

Should anyone from the Public desire additional information, the recordings of the regular and special school board meetings are kept for ten (10) years and are available in the Superintendent's Office at the Hiatt Administration Center, 2300 Cason Street, between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday.

August 27, 2007

A. Call to Order

This special meeting of the Board of School Trustees of the Lafayette School Corporation was called to order by Board President Robert Stwalley at 7:00 p.m.

B. Roll Call

On call of the roll board members present were Kay Walton, Robert Stwalley, Brian Wagner, Greg Eller, and Frank Lane. Absent were Board members Rebecca Sprague and Steve Bultinck. Board Counsel Kent Moore was also present.

Superintendent Eiler requested to amend the agenda to include the employment of Tracey Leuthold under Item 6.

C. Recommendations

1. Public Hearings on School Bus Replacement Plan, 3 Year CPF Plan, and 2008 Budget

Dr. Robert Foreman, Deputy Superintendent, stated this was the date and time advertised in the *Journal and Courier* and *Lafayette Leader* for the public hearing regarding the 2008 Budgets, 2008 Capital Projects Fund Plan, as well as the School Bus Replacement Plan. The Public was invited to speak. No one from the Public addressed the Board.

2. Second Reading of Board Policies

Board policies G 115 *Acceptance of Resignations* and J 302 *Parent Participation* were presented to the Board for second reading. Policy G 115 delegates to the Administration the authority to receive written resignations. Policy J 302 includes the new statutory requirement regarding parental notice when the police investigate a student who is 18 years of age or older. The Administration recommended adoption of the policies as presented.

Mr. Wagner made the motion, seconded by Mr. Lane, to adopt the policies as recommended.

Roll Call: Ayes: Walton, Stwalley, Wagner, Eller, Lane.

Nays: None.

The motion carried.

3. Recommend Ratification of Contract with Lafayette Education Association

The Administration recommended ratification of the contract with the Lafayette Education Association. Some features of the tentative agreement were as follows:

- 2007-2008 Salary and ECA schedule increase – 2%
- 2008-2009 Salary and ECA schedule increase – 3%

- Health Insurance – Maintain current percentage of corporation contribution
- Dental Insurance
Single plan – Board payment \$35.78 per month; Board assumes premium increase in second year of agreement
Family plan – Premium increase – The Board will assume rate increase in first and second years of agreement
- Vision Insurance – Board will assume rate increase in first and second years of agreement
- 401(a) Annuity Contribution – Additional \$400.00 contribution will continue in 2007-2008 and 2008-2009
- NBPTS addition to salary – increase to \$2,000.00

Language changes were made to include providing for a shorter posting period for vacancies at certain times of the school year, flexibility in the hours that teachers would work in the alternative school, and flexibility in the use of Presidents' Day as a potential make-up day.

Mr. Eller made the motion, seconded by Mrs. Walton, to ratify the agreement with the Lafayette Education Association.

Roll Call: Ayes: Walton, Stwalley, Wagner, Eller, Lane.

Nays: None.

The motion carried.

Superintendent Eiler thanked members of the Board and administrative staff who worked to represent the Board during negotiations. Dr. Eiler also thanked the Lafayette Education Association and the professional manner these negotiations were conducted. Dr. Eiler was pleased to announce that the agreement was for two years.

4. Recommend Ratification of Contract with AFSCME Local 2601

- Increase hourly base rate by 2.0% for 2007-2008 and 3.0% for 2008-2009.
- One time lump sum of \$600 in May 2008 and May 2009.
- Increase attendance incentive by \$100 for 0-1 leave days used from November 1 through October 31 of each year.
- Extend length of contract effective date until August 31, 2012 then re-opening for salary and wages for 2009-2010.

Mr. Lane made the motion, seconded by Mr. Wagner, to ratify the contract with AFSCME Local 2601 as recommended.

Roll Call: Ayes: Walton, Stwalley, Wagner, Eller, Lane.

Nays: None.

The motion carried.

5. Recommend Approval of Changes in Compensation and Benefits for All Other Employee Groups

Secretarial/Clerical:

- Increase hourly rate by 2.0% for 2007-2008 and 3.0% for 2008-2009.
- One time lump sum payment of \$600 in May 2008 and May 2009 for all full time secretaries and clerical staff.
- Increase the retirement increment from twenty (\$0.20) cents to thirty (\$0.30) cents per hour for last five years of employment.
- Add one time increment to base rate of seven (\$0.07) cents per hour.
- Increase substitute secretary/clerk from \$8.50 to \$9.00 per hour.

Transportation:

- Increase base hourly rate 2.0% to \$15.57 for 2007-2008 and \$16.04 for 2008-2009.
- Increase field trip rate from \$11.80 to \$12.00 per hour for 2007-2008 and 2008-2009.
- Increase attendance incentive from \$300 to \$400 for no leave days used. All other amounts remain the same.

Food Service Personnel:

- Increase hourly rate by 2.0% in 2007-2008 and 3.0% in 2008-2009.

Technology Department:

- Increase base hourly rate by 2.0% for 2007-2008 and 3.0% for 2008-2009.
- Other benefits similar to Local 2601

All LPN and Nurse Positions:

- Increase hourly rate by 2.0% for 2007-2008 and 3.0% for 2008-2009.
- Increase substitute nurse pay from \$8.50 to \$10.00 per hour.

All Intervention Assistants:

- Increase hourly rate to \$10.47 for 2007-2008 and \$10.78 for 2008-2009 for highly qualified with a bachelor's degree.
- Highly qualified without degree to \$8.90 for 2007-2008 and \$9.17 for 2008-2009.

