

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PK-6 Assistant Principal - Tappen

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Business Manager

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Board of Education:

Ty DeWitz, President

Josh Rode, Vice President

Jason Schmidt, Director

Shari Pfaff, Director

Jeff Schmidt, Director

Joni Magstadt, Director

Tom Binder, Director

Business Manager's Role in Negotiations

Superintendent Rick Diegel, Kidder County School

February 1, 2023

- I. Welcome
 - a. Introduction
 - b. Experience
 - c. My role in negotiations
 - d. Class Expectation
- II. Beginning stages of negotiations
 - a. NDSBA information
 - b. Intent to negotiate
 - c. Executive session procedures and do's and don't
- III. Forecasting revenue for the district
 - a. Local
 - b. State

- c. Federal

- IV. Creating a preliminary revenue budget

- V. Other Items to discuss in executive session

- VI. Negotiations begins
 - a. Approve ground rules
 - b. Be prepared for anything
 - c. EVERYTHING CAN GET OUT OF CONTROL EXCEPT YOU

- VII. Caucus
 - a. What they are and how to utilize them
 - b. Discussion items in a caucus

- VIII. Salary Proposals
 - a. Creating spreadsheets showing total costs of salary proposals
 - b. Creating spreadsheets showing costs of all other proposals
 - c. Calculating “total package cost” of proposals

- IX. Reviewing other schools negotiated agreements
 - a. Cherry picking other agreements
 - b. Where to review all districts negotiated agreements

- X. Conclusion of negotiations
 - a. Updating the negotiated agreement
 - b. Teachers union approving and signing new agreement
 - c. School board approving and signing new agreement

- XI. Impasse
 - a. Reason for impasse
 - b. Steps that impasse will follow
 - c. Impasse hearing procedure
- XII. Fact Finding Commission
 - a. What to do after their recommendation
 - b. Negotiations approving recommendations
 - c. Issuing contracts unilaterally
- XIII. Other types of negotiated agreements
 - a. One line salary schedule
- XIV. THANK YOU!