

MINUTES OF PUBLIC MEETING
November 05, 2020

The Public Comments (Master Contract Ratification) and Special Public Meeting, was held at the Central Gymnasium (next door to the F. K. McCutchan Administrative Center) starting at 6:30 p.m. Board members present were Mr. Cory Archbold, President; Mr. Kevin Beard, Member; Mrs. LeAnn Boots, Vice President; Mr. Brad Gardner, Member; Mr. Case Gilbert, Secretary; Becky Maggart, Member; and Mr. Scott Poor, Member. Also present were Dr. Brent Wilson, Superintendent; Mrs. Ann Rice, Assistant Superintendent; and Mrs. Wendy Wilson, Administrative Assistant. Twenty-two people, consisting of fourteen administrators, five teachers, two patrons, and one member of the media also attended the meeting.

Mr. Archbold called the meeting to order and opened the floor for public comments.

Public Comments on Ratification of 2020-2021 Tentative Teacher Collective Bargaining Agreement (Master Contract) – Mr. Archbold called for public comments on Ratification of 2020-2021 Tentative Teacher Collective Bargaining Agreement (Master Contract). Mr. Moore thanked the ACTA: Mrs. Fulton, Mr. Savage, and Mr. Hottell for all the hard work they put in on their side of the bargaining team. Mr. Moore also thanked Mrs. Rice and her team. Mr. Moore read a statement about the teachers' difficulties they are facing this year during these hard times. Mr. Moore acknowledged the decline in student enrollment and that money is getting tight; his thought is that it is time to put the focus of the budget to the teacher salaries. Mr. Moore also feels that teacher compensation is not enticing to bring new teachers to our district. Mr. Moore wrapped up by saying this 2020-2021 contract is a good contract.

Mr. Hardy, commented about the trouble he is having to schedule a gym to play 5th Grade basketball and asked for someone to be a key holder of the schedule and to allow MSD to host games. Mr. Archbold recommended that Mr. Hardy attend the November regular board meeting with his concerns.

2020-2021 Tentative Teacher Collective Bargaining Agreement Ratification/Approval – Mr. Archbold asked for questions on the 2020-2021 Tentative Teacher Collective Bargaining Agreement with the teachers' association. Mrs. Rice was not asked to verbally review the agreement. Mrs. Rice verbally reviewed the agreement at the October 13, 2020, board meeting

and a copy was included the boards online packet. The agreement gives each teacher \$175/unit for each unit earned added to their base salaries. MSD previously increased the employer share of the health insurance contribution by \$1500 on a family plan and \$750 on a single plan for this school year.

Upon the motion of Mr. Beard, seconded by Mrs. Boots, the 2020-2021 Tentative Teacher Collective Bargaining Agreement was unanimously approved.

2020-2021 Classified Staff Compensation Approval – Mr. Archbold asked for questions or comments on the 2020-2021 Classified Staff Compensation. Dr. Wilson was not asked to verbally give his recommended compensation. A copy was included the boards online packet and states: Dr. Wilson's recommendation is a 2.0% hourly increase for all classified employees and a recommended for an additional \$.29/hour increase for all classified staff members. This increase will be retroactive back to July 1, 2020. Dr. Wilson also recommended approval for the bus drivers to receive a daily rate increase of \$2.00/day and an hourly trip increase of 2.0%. This increase will be retroactive back to July 1, 2020.

Mr. Gilbert and Mrs. Maggart asked for exemptions to the 2020-2021 Classified Staff Compensation: any classified employee that received a raise as of Jan 1, 2020, those classified employees hired after July 1, 2020, and any classified employee who moved to another position with a higher pay. Dr. Wilson responded that adjustments were made to custodial and food service wages to bring them to the same base pay level. Mr. Gilbert feels that chosen employees are getting a double raise. Mr. Wagner stated that the new custodial base rate is needed to attract new custodians to MSD. Mrs. Maggart requested a list from Mrs. Eagleson of all employees that fall into these categories to see who will be exempted. Upon the motion of Mr. Gardner, seconded by Mr. Gilbert, the 2020-2021 Classified Staff Compensation is postponed until the November 17, 2020, board meeting; five voted for postponing and two were against.

2020-2021 Administrative Staff Compensation Approval – Dr. Wilson recommended approval of the 2020-2021 Administrative Staff Compensation of a 2.0% base salary increase for all administrators. This increase will be retroactive back to July 1, 2020. Mr. Gilbert asked which administrators fall in the previously discussed exempted employees. Dr. Wilson responded that

new administrators were hired at the board approved salary. Mr. Gilbert feels those administrators should also be exempt from the 2020-2021 compensation. Mr. Gilbert asked for a list of those administrators. Upon the motion of Mrs. Maggart, seconded by Mr. Gilbert the 2020-2021 Administrative Staff Compensation is postponed until the November 17, 2020, board meeting; five voted for postponing and two were against.

Adjournment – Upon the motion of Mr. Gardner, seconded by Mr. Poor, the public meeting was adjourned 6:52 p.m.

Cory Archbold, President

Case Gilbert, Secretary