

Frontier School Corporation
126 E Main St
Chalmers, IN 47929

Tentative Agreement Meeting SEA 390
Monday, September 16, 2019
7:00pm

School Board Meeting
OCT 28 2019
APPROVED

Present: President JC Copas, Vice President Steve Christopher, School Board Member Shelley Christopher and School Board Member Andie Mears.

Also Present: Superintendent Dan Sighting and Treasurer Cortney Parrish.

Order and Rules of Public Testimony

The Indiana General Assembly passed laws last year that restructured the bargaining timeline. We were required to hold a public hearing prior to bargaining. Once we reached a tentative agreement, we were required to post it to our website 72 hours before the public hearing. Once this public hearing is over, we must wait a minimum of 72 hours before we vote on the tentative agreement. This agreement is posted on our website. A meeting will be held 09/25/19 to vote on the 2020 budget, school bus replacement plan, capital projects plan, and the final agreement.

Information on the Tentative Agreement

Health insurance: Corporate contribution increases from \$6,168.00 to \$6,650.00 for a single plan, and \$1,008.00 to \$7,956.00 for a family plan. \$23,251.00 pool was set aside to distribute after 2020 open enrollment based on formula.

401(a) contribution: Currently, employees not taking health insurance receive \$1500.00 contributed into their 401(a). This benefit has been rescinded for new employees as of 12/31/2019.

Short Term Disability: may be elected as a payroll tax free deduction through Section 125.

Removal of 21 pays: Teachers will take 24 pays per year with the exception of employees who are retiring.

New hire salary grid: Changed from years of service and dollar figures to years of service and a reference to cells on salary grid.

Ancillary duties for curriculum work and/or professional development work are reimbursed at \$17.50 per hour.

Each teacher will receive a free sports pass.

Reimbursement for college course work was added at the rate of \$200.00 per credit hour at a maximum of \$600.00 per semester, and only up to 15 credit beyond the bachelor's degree. The Corporation has allotted a maximum of \$9,000.00 for the school year.

Frontier School Corporation
126 E Main St
Chalmers, IN 47929

Tentative Agreement Meeting SEA 390
Monday, September 16, 2019
7:00pm

\$1,354.00 established to reimburse teachers for breast pump at \$250.00 each

Professional memberships will be paid by the applicable department.

Sick leave: Language added so sick leave may be used for personal illness, injury, quarantine, or family injury.

Sick leave bank: Language added to define the purpose and regulations.

FMLA: The Board will continue health insurance contribution consistent with applicable law.

Workman's compensation: The Board will grant work comp for an employee consistent with applicable law.

Public office leaves: An employee may be granted leave without pay for a period of time to serve in elected office. To be requested in writing.

Association leave: A teacher may be provided a leave of absence for up to three years to serve in an association office.

Collective bargaining dates updated to 2020-2021

Compensation: 47 returning teachers are advancing 2 rows on the salary grid for a total cost \$138,473.75. Transition of 2 Teachers not currently on the salary grid at a total cost of \$684.40. Veteran teacher catch-up provision to retain veteran teachers and give them an increase different from everyone else. Nine teachers will advance for a total of \$13,258.13. Four teachers will advance for a total of \$11,785.00. Twelve teachers will advance for a total of \$53032.50.

ECA Stipends: some stipends have been removed and some have been added at a cost of \$5,732.36.

Total cost of tentative agreement: \$256,517.14

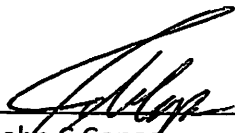
Public Testimony

None given.

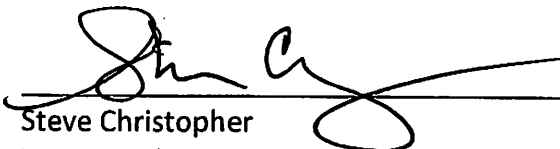
Meeting adjourned at 7:14 pm.

Frontier School Corporation
126 E Main St
Chalmers, IN 47929

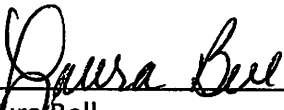
Tentative Agreement Meeting SEA 390
Monday, September 16, 2019
7:00pm



John C Copas
President



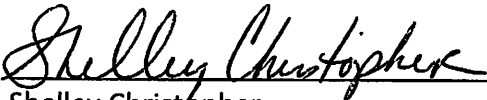
Steve Christopher
Vice President



Laura Bell
Secretary



Robert Mears
Member



Shelley Christopher
Member