

METROPOLITAN SCHOOL DISTRICT OF NORTH POSEY COUNTY
(Board of Education Meeting -- April 13th, 1959)

MINUTES

The Board of Education met in regular session on Monday night, April 13th, at 7:30 P.M., in the Administrative Office.

The following members attended this meeting: George Heckerman, Vertis Matz, Harold Kemmerling, Virgil Williams and W. W. Lowe.

Also attending were: Eldon R. Crawford, Supt.; Charles Roberts, Ass't. Supt.; William Wilson, Principal; and Ralph Schuler, Attorney.

BUSINESS WAS TRANSACTED AS FOLLOWS:

1. THE MEETING WAS CALLED TO ORDER BY MR. HECKERMAN.

2. MINUTES:

Copies of minutes of March 23rd meeting were mailed to Board members previous to the meeting.

The motion was made by Mr. Matz -- seconded by Mr. Williams -- to accept and approve the minutes as written. Motion carried.

3. BILLS & CLAIMS:

Regular Claims Nos. 176 to 220, and Payroll Claims 16A-20 were presented for approval of payment.

In connection with claims, Mr. Crawford presented a letter from Charles Christmas, in which he asked for an advance draw of \$200 (net) on his contracted salary. Mr. Crawford pointed out that there is a provision in the Salary Schedule Policy which covers such emergencies.

The motion was made by Mr. Kemmerling -- seconded by Mr. Matz -- to advance Mr. Christmas the net amount of \$200 which he requested. The motion carried.

The motion was made by Mr. Williams -- seconded by Mr. Kemmerling -- to approve payment of bills. Motion carried.

4. REPORT ON TRANSPORTATION:

Mr. Roberts stated that there is considerable interest in bidding on transportation routes. However, only one bid has been received so far.

He also stated that bids will be opened in a special meeting for that purpose -- at 7:00 P.M., Monday, April 20th.

Material showing types of equipment owned by present bus drivers was distributed.

5. SUMMER EDUCATION PROGRAM:

Mr. Crawford stated that quite a number of inquiries have been received concerning a Summer Education Program, similar to the one held in the District last year.

It was explained that, in the past, questionnaires were sent out to parents to determine their interests in the program. From these reports, schedules were made out, personnel were chosen, amount of salary was determined, etc.

It was stated that, in the event a particular area is not interested in any of the activities offered (such as physical education, for example), students from that area might be permitted to attend these activities in another area where it is offered; also that transportation could probably be provided for such students.

After a discussion, the motion was made by Mr. Matz -- seconded by Mr. Williams -- that the Summer Education Program be continued provided (1) there is sufficient interest to justify the expense, (2) that a plan of work be prepared and submitted to the Board at the next regular meeting, and (3) that if sufficient interest is not shown to maintain the service in one or more of the centers it shall be discontinued and compensation for such service shall cease.

The motion carried.

6. SOUTH TERRACE:

(a) Grounds:

Mr. Crawford stated that he took the initiative to get George Kraft down to South Terrace, since the weather was favorable and the ground was ready to be worked. Mr. Kraft graded and seeded it, the cost of which is \$4.00 per hour.

It was stated that Peyronnin Construction Co. had agreed to pay \$12.00 of the total cost -- the equivalent of 3 hours' work.

(b) Heating:

Mr. Crawford stated that the difficulty in heating the north rooms at South Terrace had not yet been taken care of. Mr. Elfreich, of Gottman Plumbing Co., has informed Mr. Crawford that Gottman's have done everything called for in the specifications.

It was decided to arrange a meeting with the Architect, Gottman Plumbing Co. representative, designers of the heating units, Mr. Elfreich and the Board of Education, in order to find out who is responsible for this difficulty, and to see what steps can be taken to correct it.

7. MOWING EQUIPMENT:

Mr. Roberts stated that he had been looking at mowing equipment which could be used to mow all the school grounds during the summer.

He presented "Specifications for Tractor and Mowing Equipment" for study by the Board. (Copy of Specifications is in Minute Book.)

After a discussion, the motion was made by Mr. Williams -- seconded by Mr. Kemmerling -- to advertise for bids for mowing equipment. The motion carried.

Copy of "Notice to Bidders" -- to be published April 17th and 24th -- was signed by the President and Secretary of the Board. Sealed bids will be received until 4:00 P.M., May 11th, 1959.

It was stated that additional funds will have to be appropriated to handle this expense.

