

The Board of School Trustees of Madison Consolidated Schools conducted a Tentative Agreement Meeting, Special Board Meeting and Executive Session on Monday, October 28, 2024, at the Administration Building, 2421 Wilson Avenue, Madison, Indiana, at 4:30 p.m.

The following members of the Board of School Trustees were present:

Mr. John Wallace, President
Mr. Michael Scott, Vice-President
Mr. David Storie, Secretary
Mr. Dustin Bentz, Member

The following Central Office Administrators were present:

Dr. Teresa Brown, Superintendent
Mrs. Tara McKay, Assistant to the Superintendent
Mr. Jay Roney, Director of Facilities
Mrs. Janet McCreary, Director of Curriculum, Instruction, and Assessment
Ms. Shannon Allman, Director of Human Resources
Mrs. Lori Slygh, Assistant Director of Programs
Mrs. Ashley Schutte, Communications Coordinator

CALL TO ORDER

PLEDGE OF ALLEGIANCE

AGENDA

APPROVAL OF AGENDA – OCTOBER 28, 2024, TENTATIVE AGREEMENT MEETING AND SPECIAL BOARD MEETING

Upon the recommendation of Dr. Brown and a motion by Mr. Storie, seconded by Mr. Bentz, the Board voted, 4-0, and the motion carried to approve the Agenda for the October 28, 2024, Tentative Agreement Meeting and Special Board Meeting.

SUPERINTENDENT

DISCUSS TERMS OF THE TENTATIVE AGREEMENT OF THE TEACHER COLLECTIVE BARGAINING AGREEMENT

Dr. Brown explained public meetings must now be held prior to Board approval on the teacher contract. She said school corporations are required to give an overview of the changes to the contract.

Article XII, Section 2 – Grant Related Stipends, Ancillary Duty Pay, and Extended Contracts
o Add a **** notation to indicate that the funding source was not bargained and was included for informational purposes.

ECA's – Appendix D

Create a tiered Mentor ECA system as follows:

- o Mentor Leader \$1000
- o Mentor Level 1 - mentoring a teacher with over 5 years of experience but new to the corporation \$250

- o Mentor Level 2 – mentoring a teacher with less than 5 years of experience and new to the corporation or grade level \$500
- o Mentor Level 3 – mentoring a teacher going through Bloomboard or transition to teaching program \$750
- Create Dramatics Evening Programs for the Jr High as follows:
 - o Dramatics Evening Programs 6th Grade (2) \$100
 - o Dramatics Evening Programs 7th Grade (2) \$100
 - o Dramatics Evening Programs 8th Grade (2) \$100
- Add Elementary Unified Sports – 2 positions - \$518
- Remove High Ability Coordinator because it is being paid through a grant.
- Add EL Coordinator – 1 position - \$650
- High School Assistant Swim Coach (Boys and Girls) – add \$2,304 to their pool. (\$4,832 is the total pool amount if this additional amount is added to the pool.)
- Dual Credit - \$518 per person (not per class)

Compensation - Appendix A

- Address compression for years 1-20 as presented by administration with an average increase to the base of 3.3%. (See attached compression plan.)
- Teachers with 21+ years will get the average increase of \$1,811 added to their base. (See attached compression plan.)
- Additionally, all teachers will receive a \$1,500 stipend
- Add Language to put deadlines into lane change notifications. First deadline is the first teacher day in August and the second is the first teacher day in January.
- Update Appendix A-1 with the following note at the bottom:
**Appendix A-1 is used in instances when there are no teachers already employed with comparable experience and education.

Sick Day Donation

- Add language to allow unused sick days to be donated to the sick bank upon retirement.

Insurance – Appendix B

- Insurance Premium Holiday language will be added that explains how a premium holiday will be implemented in the event the School Corporation's health insurance provider declares an insurance premium holiday.
- The School Corporation has picked up the 2% premium increase.

PUBLIC COMMENTS

There were no public comments.

PRESENTATION

CHILDCARE PRESENTATION

The following presented:

Mr. Rick Roll, esolve Solutions by Design
Mrs. Kim Lyons, Director of Early Childcare
Mr. Jason Tanselle, BakerTilly
Ms. Lauren Siler, Ice Miller

Early Learning Center

Why Early Learning?

1. **Improve social skills**
 - a. Exposure to other children and adults outside of the home promotes social development
2. **Linked to greater success in life**
 - a. Children who enrolled in early education programs are 25% more likely to graduate high school and four times more likely to complete a bachelor’s degree
3. **Gives caregivers the freedom to study and work**
 - a. A safe environment for their children allows caregivers to focus on going to school or work
4. **Offers screenings for health and behavioral issues**
 - a. Interactions with professionals who are able to identify developmental concerns earlier can have a long-lasting impact on children
5. **Positive Impact on Society**
 - a. Every dollar invested in early childhood programs yields a \$6.30 return on investment as both the children and caregivers grow to become more financially independent.

