

**BARTHOLOMEW CONSOLIDATED SCHOOL CORPORATION
SPECIAL SCHOOL BOARD MEETING**

The special meeting of the Board of School Trustees of the Bartholomew Consolidated School Corporation was held at 1200 Central Avenue, Columbus, IN 47201, on Wednesday, November 1, 2017 at 6:00 p.m., pursuant to notice having been duly given to the media and to all members of the Board in accordance with the rules of the Board.

On call of the roll, the members of the Board were shown to be present or absent as follows:

Present: Mr. Rich Stenner, President
 Mrs. Kathy Dayhoff-Dwyer, Secretary
 Mr. Robert Abrams, Member
 Mr. Pat Bryant, Member
 Mr. James Persinger, Member
 Dr. Jill Shedd, Member

Absent: Mr. Jeff Caldwell, Vice President

Administration: Dr. Jim Roberts, Superintendent
 Ms. Teresa Heiny, Assistant Superintendent for Human Resources
 Mr. Chad Phillips, Assistant Superintendent for Business Services
 Dr. Laura Hack, Director of Elementary Education
 Mr. William Jensen, Director of Secondary Education

School Attorney: Mr. Chris Monroe

6:00 P.M. SPECIAL SCHOOL BOARD MEETING

- Determination of Quorum
- Meeting Called to Order (GAVEL)

President Stenner opened the meeting for public dialogue. No one spoke at this time.

HOW

Requests for Approval: (Dr. Roberts)

Dr. Roberts reviewed the following items for the Board.

- 1) Request for Approval of the Agreements for All Employee Groups (Dr. Roberts)**
 - a. Collective Bargaining Agreement between the Bartholomew Consolidated School Corporation and the Columbus Educators Association**
 - b. Compensation Increase and Health Plan for Administrators and Support Staff**

Dr. Roberts thanked the BCSC bargaining team members, shared his appreciation to the Columbus Educators Association (CEA) bargaining team, and thanked them for all the time they gave to the process. He noted that most of the discussion time was spent on the compensation model. Dr. Roberts shared that the salary scale looks somewhat similar to those in the past that had steps. This is a unique year because the actual increase will not be uniform for each teacher. The Indiana Education Employment Relations Board (IEERB) will allow that this year, but in the 2018-2019 school year, the increases must be uniform.

Dr. Roberts shared a presentation that noted the following summary of the 2017-19 Tentative CEA Agreement, and salary and insurance benefits for all employment groups.

2017-19 Tentative Agreement Summary Salary and Health Insurance Benefits

Proposed Salary Schedule 2017-18 and 2018-19

Salary

2017-18:

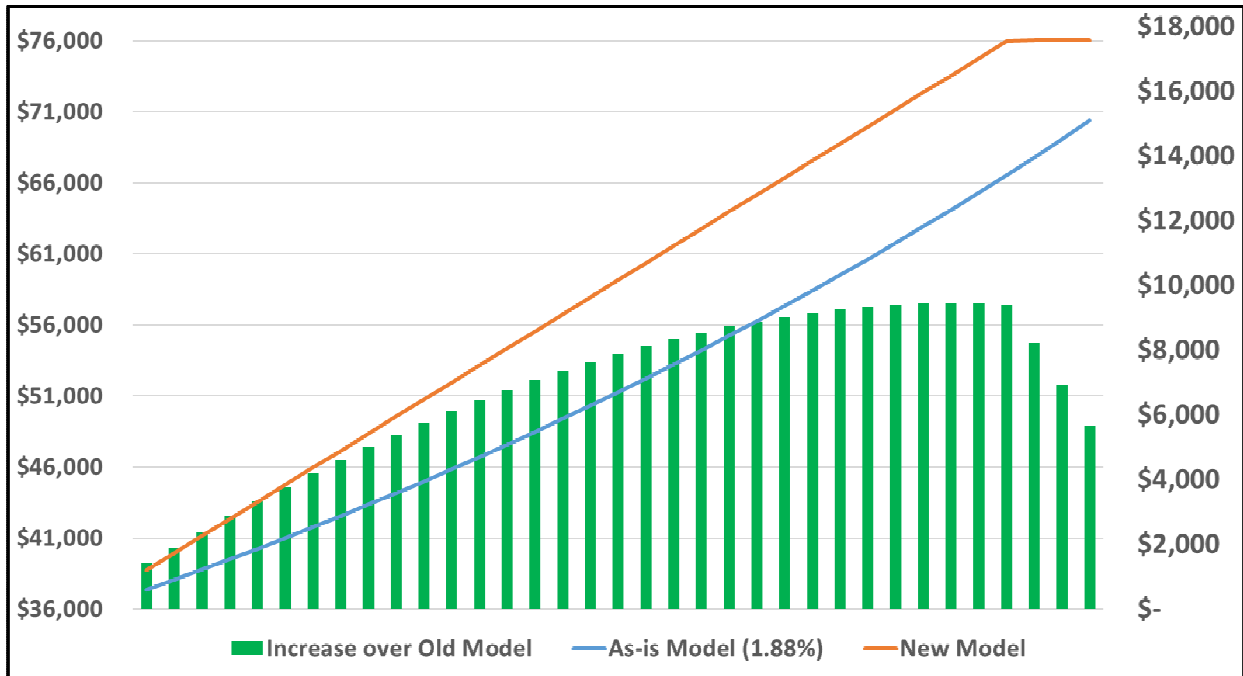
- Next highest step that is at least 1% greater than current salary
- If Master’s degree, move another step
- Teachers above the scale receive \$1000 stipend
- Average increases of 3.2%
- Support Staff and Administrators increase of 2%

2018-19:

- 3 or 4 on evaluation and work 120 days, move to the next step
- Teachers above the scale receive \$600 stipend
- Average increases of 2.29%

The 35-year career earnings for a new teacher will be \$246,297 more under this model.