8. GRIFFIN SCHOOL -- SEWAGE DISPOSAL:

Mr. Crawford stated that the sewage system at Griffin needs to be repaired, and that specifications will have to be drawn up, and approved by the State Board of Health, before advertising for bids.

It was suggested that the State Board of Health be asked to go over the situation at Griffin, and that a licensed engineer be employed to start work on specifications.

The motion was made by Dr. Lowe -- seconded by Mr. Kemmerling -- to authorize the administrative office to proceed with the planning on work to be done on the sewage disposal at Griffin; also to authorize Mr. Crawford to contact Mr. Al Holtz, or Routt & Associates, and ask them to draw up plans and specifications on work necessary to correct this situation. The motion carried.

9. PERSONNEL RECOMMENDATIONS:

Mr. Crawford stated that he had hoped to have recommendations ready for appointment of all teachers and other personnel, but, due to Mr. Hutchinson's illness, not all this information is ready.

Mr. Crawford presented and read RECOMMENDATION "A" -- for appointment of instructional personnel to serve in the elementary schools of the District during the school year 1959-'60. (Copy is in Minute Book.)

	<u>Expected Enrollments</u>		<u>No. of teachers recommended</u>
Griffin -----	59 students	-----	3
Poseyville -----	155 "	-----	6
S. Terrace -----	232 "	-----	8
Cynthiana -----	132 "	-----	6

(April 13th Minutes Continued -- Page 3.)

The matter of teacher training was discussed. It was stated that all vacancies should be filled with degree teachers, if at all possible.

The motion was made by Mr. Matz -- seconded by Mr. Kemmerling -- that all teaching vacancies be filled with teachers who have completed the A.B. Degree, have qualified for teaching licenses, and who are otherwise deemed satisfactory; provided that if such vacancies are not filled with degree teachers within 3 weeks prior to the opening date of the school term, non-degree teachers may be considered for such vacancies; provided further that non-degree teachers who are now employed be urged to take additional training toward a degree at a reasonable rate. The motion carried.

RECOMMENDATION "B" was presented -- for appointment of custodians to serve in the School District as follows: Gus Miller at Griffin School; Wayne Westfall at Poseyville; George Yancy at South Terrace; and Mr. & Mrs. Elven Walters at Cynthiana. (Copy is in Minute Book.)

RECOMMENDATION "C" was presented -- for recommendation of dismissal of Elsie McClellan, second grade teacher at Cynthiana. (Copy is in Minute Book.)

RECOMMENDATION "D" was presented -- for recommendation of dismissal of Charles Hoehn, Catherine Hoehn and George Seiler, custodians at Wadesville School. (Copy is in Minute Book.)

The motion was made by Mr. Kemmerling -- seconded by Mr. Matz -- to approve Recommendations B, C. and D, as presented. The motion carried.

Recommendation A was tabled until a later date.

10. TEACHERS' SALARIES:

Data concerning the Salary Policy for 1959-'60 were presented showing comparisons with other systems of similar size in the state, and some discussion was held pertaining to the effect of salary increases on the tax rate.

The report showed that, compared to other similar high school systems in this area and throughout the state, salaries in North Posey range from \$117 to \$467 below the new state minimum which must be met beginning January 1st, 1960; and showing the median salaries for teachers in corporations throughout the state, similar to North Posey, to be approximately \$400 higher in 1958-'59 than the median for North Posey.

After further discussion, it was decided to "table" the salary question until a later meeting.

11. SALE OF LAND:

Mr. Crawford stated that Mrs. Bob Hammelman had contacted him and asked if there were a possibility of the School District's selling a portion of ground back of the Poseyville Gym, so that it could be used to build a home on.

Board members were not in favor of selling this plot of ground.

The motion was made by Mr. Williams -- seconded by Mr. Kemmerling -- that the School District retain this ground for its own use. Motion carried.

THE MOTION WAS MADE BY MR. WILLIAMS TO ADJOURN. SECONDED BY MR. KEMMERLING.
THE MEETING ADJOURNED AT 11:35 P.M.

Signed:

George H. Heckerman
Chairman
Virgil B. Williams
Secretary

APRIL 13, 1959.

METROPOLITAN SCHOOL DISTRICT OF NORTH POSEY COUNTY
(Personnel Recommendations)

RECOMMENDATION "A"

Board of Education
Metropolitan School District of
North Posey County.

