

The Board of School Trustees of Madison Consolidated Schools conducted a Regular, Statutory and Board of Finance Meeting and Public Hearing on Wednesday, January 11, 2017, at the Administration Building, 2421 Wilson Avenue, Madison, Indiana, at 6:30 p.m.

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

Mrs. Joyce Imel, President  
Mr. Carl Glesing, Vice-President  
Mrs. Linda laCour, Secretary  
Mr. Rob Kring, Member  
Mrs. Jeanne Dugle, Member

The following Central Office Administrators were present:

Dr. Ginger Studebaker-Bolinger, Superintendent  
Dr. Katie Jenner, Senior Director of Learning and Title Programs  
Mr. Mike Frazier, Director of Systems, Operations, and Auxiliary Services  
Mrs. Bonnie Hensler, Director of Finance and Human Resources  
Mrs. Angela Vaughn, Director of Special Education and Student Services  
Mr. Jason Pattison, Corporation Attorney

Mrs. Imel asked for a moment of silence for three former employees who had passed away: Mrs. LaVonna Zimmerman, Mrs. Nancy Strandmark and Mrs. Mary Ann Trout.

#### **ADMINISTERING THE “OATH OF OFFICE” TO NEWLY ELECTED BOARD MEMBERS**

Mr. Jason Pattison, administered the *Oath of Office* to the newly elected board members: Carolyn Joyce Imel and Jeanne Dugle. The *Oath of Office* reads as follows:

“I solemnly swear that I will support the Constitution of the United States of America, the Constitution of the State of Indiana, and the laws of the United States and the State of Indiana. I will faithfully execute the duties of my office as a member of this governing body, to the best of my ability. So help me God.”

#### **STATUTORY MEETING**

#### **REORGANIZATION OF THE BOARD OF SCHOOL TRUSTEES ELECTION OF BOARD OFFICERS FOR THE PERIOD OF JANUARY 1, 2017 THROUGH DECEMBER 31, 2017**

##### **PRESIDENT**

**Joyce Imel**, upon a motion by Mr. Glesing, seconded by Mrs. laCour, the Board voted, 5-0, and the motion carried to approve as Mrs. Imel as Board President.

##### **VICE-PRESIDENT**

**Carl Glesing**, upon a motion by Mrs. laCour, seconded by Mr. Kring, the Board voted, 5-0, and the motion carried to approve Mr. Glesing as Board Vice-President.

**SECRETARY**

**Linda laCour**, upon a motion by Mr. Kring, seconded by Mrs. Dugle, the Board voted, 5-0, and the motion carried to approve Mrs. laCour as Board Secretary.

**CORPORATION TREASURER AND DEPUTY TREASURER**

**Mrs. Danica Houze**, as Corporation Treasurer and **Mrs. Amanda Conover**, as Deputy Treasurer, upon a motion by Mrs. Imel, seconded by Mr. Glesing, the Board voted, 5-0 and the motion carried to approve Mrs. Houze as Corporation Treasurer and Mrs. Conover as Deputy Treasurer.

**EXECUTIVE SECRETARY**

**Ms. Pamela Smith**, upon a motion by Mrs. Imel, seconded by Mrs. Dugle, the Board voted, 5-0, and the motion carried to approve Ms. Smith as Executive Secretary to the Board.

**DESIGNATION OF DATES FOR THE REGULAR BOARD MEETINGS FOR 2017**

Upon the recommendation of Dr. Bolinger and a motion by Mrs. laCour, seconded by Mr. Glesing, the Board voted, 5-0, and the motion carried to designate the following dates for the Regular Board Meetings for 2017:

January 11, 2017  
February 8, 2017  
March 8, 2017  
April 12, 2017  
May 10, 2017  
June 14, 2017  
July 12, 2017  
August 9, 2017  
September 13, 2017  
October 11, 2017  
November 8, 2017  
December 13, 2017

**DESIGNATION OF MEMBERS OF THE BOARD OF SCHOOL TRUSTEES TO REPRESENT COMMITTEES**

Mrs. laCour moved to designate the following members of the Board of School Trustees to represent committees for 2017, seconded by Mr. Kring, the Board voted, 5-0, and the motion carried to designate the following Members of the Board of School Trustees to represent committees:

Policy Committee

**2017**  
Carl Glesing  
Linda laCour

2017 Negotiations Committee

Carl Glesing  
Jeanne. Dugle  
Joyce Imel – Alternate

Educational Foundation	Carl Glesing
ISBA Legislative Liaison	Carl Glesing Rob Kring
Technology Committee	Rob Kring Joyce Imel Jeanne Dugle - Alternate
Wellness Committee	Linda laCour Rob Kring
Counseling Counts Committee	Joyce Imel

Mr. Glesing agreed to continue on as the Board liaison on the TIF board.

#### **RESOLUTION FOR BOARD COMPENSATION**

Upon the recommendation of Dr. Bolinger and a motion by Mr. Kring, seconded by Mrs. Dugle, the Board voted, 5-0, and the motion carried to approve the Resolution for Board Compensation, a copy of which is attached hereto and made a part of these minutes.

#### **2017 RESOLUTION FOR BOARD COMPENSATION**

WHEREAS, Indiana Code (I.C. 20-26-4-7) provides as follows: the governing body of each school corporation by resolution shall have the power to pay each of its members a reasonable amount for services as a member, not to exceed:

- (1) two-thousand dollars (\$2,000.00) per year under I.C. 20-26-4-7; and
- (2) a per diem not to exceed the rate approved for members of the board Of school commissioners under I.C. 20-25-3-3(d)

THEREFORE, BE IT RESOLVED, by Madison Consolidated School Corporation Board of School Trustees, Jefferson County, Indiana that the treasurer of the school corporation be authorized to pay compensation to the members of the aforesaid Board of School Trustees in an amount for services equal to:

- (1) two-thousand dollars (\$2,000.00) per year;
- (2) a per diem of fifty dollars (\$50.00) per Board meeting.

