

The Board of School Trustees of Madison Consolidated Schools conducted a Tentative Agreement Meeting, Work Session and Executive Session on Thursday, November 3, 2022, at the Administration Building, 2421 Wilson Avenue, Madison, Indiana, at 4:00 p.m.

The following members of the Board of School Trustees were present:

Mr. David Storie, President
Mrs. Jodi Yancey, Vice-President
Mrs. Lori Slygh, Secretary
Mr. Larry Henry, Member

The following Central Office Administrators were present:

Dr. Teresa A. Brown, Superintendent
Mrs. Tara McKay, Assistant to the Superintendent
Mrs. Danica Houze, Chief Financial Officer

APPROVAL OF AGENDA – NOVEMBER 3, 2022, TENTATIVE AGREEMENT MEETING

Upon the recommendation by Dr. Brown and a motion by Mrs. Slygh, seconded by Mrs. Yancey, the Board voted, 4-0, and the motion carried to approve the Agenda.

SUPERINTENDENT

DISCUSS TERMS OF THE TENTATIVE AGREEMENT OF THE TEACHER COLLECTIVE BARGAINING AGREEMENT

Dr. Brown explained public meetings must now be held prior to Board approval on the teacher contract. She said school corporations are required to give an overview of the changes to the contract.

Highlights of the new Collective Bargaining Agreement:

1. Base Salary Increases: The current salary scale will be increased across the board in the amount of \$5,000. All returning teachers will receive the \$5,000 increase to their base salary due to the across the board increase to the scale.
2. New Hire Salary Readjustment: New hires employed prior to the ratification of the contract will have their starting salary readjusted upward in the amount of \$5,000.
3. The following ECAs will be added to the ECA schedule:
 - * Asst. Golf Coach – girls and boys - \$1,445
 - * Boys volleyball club – mirror the amount in the contract now for girls' volleyball
 - * Girls wrestling club – mirror the amount in the contract now for boys' wrestling
4. If a teacher is at his/her applicable sick leave accumulation cap and the teacher has unused sick leave days at the end of the school that exceed the cap, then the unused days above the cap will be bought out at \$100 a day, which amount will be deposited into the teacher's 403b account.

5. 403b Plan: The Board will contribute to a teacher's 403b plan at the rate of a quarter of a percent (.25%) of the teacher's base salary.
6. MTA Days: Will be increased from 6 days to 10 days.
7. Class coverage when the administration cannot get a sub: A teacher who forfeits his/her preparation period at the direction of an administrator to cover the class of another teacher will receive the following compensation:
 - * \$25 per period up to 60 minutes.
 - * \$75 for ½ day.
 - * \$150 for full day.

This benefit only applies when the Administration is asking for the coverage. This benefit only applies in circumstances when the Administration would otherwise have to obtain a sub to cover the class.

8. Health Insurance for Married Couples Employed by the District: When two employees are married with children and are enrolled on a family plan offered by the district, then the Board will pay toward the married couple's family plan health insurance premium an amount equivalent to the Board's contribution of a member plan plus a member/child plan. The married couple's HSA contribution from the Board will be equivalent to the HSA contribution amount paid by the Board for a single plan plus a member/child plan.
9. Use of Personal Leave Days Around Holidays and School Breaks:

If a teacher desires to use personal leave time (whether in half-day or full-day increments) the day immediately preceding or the day immediately following a school break and/or holiday, then the teacher must submit a request via e-mail to the Superintendent and request specific approval to take such personal leave time on such date. The Superintendent will determine whether the teacher's request will be granted or denied subject to the rules stated herein. A maximum of ten (10) teachers Corporation-wide may take personal leave on a day immediately preceding or immediately following a school break or holiday. If more than ten (10) teachers request to take personal leave under this provision, then the Superintendent will grant the request on a first come first served basis, except those teachers who have been granted the opportunity to use personal leave on a day immediately preceding or immediately following a school break or holiday within the three-year time period preceding the teacher's current request will have his/her request denied unless the number of teachers who have requested to be off on the same day falls below the ten teacher maximum for that day. The Superintendent may, in her sole discretion, deviate from the rules set forth herein if she determines that unusual or unique circumstances warrant an exception being made.

PUBLIC COMMENTS

There were no public comments.

ADJOURNMENT

Mrs. Yancey moved to adjourn the Tentative Agreement Meeting, seconded by Mrs. Slygh, the Board voted, 4-0, and the TA meeting was adjourned.

Secretary
BY: PS

ATTEST:

The Board conducted a Work Session following the Tentative Agreement Meeting to discuss the following:

1. Board Packet Review

Secretary
BY: PS

ATTEST:

The Board met in Executive Session following the Work Session to discuss the following topic(s):

Pursuant to Indiana Code 5-14-1.5-6:

- (1) Where authorized by federal or state statute
- (9) To discuss a job performance evaluation of individual employees. This subdivision does not apply to a discussion of the salary, compensation, or benefits of employees during a budget process

Secretary
BY: PS

ATTEST:
