

The Board of School Trustees of Madison Consolidated Schools conducted a Regular Meeting on Wednesday, June 10, 2015, 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. Lee Ann Imel, Member

The following Central Office Administrators were present:

Dr. Ginger Studebaker-Bolinger, Superintendent
Dr. Katie Jenner, Director of Learning and Title Programs
Mrs. Bonnie Hensler, Director of Finance
Mr. Mike Frazier, Director of Systems, Operations, and Auxiliary Services
Mr. James Miller, Director of eLearning
Mr. Jason Pattison, Corporation Attorney

Opening Statement by Board President:

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

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

CONSENT AGENDA

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

APPROVAL OF AGENDA – JUNE 10, 2015, REGULAR MEETING

APPROVAL OF MINUTES OF THE MAY 13, 2015, REGULAR MEETING AND MAY 26, 2015, SPECIAL MEETING

APPROVAL OF PAYMENT OF CLAIMS

APPROVAL OF PERSONNEL REPORT

Employment(s)

James Buckwalter-Arias – Spanish Teacher – Elementary – effective August 3, 2015

Melissa Perry – School Improvement Chair – ½ stipend – Lydia Middleton Elementary School – effective 2014-2015 school year
Sarah Lytle - School Improvement Chair – ½ stipend – Lydia Middleton Elementary School – effective 2014-2015 school year
Loretta Thevenow – Summer School Cook – Lydia Middleton Elementary School – effective June 8, 2015
Michael Nehring – Assistant Principal – Junior High School – effective June 25, 2015
Kelsey Shaw – CTE/PLTW Teacher – High School – effective July 30, 2015
Ed Contreras – Assistant Athletic Director and Teacher – High School – effective July 23, 2015
Bryan DeWitt – Science Teacher – High School – effective July 30, 2015
Carmen Smith – Math Teacher – High School – effective July 30, 2015 (pending background check)
Ronnie Lawhead – Program Leader – Language Arts – High School – effective June 12, 2015
Gary O’Neal – Driver Education Instructor – Summer – effective June 1, 2015
Steve Houchen - Driver Education Instructor – Summer – effective June 1, 2015
Wayne Perry - Driver Education Instructor – Summer – effective June 1, 2015
Jackie Thurston – Driver Education Aide – Summer – effective June 1, 2015
Marlene Pietrykowski – Driver Education Aide – Summer – effective June 1, 2015
Debbie Basham – Summer Custodian – effective June 10, 2015
Ryan Mitchell – Student Summer Help – effective June 10, 2015
Parker Tant – Student Summer Help – effective June 10, 2015
Wyatt Carter – Student Summer Help – effective June 10, 2015
John McCarty – Student Summer Help – effective June 10, 2015
Jennifer Hartman – Summer School Teacher – Deputy Elementary School – effective June 8, 2015
Leslie Clark – Summer School Teacher – Rykers’ Ridge Elementary School – effective June 8, 2015
Anna Laura Berry - Summer School Teacher – Rykers’ Ridge Elementary School – effective June 8, 2015
Erin Brawner – Summer School Teacher – Rykers’ Ridge Elementary School – effective June 8, 2015
Missy Perry – Summer School Teacher – Lydia Middleton Elementary School – effective June 8, 2015
Sarah Lytle - Summer School Teacher – Lydia Middleton Elementary School – effective June 8, 2015
Lee Ann Cart - Summer School Teacher – Lydia Middleton Elementary School – effective June 8, 2015
Paula Hartman - Summer School Teacher – Lydia Middleton Elementary School – effective June 8, 2015
Kathleen Gee – Summer School Teacher – Math – High School – effective June 8, 2015
Sarah Bowyer - Summer School Teacher – Math – High School – effective June 8, 2015
Amy Whitaker - Summer School Teacher – English – High School – effective June 8, 2015
Vicki Hart – Summer School Teacher – Sub – High School – effective June 8, 2015
Ryan Day – Summer Band – High School – effective June 8, 2015
Kathy Potter – Instructional Support – Summer School – Virtual Lab – High School – effective June 8, 2015
Tara McKay – MCEDC Coordinator – Summer – effective June 10, 2015
Sheila Hill – Instructional Support – Summer – MCEDC – effective June 8, 2015
Amber Scholl - Instructional Support – Summer – MCEDC – effective June 8, 2015
Karen Jones Lowry - Instructional Support – Summer – MCEDC – effective June 8, 2015
Kate Ison - Instructional Support – Summer – MCEDC – effective June 8, 2015
Brianna Morrissey - Instructional Support – Summer – MCEDC – effective June 8, 2015
Rhonda Owens – Custodian – Summer – MCEDC – effective June 8, 2015
Ross Lutz – Summer Help – effective June 10, 2015
Ross Lutz – Bus Driver – Summer School – effective June 8, 2015
Kim Jackson - Bus Driver – Summer School – effective June 8, 2015
Rich Longville - Bus Driver – Summer School – effective June 8, 2015
Kathy Henthorne - Bus Driver – Summer School – effective June 8, 2015
Bobby Kennett - Bus Driver – Summer School – effective June 8, 2015
John Guarino - Bus Driver – Summer School – effective June 8, 2015
Chad Smith - Bus Driver – Summer School – effective June 8, 2015
Traci Stewart – Summer Custodian – High School – effective June 10, 2015

