

The Board of School Trustees of Madison Consolidated Schools conducted a Regular Meeting on Wednesday, April 11, 2012, 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:

Mr. Carl Schaum, President  
Mr. Todd Bass, Vice-President  
Mr. Carl Glesing, Secretary  
Mr. Greg Bentz, Member

The following Central Office Administrators were present:

Mr. R. Stephen Gookins, Interim Superintendent  
Mr. Michael Robinson, Director of Operations  
Mr. Darrell Auxier, Corporation Attorney

#### **ROUTINE MATTERS**

#### **APPROVAL OF AGENDA FOR THE APRIL 11, 2012, REGULAR MEETING**

Upon the recommendation of Mr. Gookins and a motion by Mr. Glesing, seconded by Mr. Bentz, the Board voted, 4-0, and the motion carried to amend the agenda by deleting Agenda Item #7 – Approval of Cancellation of Teaching Contract(s) Effective End of the 2011-2012 School Year and by adding Agenda Item #17 – Amendment to Teton Corporation Contract for E.O. Muncie Renovations and Agenda Item #18 – Mowing Contract.

#### **APPROVAL OF MINUTES OF THE FEBRUARY 29, 2012, EXECUTIVE SESSION; MARCH 1, 2012, EXECUTIVE SESSION; MARCH 12, 2012, EXECUTIVE SESSION; MARCH 14, 2012, REGULAR MEETING AND MARCH 19, 2012, EXECUTIVE SESSION**

Upon the recommendation of Mr. Gookins and a motion by Mr. Bentz, seconded by Mr. Bass, the Board voted, 4-0, and the motion carried to approve the minutes as presented.

#### **APPROVAL OF PAYMENT OF CLAIMS**

Upon the recommendation of Mr. Gookins and a motion by Mr. Glesing, seconded by Mr. Bass, the Board voted, 4-0, and the motion carried to approve the payment of claims.

#### **PUBLIC COMMENTS**

Mrs. Kristy Adams, 131 Cherry Trace, addressed the Board: “Thank you for the opportunity to speak – my comments run about three minutes and 10 seconds. I hope you will bear with me for the last 10. You probably hear this a lot, but I would like to begin by saying I am not a confident or eloquent speaker. I wouldn’t be standing before you unless I felt strongly compelled to do so. I am here as a parent looking for accurate information. I am the Kristy Adams who sent each of you a letter recently. In that letter I acknowledged the difficult task the Board and Administration has of significantly reducing costs. Most of the community is aware of the troubled times the school system is facing financially. Also, in that letter I addressed the community rumor mill that has begun to churn regarding what cuts are going to be made, including school closures. The purpose of my letter was to request that you share publicly what process you are using to make those decisions, any progress that is being made and what your planned decision making timeline is. My hope by asking you to do this is to spread accurate information and to help the community truthfully piece together what they are hearing. I believe by doing this you will help keep emotions and rumors from escalating.

I have a four year old daughter who I plan to register for kindergarten this month – on April 24<sup>th</sup>. There is a tour of her school for new kindergarteners scheduled on May 15<sup>th</sup> to familiarize them with the new setting. This is a big transition for her! I would like to start her off on the most honest and best footing as possible. However, with all the speculation in the community about school closures I'm not confident that will be the case. My husband and I chose to have our children enrolled at Anderson Elementary because we believe for many reasons that they are best suited for the environment and quality education the staff of the school provide. If it will not be open next year we would like to know so we can more seriously look at the many options available to us in Madison and to prepare our children for the change. I remember about this time last year Mr. Lytle said in a School Board meeting that the public would be made fully aware of any major cuts made by the Board before they happened, specifically, school closures. I took that comment to mean that there would be every attempt made to communicate with the public the direction the Board was planning to go well in advance of it happening – that there would be no surprises! I hope you agree, the time has come to share your thoughts as a Board and Administration. The school year is beginning to wind down, we all know how short the summer break seems, August 8<sup>th</sup> and the beginning of the 2012-2013 school year will be upon us before you know it. Time is short! If an indication is made to the public what your plan is, they can prepare themselves for the results of your decisions. I know this topic isn't on the agenda tonight but please take into consideration my request for information regarding the decision process you are using, what progress has been made and what your planned decision making timeline is when making your personal comments this evening. Thank you for your time.”

