

MINUTES OF THE PUBLIC HEARING OF THE BOARD
OF TRUSTEES OF NORTH WHITE SCHOOL CORPORATION

The Board of Trustees, North White School Corporation met in a Public Hearing on Monday, September 13, 2023 at 6:00 p.m. in the Shipyard of the North White Middle/High School at 305 E. Broadway St. Monon, Indiana in accordance with I.C. 20-29-6.1(a) and I.C. 10-5-3-2, Public Law 57, and the rules of the Board. Board members present were Jim White, Ricki Westerhouse, Joshua Robertson, Scott Denton, Rebecca Princell, Carlene Hunt and Cory Applegate. Also present were Nicholas G. Eccles, Superintendent, Chelsea Cosgray, Amber Stearns, Angie Lawson, Ashley Hartwig, Lacey Steele, Dennis Briciu, Dustin Schmicker, Stacy McGill Reif and Dave Reif.

1. Call to Order
Mr. White called the Public Hearing to order in accordance with I.C. 20-29-6.1(a): regarding teacher compensation and collective bargaining. He recognized that all 7 board members were present.
2. Outline of Bargaining Process and Timeline
Mr. White explained the Bargaining process and the Timeline for Teacher Negotiations.
3. Comments – Amber Stearns, NWCTA President or Designee
At this time, Mr. White recognized Amber Stearns, as the North White Classroom Teachers Association President. Mrs. Stearns read a statement regarding the Bargaining process. In her statement she read; “We have been working on this year’s negotiations since our work session last spring through this summer. We have put in over 136 hours. We take this seriously as we represent our fellow teachers.” She expressed the “Norms” to be followed during Negotiations as follows: “Approximate times to start the meetings 6:00 p.m. or 6:30 p.m., We want each party to bring and exchange proposals at the same time, we’d like both sides to remain silent until the contract is ratified, we want all parties to come prepared to work at the start of each session, we want items that are agreed upon to be signed and removed from the table as, tentative agreements throughout the process.”
4. Public Testimony about Bargaining
Mrs. Angie Lawson read her statement regarding the Bargaining process. In her statement she read; “Huge push for CTE. We’ve had Mr. Hahn here and dedicated this end of the building. We have CTE teachers teaching multiple classes in the same period. If we are pushing trades and CTE trades, we need to look at expanding our staff and not having teachers double up. It makes it very difficult. Some teachers will not get a prep because of the double up and have to go into the field and don’t get their prep.” Mrs. Lawson read an anonymous email statement; “Contract-Members have been talking about schools in Tippecanoe county that are going 4 days a week. The school corporation added 35 minutes per day to make up for students not being

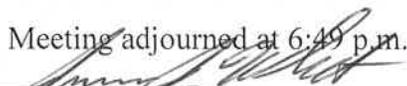
there on Friday. We are already over in hours per school day. By switching to a 4-day school week, this allows teachers to have a full day to themselves to get things prepared for the next week, contact parents, have meeting if they need to be held, and attend PD's or hold a PD. Fridays would be mandatory for teachers. Also switching to a 4-day work week, this would also help with teachers to not get burnt out. If we would switch to a 4-day work week while also being the highest paying school around, this would attract others to come and join our school corporation." Mrs. Lawson read a second anonymous email statement; "Having a clear outline of expectations that will be used to determine effectiveness during teacher evaluations put in the contract and reviewed with staff prior to evaluations occurring. Also, ensuring staff that their evaluation will be conducted by qualified individuals who can provide a fair and knowledgeable review and give feedback to support teacher improvement."

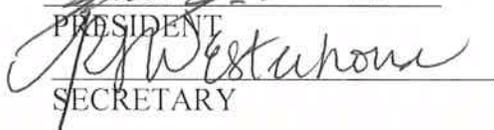
Mrs. Ashley Hartwig read her statement regarding the Bargaining process. In her statement she read; "I want to come in with a positive outlook but, we had on the Flyer to ask and answer questions. All of that got ok'd and now it is not ok. Now that we have all the ducks in a row it is changing. She also, mentioned there is not a teacher shortage, 200K and only 69K openings. There are people who are not wanting to work in education. We can't do it for kids if we have burdens and mental health issues. What resources can we keep doing to help North White be the best it can be?"

Mrs. Stearns read an email statement from Mr. Jimmie Scott. "I teach students how to build things. On top of that the other staff including myself, try to help students be better people. I know from my time here I have students grow into responsible young men and women. People have said to me, why would you start teaching at your age and why teach at North White? My response is always, I want to show students they can do anything they choose and as far as North White, I love this school. Without bringing the Building Trades class and all the CTE classes back we would be losing more students."

Mrs. Lacey Steele read her statement regarding the Bargaining process. In her statement she read; "Before we go into negotiations, the understanding is that negotiations mean money, we want to see resources here as teachers. It's not only putting more money in our pockets. With the number of EL kids we have here, we need a lot more support. It's not always just about money. My paycheck doesn't help when I'm here outside of school hours as I have to differentiate 5 grade levels."

Meeting adjourned at 6:49 p.m.



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