Recommendations for appointment of instructional personnel to serve in the elementary schools of the Metropolitan School District of North Posey County during the school year 1959-'60 are as follows:

A. Teachers

1. Griffin: Fern Brooks ----- Grades 1-2
Mildred Gilmore ----- Grades 3-4
TV Spanish
Marion Brooks ----- Grades 5-6
Head Teacher
TV Science

2. Poseyville: Evelyn Jenkins ----- Grade 1
Aline Tenison ----- Grade 2
Esther Seibert ----- Grade 3
TV Spanish
Madeline Harmon ----- Grade 4
Mary Lou Price ----- Grade 5
Glen Redman ----- Grade 6
Head Teacher
TV Science

3. South Terrace: Velsa Saalwachter ----- Grade 1
Genevieve Ford ----- Grade 1
Van Motz ----- Grade 2
Helen McCormick ----- Grade 2
Frank Weatherholt ----- Grade 3
Irene Deal ----- Grade 4
TV Spanish
Genevieve Overton ----- Grade 5
TV Science
Head Teacher
Wilburn Motz ----- Grade 6

4. Cynthiana: Mary Massey ----- Grade 1
----- Grade 2
Martha Calvert ----- Grade 3
TV Spanish
Verlie Newman ----- Grade 4
----- Grade 5
Henry Sharp ----- Grade 6
TV Science
Head Teacher

- B. It is also recommended that those persons who are designated as TV teachers be paid for attending the television education workshop at the rate of ten dollars for each day's attendance, such payment to be added to the basic salary for 1959-'60.
- C. It is also recommended that those teachers who are designated as Head Teachers be paid _____ over and above their basic salary for such added responsibility, which shall include being on duty beginning August 1st.

Signed this 13th day of April, 1959.

Superintendent

4/13/59 -- Recommendation "A"
taken under advisement.

Director of Elementary Education

4/20/59 -- Recommendation "A" approved with following changes: (a) To employ 5 teachers at Cynthiana, instead of 6. (b) Part C changed to read as follows: "It is also recommended that those teachers who are designated as Head Teachers be employed on a ten month basis and be on duty beginning August 1st -- compensation for this additional responsibility to be determined as a part of the established salary schedule."

METROPOLITAN SCHOOL DISTRICT OF NORTH POSEY COUNTY

(Personnel Recommendations)

RECOMMENDATION "B"

Board of Education
Metropolitan School District of
North Posey County.

Recommendations for appointment of Non-Instructional Personnel to serve
in the elementary schools of the Metropolitan School District of North
Posey County during the 1959-'60 school year are as follows:

A. Custodians

1. Griffin ----- Gus Miller
2. Poseyville ----- Wayne Westfall
3. South Terrace ----- George Yancy
4. Cynthiana ----- Mr. & Mrs. Elven Walters

Signed this 13th day of April, 1959.

Superintendent of Schools

Director of Elementary Education

4/13/59 -- Recommendation "B"
accepted & approved by Board of Education.

METROPOLITAN SCHOOL DISTRICT OF NORTH POSEY COUNTY

(Personnel Recommendations)

RECOMMENDATION "C"

Board of Education

Metropolitan School District of

North Posey County

Recommendation is hereby submitted for approval to dismiss,
or request resignation of, Elsie McClellan as second grade
teacher at Cynthiana due to apparent inability to achieve
the quality of performance expected in handling and instructing
young children.

Signed this 13th day of April, 1959.

Superintendent of Schools

Director of Elementary Education

4/13/59 Recommendation "C" accepted and approved by
the Board of Education.

APRIL 13, 1959.

METROPOLITAN SCHOOL DISTRICT OF NORTH POSEY COUNTY

(Personnel Recommendation)

RECOMMENDATION "D"

Board of Education

Metropolitan School District of

North Posey County

Recommendation is hereby submitted for approval to dismiss, or request resignation from George Seiler, Charles Hoehn and Catherine Hoehn, custodians at the Wadesville School and Gymnasium, due to the plans for abandoning these buildings for school use at the end of the 1958-'59 school year.

Signed this 13th of April, 1959.

Superintendent of Schools

Director of Elementary Education

4/13/59 Recommendation "D" accepted and approved by
the Board of Education.

