RESOLUTION 2020-17
RESOLUTION OF THE BOARD OF SCHOOL TRUSTEES OF THE MONROE COUNTY COMMUNITY SCHOOL CORPORATION REGARDING REFERENDUM FUNDED PAY INCREASES

WHEREAS, pursuant to Indiana Code § 20-46-1-8, the Monroe County Community School Corporation (“MCCSC”) is able to pursue a School Tax Levy Referendum (a/k/a operating referendum) to fund operations including salaries and wages of employees;

WHEREAS, in 2010 and again in 2016, the Board of School Trustees approved a School Tax Levy Referendum;

WHEREAS, MCCSC’s tax rate is the 8th lowest tax rate in the state;

WHEREAS, on June 28, 2022, the Board of School Trustees took action to approve the filing of papers and extend the existing School Tax Levy Referendum and increase the levy from the 2010 rate by 4.5 cents per $100 of property value;

WHEREAS, even if the School Tax Levy Referendum is approved, MCCSC’s tax rate will remain one of the lowest in Indiana;

WHEREAS, MCCSC has determined that such revenues are necessary to offset the reduction in state revenues experienced by MCCSC since 2010;

WHEREAS, MCCSC has committed to using these funds for salary and wages for its hard working employees (https://www.mccsc.edu/Page/5272); and

WHEREAS, MCCSC remains committed to financial responsibility and building stronger schools through supporting and retaining its employees.

NOW THEREFORE, BE IT RESOLVED, by the Board of Education for the Monroe County Community School Corporation, pursuant to its discretion afforded by Indiana Code § 20-26-5-4, as follows:

1. MCCSC Certified Employees

Pursuant to a Memorandum of Understanding with the Monroe County Education Association (attached as Exhibit A and incorporated by reference herein), should the School Tax Levy Referendum be approved by voters on November 8, 2022, and certified or authorized by appropriate state and local agencies thereafter, then MCCSC will adjust the base salary of MCCSC certificated teachers with an increase of $4,500 beginning with the 2022-2023 contract year. The 2022-2023 base salary increases will be paid in up to three installment payments on or before June 30, 2023, and subject to applicable withholdings and taxes.

Certified administrators, except the Superintendent, will also receive a $4,500 base salary increase, payable from non-referendum funds, upon approval by voters on November 8, 2022, and certified or authorized by appropriate state and local agencies thereafter. The base salary increases will be retroactive to the start of the 2022-2023
contract year, paid in up to three installment payments on or before June 30, 2023, and subject to applicable withholdings and taxes.

2. **MCCSC Non-Certified Exempt Staff**

   Should the School Tax Levy Referendum be approved by voters on November 8, 2022, and certified or authorized by appropriate state and local agencies thereafter, then MCCSC will adjust the base salary of non-certified exempt staff with an increase of $4,500, subject to applicable withholdings and taxes, retroactive to the start of the 2022-2023 school year. The 2022-2023 base salary increases will be paid in up to three installment payments on or before June 30, 2023.

3. **MCCSC Non-Certified Hourly Staff**

   Pursuant to a Memorandum of Understanding with the American Federation of State, County, and Municipal Employees, Local 3995 (attached as Exhibit B and incorporated by reference herein), should the school tax levy referendum be approved by voters on November 8, 2022, MCCSC will increase the base hourly rate of MCCSC non-certified hourly staff $2.25 per hour on November 9, 2022. This provision also applies to non-certified hourly employees of the MCCSC who are not covered by the Memorandum of Understanding with the American Federation of State, County, and Municipal Employees, Local 3995. These hourly rate increases are in addition to the previously Board approved base rate increases to occur on January 1, 2023.

   Shall appropriate state and local agencies thereafter not certify or authorize the referendum, the Superintendent or Superintendent designee shall revert rates back to previously board approved rates.

4. For salaried staff, and to account for unpaid leaves, mid-year hires, and other similar situations, any amount paid as an installment for the 2022-2023 year will be proportional to days worked for those who do not work a full contractual year.

5. The Superintendent or his designee is authorized to take all appropriate actions to effectuate the intent of this Resolution.

