

ROSSVILLE CONSOLIDATED SCHOOL DISTRICT BOARD OF EDUCATION

NOVEMBER 12, 2024- 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 1, 2024 Regular Session
- ★ November 7, 2024 Regular Session
- ★ Board members received the claims docket, payroll claims, and minutes in advance of the meeting.
- ★ Fund and bank reports for October were supplied for review.
 - Members were asked to contact Dr. Hanna with individual items for which they had questions.

A motion was made to approve the minutes, claims, and payrolls as presented.

Motion by: Nathan Root

Motion 2nd by: Nathan McCullough

Motion Passed: Hufford, Root, McCullough, Mink, Pendleton



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New Business – Personnel Item

Consideration of Teacher Appreciation Grant Stipend

- Rossville Consolidated School District anticipates receiving the Teacher Appreciation Grant to be used as stipend for qualified teachers from their performance during the 2023-2024 school year.
- The grant will be provided to teachers that meet the following criteria:
 - Were employed in the classroom or directly provided education in a virtual classroom setting;
 - Received an evaluation of either effective or highly effective;
 - Were employed at least 120 days during the 2023-2024 school year; and
 - Were employed on December 1, 2024.
- The legislature requires highly effective and effective be differentiated by 25%.
- The stipend must be paid within twenty(20) days of receipt. Therefore, Dr. Hanna is requesting approval of the disbursement of these grant funds under the terms of the guidelines.
- A complete listing of the grant award and the amounts disbursed to each qualifying teacher will be reported at a board meeting.



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New Business - Personnel Item

Factors of Negotiations

- The contract is limited to salary, wages, and wage-related benefits.
- The contract language must comply with Indiana law and be submitted to the Indiana Education Employee Relations Board for compliance determination.
- School Corporations may not have deficit financing.
- The main review generator for the Education Fund is student enrollment.
- The Legislative Branch of the Indiana government develops a biannual budget, and the limits of that budget constrain schools.
- Beginning in January 2025, the Indiana Legislature will craft a biennium budget for 2025-2027.

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New Business – Personnel Item

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

- A tentative agreement was approved on September 16, 2024, between representatives from the Rossville Classroom Teachers Association (RCTA) and the Board of Education and the RCTA ratified the agreement on September 19, 2024.
- The tentative agreement was presented to the public on October 1, 2024, and the public was allowed to comment on the tentative agreement.
- The tentative agreement was posted on the corporation's website and to Gateway.
- The Board was scheduled to adopt the Master Contract between the RCTA and RCSD on October 8, 2024.



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New Business – Personnel Item

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

- The MASE Insurance Trust held a meeting on September 26, 2024, for the health insurance rate determination. The District was represented by the school corporation administration and an RCTA representative.
- Following the presentation of the financial package and the change in insurance cost, the Trust voted on increasing the health insurance premium.
- The RCTA approached the administration on October 4, 2024, and requested the contract be reopened due to the increase in health insurance costs.
- RCTA and RCSD representatives discussed the impact on staff and agreed to some substantial changes on October 4, 2024.



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New Business – Personnel Item

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

- The Rossville Classroom Teachers Association took the changes back to the membership which ratified the tentative agreement on October 10, 2024.
- The major components of that agreement are being presented to the Board of Education, who will consider ratifying the contract at this meeting.



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New Business – Personnel Item

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

- The contract changes include:
 - 3.1.1. The Board's contribution to the cost of teacher health insurance premiums shall change beginning January 1, 2025.
 - The Board's contribution to the cost of teacher health insurance premiums shall be a maximum of \$7,400 for single plans.
 - The Board's contribution to the cost of teacher health insurance premiums shall be a maximum of \$14,200 for family plans.



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New Business – Personnel Item

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

- The contract changes include:
 - 3.4.4. Notes that bereavement leave must be taken within 20 consecutive calendar days commencing with the day of death. The Superintendent may address extenuating circumstances not specifically covered in the language to allow a leave to extend beyond the twenty (20) consecutive calendar day limit.
 - A teacher may also use personal leave for these reasons, but any other leave beyond the provisions of this section and the section on personal leave must be approved by the Superintendent and would be without pay.



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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 teachers, and their 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 the base pay for eligible teachers.
- 4.4. Appendix B-III provides the stipend awarded for eligible teachers.
- 4.5. Appendix C outlines the Compensation Plan.
- 4.6. Appendix D outlines the extracurricular appointment compensations.



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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 of service \$44,500 - \$48,000
 - 5-9 years of service \$46,500 - \$52,000
 - 10-14 years of service \$48,500 - \$ 58,000
 - 15 or more years of service \$50,500 - \$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.
- Appendix B-III provides the stipend awarded to eligible teachers.



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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 \$44,000 to \$76,355.
 - 1.2. Notes that after the increase is awarded, the salary range will be between \$44,500 and \$76,855.
 - 2.1. Notes that no full-time classroom teacher is earning less than \$44,500.
 - 3.1. 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.
 - 3.2. Factors and Definitions
 - 3.2.1. Evaluation is defined as a teacher who has received a highly effective or effective rating with the prior year's evaluation.
 - 3.2.2. Year of Experience is defined as a teacher who has been employed as a part-time contracted teacher for 60 days or a full-time contracted teacher for at least 120 days in the prior school year.



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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
 - 3.3 Distribution is defined as the amounts to be added to the teacher's base salary.
 - **3.3.1 Evaluation**
 - For the 2024-2025 school year, the Board and the RCTA negotiated a five hundred dollar (\$500) increase for teachers that satisfied the evaluation factor. Part-time teachers' increases shall be prorated. 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.



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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
 - **3.3.2 Year of Experience**
 - The Board and the RCTA agreed upon a one-time stipend of two hundred fifty dollars (\$250) for the 2024-2025 school year for teachers who completed a full year of service during the 2023-2024 school year. This stipend is a one-time payment and will not extend to future contracts unless specifically renegotiated. The stipend amount was prorated and rounded up to the nearest whole number for part-time teachers. For informational purposes, the stipend will be distributed in equal installments, following the same schedule as regular salary payments.



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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
 - **3.3.3 New Hires**
 - 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. All full-time teachers, including new hires, will have a minimum base salary of not less than \$44,500.



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New Business – Personnel Item

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

- Appendix D is the ECA Schedule
The multiplier base was increased from \$44,000 to \$44,500.
- The Contract Terms are from July 1, 2024, through June 30, 2025.

Time is set aside for public comment.



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New Business – Personnel Item

Consideration of Resignation



Mrs. Katie Mackey has resigned as the Rossville Elementary Math Bowl Coach, effective at the beginning of the 2024-2025 school year.



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New Business – Personnel Item

Consideration of FMLA Request



Mr. Vincent McClure is requesting an FMLA leave beginning December 20, 2024, through January 16, 2025.



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New Business – Personnel Item

Consideration of Revision to FMLA Request



Mrs. Dearing is requesting to change her FMLA leave request. Mrs. Dearing will be on leave from January 20, 2025, and return on April 21, 2025.



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New Business – Personnel Item

Consideration of Appointments



Mr. Hammons is recommending Mr. Bob Knapp as a temporary teacher to fill a FMLA from October 16, 2024, through the end of the semester, December 20, 2024. Mr. Knapp will be compensated at a daily rate of a new teacher's base salary.



Mr. Dennison is recommending Ms. Karina Enerson as our Preschool teacher beginning January 20, 2025, until April 18, 2025. Ms. Enerson is covering an FMLA leave. She will be compensated as outlined in the Handbook for Classified Staff – Substitute.



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New Business – Personnel Item

Consideration of Appointments

Mr. Burkle has submitted the following individuals as coaches for the winter sports season 2024-2025:

Boy Basketball

Kevin Woollen – 6th Grade Volunteer Coach
Jace Jacoby – 7th/8th Grade Volunteer Coach

Cheer

Amy Goris – 5th & 6th Grade Coach

Wrestling

Stephen Back – Girls Wrestling Volunteer Coach
Rachael Hosfield – Girls Wrestling Volunteer Coach
Adrea (AJ) Roberts – Girls Wrestling Volunteer Coach
Cory Nicolas – Girls Wrestling Volunteer Coach
Nick Taylor – Coed Middle School Volunteer Coach



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New Business – Personnel Item

Consideration of Appointments



Mrs. Doke has submitted the following individuals as volunteers for the Rossville FFA program for the 2024-2025 school year:

Ethan Buck
Phil Carter
Lori Davis
Aaron Doke
Andrea Kreps
Gunther Kreps



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New Business – Personnel Item

Consideration of Appointments



Mr. Todd Dillingham is recommending Marcus Pemberton as a second shift, Tier II Custodian.

