

REGULAR BOARD MEETING MINUTES

Administration Building

October 27, 2025

6:00 P.M.

The regular meeting of the Board of School Trustees of the Bluffton-Harrison Metropolitan School District was held on Monday, October 27, 2025, with all members present, except Trent White. Also in attendance were Dr. Brad Yates, Superintendent; Tammy Mechling, Corporation Administrative Assistant; Jessica Bricker, Communications Specialist; and Holly Gaskill, News-Banner representative.

There was a technical issue with the public video streaming of the meeting, but the Board ensured the meeting was audio recorded.

President Sheets called the meeting to order at 6:00 P.M.

President Sheets congratulated the high school football team for defeating Churubusco in a close game to move into the second week of Sectionals. She also congratulated the high school boys' and girls' cross country teams for running well at regionals and to Abigail Ramseyer for qualifying for the State race, and to our Bengal Brigade for competing at the Scholastic State competition at Franklin Central High School.

President Sheets noted there were no registered public commenters to speak at the meeting.

Minutes for the Regular Board Meeting held on October 13, 2025 were approved by consensus and appropriate signatures affixed thereon.

Vouchers for the period of October 14, 2025 through October 27, 2025, were approved by consensus and appropriate signatures were affixed on the voucher register.

The Board approved the following resignations as presented. The motion by Mike Murray and second by Tim Drayer passed unanimously.

Samantha Smith	ES Intense Intervention Instructional Asst
Erica Bluhm	ES Chess Club Co-Advisor

The Board approved the following employment recommendations as presented. The motion by Julie Thompson and second by Mike Murray passed unanimously.

Keith Gerber	HS Head Custodian
Carla Alspaugh	MS After-School Academic & Detention Support
Casey Kolkman	MS After-School Academic & Detention Support
Kathryn Penrod	MS After-School Academic & Detention Support
Amy Rusu	MS After-School Academic & Detention Support
Clarissia Tijerina	MS After-School Academic & Detention Support
Ashlee Xayyachack	MS After-School Academic & Detention Support
Intent to Employ	ES Intense Intervention Instructional Asst
Intent to Employ	ES PreK Special Education Instructional Asst

Dr. Yates reported on the 2025-2026 BHMSD Employee Compensation & Benefits increases as follows:

Master Teacher Contract Tentative Agreement

In our first October Board meeting, the Board reviewed the tentatively agreed upon terms of the 2025-2026 Master Teacher Contract. Since that time, the Bluffton-Harrison Teachers' Association (BHTA) ratified the tentative agreement on October 16, 2025. Tonight, the Board will consider the terms of the agreement as the final step in the negotiations process. The tentatively agreed upon contract, now ratified by BHTA, provides an:

- ❖ Increase of base salary levels for all eligible teachers by 1%
 - Results in the minimum base salary increasing from \$45,900 to \$46,359
- ❖ Increase to the Board's contribution to health insurance by 4%
- ❖ One-time \$750 conditional stipend for all eligible teachers
 - [if Education fund revenue excluding curricular materials exceeds expenditures by \$250,000 for the fiscal year]
- ❖ Other minor contract language adjustments as mutually agreed upon

Classified Employee Compensation & Benefits

In coordination with the recommended increase for BHMSD teachers, the district has reviewed compensation and benefits offered to classified employees, and I am recommending the approval of an updated Classified Handbook to reflect the following:

- ❖ Increase of wage scales for all employees by 1%
- ❖ Increase wage levels for all employee agreements by 1%
- ❖ Increase to the Board's contribution to health insurance by 4%

Administrator Compensation & Benefits

Lastly, the district has reviewed compensation and benefits offered to administrators, and I am recommending the approval of the following:

- ❖ Increase of salaries for administrators by 1% except for administrators in their second or third year of service in their current position.
- ❖ Increase of salaries by 4% for administrators in their second or third year of service in their current position.
- ❖ One-time stipend of \$3,000.00 for services by the Assistant Superintendent to administer the Indiana Learns Tutoring program.
- ❖ Issuance of the superintendent performance stipend of 5%.

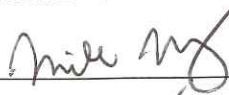

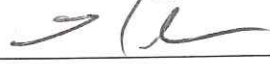
In a separate Board action, the Board approved the 2025-2026 Employee Compensation increase for Alyssa Osborn. The motion by Angie Sheets and second by Tim Drayer passed with a vote of 3-0, with Julie Thompson abstaining from the vote. The Board approved the 2025-2026 BHMSD Employee Compensation & Benefits increases as presented. The motion by Tim Drayer and second by Julie Thompson passed unanimously.

The Board approved the Contracted Services Agreement with the City of Bluffton to provide electrical instructional services for the 2025-2026 school year at Bluffton High School as presented. The motion by Mike Murray and second by Julie Thompson passed unanimously.

The Board approved First Bank of Berne as the district's financial services provider upon review of the proposal as presented. The motion by Tim Drayer and second by Mike Murray passed unanimously.

With there being no additional business to come before the Board, the meeting was adjourned at 6:10 P.M. on a motion by Julie Thompson and second by Tim Drayer. The motion passed unanimously.

BOARD OF SCHOOL TRUSTEES:

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