

The Board of School Trustees of Madison Consolidated Schools conducted a Regular Meeting and Public Hearing on Wednesday, March 12, 2014, at the Administration Building, at 6:30 p.m.

The following members of the Board of School Trustees were present:

Mr. Todd Bass, President  
Mr. Carl Glesing, Vice-President  
Mrs. Linda laCour, Secretary  
Mrs. Lee Ann Imel, Member  
Mrs. Joyce Imel, Member

The following Central Office Administrators were present:

Dr. Ginger Studebaker-Bolinger, Superintendent  
Dr. Katie Jenner, Director of Learning and Title Programs  
Ms. Bonnie Phillips, Director of Finance  
Mr. Mike Frazier, Director of Systems, Operations, and Auxiliary Services  
Mrs. Lisa Cutshall, Director of eLearning  
Mrs. Angela Vaughn, Special Education Coordinator  
Mr. Mark Wynn, Corporation Attorney

Opening Statement by Board President:

All school board meetings are open to the public and all discussions will be held in the open, with the exception of executive sessions. There is time on the meeting agenda for public comments. If you have questions about specific procedures, please check with us prior to the meeting. Involved and informed parents and citizens are our best guarantee of excellence in our public schools.

School board members receive a full agenda several days prior to the board meeting. The agenda may deal with curriculum, budget, hiring of personnel, facilities, school transportation, or long-range planning. The agenda usually includes written support material that helps us with our decision making. If it appears that we take quick action on an item, it may be because we have been studying the topic for several weeks or that we have had our questions answered in advance of the meeting.

### **STUDENT RECOGNITION(S)**

The Board recognized the following students/athletes for their accomplishments this year:

#### **MCHS Academic Decathlon Team**

##### **State Team**

##### **Economics**

Nick Dozier, Silver Medal

##### **Interview**

Kyla Brown, Silver Medal  
Hudson Pittman, Bronze Medal

##### **Language and Literature**

Emily Luhn, Gold Medal

Mathematics

Gabby Nay, Bronze Medal

Team Members

Spencer Spaulding

John McCarty

Katy McFarland

Noah Kahn-Stookey

Advisors

Mrs. Susan Wingham

Mr. Lee Strassell

**MCHS State Wrestling Team Members & Wrestling Coach**

**Jordan Partee**

**160 lbs**

Jeff Classic: 1<sup>st</sup> Place

Cub Classic: 1<sup>st</sup> Place

Hoosier Hills Conference: 1<sup>st</sup> Place

IHSAA Sectionals: 1<sup>st</sup> Place

IHSAA Regionals: 1<sup>st</sup> Place

IHSAA Semi-State: 2<sup>nd</sup> Place

IHSAA State: 4<sup>th</sup> Place

Record: 53-3

**Mitchell Sandlin**

**195 lbs**

Jeff Classic: 2<sup>nd</sup> Place

Cub Classic: 1<sup>st</sup> Place

Hoosier Hills Conference: 1<sup>st</sup> Place

IHSAA Sectionals: 1<sup>st</sup> Place

IHSAA Regionals: 1<sup>st</sup> Place

IHSAA Semi-State: 1<sup>st</sup> Place

IHSAA State: 8<sup>th</sup> Place

Record: 49-7

**Coach Tyson Skinner**

Regional Coach of the Year

250 Career Wins

**ISSMA State Solo and Ensemble Members**

**Marimba Trio**

**Gold Medal**

**Perfect Score**

Seth Brawner

Mitch Marsh

Mitchell Shaw

**Alto Saxophone**  
Silver Medal  
Courtney Richmond

**TEACHER RECOGNITION**

The Board recognized Mrs. Terrie Slack, M.A.P. Instructor, who received *The Timeless Teacher Award*. Mrs. Slack was nominated for this award by fellow teacher Mrs. Julie Dwyer. The award is in recognition for having gone above and beyond expectations, to make a timeless impact on the lives of kids.

