

# OREGON-DAVIS SCHOOL CORPORATION

**Wednesday, November 9, 2022  
Regular School Board Meeting, 5:00 PM**

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

The Board of School Trustees of the Oregon-Davis School Corporation met in a Regular Session on Monday evening, at 6:00 PM in the Humanities Room of the Jr/Sr High School.

## **1. Meeting Opening**

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1.01 Call to Order – Mr. Hinds

1.02 Pledge of Allegiance – Mr. Hinds

1.03 Roll Call – Kyle Hinds, Ben Lady, Brandie Ecker, Terry Minix, Lee Nagai

1.04 Work Session to discuss finances, pay increases

Mr. Lady thanked those in attendance for coming to hear the presentation. Mr. Bennett echoed his statement. Mrs. Roberts made a statement to the Board which is attached to these minutes.

Justin Risner addressed the Board concerning his daughter's grades.

The presentation prepared for this meeting is attached.

## **2. Future Meetings**

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2.01 Board Meeting: November 9, 2022, Executive Session 5:30

## **9. Adjournment**

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Ben Lady, Secretary

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## **Oregon-Davis School Board Remarks**

### **Nov. 9, 2022**

Good evening and thank you for the opportunity to speak. As most of you know I am Kathy Roberts, a FACS teacher at the Jr/Sr high school and president of the O-D classroom teachers association.

I care deeply about O-D schools. It's why I came back here after teaching at MHS for 18 years. It's why for the first time, I've stepped up to be more involved and was elected to be the lead representative for O-D teachers.

I came back to my home district and want to stay here because of my students. I came back because I want to give back to the community that I grew up in.

However, like many other teachers here, we are having to choose between staying and teaching in a community in which we live and love and leaving O-D to earn more to support our families.

I have always been a BOBCAT. Yes, I was at all three state basketball championship games, every game of the 1987-1988 season where we scored over 100 points most games, and I was even around in the 1980s to keep the shot charts for Mr. Minix and the 1979 sectional team where we played in the regional at Notre Dame ACC.

Those were the days! We all take great pride in O-D!!

Not many people in this room would be able to remember any discussions of the consolidation of Hamlet and Grovertown Schools into what we are today, which is the Oregon-Davis School Corporation.

I personally remember my grandfather working long evening hours as one of the members of the original school board. Most of my memories are of him looking over the different designs for this very building and then attending the basketball games after it was built. He would sit in a chair by the doorway closest to where the championship showcase is now. He was a pretty quiet man, but I knew he was working on something he felt was extremely important.

As I reflect, I understand more of WHY my grandfather worked so hard with the other men on the new school board. WE NEED THIS SCHOOL! WE NEED GOOD EDUCATION FOR OUR STUDENTS AND THE COMMUNITY!!

The problem is, we are losing so many teachers to other schools and we are having a difficult time replacing them. I came back home by choice!! I wanted to teach here and walk through these halls again. Sometimes I just walk around the circles and reflect on what a special place this building is. Students, teachers, staff and so many community members know this to be true.



It breaks my heart to see what is happening right now. Each fall when students return to school they are saddened and upset to find many of the beloved teachers have left. Students will tell you they want their teachers to stop leaving so they can get stability mostly at the high school.

The first year I taught here we had three different principals during the year and about five or so new teachers.

"What is wrong with us Mrs. Roberts? Why does everyone leave us?"

The students wanted to know, and they still ask each fall. I work to address their concerns and fears, but the turnover rate is out of control and has been for a while. This is hurting the students, staff, and community. We MUST do a better job at retaining the great teachers we do have. Oregon-Davis teachers are recruited by all the local schools because they know we are the lowest paid around.

I hear the argument that teachers received a HUGE raise last year. Teachers are grateful for the raise, but we are so far behind in catching up, those increases still fall short of making O-D competitive.

We have a real problem that has to be fixed! Saying we have NO money does not fix the real problem. I love O-D and want to be here where my heart is, but NOT all teachers have the background and legacy that I have.

Just as everyone in this room has to do what is best for their family, so do teachers. And, if a teacher can make more money for their family to survive, they will leave to do so.

The public elected you as board members to retain good quality teachers! We must find a way to increase teacher salaries. As the president of ODCTA I lose a great deal of sleep over this problem. It breaks my heart for our students, our teachers, taxpayers and community members.

