

OREGON-DAVIS SCHOOL CORPORATION
Public Meeting Notice - TA Meeting

SEA 390 TA Meeting of the Oregon-Davis School Corporation
October 28, 2019
6:30 PM

**Humanities Room, Oregon-Davis Jr/Sr High School, 5990 North 750 East, Hamlet, IN
46532**

The School Board will meet pursuant to Indiana Code 20-29-6-19(a) to discuss the terms of the tentative agreement of the teacher collective bargaining agreement, which is posted at www.odschools.org

This meeting was held to meet the requirements to have a public meeting on the tentative agreement prior to recommendation to the school board. The tentative agreement was posted to the website and was reviewed with those in attendance. The tentative agreement is attached to these notes.

Tish Cooper commented that she felt more attention should have been given to the teachers in the middle instead of just the beginning salary being raised and a retirement incentive offered. Heather Quinn commented that not all teachers are in the association and felt the administration should have considered what they wanted also. Mr. Nagai commented that he would like to see the disparity addressed. Mr. Hinds commented that he knows it is not perfect but it is something.

After all who wished to speak had the opportunity Mr. Lawrence asked for a motion to close the meeting. Motion was made by Mrs Ferch and seconded by Mr. Hinds. Motion passed 3-0. The meeting adjourned at 7:08 PM.

Sick Leave Bank

SLB shall be a source of additional leave days when a bargaining unit member's leave time is exhausted and they are unable to perform their normal duties.

- A. Participation is voluntary. BUMs may participate in the SLB via a donation of ONE LEAVE DAY to the SLB.
- B. Membership to the SLB shall be open from the first teacher work day until October 1 each year.
- C. The SLB shall be operated by the ODCOA in cooperation with the Superintendent's Office.
- D. Retiring teachers may donate 30 days of their available remaining leave days.
- E. In the event the bank drops to 30 days, all participants will be assessed an additional day. Any participant with zero days shall be exempt from contributing.

401a

The employer shall deposit employer contributions for each employee into an individual account for the employee in the tax-deferred annuity program selected by the Association. Such deposits shall be made on a quarterly basis.

Upon three years of service, all assets of the accounts become the property of the employee and, in the event of death, his/her designated beneficiaries or, lacking same, estate.

Impact of Grants on Budget

The Board shall discuss the financial impact of any grant for which they apply prior to making application, negotiate any financial terms, and have meaningful discussion surrounding all applicable Subjects of Discussion.

Retirement Incentive

- 1. This benefit is available to bargaining unit members who reach the age of 57 and have completed 15 years of service with the Corporation. It will expire at the end of the 2019-2020 School Year. If a qualifying bargaining unit member notifies the Superintendent's Office by May 1, 2020 of his or her retirement effective at the conclusion of the 2019-2020 School year, respectively, he or she is eligible for this early retirement incentive.
- 2. Upon retirement, the school corporation will agree to pay the entire cost of a single health insurance policy until the bargaining unit member reaches the age of 65. The deposit will be made annually on October 1 into the bargaining unit member's VEBA account.
The incentive will be available until May 1, 2020. No retirements or resignations made after May 1, 2020 will be eligible for this offer. The first three bargaining unit members meeting the above criteria are eligible for this incentive.