Ryan Fish – Student Summer Help – effective June 10, 2015
Nathan Moore – Student Summer Help – effective June 10, 2015
Tony Bushong – Student Summer Help – effective June 10, 2015
Bryce Harmon – Student Summer Help – effective June 10, 2015
Luke Johann – Student Summer Help – effective June 10, 2015

Change of Position

Kelsey Hill – from Secondary Teacher to Elementary Teacher at Lydia Middleton Elementary School – effective July 30, 2015
Nathan Arico – from Junior High Special Education Teacher to Elementary Special Education Teacher at E.O. Muncie Elementary School – effective July 30, 2015
Patric Morrison – from Elementary Teacher at E.O. Muncie to Project Lead the Way Instructor at Junior High School – effective July 30, 2015
Cassidy Hearn – from Interventionist to Elementary Teacher at E.O. Muncie Elementary School – effective July 30, 2015
Melissa Alexander – from Junior High School to High School Science Teacher – effective July 30, 2015

Resignation(s)

Cynthia White – Elementary Teacher – Special Education – E.O. Muncie Elementary School – effective June 3, 2015
Nicole Ferris – Instructional Support – E.O. Muncie Elementary School – effective May 21, 2015
Nicole Ferris – Summer Custodian – E. O. Muncie Elementary School – effective May 21, 2015
Deborah Pietrykowski – Cafeteria Cook – E.O. Muncie Elementary School – effective June 3, 2015
Katie Funk – Secondary Teacher – Junior High School – effective June 3, 2015
Denise Axsom – Program Leader – Practical Arts – High School – effective end of the 2014-2015 school year
Susan Wingham – Program Leader – Science – High School – effective June 3, 2015
Leah Boldery-Huber – Program Leader – Language Arts – High School – effective June 3, 2015
Alex Hobson – Technology – effective May 29, 2015

Retirement

Jeanne Dugle – Secondary Teacher – High School – effective June 3, 2015

Termination

Allison Sinkhorn – Custodian – Junior High School – effective May 26, 2015

Change of Rate

Ryder Bright – Buildings and Grounds – from \$8.00 an hour to \$10.00 an hour – effective June 10, 2015

Position Eliminated

Tina Leas – Instructional Support – Special Education – E.O. Muncie Elementary School – effective June 2, 2015
Lindsay Lee - Instructional Support – Special Education – E.O. Muncie Elementary School – effective June 2, 2015
Melissa Enos - Instructional Support – Special Education – Junior High School/MCEDC – effective June 2, 2015
Kathy Arvin - Instructional Support – Special Education – Junior High School – effective June 2, 2015
Cori Dawson – Instructional Support – Life Skills – Junior High School – effective June 2, 2015
Sarah Fisher – Instructional Support – Special Education - High School – effective June 2, 2015
Chasity Voris - Instructional Support – Special Education - High School – effective June 2, 2015
Ed Stigall – Dean of Students – High School – effective June 4, 2015
Regan Kelso – Technology Technician – effective June 30, 2015

