

School Board Meeting Recap

10/30/23

<p>Public Hearing</p>	<p>A public hearing was held to discuss the terms of the tentative agreement of the teacher collective bargaining agreement. This agreement will be for a 2-year term from 2023 – 2025. Terms of this agreement will be retroactive to July 1, 2023, and any back pay associated will be paid out accordingly upon approval of the contract. Changes/updates to the agreement include:</p> <ul style="list-style-type: none"> • Year 1 base increase of \$3,500, and Year 2 base increase of \$2,000. • Annuity contribution increase from 1.5% to 2.0%. • Hourly rate for ancillary duties (study tables, etc.) increase from \$25.00 to \$30.00 per hour. • 4% increase for all ECA positions. • Verbiage has been added to allow a teacher to use his/her created work products as he/she sees fit included to but not limited to selling such items or taking copies when leaving the corporation. These products would be required to coincide with approved curriculum. • Court leave amended to include subpoenas to appear in court, in addition to jury duty. • Foster parent leave added for instances in which a teacher is required to attend court proceedings for the purpose of being a foster parent. • Bereavement leave for miscarriage/still birth has been changed from 3 paid bereavement days to 5 paid bereavement days. The verbiage of still birth was added. • Addition of retirement severance for up to 25 accumulated sick days. Eligible teachers will have 10 years of service at South Adams and the age and years of experience at South Adams must total 65 or greater. The teacher must give notice of his/her intent to retire on or before March 1st to be eligible. Severance would be paid at the completion of the retirement process and would be paid at the current licensed substitute teacher rate. • A cap of 30 days was placed on the total number of sick leave bank days that may be collectively donated by teachers to another teacher. The Sick Leave Bank Committee is responsible for granting or denying requests for days and determining the number of days approved for each occurrence. Days donated from one teacher to another are not required to be paid back. • Fire and Rescue has been added to the list of positions with extended contracts. • Association Leave has been added for the President of the Association, or his/her designee, for a total of five school days per year for purposes of conducting Association Business. The association shall reimburse the corporation for 50% of the total cost of substitute teacher payment for these absences. <p>The contract will be presented at the November School Board meeting for approval.</p>
<p>Tennis Court Project Updates</p>	<p>Contractual agreements between South Adams and Brooks Construction and South Adams and Elevatus Architecture were presented for review and approval. The terms of the agreement state the project will be completed with 75 days of the signing of the contract. The Board recognizes this may not be possible due to weather delays. A motion was made and passed to approve the contracts with Brooks Construction and Elevatus Architecture with an amendment to the 75-day completion requirement. The Board will be flexible with the completion of the project, considering delays that may be experienced due to weather.</p>

Winter Coach Recommendations	<p>A motion was made and passed to approve the following winter coach recommendations:</p> <ul style="list-style-type: none">• HS Assistant Swim Coach – Tara Steffen• Volunteer Swim Coach – Maggie Nussbaum• MS Swim Head Coach – Shannon Steiner• 7th Grade Girls Basketball Coach – Brett Wagner• MS Wrestling Head Coach – Isaac Werst• MS Wrestling Assistant Coach – Silas Loshe <p>Mrs. Clouser-Penrod explained the policy for background checks of volunteers will be brought to the November Board meeting for approval. Previous discussion had taken place regarding the possibility of the corporation paying for background checks for volunteer and lay coaches. SafeHiring was able to provide a link to make this possible.</p>
Other	<p>Mrs. Clouser-Penrod has obtained quotes for turf installation in the elementary playground areas. There is a difference of around \$120,000 between the two quotes that have been obtained so far. A quote has also been obtained for the removal of the existing materials in the playground. Mrs. Clouser-Penrod will continue to research and bring a recommendation back to the Board for review and consideration at a future meeting.</p>