

Board Meeting

November 6, 2023

A special meeting of the Greater Jasper Consolidated Schools Board of Trustees was held at the Superintendent's Office Board Room on November 6, 2023 at 7:45 a.m. Board Members were all in attendance with the exception of Greg Eckerle. Vice-President Arlet Jackle called the meeting to order.

Dr. Lorey asked the Board to approve the 2023-2024 collective bargaining agreement between GJCS and JCTA.

Dr. Lorey stated formal negotiations began in September. The objectives were the following:

- Ensure contract language complies with the Indiana Employee Relations Board review findings
- Provide additional compensation for teachers while maintaining the financial health of our General Fund cash reserve
- Secure a one-year agreement

Dr. Lorey stated the proposal that was presented to the Board accomplishes the intended objectives. The agreement includes a base salary increase for all teachers. She also recommended that all eligible administrators and social workers receive the same increases as outlined in the teacher contract. Per Indiana Statute, prior to approval she asked if there was any public comment regarding the posted and proposed agreement.

No public comment was made.

Dr. Lorey asked the Board to approve the proposed 2023-2024 Bargaining agreement and administrators, and social workers salaries. The salaries are enclosed.

A motion by Dr. Englert, second by Steve Lukemeyer, to approve the one year Bargaining agreement and administrators and social workers salaries, was unanimously approved by the Board.

Dr. Lorey talked about how the money is funded for the Education Fund. The AMD count, the Special Ed Count, and the Vocational Ed count helps determine revenue for students. She discussed the money is received monthly for the Auditor of State of Indiana and the amount is determined by the ADM. She stated this year there were approximately 50 new students. The money fluctuates by the ADM count during the year. She stated the corporation's ADM usually doesn't fluctuate too much from year to year.

The Board was also presented a proposed wage scale for all hourly employees. This would become effective January 1, 2024. The new wage scales are enclosed.

A motion by Sara Schmidt, second by Dr. Englert, to approve the hourly employees wage scale, was unanimously approved by the Board.

Tentative Agreement

CBA Offer
October 9, 2023

Nicole S. Roberto
JCA President

Dean Jeyan
Amy Gray

Collective Bargaining Agreement

1. Agreement for 2023-2024 – 1 year
2. \$4,250 added to base salary
3. Keep current salary factors:
 - a. Evaluation – 67%
 - b. Needs of the student – keep current definition – 33%
4. Move all ECA to top amount and add 5%
5. ECA Additions
 - a. Dual Credit Teacher - \$300 stipend
 - b. Archery - \$1,000 stipend
 - c. IES/JES/JMS Grade Coordinator - \$1,529 stipend
 - d. SSD College Board Coordinator - \$400 stipend
6. Increase salary range for new hires – add \$4,000 to each step - impacts 12 new teachers

2022-2023		2023-2024	
Step	Bachelor	Step	Master
0-2	\$44,000	0-2	\$51,000
3-5	\$46,000	3-5	\$53,000
6-8	\$48,500	6-8	\$56,500
9-11	\$52,500	9-11	\$59,500
12-14	\$54,500	12-14	\$62,500
15-17	\$56,000	15-17	\$65,500
18+	\$57,500	18-20	\$70,500
		21+	\$71,500

2nd Raise

**Teacher Assistant
181 Days**

Years

**Effective
January 1,
2024**

Service	2023-2024	2024
0	\$12.00	\$13.00
1	\$12.20	\$13.20
2	\$12.40	\$13.40
3	\$12.60	\$13.60
4	\$12.80	\$13.80
5	\$13.00	\$14.00
6	\$13.20	\$14.20
7	\$13.40	\$14.40
8	\$13.60	\$14.60
9	\$13.80	\$14.80
10	\$14.00	\$15.00
11	\$14.20	\$15.20
12	\$14.40	\$15.40
13	\$14.60	\$15.60
14	\$14.80	\$15.80
15	\$15.00	\$16.00
16	\$15.20	\$16.20
17	\$15.40	\$16.40
18	\$15.60	\$16.60
19	\$15.80	\$16.80
20+	\$16.00	\$17.00

**Certified Behavior Assistant
181 Days**

Years

**Effective
January 1,
2024**

Service	2023-2024	2024
0	\$13.00	\$14.00
1	\$13.20	\$14.20
2	\$13.40	\$14.40
3	\$13.60	\$14.60
4	\$13.80	\$14.80
5	\$14.00	\$15.00
6	\$14.20	\$15.20
7	\$14.40	\$15.40
8	\$14.60	\$15.60
9	\$14.80	\$15.80
10	\$15.00	\$16.00
11	\$15.20	\$16.20
12	\$15.40	\$16.40
13	\$15.60	\$16.60
14	\$15.80	\$16.80
15	\$16.00	\$17.00
16	\$16.20	\$17.20
17	\$16.40	\$17.40
18	\$16.60	\$17.60
19	\$16.80	\$17.80
20+	\$17.00	\$18.00

