

A special meeting of the Randolph Southern School Corporation Board of School Trustees was called to order at 7:31 AM on Wednesday, September 20, 2023 in the Superintendent's Office Board Room by President, Eric Retter. The purpose of the special board meeting was to discuss and approve the 2023-24 Master Contract proposal between the Randolph Southern School Corporation and the Randolph Southern Classroom Teachers Association. Electronic participation from both parties and the public was not permitted.

The following members were present:

Eric Retter, President  
Patricia Tillson, Vice President  
Don Pruitt, Secretary  
Heather Good, Member  
Crystle Austin, Member

## II. SEP 2023

Mr. Eric Retter called to order special board meeting.

Dr. Bowsman discussed the following:

- A public hearing was held in compliance with I.C. § 20-29-6-1(b) on August 14, 2023 to allow public testimony regarding teacher compensation. No testimony was given. Electronic participation from the both parties and the public was not permitted.
- Pre-negotiations were held on August 31, 2023 and September 13, 2023.

The school corporation will contribute a total of \$104,000.00 to the base salary to be divided among twenty-six (26) Highly Effective (HE) and Effective (E) teachers that taught at Randolph Southern School Corporation in 2022-23 and remained at Randolph Southern School Corporation for the 2023-24 school year. The school corporation will also contribute \$3,030.83 proportionally divided between nine (9) teachers using the stipend scale attached in the contract. The nine (9) teachers did not receive a true 7% raise utilizing the Compensation Model. Thus, the proportional stipend amount allocated to the nine (9) teachers will provide a 7% compensation package based upon each respective teacher's current salary.

The negotiations team raised the minimum salary of a first year teacher to \$43,000. This is an increase of \$3,000 from 2022-23. This is a cost of \$15,000.00 to the school corporation. The new salary range for returning teachers is now \$44,000 to \$72,445.74. A pay schedule with each teacher

employee number is included in the contract for reference.  
The school corporation will increase the Health Savings Account contribution from \$2,500 to \$2,650 for each employee electing health insurance coverage. This is a cost of \$3,900.00.

The school corporation will increase the longevity stipend from \$2,500.00 to \$3,500.00, which is added to the base salary of a teacher intending to retire and that gives notice by June 1 of the school year prior to retirement.

The Negotiations Team agreed the following ECA changes:

- Added \$50.00 to each ECA position with the exception of Summer Professional Development. This is a cost of \$4,500.00 to the school corporation.
- Increase the hourly rate for Homebound, Curriculum Writing, Summer School, and After-School Detention by \$3.00 per hour.

The Indiana Education and Employment Relations Board provided a Compliance and Recommendation Report on May 26, 2023 that specifically stated: (1) the Extra-Curricular Schedule must state that hours, days, and number of positions were not bargained and are included for informational purposes only, (2) eligibility criteria and factors language must be clearly distinguished for a salary increase. All issues were resolved in the contract.

Don Pruitt made a motion to approve and Crystle Austin seconded the motion and motion carried 5-0.

### III. Superintendent Comments

Dr. Bowsman stated that this was his 13<sup>th</sup> successful Master Contract negotiations. The school corporation has either provided a salary increase, a stipend, or a health insurance premium/H.S.A increase every year that he has been a Superintendent. This year negotiations went very quick and smooth. Dr. Bowsman stated, "Raising our minimum teacher salary is allowing us to compete with other schools and obtain the best teaching staff. The total compensation package was well over 7% this year and 10% in 2022-23. This is over 17% in two years while the school corporation only received about 9.5% in those budget years. Our fiscally conservative decisions have allowed us to utilize our cash balance, rainy day, and windmill funds to provide all staff with an excellent pay raise."

### IV. Board Comments

Pat Tillson thanked Dr. Bowsman for all of his hard work during negotiations.

Pat Tillson made a motion to adjourn at 7:45 AM. Heather Good seconded the motion and motion carried 5-0.

The next regular board meeting will be Monday, October 16, 2023 at 6:30 PM.

David L Pruitt

Heather M Good

Gill Lott

Crylle Austin

Patricia Tillson

Persons Attending: Dr. Donnie Bowsman, Daniel Allen, Beth Randall, Chris Robinson, Dianne Meyer, Penny Ashbaugh, Katie Bond, and Amy Hinshaw.