A special meeting of the Ipswich Board of Education was held at 4:13 p.m. in the Board Room of the Ipswich Public School.

Chairman Justin Davis called the meeting to order with the following members present: Carol Pond, Todd Hettich, Kathy Bauer, and Heidi Sylte. Also present were Supt. Osborne and Business Manager Wolff.

MOTION NO. 4-132-18

Motion by Pond, seconded by Hettich with motion carrying unanimously to approve the agenda.

MOTION NO. 4-133-18

Motion by Sylte, seconded by Hettich with motion carrying unanimously to go into executive session at 4:15 for negotiations per SDCL 1-25-2.

Chairman Davis declared executive session over at 5:08 p.m.

MOTION NO. 4-134-18

Motion by Pond, seconded by Bauer with motion carrying unanimously to approve the following teacher/board negotiation agreement:

1. Base: $36,500

2. Salary Increase: 1.5%
   a. All employees are eligible for the salary increase regardless of any performance or growth plans that are in place

3. Insurance: District will continue to pay full single or ½ family premium
4. Sick Days: 12 Days  
   a. Employees using NO current year sick days will receive a $750 bonus in June  
   b. Employees using up to 1-2 current year sick days will receive a $500 bonus in June  
   c. Employees using up to 3-5 current year sick days will receive a $250 bonus in June  
   d. Employees who have used all accumulated sick leave will have 1/175th of their salary deducted per sick day needed.  
      (Partial sick days used will be rounded up/down according: 50% or lower will be rounded down – 51% and higher will be rounded up.)  
   e. Any unused current year sick leave will be accumulated to the employee’s sick leave balance

5. Personal Days: 4 Days  
   a. (2 paid/2 sub-deduct) as per current policy  
   b. Employees requesting a 5th personal day will be subject to board approval as per current policy and deducted at 1/175th of their salary  
   c. Unused paid personal leave will be paid out at current certified substitute per day pay in June

6. Horizontal Steps: +65 additional step will be added at a rate of $550

**MOTION NO. 4-135-18**

Motion by Sylte, seconded by Hettich with motion carrying unanimously to adjourn at 5:09 p.m.

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Justin Davis, Chairman                 Robin Wolff, Business Manager