

**IBB Meeting  
June 16th, 2014**

**Members Present:**

- Jennifer Wilson Shane Allen and Randy Glen (board)
- Darnell Vargo, Mark Laurie, Jeni VanSickle, and Daniel Dickerson—recorder (teachers)
- Jenneen LeMay (visitor)

Call to order (5:32)

The meeting began with the teachers and board reviewing the options that the board had sent out regarding an offer for next year and discussion followed.

1) The restructuring of the salary schedule:

- Need to decide what's valued the most; education or experience?
- Adding money to the base
  - The team showed the board the options for base increase and changes to "maxing out" on step and column (\$1,000 and \$1,500 options were shown to the board)

2) Possibility of a 3rd personal day:

- Discussion of the wordage for the 3rd personal day returning to the sick bank if it goes unused

3) HSA option

- Teachers would like to see something in the contract regarding the HSA option vs. the other options

Discussion between the board and the teachers then switched to the amount of money the board had at its disposal for the following year and different options for the allocation of that money (health ins, money to the base, step/column, etc.). Then board then brought up the topic of scheduling to allow for more classes to be taught. Since there is not a "universal" schedule between the buildings the team suggested that this is a topic that should probably be addressed building to building and discussion followed. After the discussion the team adjourned briefly to discuss what they would like to see from the board in regards to an offer for next year. The team returned to the meeting and suggested the following:

- Reword the existing contract to include a 3rd personal day (4th out of pocket) that returns to the sick bank if unused
- Board covered increase in health insurance up to 10%
- \$1,500 increase to the base

The board stated that they would need to look and the money available and discuss it with the rest of the board before a final offer could be made. The meeting ended with discussion over the new wordage for reduction of force clause in the contract due to the removal of tenure. The team stated that it was actable to all teachers and no changes were suggested.

The meeting was adjourned at 6:50 p.m. with the board thanking the teachers for all their hard work this year.

Dan Dickerson  
Recorder