

The Board of School Trustees of Madison Consolidated Schools conducted a Regular Meeting on Wednesday, December 12, 2018, 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 Glesing, President  
Mr. Rob Kring, Vice-President  
Mrs. Jeanne Dugle, Secretary  
Mrs. Joyce Imel, Member  
Mrs. Linda laCour, Member

The following Central Office Administrators were present:

Dr. Jeffery Studebaker, Interim Superintendent  
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

### **CALL TO ORDER**

### **YOUTH WORKER OF THE YEAR FINALIST**

The Board recognized Patric Morrison, MCHS Football Coach as Mr. Morrison was one of 8 Finalist for this year's Indiana Youth Institute's D. Susan Wisely Youth Worker of the Year Award. The award celebrates the hard work and dedication of youth workers across Indiana. The award is named for D. Susan Wisely, previously of Lilly Endowment, who during her time oversaw the development of numerous youth service-related programs. Mr. Morrison was recently recognized at the 2018 Indiana Youth Institute's Kids Count Conference in Indianapolis on November 27th.

### **8<sup>TH</sup> GRADE WASHINGTON, D.C. TRIP PRESENTATION**

MJHS Principal Mrs. Jill Mires and students Izzy Jett, Mitchell Adams, Adriana Dattilo and parent Shannon Dattilo presented on their Washington, D.C. trip this past fall break.

Highlights of the trip:

- National Cathedral
- National Zoo
- Smithsonian Institute
  - Air and Space Museum
  - American History Museum
  - Natural Museum
- Newseum
- Fords Theatre
- Pederson House
- 911 Memorial
- Lincoln Memorial
- Roosevelt Memorial
- Martin Luther King Memorial
- Holocaust Museum (met a Holocaust survivor)
- Kennedy Center

- Wreath Laying at Tomb of the Unknown Soldier
- Smokey Glen Farms

Mrs. Dattilo thanked the Board for allowing this trip to occur.

**CONSENT AGENDA**

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

**APPROVAL OF AGENDA – DECEMBER 12, 2018, REGULAR BOARD MEETING**

**APPROVAL OF MINUTES – NOVEMBER 14, 2018, REGULAR MEETING AND DECEMBER 4, 2018, EXECUTIVE SESSION**

**APPROVAL OF CLAIMS**

**APPROVAL OF FINANCIAL REPORT**

**APPROVAL OF CONSTRUCTION PAYMENT(S)**

Koetter Construction Inc. Pay App #10 \$371,358.90

**APPROVAL OF PERSONNEL REPORT**

**Employment(s)**

Corporation

Jennifer Watson – eLeader – effective November 28, 2018  
Heather Vaughn – eLeader – effective November 28, 2018  
Erin Thomas – eLeader – effective November 28, 2018  
Kathy Stoner – eLeader – effective November 28, 2018  
Emily Schafer – eLeader – effective November 28, 2018  
Doug Rusk – eLeader – effective November 28, 2018  
Kenneth O’Brien – eLeader – effective November 28, 2018  
Ann Motenko – eLeader – effective November 28, 2018  
Megan Mitchell – eLeader – effective November 28, 2018  
Kenton Mahoney – eLeader – effective November 28, 2018  
Sarah Lytle – eLeader – effective November 28, 2018  
Emeka Koren – eLeader – effective November 28, 2018  
Jared Kempton – eLeader – effective November 28, 2018  
Alex Hobson – eLeader – effective November 28, 2018  
Kerri Bedingham – eLeader – effective November 28, 2018  
Christian Burkhardt – eLeader – effective November 28, 2018  
Catherine Burress – eLeader – effective November 28, 2018  
Jessica Cain – eLeader – effective November 28, 2018  
Emily Cotner – eLeader – effective November 28, 2018  
Lee Ann Hall – eLeader – effective November 28, 2018  
Kathryn Hay – eLeader – effective November 28, 2018  
Cassidy Hearn – eLeader – effective November 28, 2018  
Elizabeth Auxier – eLeader – effective November 28, 2018

Bus Garage

Tracey Gorrell – Bus Driver – effective November 19, 2018

Madison Junior High School

Jordan McHenry – Girls Inc. Steam Camp – effective November 15, 2018  
Kristen Kozenski – Homebound Instructor – effective November 15, 2018  
Kristen Kozenski – Homebound Instructor – effective November 20, 2018  
Brenda Cahall – Homebound Instructor – effective November 15, 2018

Madison Consolidated High School

Lee Strassell – Academic Competition Director – (full stipend) – effective 2018-2019 school year  
Eric Phagan – Academic Fine Arts Coach – effective 2018-2019 school year  
Eric Phagan – Super Bowl Fine Arts Coach – effective 2018-2019 school year  
Christina Goodpaster – Spell Bowl Coach – effective 2018-2019 school year  
Christina Goodpaster – Super Bowl English Coach – effective 2018-2019 school year  
Kathleen Gee – Remediation Teacher (Fall Break) – effective October 10-12, 2018  
Chris Barlow – Cub Mentor – effective November 1, 2018  
Amy Whitaker – Virtual Lab – Grading Instructor – ELA/Spanish- effective 2018-2019 school year  
Emeka Koren – Super Bowl Science Coach – effective 2018-2019 school year

**Resignation(s)**

Bus Garage

Holly Toler – Bus Driver – effective November 16, 2018

**Change of Position**

Bus Garage

Julia Gorrell – from Cafeteria Cook at Madison Junior High School to Bus Aide –effective November 30, 2018

**Change of Rate**

Bus Garage

Judy Parker – Bus Aide – from \$44.62 per day to \$45.84 per day – effective November 16, 2018

**Extra Duties**

Rykers' Ridge Elementary School

Andrew Smith – Principal for December – effective December 10, 2018 - \$500.00

**Unpaid Leave Request**

Rykers' Ridge Elementary School

Janet Hertz – Instructional Support - requesting unpaid leave effective February 22, 2019 – March 12, 2019

Madison Consolidated High School

Bonnie Maddex – Cafeteria Cook – requesting unpaid leave beginning October 29, 2018 until further notice  
Crystale Cohen – Instructional Support – requesting unpaid leave effective December 12, 2018 – January 22, 2019

**Request for Payment for Educational Field Trips and/or Academic Coaching**

Madison Junior High School

Kenton Mahoney – 8<sup>th</sup> Grade Washington, D.C. Trip - \$140.00  
Kindsey Mahoney - 8<sup>th</sup> Grade Washington, D.C. Trip - \$140.00  
Kim Mahoney - 8<sup>th</sup> Grade Washington, D.C. Trip - \$140.00

### **APPROVAL OF DONATIONS**

#### **MJHS**

1. The MCHS Annual Craft Fair donated \$400.00 to the MJHS Athletic Department.

#### **MCHS**

1. Chandler Chevrolet donated \$200.00 to the Boys and Girls Golf team to be used for expenses.
2. McCubbin Ford donated \$100.00 to the Boys and Girls Golf team to be used for expenses.
3. Mr. Lee Strassell donated \$80.00 to the Boys and Girls Golf team to be used for expenses.
4. Kent Volunteer Fire Department donated \$500.00 to the Archery team to be used for expenses.
5. Dover Place Apartments donated \$1,000.00 to the Boys Basketball team to be used for expenses.
6. Chandler Chevrolet donated \$1,000.00 to the Boys Basketball team to be used for expenses.
7. Dicky's Doghouse donated \$500.00 to the Girls Basketball team to be used for expenses.
8. Indiana Farm Bureau donated \$500.00 to the Art Academy to be used for expenses.

### **APPROVAL OF OVERNIGHT FIELD TRIP REQUEST**

We have two (2) overnight field trip requests:

1. We have a request from Kelsey Eisert, HS FFA, to take 12 FFA students to West Lafayette, Indiana, on December 7-8, 2018, to participate in the State Forestry Team Contest.
2. We have a request from Junior High Principal Jill Mires to take two students to compete in the Amazing Handshake competition on February 21-24, 2019 at The Ron Clark Academy in Atlanta, Georgia.

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

There were no public comments.

### **ACTION**

### **APPROVAL OF ANTHEM VISION AND ANTHEM DENTAL RENEWAL AGREEMENTS**

Upon the recommendation of Dr. Studebaker and a motion by Mrs. laCour, seconded by Mr. Kring, the Board voted, 5-0, and the motion carried to approve the Anthem Vision and Anthem Dental Renewal Agreements.

### **APPROVAL OF STUDENT TRAINING AGREEMENT BETWEEN MADISON CONSOLIDATED SCHOOLS AND THE CITY OF MADISON REDEVELOPMENT COMMISSION**

Upon the recommendation of Dr. Studebaker and a motion by Mr. Kring, seconded by Mrs. laCour, the Board voted, 5-0, and the motion carried to approve the Student Training Agreement Between Madison Consolidated Schools and the City of Madison Redevelopment Commission in the amount of \$92,890.78.

### **SECOND READING AND ADOPTION OF NEW MCS POLICIES:**

**MCS POLICY 2370.03 – INDIANA COURSE ACCESS PROGRAM**

**MCS POLICY 2462 – DYSLEXIA SCREENING AND INTERVENTION**

**MCS POLICY 3220.02 – SUPPLEMENTAL PAYMENTS FOR TEACHERS**

**MCS POLICY 3431 – ADMINISTRATIVE LEAVE OF ABSENCE WITH PAY OR TEMPORARY ADMINISTRATIVE REASSIGNMENT OF TEACHERS**

Upon the recommendation of Dr. Studebaker and a motion by Mrs. Imel, seconded by Mr. Kring, the Board voted, 5-0, and the motion carried to Adopt the following New MCS Policies:

MCS Policy 2370.03 – Indiana Course Access Program  
MCS Policy 2462 – Dyslexia Screening and Intervention  
MCS Policy 3220.02 – Supplemental Payments for Teachers  
MCS Policy 3431 – Administrative Leave of Absence with Pay or Temporary Administrative Reassignment of Teachers

**SECOND READING AND ADOPTION OF REVISED MCS POLICIES:**

**MCS POLICY 1430 – LEAVES OF ABSENCE**

**MCS POLICY 1520.08 – EMPLOYMENT OF PERSONNEL FOR EXTRACURRICULAR ACTIVITIES**

**MCS POLICY 1521 – PERSONAL BACKGROUND CHECKS, REFERENCES, AND MANDATORY**

**REPORTING OF CONVICTIONS AND SUBSTANTIATED CHILD ABUSE AND ARRESTS**

**MCS POLICY 2221 – MANDATORY CURRICULUM**

**MCS POLICY 2414 – REPRODUCTION HEALTH AND FAMILY PLANNING AND HUMAN SEXUALITY INSTRUCTION**

**MCS POLICY 2700 – ANNUAL PERFORMANCE REPORT**

**MCS POLICY 3120.07 – EMPLOYMENT OF CASUAL RESOURCE PERSONNEL**

**MCS POLICY 3120.08 – EMPLOYMENT OF PERSONNEL FOR EXTRACURRICULAR ACTIVITIES**

**MCS POLICY 3121 – PERSONAL BACKGROUND CHECKS, REFERENCES, AND MANDATORY REPORTING OF CONVICTIONS AND SUBSTANTIATED CHILD ABUSE AND ARRESTS**

**MCS POLICY 3139 – STAFF DISCIPLINE**

**MCS POLICY 3141– SUSPENSION OF TEACHERS WITHOUT PAY**

**MCS POLICY 3430 – LEAVES OF ABSENCE**

**MCS POLICY – 4210.08 – EMPLOYMENT OF PERSONNEL FOR EXTRACURRICULAR ACTIVITIES**

**MCS POLICY 4121 – PERSONAL BACKGROUND CHECKS, REFERENCES, AND MANDATORY REPORTING OF CONVICTIONS AND SUBSTANTIATED CHILD ABUSE AND ARRESTS**

**MCS POLICY 4430 – LEAVES OF ABSENCE**

**MCS POLICY 5112 – ENTRANCE REQUIREMENTS**

**MCS POLICY 5330 – USE OF MEDICATION**

**MCS POLICY 5340.01 – STUDENT CONCUSSIONS AND SUDDEN CARDIAC ARREST**

**MCS POLICY 5350 – STUDENT SUICIDE AWARENESS AND PREVENTION**

**MCS POLICY 5460 – GRADUATION REQUIREMENTS**

**MCS POLICY 5517.01 – BULLYING**

**MCS POLICY 5771 – SEARCH AND SEIZURE**

**MCS POLICY 6210 – FISCAL PLANNING**

**MCS POLICY 6212 – COST-SAVINGS INCENTIVE PROGRAM**

**MCS POLICY 6621 – OPERATIONS CASH CHANGE FUND**

**MCS POLICY 6655 – SCHOOL TECHNOLOGY FUND – DELETE**

**MCS POLICY 6800 – SYSTEM OF ACCOUNTING**

**MCS POLICY 7440 – FACILITY SECURITY PROGRAM**

**MCS POLICY 8340 – LETTER OF REFERENCE OR EMPLOYMENT REFERENCE**

**MCS POLICY 8455 – COACH TRAINING**

**MCS POLICY 8462 – CHILD ABUSE AND NEGLECT**

**MCS POLICY 8500 – FOOD SERVICE PROGRAM**

**MCS POLICY 8600 – TRANSPORTATION**

**MCS POLICY 9160 – PUBLIC ATTENDANCE AT SCHOOL EVENTS**

Upon the recommendation of Dr. Studebaker and a motion by Mrs. laCour, seconded by Mrs. Imel, the Board voted, 5-0, and the motion carried to Adopt the following Revised MCS Policies:

MCS Policy 1430 – Leaves of Absence  
MCS Policy 1520.08 – Employment of Personnel for Extracurricular Activities  
MCS Policy 1521 – Personal Background Check, References, and Mandatory Reporting of Convictions and Substantiated Child Abuse and Arrests  
MCS Policy 2221 – Mandatory Curriculum  
MCS Policy 2414 – Reproduction Health and Family Planning and Human Sexuality Instruction  
MCS Policy 2700 – Annual Performance Report  
MCS Policy 3120.07 – Employment of Casual Resource Personnel  
MCS Policy 3120.08 – Employment of Personnel for Extracurricular Activities  
MCS Policy 3121 – Personal Background Checks, References, and Mandatory Reporting of Convictions and Substantiated Child Abuse and Arrests  
MCS Policy 3139 – Staff Discipline  
MCS Policy 3141 – Suspension of Teachers Without Pay  
MCS Policy 3430 – Leaves of Absence  
MCS Policy 4120.08 – Employment of Personnel for Extracurricular Activities  
MCS Policy 4121 - Personal Background Checks, References, and Mandatory Reporting of Convictions and Substantiated Child Abuse and Arrests  
MCS Policy 4430 – Leave of Absence  
MCS Policy 5112 – Entrance Requirements  
MCS Policy 5330 – Use of Medication  
MCS Policy 5340.01 – Student Concussions and Sudden Cardiac Arrest  
MCS Policy 5350 – Student Suicide Awareness and Prevention  
MCS Policy 5460 – Graduation Requirements  
MCS Policy 5517.01 – Bullying  
MCS Policy 5771 – Search and Seizure  
MCS Policy 6210 – Fiscal Planning  
MCS Policy 6212 – Cost-Savings Incentive Program  
MCS Policy 6621 – Operations Cash Change Fund  
MCS Policy 6655 – School Technology Fund – Delete  
MCS Policy 6800 – System of Accounting  
MCS Policy 7440 – Facility Security Program  
MCS Policy 8340 – Letter of Reference or Employment Reference  
MCS Policy 8455 – Coach Training  
MCS Policy 8462 – Child Abuse and Neglect  
MCS Policy 8500 – Food Service Program  
MCS Policy 8600 – Transportation  
MCS Policy 9160 – Public Attendance at School Events

**RECOMMENDATION FOR YEAR-END APPROPRIATIONS AND OTHER BUDGETARY TRANSFERS**

Upon the recommendation of Dr. Studebaker and a motion by Mr. Kring, seconded by Mrs. laCour, the Board voted, 5-0, and the motion carried to approve the Year-End Appropriations and other Budgetary Transfers.

**APPROVAL OF MADISON JUNIOR HIGH SCHOOL CURRICULUM GUIDE FOR 2019-2020**

Upon the recommendation of Dr. Studebaker and a motion by Mrs. laCour, seconded by Mrs. Imel, the Board voted, 5-0, and the motion carried to approve the Curriculum Guide for Madison Junior High School for the 2019-2020 school year.

### **APPROVAL OF DR. STUDEBAKER'S ANNUAL EVALUATION**

Mr. Kring moved to approve Dr. Studebaker's annual evaluation, seconded by Mrs. laCour and the motion carried to approve Dr. Studebaker's annual evaluation.

Mr. Glesing said Dr. Studebaker received a Highly Effective evaluation.

### **APPROVAL OF SUMMER OF EARNING GRANT**

Upon the recommendation of Dr. Studebaker and a motion by Mrs. Imel, seconded by Mr. Kring, the Board voted, 5-0, and the motion carried to approve the Summer of eLearning Grant in the amount of \$9,500.00 to host the Summer of eLearning Conference on July 24, 2019.

### **APPROVAL OF REVISED STATEMENT OF BENEFITS**

Upon the recommendation of Dr. Studebaker and a motion by Mrs. Dugle, seconded by Mr. Kring, the Board voted, 5-0, and the motion carried to approve the Revised Statement of Benefits.

### **DISCUSSION**

### **REPORTS**

### **STUDENT REPRESENTATIVE**

Mr. Bergen Cornelius reported on the following:

- Turkey Shootout Fundraiser raised \$1,300.00 for shoes for Africa.
  - Mr. Gasaway and Mr. Grill won the fundraiser competition and will now sleep on the high school roof on December 21, 2018.
  - Madison raised \$800.00 with Southwestern \$500.00.
- There will be a party after the December 21<sup>st</sup> basketball game.
- *Pajama Game* was a great production.
- Thanked the counselors for hosting the senior meeting (great experience)
- Survey for students to vote on teacher who has done the most for students and Mr. Rusk was the winner.
- Finals
- *Tarzan* will be held on March 1-3, 2019.
  - Auditions have been completed.
- Thanks Mrs. laCour and Mr. Glesing for their service to the Board.

Mr. Glesing thanked Bergen for the great job he does reporting high school activities.

### **SUPERINTENDENT**

Mr. Frazier gave an overview of the Anderson Project:

- Putting carpet in the classrooms
- Tile next week
- Painting classrooms
- Cafeteria is completed
- Egress road is ready to pour
- Finishing sidewalks
- Blacktop
- Will pave next Spring

- Two preschool classrooms – price is getting where it needs to be.

We have received approval from the State for the High School Auditorium project.

Dr. Studebaker congratulated Deputy Elementary School for their float winning second place in the not for profit category in the Christmas parade. He said it was a nice parade.

Dr. Studebaker said the next issue of the District Correspondent would be out soon. He asked that people see the request for volunteers to serve on the Strategic Framework committee. Dr. Studebaker said there would be sub-committees with one sub-committee being Capital Improvement Plan.

Dr. Studebaker said Odle McGuire and Shook would be conducting a safety audit and another company would be doing a structural analysis on the facilities.

Dr. Studebaker presented Mrs. laCour and Mr. Glesing with a gift of appreciation for their service to the Board. He wished them both well.

### **BOARD MEMBER COMMENTS**

Mrs. Dugle said she was glad to be a part of the team. She said this is a wonderful corporation.

Mrs. Dugle thanked Bergen and the Junior High School for their presentations.

Mrs. Imel thanked Mrs. Mires for the presentation adding she appreciates hearing about the trips.

Mrs. Imel said she enjoyed the Christmas Parade and the *Pajama Game*.

Mrs. Imel thanked Mrs. laCour and Mr. Glesing for their service to the Board. She said both were active and attended many events. Mrs. Imel said Mrs. laCour is very well read and shared articles. She said Mrs. laCour valued professional development. Mrs. Imel said Mr. Glesing is the “king” of professional development and he had reached the Masters Level from the Indiana School Boards Association. Mrs. Imel said both did what was best for the Corporation.

Mr. Kring thanked Bergen for his report and Mrs. Mires and students for their presentation.

Mr. Kring thanked Mr. Glesing and Mrs. laCour adding they always didn’t see eye to eye but they were always respectful and our corporation is in a better place now.

Mr. Kring commended Dr. Studebaker.

Mrs. laCour publicly apologized to Mrs. Ashley Schutte, Communications Coordinator, for her behavior towards her at a previous board meeting.

Mrs. laCour said it has been an interesting six years on the Board. She said education has been a huge part of her life. She said being a board member is different than being a classroom teacher. Mrs. laCour said she thought her time on the Board would be focused on curriculum but was spent on buildings and performance. She said it has been difficult but has been honored to serve on the Board. Mrs. laCour said she had said she wouldn’t run again and wouldn’t support another referendum. She said there are no sides to be on as board members but kids come first. Mrs. laCour said we have a really good Superintendent and wished him the best.



Mr. Glesing said he has enjoyed his time on the Board. He said there had been rough times and that the Board members haven't always agreed. Mr. Glesing said kids come first and felt an obligation to the taxpayers to make sure money was spent wisely.

**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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