

ROSSVILLE CONSOLIDATED SCHOOL DISTRICT BOARD OF EDUCATION

**OCTOBER 12, 2021
9:00 A.M.**

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Call to Order
Mr. Hufford



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Approval of Minutes Consideration of Claims & Payroll

★ October 5, 2021 Regular Session

- Board members received claims docket, payroll claims, and minutes in advance of the meeting.
- Members with questions about individual items were asked to contact Dr. Hanna.

Motion made to approve the minutes, claims and payroll as presented.

Motion by: Jennifer Jacoby 2nd by: Nathan McCullough

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



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New Business – Personnel Item

Consideration of Collective Bargaining Agreement between the
Rossville Classroom Teachers Association and the Board of Education

- The Rossville Classroom Teachers Association and the school district approved a tentative agreement on September 28, 2021.
- On October 5, 2021, the Board of Education conducted a public meeting in compliance with IC 20-29-6-19 to discuss the tentative agreement
- Indiana law requires the school employer to hold a public hearing on the Collective Bargaining Agreement (CBA) and receive public comment.
- The next several slides will review the CBA which has also been posted on the corporation's website and posted to Gateway.
- The posting occurred 72 calendar hours prior to the public meeting scheduled for October 5, 2021, at 7:00 p.m.
- This meeting was posted on October 6, 2021.
- The proposed contract is for the 2021-2022 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

- The Rossville Classroom Teachers Association and the school district approved a tentative agreement on September 28, 2021.
- The major components of that agreement are being presented to the Board of Education who will consider ratification of the contract at their October 12, 2021, meeting beginning at 9 a.m.
- The contract changes include:
 - 2.3 Defines the word “days” to mean calendar days unless otherwise specified.
 - 3.1.3. Clarifies that the Board’s share of the Group Income Protection Plan is 100% less \$1.00.
 - 3.4.3. Updates the Sick Leave Bank Language.
 - 3.4.3.6. Allows participant members to request sick leave bank days when they have three (3) or fewer sick days remaining of their available days.



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New Business – Personnel Item

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

- 3.5.5. This portion of the contract discusses the Corporation’s contribution to the 401(a) Part “B” Plan.
The Corporation will contribute three percent (3%) of a teacher’s base salary for August, September, and October 2021. The contribution will cease on October 31, 2021, and no further contributions shall be made to the 401(a) Part “B” Plan.
- 4. Compensation
 - 4.1. This section notes that new teacher 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 eligible teachers.
 - 4.4. Appendix C outlines the Compensation Plan.
 - 4.5. Appendix D outlines the extracurricular appointments 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 A sets the following salary ranges for new hires:
 - 0-4 years \$41,000 - \$46,000
 - 5-9 years \$43,000 - \$52,000
 - 10-14 years \$45,000 - \$ 58,000
 - 15 or more years of service \$47,000 - \$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.



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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 \$38,000 to \$68,863.
 - 1.2. Notes that after increase is awarded the salary range will be between \$41,200 and \$74,229.
 - 2.1. 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.
 - 2.2. Factors and Definitions
 - 2.2.1. Years of Experience is defined as 120 days of service for a full-time teacher or 60 days for a part-time teacher.
 - 2.2.2. Evaluations is defined as a teacher who has received a highly effective or effective rating with the prior year's evaluation.



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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
 - 2.2.3. Distribution is defined as the amounts to be added to the teacher's base salary.
 - 2.2.3.1. For the new teachers hired prior to the formal bargaining period of the contract term, the base salary will be adjusted to receive a three percent (3%) increase, rounded to the nearest whole dollar in lieu of the contribution to the teacher's 401(a) Part "B" Plan.
 - 2.2.3.2. For the 49 teachers that met eligibility requirements to be considered for additional compensation for the 2021-2022 contract, and satisfied each of the two factors of the Compensation Plan will receive a three percent (3%) increase to their base salary, rounded to the nearest whole dollar in lieu of the contribution to the teacher's 401(a) Part "B" Plan.