BE IT FURTHER RESOLVED, that in the event more than one meeting is scheduled to occur on any one day, the Board members should only be entitled to receive one per diem allowance.

BE IT FURTHER RESOLVED, that a Board member must attend at least  $\frac{3}{4}$  of a meeting in order to be entitled to a per diem allowance for that meeting.

BE IT FURTHER RESOLVED, that attendance of a Board member at any meeting, for purposes of entitlement to a per diem allowance, shall be determined solely on the basis of the record of such Board member's attendance as reflected in the minutes of the meeting to which the minutes apply.

#### **ADJOURN STATUTORY MEETING**

Mrs. Imel adjourned the Statutory Meeting.

**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.”

**CONSENT AGENDA**

Upon the recommendation of Dr. Bolinger and a motion by Mr. Glesing, seconded by Mrs. Dugle, the Board voted, 3-2, with Mr. Kring and Mrs. Dugle opposing, and the motion carried to approve the Consent Agenda.

Mrs. Dugle said she was concerned about the new Coordinator of Nutrition and Wellness position. She asked how much this position would pay? Dr. Bolinger said \$55,000.00. She said wellness would be a component of this position as well as culinary arts. Dr. Bolinger said this position is funded from Food Services.

Mrs. Dugle said it wasn't a good idea for the change of position for Mr. Yancey. She asked what the Alumni Relations and Community Outreach Coordinator pay would be. Dr. Bolinger said Mr. Yancey would receive the same pay and benefits. Mrs. Dugle asked to see the job description. Dr. Bolinger said the job description had been shared. Mrs. Dugle said she had worked with and for Mr. Yancey.

**APPROVAL OF AGENDA FOR THE JANUARY 11, 2017, REGULAR, STATUTORY, AND BOARD OF FINANCE MEETING AND PUBLIC HEARING**

**APPROVAL OF THE MINUTES OF THE DECEMBER 14, 2016, REGULAR MEETING AND EXECUTIVE SESSION**

**APPROVAL OF PAYMENT OF CLAIMS**

**APPROVAL OF CONSTRUCTION PAYMENT**

1. Teton Corporation \$135,737.00

**APPROVAL OF PERSONNEL REPORT**

**Employment(s)**

**Administration**

Tonya Maschino – Coordinator of Nutrition and Wellness – effective January 16, 2017

**Deputy Elementary School and Rykers' Ridge Elementary School**

Susan Stillwell – Instructional Support (Art/Music) – Full-time – effective January 3, 2017

**E.O. Muncie Elementary School**

Kim Mahoney – Homebound Instructor – effective December 1, 2016

Quentin Tartock – Custodian – Part-time – effective January 5, 2017

Madison Junior High School

Kindsey Mahoney – Math Bowl – effective December 19, 2016  
Carmen Smith – Academic Math Coach – effective December 19, 2016  
Megan Huber – Yearbook – effective December 19, 2016  
Rebecca Consley – Math Team Leader – effective December 19, 2016

Madison Consolidated High School

Rachael Truitt – Spanish Teacher – effective January 17, 2017

**Resignation(s)**

Madison Junior High School

Jackie Thurston – Math Teacher – effective December 21, 2016

**Unpaid Leave of Absence**

Madison Consolidated Early Development Center

Donna O’Neill – Preschool Instructor – requesting unpaid leave effective April 3, 2017 through May 31, 2017  
Kara Koontz – Administrative Clerk – requesting unpaid leave effective December 27, 2016 through December 29, 2016

**Leave in Accordance with Collective Bargaining Agreement**

E.O. Muncie Elementary School

Sarah McQueary – Elementary Teacher – requesting leave effective April 4, 2017 through the end of the school year

**Change of Position**

Administration

Kevin Yancey from Principal at Madison Consolidated High School to Alumni Relations & Community Outreach Coordinator – effective date – to be determined

**Termination**

Madison Consolidated High School

Kim Schultz – Cafeteria Cook – effective January 4, 2017

**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>
Nov. 14, 2016	Nathan Hadley	Full	N/A	No	Kokomo, IN	International School Visit
	Ginger Bolinger	Full	N/A	No		
	Katie Jenner	Full	N/A	No		
Nov. 30, 2016	Susan Smith	Full	Yes	Yes	Clarksville	Observe Read 180 Program
Dec. 2, 2016	Dawn Turner	Full	Yes	Yes	MJHS	PBIS Consultant Meeting