Mr. Jason Wielgoszinski, 524 Quail Ridge Court, addressed the Board: “I come here today a concerned parent and member of the district to voice my concerns over how financial decisions in this organization are being assessed. When I think about the decisions that you are faced with, I do not envy your role. But you have the most complete set of data needed to make these decisions. From my perspective it would be wrong for someone in the community to come to a conclusion without consulting the board in their analysis. Likewise, I would say it's wrong for you to make a decision without sharing a sound basis with the community. What troubles me is the lack of visibility in the financial planning process and not having a 3-5 year forward looking scenario based plan that projects the decisions being made today. This concept is not new and is practiced by successful business and other districts. In my job I am responsible for completing global economic evaluations for Dow Corning. I look at various scenarios, make projections and discuss the results with executives. Some decisions are not much different than the ones you are faced with. Many school districts I have researched also take this approach. They publish their past, present, and future financial projections. Some have a “Strategic Budget Planning Team” made up of members of the school board, district staff and members of the community who have experience with this analysis. Why can't Madison Consolidated adopt this approach? Sure getting to this level does not happen overnight. It requires some change management and for folks to spend time outside their normal work and family schedule to make it happen. Again, I come here as a parent and member of the community who is willing to roll up his sleeves and help the school board evaluate where we are today, run cost saving scenarios and outline forward looking projections. I am certain that there are other capable members of the business and parent community that would be willing to do the same if asked. Not for the benefit of one school or program but for the true interest of the students and district. I challenge this board to be more open book. Evaluate and openly discuss alternative cost savings and revenue scenarios and review the forward looking conclusions with the community. If the decision has already been made, then fine, put an end to the rumors and in-appropriate side conversations and announce it so we can all move on. But please don't neglect the aspect of future planning. Ask for help and be more visible and forward looking. As history tells us doing what we are doing now does not work. Thanks for your time, service and attention.”

Ms. Jennifer Cornelius, 2533 Woods Edge Drive, asked the Board how and when the vote will take place after Mr. Gookins makes his cost cutting recommendations? She asked when the proposal is made will the Board vote immediately or will there be public meetings? Mr. Schaum said there would be public meetings. Ms. Cornelius asked the Board to show the public how and why decisions are being made. Ms. Cornelius asked the Board to keep parents and the community involved. Ms. Cornelius said how decisions are made are just as important as what decisions are made.

**APPROVAL OF PERSONNEL ITEMS**

**APPROVAL OF EMPLOYMENTS, RETIREMENTS, ETC.**

Upon the recommendation of Mr. Gookins and a motion by Mr. Bentz, seconded by Mr. Glesing, the Board voted, 4-0, and the motion carried to approve the following personnel items:

Employment(s)

Judy Demaree – Junior High Assistant Swim Coach – Junior High School – effective February 6, 2012  
 Bill Liter – Junior High Girls Golf Coach – Junior High School – effective April 2, 2012  
 Judy Demaree – Junior High Girls Track Coach – Junior High School – effective April 2, 2012  
 A.J. Mistry – Assistant Junior High Track Coach – Junior High School – effective April 2, 2012

Retirement(s)

Susan Ohlendorf – Elementary Instructor – Lydia Middleton Elementary School – effective end of the 2011-2012 school year  
 Linda Rumsey – Cafeteria Cook – Dupont Elementary School – effective June 1, 2012

Resignations

Sandra Kimbrough – Secondary Instructor – Junior High School – effective end of the 2011-2012 school year  
 Melanie Morris – Custodian – High School – effective March 31, 2012  
 Melinda Gammons – Secondary Instructor – High School – effective end of the 2011-2012 school year  
 Sarah Bowyer - Secondary Instructor – High School – effective end of the 2011-2012 school year

**ACTION ITEMS**

**APPROVAL OF TRAVEL REQUESTS AND REIMBURSEMENT FORMS**

Upon the recommendation of Mr. Gookins and a motion by Mr. Glesing, seconded by Mr. Bass, the Board voted, 4-0, and the motion carried to approve the following 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>
March 1-2, 2012	Charlotte Gibson	Full	N/A	No	MCHS	Digital Curriculum
March 9, 2012	Jeanna Carter	½	N/A	No	Ivy Tech	Indiana Career Explorer Training
March 14-15, 2012	Stephanie Nussbaum	Full	No	Yes	MJHS	AVID Interviews
	Kande McKay	Full	No	Yes		
	Stephanie Shaw	Full	No	Yes		
March 16, 2012	Janet McCreary	Full	Yes	Yes	Muncie, IN	State Archery Tournament
April 10-11, 2012	Christine VonDissen	Full	No	Yes (State will reimburse)	Indianapolis	IN CORE Review Conference
April 19, 2012	April Isom	Full	Yes	Yes	Indianapolis 2/23/12	Project Based Learning Networking Day
	Trisha Burns	Full	Yes	Yes		