John Garrett – Infrastructure Lead Technician – effective June 30, 2015

Extended Day(s)

David Campbell – Guidance Counselor – Junior High School – Two (2) days extended at year end

Betsy Sullivan - Guidance Counselor – Junior High School – Two (2) days extended at year end

Mrs. J. Imel introduced and welcomed new Junior High School Assistant Principal Mr. Michael Nehring and wife Michelle.

Mr. Cliff Hawkins, High School Athletic Director who thanked the Board on behalf of new Assistant Athletic Director Mr. Ed Contreras.

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>
May 12, 2015	Amanda Briggs	Full	Yes	Yes	Trafalgar, IN	Proficiency State Grading
May 15, 2015	Amy Whitaker	Full	N/A	No	Indianapolis	EL Directors Meeting
May 18, 2015	Lauren Norris	½	Yes	Yes	Adm. Bldg.	Discovery Science
	Sarah Lemen	½	Yes	Yes		
	Addie Hall	½	Yes	Yes		
	Cindy Royalty	½	Yes	Yes		
	Lisa Reverman	½	Yes	Yes		
	Nanci Liles	½	Yes	Yes		
	David Horvath	½	Yes	No		
	Janet McCreary	½	Yes	No		
	Darla Mahoney	Full	Yes	No		
	Pam Kimmel	Full	Yes	No		
	Gretchen McGlasson	½	Yes	Yes		
	Paula Hartman	½	Yes	Yes		
	Elizabeth Patton	½	Yes	Yes		
	Patric Morrison	½	Yes	Yes		
	Susan Smith	½	Yes	Yes		
	Kelli Schmidt	½	Yes	Yes		
	Lisa Reverman	½	Yes	Yes		
	Lindsey Goodknight	½	Yes	Yes		
	Tracy Ahlbrand	½	Yes	No		
	Missy Demaree	½	Yes	No		
May 19, 2015	Kathy Stoner	½	Yes	Yes	Adm. Bldg.	Discovery Science
	Kim A. Mahoney	½	Yes	Yes		
	Jennifer Amburgey	½	Yes	Yes		
	Sharon Sullivan	½	Yes	Yes		
	Julie Kiefer	½	Yes	Yes		
	Melissa Mathews	½	Yes	Yes		
	Missy Demaree	½	Yes	No		
	Tracy Ahlbrand	½	Yes	No		
	Janet McCreary	½	Yes	No		
	David Horvath	½	Yes	No		
	Susan Thevenow	½	Yes	No		

May 26, 2015	Kathy Stoner	Full	Yes	Yes	High School	PLTW Training
	Trina Hanson	½	Yes	No		
	Heather Toomey	½	Yes	Yes		
May 26, 2015	Cherese Manns	Full	Yes	Yes	Adm. Bldg.	Curriculum Mapping
	Katrina Hanson	Full	Yes	Yes		
	Heather Toomey	Full	Yes	Yes		
	Kim A. Mahoney	Full	Yes	Yes		
May 31 – June 12	Bryan DeWitt	Full	Yes	No	Indianapolis	Project Lead the Way Training
June 1-5, 2015	Mike Turner	Full (Course Cost & Registration Paid by Ivy Tech)	N/A	Yes	Jeffersonville	Amatrol Instructor Training
June 1-8, 2015	Lee Strassell	Full	Yes	Yes	Kansas City (June 1-2)	AP Calculus Test Reading
June 9-10, 2015	Tracy Ahlbrand	Full	Yes	No	French Lick	Literacy Retreat
June 9-11, 2015	Amanda Briggs	Full	Yes	No	Purdue	State Ag Teacher Workshop
June 15, 2015	Ginger Bolinger	½	N/A	No	Indianapolis	IEERB Workshop
June 15-26, 2015	Michael Turner	Full	Yes	No	Dayton, Ohio	PLTW Course Training
June 23-24, 2015	Ginger Bolinger	Full	Yes	No	Scottsburg	Digipalooza Training
	Jennifer Amburgey	Full	Yes	No		
	Jennifer Watson	Full	Yes	No		
	Pam Ison	Full	Yes	No		
	Jill Banks	Full	Yes	No		
	Katrina Hanson	Full	Yes	No		
	Lisa Reverman	Full	Yes	No		
	Tracy Ahlbrand	Full	Yes	No		
	Cassidy Hearn	Full	Yes	No		
	Stephanie Brawner	Full	Yes	No		
	Sarah Lytle	Full	Yes	No		
	Tracy Buchanan	Full	Yes	No		
	Tim Whitaker	Full	Yes	No		
	Kathy Huffman	Full	Yes	No		
	Erin Thomas	Full	Yes	No		
	Katie Jenner	Full	Yes	No		
	Kelsey Hill	Full	Yes	No		
	James Miller	Full	Yes	No		
	Kande McKay	Full	Yes	No		
	Lori Palmer	Full	Yes	No		
	Shelly Smith	Full	Yes	No		
Angela Vaughn	Full	Yes	No			
Missy Demaree	Full	Yes	No			
David Horvath	Full	Yes	No			
Janet McCreary	Full	Yes	No			