SOME FACTS, STATISTICS AND QUESTIONS FOR CONSIDERATION
IN THE APPROACH TO ESTABLISHMENT OF SALARY POLICIES
AND SCHEDULES FOR PROFESSIONAL PERSONNEL

In approaching this problem it seems that some basic guiding principles should be considered. Some suggested guiding principles are as follows:

1. We should assume that citizens of the North Posey District are interested in a good educational program and will be willing to assume the necessary cost.
2. We should recognize that good education requires:
 - (a) Well trained classroom teachers who are dedicated to teaching service.
 - (b) Administrative planning and special services which will help teachers to perform efficiently.
 - (c) Facilities and materials needed to provide physical environment and tools conducive to efficient instruction.
 - (d) Mutual respect and confidence between fellow teachers, administrators, Board of Education and other school personnel.
3. We should recognize that if we are to maintain a good educational program we must be able to employ and retain capable teachers.
4. We should recognize that ability to employ and hold capable people will be determined largely by our willingness to establish a salary scale which will compare with that of other school systems similar to ours in size and financial ability.
5. We should recognize that certain important provisions should be made in a salary policy and schedule. Some of these are:
 - (a) It should provide a beginning salary which will be regarded as adequate for a college trained person.
 - (b) It should provide automatic increases for additional training and experience.
 - (c) It should encourage teachers to endeavor to improve their quality of teaching through attendance at workshops, additional college training, etc. Such participation should be recognized with additional salary.
 - (d) It should provide for some approach to establish administrative salaries and extra duty pay.

SOME SALARY COMPARISONS

- A. Beginning and maximum 1958-'59 basic salaries for 4 yr. and 5 yr. training in school systems of this section of the State:

	<u>4 Yr.</u>			<u>5 Yr.</u>		
	Beg. ----	Max. ----	Yrs.	Beg. ----	Max. ----	Yrs.
1. North Posey	3483	4583	16	3483	5133	20
2. Boonville	3825	4500	14	3825	5166	20
3. Mt. Vernon	4000	4850	16	4100	5600	20
4. Oakland City	3740	4320	15	3348	5184	25
5. Princeton	3625	4633	16	3775	5575	25
6. Ohio Twp., War.	3231	4239	16	3231	4671	20
7. Rockport	3500	4320	16	3600	5100	25
8. New Harmony	3447	4455	16	3447	5247	25

- B. Median Salaries Paid in 1958-'59 to all Classroom Teachers:

1. 49 school corporations in state -- 5,000 to 10,000 population -- 4814

2. Medians in selected corporations of this area:

a. Boonville -----	4531
b. Mt. Vernon -----	4720
c. New Harmony -----	5308
d. Princeton -----	4655
e. Oakland City -----	4300

3. Median in North Posey ----- 4425

- C. New State Minimum for 1959-'60 compared to Local Schedule for 1958-'59:

	<u>Beg. 4 yr.</u>	<u>Max. 4 yr.</u>	<u>No. yrs.</u>
State ----- 1959-'60	3600	4680	12
Local ----- 1958-'59	<u>3483</u>	<u>4583 (4299)</u>	16 (12)
Difference	117	97 (381)	

	<u>Beg. 5 yrs.</u>	<u>Max. 5 yrs.</u>	<u>No. Yrs.</u>
State ----- 1959-'60	3800	5600	20
Local ----- 1958-'59	<u>3483</u>	<u>5133</u>	20
Difference	<u>317</u>	<u>467</u>	

- D. Comparison of Administrative Salaries -- 1958-'59:

	<u>Superintendent</u>	<u>Principal</u>
1. North Posey	7500	6000
2. Boonville	9000	5997
3. Mt. Vernon	9900	6608
4. Oakland City	7800	6264
5. Princeton	8375	5975
6. Ohio Township	6900	6049
7. Rockport	8000	6100
8. Median -- 49 systems	9500	6600

QUESTIONS

1. What should our 1959-'60 schedule provide?
 - a. Beginning -- A.B. Degree _____ a. Minimum M.A. Degree _____
 - b. Maximum ---- A.B. Degree _____ b. Maximum M.A. Degree _____
 - c. Number of Years Exp. _____ c. Number of Years Exp. _____
2. What should our 1959-'60 schedule provide for non-degree teachers?
3. What should the schedule provide for administration salaries?
4. What should the schedule provide for extra duty pay? (Coaching -- music -- class play -- class sponsor -- other.)

METROPOLITAN SCHOOL DISTRICT OF NORTH POSEY COUNTY
(Board of Education Meeting - April 20th, 1959)

SPECIAL MEETING

MINUTES

The Board of Education met in Special Session on Monday, April 20th, at 7:00 P.M., in the Administrative Office.

The following members attended the meeting: George Heckerman, Vertis Matz, Harold Kemmerling, Virgil Williams and W. W. Lowe.

Also attending were: Eldon R. Crawford, Supt., Charles Roberts, Ass't. Supt., Ralph Schuler, Attorney, and William Wilson & Lloyd Hutchinson, Principals.