April 19, 2012	Jill Banks	Full	N/A	No	Indianapolis	Patins Tech Expo
June 23-28, 2012	Hilary Scroggins	Full	Yes	No	San Diego, CA	ISTE Conference
July 23-25, 2012	Michael Heitz	Full	Partial	No	Indianapolis	AVID Summer Institute
	Kevin Yancey	Full	No	No		
	Stephanie Nussbaum	Full	Yes	No		

**SECOND READING AND ADOPTION OF MCS POLICY 6.20 – REDUCTION IN FORCE (RIF) POLICY**

Upon the recommendation of Mr. Gookins and a motion by Mr. Bass, seconded by Mr. Glesing, the Board voted, 4-0, and the motion carried to adopt MCS Policy 6.20 – Reduction in Force (RIF) Policy.

**APPROVAL OF AVID IMPLEMENTATION AGREEMENT FOR 2012-2013**

Upon the recommendation of Mr. Gookins and a motion by Mr. Bass, seconded by Mr. Bentz, the Board voted, 4-0, and the motion carried to approve the AVID Agreement for 2012-2013.

**APPROVAL OF DONATION(S):**

Upon the recommendation of Mr. Gookins and a motion by, seconded by, the Board voted, 4-0, and the motion carried to approve the following donation(s):

A. **MADISON JUNIOR HIGH SCHOOL**

- 1) Vehicle Service Group donated \$200.00 to the Wrestling Mat Room.
- 2) American Legion Post #9 donated \$150.00 to the Junior High Archery Team.

B. **MADISON CONSOLIDATED HIGH SCHOOL**

- 1) Hoosier Hills Swim Club donated \$1500.00 to the Boys and Girls Swim Teams.
- 2) Riverside Produce donated \$100.00 to the Choir Talent Show.
- 3) Darrell's Tire Service donated \$100.00 to the Choir Talent Show.
- 4) Chandler Chevrolet donated \$250.00 to the Girls Softball Team for the banner.
- 5) Moose Lodge donated \$50.00 to the Girls Basketball Team.
- 6) The Community Foundation sent a \$490.00 Grant from the Betty S. Wynn Memorial Fund to be awarded to the Business Department.
- 7) Indiana Bank and Trust donated \$200.00 toward Semi-State Fan Bus expenses.
- 8) Robin and Melissa Demaree donated \$100.00 to the Junior Class for prom expenses.
- 9) The MCHS Theatre Parents Organization donated \$2,147.33 to the Theatre Fund to pay for the equipment the Board approved for purchase on March 14, 2012.

C. **ANDERSON ELEMENTARY SCHOOL**

- 1) Madison Basketball Club donated a ball cart and \$200.00. (Dollar amount was given to VISCO for use on supplies as needed.

D. **E.O. MUNCIE ELEMENTARY SCHOOL**

- 1) Madison Basketball Club donated a ball cart and \$200.00. (Dollar amount was given to VISCO for use on supplies as needed.

**APPROVAL OF OVERNIGHT FIELD TRIP REQUEST(S)**

Upon the recommendation of Mr. Gookins and a motion by Mr. Bass, seconded by Mr. Glesing, the Board voted, 4-0, and the motion carried to approve the following overnight field trip request(s):

- 1) Request from Kathy Stoner, 1<sup>st</sup> Grade Teacher at Deputy Elementary, to take 16 students to the Louisville Zoo for an overnight Safari, on May 3-4, 2012. This field trip serves as a culminating activity for the first grade animal study.
- 2) Request from High School FFA Advisor Amanda Briggs to take 12 students to the State FFA Convention at West Lafayette on June 17-20, 2012. The students will experience the celebration of the State FFA Convention. The students will compete in state contests. The FFA members will attend sessions, tour agricultural industries, tour Purdue campus and attend a career fair.
- 3) Request from Aaron Kelsey, High School Fine Arts Instructor, to take approximately 30 fine arts students to Athens, Greece on March 21-30, 2013. The students will also take a four day cruise to the Greek Islands. The students will visit ancient sites and live Greek culture.

