

The Board of School Trustees of Madison Consolidated Schools conducted a Special Meeting, Tentative Agreement Meeting and Work Session on Thursday, November 5, 2020, at the Administration Building, 2421 Wilson Avenue, Madison, Indiana, at 5:00 p.m.

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

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

The following Central Office Administrators were present:

Dr. Jeffery Studebaker, Superintendent
Mrs. Bonnie Hensler, Director of Finance and Human Resources
Mr. Kevin Yancey, Director of Facilities and Special Projects

CALL TO ORDER

PLEDGE OF ALLEGIANCE

APPROVAL OF AGENDA – NOVEMBER 5, 2020, SPECIAL BOARD MEETING

Upon the recommendation of Dr. Studebaker and a motion by Mr. Henry, seconded by Mrs. Dugle, the Board voted, 4-0, and the motion carried to approve the agenda.

PUBLIC COMMENTS

Mr. Jay Roney, 1714 E 90 N, said he was the newly elected school board member. Mr. Roney gave the following statement:

“Hi, my name is Jay Roney. I live at 1214 E. 90 N. in Madison. Thank you for allowing the public to have this opportunity to speak. I am one of the two newly elected school board members who will begin their term starting in January. The reason I am speaking is because a little over two years ago I sat in the High School auditorium and listen to a candidate forum where I heard some of you run on the need for more transparency. While I ran I also would be asked questions about transparency, and if I would be as transparent as possible. That is, I am here to night I want to be as transparent with you all. I was told on October 8th that there was a board member who had resigned, and that there was video of the entire board meeting. I reached out to that board member and asked if there was any chance they would reconsider, because I had the opportunity to sit on a committee with him, and if elected was looking forward to working with him again. About an hour later I was curious what would happen to that seat. I received a text message on October 8th at 12:22 p.m. naming his replacement. I was a little taken back by that because at first, I thought well why wouldn't John, David, and I be able to fill the seat since we were running, so I started looking at the Schools by-laws. After reading those I began to worry that the remaining board member were not following the by-laws, and I began to worry that if those discussions had already taking place it would be a violation of the open-door policy. Later that day I went back and watched the board meeting via Facebook and heard Mrs. Imel go on record saying that there had seem to be discussions that she was not involved with. All of this led to John and I writing a letter to the school board asking the board to follow the bylaws, so the public would know rules are being followed. From that letter I received another text as well an email from a current board member which I would be happy to share both with you all. My main concern is the way this was handled from the very beginning may not look good in the public's eye, I am also concerned that the citizens who wrote in letters of intent did so for no reason because some of you have already decided back on October 8 or maybe even before. I have shared this

information with David Storie, Chief Wallace, Dr. Alcorn, as well as others in the community whose opinions I value. The board needs the public to know we can be trusted to do what is best for all students and staff. At first, I was worried about coming forward, and sharing this since a company I co-own has a service contract with the school, but we as board members have a duty to be transparent and follow a code of ethics as well as the bylaws. I will always stand up for what I think is best for all students, all staff, and this community I call home. The more I thought about it the more I realized that a school board members role is relatively simple we evaluate the superintendent only I emphasize that because we are not to be involved with administrative day to day, we manage the budget, and make and enforce policy. I plan to stay in that lane and not deviate getting involved with personnel. I understand that this can be a challenge at times, I sometimes hear about how people talk negatively about the program we have built here at Madison in the weight room, some talk about core lifts, or the size of our kids. I hope you all understand when these comments are made whoever is saying it is simply talking negatively about every student that has ever gone through the program. The program is for all students not just athletes

Mrs. Yancey thanked the six candidates for applying for the open board seat. She said all were great candidates.

APPROVAL OF NEW SCHOOL BOARD OF TRUSTEE MEMBER

Mrs. Yancey asked for nominations for the open board seat, Mrs. Dugle nominated Mrs. Lori Slygh. Mrs. Yancey asked if there were anymore nominations, Mrs. Imel said there were quality candidates, she narrowed her decision to two and nominated Dr. George Alcorn. Mrs. Yancey asked for further nominations, being none, she closed the nominations. Mrs. Yancey asked for those in favor of Mrs. Slygh, with Mrs. Yancey, Mrs. Dugle and Mr. Henry voting yes. Mrs. Yancey asked for those in favor of Dr. Alcorn with Mrs. Imel voting yes. Mrs. Slygh was approved as the new Board member to serve the seat vacated by Mr. Rob Kring.

ELECTION OF NEW BOARD SECRETARY

Mrs. Yancey asked for nominations for the new Board secretary. Mr. Henry nominated Mrs. Dugle as Board Secretary, the Board voted 3-0-1, with Mrs. Dugle abstaining.

ADJOURNMENT

Mrs. Yancey moved to adjourn the Special board meeting, seconded by Mr. Henry, the Board voted, 4-0, and the Special meeting was adjourned.

TENTATIVE AGREEMENT MEETING

APPROVAL OF AGENDA – NOVEMBER 5, 2020, TENTATIVE AGREEMENT MEETING

Upon the recommendation of Dr. Studebaker and a motion by Mr. Dugle seconded by Mr. Henry, the Board voted, 4-0, and the motion carried to approve the agenda for the Tentative Agreement meeting.