Dec. 12, 2016	Jared Kempton	Full	Yes	Yes	MJHS	SIOP Training (ELL)
Dec. 14, 2016	Jessica Cain	Full	Yes	Yes	E.O. Muncie	Nonviolent Crisis Training
	Gina Pate	Full	N/A	No		
	Donna White	Full	N/A	No		
	Adam Jones	Full	Yes	Yes		
Dec. 14, 2016	Katie Burress	Full	Yes	Yes	Lydia Middleton	Grade Level Meeting
Dec. 16, 2016	Jodi Denton	Full	Yes	Yes	Rykers' Ridge	PIVOT Data Analysis
	Erin Thomas	Full	Yes	Yes		
Jan. 5, 2017	Amanda Manauagh	Full	Yes	Yes	E.O. Muncie	PIVOT Data Analysis
	Shannon Palmer	Full	Yes	Yes		
	Velvett Hill	Full	Yes	Yes		
	Vanessa Burns	Full	Yes	Yes		
	Liz Patton	Full	Yes	Yes		
Jan. 6, 2017	Angela Vaughn	Full	N/A	No	Indianapolis	Work Ethic Certificate Program Meeting
	Dan Grill	Full	Yes	No		
	Nathan Hadley	Full	Yes	No		
Jan. 11, 2017	Katie Burress	Full	Yes	Yes	Lydia Middleton	Learning Team Meeting
Jan. 17, 2017	Missy Perry	Full	Yes	Yes	Lydia Middleton	Kindergarten Team Meeting
Jan. 19, 2017	Kelsey Eisert	Full	No	Yes	Trafalgar	Ag Teacher Workshop
Jan. 23, 2017	Kim A. Mahoney	Full	Yes	Yes	Deputy	PIVOT Test Analysis
Jan. 27, 2017	Amanda Briggs	Full	No	Yes	Batesville	Ivy Tech Board of Director Meeting
Jan. 31, 2017	Katie Jenner	Full	Yes	No	Tri County	Explore Potential Early Learning Initiative
	Ginger Bolinger	Full	Yes	No		
	Tara McKay	Full	Yes	Yes		
	Bonnie Hensler	Full	Yes	No		
	Angie Vaughn	Full	Yes	No		
Feb. 2-3, 2017	Angela Vaughn	Full	Yes	No	Indianapolis	Special Education 2017 Conference
Feb. 21-22, 2017	Gretchen Smith	Full	Yes	Yes	Indianapolis	Focus on Inclusion Conference
	Diana Wehner	Full	Yes	Yes		
	Susan Smith	Full	Yes	Yes		
	Janelle O'Brien	Full	Yes	Yes		
April 26-28, 2017	Lindsay Bullock	Full	Yes	Yes	Atlanta, GA	Ron Clark Academy Training
	David Horvath	Full	Yes	No		
	Elizabeth Patton	Full	Yes	Yes		

Kim Mahoney	Full	Yes	Yes
Jessica Cain	Full	Yes	Yes

**APPROVAL OF DONATION(S)**

**Madison Consolidated Early Development Center**

1. MCEDC Preschool Staff members donated \$400.00 to be used to provide funds for tuition Assistance for families in financial need.
2. Social Security Administration donated a used flat screen television to be used as a wall mounted Computer display monitor in a classroom.

**E.O. Muncie Elementary School**

1. An anonymous donation of \$225.00 to be used in Vanessa Burns' class for classroom expenses.

**Lydia Middleton Elementary School**

1. Jefferson County Free and in Need donated \$366.75 to be used to assist students in need with Funding for field trips or other school sponsored events.

**Madison Consolidated High School**

1. Mr. and Mrs. Dominic Dattilo donated \$50.00 to the Girls Basketball team for expenses.
2. Mr. and Mrs. Dan Felts donated \$80.00 to the Girls Basketball team for expenses.
3. Shelby and Corliss donated \$100.00 to the Cheerleaders for expenses.
4. An anonymous donation of \$5,000.00 to the Boys/Girls Swim team.

**APPROVAL OF GRANT(S)**

1. Rykers' Ridge Elementary School received a \$5,000.00 Lowe's Toolbox Grant. The grant will be used to build an outdoor learning space by installing a pergola with seating and built in planters. This project will impact the aesthetics of the building. The pergola will be located at the main entrance in the courtyard area, allowing all visitors to see this enhanced learning environment.
2. Madison Junior High School bands received a \$500.00 grant from the Community Foundation Desk Drawer Dollars Program and is to be used to purchase music stands for the Junior High Band Program.

**APPROVAL OF OVERNIGHT FIELD TRIP REQUEST**

1. We have a request from High School FFA Sponsor Amanda Briggs to take 12 FFA students to Officer Training Leadership Session on January 4-5, 2017, at Trafalgar, Indiana.

**APPROVAL OF REQUEST TO PURCHASE EQUIPMENT**

1. The High School Swim Team would like permission to purchase sound equipment – amplifier, rack, CD player, speakers, microphone, and miscellaneous cables, jacks, and wall plates for a total of \$3,346.00 from ETC Systems, Inc.

**PUBLIC COMMENTS (ALL COMMENTS MUST ADDRESS LISTED ACTION ITEMS)**

Mr. Larry Henry, 1238 W. Main Street, Madison, said regarding the performance pay to leave off administrators and regarding facilities the public is unaware of what is going to happen to the facilities.

**ACTION**

**RECOMMENDATION FOR APPROVAL OF THE FOLLOWING RESOLUTIONS:**

Upon the recommendation of Dr. Bolinger and a motion by Mr. Kring, seconded by Mr. Glesing, the Board voted, 5-0, and the motion carried to approve the following resolutions, copies of which are attached hereto and made a part of these minutes.

**RESOLUTION TO TRANSFER APPROPRIATIONS 2016 TRANSPORTATION FUND**

**RESOLUTION TO TRANSFER APPROPRIATIONS**  
**2016 TRANSPORTATION FUND**

WHEREAS, it has been determined that it is now necessary to transfer appropriations within various budget categories of the 2016 Transportation fund for budget year ending December 31, 2016, and

WHEREAS, said transfer does not require the expenditure of more funds than the total amount set out in the budget as finally determined under Indiana Code 6-1.1-18, and,

WHEREAS, I.C. 6-1.1-18-6 authorizes a public school corporation, by resolution, to transfer money from one major budget classification to another within the same fund.

BE IT RESOLVED, by the Board of School Trustees of the Madison Consolidated Schools, Jefferson County, Indiana, that the following transfers be authorized.