We ALL DESERVE BETTER! It is the job of the school board to find a way to keep teachers from leaving. ODCTA stands ready to work together with the board to increase teacher pay, give the kids of O-D the education they deserve and to help keep the Bobcat legacy alive for future generations.

# **OREGON-DAVIS**

**Teacher Compensation Work Session**



# Overview

- **Legislation**
- **Pay Raise History**
- **History of Beginning and Top End Raises Given By School Board with 4.6% Increase**
- **History of ECA Raises**
- **Beginning and Top End Salaries of Local School Corporations**
- **Health Insurance Contributions by Local School Corporations**
- **Combined Salary and Health Ins. benefits of Local School Corporations**
- **2021-2022 School Year 47.6% of Education Fund Spent on Teacher Salaries**
- **2021-2022 Amt. Spent for Teacher Salaries on Special Education Cooperative and Vocational not Calculated in the 47.6%**
- **Fall vs. Spring ADM (Average Daily Membership) (“AKA” # of Students)**
- **Estimated State Tuition Support 2021-2022, 2022-2023**
- **Questions**



# Legislation

## IC 20-28-9-26 - Minimum teacher salary threshold; reporting requirement

(a) For each school year beginning after June 30, 2022, if a school corporation determines that the school corporation cannot establish a minimum salary of forty thousand dollars (\$40,000) for each full-time teacher, the school corporation shall submit a report to the department explaining the school corporation's inability to meet the minimum threshold requirement.

(b) A report submitted under this section must include an explanation of the financial challenges, with detailed data, that preclude the school corporation from meeting the minimum salary threshold required under subsection (a). The report must also describe the cost saving measures taken by the school corporation in attempting to meet the minimum salary threshold required under subsection (a).

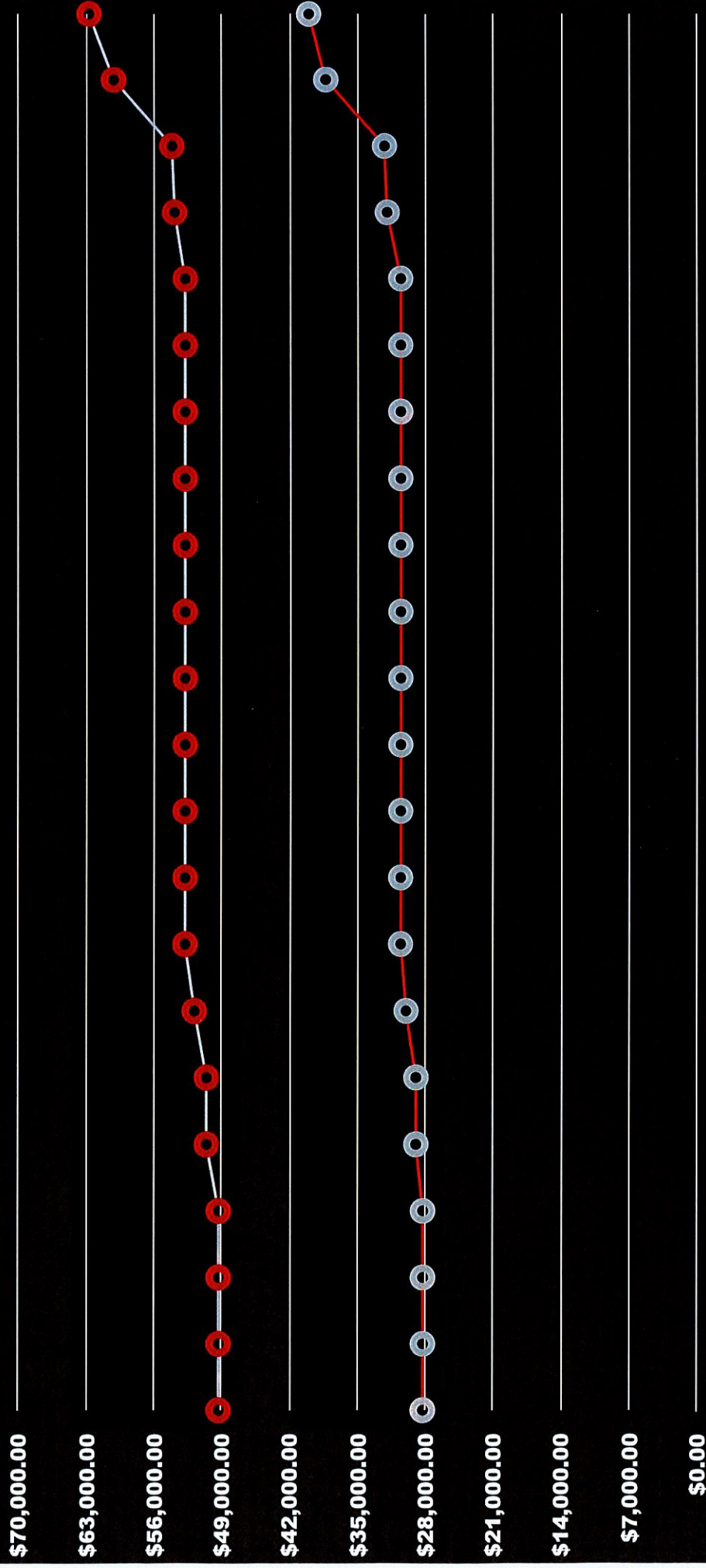
## IC 20-28-9-28 - Requirement to expend percentage of tuition support for teacher salaries

