

BOARD MINUTES
PUBLIC MEETING
ADMINISTRATION OFFICE

October 8, 2018
7:00 P.M.

Call to Order: Rick Davis, Phil Foster, Brian Gott, Mike Martin, Dennis Reagan, Melissa Smith, Shane Steimel
Pledge of Allegiance
Prayer

- **MINUTES**

- It was recommended the Board approve the minutes of the September 10, 2018, School Board Meeting.

Motion: Phil Foster, Second: Melissa Smith (Discussion) Vote: 7-0

- **SPECIAL PRESENTATIONS/RECOGNITIONS**

- Schmidt Associates – Kyle Miller
 - Melissa Smith made a motion to approve the authorization of the pool design phase to begin.

Motion: Melissa Smith, Second: Phil Foster (Discussion) Vote: 5-2 (Mike Martin and Dennis Reagan opposed)

- **REPORTS**

- Tricia Reed – 2018 ISTEP Results

- **SUPERINTENDENT CONTRACT – Public Hearing**

- The board president will entertain a motion to open the Superintendent Contract Hearing

Motion: Dennis Reagan, Second: Brian Gott (Discussion) Vote: 7-0

- The board president will entertain comments regarding the Superintendent's Contract

No comments were made

- The board president will entertain a motion to close the Superintendent Contract Hearing

Motion: Brian Gott, Second: Melissa Smith (Discussion) Vote 7-0

ACTION ITEMS

By individual motions, the Board approves/adopts the following items or actions.

- **PERSONNEL**- All employment recommendations are pending completed satisfactory criminal background history report.
 - **Thorntown**
 - Carol Ford – Employment – Cafeteria Sub effective September 17, 2018
 - Carol Ford – Change in position – Cafeteria Sub to Part time effective October 1, 2018

- **Granville Wells**
 - Beverly Booms – Resignation – Instructional Assistant effective September 28, 2018
 - Layne White – Change in position – Instructional Assistant (5 ¼ hours) to Title I Assistant (7 hours) effective October 8, 2018
 - **ECA Recommendations**
 - Beth Stokes – 5th Grade Girls Volunteer Basketball Coach for 2018-2019
- **Western Boone**
 - Karen Turner – Resignation - Special Education Instructional effective October 5, 2018
 - Danielle Suiters – Employment – Part Time/Sub Custodian effective September 17, 2018
 - **ECA Recommendations**
 - Daniel Pierce – Volunteered – Ping Pong Club
- **Western Boone Athletics**
 - Natalie Galvan – Varsity Head Boys & Girls Swimming & Diving Coach
 - Evelyn Kouns – Varsity Assistant Boys & Girls Diving Coach
 - Connor Corwin – Varsity Assistant Boys & Girls Coach
 - Corrie Jones – Junior High Head Boys & Girls Swimming & Diving Coach
 - Kendra Marshall – Varsity Head Softball Coach
 - Andrea McClaine – Varsity Assistant Softball Coach
 - Gary Burns – Varsity Assistant Softball Coach
 - Mike Vanderpool – Varsity Volunteer Assistant Softball Coach
 - Tony Hicks – 8th Grade Head Baseball Coach
 - Michael Nance – 7th Grade Head Baseball Coach

Motion: Dennis Reagan, Second: Rick Davis (Discussion) Vote: 7-0

- **BUSINESS**

- **Use of Alcohol on School Premises BP-1375**
 - Superintendent Ramey recommends the Board to approve Board Policy 1375 regarding the use of alcohol on school premises

Motion: Brian Gott, Second: Phil Foster (Discussion) Vote in favor 7-0

- **Non-Resident Student**
 - Superintendent Ramey recommends the Board to approve the following non-resident student
 - Hollie Parr – Granville Wells Elementary School, Kindergarten, 2018-2019 school year

Motion: Dennis Reagan, Second: Melissa Smith (Discussion) Vote in favor 7-0

- **Out of State/Overnight Field Trips**
 - Superintendent Ramey recommends the Board to approve the field trip request for:
 - Terri Gavin – taking 27 student and 3 adults to Cincinnati, Ohio – Neusole Glasswork, and Cincinnati Zoo/Garden April 27, 2019, from 8:00 a.m. to 8:00 p.m.

- Travis Terhaar – taking 10 students and 1 adult to F.I.R.E FFA Camp at the Indiana FFA Center November 9, 2018 – November 11, 2018, from 3:30 p.m. to 1:00 p.m.

Motion: Rick Davis, Second: Dennis Reagan (Discussion) Vote in favor 7-0

- **2018-2019 Teacher Contract**

- Superintendent Ramey recommends the Board to approve the 2018-2019 Teacher contract which includes a 2.0% increase to the Salary Schedule and the Extra Curricular Schedule

Motion: Dennis Reagan, Second: Brian Gott (Discussion) Vote in Favor 7-0

- **Administration Contracts**

- Superintendent Ramey recommends the Board to approve the Administrative 2018-2019 extended contracts which include a 2.0% salary increase.

Motion: Melissa Smith, Second: Phil Foster (Discussion) Vote in Favor 7-0

- **ECA- Non-Bargaining Unit**

- Superintendent Ramey recommends the Board to approve a 2.0% increase for Varsity Football coach, Varsity Girls Basketball coach and Varsity Boys Basketball coach

Motion: Dennis Reagan, Second: Brian Gott (Discussion) Vote in Favor 7-0

- **Technology Salvage**

- Director of Business & Technology recommends the Board to approve the following technology items on form “Salvage-10082018” declared as salvage

*Motion: Melissa Smith, Second: Dennis Reagan (Discussion)
Vote in Favor 7-0*

- **2019 Corporation Budget:** The Director of Business and Technology will entertain a motion to adopt the 2019 Corporation Budget

*Motion: Dennis Reagan, Second: Melissa Smith (Discussion)
Vote in Favor 7-0*

- **2019-2021 Capital Projects Plan:** The Director of Business and Technology will entertain a motion to adopt the 2019-2021 Capital Projects Plan

Motion: Brian Gott, Second: Phil Foster (Discussion) Vote in Favor 7-0

- **2019-2025 School Bus Replacement Plan:** The Director of Business and Technology will entertain a motion to adopt the 2019-2025 School Bus Replacement Plan

Motion: Brian Gott, Second: Melissa Smith (Discussion) Vote in Favor 7-0

- **Resolution to Adopt the 2019 Budget Form 4-Line 1 (attached):** The Director of Business and Technology recommends the Board approve the Resolution to grant the appropriate authority to Mr. Rob Ramey, Superintendent, to lower appropriations for estimated 2019 fund expenditures, January 1 through December 31, 2019, on School budget form 4-Line 1 if needed

Motion: Dennis Reagan, Second: Brian Gott (Discussion) Vote in Favor 7-0

- **Resolution to Adopt the 2019 Budget Form 4-Line 2 (attached):** The Director of Business and Technology recommends the Board approve the Resolution to grant the appropriate authority to Mr. Rob Ramey, Superintendent, to lower appropriation balances where needed to more accurately reflect necessary expenditures, July 1 through December 2018, on School Budget Form 4-Line 2 if needed

Motion: Dennis Reagan, Second: Melissa Smith (Discussion) Vote in Favor 7-0

- **CLAIMS**

- Approval of claims for the period of September 10, 2018, through October 8, 2018, as submitted

Motion: Phil Foster, Second: Brian Gott (Discussion) Vote in favor 7-0

- **MONTHLY FINANCIAL REPORTS**

- **OTHER**

- **PERSONNEL-** All employment recommendations are pending completed satisfactory criminal background history report.
 - **Granville Wells**
 - Dawn Williams – Employment Instructional Assistant (5 ¾ hours) effective October 8, 2018
 - Robin Lowe – Termination Custodian effective July 12, 2018

- **DONATIONS**

- Superintendent Ramey recommends the Board to approve the following:
 - Western Boone School received a \$400.00 donation to FFA Chapter from Farm Bureau
 - Western Boone School received a \$482.35 donation to Athletic Sport Sponsorship from Hendrickson
 - Western Boone School received a \$500.00 donation to Athletic Sport Sponsorship from Mike's 5 Star Truck Wash
 - Western Boone School received a \$2,500.00 donation to Athletic from Witham for new Gator
 - Western Boone School received a \$500.00 donation to Senior Class – Volunteering from John Kelley

Motion: Dennis Reagan, Second: Rick Davis (Discussion) Vote in Favor 7-0

- **ANNOUNCEMENTS**

- Western Boone High School – Band Concert October 10, 2018, 7:00 p.m.
- Fall Break – October 15, 2018, to October 19, 2018
- Western Boone Jr.-Sr. High School – Picture Re-takes October 12, 2018
- Granville Wells – Picture Re-takes October 26, 2018

- **ADJOURNMENT**

Motion: Rick Davis, Second: Dennis Reagan (Discussion) Vote in Favor 7-0

Western Boone Community Schools



Proposed Projects List

10/4/2018

* Estimates include an additional 5% for inflation for 2019 construction

Construction Costs

| | |
|---|--------------------|
| Swimming Pool Renovations | \$2,600,000 |
| Running Track Reconstruction - 6 lane | \$470,000 |
| WEBO Jr/Sr HS - 2nd Floor Ceiling Renovations | \$660,000 |
| WEBO Roof Replacement Area D (2 - 3 years) | \$30,000 |
| WEBO Roof Replacement Area N (2 - 3 years) | \$240,000 |
| <hr/> | |
| Total Construction Cost | \$4,000,000 |
| Soft Costs (Financing, Design Fees, Reimbursables, Contingencies, Cost of Issuance, Legal, Miscellaneous) - 25% | \$1,000,000 |
| TOTAL PROJECT COSTS | \$5,000,000 |
| Potential Alternate Bid - Increase Running Track to 8-Lanes | \$300,000 |