(See Attached Document)

**RESOLUTION TO TRANSFER APPROPRIATIONS 2016 GENERAL FUND**

**RESOLUTION TO TRANSFER APPROPRIATIONS**  
**2016 GENERAL FUND**

WHEREAS, it has been determined that it is now necessary to transfer appropriations within various budget categories of the 2016 General Fund for the budget year ending December 31, 2016, and,

WHEREAS, said transfer does not require the expenditure of more funds than the total amount set out in the budget as finally determined under Indiana Code 6-1.1-18, and,

WHEREAS, I.C. 6-1.1-18-6 authorizes a public school corporation, by resolution, to transfer money from one major budget classification to another within the same fund,

BE IT RESOLVED, by the Board of School Trustees of the Madison Consolidated Schools, Jefferson County, Indiana, that the following transfers be authorized.

(See Attached Document)

**RESOLUTION TO DEPOSIT OR TRANSFER INTEREST TO THE 2017 GENERAL FUND**

**RESOLUTION TO DEPOSIT OR TRANSFER INTEREST**  
**TO THE 2017 GENERAL FUND**

WHEREAS, I.C. 5-13-9-6 authorizes all interest earned from investments made under the authority of I.C. 5-13-9-3 to be deposited, except as otherwise provided by law, into the general fund of the investing agency, and,

WHEREAS, I.C. 20-40-8-7 authorizes the transfer of certain interest earned, including interest earned on the total money on deposit, to be transferred into the general fund of a school corporation, therefore,



BE IT RESOLVED, by the Board of School Trustees of the Madison Consolidated Schools, Jefferson County, Indiana, that all interest earned by the school corporation's investments which may be deposited into the general fund under the provisions of I.C. 5-13-9-6 shall be deposited into the Madison Consolidated Schools' 2016 General Fund, and,

BE IT FURTHER RESOLVED, by the Board of School Trustees of the Madison Consolidated Schools, Jefferson County, Indiana, that all interest earned by the school corporation's investments which may be transferred into the general fund under the provisions of I.C. 20-40-8-7 shall be transferred into the Madison Consolidated Schools' 2017 General Fund, and,

BE IT FURTHER RESOLVED, by the Board of School Trustees of the Madison Consolidated Schools, Jefferson County, Indiana, that any resolution(s) adopted previously by the Board of School Trustees of the Madison Consolidated Schools, Jefferson County, Indiana, which may conflict with the provisions of this resolution are hereby repealed.

**APPROVAL OF PERFORMANCE PAY FOR CERTIFIED, NON-CERTIFIED AND ADMINISTRATORS FROM 2015-2016 SCHOOL YEAR**

Upon the recommendation of Dr. Bolinger and a motion by Mr. Glesing, seconded by Mrs. laCour, the Board voted, 3-2, with Mrs. Dugle and Mr. Kring opposing, and the motion carried to approve the Performance Pay for Certified, Non-Certified and Administrators from 2015-2016 School Year.

In accordance with IC 20-43-10-3, eligible school buildings and qualified teachers of those buildings received a School Performance Award which shall be used to supplement teacher pay. All buildings are eligible for this award. This year's award was more than three times the award received by MCS last year (\$31,070).

**Stipend Employees**

\$591.00 Certified staff receiving a *final* evaluation rating of *highly effective*

\$590.00 Certified staff receiving a *final* evaluation rating of *effective*

\$590.00 Building administrators and district administrators

- Stipend is the same amount awarded to certified staff receiving an effective evaluation rating.

\$394.00 Non-certified staff, full time, working 260 days per year

- Stipend was calculated at 2/3 of \$192 based upon a proration of time worked

\$295.00 Non-certified staff, full time, working less than 260 days per year

- Stipend was calculated at 1/2 of \$192 based upon a proration of time worked

\$197.00 Non-certified staff, part time, working less than 260 days per year

- Stipend was calculated at 1/3 of \$192 based upon a proration of time worked

**Total Award      Funding Source**

\$96,406 Total stipends for certified staff funded by the performance grant (141)

\$63,070 Total stipends for administrators and non-certified staff funded by the general Fund (184)

\$159,476\*      Total Awards to Employees (325 total employees)

\*actual totals may vary due to rounding of calculated taxes and benefits or changes to employees

### **Employee Eligible Guidelines**

Employees must have been:

- Employed by MCS during the 2015-2016 school year (stipends are based upon positions held in 2015-2016)
- Currently employed by MCS
- Received an evaluation of effective or highly effective by MCS for 2015-2016 school year
- Be eligible for performance incentives under the Madison Consolidated Schools Bargaining Agreement and Madison Consolidated Schools Statement of Benefits.

Mr. Glesing said teachers are paid from a Performance Grant from the IDOE and other employees will be paid from the General Fund. He said there is no law stating non-certified staff must be paid a performance stipend but the Board wants to be fair to all employees.

### **APPROVAL OF LAPTOPS FOR BOARD MEMBERS**

Upon the recommendation of Dr. Bolinger and a motion by Mrs. Imel, seconded by Mr. Glesing, the Board voted, 1-4, with Mr. Glesing, Mrs. laCour, Mr. Kring and Mrs. Dugle, opposing, and the motion failed to approve five (5) new Dell XPS 13 laptops for current board members at \$1,230.91 each will be purchased with credit that has accumulated from CDW-G.

Mrs. laCour, Mr. Kring and Mrs. Dugle said they would use their own devices.

### **APPROVAL OF PURCHASE OF PAPER CUT**

Upon the recommendation of Dr. Bolinger and a motion by Mr. Glesing, seconded by Mrs. laCour, the Board voted, 3-2, with Mr. Kring and Mrs. Dugle opposing, and the motion carried to approve the Purchase of PaperCut from Ricoh in the amount of \$12,525.13. This will allow each employee to have a personal identification number with which to use printers throughout the corporation. This will help us minimize and track our paper usage.

Mrs. Dugle said this was frivolous and a waste of money. She said she checked with the Wilson Center and paper could be purchased at a lower rate. Mrs. Dugle said when she worked the copiers had codes. Dr. Bolinger said we have new copiers. Mrs. laCour said every district she had worked in had this program and it worked.