**APPROVAL TO MAKE APPLICATION TO HOOSIER HEARTLAND SCHOOL TRUST FOR HEALTH INSURANCE**

Upon the recommendation of Mr. Gookins and a motion by Mr. Bentz, seconded by Mr. Bass, the Board voted, 4-0, and the motion carried to apply to Hoosier Heartland School Trust for Health Insurance.

Mr. Gookins explained he is only asking permission to apply to Hoosier Heartland School Trust as he and Mr. Robinson are meeting with another Trust.

**APPROVAL OF STUDENT HANDBOOKS 2012-2013 SCHOOL YEAR:**

- A. **ELEMENTARIE(S)**
- B. **MADISON JUNIOR HIGH SCHOOL**
- C. **MADISON CONSOLIDATED HIGH SCHOOL**

Upon the recommendation of Mr. Gookins and a motion by Mr. Glesing, seconded by Mr. Bass, the Board voted, 4-0, and the motion carried to approve the student handbooks, copies of which are attached hereto and made a part of these minutes.

**RATIFICATION FOR ADDENDUM TO MASTER CONTRACT 2011-2013, RETIREMENT INCENTIVE**

Upon the recommendation of Mr. Gookins and a motion by Mr. Bass, seconded by Mr. Glesing, the Board voted, 4-0, and the motion carried to approve Ratification for Addendum to Master Contract 2011-2013, Retirement Incentive, a copy of which is attached hereto and made a part of these minutes.

- 1) Eligibility
  - A) Must be 55 years of age by December 31, 2012
  - B) Must have 8 years of service with Madison Consolidated Schools
- 2) One-time payment of \$18,000.00
- 3) Payment would be made by June 30, 2012 or before

- 4) Payment would be made to employees' VEBA account, or if employee does not participate in MCS health insurance plan, payment would be made to employees' 401 (a) account.
- 5) Incentive payments would come from Fund 620.
- 6) The first fifteen (15) certified elementary teachers and the first seven (7) certified secondary teachers would be eligible for the Retirement Incentive.
- 7) All letters of Retirement/Resignation are to be signed, dated and delivered to Central Office by noon, May 4, 2012. Letters of Retirement/Resignation submitted prior to the offering of this retirement incentive shall be included for the purposes of this retirement incentive.

#### **APPROVAL OF ADMINISTRATOR RETIREMENT INCENTIVE PACKAGE**

Upon the recommendation of Mr. Gookins and a motion by Mr. Bass, seconded by Mr. Glesing, the Board voted, 4-0, and the motion carried to approve the Administrator Retirement Incentive Package, a copy of which is attached hereto and made a part of these minutes.

- 1) Eligibility:
  - A) Must be 55 years of age by December 31, 2012
  - B) Must have 8 years of service with Madison Consolidated Schools
- 2) Corporation offers a one-time payment of \$18,000.00
- 3) Payment would be made by June 30, 2012 or before.
- 4) Payment would be made to employee's 401(1) or VEBA account.
- 5) Incentive payments would come from Fund 620.
- 6) All letters of Retirement/Resignation are to be signed, dated and delivered to Central Office by noon, May 4, 2012.

#### **AMENDMENT TO TETON CORPORATION FOR E.O. MUNCIE RENOVATIONS AND REQUEST FOR CHANGE ORDER #4**

Upon the recommendation of Mr. Gookins and a motion by Mr. Bass, seconded by Mr. Glesing, the Board voted, 4-0, and the motion carried to amend Teton Corporation Contract for E.O. Muncie Renovations in the amount of \$387,767.00 and approve Change Order #4 for additional construction administration by 5253 Design Group and Kerr-Greulich Engineers in the amount of Engineering - \$11,500.00 and Architectural - \$5,500.00.

Mr. Robinson explained there aren't sufficient funds to complete the gym, boiler room or two classrooms.

Mr. Robinson said an electrical issue had to be taken care of at E.O. Muncie.

#### **MOWING CONTRACT**

Mr. Robinson explained to the Board Patterson's Nursery would like to be released from the mowing contract as Mr. Patterson wasn't aware the field and soccer field to the North of E.O. Muncie were to be a part of the mowing contract. Mr. Patterson said his initial quote didn't include the field or soccer field.

