

SCHOOL BOARD MINUTES

March 8, 2016

Members of the Board of School Trustees met in executive session at 5:30 p.m. on this date at the Central Office pursuant to Indiana's Open Meetings Law for the purpose of: receiving information about and interview prospective employees; discussion of strategy with respect to any of the following: initiation of litigation or litigation that is either pending or has been threatened specifically in writing; and with respect to any individual over whom the governing body has jurisdiction: to discuss, before a determination, the individual's status as an employee, a student, or an independent contractor. No topics were discussed other than those listed on the public meeting notice. All members were present with the exception of Mr. Silver.

President Juergens called the Regular Board meeting to order at 7:06 pm. All members were present with the exception of Mr. Silver and Mrs. Franke.

Board members and members of the public stood for the Pledge of Allegiance and a Moment of Silence.

Mr. Hooker made a recommendation to approve the agenda as presented.. Mr. Klosterman moved and Mr. Joray seconded a motion to approve. Motion carried; 5-0.

Mr. Browning moved and Mr. Kelley seconded a motion approving the consent agenda which included the minutes of the February 9, 2016 regular meeting, monthly reconciliation summary, claims and payroll, monthly appropriation report, permission to advertise and sell bonds, student enrollment update, personnel recommendations, and professional leave requests.

The personnel report included the following:

Retirement:

Dereva Ernest	Special Ed Instructional Assistant	Redding	May 25, 2016
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Resignation:

Vanessa Hackman	Language Arts Teacher	SHS	March 7, 2016
Traci Walls	Part-time Custodian	SHS	February 16, 2016
Tiffany East	Part-time Nurse	Redding	March 11, 2016
Bronson Reid	Part-time Custodian	6th Grade Center	March 18, 2016
Nathan Owen	Assistant Girls Basketball Coach	SHS	March 8, 2016
Allison Wheeler	Assistant Volleyball Coach	SMS	March 8, 2016
Anna Hochstedler	Assistant Volleyball Coach	SHS	March 3, 2016

Termination:

Scott Danner	Special Ed Instructional Asst.	Redding	February 12, 2016
Timothy Shunney	Bus Driver	Transportation	February 17, 2016
Nicole Plumer	Substitute Bus Assistant	Transportation	February 23, 2016

Appointments:

Kacey Miller	Temporary Math Teacher	SHS	04/20/16 - End of SY
Melody Russell	Special Education Teacher	SHS	2016-2017 School Year
Patrick Maschino	Title 1 Instructional Assistant	Redding	March 9, 2016
Marci Black	Title 1 Instructional Assistant	Redding	March 9, 2016
Mallory Cockerham	Title 1 Instructional Assistant	Redding	March 9, 2016
Elizabeth Keith	Title 1 Instructional Assistant	Brown	March 9, 2016
Karina Castro-Sanchez	ELL Instructional Assistant	Brown	March 9, 2016
Stacey Driver	Director of Food Service	Corporation	July 1, 2016
Johnny Spivey	Assistant Track Coach	SHS	2015-2016 Season
Elizabeth Copeland	Assistant Gymnastics Coach	SHS	2015-2016 Season
Amy Macy	Head Boys Track Coach	SMS	2015-2016 Season

Scott Sage	Assistant Volleyball Coach	SHS	2016-2017 Season
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Transfer:

Leah Schafer	Title 1 IA to Special Ed IA	Redding	March 9, 2016
Becky Reasoner	Receptionist to Business Office Asst.	Central Office	TBD
Sherry Baker	Payroll Specialist to Receptionist	Central Office	TBD

Medical Leave:

Tiffany Thurston	4th Grade Teacher	Brown	05/16/16 - End of SY
Heather Lewis	Kindergarten Teacher	Jackson	08/08/16 - 11/01/16

Administrative Leave:

Cecily Noelker	4th Grade Teacher	Jackson	March 1-4, 2016
Vanessa Hackman	Language Arts Teacher	SHS	March 1-7, 2016