Swimming Pool Project Schedule for 2019 Construction

10/8/2018 - Board Meeting - Project Discussion, Authorize Pool Design to Begin

11/12/2018 - Board Meeting - Project Update & Financial Discussion

12/10/2018 - Board Meeting - 1028 Hearing

2/7/2019 - Complete Construction Documents - Advertise for Bids

3/1/2019 - Swimming Season Ends

3/7/2019 - Receive Bids

3/11/2019 - Board Meeting - Award Bids

3/18/2019 - Issue Notice to Proceed to Begin Construction

10/18/2019 - Substantial Completion (7 months construction)

11/4/2019 - Pool Open for School Use

2010-2018 ISTEP+ Percent Passing Rates

Red print denotes passing rate is lower than state passing percentage

* Denotes new College and Career Aligned ISTEP with Technology-Enhanced Items

| CORPORATION | 2010 | 2011 | 2012 | 2013 | 2014 | 2015* | 2016* | 2017 | 2018 | State Avg |
|-------------------|------|------|------|------|------|-------|-------|------|------|-----------|
| 3-8 LANGUAGE ARTS | 84.2 | 84.8 | 84.3 | 86.1 | 87 | 72.8 | 68.6 | 69 | 69.7 | 64.1 |
| 3-8 MATH | 86.5 | 86 | 87.5 | 90.6 | 92 | 66.2 | 61.9 | 62.1 | 66.9 | 58.3 |
| 3-8 PASSING BOTH | 78.2 | 79 | 79.4 | 82.2 | 84 | 59.7 | 54.6 | 54.5 | 58.4 | 50.7 |

| Grade 3 | | | | | | | | | | |
|------------------------|------|------|------|------|------|-------|-------|------|------|-----------|
| | 2010 | 2011 | 2012 | 2013 | 2014 | 2015* | 2016* | 2017 | 2018 | State Avg |
| District | | | | | | | | | | |
| Language Arts | 83 | 83 | 85 | 89 | 80 | 69.7 | 71.1 | 81.0 | 73.1 | 67.4 |
| Math | 80 | 82 | 80 | 83 | 86 | 55.5 | 68.6 | 73.9 | 71.3 | 59.3 |
| Passed Both | 74 | 75 | 75 | 80 | 75 | 52.1 | 60.8 | 67.6 | 63.0 | 53.1 |
| Granville Wells | | | | | | | | | | |
| Language Arts | 83 | 88 | 88 | 85 | 81 | 67.2 | 67.2 | 89.7 | 70.0 | 67.4 |
| Math | 80 | 90 | 77 | 81 | 84 | 50.0 | 56.7 | 85.3 | 64.0 | 59.3 |
| Passed Both | 74 | 84 | 76 | 76 | 74 | 43.8 | 50.7 | 79.4 | 54.0 | 53.1 |
| Thorntown | | | | | | | | | | |
| Language Arts | 83 | 77 | 82 | 93 | 80 | 72.7 | 77.4 | 73.0 | 75.9 | 67.4 |
| Math | 79 | 71 | 83 | 84 | 87 | 61.8 | 83.3 | 63.5 | 77.6 | 59.3 |
| Passed Both | 76 | 64 | 74 | 84 | 77 | 61.8 | 73.6 | 56.8 | 70.7 | 53.1 |

| Grade 4 | | | | | | | | | | |
|------------------------|------|------|------|------|------|-------|-------|------|------|-----------|
| | 2010 | 2011 | 2012 | 2013 | 2014 | 2015* | 2016* | 2017 | 2018 | State Avg |
| District | | | | | | | | | | |
| Language Arts | 87 | 87 | 88 | 84 | 92 | 71.4 | 62.7 | 74.0 | 73.5 | 63.8 |
| Math | 91 | 88 | 89 | 91 | 88 | 66.7 | 58.5 | 62.2 | 76.2 | 60.9 |
| Passed Both | 85 | 82 | 84 | 79 | 84 | 62.2 | 50.4 | 57.1 | 63.5 | 52.7 |
| Science | | | | | | 70.8 | 57.6 | 71.7 | 68.5 | 57.6 |
| Granville Wells | | | | | | | | | | |
| Language Arts | 89 | 88 | 91 | 88 | 90 | 70.4 | 59.4 | 70.4 | 79.5 | 63.8 |
| Math | 92 | 89 | 89 | 93 | 88 | 68.1 | 51.6 | 55.6 | 80.8 | 60.9 |
| Passed Both | 87 | 83 | 85 | 85 | 83 | 62.0 | 42.2 | 50.7 | 71.2 | 52.7 |
| Science | | | | | | 75.0 | 51.6 | 69.4 | 68.5 | 57.6 |
| Thorntown | | | | | | | | | | |
| Language Arts | 84 | 86 | 84 | 79 | 93 | 72.9 | 67.9 | 81.8 | 67.6 | 63.8 |
| Math | 89 | 86 | 89 | 88 | 89 | 64.6 | 66.7 | 70.9 | 71.6 | 60.9 |
| Passed Both | 81 | 82 | 82 | 74 | 85 | 62.5 | 60.4 | 65.5 | 59.5 | 52.7 |
| Science | | | | | | | 64.8 | 74.5 | 68.5 | 57.6 |

| Grade 5 | | | | | | | | | | |
|------------------------|------|------|------|------|------|---------|-------|------|------|-----------|
| | 2010 | 2011 | 2012 | 2013 | 2014 | 2015* | 2016* | 2017 | 2018 | State Avg |
| District | | | | | | | | | | |
| Language Arts | 69 | 85 | 86 | 87 | 85 | 77.4 | 68.9 | 62.4 | 70.7 | 60.4 |
| Math | 83 | 92 | 90 | 94 | 95 | 68.7 | 71.4 | 66.7 | 79.7 | 65.6 |
| Passed Both | 66 | 83 | 81 | 86 | 84 | 61.7 | 63.0 | 53.0 | 65.0 | 52.6 |
| Social Studies | | | | | | Opt Out | 68.9 | 57.8 | 70.7 | 56.0 |
| Granville Wells | | | | | | | | | | |
| Language Arts | 73 | 87 | 86 | 94 | 84 | 75.0 | 72.2 | 59.1 | 69.4 | 60.4 |
| Math | 87 | 93 | 95 | 97 | 97 | 66.1 | 73.6 | 77.0 | 72.6 | 65.6 |
| Passed Both | 71 | 86 | 82 | 94 | 84 | 58.9 | 65.3 | 35.0 | 61.3 | 52.6 |
| Social Studies | | | | | | N/A | 66.7 | 58.5 | 62.9 | 56.0 |
| Thorntown | | | | | | | | | | |
| Language Arts | 64 | 81 | 86 | 78 | 86 | 78.0 | 63.8 | 66.7 | 72.1 | 60.4 |
| Math | 79 | 92 | 84 | 89 | 92 | 66.0 | 68.1 | 52.9 | 86.9 | 65.6 |
| Passed Both | 60 | 80 | 79 | 76 | 83 | 64.4 | 59.6 | 52.9 | 68.9 | 52.6 |
| Social Studies | | | | | | N/A | 72.3 | 56.9 | 78.7 | 56.0 |

| Grade 6 | | | | | | | | | | |
|------------------------|------|------|------|------|------|-------|-------|------|------|-----------|
| | 2010 | 2011 | 2012 | 2013 | 2014 | 2015* | 2016* | 2017 | 2018 | State Avg |
| District | | | | | | | | | | |
| Language Arts | 84 | 76 | 86 | 90 | 90 | 62.1 | 68.5 | 74.0 | 68.5 | 65.2 |
| Math | 85 | 78 | 91 | 94 | 95 | 68.8 | 63.0 | 55.9 | 58.9 | 57.9 |
| Passed Both | 78 | 70 | 83 | 87 | 89 | 53.6 | 63.0 | 51.6 | 51.6 | 51.2 |
| Science | | | | | | 58.6 | 72.4 | 75.4 | 52.4 | 57.6 |
| Granville Wells | | | | | | | | | | |
| Language Arts | 87 | 75 | 89 | 90 | 92 | 67.6 | 69.2 | 76.3 | 69.0 | 65.2 |
| Math | 89 | 81 | 94 | 92 | 95 | 66.7 | 56.9 | 43.5 | 60.6 | 57.9 |
| Passed Both | 81 | 69 | 87 | 85 | 92 | 56.8 | 49.2 | 39.1 | 52.1 | 51.2 |
| Science | | | | | | 58.1 | 76.9 | 78.7 | 53.5 | 57.6 |
| Thorntown | | | | | | | | | | |
| Language Arts | 81 | 78 | 83 | 91 | 86 | 56.1 | 72.6 | 70.2 | 67.9 | 65.2 |
| Math | 82 | 74 | 88 | 96 | 93 | 71.2 | 69.4 | 68.1 | 56.6 | 57.9 |
| Passed Both | 74 | 72 | 79 | 89 | 84 | 50.0 | 56.5 | 63.8 | 50.9 | 51.2 |
| Science | | | | | | 67.7 | 67.7 | 70.2 | 50.9 | 57.6 |

| Western Boone Percent Passing ISTEP | | | | | | | | | | |
|-------------------------------------|------|------|------|------|------|-------|-------|------|------|-----------|
| | 2010 | 2011 | 2012 | 2013 | 2014 | 2015* | 2016* | 2017 | 2018 | State Avg |
| Grade 7 | | | | | | | | | | |
| Language Arts | 90 | 92 | 84 | 88 | 92 | 79.1 | 66.7 | 75.8 | 69.5 | 64.3 |
| Math | 91 | 87 | 87 | 94 | 98 | 71.0 | 48.7 | 65.3 | 58.8 | 50.3 |
| Passed Both | 83 | 81 | 80 | 86 | 91 | 69.9 | 45.6 | 60.5 | 54.2 | 45.3 |
| Social Studies | | | | | | 85.5 | 70.0 | 83.9 | 74.8 | 61.4 |
| Grade 8 | | | | | | | | | | |
| Language Arts | 85 | 86 | 78 | 79 | 85 | 79.1 | 70.7 | 47.7 | 62.3 | 63.8 |
| Math | 83 | 88 | 89 | 87 | 90 | 67.4 | 64.7 | 48.3 | 55.7 | 55.7 |
| Passed Both | 75 | 81 | 75 | 75 | 80 | 62.0 | 57.4 | 37.6 | 50.8 | 49.3 |
| Grade 10 ECA/ISTEP | | | | | | | | | | |
| English 10 | N/A | 80 | 85 | 87 | 88 | 81.4 | 65.9 | 71.7 | 61.6 | 58.9 |
| Math | N/A | 87.9 | 87.5 | 88 | 90 | 80.7 | 33.3 | 41.4 | 31.2 | 36.2 |
| Passed Both | N/A | 78 | 84 | 87 | 85.5 | 79.7 | 31.9 | 37.3 | 29.6 | 33.7 |
| Science | | | | | | | 64.3 | 59.1 | 66.4 | 52.1 |

**3-8 Percent Passing Percentage
Corporation Comparison
(Sorted by Percent Passing ELA and Math)**

| School Corporation Name | ELA Percent Pass | Math Percent Pass | Both Math and ELA Percent Pass |
|--------------------------------------|-----------------------------|------------------------------|---|
| Zionsville Community Schools | 85.7% | 79.4% | 74.7% |
| North West Hendricks Schools | 79.7% | 82.2% | 72.6% |
| South Montgomery Com Sch Corp | 77.9% | 75.6% | 68.5% |
| Mill Creek Community Sch Corp | 73.6% | 68.7% | 61.5% |
| Western Boone Co Com Sch Dist | 69.7% | 66.9% | 58.4% |
| Hamilton Heights School Corp | 71.8% | 61.8% | 56.2% |
| Lebanon Community School Corp | 66.6% | 66.1% | 56.0% |
| Rossville Con School District | 68.0% | 64.3% | 55.5% |
| North Putnam Community Schools | 69.9% | 61.6% | 55.4% |
| North Montgomery Com Sch Corp | 64.5% | 60.6% | 52.5% |
| Sheridan Community Schools | 64.9% | 61.9% | 52.5% |
| South Putnam Community Schools | 61.5% | 61.3% | 50.8% |
| Crawfordsville Community Schools | 52.8% | 49.0% | 39.3% |
| Clinton Central School Corporation | 64.4% | 57.4% | 49.1% |
| Clinton Prairie School Corporation | 58.0% | 60.0% | 47.0% |
| Community Schools of Frankfort | 46.8% | 45.5% | 34.0% |

Use of Alcohol on School Premises

BP-1375

The board prohibits the possession or consumption of alcoholic beverages on property owned or occupied by the school system. Individuals that violate this policy will be asked to leave the school property immediately and, if he or she fails to do so, law enforcement will be notified, and a report filed for criminal trespassing and any other charges deemed appropriate.

Date Adopted: 10/08/18

**MASTER CONTRACT
BETWEEN
THE BOARD OF TRUSTEES
OF THE
WESTERN BOONE COUNTY COMMUNITY SCHOOL CORPORATION**

**AND
THE WESTERN BOONE TEACHERS ASSOCIATION**

July 1, 2018 – June 30, 2019

THIS CONTRACT ENTERED INTO THIS 8th DAY OF OCTOBER 2018 BY AND BETWEEN THE BOARD OF SCHOOL TRUSTEES OF THE WESTERN BOONE COUNTY COMMUNITY SCHOOL CORPORATION, HEREINAFTER CALLED THE "BOARD", AND THE WESTERN BOONE TEACHERS ASSOCIATION, HEREINAFTER CALLED THE "ASSOCIATION".

ARTICLE I
RECOGNITION

The Board recognizes the Western Boone Teachers Association as the exclusive representative of CERTIFICATED school employees in the following bargaining unit:

All full-time CERTIFICATED employees as defined in Indiana's Collective Bargaining Law, IC 20-29-2-4, in the Western Boone County Community School Corporation except for:

- Superintendent;
- Director of Business and Technology
- Director of Curriculum
- Principals;
- Assistant Principals;
- Athletic Director;
- Coaches with Corporation-wide Responsibilities including:
 - Head Football Coach;
 - Head Basketball Coaches;
- Certificated employees holding positions for which no certification is required.

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ARTICLE II

DEFINITIONS

As used in this Contract:

1. "Board" means the Board of School Trustees of the Western Boone County Community School Corporation and any person(s) authorized to act for said body in dealing with its employees;
2. "School Corporation" means the Western Boone County Community School Corporation of the County of Boone of the State of Indiana;
3. "Certificated School Employees" and "teacher(s)" mean the certificated personnel employed by the Board in the bargaining unit as defined in Article I of this Contract;
4. "Association" means the school employee organization which has been certified or recognized as the exclusive representative of said certificated school employees, or the person or persons duly authorized to act on behalf of such representative;
5. The masculine gender shall include the feminine wherever required by the context in which a specific provision of this Contract is applied.

Legal Rights and Limitations

If any provisions of this Agreement or any applications of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

Article III

Salary System July 1, 2018-June 30, 2019

Part 1.

Salary

The compensation model bargained is the B.A.R.I.C. (Bargaining, Analyzing, Researching Information for Compensation) Program.

Under IC 20-28-9-1.5, a compensation model must use a combination of the following factors:

- Years of experience
- Possession of an additional content area degree or content hours beyond the requirements for employment.
- Evaluation results
- Assignment of instructional leadership roles
- Academic needs of students in the corporation

Salary Increase Factors:

This model maintains a salary schedule using:

1. Teacher evaluation for vertical movement, and
 2. Additional hour or degree attainment and possession in content area for horizontal movement.
- Per the Indiana Department of Education, the definition of “content area” is a subject or field of knowledge or expertise that appears on a license that reflects that the license holder has met necessary testing and/or preparation/training requirements. Under the licensing rules found at 511 IAC the term “content area” describes instructional areas (examples: math, language arts, science, etc), school services areas (examples: school counselor, school nurse, etc), and administrative areas (examples: building level administration, district level administrator: director of career and technical education, etc).

Teachers rated ineffective or improvement necessary (except those exempted per IC 20-28-9-1.5 (d)) are not placed on the new schedule and remain at their prior year’s salary; and eligible teachers are placed on the new schedule at their 2018-19 column/row. A teacher that returns to a rating of effective or highly effective after being rated ineffective or needs improvement in a prior year will not return to the salary schedule but will receive the same increase that other eligible teachers receive.

Under IC 20-28-9-1.5(c), the amount that would otherwise have been allocated for the salary increase of teachers rated ineffective or needs improvement shall be allocated for compensation to teachers rated effective or highly effective.

Movement on the salary schedule can occur for two (2) reasons. There is no diagonal movement. Movement can only occur to the right or down. Once a teacher reaches a column, the teacher will remain in that column until the teacher meets the requirements listed to move to another column to the right.

1. Movement down one (1) row (2.4%)
 - a. If the teacher is not eligible for a column change due to degree or hours attainment, the teacher will move down one (1) row in the column s/he is currently placed for being effective or highly effective.
2. Movement over to the right one (1) column (2.4% plus 1.18%)
 - a. If the teacher qualifies for column change for degree or hours attainment, and,
 - b. If the teacher is rated as effective or highly effective.

Eligibility Criteria: A Teacher must teach at least 120 days to be eligible for movement on salary system chart. A year of experience is defined as at least 120 contract days.

Substitute teachers that work more than 15 continuous days, will be placed on the salary system chart at the discretion of the Superintendent. IC 20-28-9-7(b)

Teachers with less than 120 days will move one performance step following two years of teaching (if total is more than 120 days) and highly effective or effective performance.

| Row | BS | BS + 15 | MS | MS + 15 |
|-----|-------|---------|-------|---------|
| A | 37271 | 38605 | 39987 | 41419 |
| B | 38165 | 39532 | 40947 | 42413 |
| C | 39081 | 40480 | 41930 | 43431 |
| D | 40019 | 41452 | 42936 | 44473 |
| E | 40980 | 42447 | 43966 | 45540 |
| F | 41963 | 43465 | 45022 | 46633 |
| G | 42970 | 44509 | 46102 | 47753 |
| H | 44002 | 45577 | 47209 | 48899 |
| I | 45058 | 46671 | 48342 | 50072 |
| J | 46139 | 47791 | 49502 | 51274 |
| K | 47246 | 48938 | 50690 | 52504 |
| L | 48380 | 50112 | 51906 | 53765 |
| M | 49541 | 51315 | 53152 | 55055 |
| N | 50730 | 52547 | 54428 | 56376 |
| O | 51948 | 53808 | 55734 | 57729 |
| P | 53195 | 55099 | 57072 | 59115 |
| Q | 54471 | 56421 | 58441 | 60533 |
| R | 55779 | 57776 | 59844 | 61986 |
| S | 57117 | 59162 | 61280 | 63474 |
| T | 58488 | 60582 | 62751 | 64997 |

Redistribution

Any teacher who receives a teacher evaluation rating of Ineffective or Needs Improvement shall not receive any increase in salary. The salary increase budgeted for the Ineffective and Needs Improvement teachers will be divided equally amongst the remaining teachers who are not rated needs improvement or ineffective as a one-time stipend.

Salary Range

The salary range for teachers hired at the beginning of 2018-19 is \$36,540 to \$63,727. The Superintendent has the discretion to set the new hire salary within this range, but the salary cannot exceed the salary of a veteran teacher with similar experience and education credentials.

Any salary increase is based on the following criteria: no more than 33.33% of the payment is based upon the teacher gaining additional year of degree or hours in the content area as defined in Article III and no less than 66.67% of the payment is based upon the teacher not receiving a rating of ineffective or needs improvement on the most recent evaluation.

B. Co-curricular Pay Schedule

Teachers accepting an assignment to co-curricular duties, as determined by the Board and provided herein, shall be paid in addition to their basic salary the amount(s) stipulated herein. The stipend includes pay for services rendered before school starts, during vacation periods, and after school closes according to the assignment of the Board. Where a number is listed for the number of positions, it was not bargained and is for informational purposes only.

| WEBO EXTRA CURRICULAR | | |
|------------------------------|--|----------------|
| ATHLETIC SUPERVISORS: | | 2018-19 |
| | Asst Sports Dir | 2358 |
| | Asst Sports Dir | 2358 |
| | JH / Youth Sports Director | 2175 |
| BASEBALL | | |
| | Varsity - High School (minimum of 2 positions) | 7367 |
| BASKETBALL - BOYS: | | |
| | Varsity Assts - High School (minimum of 3 positions) | 9452 |
| | 8th Gr Head | 2026 |
| | 7th Gr Head | 2026 |
| | 8th Gr Asst | 1323 |
| | 7th Gr Asst | 1323 |
| | 6th Gr Head | 1449 |
| | 6th Gr Asst | 1035 |
| | 5th Gr - Wells | Volunteer |
| | 5th Gr - Tlown | Volunteer |
| BASKETBALL - GIRLS: | | |
| | Varsity Assts - High School (minimum of 3 positions) | 9452 |
| | 8th Gr Head | 2026 |
| | 7th Gr Head | 2026 |
| | 8th Gr Asst | 1323 |
| | 7th Gr Asst | 1323 |
| | 6th Gr Head | 1449 |
| | 6th Gr Asst | 1035 |
| | 5th Gr - Wells | Volunteer |
| | 5th Gr - Tlown | Volunteer |
| CROSS COUNTRY: | | |
| | Varsity - High School (minimum of 2 positions) | 3792 |
| | Jr High Head Coach | 1243 |
| | Jr High Asst | 745 |
| FOOTBALL: | | |
| | Varsity Assts - High School (minimum of 5 positions) | 15584 |
| | 8th Head Coach | 1884 |
| | 7th Head Coach | 1884 |
| | 8th Asst | 1404 |
| | 7th Asst | 1404 |

| | | |
|--|--|-----------|
| GOLF: | | |
| *Asst Coach Stipend Criteria: minimum of 10 golfers per team | Varsity - High School Boys | 2369 |
| | *Varsity - High School Boys Asst | 1421 |
| | Varsity - High School Girls | 2369 |
| | *Varsity - High School Girls Asst | 1421 |
| | Coed Jr High | 1119 |
| | *Coed Jr High Asst | 671 |
| SOCCER: | | |
| | Varsity - High School Boys (minimum of 2 positions) | 5166 |
| | Varsity - High School Girls (minimum of 2 positions) | 5166 |
| | Jr Hi - Boys | 1275 |
| | Jr Hi - Girls | 1275 |
| SOFTBALL: | | |
| | Varsity - High School (minimum of 2 positions) | 7367 |
| SWIMMING: | | |
| | Varsity - High School Boys (minimum of 2 positions) | 3596 |
| | Varsity - High School Girls (minimum of 2 positions) | 3596 |
| | Jr Hi Head Coach | 1616 |
| | Jr Hi Asst | 1067 |
| | Aquatics Director | 2175 |
| TENNIS: | | |
| | Varsity - High School Boys (minimum of 2 positions) | 3797 |
| | Varsity - High School Girls (minimum of 2 positions) | 3797 |
| | Jr Hi - Boys | 949 |
| | Jr Hi - Girls | 949 |
| TRACK: | | |
| | Varsity - High School (minimum of 4 positions) | 9276 |
| | Jr Hi - Boys | 1363 |
| | Jr Hi - Boys Asst | 1022 |
| | Jr Hi - Girls | 1363 |
| | Jr Hi - Girls Asst | 1022 |
| VOLLEYBALL: | | |
| | Varsity - High School (minimum of 3 positions) | 8825 |
| | 8th Gr Head | 1702 |
| | 7th Gr Head | 1702 |
| | 8th Gr Asst | 1068 |
| | 7th Gr Asst | 1068 |
| | 6th Gr Head | 1242 |
| | 6th Gr Asst | 828 |
| | 5th Gr - Wells | Volunteer |
| | 5th Gr - Ttown | Volunteer |
| WRESTLING: | | |
| | Varsity - High School (minimum of 2 positions) | 5491 |
| | Jr Hi Head | 1725 |
| | Jr Hi Asst | 1178 |
| WEIGHT PROGRAM: | | |
| | Summer Weight Program | 2455 |

| | | |
|-------------------------|----------------------------------|-----------|
| Fall Play - Director | | 1127 |
| Fall Play - Asst | | 518 |
| Spring Musical Director | | 1553 |
| Spring Musical - Asst | | 725 |
| Yearbook | | |
| Class Sponsor 12 | | 861 |
| Class Sponsor 12 | | 861 |
| Class Sponsor 11 | | 1104 |
| Class Sponsor 11 | | 1104 |
| Class Sponsor 10 | | 389 |
| Class Sponsor 9 | | 389 |
| Class Sponsor 8 | | 389 |
| Class Sponsor 7 | | 389 |
| Dept Coordinator | | |
| | English | 1242 |
| | Fine Arts (Band Choir, Art) | 989 |
| | Foreign Language | 989 |
| | Guidance | 989 |
| | Math | 1242 |
| | Physical Education | 989 |
| | Science | 989 |
| | Social Studies | 989 |
| | Special Education | 989 |
| | Vocational (Ag, Bus, FACS, Tech) | 989 |
| Music: | | |
| | Auditorium Manager | 1129 |
| | Summer Band Assistants | 1035 |
| | Band Director (School Year) | 2540 |
| | Choir Director (School Year) | 2540 |
| Other: | | |
| | Pep Club | 576 |
| | Cheerleader Sponsor - Varsity | 2108 |
| | Cheerleader Sponsor - JV | 1558 |
| | Cheerleader Sponsor - 8th Gr | 1069 |
| | Cheerleader Sponsor - 7th Gr | 1069 |
| | Cheerleader Sponsor - G Wells | Volunteer |
| | Cheerleader Sponsor - Ttown | Volunteer |

| | | |
|-----------------------------------|-------------------------------------|-----------|
| Club Sponsors: | | |
| | Art | 576 |
| | Dance - HS | 1559 |
| | Dance - Jr HI or Asst | 725 |
| | Ecology | 576 |
| | FFA | 576 |
| | FCCLA - (FACS) | 576 |
| | FCA | 576 |
| | Honor Society - High School | 576 |
| | Honor Society - JH | 576 |
| | Key Club | 576 |
| | Foreign Interest Club | 576 |
| | Peer Tutoring | Volunteer |
| | Spell Bowl | Volunteer |
| | Student Council - High School | 576 |
| | Student Council - Jr Hi | 576 |
| | Sunshine Society | 576 |
| | Gamers Guild | 576 |
| | JH Art Club | 576 |
| | JH FCA | 576 |
| | AMP (mentor program) | 793 |
| | AMP (mentor program) | 793 |
| | Academic Team Sponsor - High School | 576 |
| | Academic Team Sponsor - High School | 576 |
| | Academic Team Sponsor - JH | 576 |
| | Academic Team Sponsor - JH | 576 |
| | Radio TV Production Sponsor | 2513 |
| Thorntown Elementary | | |
| Clubs: | Club - Math Bowl | 441 |
| | Club - Spell Bowl | 441 |
| | Club - Student Council | 441 |
| | Club - Yearbook | 441 |
| Other: | RTI - (3 positions) | 543 |
| | Dyslexia Specialist (2 positions) | 543 |
| Granville Wells Elementary | | |
| Clubs: | Club - Spell Bowl | 441 |
| | Club - Math Bowl | 441 |
| | Club - Student Council | 441 |
| | Club - Yearbook | 441 |
| Other: | RTI - (3 positions) | 543 |
| | Dyslexia Specialist (2 positions) | 543 |

Supplemental 5% Payment Schedule

- 1. Varsity head coach receives an additional 5% of their coaching ECA stipend if during such year, the Varsity team wins its conference championship.**
- 2. Varsity head coach receives an additional 5% if, during such year, the Varsity team wins a Sectional Championship and advances to the Regional and an additional 5% each for an appearance in the IHSAA Semi-State and the State Championship game.**
- 3. Varsity coach receives an additional 20% if, during such year, the Varsity team wins the IHSAA State Championship.**

Summer Instructional Classes for Credit Teacher's Hourly Rate of Pay
Summer Elementary Classes Teacher's Hourly Rate of Pay
Summer Band Director Teacher's Hourly Rate of Pay
Homebound Teacher \$25/hr.

A. Retirement Benefits

Accumulated Sick Days

The Western Boone County Community School Corporation shall provide a severance benefit upon retirement of \$90 per day of actual unused accumulated sick leave up to a maximum of 120 days contingent upon the following eligibility criteria:

1. A teacher must be eligible to receive pension benefits from the Indiana State Teachers' Retirement Fund;
2. A teacher must have completed ten (10) years of creditable employment with WBOCCSC immediately preceding the retirement date
3. A teacher must provide on or before January 31st of the year of retirement written notice to the Superintendent of his/her intention to sever employment and the date thereof. In the event an eligible teacher fails to give the aforementioned required notice, the severance payment will be delayed one (1) year;
4. Should any eligible employee who has given such notice or is otherwise retirement eligible die prior to receiving this severance benefit, this benefit shall be paid to the employee's designated beneficiary or estate; and
5. The severance payment shall be made in one lump sum payment into the employee's 403(b) account on the first scheduled employer payroll date immediately after the employee's last work day.

Retirement Health Insurance Benefits

1. The Board will pay the amount of the Board's contribution of a single health insurance plan, reduced by the amount of any Section 457 Plan distribution described in paragraph 3 below, toward the school's group health insurance premiums for retiree who are eligible for retirement benefits under Article III, Section C, 4 a and b and participate in the group health insurance plan. The coverage for the retired employee shall terminate upon the earliest of the following:
 - a. When the retired employee becomes eligible for Medicare coverage as prescribed by 42 U.S.C. 1395 et seq. (except to the extent that continuing coverage is required under Medicare relating to end stage renal disease).
 - b. When the retired employee fails to make timely payment of premiums for the coverage.
 - c. When the corporation terminates the health insurance program from the date of their early retirement until such time as the retiree becomes eligible for Medicare Medicaid or age 65, whichever is sooner, and in no event to exceed a maximum of 10 years.
2. A Section 457 Plan shall be established by the Board for eligible employees. The Board shall contribute each year to the Section 457 Plan in the name of each eligible employee an amount which is equal to one-half percent (1/2%) of such employee's base salary for

the school year 2003-04. To the extent permitted by law, an eligible employee will be permitted to make contributions to the Section 457 Plan.

3. The contributions by the Board into the Section 457 Plan for an eligible retiree (4, a and b) and interest of such contributions shall be distributed and used exclusively to pay the Board's portion on the retiree's group health insurance premiums provided for in this Section for those retirees who participate and remain in the group health insurance. A retiree who leaves the group health insurance plan may use the funds in his or her Section 457 Plan account for any purpose authorized by the Plan.
4. In accordance with Indiana Code 5-10-8-2.6, the Corporation shall provide a group health insurance program to each retired employee:
 - a. Who will have reached fifty-five (55) years of age on or before the employee's retirement date but who will not be eligible on that date for Medicare coverage as prescribed by 42 U.S.C. 1395 et seq.;
 - b. Who will have completed ten (10) years of creditable employment with WBCSC immediately preceding the retirement date;
 - c. Remits the full, total premium minus the Board's single plan contribution at the time of retirement to the WBCSC business office prior to the due date each month.

D. Mileage

Reimbursement for authorized travel shall be at the current allowable IRS rate as of December 31 of the preceding year per approved mile.

E. Salary Adjustment

Teachers expecting changes in salary lane classification must notify the office of the Superintendent in writing including transcripts, not later than the first teacher work day of the school year. A content area is a subject or field of knowledge or expertise that appears on a license that reflects that the license holder has met necessary testing and/or preparation/training requirements. Under the licensing rules found at 511 IAC the term "content area" describes instructional areas (examples: math, language arts, science, etc), school services areas (examples: school counselor, school nurse, etc), and administrative areas (examples: building level administration, district level administrator: director of career and technical education, etc).

F. Indiana State Teachers Retirement Fund

Beginning effective not later than January 1, 1991, the amounts contained in (1) the salary schedule herein contained in Article III, Paragraph A, (2) the Co-curricular pay schedule herein contained in Article III, Paragraph B, (3) the leave incentive herein contained in Article V, Section K, and (4) to the extent allowed by law, the additional retirement pay herein contained in Article III, Paragraph C include three percent (3.00%) of said amounts to be paid directly to the Indiana State Teachers Retirement fund by the Board on behalf of each affected teacher for payment of the teacher's share of such retirement contribution. Thus, the individual teacher's contract for each affected teacher shall be written for the amount of compensation payable which is less the said three percent (3.00%).

G. Criminal Background Check

The school corporation agrees to pay for the state required background check once every five (5) years for all certified staff. New hires will be responsible for initial background check.

ARTICLE IV

I Hours

1. In the event that the Board requires a teacher to work more than the days specified under a regular or temporary contract, the Board shall compensate such teacher at his per diem salary rate for each day in excess of the days specified under a regular or temporary contract, with the understanding that this provision does not apply to time required to perform designated additional services for which additional pay is received.
2. Secondary preparation periods shall be equal to one (1) class period. Teachers who agree to teach during their preparation period shall receive an amount equal to one (1) class period (1/7 of a 7 period day) of their daily rate.

ARTICLE V

Salary and Wage Related Fringe Benefits

A. MEDICAL/HOSPITALIZATION INSURANCE

The Board will pay toward the cost of a twelve (12) month hospital, surgical, and medical care type insurance for each full-time teacher employed under regular contract and enrolled in the school corporation's group medical insurance plan. The amounts specified below will be paid to such insurance company or companies as is determined and selected by the Board, with the teacher not paying less than one dollar (\$1.00) per year.

Board payment per teacher:

Sept 2018
Employee Single Coverage: \$6,852
Employee Family Coverage \$10,550

Teachers who choose to enroll in the school corporation's group medical insurance plan must notify the office of the Superintendent in writing, *not later than August 31 of their desire to participate in said insurance plan, provided however, that persons employed after said notification dates shall have the opportunity to participate in the insurance plan.*

B. TERM LIFE INSURANCE

The Board will pay toward the cost of group term life insurance in the amount of \$50,000 coverage for each full-time teacher employed under regular contract and enrolled in the school corporation's group term life insurance plan. The cost of the applicable premium will be paid by the Board to such insurance company as is determined and selected by the Board, with the teacher paying no more than one dollar (\$1.00) per year.

Subject to stipulations of and approval of the insurance carrier, a teacher who retires from teaching from this school corporation will be allowed to remain on the school corporation's group term life plan at the sole cost to the teacher until the age of 65.

C. LONG TERM DISABILITY

All bargaining unit members shall participate in the long-term disability plan offered by the Board of Education through the Wabash Valley/West Central Indiana School Trust (WVWCI). The plan document established by the vendor shall provide details of the coverage. The Board of Education will contribute an amount equal to the cost of the premium except for one dollar (\$1.00) to be paid annually by the certified teacher.

D. LEAVE DAYS

1. Each full-time teacher employed under regular contract shall be entitled to an annual allotment of thirteen (13) leave days. Such allotment shall be credited the first day of each school year and unused days shall be accumulated as sick leave to a total of one hundred eighty-two and one half (182.5) days. The teacher's accumulated sick days may be used following use of 13 days and a doctor's note with approval by Superintendent.

Certificated staff with an accumulation of 182.5 days of accumulated sick leave shall be compensated at the end of each school year at the rate of the current daily certified

substitute pay per each unused day above the 182.5 day accumulation. Such payments shall be made in July of each year. This money shall be placed in the teacher's 403(b).

If school corporation revenue in the General Fund exceeds expenditures in the calendar year by an amount between \$6,000 and \$24,000, then the amount of that excess (minus compensation pay), not to exceed \$18,000, shall be made available to fund a buyback of unused accumulated sick leave days on the following terms:

Teachers shall have the option of selling up to ten (10) days, per round, of unused accumulated sick leave back to the school corporation at the daily rate of pay for a certified substitute teacher. This option will be offered to teachers in accordance with their seniority (total years of continuous service at Western Boone) in the school corporation, with the teacher with the most seniority having priority to exercise the option, and it shall be available only to the extent of the total amount of money available as set forth above. Payment for these days shall be deposited in the individual teacher's 403(b) plan, and upon payment those sick leave days shall no longer be available to the selling teacher. Said days must have been earned while the teacher has been employed in the school corporation. To participate in the program a teacher must maintain at all times a minimum balance of one hundred (100) days of accumulated sick leave. This method shall continue in successive rounds until the available money remaining less than daily rate of pay for a certified substitute teacher. If more money is available to the school corporation than is needed to fund the buy-backs exercised under this program, the school corporation may retain such money in its General Fund.

2. A teacher employed under regular contract for only a portion of the school year shall be entitled to a proportional number of days (beginning the day they return to full-time status), and unused days shall be accumulative as specified herein.
3. Teachers shall be permitted to take one-half (1/2) day of paid leave which shall be recorded as one-half (1/2) day of paid leave.
4. Certificated staff may, in any academic year, utilize up to five (5) accumulated sick days for emergency family illness or injury (providing a written doctor's note). The staff member must first use all 13 leave days and submit the request to the superintendent. These five days may be used for the medical emergency of only a spouse, children, mother, father, mother-in-law or father-in-law.

E. TEMPORARY DISABILITY LEAVE

A temporary disability leave of absence shall be granted to teachers of this school corporation on the following basis:

1. Application of Provisions

- a. This provision shall apply to leave in all cases where a teacher is unable to teach because of a disability substantial in nature or duration, including major surgery, pregnancy, childbirth, illness, or injury.
- b. In case of a temporary disability cause by pregnancy, said teacher is entitled to a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child, provided said teacher submits with the timely notice, as provided herein, a physician's statement certifying her pregnancy, or a copy of the birth certificate of the newborn, whichever is applicable. If said teacher elects to utilize her personal illness leave under the provision of Paragraph 3 (b) herein, and said leave is exhausted during her temporary disability caused by pregnancy, said teacher may be absent without pay, subject to all other provisions contained herein.

2. Notification

After determination that such leave is imminent, the teacher shall give timely notice to the office of the Superintendent, in writing, of the anticipated date he wishes to commence said leave of absence and anticipated date of return.

3. General Provisions Covering Said Leaves are as follows:

- a. If said teacher desires to continue his duty assignments prior to the commencement of said leave, such notice must include a written statement from his physician, attesting to the teacher's ability to continue performing the full schedule of the duties and responsibilities of his position and assignments. The teacher will be permitted to continue on full active duty until such date, provided he does perform the full duties and responsibilities of his position and assignments and provides, from time to time, upon request of the Board, additional certification from his physician of his ability to continue performing the schedule of the duties and responsibilities of his position and assignments;
- b. Said teacher may elect to utilize his accumulated leave during his period of temporary physical disability, provided a physician's statement and certification of physician disability is submitted to the office of the Superintendent for any said temporary disability absence of more than ten (10) consecutive days. While on said leave, days will be paid only for the number of assigned duty days the teacher is absent which occur during the current contract term, for which a physician certifies said teacher to be physically disabled, limited to the extent of the number of days accumulated by the teacher at the time said leave commences;

- c. In all cases, the Board reserves the right to require an examination by a Board-appointed physician(s) to determine the teacher's fitness (1) to continue performing the full schedule of the duties and responsibilities of his position and assignments, and/or (2) to return to employment and resume the full performance of the duties and responsibilities to which he may be assigned. The Board shall bear the cost of such examination;
- d. If said leave extends beyond the first day of May of any year, the granting of said leave by the Board shall not prevent the Board from serving notice to said teacher on or before May 1st that said teacher's contract will not be renewed, nor will the granting of said leave prevent the Board from invoking, initiating, and utilizing the procedures established by law for the cancellation of any indefinite contract with a permanent teacher;
- e. Except for a temporary disability caused by pregnancy as is provided in Paragraph 1 (b) herein, no leave under this provision shall be granted for a period exceeding one (1) year.

F. STAFF DEVELOPMENT LEAVE

Teachers may be granted leave with pay for the purpose of visiting other schools or attending meetings or conferences of an educational nature.

G. JURY DUTY LEAVE

When requested, a teacher may serve on jury duty. The Board shall pay the teacher his full salary provided that such teacher agrees to return to the Board all pay received for serving on such jury.

II. BEREAVEMENT LEAVE

- 1. In the case of death in the immediate family of a regularly employed teacher, the teacher is entitled to be absent without loss of compensation. The number of days provided shall be five (5) days within a seven (7) calendar day period beginning with the day of death or the day following such death at the employee's option. Scheduled vacation days shall not extend bereavement leave. The purpose of such leave is for attendance at last rites and attending to other personal matters of the immediate family, provided, however, that said teacher is performing duties as assigned by the Board under a valid teachers' contract.
- 2. This provision shall not be construed to mean five (5) consecutive calendar days for each member of the immediate family if two (2) or more deaths arise immediately out of the same occurrence. If more than one (1) death in the immediate family should occur, five (5) full consecutive calendar days shall be granted for each, limited only by the immediate death provision specified above.
- 3. In the case of death of other family members and or close friends, the teacher is entitled to be absent without loss of compensation for one (1) day, limited, however, to a total of only two (2) days for such use in any one (1) year.
- 4. "Immediate family" shall be interpreted as spouse, children, sister, brother, mother, father, mother-in-law, father-in-law, grandparents, grandchildren, son-in-law,

daughter-in-law, sister-in-law, brother-in-law, step children, or any other member of the family unit living in the same household no matter what degree of relationship.

I.. LEAVE OF ABSENCE WITH INSURANCE BENEFITS

1. If allowed by the insurance carrier, a full-time teacher on leave of absence may choose to continue in this school corporation's group insurance program(s) provided the teacher remits the full, total premium to the school corporation's business office prior to the due date each month.

J. NON-USE OF LEAVE

During the school year, a teacher who uses:

1. Zero (0) days of his/her leave days shall receive \$1,000; or
2. One-half (1/2) day, but not more than two (2) days, of his/her leave days shall receive \$500; or
3. Three (3) days, but not more than four (4) days, of his/her leave days shall receive \$250.

Such additional pay for which a teacher qualifies shall be paid not later than July 31 after the close of the school year.

K. SICK LEAVE BANK

A voluntary sick leave bank shall be established whereby a certificated school employee, as defined herein in Article I, who is absent from assigned duties due to personal illness (defined as catastrophic illness/injury as used here means an illness or injury of long duration or an illness that results in frequent recurrence of the same symptoms as distinguished from acute or short-term illness) and who has utilized all other paid leave benefits of whatever nature may petition a committee, as established below, for allowance of additional paid sick leave days from the bank under the following conditions:

1. A teacher in his or her first year of employment in this School Corporation shall have fifteen (15) days from the date of initial duty assignment, or until September 15th of the school year of hire, whichever is later, to enroll in the bank by contributing one (1) leave day to the bank.

Later enrollment in the sick leave bank by teachers not enrolling in their first year of eligibility shall be available only when the committee opens the bank for new enrollment and/or accumulation of additional bank days needed to support the program.

2. To remain enrolled in the bank and be eligible for benefits hereunder, the teacher must also agree to contribute additional leave days when and in amounts determined by the committee to be needed to support the then anticipated needs of the program.
3. A teacher enrolled in the bank may be found by the committee to be eligible for and granted days from the bank under the following conditions:

- a. The teacher must have utilized and exhausted all paid leave benefits of whatever nature.
 - b. Written certification will be provided from said teacher's physician substantiating the illness and certifying that the absence will continue during a period of at least ten (10) consecutive days following the utilization and exhaustion of all said paid leave benefits as provided herein;
 - c. Written application must be made no later than ten (10) days after exhaustion of said paid leave benefits; and
 - d. The teacher must have been absent for at least ten (10) consecutive duty days after exhaustion of said paid leave benefits.
4. A three (3) member sick leave bank committee shall be established to administer the bank, including the determination of whether additional days are needed in the bank, the eligibility for participation, and to process and consider requests for benefits hereunder. The committee shall be composed of two (2) persons appointed by the Association and one (1) person appointed by the Superintendent.
5. Days allotted by the committee to an individual teacher shall be available for use beginning with the fifth (5th) consecutive day of absence after exhaustion of the teacher's paid leave benefits, and subject to the proviso that any allotment to an individual teacher may not exceed 60 school days.
6. Any days granted by the committee to an individual teacher shall terminate effective the earliest date as hereinafter provided:
- a. The day after the last day of employment for the school year during which sick leave bank days were allowed, or
 - b. The day after the last day of allotted number of days granted by the committee, or
- Except for continuing but intermittent periods of absence allowed by the committee under sub-paragraph 3(e), the first day of return to active duty subsequent to the granting of days by the committee.

L. IRS SECTION 125

A teacher may participate in this School Corporation's flexible benefits plan, with all user fees paid by the participating teacher(s). Such plan shall be solely determined and adopted by the Board under the provisions of Section 125 of the Internal Revenue Service Code. The plan will provide for the following benefits, through salary reduction agreements: The employee share of group insurance premiums; medical care reimbursement accounts; dependent care assistance accounts; and other benefits provided through the plan.

M. 403 B

A 403 B plan shall be established for all certificated employees beginning with the 1996-97 school year. Each teacher shall have contributed to a 403 B plan in their name an amount as

per this section. Teachers shall have the right to match the board's contribution or to invest more up to the amount allowed by law. Contribution amount:

| <u>Service in Western Boone School Corp.</u> | <u>2018</u> |
|--|-------------|
| 0-5 | \$900 |
| 6-10 | \$950 |
| 11+ | \$1000 |

Carrier to be determined by the board after discussion with the Association.

