



Proposed Classified Handbook

2022-2023

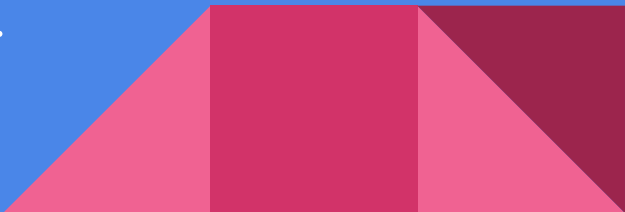
Reason for Updates

Changes in the private sector as well as pay increases in neighboring districts has placed TCSC in position where we can no longer provide a competitive wage for hourly employees. Although we offer more benefits than other districts the wage disparity is making it difficult to attract and retain employees. In the proposed handbook, is a two year plan to increase hourly wages to levels that will make TCSC competitive.

Updates to the Classified Handbook

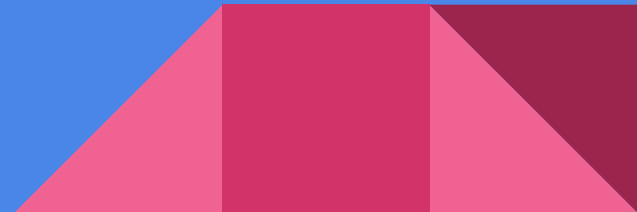
Compensation:

SUBSTITUTE BUS DRIVER: Any hourly classified employee who completes TCSC Bus Driver Training and/or successfully earns appropriate motor vehicle licensure (all paid by TCSC) is eligible for a \$1.00 hourly premium. Eligibility requirements are as follows: **active CDL license, drive at least 3 ECA trips** (at the rates outlined in the Transportation Handbook) and **substitute bus driving** when needed.

A decorative graphic in the bottom right corner consisting of three overlapping triangles in shades of pink and red.

Hourly Pay Increases

- July 1, 2022-\$2.00 Per Hour-Average Starting Pay \$14.66
- July 1, 2023-\$ 1.50 Per Hour-Average Starting Pay \$16.00



Substitute/Part-Time Nurses

- Hourly Pay Increase to \$20.00 Per Hour



Contracted Classified Employees

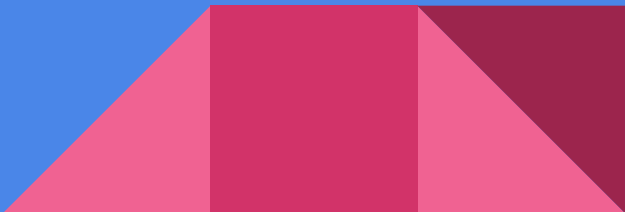
Same increase as certified staff:

\$3,000 Full Time

\$1,500 Part Time

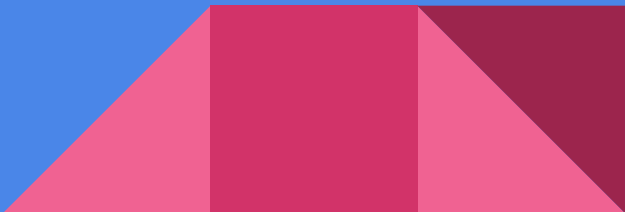


Proposed Transportation Handbook


- Many updates to language in last year's handbook-Addition of 3 ECA Trip Requirement in 2022-2023 Handbook
 - Moving to all corporation routes
 - Offering single insurance plan or increased daily rate
 - Elimination of two and potentially three routes
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Bus Driver Trainer

TCSC employs a bus driver training to train anyone wishing to become a driver. Training and appropriate testing is paid for by TCSC.

- Randy Carlisle, is the TCSC Trainer
 - Contact Central Office 765-675-2147
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Pay Changes

- **Daily Pay \$100**
 - **Sub Driver - Full Day \$90.00**
 - **Sub Driver - Half Day \$45.00**
 - **Special Ed Route/John Hinds Daily Rate**
\$100.00 (3 hours) + \$21.00 per hour after three hours
 - **Special Ed Aide \$13.00 Per Hour**
 - **Coach Driving Rate (Activity Bus) \$18.00 Per Hour-(based on travel time)**
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ECA Trip Payment Accelerator

Athletic, ECA & Field Trip Pay (Monday - Friday Pay)

\$36.00 (Minimum up to 2 hours) \$18.00 per hour thereafter

\$50.00 After 5 Trips per Year-(Minimum up to 2 hours) \$18.00 per hour thereafter

\$60.00 After 10 Trips per Year-(Minimum up to 2 hours) \$18.00 per hour thereafter

Athletic, ECA, & Field Trip Pay (Saturday, Sunday & Holiday Pay)