**ATHLETIC DIRECTOR**

The Board recognized Mr. Ken Brunner, MCHS Athletic Director, for being honored as “Administrator of the Year” by the Indiana High School Wrestling Coaches Association, on Sunday, February 23<sup>rd</sup>. This award goes to an athletic director or other administrator that demonstrates a high level of support for wrestling programs and has contributed to the improvement of the sport of wrestling in Indiana.

**CONSENT AGENDA**

Upon the recommendation of Dr. Studebaker-Bolinger, and a motion by Mr. Glesing, seconded by Mrs. laCour, the Board voted, 5-0, and the motion carried to approve the Consent Agenda.

**MINUTES OF THE FEBRUARY 12, 2014, REGULAR MEETING AND FEBRUARY 19, EXECUTIVE SESSION**

**APPROVAL OF CLAIMS**

**APPROVAL OF PERSONNEL REPORT**

**Employment(s)**

Paula Hartman – Primary Spell Bowl Coach – E.O. Muncie Elementary School – effective February 12, 2014  
Carla Cheatham - Primary Spell Bowl Coach – E.O. Muncie Elementary School – effective February 12, 2014  
Chanda Austin – Instructional Support – ISS – 10 hours per week – Junior High School – effective February 18, 2014  
Reba Ehlers – Custodian – 27 ½ hours per week – Junior High School – effective March 6, 2014  
Sarah Neese – Head Girls Tennis Coach – High School – effective March 17, 2014  
Al Wilcox – Head Boys Golf Coach – High School – effective March 17, 2014  
Doug Rusk – Assistant to Athletic Director – Spring – High School – effective February 17, 2014  
Shannon Barger – Head Baseball Coach – High School – effective March 17, 2014  
Donnie Vaughn – Varsity Assistant Baseball Coach – High School – effective March 17, 2014  
Drew Frazier – Junior Varsity Baseball Coach – ½ - High School – effective March 17, 2014  
Ron Couch – Freshman Baseball Coach – ½ - High School – effective March 17, 2014  
Joe Jenner – Volunteer Assistant Baseball Coach – High School – effective March 17, 2014  
Tony Ralston – Head Softball Coach – High School – effective March 10, 2014  
Mike Henthorne – Varsity Assistant Softball Coach – High School – effective March 10, 2014  
Mike Peak – Junior Varsity Softball Coach- High School – effective March 10, 2014  
Scott Holcroft – Head Boys Track Coach – High School – effective February 17, 2014  
James Hall – Assistant Boys Track Coach – High School – effective February 17, 2014  
Ryan Lamb – Girls and Boys Pole Vault Coach – ½ - High School – effective February 17, 2014

Tim Palmer – Girls and Boys Pole Vault Coach – ½ - High School – effective February 17, 2014  
Becky Booker – Custodian – 27 ½ hours per week - Anderson Preschool – effective February 18, 2014  
Sharon Bliton – Custodian – 27 ½ hours per week – 2<sup>nd</sup> shift - E.O. Muncie Elementary School – effective March 6, 2014  
Traci Turner – Custodian – 27 ½ hours per week – Lydia Middleton Elementary School – effective March 4, 2014  
William Andrews – Custodian – 27 ½ hours per week – 2<sup>nd</sup> shift – High School – effective March 3, 2014  
Stephanie Nussbaum – Girls Track Coach- High School – effective March 12, 2014  
Dana Hooton – Volunteer Assistant Girls Track Coach – High School – effective February 17, 2014  
Cheryl Hooton – Volunteer Assistant Girls Track Coach – High School – effective March 12, 2014  
Lauren Norris – Assistant Girls Track Coach – ½ stipend - High School – effective March 12, 2014  
Randy Allen – Assistant Girls Track Coach – ½ stipend – High School – effective March 12, 2014  
Linda Seib – Head Boys Junior High Track Coach – Junior High School – effective March 12, 2014  
Judy Demaree – Head Girls Junior High Track Coach – Junior High School – effective March 12, 2014  
Ray Black – Assistant Wrestling Coach – Junior High School – effective December 2013 – March 2014