**Computer Assistant
180 Days**

Years Service	2023-2024	Effective January 1, 2024
0	\$12.00	\$13.00
1	\$12.20	\$13.20
2	\$12.40	\$13.40
3	\$12.60	\$13.60
4	\$12.80	\$13.80
5	\$13.00	\$14.00
6	\$13.20	\$14.20
7	\$13.40	\$14.40
8	\$13.60	\$14.60
9	\$13.80	\$14.80
10	\$14.00	\$15.00
11	\$14.20	\$15.20
12	\$14.40	\$15.40
13	\$14.60	\$15.60
14	\$14.80	\$15.80
15	\$15.00	\$16.00
16	\$15.20	\$16.20
17	\$15.40	\$16.40
18	\$15.60	\$16.60
19	\$15.80	\$16.80
20+	\$16.00	\$17.00

Secretaries

Years

Effective
January 1,
2024

Service	2023-2024	2024
0	\$13.80	\$14.80
1	\$14.00	\$15.00
2	\$14.20	\$15.20
3	\$14.40	\$15.40
4	\$14.60	\$15.60
5	\$14.80	\$15.80
6	\$15.00	\$16.00
7	\$15.20	\$16.20
8	\$15.40	\$16.40
9	\$15.60	\$16.60
10	\$15.80	\$16.80
11	\$16.00	\$17.00
12	\$16.20	\$17.20
13	\$16.40	\$17.40
14	\$16.60	\$17.60
15	\$16.80	\$17.80
16	\$17.00	\$18.00
17	\$17.20	\$18.20
18	\$17.40	\$18.40
19	\$17.60	\$18.60
20	\$17.80	\$18.80
21	\$18.00	\$19.00
22	\$18.20	\$19.20
23	\$18.40	\$19.40
24	\$18.60	\$19.60
25	\$18.80	\$19.80
26	\$19.00	\$20.00
27	\$19.20	\$20.20
28	\$19.40	\$20.40
29	\$19.60	\$20.60
30+	\$19.80	\$20.80

Nurses
190 Days
7 hours/day

Years

Effective
January 1,
2024

Service	2023-2024	2024
0	\$19.80	\$20.80
1	\$20.05	\$21.05
2	\$20.30	\$21.30
3	\$20.55	\$21.55
4	\$20.80	\$21.80
5	\$21.05	\$22.05
6	\$21.30	\$22.30
7	\$21.55	\$22.55
8	\$21.80	\$22.80
9	\$22.05	\$23.05
10	\$22.30	\$23.30
11	\$22.55	\$23.55
12	\$22.80	\$23.80
13	\$23.05	\$24.05
14	\$23.30	\$24.30
15	\$23.55	\$24.55
16	\$23.80	\$24.80
17	\$24.05	\$25.05
19	\$24.30	\$25.30
20+	\$24.55	\$25.55

Designated	\$1.50
Head	

Social Workers 2023-2024 191 Days
7 hours/day

Years of Experience	Hours/Day	Days Per Year	Hourly Rate	Total	Hourly Rate		Hourly Rate MSW and Indiana School Services License	
					MSW	Total	License	Total
0	7 hours	191	\$27.25	\$36,433.25	\$28.50	\$38,104.50	\$30.94	\$41,367.00
1	7 hours	191	\$27.50	\$36,767.50	\$28.75	\$38,438.75	\$31.41	\$41,995.00
2	7 hours	191	\$27.75	\$37,101.75	\$29.00	\$38,773.00	\$31.88	\$42,624.00
3	7 hours	191	\$28.00	\$37,436.00	\$29.25	\$39,107.25	\$32.35	\$43,252.00
4	7 hours	191	\$28.25	\$37,770.25	\$29.50	\$39,441.50	\$32.82	\$43,880.00
5+	7 hours	191	\$28.50	\$38,104.50	\$29.75	\$39,775.75	\$33.37	\$44,616.00

*MSW and Indiana School Services License wage scale increased same as negotiated teacher salary increases or decreases.