Madison Consolidated Goals

- Provide a meaningful, quality experience for children
- Develop a state of the art, kid-friendly space
- Encourage play-based learning
- Ensure full inclusion of preschoolers with special needs
- Leverage the center for attraction and retention of staff
- Accessibility for all socio-economic groups
- Secure Paths to QUALITY Level 3
- Ensure the financial sustainability of the early learning center

Community Survey

Information collected based on anything else we should know about child care needs or expectations. (n=71) Responses reflected multiple categories. 41% of all responses were considered not applicable.

Category	Category Definition	Examples
Category 1 (n=13)	General Safety Concern 18.6%	Age appropriate student separation, Parental communication, Experienced caregivers
Category 2 (n=12)	Affordability 1 6.67%	Single income homes, Voucher families
Category 3 (n=10)	Learning Methods 13.89%	Screen free learning, play based, social emotional skills, hands on learning
Category 4 (n=10)	Hours of Service 13.89%	Available hours beyond 9-5 careers
Category 5 (n=2)	Diversity 2.78%	Race, Religion, Socioeconomic status, Family style

Concerns of survey respondents are aligned with the MCS goals.

Madison Consolidated Current State

- 182 children enrolled in 13 preschool rooms
- Indiana Family and Social Services Administration awarded MCS a \$750,000 grant for early care
- 18 children enrolled in a birth to 2 program

Preschool

Enrollment

- Anderson = 72
- Deputy = 23
- Lydia Middleton – 55
- Rykers' Ridge = 31
- CCDF Vouchers = 47
- Special Education = 31

Birth to Two Program Pilot

- 18 children enrolled
- Birth = 6 children
- One Year Olds = 8 children
- Two Year Olds = 4 children

HEALTH AND SAFETY

- Licensed program that is focused on health and safety – aligned to the feedback from the community survey
- Follow safe sleep practices
- Maintain child/staff ratios
- Nutritious meals
- Outdoor play daily

PROGRAM DEVELOPMENT

- All children are from staff families
- Accepting CCDF vouchers
- Expansion of another 2-year-old room spring 2025
The expansion will focus on providing spots to industry partners

Study Outcomes

1. Jefferson County has a dire **need** for more high-quality childcare.
2. The Madison community is projected to **grow**.
3. Industry partners and residents **recognize** a need for early care and education.
4. The early learning center can **meet** community needs.
5. MCS has a track record of **success** with early learning.
6. An MCS Early Learning Center will be financially **sustainable**.

Study Outcome 1

Jefferson County has a dire **need** for more high-quality childcare.

NEED: Madison Community Current State

Jefferson County Population = 33,000

Residents under age 5 = 2,382

Registered child care programs in the county = 21

Seats available in Jefferson County for early care and education = 551

Jefferson County currently has 1,119 children under age of 6 who have need care. (Bright Futures Indiana)

Study Outcome 2

The Madison Community is projected to **grow**.

GROW: Madison Housing Development

As of 2024, there are 7,227 households in Madison

Younger Singles and couples	39%
Traditional and Non-traditional families	34%
Empty nesters and retirees	27%

The housing study indicates Madison can expect 89 to 126 additional units per year for the next 5 years. Totaling 445 to 630 units.

Rental Apartments	43 to 58 units
Condominiums	5 to 7 units
Townhouses	8 to 12 units
Detached Houses	33 to 49 units

Study Outcome 3

Industry partners and residents **recognize** a need for early care and education.

RECOGNIZE: Industry Partners

MCS leadership attended the Madison Industry Roundtable. Employers recognized the need for additional early care and education.

- Participated in site visits
- Trusting MCS to develop a high-quality program
- Creating partnerships to secure seats
- Explore DCAP (flexible spending for child care)

RECOGNIZE: Community Input

369 Total Responses

Q8 How many days this month have you missed work because you didn't have child care?

	0	1	2	3	4	5	6	7
Responses (n=124)	66	18	15	8	9	3	1	4
Percentage	53.23%	14.52%	12.10%	6.46%	7.26%	2.42%	0.81%	3.23%

58 people collectively missed 158 days of work in the last month due to lack of childcare.

RECOGNIZE: Community Input

Q9 Do you have an anticipated need for child care in the next two years for a child ages birth to 5?