Mr. Bentz moved to not rescind Patterson's Nursery Mowing Contract, seconded by Mr. Bass, the Board voted, 1-3, with Mr. Schaum, Mr. Bass and Mr. Glesing opposed, and the motion failed.

Mr. Robinson said he would recommend releasing Patterson Nursery's contract. He said it was an honest mistake. Mr. Bentz stated the contract was very clear. He said people learn from mistakes. Mr. Gookins said he understands a deal is a deal and MCS can hold Patterson's Nursery to the contract but consider the quality of work we may receive. Mr. Gookins said this is an honest error, but contractors make mistakes. Mr. Robinson said he would like to move forward with the #2 and #3 bidders.

Mr. Schaum moved to Release Patterson's Nursery from the Mowing Contract, seconded by Mr. Bass, the Board voted, 4-0, and the motion carried.

Mr. Robinson said he would contact Bidder #2 and #3. He said their quotes would be pro-rated as Patterson's Nursery has mowed twice.

## **REPORTS**

### **STUDENT REPRESENTATIVE**

Miss Khushboo Lad gave the following report:

- Performance of Aladdin and Alice in Wonderland will be this weekend
- Thanked Mr. Frazier's and Mrs. Briggs classes for their work on the baseball field, and plant beds.
- Thanked the community for their support for sports and letting us have such beautiful facilities
- MCHS will begin advertising the school
  - 12 AP courses will be offered next year
  - 19 dual credit courses
  - Only school certified for Project Lead the Way
  - Student radio commercials at WORX
- Focus on advertising
  - Academics
  - Arts – NBC Nightly News will be doing a feature on the Arts Program
  - Athletics

### **DIRECTOR OF OPERATIONS**

Mr. Robinson reported there have been bus lift re-calls. He said Craig Toyota is the local dealer and is in the process of fixing the lifts. Mr. Robinson thanked Craig Toyota and Mr. Robin Demaree, Head Mechanic for researching and finding a dealer who could assist with the re-called lifts.

### **SUPERINTENDENT**

Mr. Gookins reported he and three board members attended the ISBA Region 10 meeting. He said regarding legislation there was more good news than bad. He said three positives:

- 1) Full Day Kindergarten Grant – additional \$1,200.00 per kindergarten student
- 2) Corrective Language in the Capital Projects Formula
- 3) Levy Neutral – Bus Replacement Plan

### **BOARD MEMBER COMMENTS**

Mr. Bentz said Madison is now getting the whys and how's regarding cost cutting measures.

Mr. Bentz said this Board has never voted immediately on cost cutting measures.

He said the Board will give the public a chance to speak.

Mr. Bentz said the Board is offering an early Retirement Incentive. He said the All-Day Kindergarten Grant will save money.

Mr. Bentz said no one wants to close schools. He said the Board will have to wait to see what happens after May 4.

Mr. Bentz said MCS needs to cut 1.5 million dollars.

He said the Board hasn't had secret meetings. He said there will be public meetings.

Mr. Bass said he understands you can't control the rumor mill. He said the Superintendent and administrators are working to get information to the Board. He said the Board will do what is best for all MCS students. He said when the time comes public meetings will be held with every effort being made to go to individual schools.

Mr. Bass said he understands a need for a Strategic Plan. He said the Board is in the process of hiring a new Superintendent. He asked the parents to be a little more patient and not to feed rumors. Mr. Bass suggested the parents talk to the building principals.

Mr. Glesing said he was glad to see everyone. He said no decision has been made. Mr. Glesing said the principals and finance department are looking at all options. Mr. Glesing said if schools close it is not the building that educates the students but the teachers. He said everyone needs to look at the big picture as we don't want programs cut at the Secondary level as all elementary students will eventually attend the Junior and Senior High School. Mr. Gookins said chances are one or two elementary schools will be closed. He said the Board will do what is in the best interest of all kids. He said the Board doesn't want to close schools. He said if something isn't done the State will take us over.

Mr. Schaum said nothing will be decided until after May 4 as that is the last day for the retirement incentive letters to be turned in.

Mr. Schaum thanked the donators.

**ADJOURNMENT**

Mr. Bass moved the meeting be adjourned, seconded by Mr. Bentz, the Board voted, 4-0, and the meeting was adjourned.

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Secretary  
BY: ps

ATTEST:

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