

**REGULAR MEETING
BOARD OF SCHOOL TRUSTEES
BROWNSBURG COMMUNITY SCHOOL CORPORATION**

The Board of School Trustees of the Brownsburg Community School Corporation met in a special called meeting on Monday, September 23, 2019 at 6:30 p.m. in the F.L. O’Neal Administration Building, 310 Stadium Drive; Brownsburg, Indiana.

I. CALL TO ORDER

Mr. Phil Utterback, President of the Board, called the meeting to order at 6:30 p.m. Other Board members in attendance included Mr. Eric Hylton, Ms. Jessica Heffernan, Dr. Matthew Freije, and Mrs. Tiffany Dearman. Administrators present were Dr. Jim Snapp, Dr. Kat Jessup, Mr. Shane Hacker and Mr. John Voigt. Mrs. Jodi Gordon was also present.

II. COMMUNICATIONS:

A. Discussion of Corporation Goals

Dr. Snapp shared the proposed goals of the corporation for the 2019-2020 school year:

- Graduation Rate: The Brownsburg High School graduation rate for the Class of 2020 will be 98.4% or higher.
- BCSC’s passing rate on the 2020 ILEARN will be 80% in English/language arts and 83.5% in mathematics.
- A five-year facilities and property plan will be developed that addresses current and future growth without increasing the current school tax rate. As appropriate, the implementation of the plan will begin during the 2019-2020 school year.

Dr. Snapp explained that each year the graduation rate is adjusted to account for the make-up of the student body. He met with Dr. Daghe and Mrs. Lingelbaugh, Team 2020 assistant principal, to determine the graduation rate for the class. This data is always set to stretch the goal. Similarly, the 2020 ILEARN passing rates are established based on the 2019 data and stretching the goal for 2020. Additionally, Dr. Snapp explained that given the continued growth in the community, we will work to establish a five-year facilities and property plan to address current and future growth without increasing the current school tax rate. The Board members asked several clarifying questions with respect to the goals. No changes were made.

Dr. Jessup explained that the School Improvement Plans will be provided to the Board members for review prior to the October 7th Board meeting. She noted that the improvement plans are the same for all of the schools in the district except for the final page which is data specific to each building.

III. NEW BUSINESS

A. Public Comments on Proposed 2019-2020 Teacher Contract

Mr. Blake Steinacker, 7th grade global studies teacher at West Middle School

Mr. Steinacker suggested the Board take under advisement placing a cap on the current board contribution to all employees for health care. He suggested the funds would be best applied to teacher salaries and wages. He believes it would shrink the gap in the difference between employee salary and cost to employ, limiting the liability to the school district.

Dr. Snapp responded that benefits are an area in which BCSC has lagged behind in our peer comparison group. BCTA and the district believes that increased contributions to health insurance costs is an important benefit to us that helps to draw and retain employees.

B. Recommendation to Approve 2019-2021 Teacher Contract and ECA Schedule

Dr. Snapp recommended that the Board of School Trustees approve the 2019-2021 Teacher Contract and ECA Schedule as presented to the Board. Dr. Snapp noted the following summary of changes to the contract include:

Article IV – Maternity Leave

Updated laws cited in Section B to reflect where they are found in current Indiana Code

Article VI – Bereavement Leave

Section A: Took out language stating that the seven days of bereavement leave needed to be taken as *consecutive days*. This is now up to teacher discretion based on personal and family needs.

Section C: Took out language that seemed to specify that the 14-day time limit would only be waived by the superintendent due to a delay in funeral arrangements. That can now be *waived for other reasons* as well (ex. A teacher may choose to save one of the seven days of bereavement leave to use for *legal matters* related to settling the estate of the deceased family member).

Article XIII – Retirement Pay

Employees who begin voluntary 403(b) contributions this school year and beyond will not be vested in the employer's 3% matching contribution until *after five years* of BCSC employment.

1. This does *not* impact anyone who has *already been making* contributions to a 403(b) before this school year regardless of the number of years they have been employed or making contributions.
2. This does *not* impact the employee contribution to a 403(b) – the employee gets to keep 100% of their own contributions no matter how long they are employed with BCSC. This only impacts the *matching* contribution of the school district.
3. Any money forfeited by an employee who leaves BCSC before the end of five years will be returned to the *general fund*.
4. A vesting period is common in school districts across the state. It was rare for BCSC to allow 100% vesting immediately. This change will begin returning money to the general fund from teachers who leave BCSC or leave the teaching profession entirely to the benefit of teachers who remain in the district.

Closed a loophole by now explicitly stating that the employee voluntary contribution to a 403(b) *must be made on a bi-weekly basis* (spread out over all paychecks) instead of as a single lump sum payment.

Article XIV – Wage Related Benefits

1. Board will continue to pay \$441 of a single health insurance plan's monthly premium through 2019, and will begin to pay *any premium increase* not to exceed 7% through calendar years 2020 and 2021.
2. Board will continue to pay \$1,049 of a family health insurance plan's monthly premium through 2019 and will begin to pay *any premium increase* not to exceed 7% through calendar years 2020 and 2021.
3. Two-employee family health insurance plans will continue to receive an additional \$10 per month over on-employee family health insurance plans in 2019, 2020, and 2021.
4. Any increase to single and family *dental* and single and family *vision* premiums over 2019 rates will be picked up by the board for the 2020 and 2021 calendar years.

*NOTE: Employee insurance costs were last increased in *January 2017*

Article XV – Attendance

Adds a sentence permitting the superintendent to exclude some days of leave from *counting against a teacher's eligibility* for an attendance incentive at the superintendent's discretion (for example, a day taken off for religious purposes).

Dr. Snapp also reviewed the recommended changes to teacher pay. He shared that all teachers eligible for a pay increase will receive a minimum of a \$1250 pay increase this year. Over 90% of BCSC teachers will receive at least that amount based simply on their "level" assignment. Any teachers who would not receive at least a \$1250 salary increase from their 2018-2019 salaries will be given a stipend this year (paid over the 26 pays of this contract) to make up any difference between their salary increases and \$1250.

Most teachers who have between 10 and 18 years of experience will receive more sizable salary increases than the \$1250 minimum increase. This is to address the issues presented to teachers in May 2019 related to our previous salary structure.

Master Teacher Pay/Level Z receives a \$1500 increase.

The recommended salary scale is listed below:

Level	Base Salary		Level	Base Salary
b-A	\$44,500		m-A	\$45,500
b-B	\$45,250		m-B	\$46,250
b-C	\$45,850		m-C	\$46,850
b-D	\$46,100		m-D	\$47,100
b-E	\$46,600		m-E	\$47,600
b-F	\$48,100		m-F	\$49,100
b-G	\$48,300		m-G	\$49,550
b-H	\$48,900		m-H	\$49,900
b-I	\$49,650		m-I	\$50,650
b-J	\$51,650		m-J	\$52,650
b-K	\$53,000		m-K	\$55,000
b-L	\$54,000		m-L	\$56,000
b-M	\$55,500		m-M	\$57,000
b-N	\$57,000		m-N	\$58,000
b-O	\$58,000		m-O	\$59,000
b-P	\$60,000		m-P	\$61,000
b-Q	\$62,000		m-Q	\$63,000
b-R	\$64,000		m-R	\$65,000
b-S	\$66,000		m-S	\$67,000
b-T	\$68,000		m-T	\$69,000
b-U	\$70,000		m-U	\$71,000
b-V	\$72,000		m-V	\$73,000
b-W	\$74,000		m-W	\$75,000
b-X	\$76,000		m-X	\$77,000
b-Y	\$78,000		m-Y	\$79,000
Z	\$83,500			

Mr. Hylton made a motion to approve the recommendation; Dr. Freije seconded the motion. The Board approved the motion by a vote of five (5) ayes; zero (0) nays.

C. Recommendation to Approve Support Staff Wages and Benefits

Dr. Snapp recommended that the Board of School Trustees approve the support staff wages and benefits. He noted that the Board is really approving the support staff pay ranges. He noted that there are several positions receiving increases to bring the compensation in line with our comparison group and in some cases, private sector positions. The increase in the Board contribution to insurance premiums will be the same as the teachers.

Dr. Freije moved to approve the recommendation; Ms. Heffernan seconded the motion. The Board approved the motion by a vote of five (5) ayes; zero (0) nays.

D. Recommendation to Approve Administration Salaries

Dr. Snapp recommended that the Board of School Trustees approve the administrative salaries which are included in their employment agreements. He explained that all administrators are on a two-year rolling contract.

Ms. Heffernan moved to approve the recommendation; Mr. Hylton seconded the motion. The Board approved the motion by a vote of five (5) ayes; zero (0) nays.

IV. ADJOURNMENT

Mr. Utterback called for a motion to adjourn the meeting; Dr. Freije made a motion to adjourn, Mr. Utterback seconded the motion. The Board approved the motion by a vote of five (5) ayes; zero (0) nays. The meeting adjourned at 6:51 p.m.

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