	Jill Mires	Full	Yes	No		
	Charlotte Gibson	Full	Yes	No		
	Yvonna Scott	Full	Yes	No		
	Gretchen Smith	Full	Yes	No		
	Denise Gillette	Full	Yes	No		
June 23-26, 2015	Aaron Kelsey	Full	Yes	No	Fairfax, VA	AP Summer Seminar
July 7-10, 2015	Michael Turner	Full	Yes	No	Indianapolis	Conexus Training
July 13-16, 2015	Ryan Day	Full	Yes	No	Chicago	AP Summer Institute
	Amy Vaughn	Full	Yes	No		
July 17, 2015	Miranda Adams	Full	N/A	No	Indianapolis	Workers' Comp Seminar
August 7-8, 2015	Emily Cotner	Full	Yes	Yes	Indianapolis	DCI INPact Band
Oct. 7-10, 2015	Ginger Bolinger	Full	N/A	No	Bonita Springs, FL	District Administrator Leadership Institute

APPROVAL OF DONATIONS TO MCHS

1. Orscheln Farm and Home Supply donated \$25.00 to the FFA.
2. L.L. Macon donated \$50.00 to the Athletic Fund.
3. Environmental Labs donated \$50.00 to the Athletic Fund.
4. Sandra Jones donated \$100.00 to the Athletic Fund.
5. Pam Crozier donated \$100.00 to the Athletic Fund.
6. Madison Precision donated \$50.00 to the Class of 2016.
7. Mrs. Madelaine Taylor donated \$300.00 to the Fine Arts Academy.
8. Farmers Bank of Milton donated \$100.00 to the Football Team.

APPROVAL OF GRANTS TO MJHS

1. Education Foundation donated \$530.00 for Beautification for Learning Project by Eric Phagan and Melanie Torline.
2. Community Foundation of Madison & Jefferson County donated \$2,500.00 for Beautification for Learning Project by Eric Phagan and Melanie Torline.
3. Community Foundation of Madison & Jefferson County donated \$5,800.00 to MJHS Peer Counselor Fund.

APPROVAL OF EQUIPMENT PURCHASE FOR MCHS

The High School Athletic Department requested approval to purchase a Discus Net from Holcroft Track and Field Supply for a total of \$521.44.

PUBLIC COMMENTS (ALL COMMENTS MUST ADDRESS LISTED ACTION ITEMS)

There were no public comments.

ACTION

APPROVAL OF UTILIZATION OF SIX (6) ELEARNING DAYS FOR 2015-2016 SCHOOL YEAR

Upon the recommendation of Dr. Studebaker-Bolinger and a motion by Mrs. laCour, seconded by Mrs. L. Imel, the Board voted, 5-0, and the motion carried to approve to Utilize Six (6) eLearning days for 2015-2016 school year.

