

Independence Community School Board Minutes
Public Meeting
February 19, 2010

A Public Meeting was held at 3:31 p.m. to 3:55 p.m. on February 19, 2010 in the School Administration Office, 1207 First Street West, Independence, Iowa.

Steven Smith, "The News" and "John Klotzbach, "The Bulletin Journal were present representing the press. Several interested patrons were also in attendance.

Gary Buresh (arrived at 3:34), Gary Waters, Joel Dinger and Brandi Kilma were present on behalf of the ITA's (Independence Teachers' Association) negotiations team.

Bill Stone, and Bret Nitzschke from Ray & Associates, along with Devin Embray, Superintendent and Charmaine Wickwire, Director of Finance were present on behalf of the Board of Education. Stacey Henderson, Board Director was in attendance at the Board table as an observer.

The Board's initial proposal was presented to ITA negotiations team. The proposal was accepted by the ITA negotiations team.

The Board proposal consisted of Master Contract language changes to: Article X, Duration; Article XI, Wages and Salaries (A- Schedule) (C-Advancement on salary schedule) (E-Grant Pay); Article XII – Supplemental Pay; Article XIII Insurance; Article XIV – Sick Leave (C-Participation); Article XV Temporary Leaves (C-Funeral Leave) (G-Good Cause); Article XVI, Extended Leaves (A-Illness/Childbirth Disability Leaves) (B-Sabbatical Leave) (C-Family Medical Leave); Article XVII, Employee Hours (B-Planning Time), Article XX Employee Evaluation Procedures (E-Teacher Support Procedures); Article XXIV, Staff Reduction (C-Procedure); Appendix B, Salary Schedule; and Appendix D, Tentative Phase II Schedule.

As referred to in Appendix B – Salary Schedule, "Current contract Generator base \$28,100. No vertical or horizontal step movement for the 2010-11 contract. No step movement for those employees eligible to advance on schedule. Add language at end of salary schedule to read: If the state reduces any school funding designated for salary, that has been included in the base it will be reduced and adjusted dollar for dollar to establish a new generator base.

In addition if less than full funding is received from the state, then the employees will receive a proportionate reduction in the amount of TSS monies. The parties further understand that adjustments may be made in the final paycheck in order to distribute the available funds. The salary schedule will identify and reflect any phase and teacher quality distributions within each individual step and lane per the 2009-10 agreements and practice.

Full disclosure of the proposal may be reviewed in the superintendent's office.

Charmaine Wickwire
Secretary

Devin Embray
Superintendent