A motion was made to approve the personnel items as presented.

Motion by: Jentry Pendleton

Motion 2nd by: Nathan Root

Motion Passed: Hufford, Root, McCullough, Mink, Pendleton



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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 the ISBA Staff Attorney to review and recodify the contents of the new policy manual. Several policies have been updated for the Board of Education's consideration.
- Many policies have been recodified with the new numbering system and the old policies need to be retired.



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New Business – Policy Item

Consideration of Policy

☆ SECTION 1001 – Vision, Mission, and Belief Statements.....	Reviewed
☆ SECTION 1002 – Educational Philosophy.....	Reviewed
☆ SECTION 1003 – Corporation Goals.....	Revised
☆ SECTION 1100 – Membership and Selection.....	Reviewed
☆ SECTION 1102 – Board Member Code of Ethics.....	Revised
☆ SECTION 1103 – Board Member Compensation.....	Reviewed
☆ SECTION 1104 – Board Member Orientation.....	Revised
☆ SECTION 1105 – Board Member Resignation.....	Reviewed
☆ SECTION 1106 – Vacancies on Board of Education.....	Reviewed



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New Business – Policy Item Consideration of Policy

- ☆ SECTION 1200 – Board Organization – Officers.....Reviewed
- ☆ SECTION 1201 – Duties of Officers.....Revised
- ☆ SECTION 1202 – School Attorney.....Reviewed
- ☆ SECTION 1203 – Board of Education’s Conflict of Interest.....Reviewed
- ☆ SECTION 1204 – Board Member Authority.....Reviewed
- ☆ SECTION 1205 – School Board Authority.....Revised
- ☆ SECTION 1206 – Public Expression of Board Members.....Reviewed



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New Business – Policy Item Consideration of Policy

- ☆ SECTION 1300 – Meetings.....Revised
- ☆ SECTION 1304 – Voting and Abstentions.....Reviewed
- ☆ SECTION 1305 – Public Participation at Meetings.....Revised
- ☆ SECTION 1306 – Meeting Minutes.....Reviewed
- ☆ SECTION 1307 – Home Rule.....Reviewed
- ☆ SECTION 1308 – Board of Finance.....Reviewed
- ☆ SECTION 1310 – Electronic Participation by Board Members
in Board Meetings.....Reviewed



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New Business – Policy Item Consideration of Policy

- ☆☆SECTION 1400 – Policy Development Review and Evaluation...Revised
- ☆☆SECTION 1401 - Policy Implementation.....Reviewed
- ☆☆SECTION 1402 – Policy Dissemination.....Reviewed
- ☆☆SECTION 1403 – Suspension of Board PoliciesReviewed
- ☆☆SECTION 1451 – Advisory Committees to the Board.....Reviewed
- ☆☆SECTION 1700 – Public Records Access and Exemptions.....Reviewed
- ☆☆SECTION 1800 – Legal Expense Reporting.....Reviewed
- ☆☆SECTION 3012 – Employee Reference Checks – Applicants.....Reviewed
- ☆☆SECTION 3200 – Gifts to Employees.....Reviewed
- ☆☆SECTION 3415 – Overtime.....New



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New Business – Policy Item Consideration of Policy

- ☆☆SECTION 4030 – Vaccinations and Immunizations –
Exclusion Process.....Revised
- ☆☆SECTION 4220 - Emergency Medication.....Revised
- ☆☆SECTION 5105 – Virtual Education Program.....New
- ☆☆SECTION 5372 – Animals in Classrooms.....Revised
- ☆☆SECTION 6110 – Federal Grants and Awards Administration.....New
- ☆☆SECTION 8300 – Gifts and Donations to the School District.....Reviewed

Motion made to approve the policies at first read as presented.

Motion by: Nathan Root

Motion 2nd by: Jentry Pendleton

Motion Passed: Hufford, Root, McCullough, Mink, Pendleton



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New Business – Financial Item

Public Hearing on Additional Appropriations

- The public is afforded the opportunity to be heard concerning the proposed additional appropriations to the 2024 Budget.
Education Fund - \$150,000
- The additional appropriation was advertised in *The Times* and the *Carroll County Comet* on October 23, 2024.
- This time is set aside for public testimony.