APPROVAL OF MICROSOFT CLIENT AND SERVICE LICENSES

Upon the recommendation of Dr. Studebaker-Bolinger and a motion by Mr. Glesing, seconded by Mrs. L. Imel, the Board voted, 5-0, and the motion carried to approve the Microsoft Client and Service Licenses in the amount of \$23,814.00.

APPROVAL OF LIGHTSPEED ROCKET WEB FILTER RENEWAL

Upon the recommendation of Dr. Studebaker-Bolinger and a motion by Mrs. L. Imel, seconded by Mrs. laCour, the Board voted, 5-0, and the motion carried to approve the Lightspeed Rocket Web Filter Renewal for 3 years in the amount of \$30,000.00.

APPROVAL OF CLASSROOM ORCHESTRATOR

Upon the recommendation of Dr. Studebaker-Bolinger and a motion by Mrs. laCour, seconded by Mr. Glesing, the Board voted, 5-0, and the motion carried to approve Classroom Orchestrator in the amount of \$4,000.00.

APPROVAL TO RENEW CORPORATION ATTORNEY CONTRACT EFFECTIVE JULY 1, 2015 – JUNE 30, 2016

Upon the recommendation of Dr. Studebaker-Bolinger and a motion by Mr. Glesing, seconded by Mrs. laCour, the Board voted, 5-0, and the motion carried to renew the corporation attorney contract with Jenner, Pattison, Sutter and Wynn, effective July 1, 2015 -

APPROVAL OF SCHOOL TO SCHOOL EXCHANGE AGREEMENT

Upon the recommendation of Dr. Studebaker-Bolinger and a motion by Mrs. laCour, seconded by Mrs. L. Imel, the Board voted, 5-0, and the motion carried to approve the School to School Exchange Agreement with CCI Greenheart School.

Dr. Studebaker-Bolinger said CCI Greenheart will coordinate with Mrs. Carolyn Quigley-Alcorn and Ms. Melanie Torline to create a School to School Exchange Program between Madison Consolidated High School and Madre de Dios in Madrid, Spain. She said Madison Consolidated High School will host 18 students from Madrid in September and our host students will travel to Madrid during Spring break.

APPROVAL TO PURCHASE BUSES

Upon the recommendation of Dr. Studebaker-Bolinger and a motion by Mr. Glesing, seconded by Mr. Kring, the Board voted, 5-0, and the motion carried to purchase the following buses:

3 - 78 passenger conventional propane school buses	\$97,893.00 each	\$293,679.00
1 – 81 passenger conventional diesel bus		\$97,206.00
1 – Special education activity bus		<u>\$74,006.00</u>

(Partial payment by WHAS grant money)	\$464,891.00
1 – bus trade in	<u>(\$-5,500.00)</u>
	\$459,391.00

Buses will be purchased from the following funds:

Bus Replacement Fund	\$435,270.00
WHAS Grant	<u>\$ 24,121.00</u>
Total	\$459,391.00

APPROVAL OF TEXTBOOK RENTAL AND FEES

Upon the recommendation of Dr. Studebaker-Bolinger and a motion by Mr. Kring, seconded by Mr. Glesing, the Board voted, 5-0, and the motion carried to approve the textbook rental and fees:

Kindergarten	\$161.56
First Grade	\$197.56
Second Grade	\$201.16
Third Grade	\$212.81
Fourth Grade	\$204.04
Fifth Grade	\$206.95
Sixth Grade	\$167.26 - \$197.26
Seventh Grade	\$179.87 - \$234.38
Eighth Grade	\$199.58 - \$271.09

APPROVAL EMPLOYEE HANDBOOKS

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

APPROVAL OF REVISED MOU WITH JEFFERSON COUNTY SHERIFF DEPARTMENT

Upon the recommendation of Dr. Studebaker-Bolinger and a motion by Mr. Glesing, seconded by Mr. Kring, the Board voted, 5-0, and the motion carried to approve the MOU with Jefferson County Sheriff Department.