All Para and Program Aides:

- \$8.66 per hour for 2007-2008 and \$8.92 for 2008-2009.
- Increase substitute para rate from \$7.50 to \$8.00 per hour.

Student Workers:

- Increase from \$7.00 to \$7.50 per hour.

Tecumseh ISS Aide and Teacher Assistant:

- Increase from \$76.00 to \$77.52 per day for 2007-2008 and \$79.85 per day for 2008-2009.

The health insurance plan will be the Anthem PPO Blue Access Plan effective October 1, 2007 for those individuals who meet eligibility requirements.

Employee contribution rates:	Single	\$51.22/monthly
	Family	\$387.16/monthly

Administrative Staff:

- 2007-2008 Salary – 2%
- 2008-2009 Salary – 3%
- Health Insurance – Maintain current percentage of Board contribution
- Improvements in Dental and Vision insurance
- 401(a) Annuity Contribution – Additional \$400.00 contribution will continue in 2007-2008 and 2008-2009

The Administration recommended compensation and benefits for all other employee groups as proposed.

Mr. Eller made the motion, seconded by Mrs. Walton, to approve the compensation and benefits for all other employee groups as recommended.

Roll Call: Ayes: Walton, Stwalley, Wagner, Eller, Lane.

Nays: None.

The motion carried.

6. Employee Recommendations:

The Administration recommended approval of the following employee recommendations:

a. Resignations

1. Enrique Ahumada, custodian, Jefferson High School, effective August 28, 2007
2. Michelle Bartachek, paraprofessional, Earhart Elementary School, effective July 23, 2007
3. Karen Brooks, program aide, G.L.A.S.S., effective July 30, 2007
4. Jimmy Burchell, school bus driver, effective June 11, 2007
5. Robin M. Coyner, job coach, G.L.A.S.S., effective August 1, 2007
6. Rita Gadag, paraprofessional, G.L.A.S.S., effective August 10, 2007
7. Stephanie Hunter, job coach, G.L.A.S.S., effective August 15, 2007
8. Shanda Lee, program aide, Tecumseh Junior High School, effective July 1, 2007
9. Jan O'Neill, job coach, G.L.A.S.S., effective August 20, 2007
10. Kristy L. Villalobos, job coach, G.L.A.S.S., effective August 1, 2007
11. Betty R. Yuill, food service, Jefferson High School, effective August 9, 2007

b. Employment

1. Pam Beckelhymer, intervention assistant (replacement)
2. Andrea Bornino, 5th grade teacher (regular/replacement)
3. Julie Boszor, intervention assistant (replacement)
4. Matthew Brown, 7th grade social studies teacher (regular/replacement)
5. Andrea E. Buit, BCE student (replacement)
6. Brooke Butram, G.L.A.S.S. program aide (replacement)
7. Dan Byrn, G.L.A.S.S. program aide (new)
8. Rebecca Carrico, G.L.A.S.S. program aide (replacement)
9. Diana C. Cavanaugh, clerk (new)
10. Leticia Chavez, food service (replacement)
11. Clint Cox, library aide (replacement)
12. Danielle Cupp, G.L.A.S.S. paraprofessional (replacement)
13. Danielle Cupp, breakfast assistant (replacement)
14. Kathryn Evans, paraprofessional (replacement)
15. Nicole Gerkin, career skills (regular/replacement)
16. Jeffrey A. Goodspeed, employment training specialist (replacement)
17. Marleah Hansen, specialist (regular/replacement)
18. Adam Graham, severe disabilities facilitator (replacement)
19. Nate Hall, G.L.A.S.S. program aide (replacement)
20. MaryBeth Johnson, EXCEL teacher (regular/replacement)
21. Jeanne Keeney, paraprofessional (replacement)
21. Anna Ladisch, speech clinician (regular/replacement)
22. Mary Katherine Lareau-Burns, teacher assistant (replacement)
23. Danielle N. Little, ELL aide (replacement)
24. R. Susan Maffett, homebound liaison (replacement)
25. Susan McCreery, part-time office clerk (new)
26. Tracy McPherson, 3rd grade teacher (regular/replacement)
27. Annette Palmer, intervention assistant (replacement)
28. Suzanna Philyaw (Overman), intervention assistant (replacement)
29. Amy Redman, speech/language pathologist assistant (replacement)
30. Ryan Richards, G.L.A.S.S. program aide/severe disabilities (new)
31. Maureen Salmon, G.L.A.S.S. paraprofessional (replacement)
32. Betsy Totty, special education teacher (regular/replacement)
33. Angie Tucker, intervention assistant (replacement)
34. Joseph Vought, G.L.A.S.S. teacher assistant (replacement)
35. Monica Wong, program aide (replacement)
36. Aaron Wood, job coach (replacement)
37. Tracey Leuthold, ENL teacher (regular/replacement)

Mr. Eller made the motion, seconded by Mrs. Walton, to approve the employee recommendations as presented.

Roll Call: Ayes: Walton, Stwalley, Wagner, Eller, Lane.

Nays: None.

The motion carried.

7. Adjournment

There being no further business to be presented, Board President Stwalley called for a motion to adjourn to the Work Session. On motion duly made by Mr. Lane, seconded by Mr. Eller and carried, the meeting adjourned at 7:11 p.m.

Robert M. Stwalley, III, President

Rebecca Sprague, Secretary