BUSINESS WAS TRANSACTED AS FOLLOWS:

1. THE MEETING WAS CALLED TO ORDER BY MR. HECKERMAN.

2. TRANSPORTATION:

Transportation Bids on School Bus Routes Nos. 1-20 (inclusive) were opened, tabulated and studied. Thirty-One persons submitted bids.

A report of the study on transportation costs with public owned busses was submitted, which included two alternate plans: PLAN A showed cost estimates for purchase of new busses, operation and maintenance of same, with a capital outlay plan of payment for such busses over a 4 year period.

PLAN B showed cost estimates for purchase of 8 new busses and 11 used busses, allocated over 4 years, plus cost of operation and maintenance.

An estimated tax levy equivalent of 40¢ was shown to be needed to support Plan A, and 44¢ to support Plan B.

The Board directed that a further study of costs -- based on purchase of new busses -- be made, and also bids to be tabulated for cost of transportation with privately owned busses, the two to be compared at the next meeting.

The motion was made by Mr. Williams -- seconded by Mr. Matz -- to take the bids under advisement until next meeting. The motion carried.

3. TV CONTRACT:

"The Contract for TV Education" was read by Mr. Crawford. There was a question concerning the cost of this program, so a clarification of this part of the contract will be made before signatures are attached.

4. SOUTH TERRACE:

(a) Certificate of Acceptance:

Mr. Crawford presented and read the "Certificate of Completion & Acceptance for General Construction" which was sent by the Lester Routt & Associates office.

After a short discussion, the motion was made by Mr. Matz -- seconded by Mr. Kemmerling -- to sign the Certificate of Acceptance of General Construction on the South Terrace School. The motion carried.

5. CHANGE OF TIME:

A question was raised concerning change of time for schools, since Poseyville will be on Daylight Savings Time beginning April 26th.

The motion was made by Mr. Williams -- seconded by Dr. Lowe -- that schools operate on Daylight Savings Time, effective April 27th. The motion carried.

6. PERSONNEL RECOMMENDATIONS:

(a) Elementary Teachers:

It was stated that Recommendation A -- concerning employment of elementary teachers -- presented in the April 13th meeting -- has not yet been acted upon.

(1) Total Number:

Mr. Crawford reviewed Recommendation A, and stated that 8 teachers are needed at South Terrace, 6 at Poseyville, 3 at Griffin, and 5 or 6 at Cynthiana. It was agreed to cut the number of teachers to 5 in Cynthiana, as it was felt that the program at that school could be handled by that number of teachers.

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It was pointed out that there is still a vacancy to fill in Grade² at Cynthiana, but that Mrs. Hutchinson may be interested in returning to teaching this fall. In the event that Mrs. Hutchinson is not interested in teaching next year, it is hoped that this replacement can be made with a teacher having an A. B. Degree. If it is impossible to fill this vacancy with a degree teacher, Mrs. Arlene Bruce will be considered for re-employment.

(2) Television Workshop:

It was stated that \$10 per day will be the compensation for teachers who attend the TV Workshop, as this is part of the TV Education Program, as stated in the TV Education Contract.

(3) Head Teacher Pay:

Mr. Wilson proposed that the head teachers of elementary schools be employed beginning August 1st, and that they be subject to call from the Director of Elementary Education; also that these teachers be compensated with an additional month's salary. These teachers will render service by assisting with book sales, book rental, and other work in organization for opening of schools for the 1959-'60 school year.

After a discussion, the motion was made by Mr. Williams -- seconded by Mr. Kemmerling -- to accept recommendations as presented for elementary teachers, with the following changes: (a) To employ 5 teachers at Cynthiana instead of six as originally recommended. (b) Part C changed to read as follows: "It is also recommended that those teachers who are designated as Head Teachers be employed on a ten month basis and be on duty beginning August 1st -- compensation for this additional responsibility to be determined as a part of the established salary schedule."

The motion carried.

(b) High School Teachers, Art, Music, Etc.

Mr. Crawford presented a recommendation for employment of teachers for the North Posey Jr.-Sr. High School for 1959-'60, with general assignments for such teachers. (Copy is in Minute Book.)

(c) Recommendation for Dismissal:

A recommendation for approval to dismiss or request resignation of John Culbertson, due to the reduction in total personnel for high school instruction, etc., was presented for Board action.

Also, a recommendation for approval to dismiss or request resignation of Mrs. Ellis Cowling, part time music teacher, due to necessity of limiting music instruction to one full time elementary teacher and one full time high school teacher, was presented for Board action. (Copies of these Recommendations are in the Minute Book.)

(d) Cafeteria Personnel:

Recommendations for appointment of Cafeteria personnel to serve in the schools of the Metropolitan School District during the school year 1959-'60 were submitted for Board approval. (Copies of these recommendations are in the Minute Book.)

After a discussion, the motion was made by Mr. Williams -- seconded by Mr. Matz -- to accept recommendations as presented on Teachers, Teacher Dismissals and Cafeteria Personnel. The motion carried.

(e) Custodians -- High School:

Mr. Crawford stated that he and Mr. Hutchinson had selected a number of applications for custodians at the high school which they might want to consider; also that they would like Board approval to interview the following men: Doyle Motz, Robert E. Smith, Billy Ray Price, and Herman Schutz.

It was stated that two people would be needed for this work, and that at least one should probably be employed on a twelve-month basis.

It was agreeable with the Board that the Superintendent and Principal interview the four applicants mentioned above.

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9. LELA MAHLER'S RESIGNATION:

Mr. Wilson presented a resignation from Mrs. Lela Mahler, presently employed as Secretary at Wadesville School, stating that Mrs. Mahler plans to retire.

The motion was made by Mr. Williams -- seconded by Mr. Kemmerling -- to accept Mrs. Lela Mahler's resignation. The motion carried.

10. INDIANAPOLIS MEETING:

Mr. Roberts stated that there will be a School Business Officials' Meeting in Indianapolis on Thursday and Friday, April 23rd and 24th, and that he and Mr. Crawford would like to attend, providing the Board would grant mileage.

The motion was made by Mr. Matz -- seconded by Dr. Lowe -- to allow mileage for this trip. Motion carried.

THE MOTION WAS MADE BY MR. WILLIAMS -- SECONDED BY MR. KEMMERLING -- TO ADJOURN.

THE MEETING ADJOURNED AT 12:15.

Signed

George H. Heckerman
(Chairman)

Virgil B. Williams
(Secretary)

METROPOLITAN SCHOOL DISTRICT OF NORTH POSEY COUNTY

PERSONNEL RECOMMENDATIONS

To The Board of Education
Met. School Dist. of North Posey County,
Poseyville, Indiana.

Recommendations for approval to employ teaching and non-teaching professional personnel for service in the North Posey Jr.-Sr. High School, during the school year 1959-'60, together with general teaching assignments for such personnel, are submitted as follows:

1. Miriam Heiser ----- Jr. High Eng. & Social Studies
2. Neval Willis ----- Jr. High Science & Math. -- TV Science
3. Don Kramer ----- Jr. High Science & Math. -- TV Assistant
4. Dale Tenison ----- Jr. High Eng. & Social Studies (Temporary Contract)
5. Martha Erbacher ----- Jr. High Arith. & Soc. Studies
6. Mary Braxton ----- Jr. High English
7. Charles Price ----- Soc. Studies -- Driver Training -- TV Social Studies
8. Billie Loveless ----- Eng. -- Soc. Studies -- TV Soc. Studies
9. Reba Emerson ----- Eng. -- Girls' Phys. Ed.
10. Don Miller ----- Eng. -- Physical Ed.
11. Dulcie Rachels ----- Latin -- English
12. Dorothy Rumble ----- Home Ec. -- Guidance
13. Sara Harper ----- Home Ec.
14. Leonard Mauck ----- Biology -- H. & Safety
15. Wayne Sharp ----- Science & Math.
16. Teddy Anson ----- Math.
17. Jack Wagoner ----- Business Ed.
18. Roy Sanders
or ----- Assignment dependent on which one is
Gerald Beloat ----- employed. (Temporary Contract)
19. Roy Goerges ----- Audio-Visual -- Other assignments to be designated.
20. Jack Seargeant ----- Jr. & Sr. Band & Chorus
21. Evelyn Roberts ----- (Elem. Art - $\frac{1}{2}$ time) -- (H.S. Art - $\frac{1}{2}$ time)
22. Sara Loveless ----- Librarian for the District
23. Otis Cousert ----- Ind. Arts
24. J. D. Foster ----- Voc. Agriculture
25. To be sought ----- Chemistry and other assignments.
26. Maurine Taylor ----- Music -- All Elementary Schools

It is also recommended that those persons who are designated as TV teachers be paid for attending the television education workshop at the rate of ten dollars for each day's attendance, such payment to be added to the basic salary for 1959-'60.