APPROVAL OF CONTRACTED SERVICES FOR COUNTY RESOURCE OFFICER

Upon the recommendation of Dr. Studebaker-Bolinger and a motion by Mr. Glesing, seconded by Mr. Kring, the Board voted, 5-0, and the motion carried to approve the contracted services for the County Resource Officer.

APPROVAL OF INVESTMENT FUND CHANGES

Upon the recommendation of Dr. Studebaker-Bolinger and a motion by Mr. Glesing, seconded by Mr. Kring, the Board voted, 5-0, and the motion carried to approve the investment fund changes.

APPROVAL OF H.J. UмбаUGH & ASSOCIATES ENGAGEMENT LETTER

Upon the recommendation of Dr. Studebaker-Bolinger and a motion by Mrs. laCour, seconded by Mr. Kring, the Board voted, 5-0, and the motion carried to approve the H.J. Umbaugh & Associates engagement letter.

APPROVAL OF AGREEMENT FOR CONTINUED SERVICES WITH COMPUTER SUPPORT SERVICES FOR ECA SOFTWARE

Upon the recommendation of Dr. Studebaker-Bolinger and a motion by Mrs. L. Imel, seconded by Mrs. laCour, the Board voted, 5-0, and the motion carried to approve the Agreement for Continued Services with Computer Support Services for ECA Software at a monthly rate of \$206.25.

APPROVAL OF CONTRACT FOR PAINTING SERVICES

Upon the recommendation of Dr. Studebaker-Bolinger and a motion by Mrs. L. Imel, seconded by Mr. Kring, the Board voted, 5-0, and the motion carried to approve the contract with Bladen Painting in the amount of \$22,400.00 through the end of 2015.

APPROVAL OF PURCHASE OF EVERYDAY MATH RESOURCES

Upon the recommendation of Dr. Studebaker-Bolinger and a motion by Mr. Glesing, seconded by Mrs. L. Imel, the Board voted, 5-0, and the motion carried to approve the purchase of Everyday Math resources, a copy of which is attached hereto and made a part of these minutes.

APPROVAL OF VIRTUAL LEARNING CONTRACT

Upon the recommendation of Dr. Studebaker-Bolinger and a motion by Mrs. laCour, seconded by Mr. Kring, the Board voted, 5-0, and the motion carried to approve the Virtual Learning Contract in the amount of \$110,000.00 for three years.

DISCUSSION

TIF IMPACT ON SCHOOL CORPORATION

Mrs. Hensler presented an overview on the TIF impact on the school corporation.

SICK LEAVE BUY-OUT FOR NON-CERTIFIED EMPLOYEES

Mrs. Hensler presented on the proposed sick leave buy-out for non-certified employees.

Madison Consolidated Schools
Non-certified Personnel Sick Day
Buy-out Proposal

Background

- Retirement Pay (Board approved 2007)
 - Non-certified personnel only
 - \$50 per unused sick leave day if
 - 55 years of age upon retirement
 - 10 years of service in MCS
- New non-certified personnel statement of benefits handbook (Board approved 2014)

Goal

- Buy-out of current accumulated sick days for future retirement benefit
 - Retirement benefit will be eliminated

- A new statement of benefits for all employees

Sick Leave

- Unfunded liability
 - 6,900 accumulated sick days (approximate)
- Benefit
 - Doctor appointments
 - Minor illnesses such as colds or flu

- Market
 - Many companies moving to PTO policy or 5 or fewer sick days

Buy-out

- Buy current accumulated sick days at a rate of \$50 for fully vested employees
- Discounted value for those not vested

Employees Not Vested

- Discounted Cash Flow Valuation
 - Mathematical formula expresses the net present value of a discounted future cash flow
- The power of \$1
 - 1995 - \$1.56
 - 2015 - \$1
 - 2035 - \$.46

Discounted Cash Flow Example

- Savings
 - Direct relationship
 - Higher the interest rate, the higher the interest earned
- Discounting
 - Inverse relationship
 - Higher the interest rate, the lower the dollar amount in the future
- Greater benefit to employees to use 4% instead of 8% average

Employees Not Vested

- \$50 would not be received if not vested
- Employees have opportunity to invest money to eventually grow to \$50 by the time they retire
- Fair approach to those who are fully vested

Buy-out Example 1

- Jack
 - 70 years of age
 - 41 years of MCS service
 - 157 accumulated sick days
- \$7,850
 - 157 x \$50

Buy-out Example 2

- John
 - 51 years of age
 - 23 years of MCS service
 - 125 accumulated sick days
- \$5,343
 - $125 \times \$42.74$ ($\$50 \times .8548$)
 - 4 years until vested
 - has 10 years of service, but is not 55
 - $.8548 =$ discounted cash flow in 4 years

Buy-out Example 3

- Jane
 - 33 years of age
 - 2 years of MCS service
 - 20 accumulated sick days
- \$422
 - $20 \times \$21.10$ ($\$50 \times .422$)
 - 22 years until vested
 - does not have 10 years of service and is not 55
 - $.422 =$ discounted cash flow in 22 years

What if I Get Sick?

- Can accumulate up to 30 days (approximately 6 work weeks)
- Long-term disability
 - 90 days
 - Paid benefit by the board (except \$1)
- Short-term disability
 - 31 days
 - May be purchased by employees
- Cash received from buy-out in savings

Cash Buy-out

- Allow employees to choose number of days
 - Max accumulation of 30 days
- Regular compensation
 - Consider personal tax implications
- Section 125 election
 - Pre-tax benefits
 - 403(b)
 - HSA
 - Other

Statement of Benefits

- New statement of benefits to align wages, benefits based on performance
- All individuals will now have the same level of benefits and wages as those hired after July 1, 2014
- Prior vs. new statement of benefits
 - Clerk example

Sick Days – Clerk Example

- Prior Statement of Benefits
 - 12 sick days per year
 - Eligible to use 3 days as personal days
- New Statement of Benefits
 - 5 sick days per year
 - Plus 2 personal days per year
 - Unused may convert to accumulated sick days

Pay Schedules – Old

Year	Amount per Hour	Increase
9	13.86	.02
10	13.86	none
11	13.89	.03
12	13.92	.03
13	13.92	none

Pay – 2014

- No more pay scales
- Based upon performance 0-5%
- Average of 2%

Clerk Example

- Clerk Janie has worked for MCS for 11 years in 2014
- Old pay scale year 11
 - .03 increase
 - \$13.89 – clerk’s new hourly rate or \$49 a year
- New pay
 - .28 increase
 - \$13.86 x 2% (average raise amount)
 - \$14.14 – clerk’s new hourly rate or \$457 a year

Retirement

- INPRS – Indiana Public Retirement System
 - PERF – Public Employees Retirement Fund
- PERF
 - Pension – 11%
 - Must be paid by employer
 - Must meet various vesting requirements
 - ASA – Annuity Savings Account – 3%
 - May be paid by employer or employee – MCS pays!
 - Immediate vesting

Clerk Example

- \$14.14
 - Year 21 on old scale or 10 more years
- +408 compensation (\$457-\$49)
- +12 PERF annuity
- +45 PERF pension
- \$465 Total

Results

- Focus on current employees
 - 2014 – 2% for all non-certified was \$61,000
 - 2 current employees \$28,825 or 1%
- This benefit may not be a sustainable option in the future
- Makes everyone whole now

Non-Certified Meetings

- Do not factor PT/FT as change was recent
- Do no discount for vesting
- Give full days pay, not \$50
- Give choice of how many days employees can keep up to 30
- Reduced amount of sick days is not enough
- Don't compare to area but to other schools
- Good attendance bonus similar to teachers
- Some people cannot get short-term disability
- Using sick days for illness would not be a negative on the performance evaluation
- We want the new pay, we don't want to go back to the old scales
- I have kids in college and could really use the money now
- Make my check to Belterra
- I need my money now not late

