

Collective Bargaining Discussion

SCHOOL BOARD MEETING

EASTERN HANCOCK ADMINISTRATION BUILDING - 10370 E. 250 N., Charlottesville, IN 46117

(317-936-5444)

Monday, November 2, 2020

7:00pm - 7:30pm

1 Public Notice

This meeting is a meeting of the School Board held in public for the purpose of conducting the School Corporation's business and is not to be considered a public community meeting. The Board will permit fair and orderly public expression as indicated by the Agenda Item Public Comment. Procedures to govern such participation are available upon request. The Board's meeting site is fully accessible to all persons. Any person requiring further accommodation should contact the Superintendent with the School Corporation's Administrative Office at 317-936-5444.

2 Call To Order

Minutes:

Mr. James R. Jackson, Jr., Board President, called the meeting to order at 7:00pm.

Present: James R. Jackson, Jr., Scott Petry, Scott Johnson, Tammy Stunda

Absent: Tammy Settergren

3 Pledge of Allegiance

4 Discussion of Tentative Collective Bargaining Agreement

Minutes:

-Mr. David Pfaff, Superintendent, explained to those present that state law requires there to be a public meeting for purposes of discussion of the teacher contract at least 72 hours before ratification of that contract. Mr. Pfaff then summarized the various changes to the 2020-21 contract. (see attachment)

5 Public Comment

Minutes:

-Mr. Chad Hanna of Shirley, Indiana, spoke on behalf of the teachers at Eastern Hancock and all of the hard work and dedication they have shown throughout the spring virtual teaching period, summer preparation and a combination of live & virtual teaching this fall. He urged the Board to consider these factors in their decision-making with the 2020-21 Teacher Contract.

6 Informational

7 Adjournment

Minutes:

Mr. Johnson moved and Mr. Petry seconded a motion to adjourn. Motion carried 4-0.

James R. Jackson, Jr., Board President

Scott Johnson, Board Secretary

2020-21 Master Teacher Contract changes

1. Page 4. Base Salary Increases. The parties have agreed that due to uncertain funding, no base salary increases will be given for the 2020-2021 school year. Accordingly, the compensation model set forth below will be suspended for the 2020-2021 school year.
2. Page 5. Base Salary Distribution Calculation, Salary Range- “ONE-TIME STIPEND FOR 2020-2021 SCHOOL YEAR: Each full-time teacher employed with the School Corporation for the entire 2020-2021 school year will receive a one-time stipend in the amount of \$1920.14. Teachers who teach only the first semester and teachers who teach less than a full day will receive pro-rated stipends.”
71 full stipends, 1 half-stipend (mid-year retirement), and 1 75% stipend (individual teaches ¾ of the day)=\$138,730 in teacher stipends. Additional 18% cost to Corporation for FICA, Medicare, and TERF=total settlement cost \$163,701.85
3. Page 5-Base Salary Distribution Calculation #3 Academic Needs- “Pursuant to Indiana Code 20-28-9-1.5(a), a school corporation is permitted to provide a supplemental payment to a teacher in excess of the salary specified in the school corporation's compensation plan for possessing certain content area master's degrees as specified in the statute. It has been the policy of the School Corporation to pay a supplemental payment in accordance with Indiana Code 20-28-9-1.5(a) to teachers who have earned a master's degrees since July 1, 2017 while they are employed at Eastern Hancock when the Superintendent has determined in her/his sole discretion that the master's degree will provide a benefit to the School Corporation. When the Superintendent determines that a supplemental payment should be paid under Indiana Code 20-28-9-1.5(a), and the Board approves such supplemental payment, the teacher who has earned the master's degree will receive a one-time base salary increase in the amount of \$2,500.00. This provision is the School Corporation's policy, was not bargained, and is included for informational purposes only.
4. Page 6. Ancillary Duty Compensation- “If, at the suggestion of School Corporation, a teacher forfeits his/her preparation planning time to teach additional classes, then the School Administration in its sole discretion may pay to the teacher an ancillary duty stipend in the range of \$3,125.00 to \$12,000.00 as is determined by the School Administration.

The stipend range will be suggested by the individual teacher's hourly salary rate multiplied by the amount of time that is required for the additional duty. Other factors may be involved such as the nature of the additional duty taken on. Teaching an additional class would involve a greater commitment of time than strictly supervisory duty that does not involve preparation or grading.

Example:

Teacher base annual salary of \$42,000. Daily rate = annual base salary/185 day teacher contract
Teacher daily rate $\$42,000/185 = \$227.03/\text{day}$ Hourly rate = Daily rate/7.5 hours
Teacher hourly rate $\$227.03/7.5 = \$30.27/\text{hr}$.

The example teacher's hourly rate calculated to be \$30.27/hour. If the teacher forfeited 48 minutes (4/5 of an hour) of preparation each day for classroom instruction, the suggested stipend would $\$30.27 \times .8 \times 185 = \$4,479.96$.”

5. Appendix B ECA Stipend Schedule
FFA Assistant Coach \$1500