

**HOMER COMMUNITY SCHOOLS BOARD OF EDUCATION**  
**Minutes of Special Meeting**  
**January 28, 2010**

**Call to Order/Roll Call/  
Pledge of Allegiance**

The special meeting of the Homer Community Schools Board of Education was called to order on January 28, 2010 at 8:30 a.m. at the Homer High School Media Center by Board Secretary JoAnne Miller.

**Members Present:**

JoAnne Miller, Kevyn VanWert, Josh McCullough, Chad Rocco

**Members Absent:**

Gary Tompkins, Dick Folk, Derek Allen

**Others Present:**

Superintendent Rob Ridgeway, Martha Robinson

**PUBLIC PARTICIPATION**

None

**NEW BUSINESS:**

Voluntary Severance Plan

Superintendent Ridgeway reviewed the voluntary severance plan (VSP) with the Board. The VSP is being offered to the Homer Education Association (HEA). Each HEA member will receive a letter instructing them to contact their building representative to pick up a copy of the VSP. This letter will include the following concerning eligibility:

The VSP is available for your review from your HEA building representative. In order to be eligible to participate in this VSP a teacher must satisfy **all** of the following requirements:

- A. The bargaining unit member must have completed twenty years of service as an HEA bargaining unit member by June 30, 2010.
- B. The bargaining unit member must be on the top step of the applicable column of the Salary Schedule as set forth in the Master Agreement between the Board and the Association.
- C. The bargaining unit member must be employed in good standing (no disciplinary actions against the employee under consideration) with the Board on the last teacher work day of the 2009-2010 school year or be on approved leave.
- D. The bargaining unit member must submit a written and executed VSP application (Attachment A), VSP Agreement and Waiver/Release of Claims form (Attachment B), and a written resignation (with an effective date of June 30, 2010) to the Board in accordance with the terms of this Plan.
- E. The bargaining unit member must make written application to participate in the VSP not later than the deadlines specified in the Plan. Bargaining unit members shall not be eligible to apply for participation in the Plan after 4:00 p.m. on March 25, 2010.

Following are the benefits for the association members:

- A. If there are four (4) but less than seven (7) VSP participants, each VSP participant will be entitled to receive a total payment of \$20,000 payable in two (2) annual payments of \$10,000 each by the 31<sup>st</sup> of January of each year commencing on January 31, 2011.
- B. If there are at least seven (7) but up to the maximum level of ten (10) VSP participants, each VSP participant will be entitled to receive a total payment of \$30,000 payable in three (3) annual payments of \$10,000 each by the 31<sup>st</sup> of January of each year commencing on January 31, 2011.

The opportunity for HEA members to apply to participate in the VSP will be from the date the Board and association have both approved the plan until 4:00 p.m. on March 25, 2010.

Homer Community Schools has the opportunity to save approximately \$360,000 if 4 teachers retire and approximately \$450,000 if 6 teachers retire.

It was moved by Chad Rocco and supported by Kevyn VanWert to adopt the proposed voluntary severance plan. The motion carried unanimously.

**OTHER BUSINESS:**

None

**ADJOURNMENT:**

It was moved by Kevyn VanWert and supported by Chad Rocco to adjourn the meeting at 8:45 a.m. The motion passed unanimously.

Respectfully submitted,

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JoAnne Miller, Secretary Board of Education