Leave of Absence:

Drew Purkhiser	Part-time Custodian	SHS	03/04/16 - End of SY
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Rate of Pay Modification:

Sherry Browning	Increase pay from \$10.41/hour to \$11.15/hour beginning August 1, 2015 Cafeteria Worker to Cook
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Contracted Services:

Byrdseed LLC	Summer Professional Development - High Ability	\$1800 + expenses
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Permission to Post New Position:

Certified Title 1 Tutor (2)	Immanuel	Open until Filled
Hearing Impairment Teacher (5 days/month)	Corporation	Open until Filled
Payroll Specialist	Corporation	Open until Filled
Part-time Skill Up Coordinator - Grant Funding (bilingual preferred)	SHS	Open until Filled
Assistant Band Director	SMS/SHS	2016-2017 SY
Owl Manufacturing Team Leaders (3) (Extended Contract Days)	SHS	2016-2017 SY
Language Arts/Social Studies Teacher	SHS	Open until Filled

Motion carried; 5-0.

COMMUNICATIONS & REPORTS

SUPERINTENDENT COMMENTS:

Mr. Hooker introduced the new Food Service Director, effective July 1, 2016, Stacey Driver.

Mr. Shaffner, Redding Elementary Assistant Principal, reported that Redding hosted the Math Bowl on February 25. He reported eleven teams competed in four classes. Emerson placed 5th, Cortland 4th, and Redding 2nd in the Red class. Brown placed first in the Orange class. Mr. Shaffner thanked everyone who helped, attended and supported the students. The support was appreciated.

Mr. Stark said the High School project is on hold right now due to the moisture. They will resume when the ground is dry. The Cortland project is moving along quickly. It's a nice addition to Cortland Elementary and the Corporation.

BOARD COMMENTS:

Mr. Joray gave a kudos to the high school baseball team. He said they had 102 year old Lottie Mitchell throw out the first pitch before a home game last season. She recently passed away and he noticed her family thanked the baseball team for allowing her to be a part of the event in the obituary.

AUDIENCE COMMENTS:

Mrs. Ahlbrand introduced Mrs. Beth White, Christy Lewis, and Mary Carlson from the Special Education Parents Advisory Council. Mrs. Carlson said the Council would like to donate forty-eight \$40 checks; one for each Special Education Teacher and Therapist to purchase items needed for their classrooms. Mrs. Ahlbrand made a recommendation to accept the donation. Mr. Klosterman motioned to waive the first read and Mr. Joray seconded. Motion carried; 5-0. Mr. Klosterman motioned to accept the donation and Mr. Joray seconded. Motion carried; 5-0.

Mr. Shaffner made a recommendation to approve a \$250 donation from the Seymour Chamber of Commerce Recycling Challenge. Ms. Wehmiller worked with the third and fifth grade students to create a mural using recycled wallpaper and fabric samples from around the community. Mr. Browning motioned to waive the first read and Mr. Joray seconded. Motion carried; 5-0. Mr. Joray motioned to accept the award and Mr. Kelley seconded. Motion carried; 5-0.

Mr. Tim Hardin, SHS Band Booster President, said the Boosters were recently awarded a grant from Jackson County Bank for \$1,717. He said due to the increasing number of students coming into band, they have estimated a need of 60-65 additional band uniforms next school year. It will take three to four months to receive the new uniforms so they would like to get them ordered soon. The total cost, with shipping and handling, for 70 new uniforms is \$29,553.30. The Boosters have raised half of the money and are requesting the school corporation assist with the other half. Mr. Kelley made a recommendation to waive first read and Mr. Browning seconded. Motion carried; 5-0. Mr. Klosterman motioned to approve the purchase of new band uniforms with the corporation paying no more than \$14,776.65. Mr. Kelley seconded. Motion carried; 5-0.