Step	Salary	Step	Salary
A	\$ 38,750	Q	\$ 57,950
B	\$ 39,950	R	\$ 59,150
C	\$ 41,150	S	\$ 60,350
D	\$ 42,350	T	\$ 61,550
E	\$ 43,550	U	\$ 62,750
F	\$ 44,750	V	\$ 63,950
G	\$ 45,950	W	\$ 65,150
H	\$ 47,150	X	\$ 66,350
I	\$ 48,350	Y	\$ 67,550
J	\$ 49,550	Z	\$ 68,750
K	\$ 50,750	AA	\$ 69,950
L	\$ 51,950	BB	\$ 71,150
M	\$ 53,150	CC	\$ 72,350
N	\$ 54,350	DD	\$ 73,550
O	\$ 55,550	EE	\$ 74,750
P	\$ 56,750	FF	\$ 75,950



Health Plan (\$1.7M loss in reserves in last 2 years)

1. Premiums

- Without plan changes, health premiums will need to increase at least 13% in order to slow the losses in health trust reserves.
- With plan changes, the recommendation is to raise premiums 2%.

2. Wellness

- Added spouses who are on the plan (additional \$250 premium reduction).
- Added vision and dental exam to the wellness requirements.

3. Prescriptions

- Maintenance medication prescriptions must be filled for 90-day increments through CVS (store or mail order). Must opt-out to use another pharmacy.
- New formulary (Advanced Control): Increased requirements for generic use and less expensive drugs proven clinically effective. Doctors can override these requirements.
- Flat-rate pricing replacing average wholesale price. Less expensive for vast majority.
- ElectRX importation service available for many name brand prescriptions.

4. Introduction of a 3rd Tier

- Inspire Network: CRH, Schneck, IU, St. Vincent
 - Same deductible, out-of-pocket max. Coinsurance covers 85% after deductible.

- Current Network (Encore/SIHO)
 - Slightly higher deductibles, out-of-pocket max. Coinsurance lowers to 75% after deductible.
- Out of Network

5. Total savings to health trust from the above changes = \$1.74M

The following information was shared in response to questions from the board.

State statute has changed regarding compensating teachers for earning a master's degree, but this one time move-up on the salary scale is allowed in this transition year. There is potential to revisit this and find creative ways to compensate. Another consideration is if the master's degree is in the teacher's content area.

To receive a salary increase teachers must have received a "highly effective" or "effective" on the teacher evaluation scale.

The pay increase for all employment groups will be retro to July 1, 2017. The goal is to have the retro pay and new rates in place near Thanksgiving.

The negotiation team often discussed the long-term goal of recruiting and retaining high quality employees.

Results of a support staff study a year ago increased the pay of some positions and moved some positions up on the salary scale. Pay rate adjustments were not uniform. Support staff pay will continue to be evaluated for the 2018-2019 school year.

As BCSC considers shortages of teachers, teaching assistants, and bus drivers, compensation and benefits are considered, but one concern is the pool of individuals applying. The unemployment rate is very low and the individuals must be qualified and often must be licensed.

The ElectRX is a service available for many name brand prescriptions at a savings because the scripts come from outside the USA. The drugs are the same quality, from the same manufacturer and adhere to the same standards as the drugs purchased in the USA.

The new tier opportunity in the health plan is a cost savings for the employee and the Health Trust. IU Health is offering a 35% discount.

The leave given to certified staff for the birth or adoption of a child are deducted from their annual leave days of 18. If the certified staff member has no annual leave days left to use, their time off would be without pay. Certified staff are contracted for 182.5 days and do not receive vacation days.

The certified A through FF scale is not based on years of experience and gives flexibility for the salary of new hires. If there is a consideration to increase a new hires' salary beyond two steps there would be a conversation with the CEA officers.

The CEA leadership noted that there were many questions asked by teachers, but they were able to supply answers as they shared information in multiple ways. Many of the questions came from changes in state law. The CEA membership overwhelmingly approved the contract by more than 90%.

The contract follows the guidance of IEERB and must be sent to them by November 15th for a final compliance check. Legal counsel, Mr. Monroe and Ms. Matthews, and an Indiana School Teacher’s Association (ISTA) representative were involved in the negotiations to help with compliancy and legality.

Dr. Shedd made a motion to approve Item 1(a) Collective Bargaining Agreement between the Bartholomew Consolidated School Corporation and the Columbus Educators Association. The motion was seconded by Mr. Abrams.

Upon a call for the vote, the motion was approved unanimously.

Mrs. Dayhoff-Dwyer made a motion to approve Item 1(b) Compensation Increase and Health Plan for Administrators and Support Staff. The motion was seconded by Mr. Bryant.

Upon a call for the vote, the motion was approved unanimously.

BOARD INPUT/REVIEW

Board members thanked the negotiation team for all their hard work and for focusing on recruiting and retention of employees.

Ms. Dayhoff-Dwyer said she would be interested to know the concerns teachers have.

Mr. Stenner noted that a great place to share these concerns would be with legislators at the Third House Sessions.

President Stenner shared that the next Regular School Board Meeting would be November 13, 2017, 6:30 p.m. at Smith Elementary School

The meeting was adjourned at 7:10 p.m.

_____ Secretary

Attest: _____ President