### **APPROVAL OF RESOLUTION TO AMEND RAINY DAY FUND**

Upon the recommendation of Dr. Bolinger and a motion by Glesing, seconded by Mrs. laCour, the Board voted, 4-1, with Mrs. Dugle opposing, and the motion carried to approve the Resolution to Amend Rainy Day Fund, a copy of which is attached hereto and made a part of these minutes.

#### **Resolution to Amend the Rainy Day Fund**

WHEREAS, I.C. 36-1-8-5.1 allows a school corporation to establish a Rainy Day Fund;

WHEREAS, the Board of School Trustees established such a fund by Resolution, dated, December 18, 2001;

WHEREAS, I.C. 36-1-8-5.1 was amended to allow the Rainy Day Fund to consist of transfers of unused and unencumbered balances remaining in funds that have been raised by a tax levy and/or general fund monies received by the school corporation;

WHEREAS, the school corporation may transfer no more than ten percent (10%) of the annual total budget to the Rainy Day fund at any time during the fiscal year; and

WHEREAS, the purposes of the Rainy Day Fund shall be to: fund emergency needs of the school corporation; supplement other school corporation funds as needed; and fund costs not included within the budget of other school corporation funds;

NOW, THEREFORE, BE IT RESOLVED, that the Board of School Trustees hereby authorizes the transfer of \$1,700,000 from the General Fund to the Rainy Day Fund and authorizes the transfer of \$195,000 from the Transportation Fund to the Rainy Day Fund effective December 31, 2016.

Mrs. Dugle aired concerns about transferring money from the transportation fund to the rainy day fund. She said if there is a surplus of money in the transportation fund we should offer benefits to bus drivers. Mrs. Lacour said there is a shortage of bus drivers and bus aides throughout the State. Mr. Kring said the problem began when health insurance benefits were taken away. He asked what it would cost to reinstate health insurance. Dr. Bolinger said there are 35 bus drivers and they are not considered full-time. Mrs. Imel suggested gathering information regarding benefits to see what the cost would be.

#### **APPROVAL OF TEXTBOOK RENTAL FUND TRANSFER**

Upon the recommendation of Dr. Bolinger and a motion by Mrs. Dugle, seconded by Mrs. laCour, the Board voted, 5-0, and the motion carried to approve the Textbook Rental Fund Transfer of \$27,000 from the general fund to the textbook rental fund.

#### **APPROVAL OF REVISED SECTION 125 MEDICAL EXPENSE REIMBURSEMENT**

Upon the recommendation of Dr. Bolinger and a motion by Mr. Glesing, seconded by Mrs. Dugle, the Board voted, 5-0, and the motion carried to approve the Revised Section 125 Medical Expense Reimbursement.

#### **APPROVAL OF MOU WITH JEFFERSON COUNTY FOR SCHOOL RESOURCE OFFICER**

Upon the recommendation of Dr. Bolinger and a motion by Mrs. laCour, seconded by Mr. Kring, the Board voted, 5-0, and the motion carried to approve the MOU with Jefferson County for School Resource Officer.

#### **APPROVAL OF MOU WITH CITY OF MADISON FOR SCHOOL RESOURCE OFFICER**

Upon the recommendation of Dr. Bolinger and a motion by Mr. Glesing, seconded by Mrs. laCour, the Board voted, 5-0, and the motion carried to approve the MOU with City of Madison for School Resource Officer.

#### **APPROVAL OF MEMO OF UNDERSTANDING WITH JEFFERSON COUNTY YOUTH SHELTER**

Upon the recommendation of Dr. Bolinger and a motion by Mr. Glesing, seconded by Mrs. Dugle, the Board voted, 5-0, and the motion carried to approve the Memo of Understanding with Jefferson County Youth Shelter.

#### **APPROVAL OF AMENDED CONTRACT FOR PAINTING SERVICES WITH ANTHONY BLADEN**

Upon the recommendation of Dr. Bolinger and a motion by Mr. Glesing, seconded by Mrs. laCour, the Board voted, 5-0, and the motion carried to approve the Amended Contract for Painting Services with Anthony Bladen.

**APPROVAL OF MCHS COURSE CURRICULUM GUIDE FOR 2017-2018 SCHOOL YEAR**

Upon the recommendation of Dr. Bolinger and a motion by Mrs. laCour, seconded by Mr. Glesing the Board voted, 4-1, with Mrs. Dugle opposing, and the motion carried to approve the MCHS Course Curriculum Guide for 2017-2018 School Year.

Mrs. Dugle said she had concerns regarding 9<sup>th</sup> and 10<sup>th</sup> graders taking AP Seminar. She said it is not appropriate as it distracts students from English 9. Dr. Jenner said we are working hard to increase AP opportunities for students. Mrs. Dugle said she spoke to a former English teacher who is opposed to 9<sup>th</sup> graders taking AP Seminar. She said AP Seminar takes the joy away from English.

**APPROVAL OF BID FOR SECURITY CAMERA UPGRADES**

Upon the recommendation of Dr. Bolinger and a motion by Mrs. laCour, seconded by Mr. Glesing, the Board voted, 5-0, and the motion carried to approve the Bid for Security Camera Upgrades with the Poole Group in the amount of \$274,288.00.

**APPROVAL OF BID(S) FOR NETWORK INFRASTRUCTURE UPGRADE**

Upon the recommendation of Dr. Bolinger and a motion by Mrs. Dugle, seconded by Mr. Glesing, the Board voted, 5-0, and the motion carried to approve the Bid(s) for Network Infrastructure Upgrade in the total amount of \$269,816.33.

