

Before the Interim Board of School Trustees of
the SILVER CREEK SCHOOL CORPORATION

Resolution #: SC--2020--01

**A Resolution Regarding Staffing & Benefits of the new
Silver Creek School Corporation**

Come now the Interim Board of School Trustees (the "Interim Board") of the Silver Creek School Corporation ("SCSC"), states as follows, to wit:

WHEREAS, the SCSC Interim Board have been duly appointed by the Silver Creek Township Trustee in accordance to the West Clark Community Schools ("WCCS") Reorganization Plan approved by the Indiana State Board of Education, on account of their interest, experience, and qualifications; and,

WHEREAS, upon the May 5, 2020 Referendum vote regarding the question of the West Clark Community Schools district reorganization into two new districts being in the affirmative, the SCSC Interim Board becomes the authorized Board of Schools Trustees for the SCSC district effective July 1, 2020, and

WHEREAS, the SCSC Interim Board believes that the Silver Creek Schools have many proficient, dedicated, and committed teachers and administrators who have been evaluated and found to be *Effective* or *Highly Effective*; and,

WHEREAS, the SCSC Interim Board also values the WCCS central office personnel, classified staff members, who are committed, efficient, helpful, and dedicated; and,

WHEREAS, the SCSC Interim Board also values its retirees and former employees from its Silver Creek Schools, and has a desire to honor its commitments to them; and,

WHEREAS, if the Referendum is successful the SCSC Interim Board desires that an orderly, smooth transition from WCCS to the two new school corporations occur; for administrators, teachers, students, and parents. Now, therefore,

IT IS HEREBY RESOLVED that the SCSC Interim Board strongly desires that each of the administrators and teachers who have been evaluated as *Effective* or *Highly Effective* within the Silver Creek Schools within the 2018-19 and/or 2019-20 school year be employed in SCSC, on the following conditions:

- That they be offered employment at the schools where they are currently assigned, as long as the teacher/administrator desires to continue working at that school. But, if a teacher or administrator desires to work in a different school assignment within SCSC, that he/she must apply for a transfer in accordance with the 2019-20 WCCS Master Teacher Contract.

- That they be paid at the same salary level as established in the 2019-20 WCCS Master Teacher Contract.
- That they be allowed to continue working in the same assigned school and be granted the seniority, accumulated paid time off (and vacation days), and other benefits (including insurance, disability, VEBA, TIAA, CREF, Section 125 programs, annuities, etc. in which they have invested in by prior contract deadlines) by SCSC. If the funds/accounts in which the teachers/administrators are currently invested within WCCS are not selected by the SCSC, those accumulated funds should transfer to the SCSC's fund vendors where and how applicable by law.
- That personnel who are hired by the SCSC be allowed to continue to enroll their child(ren) in the SCSC where they work even if they physically reside in what is considered a "non-resident" school attendance area of that school corporation.
- That teachers and those serving as coordinators or directors of specific programs (ie. Special Education, High Ability, Title 1, etc.) who were assigned to serve multiple schools during the 2019-20 school year be assigned to one school corporation (SCSC or BHSC) which will be considered their "home" school corporation beginning with the 2020-21 school year, but their services and expertise may be "leased" to the other school corporation for the percentage of time spent serving the other school corporation. The "home" school corporation will bill the "receiving" school corporation for the percentage consistent with the time of services received, unless otherwise agreed upon in the "Joint Services Agreement" between SCSC and BHSC.

IT IS FURTHER RESOLVED that the SCSC Interim Board desires the following:

- The adoption of the curriculum currently used in WCCS during 2019-20 for the 2020-21 school year.
- To adopt the continued use of the software and "cloud" based programs that are used by WCCS during 2019-20 in regards to student data, teacher records, finance, payroll, and curriculum content/support.

IT IS FURTHER RESOLVED that with regard to its classified staff members who are rated as *Effective* or *Highly Effective*, the SCSC Interim Board desires the following:

- That they be offered employment at the schools where they are currently assigned within SCSC, as long as student numbers and disability needs in that school warrant the continuation of the services being provided at that school during the 2020-21 school year.

- That the classified staff members be hired in the same assigned school, with the same seniority, accumulated paid time off, and other benefits (including insurance, disability, Section 125 programs, annuities, etc.) to the SCSC, and that they be at the same salary level that they were earning during 2019-20 with WCCS.
- That personnel who are hired by the SCSC be allowed to continue to enroll their child(ren) in the SCSC even if they physically reside in what is considered a "non-resident" school attendance area of that school corporation

IT IS FURTHER RESOLVED that the SCSC Interim Board intends to show central office personnel due consideration as follows, in conjunction with the BHSC (Borden-Henryville School Corporation):

- That central office personnel who are rated as *Effective* or *Highly Effective* and are part of a "Shared Services" agreement between SCSC and BHSC can be offered employment in either SCSC or BHSC for the 2020-21 school year.
- That central office personnel who continue in their same assigned position, be allowed to transfer their seniority, accumulated days, and other benefits (including insurance, disability, Section 125 programs, annuities, etc.) to the respective new school corporation, and they be allowed to maintain their current salary for the same assigned position in the "Shared Services" agreement between and with SCSC and BHSC.
- The central office personnel be allowed to continue enrollment of their child(ren) in the SCSC in which they work even if they physically reside in what is considered a "non-resident" school attendance area of that school corporation

IT IS FURTHER RESOLVED that the SCSC Interim Board desires to show WCCS retirees due consideration as follows:

- The former WCCS personnel who have retired from WCCS, who are receiving benefits designated in the contract/memorandum of understanding with WCCS effective upon their retirement, be allowed to transfer these benefits (including retirement, insurance, disability, VEBA, TIAA, CREF, Section 125 programs, annuities, etc.) to SCSC if upon the date of retirement, he/she worked in the Silver Creek Schools.
- If the person worked in multiple school location assignments within WCCS, SCSC will be responsible if the person worked at least fifty-one (51%) percent of their time in the Silver Creek Schools while employed by West Clark Community Schools.

We, the undersigned, being all the Silver Creek Interim Board of School Trustees, consent and agree on the above.

All of which is Resolved on the 27th Day of February, 2020, but becoming effective July 1, 2020.



Joe Basham



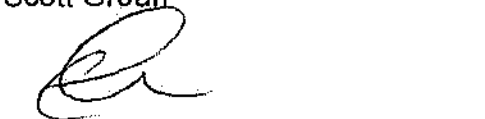
Doug Coffman



Scott Groan



Rachel Overberg



Chris Rountree