\$108.00 (Minimum up to 6 hours) \$18.00 per hour thereafter

\$130.00 After 5 Trips per Year (Minimum up to 6 hours) \$18.00 per hour thereafter


\$140.00 After 10 Trips per Year(Minimum up to 6 hours) \$18.00 per hour thereafter

Pay Rate Table (Based on 3 hours per day)


Years of Experience	Daily Rate	Daily Rate/ Without Insurance	Annual Salary with Insurance	Annual Salary without Insurance
1-4	*\$100.00	**\$137.02	\$18,100	\$24,800.62
5-9	\$105.00	\$142.02	\$19,005	\$25,705.62
10-14	\$110.00	\$147.02	\$19,910	\$26,610.62
15-19	\$115.00	\$152.02	\$20,815	\$27,515.02
20-24	\$120.00	\$157.02	\$21,720	\$28,420.62
25-29	\$125.00	\$162.02	\$22,625	\$29,325.62
30-34	\$130.00	\$167.02	\$23,530	\$30,230.62
35-up	\$135.00	\$172.02	\$24,435	\$31,135.62



PUBLIC COMMENTS – REGULAR BOARD MEETING



To allow for an efficient meeting, the total amount of time dedicated to public comment shall not exceed thirty (30) minutes. The Board may increase the time allotted for public comment in order to meet obligations under law.



The Board shall allot each person providing public comment three (3) minutes to speak.


Persons wishing to address the Board on an agenda item shall register twenty-four (24) hours ahead of the scheduled meeting time by completing the appropriate form located on the corporation website (www.tcsc.k12.in.us). The agenda shall be posted on the corporation website no less than 48 hours prior to the scheduled meeting time. The registration form will include the name, address, phone number, and email of the person(s) providing comment, the organization represented (if any), specify if the speaker has a student registered at TCSC, and identify the agenda item to be addressed.




No person may speak more than once.




In order to receive public comment on all agenda items scheduled for final action, the Board will take speakers who have students currently attending TCSC schools first, according to the date and time of the registration.




Other speakers will be allowed on a first-come,
first-served basis according to the date and time of
registration



For example, the Board would hear comments from the first person to register to speak regarding agenda item 1, then the first person to register to speak regarding agenda item 2, and so on and so forth for each agenda item scheduled for final action at the meeting.




The public comment segment shall take place as an agenda item immediately after the meeting is called to order and the Pledge of Allegiance is recited.



Other speakers will be allowed on a first-come,
first-served basis according to the date and time of
registration



PUBLIC COMMENTS – BOARD WORK SESSION



To allow for an efficient and orderly meeting, the total amount of time dedicated to comments from the community shall not exceed thirty (30) minutes.



The Board shall allot each person providing public comment three (3) minutes to speak.

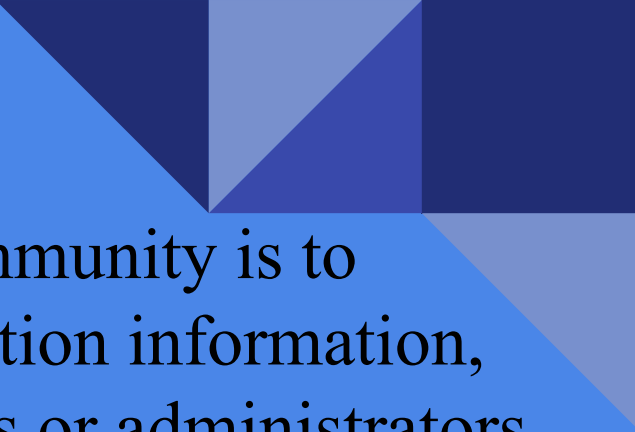
Persons wishing to address the Board on any topic shall register on-site prior to the published work session start time. The registration form will include the name, address, phone number, email of the person(s) providing comment, the organization represented (if any) and specify if the speaker has a child registered at TCSC.

No person may speak more than once.


In order to receive comments from the community efficiently, the Board will first acknowledge speakers who have students currently attending TCSC schools in the order of registration. Other speakers will be allowed on a first-come, first-served basis until all speakers have been called upon or the thirty (30) minute time limit has expired, whichever occurs first.




FOR ALL BOARD MEETINGS



The purpose of comments from the community is to provide Board members and administration information, not to engage in debate. Board members or administrators may provide answers to questions asked during comments from the community if the information is readily available and not confidential. Often, however, questions will not be answered, but taken under advisement and answers may be returned at a later time.



The Board will not tolerate comments that are:
threatening, harassing, illegal, obscene, defamatory,
personal attacks, or on a topic outside of the agenda.
Comments should be addressed to the Board
President, not an individual Board member.



Nothing in this policy prohibits the Board from taking reasonable steps to maintain order in a work session, including removal of any person who is willfully disruptive of the meeting.