Resignation(s)

Eddie Johnson – Secondary Instructor – High School – effective end of the 2013-2014 school year  
Larry Hayden – Custodian – High School – effective February 13, 2014  
Chanda Austin – Cafeteria Cook – Junior High School – effective February 28, 2014  
Chanda Austin – Instructional Support – ISS – Junior High School – effective February 28, 2014  
Nick Houchen – Custodian – Preschool – effective January 31, 2014  
John Crawley – Head Boys and Girls Swim Coach – High School – effective February 23, 2014  
Lisa Cutshall – Director of eLearning – effective April 4, 2014  
Delores Imel-Webster – Bus Driver – effective March 10, 2014

Retirement

Alvin Sonner – Principal – Deputy Elementary School & Assistant Principal – E.O. Muncie Elementary School – effective end of the 2013-2014 school year

Termination

Connie McCarty – Custodian – Junior High School – effective February 21, 2014

Change of Position

Rebekah Canida – from Preschool Instructional Support to Class Instructor – Preschool – effective February 3, 2014

APPROVAL OF DONATION(S)

Administration Building

1. River Valley Financial Bank donated \$2,000.00 to the Administration Building to be used at the discretion of the Superintendent.

E.O. Muncie Elementary School

1. Mr. and Mrs. Darryl Bishop donated \$200.00 for the 5<sup>th</sup> grade field trip to Chicago. The gift is to be used to cover expenses for a student in need.
2. Mr. and Mrs. Max Poling donated \$50.00 to Mrs. Gretchen Smith's Kindergarten class. The gift will be used to help cover classroom expenses as needed.

MCHS

1. McDonald's donated \$2,000.00 to the Baseball Stat Stars
2. River Valley Financial Bank donated \$2,000.00 to the Theatre
3. NAS donated \$250.00 to the After Prom for expenses

APPROVAL OF EQUIPMENT PURCHASES FOR MCHS

1. The Athletic Department would like permission to purchase a HP-17 computer from Staples in the amount of \$639.99.
2. The wrestling team would like to purchase a Befour Scale from El Sports for \$629.00 (includes shipping)

APPROVAL OF TRAVEL REQUESTS AND REIMBURSEMENT FORMS

<u>Date</u>	<u>Name</u>	<u>Day</u>	<u>Grant</u>	<u>Sub Needed</u>	<u>Place</u>	<u>Reason</u>
Feb. 13-14, 2014	Ryan Day	Full	No	Yes	Madison	Visit Elementary Schools
February 19, 2014	Melissa Demaree	Full	N/A	No	New Albany	IPLI Meeting
February 24, 2014	Mischell Neher	Full	Yes	No	Adm. Bldg.	K-2 Literacy Team
	Angie Kelley	Full	Yes	Yes		
	Susan Thevenow	Full	Yes	Yes		
	Amanda Laufer	Full	Yes	Yes		
	Darla Mahoney	Full	Yes	No		
	Pam Kimmel	Full	Yes	No		
	Kathy Stoner	Full	Yes	Yes		
February 25, 2014	Jennifer Amburgey	Full	Yes	Yes	Columbus	Science Conference
	Kathy Stoner	Full	Yes	Yes		
February 25, 2014	Pat King	Full	No	Yes	North Harrison	Basketball Sectional Meeting
March 12, 2014	Keith Mahoney	Full	N/A	No	Wilson Center	Bud Bids
	Robin Demaree	Full	N/A	No		
April 3, 2014	Jill Deputy	½	N/A	No	Jac-Cen-Del	Threat Assessment Training
	Tim Whitaker	½	N/A	No		
April 10, 2014	Sunshine Hartwell	Full	Yes	Yes	Indianapolis	FACS Conference
	Denise Axsom	Full	Yes	Yes		
				(Will be reimbursed by State)		
April 10-13, 2014	Kande McKay	Full	N/A	No	Cleveland	AVID Staff Developer Training

