

**Minutes – Special Meeting of the  
Board of Education of the  
Metropolitan School District of North Posey County, Indiana  
October 21, 2021**

A special session of the Board of Education of the MSD of North Posey County, Poseyville, Indiana, was held in the Metropolitan School District of North Posey Conference Room, on October 21, 2021. The following Board members were present:

- Michael Galvin, Superintendent
- Michelle Walden, Assistant Superintendent
- Geoffrey A. Gentil, President
- Gregory U. Schmitt, Vice President
- Vincent F. Oakley, Member
- Larry Kahle, Member

**Regular Meeting**

The Board of Education convened for the special session at 6:30 p.m. with President, Geoff Gentil, calling the meeting to order with the initiation of the Pledge of Allegiance.

**Patron Concerns**

No patrons were present to address the Board.

**New Business**

Mr. Galvin presented for consideration the 2021 – 2023 Memorandum of Understanding with the North Posey Teachers' Association. The posting of the tentative agreement, public hearing and public meeting required under Indiana Code have been met allowing the School Board to ratify the contract. The North Posey Teachers' Association has ratified the contract with 100% approval. Mr. Schmitt made a motion to approve the request and Mr. Oakley seconded the motion. The motion was approved with a 4 to 0 vote.

Mr. Galvin presented for consideration the proposed salary increases for Administrators, Classified Staff, Bus Drivers, and Food Service Employees. In addition, he proposed increases for teacher, custodian, nurse, and food service substitutes. Mr. Kahle made a motion to approve the request and Mr. Schmitt seconded the motion. The motion was approved with a 4 to 0 vote. The detailed proposal for the increases, presented to the Board by Mr. Galvin, shall be made a part of the official minutes by incorporation.

Mr. Galvin presented for consideration the increase to the Health Insurance Employer Contribution for Administrators, Classified Staff, Bus Drivers, and Food Service Employees. Mr. Galvin requested the Board to approve a \$500.00 increase the single plans' contribution and a \$1,000.00 increase to the family plans' contribution. Mr. Schmitt made a motion to approve the request and Mr. Oakley seconded the motion. The motion was approved with a 4 to 0 vote.

### **Next Board Meeting**

The next Regular Board meeting will be Tuesday, November 9, 2021 in the Metropolitan School District of North Posey Conference Room. Regular meeting will begin at 6:30 p.m. The Board will determine if an Executive Session is needed and will post accordingly if necessary.

### **Adjournment**

A motion to adjourn was made by Mr. Kahle, seconded by Mr. Schmitt. The meeting was adjourned at 6:49 p.m.

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Geoffrey A. Gentil, President

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Gregory U. Schmitt, Vice President

Not Present

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Amy J. Will, Secretary

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Vincent F. Oakley, Member

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Larry A. Kahle, Member

**Board of Education**  
**MSD of North Posey County**



*Metropolitan School District of North Posey  
101 North Church Street  
Poseyville, IN 47633*

*Michael Galvin, Superintendent*

*Michelle Walden, Assistant Superintendent*

October 1, 2021

Dear Metropolitan School District of North Posey County Trustees,

The Metropolitan School District of North Posey County continues to take steps to become more competitive within the education field and attract and retain quality teachers. This year, we were able to provide our teachers with an excellent compensation package within the Memorandum of Understanding due to the additional funding from the state of Indiana. Based upon our Average Daily Membership, we are receiving approximately \$569,280.00 in our Basic Grant for fiscal year 2021-2022 and to strategic use of our ESSER funds, we were able to allocate Education and Operations funds monies toward these increases. As a way to demonstrate our ongoing commitment to all employees and to attract quality administrators and support staff, I am proposing the following compensation changes.

**Administrators:**

- I. Increase the following administrators' salaries by \$2000.00 to the base retroactively to the beginning of their 2021-2022 contract: Education Fund Impact: \$9,360.00 (Includes TRF, Social Security, and 401 A)
  - A. Michelle Walden
  - B. Steve Kavanaugh
  - C. Erin Koester
  - D. Shannon MacMunn
  - E. Increase the District Contribution for Insurance
    - i. Single: \$500.00
    - ii. Family: \$1000.00

**Support Staff:**

- I. Classified Staff
  - A. Increase Salary Schedule by \$1.00 for hourly employees
    1. Education Fund Cost: \$49,823.57
    2. Operations Fund Cost: \$51,920.55
  - B. Increase the District Contribution for Insurance
    1. Single: \$500.00
    2. Family: \$1000.00
- II. Food Service Staff
  - A. Increase Salary Schedule by \$0.60 for hourly employees
    1. School Lunch Program Fund: \$12,219.27
  - B. Increase the District Contribution for Insurance
    1. Single: \$500.00
    2. Family: \$1000.00

- III. Bus Drivers
  - A. Increase Salary Schedule by \$7.00 per day
    - 1. Operations Fund Cost: \$34,286.53
  - B. Increase the District Contribution for Insurance
    - 1. Single: \$500.00
    - 2. Family: \$1000.00
- IV. Increase the Rate for Extracurricular Activities and Field Trips from \$10.00 per hour to \$25.00 per hour
- V. Substitute Increases
  - A. Teacher: \$10 Increase per Day
    - 1. Certified: \$85.00
    - 2. Substitute Permit: \$70.00
  - B. Custodian: \$1.00 Increase per Hour
    - 1. Daytime: \$10.50
    - 2. Nighttime: \$10.60
  - C. Cafeteria: \$0.50 Increase per Hour
    - 1. \$10.00 per Hour
  - D. Nurse: \$1.00 Increase per Hour to \$11.50
- VI. Overall Impact on Funds
  - A. Education Fund: \$402,979.63
  - B. Operations' Fund: \$86,207.08
  - C. Food Service Fund: \$12,219.27
  - D. District Cost for Insurance Increase: \$76,500.00

Sincerely,  
Michael Galvin  
Superintendent