Signed this 20th day of April, 1959.

Superintendent

High School Principal

Director of Elementary Education

4/20/59 -- Personnel Recommendation was accepted and approved by the Board of Education.

METROPOLITAN SCHOOL DISTRICT OF NORTH POSEY COUNTY

PERSONNEL RECOMMENDATIONS

Board of Education
Met. School District of
North Posey County,
Poseyville, Indiana.

Recommendations for appointment of Cafeteria personnel to serve
in the schools of the Metropolitan School District of North
Posey County during the school year 1959-'60 are submitted as
follows:

Griffin School -----	Helen Houchins
Cynthiana School -----	Genevieve Smith -- Head Cook Sarah Hatcher
Poseyville School -----	Hallie Kelley -- Head Cook Alma Lewis
South Terrace -----	Bessie Cox -- Head Cook Glennice Majors Hazel Menikheim -- Part Time
High School -----	Jessie Nesler -- Head Cook

Note: Additional High School Cafeteria Personnel to be recommended
at a later date -- with approval of the Head Cook.

Signed this 20th day of April, 1959.

Superintendent

High School Principal

Director of Elementary Education

4/20/59 -- Personnel Recommendation accepted and approved by the Board of Education.

METROPOLITAN SCHOOL DISTRICT OF NORTH POSEY COUNTY

PERSONNEL RECOMMENDATION

Board of Education
Metropolitan School District of
North Posey County,
Poseyville, Indiana.

Recommendation is hereby submitted for approval to dismiss
or request resignation of Mrs. Ellis Cowling, part time
music teacher, due to the fact that it seems necessary to
limit the amount of music instruction to one full time
elementary teacher and one full time high school teacher.

Signed this 20th day of April, 1959.

Superintendent

High School Principal

Director of Elementary Education

4/20/59 -- Recommendation for Dismissal accepted and approved by the Board of
Education.

METROPOLITAN SCHOOL DISTRICT OF NORTH POSEY COUNTY

PERSONNEL RECOMMENDATION

Board of Education
Metropolitan School District of
North Posey County,
Poseyville, Indiana.

Recommendation is submitted for approval to dismiss or request resignation of John Culbertson due (1) to the reduction in total personnel for high school instruction, and (2) to the fact that Principals' evaluation of teachers' performance indicates that Mr. Culbertson's work is less effective than that of other teachers in his field, who are employed at this time.

Signed this 20th day of April, 1959.

Superintendent

High School Principal

4/20/59 -- Recommendation for Dismissal accepted and approved by the Board of Education.

METROPOLITAN SCHOOL DISTRICT OF NORTH POSEY COUNTY
(Board of Education Meeting -- April 27, 1959.)

MINUTES

The Board of Education met in regular session on Monday, April 27th, at 8:00 P.M., in the Administrative Office at Poseyville.

The following Board members were present: George Heckerman, Vertis Matz, Harold Kemmerling, Virgil Williams and W. W. Lowe.

Also attending were: Eldon R. Crawford, Supt.; Charles Roberts, Ass't. Supt.; William Wilson, Principal; and Ralph Schuler, School Attorney.

BUSINESS WAS TRANSACTED AS FOLLOWS:

1. THE MEETING WAS CALLED TO ORDER BY MR. HECKERMAN.

2. MINUTES:

Copies of Minutes of April 13th and April 20th meeting were mailed to Board members previously.

The motion was made by Mr. Matz -- seconded by Mr. Williams -- to approve and accept the minutes as written. Motion carried.

3. CLAIMS:

Claims Nos. 221-237 were presented for approval of payment.

The motion was made by Mr. Kemmerling -- seconded by Mr. Williams -- to approve payment of the claims. Motion carried.

4. TRANSPORTATION:

Material pertaining to establishment of School Transportation Service beginning in 1959-'60 was distributed and read by Mr. Crawford.

The study of comparative cost figures for transportation with school owned busses and privately owned busses indicates that several thousand dollars can be realized by the school corporation owning the busses, and employing drivers to operate them.

Mr. Roberts presented material showing a study of the estimated cost of operation, driving service, maintenance, repair, depreciation and replacement -- for a fleet of twenty busses.

Busses needed are as follows: 6 - 60 passenger; 2 - 54 passenger; and 10 - 48 passenger.

As the Board indicated considerable interest in considering purchase of busses, the question was raised: "Do we intend to purchase all new busses? Or, shall we buy 1955 busses from present drivers? Or, shall we give 4 year contracts to drivers who submitted bids on April 20th, to furnish and operate a 1955 bus?"

