

**ROSSVILLE CONSOLIDATED
SCHOOL DISTRICT
BOARD OF EDUCATION
OCTOBER 11, 2022 - 7:00 P.M.**

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**Call to Order
Mr. Hufford**



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Public Comments

- This meeting is a meeting of the Board of Education in public for the purpose of conducting the School Corporation's business. The meeting is not to be considered a public community meeting.
- The meeting site is fully accessible and any patron needing additional assistance is asked to contact the Superintendent or office staff present at the meeting or contact the Superintendent's office prior to the meeting.
- A handout of the agenda items about to be presented to the Board were available at the sign-in table for patrons to review. Patrons have the opportunity to speak on the items listed on the agenda.
- The Board has set aside time for the public to comment on the agenda items.
- Patrons, when called, will be asked by the Board President to identify themselves, provide their address, and limit comments to three (3) minutes.

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**Approval of Minutes
Consideration of Claims & Payroll**

- **October 4, 2022 Regular Session**
 - Board members received the claims docket, payroll claims, and minutes in advance of the meeting.
 - Members were asked to contact Dr. Hanna with individual items for which they have questions.



Motion made to approve the minutes, claims, and payrolls as presented.
Motion by: Jennifer Jacoby 2nd by: Julia Mink
Motion Passed: Hufford, Root, Jacoby, Mink, Pendleton



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**New Business – Personnel Item
Consideration of Resignation**

- Jodi Emenhiser has submitted her resignation as an Instructional Assistant. Her last day will be October 26, 2022.



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**New Business – Personnel Item
Consideration of Appointments**

- ☆ Mr. Dennison is recommending Mrs. Kelly Mills as a Cross Categorical Teacher. Mrs. Mills will begin her employment on November 1, 2022. Her salary will be prorated at \$56,000.
- ☆ Mr. Dennison is recommending Mrs. Rebecca Doering as a Tier I Title I Instructional Assistant.
- ☆ Mr. Dennison is recommending Mrs. Stefanie Brosman as a Tier I Special Education Instructional Assistant.



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New Business – Personnel Item Consideration of Appointments

- ☆ Mrs. Buck is recommending Mrs. Kristin Arnone for homebound instruction for a student as per the student's IEP for up to three hours per week.
- ☆ Mrs. Buck is recommending Mr. Paul Mullen for homebound instruction for a student as per the student's IEP for up to three hours per week.



New Business – Personnel Item Consideration of Appointments

- Mr. Burkle is recommending the following coaches for the winter sports season 2022-2023:
 - Cheer
Karmen Young – JV/V Asst Coach
 - Girls Basketball
Caleb Stevens – 4th/5th Grade Vol. Coach
 - Wrestling
Pat McCarthy – Vol. Asst. Coach



New Business – Personnel Item Consideration of Additional Positions

- ☆ Mr. Dennison is recommending hiring an additional Special Education teacher for the elementary due to the high needs and the volume of student being served.
- ☆ Mr. Thompson is recommending an additional Language Arts teacher for the middle/senior high school to provide additional teaching support due to class sizes and reduce the numbers of preparation periods.
 - Both teachers would begin January of 2023.



New Business – Personnel Item

Consideration of Master Contract between the Rossville Classroom Teachers Association and the Board of Education

- The Rossville Classroom Teachers Association (RCTA) and the Board approved a tentative agreement on September 27, 2022.
- The Rossville Classroom Teachers Association ratified the agreement on September 30, 2022.
- Indiana law requires the school employer to hold a public meeting to discuss the tentative agreement which was held on October 4, 2022, at 7:00 p.m.
- The proposed contract is for the 2022-2023 school year.



New Business – Personnel Item

Consideration of Master Contract between the Rossville Classroom Teachers Association and the Board of Education

- The agreement is being presented to the Board of Education who will consider ratification following a public hearing on the Master Contract.
- The contract changes include:
 - 1. Clarified that the bargaining unit descriptions match the latest IEERB order.
 - 3.1.1. Increases the Board contribution to \$6,500 for a single and \$13,000 for a family health insurance plan.
 - 3.5 Removes language describing 401(a) Part "A" and Part "B" Plans
 - Makes minor grammatical changes to the contract.



New Business – Personnel Item

Review of the Tentative Agreement between the Rossville Classroom Teachers Association and the Board of Education

- 4. Compensation
 - 4.1. This section notes new teacher base salary is determined as set forth in Appendix A.
 - 4.2. Appendix B I provides the salary range for teachers prior to any compensation being awarded.
 - 4.3. Appendix B II provides the salary range for teachers after the increase is awarded to eligible teachers.
 - 4.4. Appendix C outlines the Compensation Plan.
 - 4.5. Appendix D outlines the extracurricular appointments compensation.



New Business – Personnel Item

Review of the Tentative Agreement between the Rossville Classroom Teachers Association and the Board of Education

- Appendix A sets the following salary ranges for new hires:
 - 0-4 years \$43,000 - \$46,000
 - 5-9 years \$45,000 - \$52,000
 - 10-14 years \$47,000 - \$ 58,000
 - 15 or more years of service \$49,000 - \$62,000
- Appendix B I provides the salary range for teachers prior to any compensation being awarded.
- Appendix B II provides the salary range for teachers after the increase is awarded to eligible teachers.