Network Switches	CDWG	\$ 16,873.00
Data Protection	CDWG	\$ 3,889.00
Wireless Access Points	NSI	\$170,626.03
WAP Installation	NSI	\$ 10,787.37
WAP Cabling	NSI	<u>\$ 22,640.93</u>
Project Total		\$269,816.33

**APPROVAL TO SUBMIT AND RECEIVE WHAS GRANT**

Upon the recommendation of Dr. Bolinger and a motion by Mrs. Dugle, seconded by Mr. Kring, the Board voted, 5-0, and the motion carried to give approval to Submit and Receive the WHAS Grant.

**APPROVAL OF SCHOOL FACILITIES**

Mrs. Imel said from ThoughtExchange the public does not want a referendum. She said per the survey the community wanted new facilities but no tax increase. She said options had been discussed and it was time for a decision.

Mr. Glesing said he has been on the Board for six years and stands by his decisions and agrees with Mrs. Imel that the community wants upgraded facilities but doesn't want a raise in taxes.

Mr. Glesing made the following recommendation, seconded by Mrs. laCour, the Board voted, 3-2, with Mr. Kring and Mrs. Dugle opposing, and the below motion carried:

Motion to move forward with closing E.O. Muncie Elementary School according to the following plan:

1. Close E.O. Muncie at the end of the 2017-2018 school year.
2. Renovate/expand Anderson Elementary to a three section K-4 school with capacity for preschool,

considered to accommodate approximately 75% of the E.O. Muncie population with the remaining 25% transferred to the remaining elementary schools through redistricting.

- a. Issue a request for proposal for architects to design, provide cost estimates, and develop a bid package to accomplish this mission.
  - b. Board to select architect.
  - c. Architect to proceed with final design and bid package.
  - d. Board and architect to select contractor after bidding completed.
  - e. Project to be capped at 3.5 million dollars with goal to be completed at less than 3 million dollars.
  - f. Final completion date no later than July 1, 2018.
  - g. All funding to be provided from current available funds from Capital Projects/ Rainy Day Funds with no bonding/debt or tax increases.
3. There will be no decisions made or agreements entered into by the Board on the future of E.O. Muncie property prior to final closure in 2018.
  4. All actions to implement this plan are delegated to MCS administrative staff under the direction of the Superintendent with close coordination with the Board.

Mr. Kring said he respects the majority of the Board, and voted no, but it has to be. He said we must move forward with positive energy. Mr. Kring said it saddens him to come to this. He said majority rules and that is the best method. Mr. Kring said he appreciated Mr. Glesing sending the email earlier today. Mr. Kring asked if Anderson Elementary could be called a combination of Emory O. Muncie and Anderson.

Mrs. laCour said she didn't want a referendum; that it wouldn't be helpful to those in the corporation. She said E.O. Muncie is beyond fixing.

Mrs. Imel said she is sentimental about E.O. Muncie. She said she began her career at E.O. Muncie. Mrs. Imel said E.O. Muncie is not safe for the well-being of staff and students. She said the community said no to an increase of taxes.

### **DISCUSSION INFORMATION**

### **SCHOOL IMPROVEMENT PLANS AND DASHBOARD UPDATE:** **DEPUTY ELEMENTARY SCHOOL**

Mrs. Janet McCreary, Principal, gave the following report:

#### **Improve Comprehension of Nonfiction Text**

2016 Winter NWEA 62.7% average or above

2015 Winter NWEA 57% average or above

Goal: 80%

**Strategies:**

Close readings with expanded writing responses, 90 minutes uninterrupted reading block, Tier 2 and Tier 3 Interventions, Narrative, Informative and Persuasive/Argumentative Writing, Title I Parent Involvement Nights, support from district's Title I coaches.

Monitor: Data Dashboard, NWEA, PIVOT, Blackburn-Cramp rubric and LDC task template/rubric, ISTEP

Improve Algebra and Functions

In IXL our students have attempted 228,928 problems. Our students have earned 4,166 medals. A medal is earned each time a student reaches a score of 100 (mastery) on a skill.

2016 Winter NWEA Math 63% average or above

2015 Winter NWEA Math 40% average or above

Goal: 80%

Everyday Math program, IXL to enrich and remediate, Math Fact Fluency, focus on process standards and IN Critical standards, Support from district's math coach

Monitoring: NWEA, Data dashboards, Data meetings, Data Board in each classroom, IXL, ISTEP

Improve Attendance for the 2016-2017 School Year

Attendance History

Current – 95.8%

2015-2016 – 96.4%

2014-2015 – 96%

Goal: 97%

**Strategies:**

Each month individual students are recognized for not missing any days, class with highest % earns the traveling trophy, and students earn points to attend monthly PAWS Parties.

Monitor: Skyward attendance reports, data dashboard

PBIS Tiered Approach

SWPBIS Tiered Fidelity Inventory is used to provide a valid, reliable, and efficient measure of the extent to which school personnel are applying the core features of school-wide positive behavioral interventions and support (SWPBIS).

Tier 1: Universal SWPBIS Features, Spring 2015-17%, Summer 2016-73.3%

Tier 2: Targeted SWPBIS Features, Spring 2015-0%, Summer 2016-57.6%

Tier 3: Intensive SWPBIS Features, Spring 2015-6%, Summer 2016-47%

PBIS

Decrease in office referrals

P – Patience and Kindness

A – Act Responsibility

W – Willing to Learn

S – Safe and in Control

Deputy Local and Global Preparedness

- PLTW (Prepare students for workplace and problem solving)
- PBIS (Soft skills and workplace expectations)
- Close Read and Extended Writing Responses (All teachers trained and working with academic coaches to assure correct implementation)
- Math Data Walls (track critical and process standards, as well as math fluency)
- Teacher and Student Data Binders (Digital and paper data to assure all know expectations and current levels to drive grouping, instruction and growth)
- S2S Talks (Data discussions monthly with teachers, staff, and academic coaches then once a semester with Dr. Benjamin and Administrations)

Celebrations

Increase in ISTEP growth

NWEA growth over last year

Students activities include the Christmas Parade, Science Bowl, Archery, Basketball.