(a) For each school year in a state fiscal year beginning after June 30, 2021, a school corporation shall expend an amount for full-time teacher salaries that is not less than an amount equal to forty-five percent (45%) of the state tuition support distributed to the school corporation during the state fiscal year. For purposes of determining whether a school corporation has complied with this requirement, the amount a school corporation expends for full-time teacher salaries shall include the amount the school corporation expends for participating in a special education cooperative or a career and technical education cooperative that is directly attributable to the salaries of full-time teachers employed by the cooperative, as determined by the department.

(b) If a school corporation determines that the school corporation cannot comply with the requirement under subsection (a) for a particular school year, the school corporation shall apply for a waiver from the department.



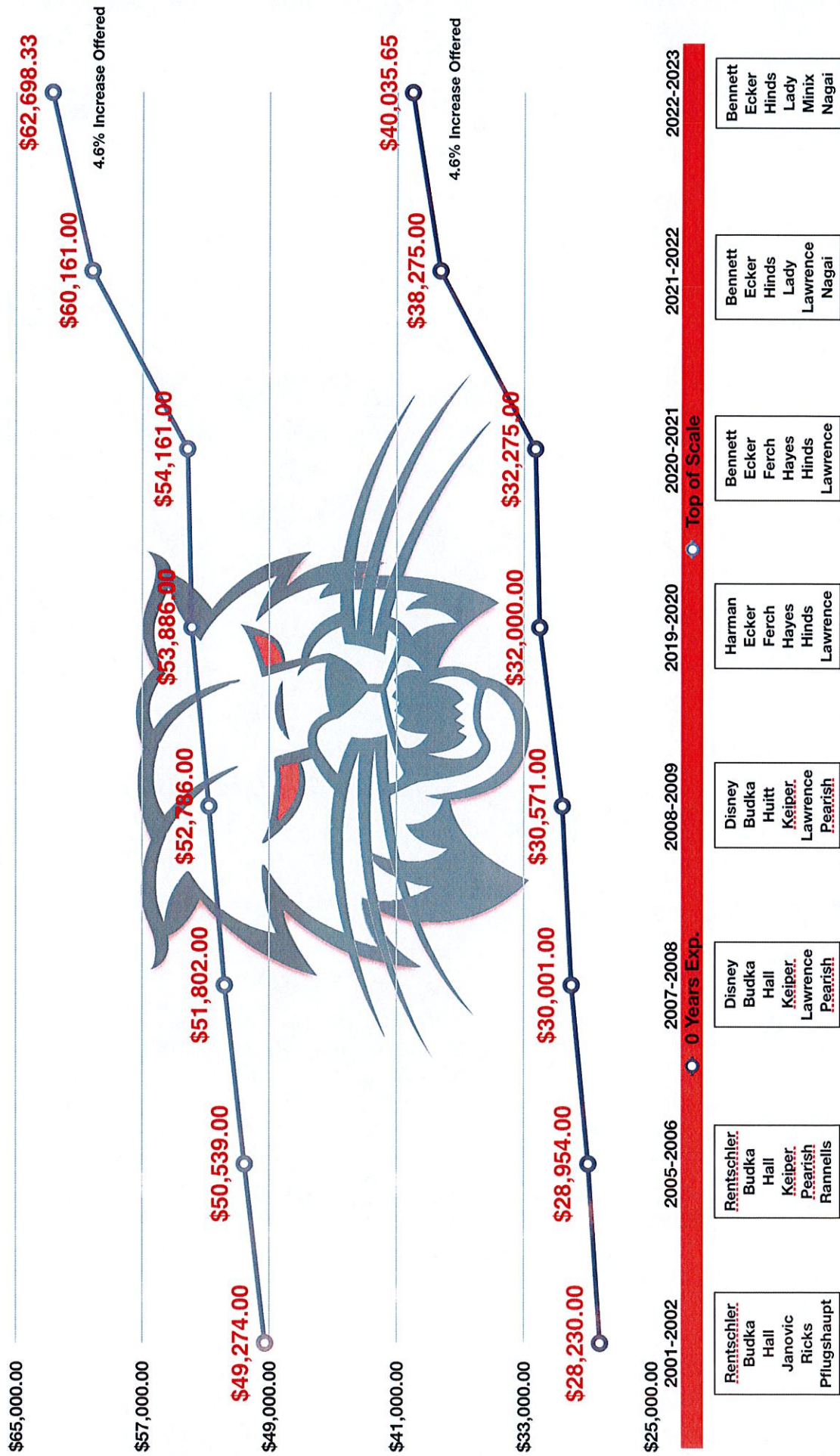
# Pay Raise History



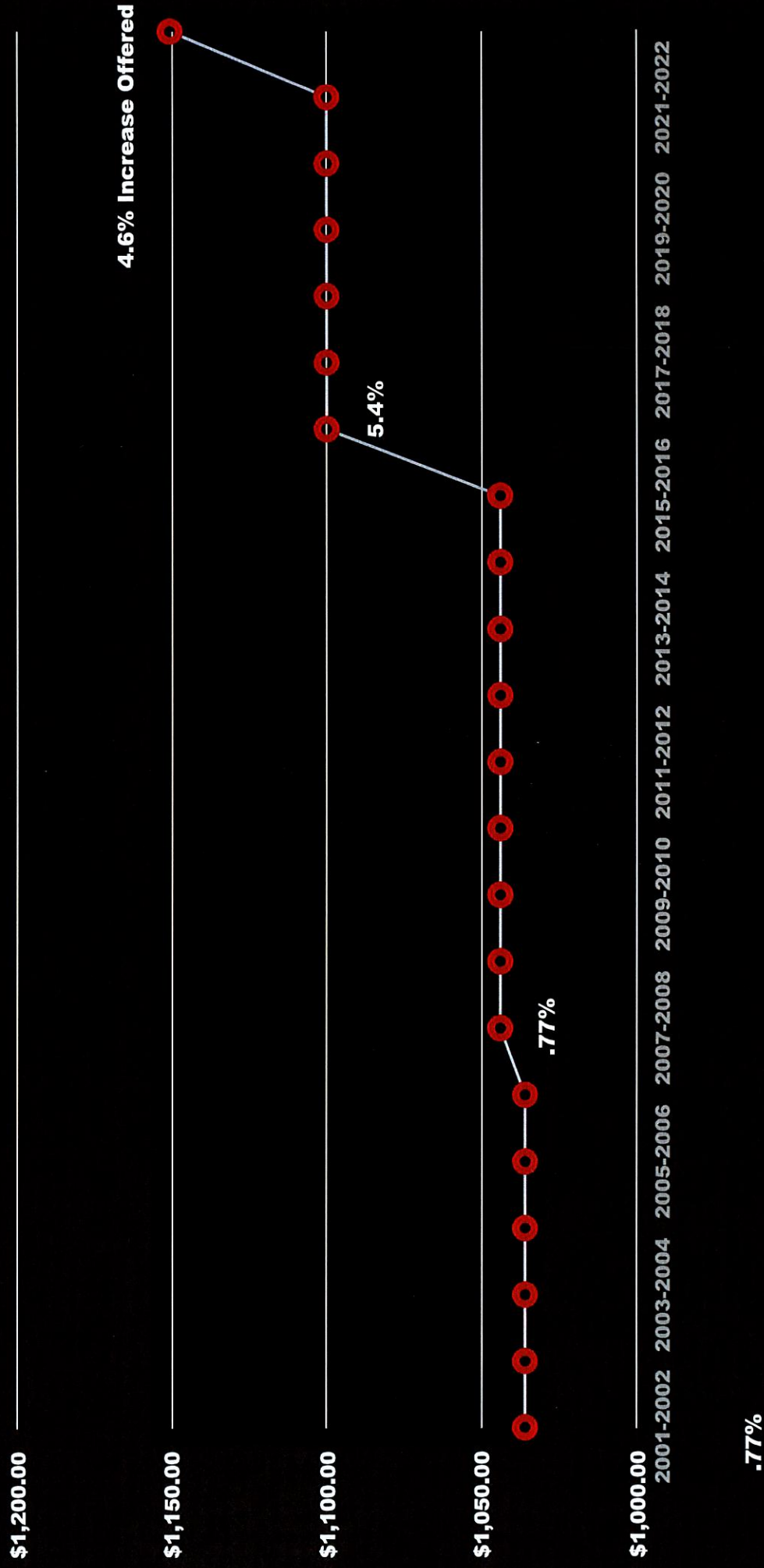
2001-2002 2003-2004 2005-2006 2007-2008 2009-2010 2011-2012 2013-2014 2015-2016 2017-2018 2019-2020 2021-2022