Time was set aside for public testimony on the additional appropriation. The testimony was limited to the additional appropriation as presented.

A motion was made to approve the financial items as presented.

Motion by: Nathan McCullough Motion 2nd by: Julia Mink

Motion Passed: Hufford, Root, McCullough, Mink, Pendleton



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New Business – Miscellaneous Item

Consideration of Donations

- ★ ★ The Rossville FFA Chapter received donation from Kokopelli/Jeff Bush in the amount of \$500.00, and Drago Indiana LLC of \$150.00.
- ★ The Class of 2026 received a donation from Drago Indiana in the amount of \$100.00
- ★ The Augmentative and Alternative Communication Lending Library received a donation of \$3,000.
- ★ The Rossville School District Media Center/Library received a donation of \$400.00 from Psi Iota Xi for the Battle of the Books program.
- ★ The Rossville Girls Basketball Program received an anonymous donation of \$500.00



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New Business – Miscellaneous Item

Consideration of Out-of-State Field Trip

- The Rossville High School Senior Class is requesting permission to travel to Orlando, Florida from April 25 – April 29, 2025, for the annual “Senior Trip”.
- A total of 39 seniors are signed up for the trip.



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New Business – Miscellaneous Item

Consideration of Out-of-State Field Trip

- Class Act & Rossville Singers, under the direction of Mr. Jordan Buck, request to attend the Music in the Parks at Kings Island in Ohio on May 17, 2025.
- Students will participate in an adjudicated choral performance receiving rating and placement and enjoy the park while there.
- Students and chaperones will be gone from 5:30 a.m. – 11:59 p.m.



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New Business – Miscellaneous Item

Consideration of Overnight Conference Request

- Mr. Hammons is requesting to attend the Indiana Association of School Principals (IASP) Fall Professional Conference.
- The conference is held in Indianapolis, November 24 – 26, 2024.



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New Business – Miscellaneous Item

Consideration of Overnight Conference Request

- Miss Anna Fink is requesting permission to attend the Indiana Music Education Conference in Fort Wayne, on January 16 – 18, 2025.
- The conference will provide many opportunities for professional development and networking with colleagues.



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New Business – Miscellaneous Item

Consideration of Overnight Conference Request

- Dr. Hanna is requesting permission to attend the AASA AI Super Summit in Tampa, Florida on January 30 & 31, 2025.
- The summit will explore a variety of areas across public education, equipping leaders with knowledge and tools to navigate complex challenges, foster student success, and lead change in the school setting.



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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.

A motion was made to approve the miscellaneous items as presented.

Motion by: Jentry Pendleton Motion 2nd by: Nathan McCullough

Motion Passed: Hufford, Root, McCullough, Mink, Pendleton



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Reports & Information

Field Trip Reports

Group	Date of Trip	Activity	Location
☆ Plants and Soil Science	October 10, 2024	Community Service – Creekside Growers	Rossville
☆ Singing Stingers	October 28, 2024	Milner Healthcare Performance	Rossville
☆ Senior Class	November 25, 2024	Mock Trial	Frankfort
☆ Selected Students	November 26, 2024	Ethics Conference	Indianapolis
☆ Mrs. Brantley's 3 rd Grade Class	December 2, 2024	Pen Pal Visit and Blanket Making for Lafayette Transitional Housing	West Lafayette

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Reports & Information

Conference Report

Staff Attending	Date of Conference	Conference Title	Location
☆ Taylor Mink	10/28/2024	Powerful Behavior Strategies	West Lafayette
☆ Mike Feagans			
☆ Dustin Shadbolt	11/11/2024	Purdue AI in P-12 Education Conference	West Lafayette
☆ Kyle Etherington	11/15/2024	Détente and Later Cold War Discussion	Indianapolis
☆ Marshall Crawford	11/19/24	Interpreting the Data to Inform Instruction with IDOE	South Bend
☆ Shania Dearing	12/12/2024	Early Learning Conference	West Lafayette



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Reports & Information

Conference Report

Staff Attending	Date of Conference	Conference Title	Location
☆ Angie Bogan ☆ Carrie Geheb ☆ Amy Goris ☆ Michele Houser ☆ Chris Miller ☆ Kim Zink	1/22/2025	Textbook Adoption Caravan	West Lafayette



Adjournment

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

Next Board Meeting

➤December 3, 2024 – 7:00 p.m.

Meeting Adjournment



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