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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
 - 2.2.3. Distribution is defined as the amounts to be added to the teacher's base salary.
 - 2.2.3.3. For the 2021-2022 school year, the school corporation negotiated a total sum of \$158,400 for teachers eligible for compensation. There were forty-nine (49) teachers who satisfied each of the two factors. This included forty-seven (47) full-time teachers, two part-time teachers, one at 60% and one at 40%. The total points were calculated for what equated to forty-eight (48) FTE teachers, resulting in 4800 points. The \$158,400 was divided by the 4800 total points to determine a dollar value per point. This resulted in each point being valued at \$33. The net result was \$3,300 per full time teacher, \$1,980 for the teacher at 60% contract and \$1,320 for the teacher at 40% contract. The compensation distribution for these forty-nine (49) teachers will be added to the 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 D is the ECA Schedule

The multiplier base was increased from \$38,000 to \$41,000.

Positions Changed:

• Cheerleading Sponsor – Varsity	.040	• Basketball – Varsity Assistant (Boys & Girls)	.045
• Cheerleading Sponsor – Varsity Assistant	.015	• Basketball – Junior Varsity (Boys & Girls)	.100
• Dance Team 6-8	Deleted	• Track – Varsity Assistant (x 2)	.030
• National Honor Society 6-8	Deleted	• Track – Middle School (x 3)	.025
• Robotics	.015	• Volleyball – Assistant	.040
• Baseball & Softball – Varsity Assistant	.035	• Volleyball – Junior Varsity	.030
• Baseball & Softball – Junior Varsity	.030	• Wrestling – Assistant Middle School	.025

Time was set aside for public comment. Thereafter, a motion was made to approve the 2021-2022 collective bargaining agreement between the Rossville Consolidated School District and the Rossville Classroom Teachers Association be approved as presented.

Motion by: Julia Mink

2nd by: Jennifer Jacoby

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



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New Business – Personnel Item

Consideration of Administrative Contracts

- The administrative contact moves the contribution of their annuity to their base salary to align with the current teacher's Master Contract. Thereafter, administrators received an increase to their base salary to bring them up to their current proposed salary level. The base was determined after the review of area salaries of administrators to make them competitive with area schools.

☆ Middle/Senior High School Principal - Terry Thompson – 220 Day Contract - \$95,000

☆ Elementary Principal – Chad Dennison – 220 Day Contract - \$94,000

☆ Assistant MS/HS Principal – Shann Dunn – 200 Day Contract - \$79,400

☆ Assistant Elementary Principal – Mike Feagans – 200 Day Contract - \$75,000

☆ Athletic Director – Nathan Burkle – 200 Day Contract - \$71,300

☆ Director of Student Services – Tammy Melson – 200 Day Contract - \$67,500

Motion made to approve the administrator's contracts as presented.

Motion by: Nathan McCullough

2nd by: Jennifer Jacoby

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



New Business – Personnel Item

Consideration of Co-Curricular ECA Personnel - I

Dr. Hanna is recommending the appointment of co-curricular/extra-curricular personnel. The recommendation is due to the recent adoption of a new collective bargaining agreement between the RCTA and the school district.

COGINIA TEAM LEADER – Senior High School Representative	Brian Wenzel	CHEERLEADERING - VARSITY 9-12	Carrie Geheb
COGINIA TEAM LEADER – Middle School Representative	Beverly Ploughe	CHEERLEADERING - VAR ASST 9-12	Open
COGINIA TEAM LEADER – Upper Elementary School Rep.	Chris Miller	CHEERLEADERING - GRADE 8	Laura Wilson
COGINIA TEAM LEADER – Primary Elementary School Rep.	Angie Bogan	CHEERLEADERING - GRADE 7	Open
ART CLUB	Courtney Day	CHEERLEADING – 7 TH & 8 TH VOL.	Jamie Morrison
AUDITORIUM - ASSISTANT	Michael Conley	CHEERLEADERING- GRADE 6	Open
AUDITORIUM - SUPERVISOR	Jason Newhouser	CHEERLEADERING - GRADE 5	Open
BAND DIRECTOR	Greg Blakeman	CHOIR DIRECTOR 6-12	Michael Conley
		CHOIR DIRECTOR K-5	Jody LeVoy



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New Business – Personnel Item

Consideration of Co-Curricular ECA Personnel - II

CLASS SPONSORS - Grade 12 - A	Mike Priest	DEPT CHAIR - MS/HS FINE ARTS	Michael Conley
CLASS SPONSORS - Grade 12 - B	Tracy Fife	DEPT CHAIR - MS/HS LANG ARTS	Mason Morrison
CLASS SPONSOR - Grade 11	Brenda Loveless	DEPT CHAIR - MS/HS HEALTH/PE	Cory Dunn
CLASS SPONSOR - Grade 10	Kyle Etherington	DEPT CHAIR - MS/HS MATH	Brian Wenzel
CLASS SPONSOR - Grade 9	Courtney Day	DEPT CHAIR - MS/HS SCIENCE	Joel Wilson
CLASS SPONSOR - Grade 8	Joel Wilson	DEPT CHAIR - MS/HS SOC. ST	Chad Geheb
CLASS SPONSOR - Grade 7	Royce Huffer	DEPT CHAIR - MS/HS SP ED	Randi Swan
CLASS SPONSOR - Grade 6	Cheryl McIlrath	DEPT CHAIR - MS/HS VOC	Brittany Need
DANCE TEAM – 9-12	Sarah Burkle	DRAMA DIRECTOR	Jason Newhouser
DANCE TEAM – Vol. Assistant	Amanda Oakes		



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New Business – Personnel Item

Consideration of Co-Curricular ECA Personnel - III

ESPORTS	Coty Ritter
FCA SPONSOR 9-12	Courtney Day
FFA SPONSOR - A	Brittany Need
FFA SPONSOR - B	Jesse Davis
HORNET LITTLE HOOSIERS	Amy Goris
MATH CLUB 6-12	Brian Wenzel
MATH TEAM K-5	Kim Zink
NATIONAL HONOR SOC 9-12	Katherine Washburn
ROBOTICS – ½ Split	Sheila Oliver
ROBOTICS – ½ Split	Dustin Shadbolt

SPANISH CLUB	Paul Haynes
SPEECH TEAM	Jason Newhouser
SPEECH TEAM - ASSISTANT	Kyle Etherington
SPELL BOWL K-5 ½ Split	Sheila Oliver
SPELL BOWL K-5 ½ Split	Chris Miller
STING SPONSOR	Jason Newhouser
STUDENT COUNCIL 9-12	Michael Conley
STUDENT COUNCIL 6-8	Cheryl McIlrath
STUDENT COUNCIL K-5	Kim Zink
YEARBOOK 6-12	Jason Newhouser
YEARBOOK K-5	Angie Bogan



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New Business – Personnel Item

Consideration of Athletic ECA Personnel - I

BOYS' VARSITY BASKETBALL	Cory Dunn
BOYS' VAR ASST BASKETBALL	Ryan Skinner
BOYS' JV BASKETBALL	Brent Tonsoni
BOYS' GRADE 9 BASKETBALL	Brad McGriff
BOYS' GRADE 8 BASKETBALL	Dirk Shaw
BOYS' GRADE 8 VOL COACH	Damon Shaw
BOYS' GRADE 7 BASKETBALL	Matthew Homco
BOYS' GRADE 6 BASKETBALL	Kevin Woollen
BOYS' GRADE 6 VOL ASST	Kyle Gergely
BOYS' GRADE 5 BASKETBALL	Eric Shuttz
BOYS' GRADE 5 VOL ASST	Josh Mitchell