# Oregon-Davis Historical Pay Raises



# ECA Raise History





# **Beginning and Top End Salaries OF Local School Corporations**

	<b>Beginning Pay</b>	<b>Top of Pay Scale</b>
<b>Argos</b>	<b>\$40,000.00</b>	<b>\$66,100.00</b>
<b>Oregon-Davis (4.6%)</b>	<b>\$40,035.00</b>	<b>\$62,698.00</b>
<b>Tri-Township</b>	<b>\$42,500.00</b>	<b>\$62,000.00</b>
<b>NJSP</b>	<b>\$40,500.00</b>	<b>\$70,500.00</b>
<b>Culver</b>	<b>\$40,800.00</b>	<b>\$72,500.00</b>
<b>John Glenn</b>	<b>\$41,000.00</b>	<b>\$76,950.00</b>
<b>South Central</b>	<b>\$42,000.00</b>	<b>\$72,539.00</b>
<b>Knox</b>	<b>\$42,700.00</b>	<b>\$67,715.00</b>
<b>Plymouth</b>	<b>\$46,000.00</b>	<b>\$74,848.00</b>



# **Health Insurance Contributions by Local School Corporations**

	<b>Beginning</b>	<b>Single Plan</b>	<b>Total</b>
<b>Argos</b>	<b>\$40,000.00</b>	<b>\$6,000.00</b>	<b>\$46,000.00</b>
<b>NJSP</b>	<b>\$40,500.00</b>	<b>\$5,875.00</b>	<b>\$46,375.00</b>
<b>Tri-Township</b>	<b>\$42,500.00</b>	<b>\$4,920.00</b>	<b>\$47,420.00</b>
<b>John Glenn</b>	<b>\$41,000.00</b>	<b>\$6,569.00</b>	<b>\$47,569.00</b>
<b>Oregon-Davis (4.6%)</b>	<b>\$40,035.00</b>	<b>\$8,044.80</b>	<b>\$48,079.80</b>
<b>Culver</b>	<b>\$40,800.00</b>	<b>\$7,288.00</b>	<b>\$48,088.00</b>
<b>South Central</b>	<b>\$42,000.00</b>	<b>\$7,507.00</b>	<b>\$49,507.00</b>
<b>Knox</b>	<b>\$42,700.00</b>	<b>\$9,378.00</b>	<b>\$52,078.00</b>
<b>Plymouth</b>	<b>\$46,000.00</b>	<b>\$6,506.00</b>	<b>\$52,506.00</b>



# Health Insurance Contributions by Local School Corporations

	Beginning	Family Plan	Total
Argos	\$40,000.00	\$7,440.00	\$47,440.00
Tri-Township	\$42,500.00	\$11,000.00	\$53,500.00
Culver	\$40,800.00	\$14,636.00	\$55,436.00
John Glenn	\$41,000.00	\$15,026.00	\$56,026.00
Plymouth	\$46,000.00	\$10,679.00	\$56,679.00
NJSP	\$40,500.00	\$16,418.00	\$56,918.00
Oregon-Davis (4.6%)	\$40,035.00	\$20,508.00	\$60,543.00
South Central	\$42,000.00	\$20,035.00	\$62,035.00
Knox	\$42,700.00	\$23,324.00	\$66,024.00