Effective January 1, 2024 191 Days
Social Workers 7 hours/day

Years of Experience	Hours/Day	Days Per Year	Hourly Rate	Total	Hourly Rate		Hourly Rate MSW and Indiana School Services License	
					MSW	Total	License	Total
0	7 hours	191	\$28.25	\$37,770.25	\$29.50	\$39,441.50	\$31.94	\$42,703.78
1	7 hours	191	\$28.50	\$38,104.50	\$29.75	\$39,775.75	\$32.42	\$43,345.54
2	7 hours	191	\$28.75	\$38,438.75	\$30.00	\$40,110.00	\$32.88	\$43,960.56
3	7 hours	191	\$29.00	\$38,773.00	\$30.25	\$40,444.25	\$33.35	\$44,588.95
4	7 hours	191	\$29.25	\$39,107.25	\$30.50	\$40,778.50	\$33.82	\$45,217.34
5+	7 hours	191	\$29.50	\$39,441.50	\$30.75	\$41,112.75	\$34.37	\$45,952.69

*MSW and Indiana School Services License wage scale increased same as negotiated teacher salary increases or decreases.

Home School Advisor
191 Days
7 Hours/Day

Years
Service

Effective
January 1,

2023-2024

2024

	2023-2024	2024
0	\$27.25	\$28.25
1	\$27.50	\$28.50
2	\$27.75	\$28.75
3	\$28.00	\$29.00
4	\$28.25	\$29.25
5+	\$28.50	\$29.50

Little Wildcats Lead Teacher

185 Days

Years

**Effective
January 1,**

Service	2023-2024	2024
0	\$20.00	\$21.00
1	\$20.20	\$21.20
2	\$20.40	\$21.40
3	\$20.60	\$21.60
4	\$20.80	\$21.80
5	\$21.00	\$22.00
6	\$21.20	\$22.20
7	\$21.40	\$22.40
8	\$21.60	\$22.60
9	\$21.80	\$22.80
10	\$22.00	\$23.00
11	\$22.20	\$23.20
12	\$22.40	\$23.40
13	\$22.60	\$23.60
14	\$22.80	\$23.80
15	\$23.00	\$24.00
16	\$23.20	\$24.20
17	\$23.40	\$24.40
18	\$23.60	\$24.60
19	\$23.80	\$24.80
20+	\$24.00	\$25.00

**Little Wildcats Lead Associate Teacher
185 Days**

Years

**Effective
January 1,
2024**

Service	2023-2024	2024
0	\$15.00	\$16.00
1	\$15.20	\$16.20
2	\$15.40	\$16.40
3	\$15.60	\$16.60
4	\$15.80	\$16.80
5	\$16.00	\$17.00
6	\$16.20	\$17.20
7	\$16.40	\$17.40
8	\$16.60	\$17.60
9	\$16.80	\$17.80
10	\$17.00	\$18.00
11	\$17.20	\$18.20
12	\$17.40	\$18.40
13	\$17.60	\$18.60
14	\$17.80	\$18.80
15	\$18.00	\$19.00
16	\$18.20	\$19.20
17	\$18.40	\$19.40
18	\$18.60	\$19.60
19	\$18.80	\$19.80
20+	\$19.00	\$20.00

Little Wildcats Lead Assistant

180 Days

Years

**Effective
January 1,**

Service	2023-2024	2024
0	\$12.00	\$13.00
1	\$12.20	\$13.20
2	\$12.40	\$13.40
3	\$12.60	\$13.60
4	\$12.80	\$13.80
5	\$13.00	\$14.00
6	\$13.20	\$14.20
7	\$13.40	\$14.40
8	\$13.60	\$14.60
9	\$13.80	\$14.80
10	\$14.00	\$15.00
11	\$14.20	\$15.20
12	\$14.40	\$15.40
13	\$14.60	\$15.60
14	\$14.80	\$15.80
15	\$15.00	\$16.00
16	\$15.20	\$16.20
17	\$15.40	\$16.40
18	\$15.60	\$16.60
19	\$15.80	\$16.80
20+	\$16.00	\$17.00

Custodians
 260 Days
 1 hours/week

Years Service	2023-2024	Effective January 1, 2024
0	\$15.00	\$16.00
1	\$15.25	\$16.25
2	\$15.50	\$16.50
3	\$15.75	\$16.75
4	\$16.00	\$17.00
5	\$16.25	\$17.25
6	\$16.50	\$17.50
7	\$16.75	\$17.75
8	17.00	\$18.00
9	17.25	\$18.25
10+	17.50	\$18.50

2nd Shift \$1.00

Years Service	2023-2024	Effective January 1, 2024
0	\$15.75	\$16.75
1	\$16.00	\$17.00
2	\$16.25	\$17.25
3	\$16.50	\$17.50
4	\$16.75	\$17.75
5	\$17.00	\$18.00
6	\$17.25	\$18.25
7	\$17.50	\$18.50
8	\$17.75	\$18.75
9	\$18.00	\$19.00
10+	\$18.25	\$19.25

Maintenance
260 Days

Years Service	2023-2024	Effective January 1, 2024
0		
1		
2		
3	\$21.50	\$22.50

*All maintenance work 40 hours per week.