April 17, 2014	Marty Gayle	Full	N/A	No	Carmel	Patins Expo
June 28-July 2, 2014	Jennifer Watson	Full	Yes	No	Atlanta	International Conference
	Suzanne Jansen	Full	Yes	No		
	Kande McKay	Full	Yes	No		

#### APPROVAL OF OVERNIGHT FIELD TRIP REQUEST

We have a request from Mr. Ed Johnson, Science Olympiad Academic Coach, to take 9 academic team members to the State Science Olympiad Tournament on March 21-22, 2014 at Bloomington, Indiana.

#### ACTION

#### APPROVAL TO ADVERTISE FOR CAFETERIA BIDS

Upon the recommendation of Dr. Studebaker-Bolinger, and a motion by Mrs. J. Imel, seconded by Mr. Glesing, the Board voted, 5-0, and the motion carried to approve the advertising for Cafeteria Bids.

- Group I – Dairy
- Group II – Bread Products
- Group III – Other Cafeteria Supplies

#### APPROVAL TO INCREASE SUBSTITUTE TEACHER PAY RATES

Upon the recommendation of Dr. Studebaker-Bolinger, and a motion by Mr. Glesing, seconded by Mrs. L. Imel, the Board voted, 5-0, and the motion carried to Increase Substitute Teacher Pay Rates as of March 10, 2014, as follows:

<u>Substitute Level</u>	<u>Current Rate of Pay</u>	<u>Proposed Rate of Pay</u>
Minimum of 60 semester college credit hours	\$50.00	\$60.00
Indiana licensed teacher, retired licensed teacher, or bachelor's degree	\$65.00	\$75.00

#### APPROVAL OF PLAN FOR SNOW MAKE-UP DAYS

Upon the recommendation of Dr. Studebaker-Bolinger, and a motion by Mr. Glesing, seconded by Mrs. J. Imel, the Board voted, 5-0, and the motion carried to approve the Plan for Snow Make up Days as follows:

- 1) Request the waiver previously announced by the State Superintendent. This option will not require us to reschedule the class sessions we missed on January 6 and January 7, 2014
- 2) Attend school on February 17 as listed on our calendar as a snow make-up day. Students were in attendance so this has been completed.
- 3) Attend school on March 31 through April 4 as listed on our school calendar as snow make-up days.
- 4) Extend each school day for one hour on the following dates: March 10 through March 14, March 17 through March 21, and March 31 through April 9.
- 5) Request a waiver and schedule April 18 and May 3 as eLearning days for all students. Students and staff will not report to our buildings on this day and all learning will be done from home. Alternative assignments may be necessary for some students.

## DISCUSSION INFORMATION

### PROFESSIONAL DEVELOPMENT PLAN

Dr. Jenner said the professional development plan is a work in progress and wants teacher input.

Dr. Jenner presented the following:

#### **Professional Development Plan:**

Streamline Professional Development in order to maximize teaching and learning potential

#### Strategic Framework & Professional Development Plan

- Instructional Strategies
  - ✓ MCS Strategic Framework Goal Areas 1, 3, 5
- Assessment/Data Analysis
  - ✓ MCS Strategic Framework Goal Areas 1, 3, 5
- Curriculum Development
  - ✓ MCS Strategic Framework Goal Area 1
- Operational Development
  - ✓ MCS Strategic Framework Goal Area 2, 4

#### Adding to the “Tool Belt”: Instructional Strategies

- ❖ Student Engagement Strategies
- ❖ Writing
- ❖ RTI (Response to Intervention)
- ❖ Content Literacy
- ❖ College and Career Readiness

#### Assessment/Data Analysis

- Writing and designing assessment
- Using data to inform instruction (student thinking process)

