



**SPECIAL MEETING OF THE
COVINGTON COMMUNITY SCHOOL CORPORATION
BOARD OF SCHOOL TRUSTEES**

**OCTOBER 30, 2020
VOLUME 2020 No. 14**

Mrs. Carolyn Lloyd, President

Carolyn Lloyd

Mr. Doug Hunter, Vice President

Doug Hunter

Mr. Jason Beck, Secretary

Jason A Beck

Mr. Kevin Cates, Member

Kevin Cates

Mr. Chad Herzog, Member

Chad Herzog

Notification of Public Meeting - Tentative Agreement of the Teacher Collective Bargaining Agreement Agenda

☐ Fri October 30th, 2020

☐ 5:00pm - 6:00pm EDT

☐ Covington Elementary School Conference Room 1110 7th Street, Covington, Indiana 47932

☐ School Board, CCSC Administration

The Covington Community School Corporation School Board will meet to discuss the terms of the tentative agreement of the teacher collective bargaining agreement.

1. Call To Order

- a. Board President Carolyn Lloyd called the meeting to order by recognizing there were enough board members present to form a Quorum. Mrs. Lloyd led those in attendance in the Pledge of Allegiance.
- b. Attendance - Via Roll Call
- c. Carolyn Lloyd - Present
- d. Kevin Cates - Present
- e. Chad Herzog - Present
- f. Doug Hunter - Absent
- g. Jason Beck - Absent

2. Review Tentative Collective Bargaining Agreement

- a. Superintendent Kevin Smith reviewed the tentative Collective Bargaining Agreement for the 2020 - 2021 school year -
 - i. The school corporation has reached a tentative agreement with the Covington Classroom Teachers Association for the 2020 - 2021 Collective Bargaining Period.
 - ii. Under the tentative agreement: Classroom instructors will receive a salary increase, with teachers employed for a minimum of 120 days during the 2019 - 2020 school year receiving a \$2,000 increase. Individuals joining the staff at the start of this school year, will receive a \$1,000 increase.
 - iii. In conjunction with the salary increases, the starting teacher salary will be increased by \$1,000 to \$36,750. We will also add three tiers to the bachelor's salary scale.

- iv. For the 2020 - 2021 school year only, the school corporation will provide an additional \$33,160 to be applied to employee health insurance costs. This one time contribution is possible due to the avoidance of cost increases associated with the move to Cigna this year.
- v. Per the agreed to Memorandum of Understanding, this summer, the school corporation will provide additional insurance options for employees to choose from, including covering the costs for employee only vision insurance coverage. To be eligible an employee must be on a corporation provided health plan.
- vi. The school corporation contribution for married employee health insurance benefits was also increased with the MOU.
- vii. The tentative agreement also contains changes to the Extra - Curricular Roster. The changes being made involve the reallocation of funds from roles identified as no longer needed.
- viii. New E/C positions created include: Dual Credit and Advanced Placement Instructors (\$600 per at 9 positions); Title I Coordinator (\$750); Champions Together, FCA, and Craziest Sponsorship roles (\$400 each); and School - Community Promotions (\$500).
- ix. Additionally, other roles received an increase, including:
 - x. FFA Sponsor, Middle School Athletic Director, Cheerleading Sponsor, Varsity Athletic Coaches, and Varsity Assistant Coaches.
 - xi. Editorial and formatting changes have been made in alignment with IEERB recommendations to attain compliance.

3. Public Comment on Tentative Collective Bargaining Agreement

- a. The floor was opened for public comment regarding the 2020 - 2021 Tentative Collective Bargaining Agreement. There were no public comments.
- b. Superintendent Kevin Smith noted that the tentative agreement has been made available on the school corporation website for public viewing.
- c. The next step in the CBA process is ratification. This is scheduled to occur on Monday, November 9, 2020, beginning at 6:00 p.m. It was further noted that the regularly scheduled board session has been moved to Monday, November 16, 2020.

4. Adjournment

- a. Board President Carolyn Lloyd opened the floor for a motion to adjourn. Motion - Chad Herzog; Seconded by - Kevin Cates; Motion Carried 3 - 0.
- b. Meeting Adjourned at 5:14 p.m.