Helped family welcome home their Military dad for the holidays.

2017 will bring Sophia's last chemo treatment. She is one of our pre-kindergarten students.

Mrs. laCour said Mrs. McCreary does a wonderful job at Deputy.

**E.O. MUNCIE ELEMENTARY SCHOOL**

Mr. David Horvath, Principal, gave the following report:

E.O. Muncie  
Hear Us ROAR

**Goal #1:** 75% of All Students will demonstrate high or typical growth as measured by Fall to Spring NWEA Math assessments.

**NWEA Growth**

**Math**

Goal 75%

E.O. Muncie Winter NWEA 2016: 54%

Of students showed adequate growth from fall to winter.

**STRATEGY:** Teachers will also work with students to create student growth goals. Math data will be posted in the classroom as well as individual student data binders.

Monitoring

Utilizing data dashboards/data spreadsheet

Utilize IXL

Principal walk throughs (process standards)

Students set goals both winter and spring

Student data binders

District level PD based upon teacher need

**Goal #2:** 90% of students will earn weekly blue tickets.

- ROAR Camp
- Monthly PBIS meetings

- Monthly grade level behavioral data meetings
- Student mentor program (intermediate for primary)
- PAWsome student Awards
- Behavior matrix (all locations of school posted in appropriate areas)

**STRATEGY:** Students are expected to follow the ROAR PBIS matrix. Each classroom has a management system that measures students' daily behavioral choices. When a student is successful on the classroom management system 4/5 days, they earn a blue ticket for the week. The ticket count is entered in a shared file. Targeted interventions for students not earning blue tickets will be implemented and measured.

Current PBIS Blue Ticket Data

Goal: 90% of students

First Semester: 88%

E.O. ROAR Expectations

**R – Respectful**

- Be courteous
- Try your best
- Use kind words
- Say please, thank you, and excuse me

**O – Organized**

- Be prepared
- Use materials properly
- Be on time
- Follow directions

**A – Always in Control**

- Be prepared and stay on task
- Eyes and ears on speaker
- Ask for help when needed

**R – Responsible**

- Act in a way that no one gets hurt
- Maintain personal space
- Be ready to learn

**Goal #2:** 90% of students will earn weekly blue tickets.

PBIS Wednesday Lunch Drawing and Golden Tickets: Through the school day students can earn golden tickets by following ROAR expectations. These tickets are then used for a random grade level drawing. Students are recognized in front of their peers, and also give a small reward for following the ROAR expectations.

Monthly PBIS Meetings  
Golden Ticket Drawings  
ROAR Camp

Monthly grade level behavioral data meetings  
PAWsome Awards  
Tier 2 Interventions (ex: check in/check out)



**Goal #3:** 80% of All Students will demonstrate high or typical growth as measured by Fall to Spring NWEA Reading assessments.

**STRATEGY:** Teachers are utilizing NWEA to support instruction for their 90 minute reading block, close reads are taking place a minimum of twice a month, professional development with close reads and argumentative is available for all staff.

Goal: 80%

E.O. Muncie Winter NEWA: 50% of students showed adequate growth from fall to winter

Monitoring:

- Tier 2 Data Tracking
- Close Read Walk-Throughs
- Monthly Data meetings
- Students setting goals
- Utilize data spreadsheet

**E.O. Muncie making strides with district support. Global Preparedness.**

- Close Read (Trained and utilized in all classrooms)
- Math Data posters (K-5 to address process and critical standards)
- S2S (Data discussions and utilizing best practices with Dr. Bolinger, Dr. Jenner, Dr. Benjamin, coaches, and teachers)
- Teacher and Student Binders (K-5) (electronic or paper)
- Dr. Benjamin Visits (to improve best teaching practices)
- PLTW (Project Lead the Way)
- CPS (Critical Problem Solving): First semester initiative (to support engagement and student interest along with improve tardies and attendance). Engagement and student interest were great, yet tweaking CPS due to lack of results with attendance/tardies

### **PBIS Tiered Approach**

Tier 1 PBIS Implementation

- 0-2 Scale
- 2: Team Composition, Team Operating Procedures, Behavioral Expectations, Faculty Involvement, and Fidelity Data
- 1: Teaching Expectations, Problem Behavior definitions, Discipline Policies, Professional Development, Classroom Procedures, Feedback and Acknowledgement, Discipline Data, and Annual Evaluation)
- 0: Student/Parent/Community involvement
- 14-15 School Year to 15-16 School 43% to 63% implementation for Tier 1

Tier 2: Higher level and more involvement: currently 35% implementation

Tier 3: Near Full implementation of PBIS: 38% implementation

Next Steps: Parents have attended a few meetings this year. Reaching out to community resources. Consultants and team visit to Ron Clark Academy in near future.

### **What you can find in E.O. Muncie**

- PAWsome students
- PBIS
- ROAR Camp

Mr. Horvath said students will receive the finest education possible. He said we are going to move forward. Mr. Horvath said E.O. Muncie went from a D to a B.

#### Academics and Tigers Go Hand in Hand

- Fourth grade class completing two close reads about rob-helpers. Then drafting an argumentative writing piece using text evidence from the close reads.
- Third Grade Argumentative Writing: Self driving cars

#### Celebrations/Rewards for our Teachers

- Over 100% growth from 2015 ISTEP to 2016 ISTEP
- New Staff members have contributed to our team filled with positive energy. Lots of grade level changes and our staff took these in stride and continue to work hard with positive attitudes each day. PBIS Team for ROAR Camp.
- A.M. Announcements: Recognize students with the greatest growth in NWEA testing per class.
- School Performance, Parade, School Grade, First year of Student Council, Spell Bowl top 20% in the State, first year of Science Bowl, and so much more.

