(Bloomingtorn, IN.) – Tonight, at the Special Meeting of the Board of School Trustees, the Board approved a two-year comprehensive salary and wage increases for all staff members; these increases included the teacher Collective Bargaining Agreement with the Monroe County Educators Association (MCEA), the Collective Bargaining Agreement with the American Federation of State, County and Municipal Employees (AFSCME) Local 3995, and the Non-Union Support Staff Wages/Salaries & Administrative Salaries.

Dr. Winston, Deputy Superintendent, recommended approval of the teacher Collective Bargaining Agreement with the Monroe County Educators Association (MCEA) and MCCSC. The agreement includes a teacher wage increase of $2,150 for the 2023-2024 school year with additional differentiated raises for the 2024-2025 school year. The minimum increase for the 2024-2025 contractual year will be $2,400, and the minimum salary increase for teachers over the two years of the agreement is $4,550.

The estimated total cost to the corporation is $52.8 million for 2023-2024 salaries and $56.9 million for 2024-2025 salaries. For the 2022-2023 school year, salary costs for certified staff, including teachers, covered within the union-negotiated Central Bargaining Agreement was $51 million. Therefore, the additional annual recurring costs to be incurred due to the salary increases for teachers over the two-year contract will be approximately $5.9 million.

Superintendent Dr. Hauswald stated, “The new teacher bargaining agreement does more than meet the funding floor requirement under IC 20-28-9-27 that requires a school district to expend more dollars from one year to the next; it significantly increases both the amount and percentage of district monies being spent on teacher salaries. These commitments since 2021 have resulted in the largest increase to teacher salaries in recent history with overall increases to the salary schedule ranging from a minimum of $11,593 to a maximum increase for beginning teachers of $17,750. These increases align with the Board’s strategic plan and will greatly assist in our goal of attracting and retaining a highly-qualified teaching staff. I am pleased to see our funding priorities aligning to our strategic plan and to our staff, and I am grateful for the community support of recent referenda that have assisted in our efforts to increase salaries and wages."

According to Adam Terwilliger, Director of Finance and Logistics, “a majority of the new financial commitments, at least 80-85%, will be paid through Education [State] funds, and the remainder through a variety of other State or Federal Grant sources as well as referendum funds. The 2022 referendum was committed to fund 2022-2023 raises. Therefore, as most of the 2022 referendum funds have already been committed to previous raises that consisted of $4,500 per teacher and $2.25/hr for staff wages, the majority of funding for the 2023-2024 & 2024-2025 raises will be paid from the Education Fund. As any increases in funding from the 2022 referendum are realized on or after the 2024 calendar year, these funds can be utilized for future staff salary increases, including those committed for the 2024-2025 school year. However, at this time, any increased referendum funding, if ultimately realized, is unknown. The Education Fund is student-enrollment-based funding from the State and is calculated semi-annually based upon student enrollment counts in September and February of each school year.”

In addition to salary increases, the teacher Collective Bargaining Agreement provides for lactation accommodations, a working condition already provided by the school corporation, and eight (8) days of paid parental leave to teachers (regardless of gender). Parental leaves would be supported by guest teacher staffing.

John Kenny, Chief Financial Officer, recommended approval of the Collective Bargaining Agreement with AFSCME Local 3995, and Dr. Erin Stalbaum, Assistant Superintendent of Human Resources and Professional Learning, recommended approval of the Non-Union Support Staff and Administrators’ Salary. Within these agreements, hourly wages would be increased $1.24/hour effective 1/1/24 and an additional $1.00/hour effective 1/1/25 and administrative salaries would increase $2,500 in 2023-2024 and $2,500 in 2024-2025.
Under both union agreements and as approved for all other staff members, MCCSC will begin offering a short-term disability insurance program for all employees beginning January 1, 2024. According to Mr. Kenny, “This new benefit can greatly assist staff members who are required to take short-term disability leave and help provide some financial benefits for those who are facing this unfortunate situation. The expected cost of this new benefit will be $182,000. I believe this provides another example of ways by which MCCSC is attempting to improve the overall employment conditions and opportunities for all staff members.”

Additionally, the guest teacher (substitute) will be increased by approximately $10 per day effective 1/1/24 and an additional $5 per day on 1/1/25. Dr. Erin Stalbaum stated, “We are excited that starting this January 2024, non-certified guest teachers can earn $115 a day, certified guest teachers can earn $130, and certified, retired MCCSC teachers can earn $145. Guest teachers are an essential part of our successful schools and this increase in pay helps recruit and retain those individuals.” Dr. Stalbaum encouraged those interested in being a guest teacher to apply online at www.mccsc.edu/jobs.

In closing the special meeting of the Board of School Trustees, Board President Hennessey thanked all of those involved in bringing these salary recommendations to fruition. She added, “The ability to increase wages and salaries for our district employees is one of the best parts about living in a district that regularly passes referenda in support of our schools. I’m so grateful to MCCSC employees for everything they do in deep care for our students and in support of our mission. It’s their labor that lies at the heart of what makes me proud to be MCCSC, and I’m so glad that we can recognize their efforts in this way.”

The next regular meeting of the MCCSC Board of School Trustees is 6:00 p.m. on December 12, 2023, at the Co-Lab located at 553 E Miller Dr, Bloomington, IN 47401. A recording of tonight’s meeting of the Board of School Trustees can be accessed through the district’s website at www.mccsc.edu.

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The Monroe County Community School Corporation (MCCSC) serves nearly 11,000 students from diverse populations in 23 schools in Monroe County, Indiana. MCCSC is a leader in STEM and EARTH curricula, encompasses a Performing Arts Academy, International Baccalaureate schools, Dual Immersion programs, multiple Career Pathways, a Career Center, as well as numerous College Credit opportunities to prepare students towards college and career readiness. Our commitment, as we educate tomorrow’s leaders, is to Engage, Empower, and Educate all students in a world-class learning environment empowering them to maximize their educational success in becoming productive, responsible global citizens.

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