

The Board of School Trustees of Madison Consolidated Schools conducted a Tentative Agreement Meeting, Work Session and Executive Session on Thursday, October 30, 2025, at the Administration Building, 2421 Wilson Avenue, Madison, Indiana, at 4:30 p.m.

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

Mr. John Wallace, President
Mr. David Storie, Vice-President
Mr. Dustin Bentz, Secretary
Mrs. Jodi Yancey, Member
Mr. Mike Scott, Member

The following Central Office Administrators were present:

Dr. Teresa Brown, Superintendent
Mrs. Tara McKay, Assistant to the Superintendent
Mr. Jay Roney, Director of Facilities
Mrs. Janet McCreary, Director of Curriculum, Instruction, and Assessment
Mrs. Danica Houze, Chief Financial Officer
Ms. Shannon Allman, Director of Human Resources
Mrs. Lori Slygh, Assistant Director of Programs
Mrs. Ashley Schutte, Communications Coordinator
Mr. Josh Taylor, Technology Director

CALL TO ORDER

PLEDGE OF ALLEGIANCE

AGENDA

APPROVAL OF AGENDA – OCTOBER 30, 2025, TENTATIVE AGREEMENT MEETING

Upon the recommendation of Dr. Brown and a motion by Mr. Storie, seconded by Mrs. Yancey, the Board voted, 5-0, and the motion carried to approve the Agenda for the October 30, 2025, Tentative Agreement Meeting.

SUPERINTENDENT

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

Dr. Brown thanked the MTA saying they are exceptional partners and explained a 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:

- The salary schedule will increase across the board by \$1,500. All returning teachers will take a step on the salary schedule. Teachers with a bachelors \$600.00 step in the column, teachers with a masters \$900.00 step in the column, teachers with a bachelors and 10 years \$1,600.00 step and teachers with a masters and 10 years of experience \$2,100 step. Teachers at the top of the scale will receive a step in the amount of \$600 if in the bachelor's column and \$900 if in the master's column.

2. Literacy Endorsement Base Salary Differential:

- A teacher for the Corporation with the Literacy Endorsement on their Indiana teaching license will receive a \$200 increase to their base salary one time. A teacher who anticipates earning a Literacy Endorsement on their Indiana teaching license which would qualify them for this one-time \$200 salary increase should note the following: If the endorsement is completed by August 1 and verification is received by the Human Resources Department by August 30, the teacher's salary will be adjusted according to the contract for that school year.
- For the 2025-2026 school year only, notification of the Literacy Endorsement credentials must be received by the Human Resources Department by November 15, 2025, for the staff's salary to be adjusted accordingly.

3. Health insurance:

- The increase to the cost of premiums is anticipated to be 2.25%. The Corporation will pick up the cost of the premium increases.

4. Stipends:

- A one-time loyalty retention stipend of \$1,200 will be given to all returning teachers who were employed by the Corporation on January 1, 2025 and are still employed by the Corporation on November 15, 2025.

5. New Hire Salary Schedule Clean Up:

- A new level, 21, will be added to the New Hire Salary Schedule. The 20+ at top of the new hires schedule (which states +2250) will be removed because the District establishes new hire salaries based upon mirroring new hires to current staff with the same degree and years of experience.

6. State of Emergency Leave Added:

- In the event a state of emergency is declared, the Superintendent or their designee may grant affected employees paid leave for the duration necessary to ensure the employee's safe return to work. Such leave may be provided until the state of emergency has been lifted.

7. Bereavement Leave Language:

- Each member of the unit may be absent from work with pay for a period extending not more than five (5) school days per occurrence after the death of a member of the immediate family. The five (5) school days must be used within thirty (30) calendar days following the date of the death unless otherwise approved by the Superintendent. The immediate family definition will be updated to include children lost through miscarriage and stillbirth.

8. Sick Leave Bank Updates:

The following language changes will be made to the sick leave bank:

- The voluntary sick bank can be used for bargaining unit employees who are absent from assigned duty due to illness of themselves or of their parents, spouse, or children.
- One of the conditions a member may be granted days from the sick bank includes submitting FMLA paperwork.
- In the event more than one-hundred eighty-five (185) aggregate days in any one school year are requested, the association can petition the Superintendent for consideration of any extenuating circumstances to surpass the one-hundred eighty-five (185) day cap for
- the given school year only.
- All decisions of the sick bank are final and shall not be grievable.

9. ECA's:

For informational purposes, the German Club was removed from the ECA. The following positions were added to the ECA:

- Dramatics Junior High Fall Assistant Supervisor (2): \$300
- Dramatics Junior High Spring Assistant Supervision (2): \$300
- PLC Leaders (50): \$300

PUBLIC COMMENTS

Mr. Scott Holcroft, 348 Bellaire Drive, thanked Dr. Brown, her negotiating team and the Board.

BOARD MEMBER COMMENTS

Mr. Wallace said things started out bleak for this year but Dr. Brown and her team cutting corners and the increased enrollment the Board will be able to give a well much deserved raise.

Mr. Wallace said he appreciates the negotiating team and Dr. Brown and her team.

Mrs. Yancey said one reason the raise is being able to be given is the increased enrollment.

Dr. Brown said she values the teachers.

ADJOURNMENT

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

Secretary
BY: PS

ATTEST:

The Board conducted a Work Session. The following topic(s) were discussed:

- 1) Policy Analytics, LLC
- 2) Dupont Property
- 3) Pool Update
- 4) Madison Early Center Update
- 5) Board Packet Review

Secretary
BY: PS

ATTEST:

The Board met in Executive 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:
