

The Board of School Trustees of Madison Consolidated Schools conducted a Regular Meeting on Wednesday, October 4, 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:

Mr. Bill Narwold, Interim Superintendent  
Dr. Katie Jenner, Director of Learning and Title Programs  
Mrs. Bonnie Hensler, Director of Finances and Human Resources  
Mr. Mike Frazier, Director of Systems, Operations, and Auxiliary Services  
Mrs. Angela Vaughn, Director of Special Education and Student Services

### **CALL TO ORDER**

Mrs. Imel asked for a moment of silence for those involved in the hurricane and the national tragedy in Las Vegas.

### **STUDENT RECOGNITION**

The Board recognized Miss Maya Gordon, MJHS 5<sup>th</sup> grader, her design was chosen as the winner of the t-shirt contest held at the Junior High School welcoming the Class of 2025, the first 5<sup>th</sup> grade class to the Junior High School. Her design will be made available on t-shirts for her classmates to purchase this year and also in some other special designs for the upcoming 5<sup>th</sup> grade trip to Chicago.

Mrs. Imel invited Madison Consolidated High School students from Mr. Shannon Barger and Mr. Doug Rusk's AP classes to introduce themselves:

Keegan Ehlers	Nancy Lin
Lyca Bishop	Hunter Liter
Rachel Hoffman	Andrew Frazier
Isaac Boone	Matt Ward

### **CONSENT AGENDA**

Upon the recommendation of Mr. Narwold and a motion by Mr. Kring, seconded by Mrs. Dugle, the Board voted, 5-0, and the motion carried to approve the Consent Agenda.

### **APPROVAL OF AGENDA – OCTOBER 4, 2017, REGULAR BOARD MEETING**

**APPROVAL OF MINUTES – SEPTEMBER 11, 2017, EXECUTIVE SESSION; SEPTEMBER 13, 2017, REGULAR MEETING AND BUDGET HEARING; SEPTEMBER 20, 2017, EXECUTIVE SESSION; SEPTEMBER 25, 2017, EXECUTIVE SESSION AND SEPTEMBER 27, 2017, EXECUTIVE SESSION**

### **APPROVAL OF CLAIMS**

**APPROVAL OF CONSTRUCTION PAYMENT**

1. Teton Corporation – Application #1 – Site Lighting - \$7,315.00

**APPROVAL OF PERSONNEL REPORT**

**Employment(s)**

Deputy Elementary School

Kristi Fulton – School Improvement Co-Chair – effective August 3, 2017

E. O. Muncie Elementary School

Jessica Cain – Student Advisory Board – effective September 25, 2017

Madison Junior High School

Buddy Welsh – 7<sup>th</sup> grade Boys Basketball Coach – effective September 22, 2017

Kyle Oliver – 8<sup>th</sup> grade Boys Basketball Coach – effective September 22, 2017

Joe Stewart – Wrestling Coach – effective September 22, 2017

Yarnelle O’Banion – Assistant Wrestling Coach – effective September 22, 2017

Kelsey Block – 7<sup>th</sup> grade Girls Basketball Coach – effective September 22, 2017

Daria Terrell – 8<sup>th</sup> grade Girls Basketball Coach – effective September 22, 2017

Ashley Schutte – Swim Coach – effective September 22, 2017

John Ray – Boys/Girls Assistant Swim Coach – effective September 22, 2017

Madison Consolidated High School

Tyson Skinner – Wrestling Coach – effective September 22, 2017

Ty Olds – Assistant Wrestling Coach (1/2) – effective September 22, 2017

Patric Morrison – Seasonal Athletic Director – Winter – (1/2) – effective September 29, 2017

Sam Terrell – Girls Varsity Basketball Coach – effective September 22, 2017

Hugh Garner – Girls Varsity Assistant Basketball Coach – effective September 22, 2017

Sonja Bowyer – Girls JV Basketball Coach – effective September 22, 2017

Ebony Inskeep – 9<sup>th</sup> grade Girls Basketball Coach- effective September 22, 2017

Ashley Schutte – Boys/Girls Swim Coach – effective September 22, 2017

John Ray – Boys/Girls Assistant Swim Coach – effective September 22, 2017

Matt Bagienski – 9<sup>th</sup> grade Boys Basketball Coach – effective September 22, 2017

Phil Whelan – Boys Varsity Assistant Basketball Coach – effective September 22, 2017

**Resignation(s)**

E.O. Muncie Elementary School

Dawn Turner – Student Council Co-Sponsor – effective September 18, 2017

Carrie Bechman – Instructional Support – effective July 28, 2017

Mallory Rice – Cafeteria Cook – effective September 21, 2017

Madison Junior High School

Karen Albert – Interventionist – effective September 11, 2017

Madison Consolidated High School

Ryan Laswell – Boys Varsity Assistant Basketball Coach- effective September 18, 2017

Charlotte Gibson – Digital Ambassador – effective September 18, 2017

**APPROVAL FOR SUPERINTENDENT AND/OR DIRECTOR OF FINANCE AND HUMAN RESOURCES TO HIRE FALL REMEDIATION STAFF**

**APPROVAL OF DONATION(S) TO E.O. MUNCIE ELEMENTARY SCHOOL, LYDIA MIDDLETON ELEMENTARY SCHOOL, MADISON JUNIOR HIGH SCHOOL AND MADISON CONSOLIDATED HIGH SCHOOL**

E.O. Muncie Elementary School

1. Arvin Sango donated \$500.00 to be used to support the kindergarten and third grade students receiving shirts for the houses at E.O. Muncie.

Lydia Middleton Elementary School

1. Benjamin and Rebekah Canida donated \$500.00 to the ECA fund to be used for student academic teams, field trips, or other student needs.

Madison Junior High School

1. Knights of Columbus donated \$675.00 for the Special Education Teachers.
2. The Madison Education Foundation donated \$1,750.00 to be used to support the Academic teams.
3. Ellen Belcher Estate donated a Travel Slide Collection.

Madison Consolidated High School

1. German American Bank donated \$2,000.00 to the Theatre Department.
2. Emily Schafer donated \$25.00 to the Girls Cross Country team.
3. Fizz's donated \$150.00 to the Baseball team.
4. Alcorn, Sage, Schwartz and Magrath donated \$250.00 to the Girls Soccer team.
5. Mr. and Mrs. Keith Denton donated \$100.00 to the Boys Golf team.
6. Lisa C., Inc. donated \$500.00 to the Boys Golf team.
7. Main Attractions donated \$200.00 to the Boys Golf team.
8. Chandler Chevrolet donated \$400.00 to the Boys Golf team.
9. Craig Toyota donated \$250.00 to the Boys Golf team.
10. Dr. and Mrs. Ronald Auer donated \$500.00 to the Girls Cross Country team.
11. Dr. and Mrs. Travis Clegg donated \$500.00 to the Girls Cross Country team.
12. JWS Corp. donated \$250.00 to the Girls Cross Country team.
13. Mr. and Mrs. Walter Schrader donated \$150.00 to the Girls Golf team. (In memory of Ralph Lionetti)
14. Teton donated \$400.00 to the Girls Golf team.
15. Madison Basketball Club donated \$1,102.72 to the Boys Basketball Camp fund.

**APPROVAL OF OVERNIGHT FIELD TRIP REQUEST**

1. We have an overnight field trip request from Amanda Briggs, FFA Advisor, to take 12 FFA students to the National FFA Convention and tours in Indianapolis on October 25-27, 2017.
2. We have an overnight field trip request from Amanda Briggs, FFA Advisor, to take 21 FFA students SOAR leadership camp at Trafalgar, Indiana, on October 6-8, 2017.

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

Mrs. Imel gave the following statement:

The following procedures will be followed for citizens wishing to address the Board during patron comments:

- 1) Resolutions to questions or concerns are to be addressed first at the building level and then with the superintendent before being brought to the Board.
- 2) Those addressing the Board will speak in a manner suitable for a public forum.
- 3) Those speaking shall refrain from making any personal references or attacks.
- 4) Time limit of three minutes will be imposed depending on the number of people requesting

to speak.

- 5) If a patron does not follow the guidelines, the Board may close patron comments and move on to the next agenda item for the meeting, or the patron may be asked to leave.

Mr. Larry Henry addressed the Board on agenda items #17-108 and 17-109, stating he had concerns that we haven't received the permit from the Homeland Security for the Anderson project. He said things need to be done right. He aired concerns that no other groups considered as architect for the high school project.

Mr. Mark Cheatham addressed the Board regarding agenda item #17-108, stating he had hoped to see the project scrapped. Mr. Cheatham said it was a mistake to close E.O. Muncie. He said the Anderson project was an easier choice for the Board and it didn't require public support. Mr. Cheatham said a former Anderson Elementary School principal was concerned about traffic. He said he hadn't talked to anyone who thought the Anderson project was a good decision.

## **ACTION**

### **APPROVAL OF ANDERSON ELEMENTARY SCHOOL PROJECT**

Mr. Narwold presented the following:

History:

It is easy to see that the topic of facilities, particularly elementary facilities, has been a focus for some time within the district. As someone new to the district, it was very easy to locate and research information in a number of places regarding the discussions, feasibility studies, community meetings and input, and board work sessions and meeting minutes summarizing the activity on this topic.

I have discerned there has been a great deal of time, expertise, and money invested in the many studies and planning process for our buildings.

As a quick recap let's go back to 2013:

1. In September 2013, Schmidt Associates began a feasibility study of all buildings within the district. These findings were shared December 4, 2013. The extensive findings and a blog were shared with the community and can still be [found on our website](#).
2. There were six Task Force meetings and building tours - all open to the public for participation which began on September 30, 2013.
3. In January 2015, the facility cost analysis process began.
4. Between March and December 2016, extensive presentations, discussions on options, and community input on facilities was sought out specifically on the projects. The topic was an agenda item at each school board meeting.
5. Most recently beginning January 2017, with consideration to all prior work and input, the board voted to close E.O. Muncie Elementary. Knowing the community wanted a new school and did not want a referendum or a tax increase, a plan to renovate Anderson was approved.
6. On July 2016 the approval of facility plans became an agenda item that was to be considered at each board meeting.

#### **At the January 2017 Board meeting.**

Mrs. Imel said from ThoughtExchange (survey system) 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 made the following recommendation, seconded by Mrs. laCour.

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 remain 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.

The motion carried 3-2.

In April 2017 the Architect was approved for the Anderson project.

Drawings for the building construction were completed and the project put out to bid in early August.

**Description of project:**

The project approved at the January 2017 board meeting included the addition of 8 classrooms, office space, rest rooms, and the addition of a new kitchen, remodeling the current kitchen and cafeteria to a larger cafeteria with a seating for 150.

Since the original project was cost estimated two additional classroom were added. It is estimated that the additional 2 classrooms added over \$350,000 to the project cost.

Rejected bid: At the September 2017 Board meeting the lone bid that was received for the original project was rejected and the motion that carried on a 5-0 vote, stated that the project was to be rebid at a later date.

I believe that the thriving economy, and abundance of new construction in the area, higher material costs, and a shortage of construction workers resulted in a bid that was higher than the estimates. The addition of two additional classrooms also added greatly to the cost as they were not in the original estimate.

**Related needs not included in the original bid:**

Kitchen Equipment: \$200,000-300,000 to be paid from Cafeteria Fund.

Furniture: New innovative furniture for building; estimated cost \$100-200,000. To be paid from the Capital Projects Fund.

New roadway, sidewalk and additional parking: Based on written estimates, it will take approximately \$125,000 to address the safe travel and parking to and from campus by students, cars, and buses. We have received a letter from the Mayor of Madison which pledges to assist in making the proper infrastructure possible.

*“To the Interim Madison Superintendent Bill Narwold and the Madison Consolidated School Board:*

*For the past six years, I have been proud to work with the Madison School Corporation to help accomplish their goals for growing and building our school system for the future. This is a noble task, vital to the future of Madison.*

*I know there have been a number of ideas and questions about the best way to move the physical infrastructure of our school system forward. I do not plan to insert myself into that discussion. I trust in the Madison Consolidated School Board’s ability to make an informed decision. You have my pledge that whatever they decide, moving forward, we are committed to assist in making the proper infrastructure possible.*

*Sincerely,  
 Damon Welch  
 Mayor, City of Madison”*

Expansion of the gymnasium including a new HVAC system.

Consideration of sprinkling system for the building

Opinion of Probable Cost:

Teton’s Rejected Bid		\$3,530,000.00
Gym Addition		\$270,000.00
Gym HVAC		\$135,000.00
Sprinkling the Bldg.		\$180,000.00
Bleachers		\$35,000.00
Site Work		
	Access drive to Michigan Road	\$84,000.00
	Southeast Parking Area	\$23,000.00
	Northeast Parking Area	\$15,000.00
	Additional Parking Lot, 60 cars (Alt)	\$90,000.00
	<b>Estimated Bid Price</b>	<b>\$4,362,000.00</b>
	Owner’s Contingency	\$150,000.00
	Professional Fees	\$220,000.00
	Reimbursables/Printing	\$10,000.00
	Geotechnical (Soil Testing, Boring)	\$3,600.00 (completed)
	Dept. of Homeland Security (Bldg. Permit)	\$2,000.00 (asked to hold)
	Survey	\$4,200.00
	<b>Total Scope – Projected Construction Budget:</b>	<b>\$4,751,800.00</b>

Notes: Previously Budgeted Items:

Kitchen	Est.	\$300,000
Furniture	Est.	\$200,000
Paint and carpet in the existing bldg.	Est.	\$50,000

Conclusions:

Many of the items included in the motion passed by the Board at the January meeting have been accomplished. In order to proceed with the project from this point the \$3.5 million dollar expenditure cap must be removed. There must be adjustments to the timeline. With the addition of two additional classrooms to the original project description we can remove the requirement to relocate approximately 25% of the E.O. Muncie students to buildings other than Anderson. One element we need to keep in mind is the anticipated reduction in enrollment which is projected over the next few years due to data provided on the county birth rates and other contributed factors.

Mr. Horvath has been included in the meetings to discuss specifications of the building plans and has provided feedback on what is necessary for continued, best practice instruction of our students. As we have discussed the plans and possible building configurations we have confirmed there is space allocated for all existing classes, programs, and services. We will be working with staff to determine the final locations and room amenities as the construction progresses.

We understand current building use is based on availability vs. need; meaning there is space within the current facility that is being used because it is available and not necessarily because it is needed for instruction. As a district we have spent and continues to budget funding for innovative, flexible seating furniture and supplemental resources to support all students' needs within the classroom.

Madison has exceptional students and staff with many great programs that we can be proud of. I believe there has been extensive consideration on this topic and evidence that recent facility upgrades at MJHS and MCHS have created great learning environments in small, existing spaces. I see this project as a way to continue our forward progress, on a larger scale, to create an inviting facility for generations of students to come.

**Therefore:** I recommend that the Board of Trustees remove the 3.5 million dollar cap that was set at the January 2017 meeting and authorize the rebid of the Anderson Elementary Project. I further recommend that the scope of the project be expanded to include:

1. Site work for new roadway, curb and sidewalk, and parking necessary for safe travel to and from campus for pedestrians, personnel vehicles and busses.
2. Expansion of gymnasium including new heating ventilation and air conditioning system.
3. Sprinkler system for the entire building.
4. The cost of the project be paid for through available Capital Projects, Cafeteria, and/or Rainy Day funds with no bonding/debt or tax increases.
5. 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 thanked Mr. Narwold for the re-cap. He said this discussion should have been done in January. Mr. Kring said he would support the motion. He thanked Mr. Frazier for the work he had done.

Upon the recommendation of Mr. Narwold and a motion by Mr. Glesing, seconded by Mrs. laCour, the Board voted, 5-0, and the motion carried to approve the Anderson Elementary School Project.

**APPROVAL OF CONTRACT WITH NOMI FOR HIGH SCHOOL GYM ADDITION AND RENOVATION PROJECT**

Upon the recommendation of Mr. Narwold and a motion by Mr. Glesing, seconded by Mr. Kring, the Board voted, 5-0, and the motion carried to approve the contract with Nomi for High School Gym Addition and Renovation Project in the amount of \$120,000.

**APPROVAL OF ADOPTION OF 2018 ANNUAL BUDGET**

Upon the recommendation of Mr. Narwold and a motion by Mrs. laCour, seconded by Mr. Glesing, the Board voted, 5-0, and the motion carried to approve the 2018 annual budget, copies of which are attached hereto and made a part of these minutes.

Mrs. Imel thanked Mrs. Hensler for reviewing the budget with the Board.