# **Health Insurance Contributions by Local School Corporations**

	<b>Top of Scale</b>	<b>Single Plan</b>	<b>Total</b>
<b>Tri-Township</b>	<b>\$62,000.00</b>	<b>\$4,920.00</b>	<b>\$66,920.00</b>
<b>Oregon-Davis</b>	<b>\$62,698.00</b>	<b>\$8,044.80</b>	<b>\$70,742.80</b>
<b>Argos</b>	<b>\$66,100.00</b>	<b>\$6,000.00</b>	<b>\$72,100.00</b>
<b>Culver</b>	<b>\$72,500.00</b>	<b>\$7,288.00</b>	<b>\$79,788.00</b>
<b>NJSP</b>	<b>\$70,500.00</b>	<b>\$5,875.00</b>	<b>\$76,375.00</b>
<b>Knox</b>	<b>\$67,715.00</b>	<b>\$9,378.00</b>	<b>\$77,093.00</b>
<b>South Central</b>	<b>\$72,539.00</b>	<b>\$7,507.00</b>	<b>\$80,046.00</b>
<b>Plymouth</b>	<b>\$74,848.00</b>	<b>\$6,506.00</b>	<b>\$81,354.00</b>
<b>John Glenn</b>	<b>\$76,950.00</b>	<b>\$6,569.00</b>	<b>\$83,519.00</b>



# **Health Insurance Contributions by Local School Corporations**

	<b>Top of Scale</b>	<b>Family Plan</b>	<b>Total</b>
<b>Tri-Township</b>	<b>\$62,000.00</b>	<b>\$11,000.00</b>	<b>\$73,000.00</b>
<b>Argos</b>	<b>\$66,100.00</b>	<b>\$7,440.00</b>	<b>\$73,540.00</b>
<b>Oregon-Davis</b>	<b>\$62,698.00</b>	<b>\$20,508.00</b>	<b>\$83,206.00</b>
<b>Plymouth</b>	<b>\$74,848.00</b>	<b>\$10,679.00</b>	<b>\$85,527.00</b>
<b>Culver</b>	<b>\$72,500.00</b>	<b>\$14,636.00</b>	<b>\$87,136.00</b>
<b>NJSP</b>	<b>\$70,500.00</b>	<b>\$16,418.00</b>	<b>\$86,918.00</b>
<b>Knox</b>	<b>\$67,715.00</b>	<b>\$23,324.00</b>	<b>\$91,039.00</b>
<b>John Glenn</b>	<b>\$76,950.00</b>	<b>\$15,026.00</b>	<b>\$91,976.00</b>
<b>South Central</b>	<b>\$72,539.00</b>	<b>\$20,035.00</b>	<b>\$92,574.00</b>



# Proposed Salary Schedule

	BS 4.6%	MS 4.6%
0	\$40035.65	\$42287.73
1	\$40227.11	\$43232.27
2	\$40757.44	\$44173.67
3	\$41289.85	\$45114.03
4	\$41823.31	\$46055.43
5	\$42358.86	\$46994.73
6	\$42895.46	\$47935.09
7	\$43425.78	\$48873.35
8	\$43939.37	\$49814.75
9	\$44452.95	\$50757.20
10	\$45031.39	\$51698.60
11	\$45554.39	\$52637.90
12	\$46077.39	\$53707.96
13	\$46600.39	\$54518.61
14	\$47123.39	\$55464.20
15	\$47646.39	\$56400.37
16	\$48169.39	\$57342.81
17	\$48692.39	\$58281.07
18	\$49215.39	\$59224.57
19	\$49738.39	\$62698.33



