

**Independence Community School Board
Public Meetings for Negotiations
April 22, 2020**

Public meetings were held electronically, starting at 3:00 pm on April 22, 2020 via Zoom and broadcasted live on the district's Facebook page.

FIRST MEETING:

Joel Dinger from the Independence Teacher's Association (ITA) presented an opening statement. The ITA then presented their initial proposal to the Independence Community School Board for the 2020-2021 school year.

The ITA's initial proposal:

- Amend Article VII, Salary/Base Wage section.
 - A. Schedule
 - B. Placement in Salary Schedule.
 - C. Advancements on the Salary Schedule
- Proposed increase in Total Salary and Benefits with TSS of \$399,041, which it represents a Total Package Increase of 4.75%
- Proposing the establishment of a joint Labor Management Committee

Lisa Preuss from the Independence Educational Support Personnel Association (ISEP) echoed Joel's opening statement and wanted to thank the district as they continue to pay the staff for the rest of the school year due to the COVID-19 pandemic.

The ISEP's initial proposal:

- Yearly salary increase of \$.75 per hour, which is a 6.59% package increase.
- Proposing the establishment of a joint Labor Management Committee

SECOND MEETING: (held immediately following the first)

Supt. Reiter stated we are in very unique and difficult times, but he appreciates all our support and certified staff that continue to put in a great deal of time to work and the continued improvement on the education side for our students.

Board initial proposal to the Independence Teacher's Association (ITA)

- Base wage remains the same
- Increase returning staff to \$300.00/FTE over 2019-2020 salary, and 0% increase on supplemental contracts, which is a total package without TSS increase of 1.51% (Salary .55%, Insurance 7.70%)

Board initial proposal to the Independence Educational Support Personnel Association (ISEP)

- Base wage increase of \$.15/hour, existing employees would receive an increase of \$.25/hour. Total Package increase of 3.33% (Salary 2.01%, Insurance 8.96%)

Full disclosure of all the proposals may be reviewed at the Administration Office.

Russell Reiter
Superintendent

Laura Morine
Director of Finance/Board Secretary