New Business – Personnel Item

Review of the Tentative Agreement between the Rossville Classroom Teachers Association and the Board of Education

- Appendix C is the Compensation Model
 - 1.1. Notes the beginning salary range before any compensation was \$41,000 to \$69,404.
 - 1.2. Notes that after the increase is awarded the salary range will be between \$43,000 and \$74,270.
 - 2.1. General Eligibility stipulates that a teacher must not have been rated as ineffective or improvement necessary in the prior year in order to receive any compensation.
 - 2.2. Factors and Definitions
 - 2.2.1. Years of Experience is defined as 120 days of service for a full-time teacher or 60 days for a part-time teacher.
 - 2.2.2. Evaluations is defined as a teacher who has received a highly effective or effective rating with the prior year's evaluation.



New Business – Personnel Item

Review of the Tentative Agreement between the Rossville Classroom Teachers Association and the Board of Education

- Appendix C is the Compensation Model
 - 2.2.3. Distribution is defined as the amounts to be added to the teacher's base salary.
 - 2.2.3.1 For new teachers hired to the district prior to the current contract's formal bargaining period, the base salary will be adjusted to align with the base salary as determined in Appendix A



New Business – Personnel Item

Review of the Tentative Agreement between the Rossville Classroom Teachers Association and the Board of Education

- Appendix C is the Compensation Model
 - 2.2.3. Distribution is defined as the amounts to be added to the teacher's base salary.
 - 2.2.3.2. **Returning Teachers**
For the 2022-2023 school year, the Board and the RCTA negotiated a seven percent (7%) increase for teachers that met the eligibility criteria and satisfied both factors, years of experience and evaluation. Part-time teachers, as defined in Section 2.1, shall receive a prorated portion of the seven percent (7%) increase. The compensation distribution for teachers will be added to each teacher's current base salary and does not include any extended contracts or additional compensation. The salary is rounded up to the nearest ten dollars (\$10).



New Business – Personnel Item

Review of the Tentative Agreement between the Rossville Classroom Teachers Association and the Board of Education

Appendix D is the ECA Schedule
The multiplier base was increased from \$41,000 to \$43,000.

Time was set aside for public comment.



New Business – Personnel Item Consideration of Administrative Contracts

- The administrative Contracts were updated. The following indicates the administrator's salary for the 2022-2023 school year.

☆ Student Support Specialists	\$ 52,000
☆ Director of Student Services	\$ 72,000
☆ Athletic Director/Corporation Title IX Coordinator.....	\$ 76,500
☆ Elementary Assistant Principal	\$ 80,000
☆ Elementary Principal	\$ 99,750
☆ Middle/Senior High School Principal	\$ 100,750
☆ Superintendent	\$ 124,410

Motion made to approve the 2022-2023 collective bargaining agreement, the administrative contracts, resignations, and appointments are approved as presented.
Motion by: Jentry Pendleton 2nd by: Jennifer Jacoby
Motion Passed: Hufford, Root, Jacoby, Mink, Pendleton



Action Item – Policy Items Consideration of Update to Policy Manual

- Rossville Consolidated School District participates in Comprehensive Policy Management Services to help keep Rossville School District policies up to date and aligned with best practices.
- One of the steps is to continually review policies to ensure they are up-to-date and relevant. The ISBA has a model policy and Rossville Schools is working to align our manual with that model.
- Dr. Hanna has worked with ISBA Staff Attorney to review and update Chapter 5, recodify the contents to Section 3000 and 4000 of the new policy manual.
- Several policies have been updated for Board of Education consideration.



New Business – Policy Items Consideration of Policy Revisions

- ★ SECTION 5520 - RED-SHIRTING, PROMOTION, PLACEMENT AND RETENTION
- ★ SECTION 5530- WITHDRAWAL FROM SCHOOL - EXIT INTERVIEW
- ★ SECTION 5540 - GRADUATION POLICY
- ★ SECTION 5560 - DISPOSAL OF TEXTBOOKS

Motion made to approve the policy items for a second reading as presented.
 Motion by: Julia Mink 2nd by: Jentry Pendleton
 Motion Passed: Hufford, Root, Jacoby, Mink, Pendleton



New Business – Miscellaneous Item Consideration of Overnight Field Trip

- The Rossville FFA had two teams qualify to compete at the State Soils Judging Competition on Friday, October 14, 2022, and Saturday, October 15, 2022, in Valparaiso, Indiana.
- Mrs. Need has requested the opportunity for an overnight stay for the students traveling to the event.
- Dr. Hanna is recommending approval of this conference request.



New Business - Miscellaneous Item Declaration of Surplus/Obsolete Equipment

- Rossville Consolidated School District has a variety of equipment that is no longer in use and should be declared surplus or of no value.
- Surplus/obsolete equipment will be disposed of according to Indiana Law.
- A list of the surplus equipment items has been provided to the Board for consideration.

Motion made to approve the miscellaneous items as presented.
 Motion by: Nathan Root 2nd by: Jentry Pendleton
 Motion Passed: Hufford, Root, Jacoby, Mink, Pendleton



Reports & Information Field Trip Reports

Group	Date of Trip	Activity	Location
FFA Soils Team	October 6, 2022	Soils Competition	Winamac
Life Skills	October 6, 2022 October 13, 2022 October 27, 2022	Meijer	Lafayette

Reports & Information Conference Report

Staff Attending	Date of Conference	Conference Title	Location
★ Megan Britt	October 5, 2022	ILEARN Professional Development	Rossville
★	November 9, 2022		
★	February 8, 2023		
★ Cheryl McIlrath	December 2, 2022	WVEC – Civics	West Lafayette

Adjournment

- The Presiding Officer will ask for a motion to adjourn the regular Board meeting.

Next Board Meeting

➤ Tuesday, November 1, 2022 – 7:00 p.m.

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Meeting Adjournment



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