ACTION ITEMS

Mr. Rodman requested permission to purchase additional Chromebooks for all fifth grade students. Mr. Browning moved and Mr. Kelley seconded a request to waive the first read. Motion carried; 5-0. Mr. Klosterman motioned to approve the purchase of Chromebooks and Mr. Kelley seconded. Motion carried; 5-0.

Mr. Gullo shared that three bids were received for the SHS Athletic Spaces Project from Kings Trucking, Goecker Construction, Inc., and Sports Contracting Group. Mr. Hooker made a recommendation to accept the bids received. Mr. Browning moved and Mr. Klosterman seconded. Motion carried; 4-1 with Mr. Joray opposed.

Mr. Gullo then said the lowest and most responsive bid received was from Sports Contracting Group. The budget allows for the base bid (\$872,000), Alternate 1 - Track Resurface (\$89,500), and Alternate 4 - Electrical Box at Turf Field (\$11,400) for total work costing \$973,600. Mr. Hooker made a recommendation to award the bid to Sports Contracting Group. Mr. Klosterman motioned to approve and Mr. Browning seconded. Motion carried; 4-1 with Mr. Joray opposed.

Mr. Gullo stated five bids were received for the Brown Elementary School Renovation Project Phase II from Goecker Construction, Inc., T&G Construction Co, Inc., Dunlap & Company Inc., Poole Group, Inc., and Teton Corporation. Mr. Hooker made a recommendation to accept the bids received. Mr. Joray motioned to accept and Mr. Kelley seconded. Motion carried; 5-0.

Mr. Gullo said the lowest and most responsive bid received was from T&G Construction Co. The budget would allow the Base Bid (\$676,895), Alternate 1 - Interior Renovation of Old Office Area (\$97,000), Alternate 2 - Interior Renovations - Classrooms (\$101,000), Alternate 3 - Interior Renovations - Storage Area (\$13,000) and Alternate 5 - Bus Lot (37,000) for a total project cost of \$924,895. Mr. Hooker made a recommendation to award the bid to T&G Construction Co. Mr. Joray moved and Mr. Browning seconded. Motion carried; 5-0.

Mrs. Ferguson made a recommendation to approve the Kindergarten Roundup dates for April 7, April 12, and April 21. Mr. Joray moved and Mr. Klosterman seconded. Motion carried; 5-0.

Mrs. Ferguson made a recommendation to approve the Summer programming as follows: I-Read Program, TEAMS Camp, Grad Point, Summer Ag Experience, Summer Feed Program, Special Education Extended School Year, Migrant/English Learner/PASS Credit Recovery, and Kindergarten "Jump Start." Mr. Browning motioned to approve the summer programs and Mr. Joray seconded. Motion carried; 5-0.

Mr. Stark made a recommendation to accept the following corporation maintenance agreements:

1. ThyssenKrupp(Amco): Annual inspections & maintenance of lifts (2) and elevators (2) \$2,848.80/yr.
2. Best Way Disposal: \$19,716.00/year. Depends on number of pickups.
3. Better Way Mechanical, LLC: Chiller maintenance, Hourly rate (\$80.00/hr) as needed.
4. B.R. Bleachers, Inc. Maintenance, Service & Inspection with reports of interior and exterior bleachers, athletic equipment such as backstops, divider curtains, wrestling mat lifts, outdoor basketball poles, backboards and rims: \$37,380.00.
5. Cummins Crosspoint, LLC providing annual maintenance of SHS and SMS generators at \$4,500.00.
6. Dallmann Systems: Monitoring Activate Health Clinic and Admin. Annex security systems, \$432.00/year. Plus service of our security systems at various schools.
7. Johnson Controls or HVAC Service provider: Trouble-shoot HVAC software and HVAC mechanical systems as needed. \$10,000-\$15,000/yr.
8. Koorsen Protection Services provide annual fire protection services. \$12,526.50.
9. King Trucking providing annual snow removal services. \$25,000-\$50,000 or more depending on ice and snow events..
10. McIntire Alarm: Monitoring several schools security systems, \$1,728.00/year and fire alarm systems \$936.00/year for a total of \$2,664.00.
11. Constellation/Pro-Liance Energy: Contract to buy natural gas futures to save corporation money. Expense varies depending on market and volume used.
12. Turnkey Mechanical & Electrical Corp. Boiler Service & Maintenance Agreement. Burner cleaning, combustion setup, boiler fireside and waterside cleaning. \$9,000.00.
13. Weas Engineering, Inc. Test and maintain chemical levels in heating/cooling water plus Legionella testing for all facilities: \$12,912.00.
14. Culligan: Water softener salt and maintenance of softeners \$10,000.00
15. RWD: Maintenance of corporate ice machines and kitchen equipment \$50,000.00
16. Richard's Hood: Cleaning of all corporation kitchen hoods (\$3,500.00)
17. Chestnut Ridge Consulting, Inc.: Maintains C.B. Hess Soccer Field. Not to exceed \$3,900/year without Director of Facilities approval.
18. Holt Construction, Inc. Mowing Contractor: Annual Mowing of school properties. Not to exceed \$20,000/year without Director of Facilities approval.
19. Dennis Klinge Mowing Contractor: Annual Mowing of school properties. Not to exceed \$20,000/year without Director of Facilities approval.
20. Naturalscapes Services, Inc: Insect control, pruning and mulching as needed. Not to exceed \$24,000.00/year without Director of Facilities approval.
21. Premier Landscape: C.B. Hess lawn care (\$2,600.00) and total landscape maintenance at Jackson County Learning Center: (\$14,000.00) unless approved by Director of Facilities.
22. PlayWorld MidStates: Playground annual inspections with reports: \$4,500.00. Same
23. Selected Vendor: Playground engineered wood fiber installed: \$31-\$35,000.00
24. TruGreen Commercial Lawn Care: Treat all athletic fields, Central Office, and SHS front lawn: \$22,334/year.
25. Terminix Commercial Pest Control: Integrated Pest Management Plan for all corporate facilities: \$5,112.00/yr.
26. Countryside Play Structures: Playground Annual Inspections and reports. (\$1,800.00).

Mr. Kelley made a motion to approve all maintenance agreements except for numbers 5, 9, and 15. Mr. Klosterman seconded. Motion carried; 5-0.

Mr. Stark requested permission to make the necessary changes to the natural gas futures plan to save the Corporation more money. Mr. Joray moved and Mr. Kelley seconded. Motion carried; 5-0.

Mr. Stark made a recommendation to have Johnson Controls complete the repairs of the chilled water system at the high school for \$23,744.24 out of capital projects. Mr. Kelley moved and Mr. Browning seconded. Motion carried; 5-0.

Mr. Fosbrink made a recommendation to approve the updated Driver Drug and Alcohol Policy. Mr. Joray motioned to approve and Mr. Klosterman seconded. Motion carried; 5-0.

Mr. Nauman made a recommendation to renew the Activate Clinic Contract for four years. We will not do the optional restroom separation. They have talked to the Seymour Tubing Clinic and there is a possibility at some point to combine the clinics into one for cost savings. Mr. Joray moved and Mr. Kelley seconded. Motion carried; 5-0.

Mr. Royer requested permission to lock in rates for the 2017 8th Grade Washington D.C. trip. Mrs. Sherry Holt-Price has been organizing the trip for the past six years and has done a great job. Mr. Browning motioned to approve and Mr. Klosterman seconded. Motion carried; 5-0.

Mr. Prange made a recommendation to approve an overnight Boys Cross Country trip to Ceraland in June. Mr. Joray motioned to approve and Mr. Klosterman seconded. Motion carried; 5-0.