**APPROVAL OF 2018 BUDGET RESOLUTIONS:**

**RESOLUTION TO ADOPT THE 2018 CAPITAL PROJECTS FUND PLAN**

**RESOLUTION TO ADOPT THE 2018 BUS REPLACEMENT PLAN**

**RESOLUTION OF APPROPRIATIONS AND TAX RATES**

Upon the recommendation of Mr. Narwold and a motion by Mr. Kring, seconded by Mr. Glesing, the Board voted, 5-0, and the motion carried to approve the following 2018 Budget Resolutions, copies of which are attached hereto and made a part of these minutes:

**Resolution to Adopt the 2018 Capital Projects Fund Plan**

This Resolution is adopted by the Board of Trustees of Madison Consolidated Schools of Jefferson, Indiana.

WHEREAS, A School Capital Projects Fund has been established, and

WHEREAS, the Board of Trustees is required under IC 20-46-6-11 to adopt a plan with respect to the capital projects fund; and

WHEREAS, the Board of Trustees held a public hearing on the capital projects plan on the 13<sup>th</sup> day of September 2017, at 2421 Wilson Avenue, Madison, IN 47250.

THEREFORE, BE IT RESOLVED, by the Board of Trustees that the plan for Madison Consolidated Schools for the years 2018 through 2020, is hereby incorporated by reference into this resolution, and is adopted as the Board of Trustees' Plan with respect to the School Capital Projects Fund.

BE IT FURTHER RESOLVED, that the Board of Trustees shall submit a certified copy of this resolution (including the adopted plan) to the Department of Local Government Finance as required by IC 20-40-8-8 for approval.

**Resolution to Adopt the Year 2018 Bus Replacement Plan**

This resolution is adopted by the Board of Trustees of Madison Consolidated Schools of Jefferson County, Indiana.

WHEREAS, A School Bus Replacement Plan has been established; and

WHEREAS, the Board of Trustees is required under IC 20-46-5 to adopt a plan with respect to a School Bus Replacement Plan; and

WHEREAS, the Board of Trustees held a public hearing on the plan on the 13<sup>th</sup> day of September 2017, at 2421 Wilson Avenue, Madison, IN 47250.



THEREFORE, BE IT RESOLVED, by the Board of Trustees that the plan entitled “School Bus Replacement Plan” for the years 2018 through 2029, is hereby incorporated by reference into this resolution, and is adopted as the Board of Trustees’ Plan with respect to the School Bus Replacement Plan.

BE IT FURTHER RESOLVED, that the Board of Trustees shall submit a certified copy of this resolution (including the adopted plan and the Calculation Worksheet) to the Department of Local Government Finance as required by IC 20-40-7 for approval.

Ordinance or Resolution for Appropriations and Tax Rates

Be it ordained/resolved by the Madison Consolidated Schools that for the expenses of MADISON CONSOLIDATED SCHOOL CORPORATION for the year ending December 31, 2018 the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of MADISON CONSOLIDATED SCHOOL CORPORATION, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance.

This ordinance/resolution shall be in full force and effect from and after its passage and approval by the Madison Consolidated Schools.

Fund Code	Fund Name	Adopted Budget	Adopted Tax Levy	Adopted Tax Rate
0061	RAINY DAY	\$2,000,000	\$0	0.0000
0101	GENERAL	\$20,854,380	\$0	0.0000
0180	DEBT SERVICE	\$3,231,553	\$3,470,848	0.3999
1214	CAPITAL PROJECTS	\$6,987,828	\$3,402,732	0.3920
6301	TRANSPORTATION	\$2,267,000	\$2,173,419	0.2504
6302	BUS REPLACEMENT	<u>\$635,000</u>	<u>\$571,057</u>	<u>0.0658</u>
		<b>\$35,975,761</b>	<b>\$9,618,056</b>	<b>1.1081</b>

**APPROVAL OF AGREEMENT WITH HICKORY CREEK OF MADISON**

Upon the recommendation of Mr. Narwold and a motion by Mr. Glesing, seconded by Mr. Kring, the Board voted, 5-0, and the motion carried to approve the Agreement with Hickory Creek of Madison.

Mr. Narwold said others have asked to use corporation facilities that don’t seek Board approval and that we work collaboratively with the community.