Beginning in January 1999, each certified employee, regardless of years of experience in the Western Boone Community Schools, who is forty-five (45) years old shall receive additional 403-B contributions as specified in the information below. These employees must match the Board's contribution on a one to two (1 to 2) or fifty percent (50%) of the Board's contribution in order to receive this benefit. Certified employees who have notified the school corporation of retirement at the end of the 1998-99 school year shall not be eligible for the additional 403-B contributions listed below.

For the purposes of this article the age shall be determined as of July 1 of each year with the base year being July 1, 1998. Therefore, a teacher who was age 45 as of July 1, 1998 would be considered age 45 for this section.

A certified employee who is 45 at the time of this agreement will receive an additional \$600 each year of 403-B benefits until they discontinue employment with Western Boone and/or retire. This amount will not change unless negotiated by the Board and Association. A certified employee who is 46 as defined above will receive \$700 with the same restrictions as listed above. A certified employee at 47, \$800; 48, \$900; 49 and above will receive \$1,000. These benefits will begin January 1, 1999 and will be based on a calendar year.

Certified employees of 44 (in the base year) and under as defined above will not be eligible for this benefit.

N. FMLA

During the time an employee is on leave under the Family Medical Leave Act (12 weeks), the premiums paid by the Corporation for Life and Long-Term Disability shall continue. Teachers must submit a doctor's note stating the illness and length to be absent from work. In order to be paid, teacher must first use current personal days and then may use accumulated days per doctor's note stating length of medical leave.

ARTICLE VI

Grievance Procedure

This Grievance Procedure, hereinafter referred to as "Procedure", stipulates the conditions under which and the procedures by which grievances alleged by certain certificated school employees as defined in the Contract shall be processed. If any grievances arise, there shall be no stoppage or suspension of work because of such grievances, but such grievances shall be submitted to the following grievance procedures.

I. Definitions

As used in the Procedure:

1. "grievance" means, and shall be limited to, an alleged violation of an express article or section of this written Contract, except where such article or section is exempt from this Procedure;
2. "superintendent" means the chief administrative officer of the school corporation, or any person(s) designated by him to act in his behalf in dealing with school employees;
3. "grievant" means the certificated school employee directly affected by the alleged violation making the claim;
4. "days" means school days during the school year, provided, however, that "days" means week days during the summer recess (excluding Saturday and Sunday).

II. Structure

1. Nothing herein contained shall be construed as limiting the right of any certificated school employee having a grievance to proceed independently of this Procedure, provided, however, utilization of any such independent procedure shall bar subsequent use of this Procedure for settlement of said grievance.
2. The grievant may be represented by any person(s) of his own choosing at all levels of the Procedure, limited however, to a total of two (2) representatives.
3. There shall be no additional evidence, material, allegation, or remedy submitted to the grievant or his representative during the grievance process, once a formal grievance has been filed at Formal Level One.

III. Procedure

The number of days indicated at each level should be considered as maximum. The time limits specified may, however, be extended by mutual written agreement of the grievant and the Board.

A. Informal Grievance

Within seven (7) days of the time the grievant first knew or should have known of the act or condition upon which it is based, the grievant must present the grievance to his/her principal or immediate supervisor or his/her designee by meeting with him/her individually in an informal manner during non-

teacher hours. The grievant may be accompanied by a representative as provided herein, provided his/her principal or immediate supervisor is informed in advance of the grievant's desire to have a representative present. Failure to so meet and discuss said alleged grievance as provided herein shall prevent the grievant from filing said alleged grievance at any formal grievance level (s). Within seven (7) days after presentation of the grievance, the principal or immediate supervisor or his/her designee shall give his/her answer orally to the grievant.

B. Formal Grievance

1. Level One

- a. Within five (5) days of the oral answer, or within twelve (12) days after presentation of the grievance at the Informal Level if no oral answer has been rendered, if the grievance is not resolved, it must be filed with the principal or immediate supervisor or his designee in writing, signed by the grievant, on the appropriate form provided by the Board. The written grievance shall name the certificated school employee involved, shall state the facts giving rise to the grievance, shall identify by specific reference all express articles or sections of this Contract alleged to be violated, shall state the contention of the grievant with respect to the provision(s) of said articles or section, and shall indicate the specific relief requested.
- b. Within seven (7) days after receiving the written grievance the principal or supervisor or his designee shall communicate his answer in writing to the grievant.

2. Level Two

- a. In the event that the grievance is not resolved at Level One, or if no written decision has been rendered within the time limit provided, the grievant may appeal the decision to Level Two provided said appeal is filed with the Superintendent within ten (10) days of the receipt of the written answer at Level One or within seventeen (17) days after presentation of the grievance at Level One if no written answer has been rendered. The appeal shall include a copy of all materials and evidence previously submitted and a copy, at the same time, shall be given to the principal or supervisor or designee involved.
- b. The grievant shall submit the written claim, signed by him, to the Superintendent of Schools. Within ten (10) days from the receipt of the grievance, the Superintendent shall render a written decision to the grievant as to the resolution of the grievance. The Superintendent may hold a formal hearing(s) prior to the rendering of the written decision, and an additional fourteen (14) days beyond the ten (10) days shall be allowed if the Superintendent determines further investigation is necessary.

3. Level Three

In the event the grievance is not resolved at Level Two, or if no written decision has been rendered within the time limit provided, the grievant may submit the grievance to the Board provided the grievant files said written appeal with the Board within seven (7) days of the receipt of the Superintendent's written answer, or, if no written decision has been rendered by the Superintendent either within seventeen (17) days or within thirty-one (31) days after presentation of the grievance at Level Two, whichever is applicable. Upon receipt of said appeal, the Board shall consider and finally rule on the disposition of the grievance.

4. Miscellaneous Provisions

1. Decisions rendered at Formal Level One, Level Two, and Level Three of this Procedure shall be in writing.
2. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the grievant.
3. All necessary forms for grievance procedures set forth in this Procedure shall be provided by the Board.
4. Failure at any level of this Procedure to render the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next level, unless said time limits be extended by mutual written consent of both parties. However, the grievance must be appealed by the grievant to the next level within the specified time limit for that level or said grievance shall be deemed resolved by the Board's answer at the previous level and abandoned.
5. Any hearing at the Informal Level and at Formal Level One, Level Two, and Level Three shall be held during non-teaching hours unless otherwise directed by the Board.
6. No certificated school employee shall use this Procedure to appeal any decision by the Board or administration for which there is another remedial procedure or forum established by law or by regulation having the force of law.
7. No certificated school employee shall use this Procedure to appeal any decision by the Board or administration if such decision is applicable to a State or Federal Regulatory Commission or Agency.
8. Certificated school employees shall follow all written and verbal directives, even if such directives are allegedly in conflict with this Contract. Compliance with such directives will not in any way prejudice the certificated school employee's right to file a grievance within the time limits herein, nor shall compliance affect the ultimate resolution of the grievance.
9. This procedure supersedes and cancels all previous grievance policies or procedures, verbal or written or based on alleged past practices or procedures, and constitutes the entire procedure for the processing of grievances.

ARTICLE VII

Term and General Provisions

MASTERS LEVEL

Beginning January 1, 2014, only a licensed Masters Degree (M.S.) in the content area (as defined in Article III) will move a teacher to the Masters level on the Salary System. Courses must be graduate level in the content area for M.S. degree and M.S.+15. To earn MS +15, all courses must be taken after MS is reached.

STIPENDS

A. Continuing Education Stipend

1. Dual Credit Stipend - A teacher pursuing course work toward earning a Masters Degree in their content area may receive a stipend from Wbccsc. Wbccsc will pay a \$500 per credit hour between July 1, 2018 and June 30, 2019. Prior approval of the building Principal and Superintendent is required. The stipend will be paid upon Wbccsc receiving an official college credit verifying the credits were earned. If a teacher leaves Wbccsc within the time frames stated below after earning his/her Masters Degree to teach at another school, the teacher is responsible for reimbursement of the following.

- 1 year – 75% of the total amount received from Wbccsc
- 2 years – 50% of the total amount received from Wbccsc
- 3 years – 25% of the total amount received from Wbccsc
- 4 years or longer – Reimbursement is not required

B. Daycare

1. Beginning January 1, 2018, the district will pay a monthly single stipend per employee of \$100 toward the cost of daycare from August – May for dependents of certificated employees between birth and age 3 or until the child is eligible to enroll in pre-kindergarten. The following will need to be provided by the employee in order to receive payment:

- Tax record or divorce settlement showing the child's care is the certificated employees' responsibility.
- A copy of monthly billing statement from the state licensed daycare provider.

C. Pre-Kindergarten

1. Beginning January 1, 2018, the district will waive the tuition costs associated with pre-kindergarten program at Thorntown Elementary School and Granville Wells Elementary School for certificated staff members. Students must meet eligibility requirements established by the district to enroll in the program.


CONTRACT EXECUTION

This Contract is made and entered into at Thomtown, Indiana, on this 8th day of October 2018, by and between the Board of School Trustees of the Western Boone County Community School Corporation, County of Boone, State of Indiana, party of the first part, heretofore referred to as the "Board", and the Western Boone Teachers Association, party of the second part, heretofore referred to as the "Association".