NEW BUSINESS - FIRST READ

Mrs. Ferguson suggested a few changes to the 2016-2017 School Calendar be made to reflect the current school year. These include moving the first snow make up day to February 20 from January 16. School would be in session on Martin Luther King Jr. Snow Make up day 2 would then be Friday, April 28 - SHS Prom, Make up day 3 on Monday, April 17 - Easter Monday, and Make up day 4 on Good Friday, April 14. She will return for second read in April.

Mrs. Ferguson shared the handbooks for the Elementary, Middle School, and High School. She will return in April for approval.

Mrs. Ferguson made a recommendation for the Corporation to pursue High Reliability Certification for all schools. In the area of high accountability, schools cannot tolerate high levels of failure. Therefore, the Corporation must monitor the systems and immediately take action to correct to prevent system-wide failures. Seymour is currently an AdvancEd school. Through examination of documents, interviews, and an on-site visit, areas of strength and need were identified. AdvancEd does not provide a plan to make these improvements. She suggested this is where the Marzano High Reliability Schools framework can assist the corporation if approved. The program not only requires us to identify these areas but also to substantiate that we are meeting the expected levels of competency. She will return for second read in April.

Mr. Stark said the play surfaces at all the playgrounds needs replenished with mulch to meet the standards. He will request quotes for this work and return in April for approval.

Mr. Stark has been contacted to continue the replacement of carpet in five of the schools - Seymour High School, Seymour Middle School, Sixth Grade Center, Jackson, and Redding. He will return with quotes in April.

Mr. Nauman said it is time to renew the GradPoint software for the high school and JCLC. In the past, we have taken advantage of a multi-year contract to save on costs. We have the opportunity at this time to pay for two years and get a third at no additional cost. He will return in April with a recommendation to renew with the three year offer for \$35,590.00.

Mr. Prange introduced the Power Hour concept they plan to introduce at Seymour High School. Lunch will be open for 60 minutes. It will remain a closed campus, but students will be allowed to eat in the hallways that are not adjacent to the main office or student services, outside on picnic tables, in the cafeteria and commons, and in certain classrooms based upon teacher preference. Teachers will have thirty minutes for lunch and will then be available to help students the other thirty minutes. The goal is to increase student opportunities for academic success while creating a positive academic culture and school climate. The administration has been in contact with a principal in Florida who has experience with this concept. Mr. Urbanski has also done a great job getting the staff and students ready for this change.

Mrs. Reinhart presented policy information on head lice and bed bugs. She is recommending, on the recommendation of the American Academy of Pediatrics and the National Association of School Nurses, the no-nit policy be discontinued. Students with diagnosed live head lice do not need to be sent home early from school: they can go home at the end of the day, be treated, and return to class after appropriate treatment has begun. The nurse will contact the parent and provide education on the management of head lice.

Mrs. Reinhart said if it is determined that an individual has brought a bed bug into school, several steps may be taken to avoid spreading the infestation to others including: changing clothing when they arrive at school, school nurse will treat the clothing and have it ready for when the student returns at the end of the day, notify the parent, and educate the parents. The student will continue to be discreetly and sensitively examined by the school nurse every morning for a month after the last bed bug sighting. The school nurse will contact parents and provide education and instructions for how to treat the home.

Mrs. Burbrink said they have incorporation sharing tables in some of the schools. A sharing table is a place where students can place unopened food and drinks that they choose not to eat or drink. This provides an opportunity for other students to take additional helpings of food or beverages from the Sharing Table at no cost to them. Food Service hopes to see a decrease of food waste by offering these tables.

Mrs. Burbrink made a recommendation to raise the lunch prices by (\$0.10) due to the USDA regulations. She will return in April for approval.

Mr. Hooker presented an updated version of the employment application.

Mr. Nauman discussed the 2017 School Budget process, timeline and debt service. He will continue the budget discussion over the next few months until it is approved.

IMPORTANT EVENTS

Mr. Klosterman moved and Mr. Joray seconded a motion to adjourn. As there was no further business to come before the Board at this time, the meeting was adjourned at 8:59 PM.

_____ President

_____ Vice President

_____ Secretary