**APPROVAL FOR CORPORATION AUCTION AND DECLARATION OF ITEMS AS OBSOLETE**

Upon the recommendation of Mr. Narwold and a motion by Mrs. Dugle, seconded by Mrs. laCour, the Board voted, 5-0, and the motion carried to approve a corporation auction and declaration of items as obsolete.

- |                |                  |
|----------------|------------------|
| Woodworking:   | Metal working:   |
| Radial arm saw | Surface grinders |
| Joiners        | Drill presses    |
| Flag poles     | Shear            |
|                | Spot welder      |

Band saws  
Other miscellaneous tools  
Belt sanders  
Spindle sanders  
Table saw  
Drills

Band saws  
Welder  
Other miscellaneous tools  
Vises  
Floor grinder  
Benders  
Sheet metal bender

Electronic equipment:  
Large speakers

## **DISCUSSION**

### **STRATEGIC FRAMEWORK – GOAL #3 – HUMAN CAPITAL**

#### **Strategic Framework**

#### **Goal Area 3 – Human Capital**

##### Strategy 3

Align and Empower Human Capital to improve the efficiency and effectiveness of our Corporation

#### **Restructure the Technology Department to Better Support Teachers and Staff**

- Restructure eLearning Department:
  - Outsource through Five Star Technology Solutions
  - eLearning Coordinator-Jennifer Watson
  - PreK-12<sup>th</sup> grade technology integrations coach – Bryan DeWitt
  - Data Management Specialist – Christian Burkhardt
- Create a technology help line for parents and students:
  - [technologysupport@madison.k12.in.us](mailto:technologysupport@madison.k12.in.us)
  - Student helpdesk ticket linked to school website and bookmark links on devices.
- Online PD Portal
- How to videos on our Youtube Channel

#### **Offer Professional Development in Technology to Improve the Skills of all Employees**

- Create a master PD plan for certified and noncertified employees
- Complete a “needs assessment” for all staff-21<sup>st</sup> century skills
- Differentiated instruction, assessments and curriculum
- Support project-based learning initiatives

Align Employees to Positions Based on Skill and Talent Level

- Use best practices when evaluating employees with a goal of helping individuals grow to their goals.
  - SFS for certified staff and non-certified evaluation
- Build employee capacity
  - Cross training of employees
  - Identify tomorrow's leaders
- Develop incentives to retain Highly Effective Teachers and employees
  - Employee recognition programs, performance based merit increases

Certify Leadership Team in Six Sigma Training

- Train all leadership employees in lean thinking
  - PD Forms
  - Direct Deposit
  - Skyward-request off
  - Time Cards

Develop and Implement an Employee Recognition Program that Rewards and Supports Excellent Employees

- Partner with MTA to help recognize our employees with events for our teachers
- Participated in the IDOE Teacher of the year program and recognized an outstanding teacher from our district
- Ugly Holiday Sweater Contest for faculty and staff

Develop and Implement Policies, Procedures, and Processes for Efficient Work Production of all Employees

- Develop a faculty handbook
- Develop District Policy Guidelines
- Update the non-certified Employee Handbook
- Reflect and remodel past practices (all handbooks, curriculum guide).
- Updated job descriptions
- Will begin working on ECA job descriptions

Advance and Expand Best Practice Leadership to Develop Systems of Quality

- Support our teacher leaders and develop leadership skills in all employees
  - Build capacity of employees
  - Support Program Leaders
- Create a process for all employees and departments to analyze data more efficient and effective performance

- Data Dashboards
- Put electronic work orders in place

Mr. Glesing thanked Mrs. Hensler and Mrs. Watson for their presentation. He said it was very informative.

Mr. Kring asked how parents are notified about YouTube videos? Mrs. Ashley Schutte, Communications Coordinator, said through social media and links on the website.

Mrs. Imel said the presentation was very informative and well done.

## **REPORTS**

### **DIRECTORS**

Mrs. Hensler reported the following:

- Would be submitting and finalizing the budget.
- Negotiations were ongoing.
- Principals and teachers are ordering supplies
- Human Resources Department is fully staffed with the hiring of Katie O'Brien, Receptionist/Human Resources Assistant and Bridget Leach, Accounting and Compliance Clerk.

Mr. Glesing said these are replacement employee's not new staff.

Mrs. Vaughn announced Madison Consolidated Schools received \$205,000 grant from the Lilly Endowment, Inc. as part of the Endowment's Comprehensive Counseling Initiative for Indiana K-12 students. Mrs. Imel thanked Mrs. Vaughn for her work on the grant. Mrs. Vaughn said it was a team effort. Dr. Jenner said that Mrs. Vaughn and Mr. Nathan Hadley wrote the grant. She said only two districts in our region received the grant.

### **SUPERINTENDENT**

Mr. Narwold gave the following report:

October 6-8, 2017 – Theatre Production – *The Little Mermaid*

October 9-10, 2017 – Parent-Teacher Conferences

October 11-22, 2017 – Fall Break

October 17, 2017 – Region 10 ISBA Fall Conference @ Seymour

November 8, 2017 – Next Regular Board Meeting

Next Strategic Framework – Area #4 – School Environment

Thanked Board members for attending the ISBA Conference on October 2 & 3. Attended over 30 breakout sessions:

- Career Pathways
- 3D Printers
- Cultivating Strong Readers and Critical Thinkers
- Creating Pathways through Early Childhood Environments
- Communities and Schools Together
- New Federal Assessment Plan

- Leveraging Partnerships to Create our Future Ready Workforce
- Teacher Evaluation
- County Wide Collaboration – County Wide Innovation
- Building Teacher Capacity
- How Educational Foundations work
- Board docs
- Advanced Manufacturing

Mr. Narwold gave the following statement: “As an interim Superintendent, you have a unique opportunity which allows you to come in and provide an outside perspective and make recommendations when and where they make sense for the district which has been entrusted to your temporary care.

When I arrived in Madison one of my goals was to assess and promote positive interaction and communication between the school district and the community. As a former educator, parent, and grandparent I truly believe we have the frequent opportunity and obligation to provide an example of what it means to have healthy relationships, be respectful of one another, and engage in conversations to seek information, understand differences, or resolve concerns. I have witnessed, in the past few months, there can be respectful, constructive interaction between our community members and our schools.

As I have jumped into the daily operations here, I know there are a number of ways anyone within our district can be easily contacted, should anyone have a question, compliment, or concern. Our offices are open daily, our phone numbers and emails are on our website, and our administrative staff is open to setting meeting times where we can visit and answer questions. My personal experience with this has been very positive and useful as I have met a number of people who have reached out and had some great discussions with several individuals and organizations who are interested in partnering in education.

Tonight I am going to encourage you as parents, grandparents, business leaders, and community members to utilize these avenues to continue conversations on a regular basis. My decision to remove the second public comments section of the board agenda was based on two determinations: 1. We know respectful, constructive dialog is necessary and have seen that it can be achieved, 2. Those discussions are best done with members of our team who are on the ground doing the work with students and staff daily.

As the board moves through the interview process and the transition to a new Superintendent begins, my hope is to deliver a district and atmosphere where the expectation is positive and forward momentum. Where students continue to flourish in ever-improving learning spaces, rigorous academic course offerings continue to expand, and student leadership and athletic offerings create life-long memories and experiences.

There are a number of passionate and talented people working throughout our district every day to make Madison a great place for students. Our goal is to share with anyone who is interested in learning more and helping to bring solutions to the table.”

### **BOARD MEMBER COMMENTS**

Mr. Glesing said the ISBA conference offered new information and said it was one of the best conferences he had attended. He said he attended a presentation on Student Work Ethic Certification and understood we offer this at the high school. Mrs. Vaughn said we will have students receive a work ethic certificate at graduation.

Mrs. laCour discussed an article in the *Madison Courier* about preschool economics and the need for early childhood training. Mrs. laCour said Mrs. Tara McKay, Preschool Coordinator, is working very hard at the preschool and is working on “On My Way Pre-K” to expand the program. Mrs. laCour said this should be a community initiative and if anyone wishes to help contact either Mrs. McKay or Mrs. Molly Dodge, Clearinghouse.

Mrs. Dugle thanked the public for their input and attending the meeting.

Mrs. Imel thanked the Board.

Mrs. Imel said the Board had completed the second round of interviews for Superintendent.

Mrs. Imel thanked Mrs. Phyllis McLaughlin, Madison Courier Reporter, for the articles on suicide.

**ADJOURNMENT**

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

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Secretary  
BY: ps

ATTEST:

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