	Yes	No	Unsure
Responses (n=3349)	120	187	42
Percentage	34.38%	53.58%	12.03%

120 respondents anticipate needing early care in the next two years.

Study Outcome 4

The early learning center can **meet** community needs.

MEET: Exemplar Program Visits

During site visits, we learned about facilities, learning environments, curriculum outdoor spaces, tuition, and community relationships.

Outcomes and implications for MCS Early Learning Center:

- child focused environments
- natural outdoor spaces and indoor playground
- staff passion and enthusiasm
- natural light
- small door, low windows, and low hanging wall décor for child access

Study Outcome 5

MCS has a track record of **success** with early learning.

SUCCESS: MCS Preschool Program

A 2017 study by the American Educational Research Association found that preschool participation reduced special education placement by 8.1% and increased high school graduation rates by 11.4%.

In addition, participation in a high-quality preschool decreased grade retention by 8.3%

Students Who Attended MCS PreK

(n=973)	Kindergarten	1 st Grade	2 nd Grade	3 rd Grade	4 th Grade
Attended	57	57	52	43	21
Percentage	32%	30%	25%	20%	11%
Total Students	178	193	207	212	183

SUCCESS: MCS Preschool Program

IREAD 2 Results for 24-25 3rd Grade Cohort

Students Who Attended MCS PreK

(n=43)	Pass	Did Not Pass	Data N/A
Student Count	24	17	2
Percentage	55.81%	39.53%	4.65%

Students Who Did Not Attend MCS PreK

(n=169)	Pass	Did Not Pass	Data N/A
Student County	83	73	13
Percentage	50.92%	44.79%	7.98%

SUCCESS: MCS Preschool Program

IREAD 3 Results for 24-25 4th Grade Cohort

Students Who Attended MCS PreK

(n=21)	Pass	Did Not Pass	Data N/A
Student Count	20	1	0
Percentage	95.24%	4.76%	0%

Students Who Did Not Attend MCS PreK

(n=162)	Pass	Did Not Pass	Data N/A
Student County	114	32	16
Percentage	70.37%	19.75%	9.88%

SUCCESS: MCS Preschool Program

ILEARN ELA Results for 24-25 4th Grade Cohort

Students Who Attended MCS PreK

(n=21)	At or Above	Below or Approaching	Data N/A
Student Count	21	9	0
Percentage	57.14%	42.86%	0%

Students Who Did Not Attend MCS PreK

(n=162)	At or Above	Below or Approaching	Data N/A
Student County	42	104	16
Percentage	25.93%	64.20%	9.88%

ILEARN Math Results for 24-25 4th Grade Cohort

Students Who Attended MCS PreK

(n=21)	At or Above	Below or Approaching	Data N/A
Student Count	18	3	0
Percentage	85.71%	14.29%	0%

Students Who Did Not Attend MCS PreK

(n=162)	At or Above	Below or Approaching	Data N/A
Student County	63	78	18
Percentage	39.89%	48.15%	11.11%

Study Outcome 6

An MCS Early Learning Center will be financially **sustainable**.

SUSTAINABLE: Center Projections

Projection Considerations:

- Class Sizes
- Number of Rooms
- Weeks of Operation
- Private Pay Rate
- Employee Discounts
- Child Care Development Fund Vouchers
- Special Education
- Staffing and Salaries
- Profit/Loss

SUSTAINABLE: Center Projection 1

- I. Rooms
 2 # of Infant Rooms
 3 # of 1 Year Old Rooms
 4 # 2-Year-Old Rooms
 14 #3-4-Year-Old Rooms

48 Weeks of Operation

- II. Private Rate
 \$225 Infant
 \$225 1 Year Old
 \$200 2-Year-Old
 \$175 3-4-Year-Old

- III. Employee Discount
 33% Discount Rate

Count of Employee Children
 8 Infant

10 1 Year Old
 10 2-Year-Old
 40 3-4-Year-Old

Employee Rate
 \$150.75 Infant
 \$150.75 1 Year Old
 134.00 2-Year-Old
 \$117.25 3-4-Year-Old

IV. Vouchers
 25% Infant
 25% 1 Year Old
 25% 2-Year-Old
 25% 3-4-Year-Old

Voucher Rate
 \$432 Infant
 \$339 1 Year Old
 339 2-Year-Old
 \$235 3-4-Year-Old

V. Special Education Seats
 30 3-4-Year-Old

Projected Revenue Statement

EXPENSES

STAFFING

Position	Annual Salary	Estimated Benefits	Total Compensation
Director	88,500	\$20,355	\$2,093
# of Lead Teachers	Hourly	Hours	Total
23	\$24	40	\$22,080
# of Asst. Teachers			
23	\$18	40	\$16,560
# of Addition Assts.			
4	\$18	40	\$2,880
# of Adm. Assts.			
1	\$18	40	\$720
# of Custodial Staff			
2	\$18	40	\$1,440
# of Nurses			
1	\$45,000		\$865