Mrs. laCour said she read to students in Mrs. Julie Kiefer's class before break. She said students sign up for what book they would like to have read to them. She said there were 10 students in grades K-5 in the classroom. Mrs. laCour said the students worked well on a project together.

Mrs. laCour said hats off to Mr. Horvath and the E.O. Muncie staff.

### **REPORTS**

#### **STUDENT REPRESENTATIVE**

Mr. Casey Williams gave the following student report. He asked everyone to remain quiet until he was done speaking.

- Welcome to the New Year!
- Welcomed Mrs. Dugle to the Board
- Great start to the 2<sup>nd</sup> Semester
- Invited everyone to attend Cub Fest on January 25<sup>th</sup> from 4:00 p.m. – 7:00p.m.
- Girls basketball sectionals begin in February

#### **SUPERINTENDENT**

Dr. Bolinger reminded everyone that we take weather seriously and if parents don't feel the roads are safe we offer bus service or they can keep their children home from school with an excused absence.

#### **LEGISLATIVE UPDATE**

Mr. Kring had nothing to report but said get ready.

Mr. Glesing said there have been 35 bills introduced that have an impact on school corporations.

#### **BOARD MEMBER COMMENTS**

Mr. Kring thanked the donators and said the presentations were excellent.

Mr. Glesing said tough decisions have to be made and they are not always what they want to do but have to do what is best for students.

Mrs. Imel thanked Mr. Williams for his report. She said Mr. Yancey's attributes will be used in the new position. Mrs. Imel said regarding personnel issues the board has information that no one else has.

Mrs. Dugle said those at the board table have a lack of empathy for fellow employees. She said she doesn't want to be like that.

### **ADJOURNMENT**

Mrs. laCour moved to adjourn the Regular Meeting, seconded by Mr. Glesing, the Board voted, 5-0, and the meeting was adjourned.

### **CONVENE BOARD OF FINANCE MEETING**

Mr. Glesing moved to convene the Board of Finance Meeting, seconded by Mr. Kring, the Board voted, 5-0, and the Finance Meeting convened.

### **CALL TO ORDER**

Mrs. Imel called the Finance Meeting to Order.

### **ELECTION OF OFFICERS OF BOARD OF FINANCE**

Upon the recommendation of Dr. Bolinger and a motion by Mr. Glesing, seconded by Mr. Kring, the Board voted, 5-0, and the motion carried to elect Mrs. Imel as President of Board of Finance and elect Mrs. laCour as Secretary to the Board of Finance.

### **REPORT TO THE MADISON CONSOLIDATED SCHOOLS' BOARD OF FINANCE**

Mrs. Hensler presented a report to the Madison Consolidated Schools Board of Finance, a copy of which is attached hereto and made a part of these minutes.

### **ADJOURN BOARD OF FINANCE MEETING**

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

### **PUBLIC HEARING**

### **SUPERINTENDENT CONTRACT**

Mrs. Imel gave the following statement prior to the Superintendent's Contract hearing. "First, all comments are to relate to the contract alone. This is not a hearing on the superintendent's job performance, that is the Board's responsibility, this relates to the contents of the contract. Speaking of which the contract that was prepared to begin July 1, 2015, was to have the provision that we could open the SALARY PORTION ONLY of the contract prior to the end of the contract if we chose to do so. The draft of that contract stated what the Board requested; however, the final contract failed to have that provision. We were alerted to that fact just minutes prior to the meeting where we were going to approve the contract and at that point, as the president, I should have stopped, removed it from the agenda, and had the mistake corrected for a future vote. Hindsight is always much better, we went on with the contract as it was and it was approved.

During the Board's evaluation of Dr. Bolinger's job performance this past November, it was recommended, and the majority of the Board agreed, that Dr. Bolinger should have an increase in her salary. Three percent was the agreed amount. Our teaching staff, our administrators, and our directors have seen raises the past couple of years and it was appropriate that our Superintendent be given some compensation for her leadership. As reported in another meeting her evaluations have all scored highly effective. Our student achievement is on the rise and that has been a top priority of the Board.

In order to increase her salary by 3%, we had to open the entire contract and the statement that we wanted included initially is now there along with the pay increase. Simply, a mistake was made and we are correcting that mistake. Those who wish to speak to the contract have three minutes to do so. Let me remind you as I stated at the beginning, these comments are to address the contract, not the superintendent."

<u>Certified</u>		<u>Non-certified</u>	
2016	3.49 average teacher increase	2016	2%
2015	3%	2015	3%

Larry Henry asked which contract the one posted the day before (\$133,319.00) or the contract posted that day (\$120,819). Mr. Henry said he was against changing anything in the contract. He said the contract was signed in good faith. Mr. Henry said the Board would be voting on a new contract at the end of the school.

Sharon said she read through the contract and didn't understand the contract. She said there should be no increase in pay that the funds should go to others.

Sherry Chapo said she was opposed to giving the superintendent a raise. She asked what was the purpose of a signed contract? Mrs. Chapo said the superintendent is the highest paid administrator for the school corporation. She said this could be fixed at contract renewal time.

David Ferguson said he was against a pay increase and it could be adjusted in less than a year. Mr. Ferguson said he didn't feel the contract was being earned.

Kara Motsinger said the contract was signed and funds could be used for teachers. She said the contract should stay as it is.

### **ADJOURN PUBLIC HEARING**

Mrs. Imel said the next regular board meeting was scheduled for Wednesday, February 8, 2017, at 6:30 p.m.

Mrs. Imel adjourned the Public Hearing.

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Secretary  
BY: ps

ATTEST:

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