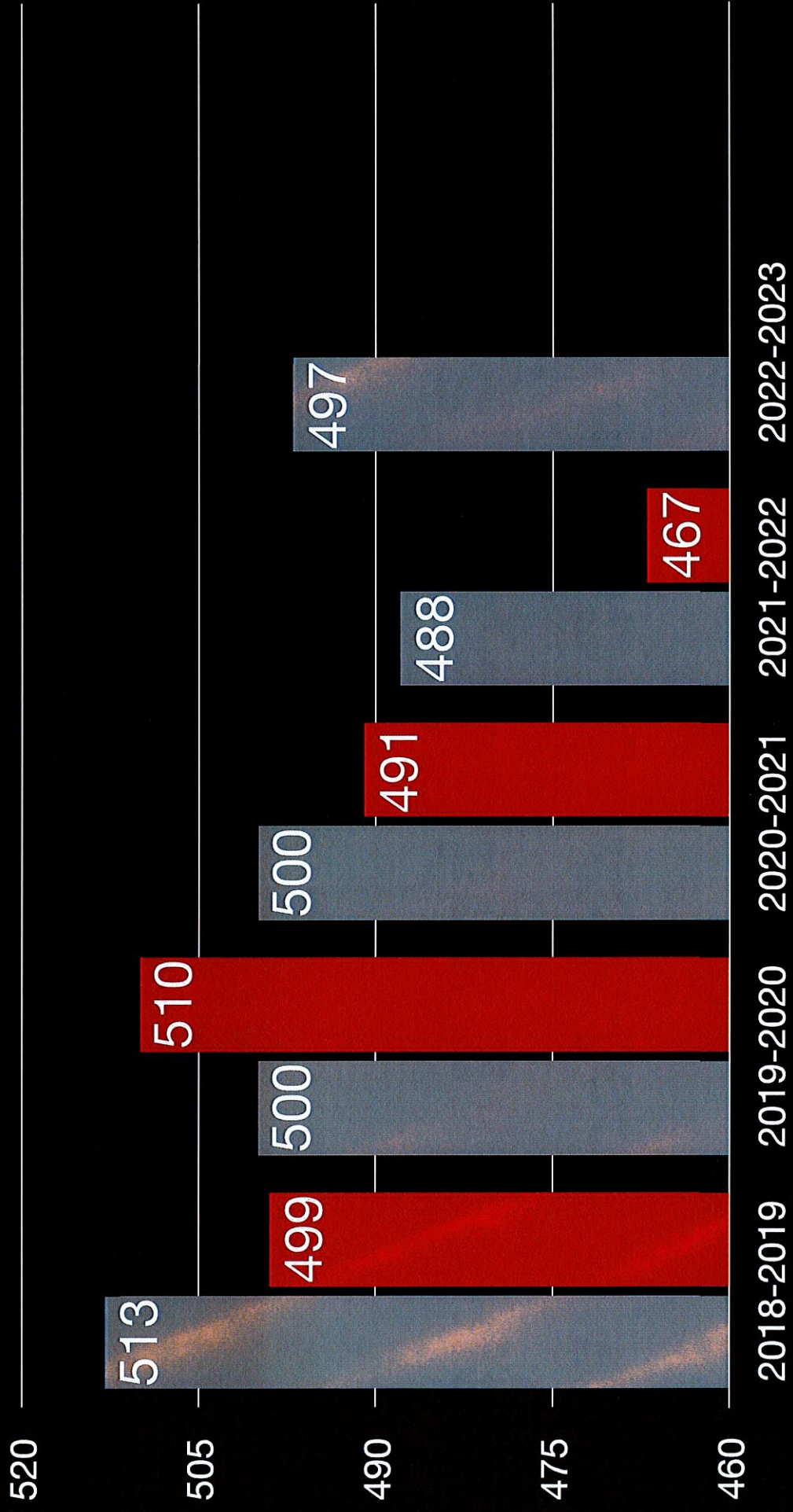
# **2021-2022 School Year 47.6% of Education Fund Spent on Teacher Salaries**

<b>Fiscal Year</b>	<b>Form 9 Expenditures</b>	<b>Form 54 State Tuition Support</b>	<b>Form 9/Form 54 =%</b>
<b>*FY2022</b>	<b>\$1,754,406.01</b>	<b>\$3,680,482.50</b>	<b>47.6%</b>

**\* Cooperative special education funds and vocational funds were not used in this calculation. Special education teacher share with Knox and North Judson equals \$26,000 for full time teachers only. (48.3%)**



# Fall/Spring ADM



2013-2014 was the first year for Spring/Fall ADM. We have lost on average 10.7 students between the 2 count days.



# Estimated State Tuition Support FY 2022 and 2023

Fiscal Year	September Estimated State Tuition Support	Estimated ADM	October Estimated State Tuition Support	Actual Fall ADM	Difference	Actual Tuition Support
FY2022	\$3,798,491	493	\$3,798,491	488	\$0	*\$3,680,482.5
FY2023	\$3,806,223	475	\$3,962,095	497	\$155,872	**?
* Fall ADM and Spring ADM are averaged, FY2022 was based on 477.5 students **Tuition Support will be adjusted with February ADM count.						

# Questions