

April 3, 2018

To: Larry Carty, Becky Durnbaugh, Cindy Engle, Randy Hisner, Brent Lehman, Jamie Macklin, Mike Riehm, Kelly Roby

Re: Minutes from Monthly Discussion Meeting, 4/3/18

The Monthly Discussion Meeting convened at 7:00 a.m. April 3, 2018 in the Board Room at the North Adams Administration Building. In attendance, Brent Lehman, representing North Adams Administration, and Becky Durnbaugh, Cindy Engle, Randy Hisner, Jaime Macklin, and Mike Riehm representing the North Adams Teachers Association.

The following topics were discussed:

1. A staff handbook – The district has hundreds of guidelines. Only a small percentage of those impact us regularly. A few examples would be field trips, purchases, etc. In an effort to help clarify some of the most common processes, I thought it would be helpful to create a document for these items. The discussion team thought there would be a benefit to this resource. We created a list of some items: Region 8 process, purchasing, field trips, personal days, professional leave. Additional explanations could also be included to assist in the understanding of some of the processes. This type of a reference document could grow as additional items demonstrate a need for clarification. It was also shared that this would be a great benefit to new staff. This would be a document ready for the fall of 18-19.
2. The Indiana General Assembly created the second topic of the morning. SB 387. This law addresses additional areas for supplemental payments and clarifies the masters for elementary staff. We discussed this new world of salaries attached to different positions as opposed to years of service. We all agreed that a new world is not always a better world. The language of SB 387 is printed below. Briefly, it specifically lists teaching areas, that would be eligible for supplemental payments and it states this is part of discussions and not negotiations. The team will revisit this topic in May after everyone has had time to think through this new twist in the law.

“Provides that, for school years beginning after June 30, 2018, a school corporation may provide a supplemental payment to a teacher in excess of the salary specified in the school corporation's compensation plan if the teacher: (1) is a special education professional; or (2) teaches in the areas of science, technology, engineering, or mathematics. Provides that an elementary teacher may be eligible for a supplemental payment if the teacher earns a master's degree in math, reading, or literacy. (Current law provides that an elementary teacher may be eligible for a supplemental payment if the teacher receives a master's degree in math or in reading and literacy.) Provides that the supplemental payment is not subject to collective bargaining but must be discussed”.

Submitted by,

Brent Lehman
Superintendent