#### Curriculum Development

- Standards-based Alignment
- Resource Alignment

#### Operational Development

- Community Relations
- School Culture
- Building Reflective Faculty
- Efficiency (Six Sigma)

#### Eating the Elephant...one bite at a time

- We must pace ourselves!
  - ✓ Implementation Calendar Overview
  - ✓ Continuous Re-evaluation
- Primary Goals 2014-2015
  - ✓ Curriculum Alignment – ELA and Math
  - ✓ RTI process
  - ✓ Data Analysis – using current assessment data
  - ✓ Common Language for professional development team

Mr. Bass inquired about new coaches for the secondary level. Dr. Jenner said there is a possibility of using Title II grant dollars to hire 1-2 secondary coaches. Mrs. J. Imel said RTI needs to challenge every child. Dr. Jenner agreed and said also beyond the elementary level.

### **DISTRICT VISION, MISSION, BELIEFS AND CORE VALUES**

Dr. Studebaker-Bolinger distributed a proposed process for Madison Consolidated Schools regarding Vision, Mission, and Core Values Work. She stated she would like to work with established committees to begin the process of developing our district vision and mission. In addition, upcoming survey information would also provide input for consideration. Dr. Studebaker-Bolinger said she would bring draft statements to the Board for review and adoption.

Mrs. laCour asked if we are getting responses from the surveys. Mrs. Cutshall said it depends on the topic.

Mr. Glesing said the new statements need to be clear, concise and understandable for the public.

### **ADJOURN REGULAR MEETING**

Mr. Bass adjourned the Regular Meeting.

### **CONVENE PUBLIC HEARING**

Mr. Bass convened the Public Hearing.

### **PUBLIC HEARING**

### **PUBLIC HEARING CONCERNING MADISON JUNIOR HIGH SCHOOL IMPROVEMENT STATUS**

Dr. Studebaker-Bolinger explained the public hearing is a State and Federal requirement to help the public understand the turnaround measures for the Junior High School.

Mrs. Jill Mires, Principal, said the Junior High School received a letter grade of “D” the past two years. She said the process for improvement included:

- Hearing
- Assurance Letter from Dr. Studebaker-Bolinger
- Resume
- Create a Student Achievement Plan 2014
- Ability to lead turnaround principles

Mrs. Mires explained the following turnaround measures at Madison Junior High School:

#### Goals

- Priority Area for Improvement #1:
  - ✓ Student Growth – English/Language Arts – Bottom 25%
- Priority Area for Improvement #2:
  - ✓ Student Growth – English/Language Arts – Top 75%
- Priority Area for Improvement #3:
  - ✓ Student Proficiency (Pass Rate) – Math – 100% of students
- Priority Area for Improvement #4:
  - ✓ Student Proficiency (Pass Rate) – English/Language Arts – 100% of students

## **SMART GOALS**

### **Academic Achievement Goals:**

1. By May 2014, Madison Junior High School will increase the number of students who make growth in the bottom 25% (47 students in grades 6-8).
2. By May 2014, Madison Junior High School will increase the number of students who make growth in the top 75% (37 more students in grades 6-8).
3. By May 2014, Madison Junior High School overall performance in mathematics grades 6-8 will increase by 5.8% (74.1% Proficiency/Advanced to 80% Proficiency/Advanced) as measured by ISTEP.
4. By May 2014, Madison Junior High School overall performance in English/Language Arts grades 6-8 will increase by 8.5% (71.5% Proficiency/Advanced to 80% Proficiency/Advanced) as measured by ISTEP.