SUPERINTENDENT

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

Dr. Studebaker said by conducting the Tentative Agreement meeting we are fulfilling the State Law requirement. He said a tentative agreement meeting must be held at least 72 hours prior to a board meeting.

Dr. Studebaker presented the highlights of the new Collective Bargaining Agreement:

- MCSC and MTA have agreed to remove coordinators, specialists, and interventionists from the Bargaining Unit.
- MCSC and MTA have agreed to revise the incentive to retire provision. The new deadline to qualify for the revised amount of \$3500 is January 1 and is limited to the first 10 teachers who notify the District.
- A new compensation model for Virtual Teachers has been added.
- MCSC and MTA have agreed to create a Certification Program that will help offset the cost to employees for gaining needed teaching certification areas.
- MCSC and MTA have agreed to adjust the New Hire Salary Placement language slightly to adjust for “Difficult to Fill” salaries impacting the mirror placement salary.
- MCSC and MTA have agreed to a 1.5% stipend to be paid to all eligible teachers. The total expenditure for this stipend will be \$120,726.
- MCSC and MTA have agreed to a compensation model that addresses the Salary Compression issue. The total number of teachers receiving a base salary increase is 28 and amounts to a total expenditure of \$63,400.
- MCSC will cover the premium increase on the health insurance. This increase amounts to approximately 0.67% raise overall.
- The Attendance Incentive language has been adjusted so that during a declared health emergency, the incentive can be waived.
- Three new ECA positions were added to the ECA schedule.
 - FCCLA
 - Program Leader: World Languages
 - USAskills

PUBLIC COMMENTS

There were no public comments.

BOARD MEMBER COMMENTS

The were no board member comments.

ADJOURNMENT

Mrs. Dugle moved to adjourn the tentative agreement meeting, seconded by Mrs. Imel, the Board voted, 4-0, and the tentative agreement meeting was adjourned.

WORK SESSION

Mrs. Yancey opened the Work Session and turned the work session over to Dr. Studebaker. The following items were discussed:

Hybrid Positions – Mrs. Hensler

Mrs. Hensler presented the following information on Hybrid positions:

Creation of Hybrid Positions

Hybrid-Non-Exempt Personnel

Combination of 2 non-exempt positions
 Bus driver/custodian
 Bus aide/cafeteria
 ISP/bus aide
 Full-time; 40 hours per week
 Level B benefits

Hybrid-Exempt Personnel

Combination of positions
 Requires working directly with students
 ECA position
 Coaching
 Instruction
 Requires employee to possess an advanced education
 Full-time; 40 hours per week
 Level B benefits
 Exempt position or “salaried”

Hybrid-Exempt Professional Compensation

New Employees

Salaries for new employees will be calculated based on 2 factors:

1. A base rate dependent upon education will be calculated and multiplied by 180 days and by 8 hours.

Base	\$10.00
Associates’ Degree*^	\$12.24
Bachelors’ Degree or above*^	\$14.28

2. An additional incentive to the base salary will be provided for an employee in this category for the total dollar value of ECA positions held as follows:

<u>ECA Total Amount for School Year</u>	<u>Additional Compensation Added to Base</u>
>\$4,900	\$2,200
>\$6,000	\$2,500

Mrs. Dugle said she would like to see the incentive pay be the same. She said she was glad to see the hybrid model.

Dr. Studebaker said we have struggled to fill positions.

Mrs. Dugle applauded Dr. Studebaker for finding ways for employees to receive health insurance.

Dr. Studebaker apologized for the confusion last month.

2020 GO Bond Facility
Upgrades

Building the Future

- **Total General Obligation Bond Amount:** **\$4,425,000**
- Issuance-related soft costs (legal & financial): \$74,036.35
- **Total Bond Revenue Available:** **\$4,350,963.65**

Various Projects Already Committed

- Various Completed Paving Projects: \$74,360
- Future Paving Projects: \$90,000
- Keyless Entry Systems:
 - High School and Central Office: \$24,971.75
- Vape Detection Systems for HS & JH: \$25,550.10
- Door Prop Alarm System: \$9,024.96
- Junior High Steel Siding: \$37,000
- High School Science Wing HVAC: \$128,527
- High School Fire Alarm: \$70,000
- High School Fiber Upgrade: \$35,000

Remaining Bond Revenue for large Projects: \$3,856,529.84

Mrs. Dugle said she would to see keyless entries at all schools.

Proposed Large Projects

- Athletic Field Phase 2
 - Pressbox replacement: \$266,500
 - Multi-Purpose Building Addition & Renovation: \$1,805,220
- Weight Room: \$1,067,010

Bond Balance after all completed and proposed projects: \$717,799.84

Technology/Scoreboard Upgrade: Main Gym

From existing funds from 2020 Technology budget overage due to Covid-19 non-expenditures and lower than expected other costs.

Daktronics integrated system for scorers' bench, video monitors and scoreboards.

Secretary
BY: ps

ATTEST:
