

..... reviewed the tentative agreement to the Master contract expiring June 30, 2024 with the Elkhart Teacher's Association (ETA). A complete copy of the Master contract, incorporating the terms of the tentative agreement was posted, as required by IC §20-29-6-19, on the district website, November 7 at 8:45 a.m.

Doug Thorne, District Counsel/Chief of Staff, highlighted the proposed changes which included the following: an increase in compensation based on teachers receiving an effective or highly effective evaluation rating; movement of one level on the salary schedule for teachers with an evaluation rating of effective or highly effective; teachers who earned a content area master's degree subsequent to November 15, 2022 shall move to the master's degree column; teachers employed for more than one hundred and twenty (120) days during the prior school term shall advance one level; levels on the salary schedule increased by \$500; teachers who received improvement necessary or ineffective evaluation rating are not entitled to an increase in compensation; newly hired teachers with no prior experience have a starting salary of \$44,000; newly hired teachers with a master's degree and no prior experience have a starting salary of \$47,000; the district will cover seventy-five (75%) percent of the premium increase for health insurance; added a retention stipend; improved the attendance incentive; increased the professional development rate; added the reimbursement of fees paid to the Indiana Department of Education for license renewal; and added a contract provision of binding arbitration for grievances related to the interpretation of the master contract. This agreement will expire on June 30, 2024.

In response to Board inquiry, Mr. Thorne and Kevin Scott, Chief Financial Officer, explained the plan options were reduced from four (4) plans to two (2) plans and there were changes to the deductible; therefore, each employee will be impacted differently. There is a benefits guide and informational video available online at www.elkhart.k12.in.us and Board members will be provided additional information in their packet for the November 14, 2023 Board meeting.

In response to Board inquiry, Mr. Thorne explained the Hiring Schedule is only used at the time of hire.