GIRLS' VARSITY BASKETBALL	Chad Geheb
GIRLS' VAR ASST BASKETBALL	Julia Malson
GIRLS' JV BASKETBALL	Kyle Etherington
GIRLS' GRADE 8 BASKETBALL	Brad Mohler
GIRLS' GRADE 7 BASKETBALL	Kennedy Houser
GIRLS' GRADE 7 VOL ASST	Madison Miller
GIRLS' GRADE 6 BASKETBALL	Joe Brunton
GIRLS' GRADE 6 VOL COACH	Sabrina Layton
GIRLS' GRADE 6 VOL COACH	Ashley Brunton
GIRLS' GRADE 5 BASKETBALL	Eric Farley
GIRLS' GRADE 4 VOL COACH	Heather Shaw



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New Business – Personnel Item

Consideration of Athletic ECA Personnel - II

WRESTLING VARSITY	Thomas Lynch
WRESTLING ASSISTANT	Chase Thompson
WRESTLING VOL VARSITY ASST	Matt Weaver
WRESTLING HEAD MS COACH 5-8	Stephen Back
WRESTLING ASSISTANT MS COACH 5-8	Spencer Conner
WRESTLING VOL MS & VARSITY ASST	Afif Eren

Motion made to approve the personnel items as presented.

Motion by: Julia Mink

2nd by: Nathan Root

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



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New Business – Policy Item

Consideration of Department Chairperson Job Description

- A job description has been developed for Middle/Senior High School Department Chairpersons.
- Essential functions include, in part:
 - To carry out the responsibilities and functions of a proficient classroom teacher
 - To serve in an advisory capacity to the principal at building-wide department chairperson meetings
 - To conduct department meetings on a regularly scheduled basis
 - To provide leadership in staff development
 - To assist in the development, implementation, and evaluation of department curricula, provide leadership for textbook adoption, and supervise the adoption of textbooks and supplemental materials if requested
 - To assist the principal in ensuring that the adopted curriculum is taught within the department
- Dr. Hanna is recommending adoption of the job description.

Motion made to approve the policy item as presented.

Motion by: Nathan McCullough

2nd by: Julia Mink

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



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New Business – Miscellaneous Item

Consideration of Out-of-State Conference Request

- Dr. Hanna is requesting to attend the 5th Annual National Student Safety Conference and Workshop in Las Vegas, Nevada, from November 16 through November 19, 2021.
- The conference will feature real-world simulations of community response to school shootings and related tragedies.
- Compelling case studies will be presented over the 3 days of the conference.
- Tabletop exercises will encourage extended audience participation and explore effective methods of communication and collaboration at the local level.

Motion made to approve the conference request as presented.

Motion by: Jennifer Jacoby 2nd by: Nathan Root

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



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New Business – Miscellaneous Item

Consideration of Lost Identification Card Fee

- All Rossville students were issued a student identification card to use on the school bus, in the cafeteria, and in the library.
- These IDs are critical to aid us in our safety operations of knowing when students ride the school bus and may also help us with reunification operations in the case of an emergency.
- Unfortunately, some students have lost as many as four cards or damaged the card so that they do not function. At this point we have been replacing lost/damaged cards at no cost to our students.
- However, due to the number of replacements being issued, Dr. Hanna is requesting that a fee of five dollars (\$5.00) be assessed for a replacement card.

A motion was made to approve the ID card fee as presented.

Motion by: Nathan McCullough 2nd by: Julia Mink

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



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Reports & Information

Field Trip Reports

Group	Date of Trip	Activity	Location
FFA	October 28, 2021	FFA National Convention	Indianapolis

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Public Comments

- The President will ask for any additional comments from the gallery.
- The President asks that you identify yourself prior to making comments and to limit your comments to three (3) minutes.

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Adjournment

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

Next Board Meeting

➤ November 11, 2021 – 7:00 p.m. Regular Session

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Meeting Adjournment



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