TURNAROUND PRINCIPLE #1: SCHOOL LEADERSHIP

TURNAROUND PRINCIPLE #2: SCHOOL CLIMATE AND CULTURE

TURNAROUND PRINCIPLE #3: EFFECTIVE INSTRUCTION

TURNAROUND PRINCIPLE #4: CURRICULUM, ASSESSMENT, AND INTERVENTION SYSTEM

TURNAROUND PRINCIPLE #5: EFFECTIVE STAFFING PRACTICES

TURNAROUND PRINCIPLE #6: ENABLING THE EFFECTIVE USE OF DATA

TURNAROUND PRINCIPLE #7: EFFECTIVE USE OF TIME

TURNAROUND PRINCIPLE #8: EFFECTIVE FAMILY AND COMMUNITY ENGAGEMENT

Mrs. Mires said the plan focuses on all students.

Mrs. Mires said two State visits will occur; one on April 4 and one in May.

Mrs. Mires said she and Mr. Whitaker have agreed to shave their heads if the goal is achieved.

Mrs. Mires said this process has been good for her and the faculty at the Junior High School.

Dr. Studebaker-Bolinger said Mrs. Mires has done an excellent job with her leadership skills and collecting data.

Mrs. laCour asked about Bear Necessities. Mrs. Mires said the students attend a class for 20-25 minutes daily where binders, notes, homework, and technology devices are checked.

Mrs. Mires said 53 8<sup>th</sup> graders are in AVID this year.

## **ADJOURN PUBLIC HEARING**

Mr. Bass adjourned the Public Hearing.

## **CONVENE REGULAR MEETING**

Mr. Bass convened the Regular Meeting.

## **PUBLIC COMMENTS**

There were no public comments.

## **REPORTS**

### **STUDENT REPRESENTATIVE**

Miss Sarah Smith gave the following report:

- Thank you for coming and supporting the winter athletic events.
- We liked having the kindergarteners through second graders coming to see the Frog and Toad this past Monday.
- Thank you to the administration and Mrs. Judy Brooks for the snacks during the day.
- Finishing the buildings trades house.
- We are having a good start to our spring sports.
- We are preparing for the ECA and AP tests.

### **SUPERINTENDENT**

Dr. Stuebaker-Bolinger reiterated snacks are being provided during the extended day period and thanked Mrs. Brooks and Mr. Frazier for coordinating the distribution.

Dr. Stuebaker-Bolinger reminded the board of the ISBSA Region meeting next Thursday, March 20<sup>th</sup>.

Dr. Stuebaker-Bolinger said there will be a "Did You Know" tour throughout the corporation during April and May. She said this will be a good time to visit and meet colleagues. Dr. Stuebaker-Bolinger said snacks would be provided in each building and a drawing for prizes for those who visit each building.

Dr. Stuebaker-Bolinger thanked Mr. Sonner for his service to Madison Consolidated Schools.

Dr. Stuebaker-Bolinger recognized Mrs. Cutshall for her service to our district

### **BOARD MEMBER COMMENTS**

Mr. Glesing said our school corporation is moving in the right direction.

Mr. Glesing said the Education Foundation Dinner is April 25, at the Livery Stable.

Mrs. laCour said Madison Consolidated Schools has good kids. She said it is a good time to be a Cub.

Mrs. J. Imel said she was excited about the professional development plan. She asked who was on the committee.

Mrs. J. Imel thanked Mrs. Mires for her presentation.

Mrs. J. Imel thanked Mr. Sonner and Mrs. Cutshall for their service.

Mrs. L. Imel thanked and congratulated Mrs. Terrie Slack for receiving her award.

Mrs. L. Imel commended Mr. Ryan Day for the job he has done with the Bands. She said she loves to see the increased interest in Band.

Mrs. L. Imel commended Mr. Tyson Skinner and the wrestlers.

Mrs. L. Imel said her work place has a high school student intern who is proud of her school.

Mr. Bass wished Mrs. Cutshall good luck.

Mr. Bass thanked the donators.

Mr. Bass agreed with Mr. Glesing stating our corporation is moving in the right direction.

**ADJOURNMENT**

Mrs. laCour moved the meeting be adjourned, seconded by Mr. Glesing, the Board voted, 5-0, and the meeting was adjourned.

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Secretary  
BY: ps

ATTEST:

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