**THIS RESOLUTION APPROVED** this 27th day of September, 2022.

Monroe County Community School Corporation

[Signature]

Mr. Brandon Shurr,
President, Board of School Trustees

Attest: [Signature]
Mrs. Martha Street,
Secretary, Board of School Trustees
EXHIBIT A

TEACHER MEMORANDUM OF UNDERSTANDING
MCEA MEMORANDUM OF UNDERSTANDING

WHEREAS, the Monroe County Community School Corporation ("School Corporation") entered into a collective bargaining agreement ("CBA") with the Monroe County Education Association ("Association") that is effective July 1, 2021, through June 30, 2023;

WHEREAS, on June 28, 2022, after the 2021 bargaining season had concluded, the Board of School Trustees agreed to initiate the process to extend an existing School Tax Levy Referendum pursuant to Indiana Code § 20-46-1-8 but also to increase the levy amount from the 2010 rate;

WHEREAS, this increase was not anticipated during the 2021 bargaining season;

WHEREAS, the School Corporation believes increased compensation is needed to support teachers;

NOW THEREFORE, and subject to the School Corporation and Association agreeing as follows:

1. Article 6.04 of the CBA is amended to include the following new subsection (c):

(c) Referendum-Funded Base Salary Increases (RFBSI)

Upon approval of the School Tax Levy Referendum by voters and certified or approved by necessary State or Local bodies or agencies prior to assessment, eligible teachers will receive the RFBSI retroactive to the start of the 2022-2023 contract year and payable in up to three installment payments on or before June 30, 2023. Eligible teachers must meet the following criteria:

(1) Eligibility Statement. Teachers who received an evaluation of Needs Improvement or Ineffective for the prior school year with the School Corporation are not eligible for RFBSI.

(2) Factors for Performance Based Compensation Factors. Teachers who meet two factors will receive RFBSI in the amount of a Four Thousand Five Hundred Dollars and Zero Cents ($4,500.00) in base salary increases, paid in up to three installment payments on or before June 30, 2023, and subject to applicable withholdings and taxes.

a. Evaluation: Eligible teachers not receiving an evaluation of Needs Improvement or Ineffective for the prior school year with the School Corporation will receive a base salary increase of $4,000.00 effective to the start of the 2022-2023 contract year.

b. Experience: Eligible teachers employed with the School Corporation on the last regular teacher’s day of the 2022-2023 school year will receive a base salary increase of $500.00 effective to the start of the 2022-2023 contract year.
(3) Appendix A-2 is updated as reflected in the attached "Amended Appendix A-2" and incorporated by reference herein.

(4) To account for unpaid leaves, mid-year hires, and other similar situations, the amount paid as an installment for the 2022-2023 year will be proportional to days worked for those who do not work a full contractual year.

(5) Appendix A-4 is updated as reflected in the attached "Amended Appendix A-4."

This Memorandum of Understanding ratified on the dates entered below.

MONROE COUNTY COMMUNITY SCHOOL CORPORATION

By: [Signature]

Name: Dr. Jeff Hauswald

Title: Superintendent

Date: 9-27-2022

MONROE COUNTY EDUCATION ASSOCIATION

By: [Signature]

Name: Paul Farmer

Title: President

Date: 9/27/22
### Amended APPENDIX A-2

#### 2022-2023 Salary Grid

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### Amended APPENDIX A-4

#### STARTING SALARY PLACEMENT 2022-2023

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EXHIBIT B

AFSCME MEMORANDUM OF UNDERSTANDING
AFSCME MEMORANDUM OF UNDERSTANDING

WHEREAS, the Monroe County Community School Corporation ("School Corporation") entered into a collective bargaining agreement ("CBA") with the American Federation of State, County and Municipal Employees, Local 3995 ("AFSCME") that is effective January 1, 2022, through December 31, 2023;

WHEREAS, on June 28, 2022, after the prior bargaining had concluded, the Board of School Trustees agreed to initiate the process to renew an existing School Tax Levy Referendum pursuant to Indiana Code § 20-46-1-8 but also to increase the levy amount;

WHEREAS, this increase was not anticipated during the 2022 bargaining season;

WHEREAS, the School Corporation believes increased compensation is needed to support custodial, maintenance, food service, bus drivers/bus monitors, and bus technicians;

NOW THEREFORE, and subject to the School Corporation and AFSCME agreeing as follows:

The following language is added as a new Article 22.4, 33.3, 39.10, and 49.1a:

2022 Referendum-Funded Wage Increases. Should the school tax levy referendum be approved by voters on November 8, 2022, MCCSC will increase the base hourly rate of MCCSC non-certified hourly staff $2.25 per hour on November 9, 2022. This provision also applies to non-certified hourly employees of the MCCSC who are not covered by the Memorandum of Understanding with the American Federation of State, County, and Municipal Employees, Local 3995. These hourly rate increases are in addition to the previously Board approved base rate increases to occur on January 1, 2023.

Shall appropriate state and local agencies thereafter not certify or authorize the referendum, the Superintendent or Superintendent designee shall revert rates back to previously board approved rates.

This Memorandum of Understanding ratified on the dates entered below.

MONROE COUNTY COMMUNITY SCHOOL CORPORATION

By: ________________________________
Name: Dr. Jeff Hauswald
Title: Superintendent
Date: 9-27-2022

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 3995

By: ________________________________
Name: Randy L. Tackett
Title: President, Local 3995
Date: 9-27-22