INCOME

	Private	Voucher	Employee	Total
Infants	\$800	\$1,728	\$1,206.00	\$3,834
1 Year Old	\$2,306	\$2,288	\$1,508.00	\$8,102
2-Year-Old	\$3,400	\$3,051	\$1,340.00	\$7,791
3-4-Year-Old	22,138	\$13,043	\$4,890.00	\$39,870

EXPENSES Total \$48,639

INCOME Total	<u>\$57,597</u>
WEEKLY REVENUE	\$10,958
ANNUAL REVENUE	525,996

*Annual Profit/Loss is based on multiplying the weekly by weeks of operation.
23 Total Rooms
301 Total Children

SUSTAINABLE: Center Project 2

- I. Rooms
2 # of Infant Rooms
3 # of 1 Year Old Rooms
4 # 2-Year-Old Rooms
14 #3-4-Year-Old Rooms

36 Weeks of Operation

- II. Private Rate
\$225 Infant
\$225 1 Year Old
\$200 2-Year-Old
\$175 3-4-Year-Old

- III. Employee Discount
33% Discount Rate

Count of Employee Children
8 Infant
10 1 Year Old
10 2-Year-Old
40 3-4-Year-Old

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\$150.75 Infant
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# of Adm. Assts.			
1	\$18	40	\$720
# of Custodial Staff			
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# of Nurses			
1	\$45,000		\$865

INCOME

	Private	Voucher	Employee	Total
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1 Year Old	\$2,306	\$2,288	\$1,508.00	\$8,102
2 Year Old	\$3,400	\$3,051	\$1,340.00	\$7,791
3-4-Year-Old	\$22,138	\$13,043	\$4,890.00	\$39,870

EXPENSES Total	\$48,639
INCOME Total	<u>\$57,597</u>
WEEKLY REVENUE	\$10,958
ANNUAL REVENUE	\$394,497

*Annual Profit/Loss is based on multiplying the weekly by weeks of operation.
 23 Total Rooms
 301 Total Children

SUSTAINABLE: Center Projection 3

- I. Rooms
 - 4 # of Infant Rooms
 - 6 # of 1 Year Old Rooms
 - 6 # 2-Year-Old Rooms
 - 9 #3-4-Year-Old Rooms
- 48 Weeks of Operation
- II. Private Rate
 - \$225 Infant
 - \$225 1 Year Old
 - \$200 2-Year-Old
 - \$175 3-4-Year-Old
- III. Employee Discount
 - 33% Discount Rate

Count of Employee Children
 8 Infant
 10 1 Year Old
 10 2-Year-Old
 40 3-4-Year-Old

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 \$150.75 Infant
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 25% Infant
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V. Special Education Seats
 30 3-4-Year-Old

Projected Revenue Statement

EXPENSES

STAFFING

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Director	88,500	\$20,355	\$2,093
# of Lead Teachers	Hourly	Hours	Total
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# of Asst. Teachers			
25	\$18	40	\$18,000
# of Addition Assts.			
4	\$18	40	\$2,880
# of Adm. Assts.			
1	\$18	40	\$720
# of Custodial Staff			
2	\$18	40	\$1,440
# of Nurses			
1	\$45,000		\$865

INCOME

	Private	Voucher	Employee	Total
Infants	\$3,800	\$3,456	\$1,206.00	\$8,262
1 Year Old	\$6,863	\$4,577	\$1,508.00	\$12,947
2-Year-Old	\$6,100	\$4,577	\$1,340.00	\$12,017
3-4-Year-Old	\$10,325	\$7,756	\$4,890.00	\$22,770

EXPENSES Total	\$49,999
INCOME Total	<u>\$55,995</u>
WEEKLY REVENUE	\$5,996
ANNUAL REVENUE	\$287,820

*Annual Profit/Loss is based on multiplying the weekly by weeks of operation.
 25 Total Rooms
 272 Total Children

Conclusion

Madison Consolidated Schools has the potential to have a long-lasting impact on the community by developing an Early Learning Center that:

- Addresses the **need** for high-quality child care
- Prepares for projected housing **growth**
- **Recognizes** and supports our industry partners and families
- **Meets** the community needs
- Provides an increased access to a **successful** early learning program
- Will be financially **sustainable**