Cafeteria Manager
183 Days

Years Service	2023-2024	Effective January 1, 2024
0	\$ 13.32	\$14.32
1	\$ 13.47	\$14.47
2	\$ 13.52	\$14.52
3	\$ 13.57	\$14.57
4	\$ 13.77	\$14.77
5	\$ 13.97	\$14.97
6	\$ 14.07	\$15.07
7	\$ 14.17	\$15.17
8	\$ 14.32	\$15.32
9	\$ 14.37	\$15.37
10	\$ 15.32	\$16.32
11	\$ 15.37	\$16.37
12	\$ 15.52	\$16.52
13	\$ 15.62	\$16.62
14	\$ 15.72	\$16.72
15	\$ 15.82	\$16.82
16	\$ 15.92	\$16.92
17	\$ 16.02	\$17.02
18	\$ 16.12	\$17.12
19	\$ 16.22	\$17.22
20+	\$ 16.47	\$17.47
Level 1 SNA Certification	\$ 0.35	\$ 0.35
Level 2 SNA Certification	\$0.50	\$0.50
Level 3 SNA Certification	\$0.75	\$0.75
Level 4 SNA Certification	\$1.00	\$1.00

Cafeteria Asst Manager
181 Days

Years Service	2023-2024	Effective January 1, 2024
0	\$ 11.92	\$ 12.92
1	\$ 12.02	\$ 13.02
2	\$ 12.12	\$ 13.12
3	\$ 12.22	\$ 13.22
4	\$ 12.42	\$ 13.42
5	\$ 12.52	\$ 13.52
6	\$ 12.62	\$ 13.62
7	\$ 12.87	\$ 13.87
8	\$ 12.82	\$ 13.82
9	\$ 12.92	\$ 13.92
10	\$ 13.67	\$ 14.67
11	\$ 13.77	\$ 14.77
12	\$ 13.87	\$ 14.87
13	\$ 13.97	\$ 14.97
14	\$ 14.07	\$ 15.07
15	\$ 14.17	\$ 15.17
16	\$ 14.27	\$ 15.27
17	\$ 14.37	\$ 15.37
18	\$ 14.42	\$ 15.42
19	\$ 14.57	\$ 15.57
20+	\$ 14.82	\$ 15.82

**Cafeteria Worker
181 Days**

**Years
Service**

**Effective
January 1,
2024**

	2023-2024	2024
0	\$ 11.02	\$ 12.02
1	\$ 11.27	\$ 12.27
2	\$ 11.37	\$ 12.37
3	\$ 11.47	\$ 12.47
4	\$ 11.57	\$ 12.57
5	\$ 11.67	\$ 12.67
6	\$ 11.77	\$ 12.77
7	\$ 11.87	\$ 12.87
8	\$ 11.97	\$ 12.97
9	\$ 12.02	\$ 13.02
10	\$ 12.77	\$ 13.77
11	\$ 12.87	\$ 13.87
12	\$ 12.97	\$ 13.97
13	\$ 13.07	\$ 14.07
14	\$ 13.17	\$ 14.17
15	\$ 13.27	\$ 14.27
16	\$ 13.37	\$ 14.37
17	\$ 13.47	\$ 14.47
18	\$ 13.57	\$ 14.57
19	\$ 13.67	\$ 14.67
20	\$ 13.92	\$ 14.92

Student Worker \$5.00

Substitute Teachers

		Effective January 1, 2024
Indiana Substitute License	\$70/day	\$80/day
Valid Indiana Educator License	\$80/day	\$90/day
Retired Indiana Educator	\$100/day	\$125/day

Bus Drivers
183 Days

Daily Route Rate \$90/day

Special Education
Bus Driver Rates
180 Days

13c \$246.28/day

9c \$110.72/day

3c \$217.94/day

Sub Driver \$90/day (morning/afternoon routes)

ECA Hourly Rate \$15.00/hour

There being no further business to conduct and upon a motion by Sara Schmidt, second by Steve Lukemeyer, the Board voted to adjourn at 7:56 a.m.

Greg Eskole President

Arlet Jackle Vice-President

Joe Engler Secretary

Steve Lukemeyer Member

Sara Schmidt Member