

May 19, 2025

The Regular Meeting of the Board of Education of the Centerville Community School District was held May 19, 2025 at 5:30 pm in the board room of the Administration Office, 634 North Main, Centerville.

Regular Board Meeting

Call to order and roll call

President Mike Thomas called the regular meeting to order at 5:30 pm. Roll call to determine quorum:

Present: Tim Burger, Derek Carter, Carol Heffron, Tom Johnson, Mike Moore, Mike Thomas, Kevin Wiskus

Absent: None

Also present were Superintendent Mark Taylor and Chief Financial Officer Lisa Swarts.

Welcome Visitors

Mike Thomas welcomed visitors.

Public Forum

There were no public comments.

Approve agenda

It was moved by Kevin Wiskus and seconded by Derek Carter to approve the agenda as stated. Motion passed unanimously.

Old Business

There were no old business items.

New Business

Approve Tentative CEA/Centerville Community School District Master Contract Agreement Pending Ratification by CEA

Mr. Taylor informed the board that the CEA informed him that the agreement was ratified by the CEA earlier in the day.

Changes agreed upon in the Tentative Agreement:

**Article IV, Section A, Subsection 3 (Special Contract)— strike this subsection.*

**Section IX. Personnel*

A.2—maintain current contract language with the addition of “physical, mental, or behavioral health complications”; change reference of “licensed physician” to “health care provider”; and change the reference to “physically able to work” in the last sentence to “able to work.”

A.4. change 5 days to 7 days: “Family Illness: A total of ~~five (5)~~ seven (7) sick leave days may be used by an employee in the event of illness of the employee’s father, mother, brother, sister, spouse, children, grandchildren, or grandparent. Any other individual whose regular residence is in the home of the employee and other individuals for which the employee is legally responsible will also qualify under this provision.”

A.5—Sick Leave Bank. The Sick Leave Bank is set up to help members of the Bank in extreme health emergencies or other catastrophic illnesses or similar conditions that occur to the member or to a member of the member’s immediate family (as defined by the Master Contract). Sick leave for child rearing, adoption leave, or maternity leave is not covered under this plan unless an extreme health emergency or other catastrophic illness or condition exists and is approved by the Sick Leave Bank Committee.

A. Each certified staff member may voluntarily contribute up to two (2) days per year to the sick leave bank. Each year, a certified staff member wishing to contribute sick leave to the sick leave bank, shall communicate

this wish, in writing, to the District, on or before the 2nd Friday of September. Eligible staff members must donate sick leave days annually to be eligible to participate in the sick leave bank each year.

B. A certified staff member may receive days from the Sick Leave Bank under the following conditions:

- i. Days are available in the Sick Leave Bank.*
- ii. The eligible staff member has contributed sick leave days to the Sick Leave Bank during the current year.*
- iii. The eligible staff member has exhausted all accumulated paid leave.*
- iv. The eligible staff member required the leave due to an extreme health emergency or other catastrophic illness or condition, as mentioned above in Subsection 5 Paragraph 1.*
- v. The eligible staff member submits a written application, along with written documentation from a health care provider, supporting the need for the leave and anticipated time needed to the Superintendent's office. The Centerville Education Association (CEA) President and the Superintendent will review the request for approval.*
- vi. Sick Leave Bank days may be granted to any eligible employee for up to a maximum of twenty (20) days per school year.*
- vii. Unused days in the Sick Leave Bank will accumulate. The following year's bank will consist of the days carried over from the previous year in addition to all contributed days for the current year's participation. The District will provide the Association with verification of the bank's total number of days for the end of the school year on June 30 and for the beginning of the new school year's donations by no later than September 30 of each year.*

C. This application of this subsection regarding the Sick Leave Bank shall not be grieved.

*Delete Section IX, Personnel, Section M.2. Probationary Period as a Permissive Topic of Bargaining
Article XI – Wages and Salaries*

**\$125 on base*

**Step and lane movement*

**\$2,250 total salary increase proportional by FTE*

**Base increase, step and lane permanent; remainder increase one time*

The District is willing to agree to setting aside the current salary schedule and establishing a salary schedule review committee comprised of equal district and CEA teams including at least the Superintendent, District's CFO, and CEA Chief Negotiator(s), to create a revised schedule that addresses the new state minimums and that can serve as a basis for future negotiations. This committee will begin meeting no later than October 1st, 2025 with the goal of coming to a mutually agreeable new schedule prior to 2026-2027 negotiations. If the committee is unable to reach an agreement, each party retains the right to develop its own revised schedule to present as a proposal.

Duration:

** This Master Contract Agreement shall be effective through June 30, 2031*

** Annual reopener for any "wage-related" item (language or schedules)*

** Each party may also open up to two (2) additional articles of its choice.*

It was moved by Kevin Wiskus and seconded by Carol Heffron to approve the Tentative CEA/Centerville Community School District Master Contract Agreement as presented. Motion passed unanimously.

Approve 2025-26 Salary Increase Administrators, Directors, Salaried Positions, and Support Staff

Recommendations by the administration were:

- 1. Administrators – 3.51% increase on salary**
- 2. Directors – 3.51% increase on salary**
- 3. Salaried positions – 3.51% on salary**
- 4. All support staff on the salary schedule from Step 1 through Step 5 – one step advancement**
- 5. All support staff on Step 6 or 6+ will receive a 3.51% increase on their hourly wage**

6. In addition to the above step advancements and increases, there will be a \$1.00 increase to all support staff categories on the base. This action will:

**give all support staff from Step 1 through Step 5 and additional \$1.00 per hour in addition to the step advancement*

**all support staff from Step 6 and Step 6+ will also receive the additional \$1.00 per hour in addition to their 3.51% increase*

It was moved by Kevin Wiskus and seconded by Derek Carter to approve all recommended 2025-26 Salary Increase for Administrators, Directors, Salaried Positions, and Support Staff as presented. Motion passed unanimously.

Approve Personnel Business Procedures

There were no personnel business procedures to consider.

Adjourn

It was moved by Kevin Wiskus to adjourn the meeting.

There was confusion by Carol Heffron about items B. and C. Due to her confusion there was a discussion about if an item could be re-voted on.

There was a reminder that Kevin Wiskus had already made a motion to adjourn the meeting. His motion died due to lack of a second.

It was moved by Carol Heffron and seconded by Tom Johnson to reconsider "Item B, Approve 2025-26 Salary Increase Administrators, Directors, Salaried Position, and Support Staff. Motion failed, with 2 in favor of the motion and 5 voting against the motion.

It was moved by Derek Carter and seconded by Tim Burger to adjourn the meeting at 5:38 pm. Motion passed unanimously.

Board President, Mike Thomas

Board Secretary, Lisa Swarts