Existing Annual Debt Service/Lease Rental Payments

Payment Year	First Mortgage Bonds, 2019	First Mortgage Bonds, 2020	GO Bonds 2020	First Mortgage Bonds 2021
2024	\$740,000	\$715,000	\$1,580,200	\$1,0221,000
2025	732,000	717,000	1,565,700	897,000
2026	733,000	714,000		901,000
2027	733,000	716,000		900,000
2028	730,000	716,000		898,000
2029	732,000	717,000		900,000
2030		716,000		898,000
2031				900,000

	GO Bonds 2022	GO Bonds 2023	Total Annual Payment
2024	\$583,700	\$225,846	\$4,866.746
2025	585,200	751,750	5,248,650
2026	707,900	446,875	3,502,775
2027	707,300	447,250	3,503.550
2028	705,600	451,375	3,500,975
2029			2,349,000
2030			1,614,000
2031			900,000

Mr. Tanselle said all debt must be repaid within eight years. He said the maximum term for debt in Indiana is 20 years.

Mr. Tanselle said all debt will be paid by 2031.

Ms. Siler shared an example timeline was with the Board. She said the process would take 4-6 months for legal approvals.

Mr. Scott asked if there would be an SRO housed at the center? Dr. Brown said District Safety Director would have an office in the center.

Mr. Roll asked if the next step for the Board was to approve continuing the early learning center process by voting at the November 13th board meeting to proceed with Schmidt and Associates?

Mr. Wallace thanked the presenters. He said an early childcare center would make a big difference in our community.

BOARD MEMBER COMMENTS

Mr. Wallace gave the following statement: “The Madison Consolidated Board of Trustees are elected individually and nonpartisan. Actions and comments by a board member, is solely that members thoughts and does not reflect the opinion of other members.

At our regular October 2024, meeting, in which I was absent, Vice President Scott gave his personal thoughts on the upcoming school board election, which three candidates are vying for two positions.

According to our board of trustee policy, (0144.2 “D”) each member shall avoid giving their political view (playing politics) while acting in their official capacity.

Mr. Scott failed to follow this policy by endorsing two candidates. Vice President Scott has expressed deep remorse for his oversight and wishes to address the matter. Mr. Wallace recognized Mr. Scott.”

Mr. Scott have the following statement: “Twenty-Six days ago, during our last MCS Board meeting, I made a significant mistake by expressing my opinion on the upcoming election. My opinion wasn’t needed & I violated our Code of Ethics Policy.

“First, let me sincerely apologize to my fellow Board members, MCS employees & Jefferson County voters for my actions & behavior! I can assure you this type of mistake will never happen again!

Growing up, I was taught two important lessons in life. #1 - Waiting for a punishment to be administered is often more stressful & painful than the actual punishment itself. I’ve known for 24 days that I violated our Ethics Code of Conduct. Just saying that & admitting to it is painful. However, I will own it & have to live with this mistake as I move forward in life.

#2 - There needs to be a significant punishment for negative actions to help serve as a reminder not to duplicate mistakes. I have notified my fellow Board members & MCS Leadership that I will forfeit my 4Q24 Stipend of \$500. In addition, I respectfully ask to be replaced immediately as the Vice President of the School Board. Under the circumstances, I wish to hold no offices for the remainder of my term which expires in December 2026.

Life is full of experiences - some positive & some negative. Tonight, is something I never ever thought would happen to me. I need to be Smarter & I need to choose my words more carefully in the future. I’m Sorry!”

Mr. Bentz encouraged everyone go and see *Harry Potter*. He said it was fantastic.

Mr. Bentz said fall sports are coming to an end with MCHS winning three sectional championships.

Mr. Bentz said the football team begins tournament play this Friday.

Mr. Bentz thanked the presenters; however, he disagreed with the projected housing growth in Madison. He said he 100% agrees the need for a childcare center.

Mr. Storie said he was going to see Harry Potter this weekend. He said he has heard it is fantastic.

Mr. Storie said winter sports are getting ready to take off.

ADJOURNMENT

Mr. Bentz moved to Adjourn the Tentative Agreement Meeting and Special Board Meeting, seconded by Mr. Scott, the Board voted, 4-0, and the meeting was adjourned.

Secretary
BY: ps

ATTEST:

The Board met in Executive Session following the Special Board meeting to discuss the following topic(s):

Pursuant to Indiana Code 5-14-1.5-6.1:

- (1) Where authorized by federal or state statute
- (9) To discuss a job performance evaluation of individual employees. This subdivision does not apply to a discussion of the salary, compensation, or benefits of employees during a budget process

Secretary
BY: ps

ATTEST:
