

A special meeting of the Randolph Southern School Corporation Board of School Trustees was called to order at 7:34 AM on Monday, September 20, 2021 in the Superintendent's Office Board Room by President, Jan Caudle. The following members were present:

Jan Caudle, President
Don Pruitt, Vice President
Thomas McFarland, Secretary
Eric Retter, Member
Patricia Tillson, Member

II. SEP 2021

Superintendent Dr. Bowsman discussed with the board and public the proposed 2021-2022 Master Contract.

- August 9, 2021: Public Hearing held to allow public testimony regarding teacher compensation: No testimony given.
- Pre-negotiations was held on September 1, 2021 and September 14, 2021.

The school corporation will contribute a total of \$68,600 to the base salary increase to be divided among twenty-eight (28) Highly Effective (HE) and Effective (E) teachers that taught at Randolph Southern School Corporation in 2020-21 and remained at Randolph Southern School Corporation for the 2021-22 school year. The negotiations team settled on a "Reduce the Gap" compensation model, which would provide \$2,600 for a HE teacher's base salary that has between 0-10 years of teaching experience. HE teachers with 11+ years of experience would be eligible for a \$1,900 base salary increase and a \$600 stipend for a total of \$2,500 of compensation. The school corporation agreed to pay the 3% Teacher Retirement Fund contribution that was previously paid by the teachers.

The school corporation also agreed to the following extra-curricular additions and modifications:

- Add open course/court for summer programs in golf, cross-country, and tennis for \$300 per sport.
- Add 6th Grade Camp Coordinator, Garden Club Coordinator, and Jr. High Washington D.C. Trip Coordinator for \$400 per activity.
- Bowling and Archery Coaches pay from \$761 to \$1,500.

- Adding Jr. High Academic Team Coaches for Math, Science, Social Studies, English, Fine Arts, and Music for \$761 for each position.
- Adding an Elementary Christmas Program Coordinator position for \$557.
- Increasing Elementary 4-H pay from \$565 to \$800.

The school corporation will contribute \$2,500.00 toward the health savings account for teachers that have elected to take health insurance plan 1 or plan 2 for the 2021-2022 school year. This is a \$50 increase from 2020-21. The school corporation also agreed to provide an additional \$2,000 for teachers selecting the family health insurance plan. If the teacher and spouse is a teacher and work for the school corporation, the school corporation will contribute the cost of a single plan for both employees and an additional \$2,000.

Teachers are eligible for the Teacher Appreciation Grant (TAG) Fund that is distributed by the State in October or November. RSSC applied for TAG funds. The TAG funds were not negotiated and only listed for informational purposes.

Pat Tillson made a motion to approve and Don Pruitt seconded the motion and motion carried 5-0.

III. Superintendent Comments

Dr. Bowsman thanked Eric Retter, Jan Caudle, and the CTA for working together to settle the contract. The new contract will raise the base salary of younger teachers and provide veteran teachers with a nice pay increase. The teachers will also see additional salary because the school corporation is picking up the 3% TRF contribution that has traditionally been paid by each teacher. Further, the school corporation increased the family health insurance contribution in an effort to attract new teachers and retain current staff. The H.S.A. contribution was increased and will help offset medical costs. Last, we are investing in our ECA activities by paying the 3% TRF contribution and increasing the number of ECA positions. This school corporation is making an investment into the community and future.

IV. Board Comments

Pat Tillson thanked Mr. Bowsman, Eric Retter, and Jan Caudle, for their help with negotiations. Eric Retter and other Board members thanked the teachers. Chris Robinson, Dianne Meyer, and Beth Randall thanked the board and Dr. Bowsman.

Eric Retter made a motion to adjourn at 8:10 AM. Tom McFarland seconded the motion and motion carried 5-0.

The next regular board meeting will be Monday, October 11, 2021 at 7:30 PM.

Tom McFarland

Eric Retter

Justin C. Cullen

Patricia Gillson

Donald Z. Pruitt

Persons Attending: Donnie Bowsman, Dianne Meyer, Beth Randall, Chris Robinson.