

The Board of School Trustees of Madison Consolidated Schools conducted a Public Meeting on Thursday, October 3, 2019, at the Administration Building, 2421 Wilson Avenue, Madison, Indiana, at 6:00 p.m.

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

Mr. Rob Kring, President
Mrs. Jodi Yancey, Vice-President
Mr. Larry Henry, Secretary
Mrs. Jeanne Dugle, Member
Mrs. Joyce Imel, Member

The following Central Office Administrators were present:

Dr. Jeffery Studebaker, Superintendent
Mr. Kevin Yancey, Director of Facilities & Special Projects

APPROVAL OF AGENDA – OCTOBER 3, 2019, PUBLIC MEETING

Upon the recommendation by Dr. Studebaker and a motion by Mrs. Dugle, seconded by Mrs. Imel, the Board voted, 5-0, and the motion carried to approve the Agenda.

SUPERINTENDENT

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

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

Highlights of the new Collective Bargaining Agreement:

- MCSC will cover the premium increase on the health insurance. This increase amounts to approximately 0.9 % raise overall.
- MCSC and MTA have agreed to restructure the health insurance HSA-Board Share of the Premium contributions made by the MCSC. Specifically, 50% of the HSA contribution made in 2018-2019 will be moved to the premium contribution by the District instead. This will result in a higher take-home pay for those taking the insurance.
- Teachers with a Bachelor's Degree will receive a \$400 base salary raise. (Excluding 2019 hires).
- Teachers with a Master's Degree or higher will receive a \$600 base salary raise. (Excluding 2019 hires)
- The total raise to the teacher base salaries is approximately 1.01%
- There are some minor increases to a few ECA positions and a few positions that teachers were already performing but had not been getting paid for were added to the ECA schedule.
- Language changes were accepted by both sides:
 - Initial Teacher Placement language has been clarified/corrected
 - Definition of "certified employee" has been added
 - Health Insurance language has been added that gives guidance to the MTA and MCSC on how to pay for future premium rate increases that always occur in the summer before formal bargaining is allowed to begin.
 - Executor Leave has been added that will give a teacher up to 4 days to act as an executor of an estate.
 - Using sick days as part of any bereavement leave has been struck from the contract.

- A 50% fee reduction for preschool has been added as a benefit.
- Teachers who are out-of-state residents may bring their students to MCSC tuition-free.

BOARD MEMBER COMMENTS

Mrs. Dugle asked about the placement schedule? Dr. Stuebaker said we are leaving it alone for now. He said there are a few issues with the current placement schedule. Dr. Stuebaker said he hopes the mirror language in the contract works.

Mrs. Dugle asked about new hire salary placement. She asked about the different pay in the cohort. Dr. Stuebaker explained teachers could be hired at the same time receiving the same salary but through the years receive different pay due to for example a teacher receiving an ineffective or needs improvement. He said this will get worse as time goes on. Dr. Stuebaker said provisions for a one time stipend can be put in the contract.

Mrs. Yancey asked about the lack of an evaluation? Dr. Stuebaker gave an example as a teacher could have been hired at a late date. Mrs. Dugle said administrators must follow the evaluation guideline.

Mr. Henry asked if the hold on iLEARN will affect our corporation? Dr. Stuebaker said hold harmless will impact our schools. Mr. Kring said we did very well compared to State averages.

ADJOURNMENT

Mr. Henry moved to adjourn the Public Meeting, seconded by Mrs. Yancey, the Board voted, 5-0, and the meeting was adjourned.

Secretary
BY: PS

ATTEST:
