Tentative Agreement Meeting

November 6, 2019

A tentative agreement public meeting was held Wednesday November 6, 2019, 6:00 p.m. at the Administration Building. Those attending were Board members David Bordner, Eric Johnson, and Patrick Hickner. Board members Ryan Allbaugh and Jon Johnson were absent. Also present were Superintendent Keith Thackery, Corporation Business Manager Camden Parkhurst, one representative from the news media, and Cindy Tussinger.

Superintendent Keith Thackery welcomed everyone to the meeting and explained the purpose of the meeting was to share the terms of the Tentative Agreement with the public before bringing it to the school board for ratification. He stated that ratification meeting will be held at the November 12th school board meeting.

Superintendent Keith Thackery stated the basic language remained the same and some rearrangement of paragraphs with additional article numbers have been updated:

On page 3 of the agreement, Article III-Compensation, Section E-Payment of Salary and Pay Days, Item Number 4 and Section J-Summer School and Homebound Compensation, refer to calculations being made based on 185.5 days in the 2019-2020 school year and 184.5 days in 2020-2021. Through discussion meetings, it is anticipated that the school board will approve a reduction in the number of teacher work days at the next meeting raising teacher daily rates over the next two years. Currently, the number of teacher work days in a school year is 186.5 days.

On page 4, Article IV Insurance, Section A-Health Insurance states that for the 2019-2020 school year, the school corporation will contribute $5550 to a single health insurance plan and $11,600 to a family plan. This will be an increase of $457 and $1200 respectively.

Our Basic Tuition Grant that pays teacher salaries is highly dependent on student enrollment. Read p. 4, A-3.

The compensation plan for 2019-2021 is listed on page 17 as appendix A. Essentially, eligible teachers will receive a base salary Increase of $1000 2019-2020. Eligible teachers will receive another $1000 base salary increase in 2020-2021 if the Fall 2020 ADM is 1040 students or more.

On pages 20-21, an updated Extracurricular Salary Schedule has been agreed upon showing amounts and indices for each position. The total for each position is calculated with the base amount of $36,000.
ECA Notes are listed on page 21 and are as follows:

1. A single stipend may be split per the request of those receiving the stipend for the current year as approved by the Superintendent after meaningful discussion with the CEA President(s). The school corporation shall maintain a list of split positions which will be shared upon request.

2. A change in coach during a season will result in a pro-rated stipend. In the event of a shortened season, a coach will be reassigned or his or her salary pro-rated.

3. Administration reserves the right to limit the number of assistants based upon athletic participation.

**ECA Wage Payment Agreement:** A teacher may elect to receive payment of ECA stipend as follows:

1. Installment payments of 26 pay periods
2. Lump sum payment upon completion of the ECA duties.

Superintendent Thackery stated that was a summary of the 2-year agreement between CCSC and the CEA for 2019-2021 and concluded the meeting.

**Adjournment:** With no further business to come before the Board, Mr. Hickner made a motion to adjourn the meeting. Mr. Eric Johnson seconded the motion. Vote 3-0. Motion carried.

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C. David Bordner, President

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Ryan J. Allbaugh, Vice President

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Eric E. Johnson, Member
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Jon A. Johnson, Member

ATTEST:

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Patrick A. Hickner, Secretary