This Contract is so attested to by the parties whose signatures appear below:

Board of School Trustees of the Western Boone
County Community School Corporation

Western Boone Teachers Association



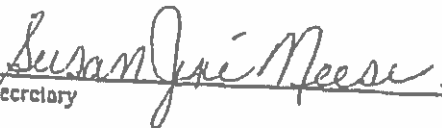
President



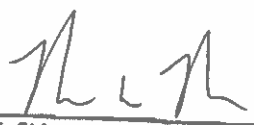
President




Secretary



Secretary



Chief Negotiator



Chief Negotiator



Western Boone County Community School Corporation
1201 North State Road 75
Thorntown, IN 46071
765 482 6333 o
765 482 0890 f
www.wbooschools.org

Salvage List

Salvage-10082018

- 3 iMacs ~2008 model
- 2 Macbooks ~2008 model
- 2 Dell Optiplex 760s
- 2 Dell Optiplex 755s
- 1 Dell Optiplex 780
- 2 Firebird Monitors
- 1 Dell 17" Monitor
- 7 Dell 1700 Printers
- 2 Dell 1720 Printers
- 1 Dell 5200 Printer
- 2 Dell 1130 Printers
- 1 HP 4050n Printer
- 1 HP Inkjet 2250tn Printer
- 1 HP 1606 Printer
- 1 HP 8100n Printer
- 14 Sharp Notevision Projectors
- 1 Mitsubishi WD570U Projector
- 1 HP Proliant DL380 G5
- 2 HP Proliant DL360 G5s
- 1 HP Storage Works P4300
- 3 HP Proliant DL320s
- 1 Dell PowerEdge R710
- 1 Lightspeed Bottle Rocket Appliance
- 1 Compaq Evo Laptop
- 8 APC Smart-UPS 2200s
- 1 Sony CD/DVD/LD Player
- 1 Pioneer CD/DVD/LD Player
- 1 JVC DVD/VCR Player
- 1 Epson 4490 Scanner

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
 Approved by the State Board of Accounts, 2015
 Prescribed by the Department of Local Government Finance

Budget Form No. 4
 Generated 10/23/2018 11:16:37 AM

Ordinance / Resolution Number: 2019

Be it ordained resolved by the Western Boone City Community School Corp that for the expenses of WESTERN BOONE COUNTY SCHOOL CORPORATION for the year ending December 31, 2019 the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of WESTERN BOONE COUNTY SCHOOL CORPORATION, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4 B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance.

This ordinance/resolution shall be in full force and effect from and after its passage and approval by the Western Boone City Community School Corp.

| | | |
|--|---------------------------------------|------------------|
| Name of Adopting Entity / Fiscal Body | Type of Adopting Entity / Fiscal Body | Date of Adoption |
| Western Boone City Community School Corp | School Board | 10/08/2018 |

| Fund Code | Fund Name | Adopted Budget | Adopted Tax Levy | Adopted Tax Rate |
|-----------|--------------|----------------|------------------|------------------|
| 0051 | RAINY DAY | \$500,000 | 50 | 0.0000 |
| 0180 | DEBT SERVICE | \$3,836,509 | \$3,487,253 | 0.5751 |
| 3101 | EDUCATION | \$9,505,854 | 50 | 0.0000 |
| 3300 | OPERATIONS | \$6,491,380 | \$3,389,063 | 0.5589 |
| | | \$20,333,743 | \$6,876,316 | 1.1340 |

| Name | | Signature |
|---------------|--|-----------|
| Rick Davis | Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/> | |
| Phil Foster | Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/> | |
| Brian Galt | Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/> | |
| Mike Martin | Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/> | |
| Dennis Reagan | Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/> | |
| Melissa Smith | Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/> | |
| Shane Steimel | Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/> | |

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
 Approved by the State Board of Accounts, 2015
 Prescribed by the Department of Local Government Finance

Budget Form No. 4
 Generated 10/22/2018 11:10:37 AM

| ATTEST | | |
|-------------|-----------|-----------|
| Name | Title | Signature |
| Mike Martin | Secretary | |

RESOLUTION TO ADOPT THE 2019 CAPITAL PROJECTS PLAN

The Board of Trustees of Western Boone Community School Corporation, Boone County, Indiana, hereby adopts the following Resolution:

WHEREAS, a School Capital Projects Fund has been established; and

WHEREAS, the Board of Trustees is required under IC 20-40-18-6 to adopt a plan with respect to the Capital Projects Fund; and

WHEREAS, the Board of Trustees held a public hearing on the capital projects plan on the 10th day of September, 2018 at 7:00 PM, at the Administration Building, 1201 North State Road 75, Thorntown, Indiana.

THEREFORE, BE IT RESOLVED, by the Board of Trustees that the Capital Projects Plan for Western Boone Community School Corporation, for the years of 2019 thru 2021, is hereby incorporated by reference into this resolution, and is adopted as the Board of Trustee's plan with respect to the School Capital Projects Fund.

BE IT FURTHER RESOLVED, that the Board of Trustees shall submit a certified copy of this resolution and adopted plan, to the Department of Local Government Finance as required by IC 20-40-18-6 for approval.

Adopted this 8th day of October, 2018

AYE

NAY

RESOLUTION TO ADOPT THE 2019 BUS REPLACEMENT PLAN

The Board of Trustees of Western Boone Community School Corporation, Boone County, Indiana, hereby adopts the following Resolution:

WHEREAS, a School Bus Replacement Plan has been established; and

WHEREAS, the Board of Trustees is required under IC 20-40-18-9 to adopt a plan with respect to a School Bus Replacement Plan; and

WHEREAS, the Board of Trustees held a public hearing on the plan on the 10th day of September, 2018 at 7:00 PM, at the Administration Building, 1201 North State Road 75, Thorntown, Indiana.

THEREFORE, BE IT RESOLVED, by the Board of Trustees that the plan entitled "School Bus Replacement Plan" for the years of 2019 through 2025, is hereby incorporated by reference into this resolution, and is adopted as the Board of Trustees' Plan with respect to the School Bus Replacement Plan.

BE IT FURTHER RESOLVED, that the Board of Trustees shall submit a certified copy of this resolution (including the adopted plan) to the Department of Local Government Finance as required by IC 20-40-18-9 for approval.

Adopted this 8th day of October, 2018 .

AYE

NAY

WESTERN BOONE COUNTY COMMUNITY SCHOOL CORPORATION

2019 BUDGET RESOLUTION

WHEREAS, the Trustees of the Western Boone County Community School Corporation are required to advertise the 2019 Budgets six months prior to implementation.

AND WHEREAS, expenditure calculations used to prepare the budget and establish tax levies and rates for advertisement are projections of events that may take place over the next eighteen months,

AND WHEREAS, ADM, LET/FIT/CAGIT, and Assessed Valuations are estimated at the time of advertising budget,

AND WHEREAS, the Trustees of the Western Boone Community School Corporation wish to impose the most appropriate tax rate on their patrons to insure appropriate levies to fund the school budget.

THEREFORE, BE IT RESOLVED that the Trustees grant the appropriate authority to Mr. Rob Ramey, Superintendent to lower appropriations for estimated 2019 fund expenditures, January 1 through December 31, 2019 on School Budget Form 4 – Line 1.

Adopted this 8^h day of October, 2018

Shane Steimel, President
Board of School Trustees
Western Boone School Corporation

Attest:

Mike Martin, Secretary
Board of School Trustees
Western Boone School Corporation

Line#1 is reduced by
\$ _____
From Budget Class:

WESTERN BOONE COUNTY COMMUNITY SCHOOL CORPORATION

2019 BUDGET RESOLUTION

WHEREAS, the Trustees of the Western Boone County Community School Corporation are required to advertise the 2019 Budgets six months prior to implementation.

AND WHEREAS, expenditure calculations used to prepare the budget and establish tax levies and rates for advertisement are projections of events that may take place over the next eighteen months,

AND WHEREAS, the Trustees of the Western Boone County Community School Corporation wish to impose the most appropriate tax rate on their patrons to insure appropriate levies to fund the school budget.

THEREFORE, BE IT RESOLVED that the Trustees grant the appropriate authority to Mr. Rob Ramey, Superintendent, to lower appropriation balances where needed to more accurately reflect necessary expenditures, July 1 through December, 2018 on School Budget Form 4 – Line 2.

Adopted this 8th day of October, 2018.

Shane Steimel, President
Board of School Trustees
Western Boone School Corporation

Attest:

Mike Martin, Secretary
Board of School Trustees
Western Boone School Corporation

| <u>FUND</u> | <u>AMOUNT</u> |
|-------------------------|---------------|
| <u>General</u> | <u>\$</u> |
| <u>Debt</u> | <u>\$</u> |
| <u>Capital Projects</u> | <u>\$</u> |
| <u>Transportation</u> | <u>\$</u> |
| <u>Bus Replacement</u> | <u>\$</u> |

GENERAL FUND COMPARISON REPORT:

As of September 30, 2018 the General Fund cash balance was \$2,608,612.

The General Fund expenditures for September 2018 were \$866,438. As of the end of September 2018, a total of 66% of the 2018 appropriation was expended. This is the end of the third quarter (75% through the year but only 66% expended).

FYI: The September 2018 - Fund, Appropriation, and Revenue Reports are posted to the School Board Document Site