

**SWITZERLAND COUNTY SCHOOL CORPORATION  
MINUTES OF THE  
SEPTEMBER 30, 2011  
SPECIAL SCHOOL BOARD MEETING 9:00 A.M.**

**CALL TO ORDER AND PLEDGE TO THE FLAG:**

Mr. Truitt called the regular meeting to order and led those in attendance in the pledge to the flag.

**ATTENDANCE:**

The board members present were Mr. Truitt, Mr. Roberts, Mr. Daugherty, Mrs. Peters, Mr. Phipps and Mr. Waltz. Mrs. Moore was unable to attend.

Others in attendance were Dr. Elizabeth T. Jones, Wilma Swango, Mona Crabtree, Ronald Hocker, Mark Powell and Greg Curlin

**ADOPTION OF THE AGENDA:**

Mr. Daugherty made a motion to approve the agenda as submitted.

**CLAIMS:**

Mr. Waltz made a motion to approve **Vendor** Claims #41698 through #41831 and **Payroll** Claims for 09/30/2011. Mrs. Peters seconded the motion. The board's vote to approve the claims as presented was unanimous.

Mr. Roberts said he was not at the last meeting, but had questions regarding a claim #4173 in the amount of \$1,485. Mrs. Swango said that this was for financial consulting on an as-needed basis, as the corporation's former consultant had passed away. Discussion followed regarding the need for an outside consultant to look at the budget and whether or not to put a contract in place for this service in the future. No motion was made regarding the matter.

**NEW BUSINESS:**

Mr. Phipps made a motion to approve the Ratification of the Master Contract Between Switzerland County School Corporation and the Switzerland County Classroom Teachers Association for the 2011-2012 School Year. Mrs. Peters seconded the motion and the vote was unanimous. Some of the terms negotiated in the ratified contract include: the addition of 25 sick days for newly adoptive parents; the elimination of the sick bank; the delay of retirement severance pay for one year, effective 2015; the changing of the retirement of age from 52 to 55; and designated title changes to the Extra-Curricular list.

Mrs. Peters moved to approve a two-installment payment of \$1100 to certified staff and \$550 to non-certified staff and a pro-rated amount to part-time, non-certified staff. Mr. Waltz seconded the motion. Mr. Roberts asked why the non-certified employees were receiving half as much as the certified. Dr. Jones said she the reasoning for the formula was based on percentages. She said a beginning teacher makes roughly around \$35,000 and a beginning non-certified employee makes \$14,000 to \$17,000, which is around half. Mr. Roberts said he just felt like non-certified employees had the same expenses as certified personnel and if you were looking at it that way, they should receive the same payment. Mr. Daugherty said he would have to agree with Mr. Roberts in that respect and felt if the money was there, then the board should do the same for both certified and non-certified staff members. He said if you looked at it like a cost of living raise, all employees have the same expenses. Mr. Roberts asked if the corporation had the money in General Fund to do this. Dr. Jones said we had the money, but it needed to be considered that expenses during the second part of the year will be considerably more. She said if more money was used for one thing, then the staff should expect that other areas, such as professional leaves and field trips would have to be limited. Mr. Daugherty said the idea is not to hoard money, but to stay fiscally healthy. Dr. Jones said since this is a one-time deal, we will just have to figure it out. Mr. Roberts said anytime we can give someone a raise, he was glad to do that. Mr. Truitt asked if Mrs. Peters wanted to change her motion. Mrs. Peters asked Mr. Curlin how the teachers felt about this. Agriculture teacher and Switzerland County Certified Teachers Association President, Greg Curlin, said he would like to see the corporation adopt a board policy so that teachers have something in writing to fall back on regarding their pay. He said with new laws regarding evaluation tools, their base pay needs to be grandfathered in, based on years of experience. Mrs. Peters and Mr. Waltz withdrew their motions. Mr. Roberts made a motion to approve a two-installment payment of \$1100 for both certified and non-certified employees and a pro-rated amount for part-time, non-certified employees. Mr. Daugherty seconded the motion. The two-installment payment, to be dispersed in December and April, was approved by a five to one vote as follows: AYES: Roberts, Daugherty, Truitt, Waltz, Phipps. NAYS: Peters. Mrs. Peters said although she did not agree with certified and non-certified employees getting the same payment amount, she did think that the non-certified salary schedule needed to be examined. She said some non-certified personnel needed to be paid more money and this one-time lump sum payment was not the answer.

Dr. Jones presented a Grievance Policy for a first reading. The board will vote on the policy at a later meeting.

#### **PUBLIC COMMENTS:**

Mark Powell, a new bus driver for the corporation, said he knew of other bus drivers that had not received a pay increase of any kind in three years and really appreciated the board deciding to give this money to everyone.

**ANNOUNCEMENTS AND REPORTS: (SUPERINTENDENT)**

Dr. Jones announced that the next board meeting on October 10, 2011 would be a week early. She said the board would receive training from 4:00pm to 6:00pm and the regular session would begin at 6:15pm.

Dr. Jones said the next Endowment Meeting would be held on Tuesday, October 25 at 5:00pm.

Dr. Jones said she wanted to share some information regarding the third grade reading campaign and the balanced calendar. She quoted the state grade level reading campaign literature regarding the Summer Slide (Summer Learning Loss) which states, "Too many children lose ground over the summer months. Without access to the enriching activities available to more affluent peers, research shows that children from low-income families lose as much as three months of reading comprehension skills over the summer. By the end of the fifth grade, they are nearly three grade levels behind their peers."

**BOARD REPORT AND COMMENTS:**

Mr. Daugherty said he wanted clarification on something regarding the master contract and transfers. Dr. Jones said that the Superintendent still has the right to transfer personnel and it is not part of the contract, but is now deemed a discussable item.

Mr. Waltz said he was very glad the corporation could provide this lump sum payment to its employees. He said South Dearborn employees haven't had a raise in six years.

Mrs. Peters said she wants the salary schedule for non-certified employees to be examined and put on a future agenda. She felt there were inequities in the schedule that needed to be rectified.

**ADJOURNMENT:**

Mr. Roberts moved to adjourn the meeting. Mr. Waltz seconded and the vote was unanimous. The meeting was so adjourned. (10:10 a.m.)

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Andy Truitt, President

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William Roberts, Vice President

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Tonya Moore, Secretary

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Wayne Daugherty, Member

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Nancy Peters, Member

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James Phipps, Member

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Vernon Waltz, Member