Survey Results

- Would you like to have the School Board purchase your sick days at a rate as described at the recent meeting held by MCS?
 - Results
 - 61% Yes
 - 39% No
 - Majority of those who voted No were in favor of the buy-out if paid a full day's pay
- Would you like the School Board to consider a bonus for those employees who do not use sick days during the work year?
 - Results
 - 99% Yes
 - 9% No
 - 1% Undecided

Summary

- Sick day buy-out
 - \$310,000 - \$350,000
 - Possibly paid in August or September
- Wage adjustments
 - Employee wage adjustments in July or after negotiations (retro to July)
 - \$120,000 (estimated maximum)

CURRICULUM AND LEARNING UPDATES – DR. JENNER

A. SUMMER LEARNING

Dr. Jenner gave the following report on summer learning:

Summer Learning for Students

Camp Invention	90+ students (wait list)	June 22-26
Summer School grades 1-3	Deputy – 20 Rykers' Ridge – 43 Lydia Middleton/E.O. Muncie – 70 High School – 78	June 8-25
Passport to Adventure grades P-5	Reading Log Mathematics Problem-Solving Good Deeds	

Community Partners:

- Jefferson County Public Library
- The Clearinghouse
- Gleaners: Summer Meals for Kids
- City of Madison Consolidated Schools

Summer Learning for Faculty

- College Board Advanced Placement Program
- Smekens Workshop
- Project Lead the Way
- Everyday Mathematics
- Digipalooza
- ASCD

B. IVY TECH UPDATE

- Class of 2015
 - 5 students will complete Summer 2015
 - Paid by Ivy Tech Scholarship
 - ❖ Family savings approximately = \$100,000
- Class of 2016 and 2017
 - 131 students currently signed up for Comm 101
 - MCs Board approved 223 seats
 - Define: 1 seat = 1 semester, 3 credit course
 - Current Estimation if ALL take 2 semesters – need 262
 - potential additions: 39 seats (\$17,684)
 - ❖ Family savings approximately = \$2,620,000

REPORTS

SUPERINTENDENT

Dr. Stuebaker-Bolinger thanked the High School faculty and staff for their part in graduation.

Dr. Stuebaker-Bolinger thanked the Board for hosting the graduation reception and the Employee Recognition Dinner.

Dr. Stuebaker-Bolinger said the School to School Partnership was very exciting.

Dr. Stuebaker-Bolinger said she would bring professional development numbers to a later board meeting.

Dr. Stuebaker-Bolinger said there will addition new hires and student scheduling is almost completed. She said the counselors are working very hard.

Dr. Stuebaker-Bolinger said the technology in the board room has been used often.

LEGISLATIVE UPDATE – MR. GLESING AND MR. KRING

Mr. Glesing said the construction wage law had been rescinded. He said this will enable more work to be done in Capital Projects.

Mr. Glesing said he and Mr. Kring would be attending a Grassroots Legislative Seminar on June 22.

BOARD MEMBER COMMENTS

Mrs. L. Imel thanked the donators and welcomed the new hires.

Mrs. L. Imel said a lot of information had been shared during the meeting.

Mr. Kring welcomed the new hires.

Mr. Kring thanked Dr. Stuebaker-Bolinger for giving the Board time to think about the sick leave buy-out and said the Board has to do what is best for the corporation.

Mrs. laCour said graduation was wonderful.

Mrs. laCour said she wished those who criticize our graduation rate could witness graduation.

Mr. Glesing said he was happy with the Administration's effort to be fair regarding the sick leave buy-out.

Mr. Glesing thanked the donators.

Mr. Glesing welcomed the new Assistant Principal.

Mr. Glesing welcomed the new elementary math program.

Mrs. J. Imel said the employee recognition dinner was very nice.

Mrs. J. Imel shared a thank you note from Mrs. Judy Manning.

Mrs. J. Imel said the board has been busy this summer as well conducting 12 community meetings on the facilities. She said there would be a work session in July.

Mrs. J. Imel said she would like a board handbook.

Mrs. J. Imel said she and Mrs. laCour attended a workshop on Monday.

Mrs. J. Imel said she is glad to be here and there are so many exciting things happening.

ADJOURNMENT

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

Secretary
BY: ps

ATTEST:
