

A special meeting of the Randolph Southern School Corporation Board of School Trustees was called to order at 7:31 AM on Wednesday, September 21, 2022 in the Superintendent's Office Board Room by President, Don Pruitt. The purpose of the special board meeting was to discuss the 2022-23 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 permitted.

The following members were present:

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

II. SEP 2022

Mr. Don Pruitt 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 8, 2022 to allow public testimony regarding teacher compensation. No testimony was given. Electronic participation from the both parties and the public was permitted.
- Pre-negotiations was held on September 1, 2022.

The school corporation will contribute a total of \$130,574.95 to the base salary to be divided among twenty-eight (28) Highly Effective (HE) and Effective (E) teachers that taught at Randolph Southern School Corporation in 2021-22 and remained at Randolph Southern School Corporation for the 2022-23 school year.

The negotiations team raised the minimum salary of a first year teacher to \$40,000. The salary range for teachers is now \$40,000 to \$68,445.74. Returning teachers below \$40,000 received \$4,100 increase which equates to between a 10% to 11.08% increase depending upon present salary. \$4,000 was earmarked toward the evaluation and \$100 was earmarked toward the year of experience. Teachers above \$40,000 received a 10% increase with \$4,000 being earmarked toward the evaluation and the additional dollar amount being earmarked toward the year of experience. A pay schedule with each teacher employee number is included in the contract for reference on the specific .

The Negotiations Team agreed the following ECA changes:

- Added a Boys and Girls Varsity Assistant Coach at \$2,080
- Increased Elementary Boys & Girls 5th & 6th grade coaches from \$261 to \$761.
- Increased Summer Training for Cross Country, Golf, Softball, Baseball, Tennis by \$100
- Increase Summer Band Director from \$2000 to \$4,000
- Increase Summer Band Instructors from \$1,200 to \$1,300
- Added a Winter Color Guard at \$2,000
- Added Robotics Club at \$761
- Added a Junior-Senior High School Trip Coordinator at \$400
- Increased Summer Professional Development to \$100 for 7 hours of work
- Increased Reading & Dyslexia Specialist Stipend from \$1,000 to \$1,500
- Added English Language Coordinator to \$1,000

The Indiana Education and Employment Relations Board provided a Compliance and Recommendation Report on May 27, 2022 that specifically stated: (1) teachers rated as ineffective and needs improvement teachers were not eligible for pay increases, (2) language update related to the year of 401A contributions, and (3) language related to electronic participation by the public at board meetings. All issues were resolved in the contract.

Eric Retter made a motion to approve and Tom McFarland seconded the motion and motion carried 5-0.

III. Superintendent Comments

Dr. Bowsman stated that this was his 12th 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, "Our objective of raising wages for all employees began a year ago with the board and superintendent by reviewing cash balances, grant utilization, cost savings, teacher sharing, enrollment projections, and legislative increases and laws. This increase will help make us competitive to hire and retain quality teachers and non-certified staff."

IV. Board Comments

Tom McFarland congratulated the team on a job well done and the cooperation that had occurred.

Pat Tillson stated it was an excellent job by administration, teachers, and the board members that served on the committee.


Jan Caudle congratuated the group and told Dr. Bowsman that it was one of the most successful and informative bargaining sessions she had been a part of at RSSG. Eric

Retter seconded Jan's comments and thanked everyone for their work on this contract. The increased wages will help retain our current staff and recruit folks as other positions come open.

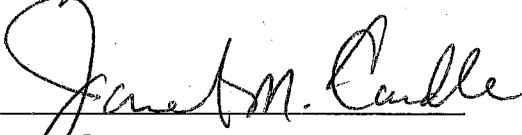
Don Pruitt thanked the team for their efforts.

Pat Tillson made a motion to adjourn at 7:46 AM. Jan Caudle seconded the motion and motion carried 5-0.

The next regular board meeting will be Monday, October 17, 2022 at 6:30 PM.











Persons Attending: Dr. Donnie Bowsman, Daniel Allen, Beth Randall, Chris Robinson.