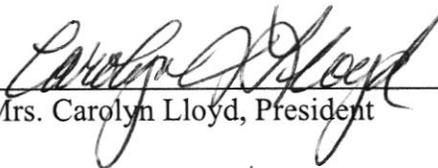


SPECIAL MEETING OF THE
COVINGTON COMMUNITY SCHOOL CORPORATION
BOARD OF SCHOOL TRUSTEES

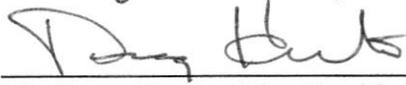
November 5, 2019

VOLUME 2019

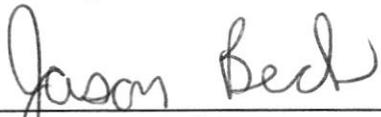
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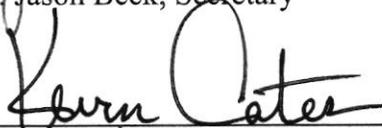
Mrs. Carolyn Lloyd, President



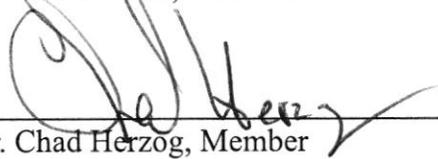
Mr. Doug Hunter, Vice President



Mr. Jason Beck, Secretary



Mr. Kevin Cates, Member



Mr. Chad Herzog, Member

COVINGTON COMMUNITY SCHOOL CORPORATION

Minutes from the Special Meeting
of the Board of Education on
November 5, 2019 in the
Covington Elementary Conference
room located at 1110 Seventh Street
Covington, Indiana 47932

CALL TO ORDER: Meeting called to order by Mrs. Carolyn Lloyd at 6:00 p.m. The
Pledge of Allegiance was given

ROLL:	Mrs. Carolyn Lloyd	Present
	Mr. Doug Hunter	Present
	Mr. Jason Beck	Absent
	Mr. Kevin Cates	Present
	Mr. Chad Herzog	Present

OFFICIAL	Dr. Kevin Smith, Superintendent	Present
	Mrs. Michelle Beck, EL Princial	Absent
	Mr. Steve Reynolds, MS Principal	Absent
	Mrs. Alison Karrfalt, HS Principal	Absent

NEWS MEDIA:

GUESTS:

SPECIAL MEETING OF THE BOARD – November 5, 2019 – 6:00 P.M.

2019-16-164 ADOPTION OF AGENDA

A motion was made that the agenda of the November 5, 2019 special meeting of the Board of School Trustees be approved as presented.

Motion by Mr. Kevin Cates
Seconded by Mr. Chad Herzog
Vote 4-0

2019-16-165 COLLECTIVE BARGAINING

Dr. Smith reviewed the changes that are contained in the 2019 - 2020 Tentative Collective Bargaining Agreement.

The CBA:

- Through an agreed to \$1,000 increase of each of the salary scale tiers will provide returning classroom instructors a \$2,000 salary increase, with instructors hired to join our staff in 2019 - 2020 receiving a \$1,000 increase.
 - Note: Each of our returning instructors will move up one (1) tier on the respective salary scale.
 - The increase in salary scale tier amounts will raise the starting teacher salary to \$35,750 (Bachelor's) and \$38,500 (Master's). The final tier category will move to a salary level of \$65,500.
- For the 2019 - 2020 school year only, the corporation will provide an additional \$26,028 to cover the 5% increase in health insurance costs being experienced through the Hoosier Heartland Trust. With this, the employees will not be assessed an increase for this school year.
- The Extra - Curricular roster of positions was modified, with four E/C salaries aligned to new roles, from one's currently not being utilized. These changes included:
 - A \$500 salary for the corporation's two (2) testing coordinators;
 - A \$500 salary for two (2) STEM Club Sponsors at the elementary school;
 - A \$400 salary for an Art Club; and

- A \$200 salary for three (3) teacher mentors.
- The final change, which directly impacts our instructors, made to the CBA is focused on combining our Personal and Sick Day categories of employee leave to one - Paid Leave. By doing so our employees will have greater flexibility on how they utilize their awarded days, while we will also simplify the administrative management of employee time off.
- There were also editorial changes made within the CBA in order to align the document and construct for compliance with IEERB requirements.

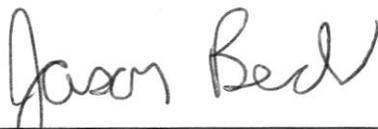
Dr. Smith opened the floor for public comment on the 2019 - 2020 Tentative Collective Bargaining Agreement between the school corporation and the Covington Teachers Association. In alignment with Senate Enrolled Act 390 the tentative agreement has been made available for public review on the CCSC website at covington.k12.in.us.

There being no public comment on the Tentative Collective Bargaining Agreement, Dr. Smith thanked the board for their time and input. The tentative CBA will be presented for board consideration of approval at the November 11 regular session board meeting.

2019-16-166 ADJOURNMENT

A motion was made to adjourn at 6:05 p.m.

Motion by Mr. Doug Hunter
Seconded by Mr. CHad Herzog
Vote 4-0



Secretary of the Board