

MINUTES OF PUBLIC HEARING
September 08, 2021

The SEA 390 Public Hearing, was held at the F. K. McCutchan Administrative Center starting at 4:00 p.m. Present were Dr. Steve Sprunger, Interim Superintendent; Mrs. Ann Rice, Assistant Superintendent; Mrs. Karen Eagleson, Business Manager; and Mrs. Wendy Wilson, Administrative Assistant. Also present were two administrators and eighteen teachers.

Mrs. Rice called the meeting to order. Mrs. Rice read the opening statement for public hearing related to the upcoming formal collective bargaining between the Metropolitan School District of Steuben County and the Angola Classroom Teachers Association pursuant to the right to bargain collectively the items set forth in Indiana Code 20-29-6-4, such as wages, salaries, and wage-related benefits; Any item set forth in Indiana Code 20-29-6-1, which identifies the items that the parties must discuss, but cannot negotiate; And, the right of the parties to enter into a contract they have collectively bargained. Mrs. Rice called for public testimony.

Brant Moore, Angola Teacher Association President – Theme is to make staff a priority. Teacher Compensation System Appendix D Section 1 states, "Teachers must earn pay increases through hard work and results" and "The compensation system must provide incentives to attract and keep great teachers." Last year 27 teachers, 16% were replaced, this year 42 teachers, 26%. We are losing teachers due to lack of a pay scale. The huge gap in the middle needs to be addressed. Want teachers to come and be a contributing member of the community. Hopes that this new contract will make teachers a priority.

Erin Fulton, Carlin Park Elementary Teacher – Read a statement of behalf of former teacher, Mrs. Teresa Kilburn, Carlin Park Elementary. Mrs. Kilburn left MSD for better insurance and better pay.

Christina Minick, Ryan Park Elementary Teacher – Gave her aide and teacher history with MSD. Moved to Angola to teach and her children to attend MSD. Teachers not as good as her are hired in making more money. Spends \$5,000 to \$10,000 out of pocket for her students. If she were a single parent, she would not be able to afford family insurance, home or car. Works 70 hours a week 12 hours a day to make school exciting. Look and compensate for the hard work.

Jan Miller, Angola Middle School Teacher – Started teaching in 1999 and would like to have a year where she does not have to work summers to make ends meet. Husband teaches and coaches to make ends meet. Would like to be able to spend time together before retirement comes and make ends meet.

Heather Robertson, Ryan Park Elementary Teacher – Started teaching four years ago and husband, Angola Middle School Teacher, has taught sixteen years make the same salary. Working in the business world for twenty years prior feels allocating the funds to salaries should be a priority.

John Burger, Angola High School Teacher – Teaching at MSD since 1998 and in 2009 wage was frozen and the trinkets here and there does not cover anything and will never make it to the top. If he could have made it to the top, he would not have to take a second job to pay for stepson's college so they could be debt free. What is best for students is to have happy teachers with more pay.

Tracy Creager, Angola High School Teacher – Took cut in pay to work at MSD from DeKalb County thinking she could make the pay up later. Makes under \$50,000 and will look for greener pasture if there is not better compensation.

Renee Klink, Educational Opportunity Center Teacher – Teaching at the EOC since 1996 and is stuck at the middle salary and not making forward progress. Need to look at compensation.

Jim Savage, Angola Middle School Teacher – Thirty-fourth year in the classroom and twentieth year teaching at MSD. Knows the middle group is struggling and frustrated. Brant talked about making teachers a priority. Previous administration was reluctant repeatedly to work on memorandum of understandings or joint resolutions to work with the state representatives. Would like to work together as a school district to lobby for state public school funds.

Marlene Ewen, Pleasant Lake Elementary Social Worker – Asked for definition of the middle. Mrs. Fulton and Mr. Moore responded that is the teachers with ten to twenty-five years of experience. Mrs. Ewen stated that this is her twenty-ninth year and her salary does not go up either. In talking with others nearing 85 and out and are choosing out.

Ann Antos, Ryan Park Elementary Teacher – In her twentieth year teaching and the pay is not the best. She became a teacher not for the money but to help kids. She finds it frustrating that the kids are not held


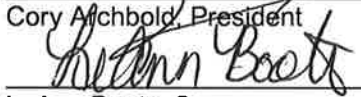
accountable for their own learning and yet it becomes the responsibility of the teacher to get the child to grow.

Valerie Berger, Angola High School Teacher – Reaching retirement based on high five salaries and years of experience and questions does she stay or does she go. Teaches dual credit that would have cost parents \$12,712 and advanced placement courses that would have cost parents \$8,481. She received additional stipend in the amount of \$1,000 for dual credit and \$800 for advanced placement. If she leaves, they will have to find another teacher and if she stays, her pension is a lower number. Give them a reason to stay and not to go.

Mrs. Rice - Thanked for their comments and time.

Dr. Sprunger - Going forward the association and administration will work toward conversations with the state. Acknowledged salary issues and agrees the middle section needs work to correct and it will take four to five years. Be aware that there are limited financial resources and cash balances are going down. Teachers are critical and principals are thrilled with what goes on in their buildings. Thanked everyone for their time.

Mrs. Rice adjourned the public hearing at 4:31 p.m.


Cory Atchbold, President

LeAnn Boots, Secretary