After some discussion, the motion was made by Mr. Kemmerling and seconded by Mr. Williams to award contracts on three of the routes to lowest bidders who proposed to furnish and operate 1955 privately owned busses as follows:

- (a) Route # 15 -- Ray Willman ----- \$16.50 per day
- (b) Route # 19 -- Noble Rumble ----- \$15.00 per day
- (c) Route # 6 -- James H. Kincheloe --- \$16.25 per day

The motion carried.

Mr. Roberts distributed copies of proposed specifications for new busses, in the event busses are purchased by the School Corporation, and explained the specifications in detail.

Motion was made by Dr. Lowe and seconded by Mr. Matz to:

- 1. Hold in abeyance all bids received on April 20th on Routes 1-5 inclusive; 7-14 inclusive; and 16-18 inclusive; and 20.
- 2. Advertise for bids for school busses in accordance with Proposed Specifications, with the payment plan as set out in Paragraph 7 of the Specifications, and with date of acceptance to be not later than May 19th; number of busses to be purchased

as follows: 6 - 60 passenger; 2 - 54 passenger; and 7 - 48 passenger busses; Notice to Bidder to be published on Friday, May 1st, with sealed bids to be received not later than May 11th, 4:00 P.M. (DST). "

The motion carried.

5. TEXTBOOK RENTAL SERVICE:

Mr. Crawford stated that, in a previous meeting, Board approval was granted to establish a plan for rental of textbooks.

Mr. Crawford read and explained an outline -- prepared by Mr. William Wilson -- on how the textbook rental service would be handled. (Copy is in Minute Book.)

A question was raised concerning students purchasing their own books, through the school.

It was stated that outright purchase of books should be discouraged and rental of books encouraged, because purchase of books would complicate the rental system.

The motion was made by Dr. Lowe -- seconded by Mr. Kemmerling -- to approve the proposed plan for Elementary Textbook Rental Service, as presented. The motion carried.

6. PERSONNEL:

(a) Preliminary Agreement -- Reba Emerson:

Mr. Crawford stated that, in the past, when we employ a teacher and it is recorded in the Minutes, we have given a tentative contract to suffice until the regular contract is signed. As Reba Emerson was employed in the Board meeting of April 20th, 1959, Mr. Crawford suggested that she be given a Preliminary Agreement. The Preliminary Agreement was signed by the President and Secretary of the Board.

(b) Resignations & Dismissals:

Mr. Crawford stated that we have received resignations from the following: Catherine Hoehn, Charles Hoehn, George Seiler, Lela Mahler, Arlene Bruce and Elsie McClellan.

Dismissal Notices were prepared for the following: John Culbertson, William Hendrickson and Mrs. Marion Cowling. The notices were signed by the President and Secretary of the Board, but they will be used only in case we do not get resignations from these three people.

7. TEACHER RECOGNITION DINNER:

Mr. Crawford stated that the Planning Committee is ready to set up their program for the P.T.A. -- Board of Education Dinner for teachers in recognition of their services, and they would like for the Board members to assist in presenting Certificates of Recognition. These certificates are to be signed by the President of the Board, President of the P.T.A. Council, and the Superintendent of Schools. The dinner is to be held at South Terrace, on May 9th, at 6:00 P.M. -- \$1.50 per ticket.

All Board members plan to attend the dinner, and will assist in the program.

8. FLOOD LIGHTING IN BALL FIELD -- Griffin:

In connection with the use of the newly developed athletic facilities at Griffin, a question was raised concerning the matter of expense for lights during the summer months; also liability of the school system during the summer use.

It was suggested that one of the Griffin churches might assume these responsibilities, and that Mr. Nimrod McDonald be contacted, to see if the church would be interested in sponsoring this program during the summer.

It was also suggested that ball field lights be on a separate meter.

9. LETTER OF APPRECIATION:

Mr. Crawford stated that the Administration would send a letter of appreciation for the new athletic facilities at the Griffin School.

(APRIL 27th MINUTES Continued --- Page 3.)

10. SOUTH TERRACE -- Gottman Plumbing Co. Claim:

Mr. Crawford stated that Routt & Associates have approved a claim in the amount of \$6,000 for Gottman Plumbing Co., leaving a balance of \$507.05.

Since the heating system does not operate efficiently, the Board will not approve final payment to Gottman Plumbing Co., unless Routt & Associates will assume the responsibility to correct the difficulty in the heating system.

This matter was turned over to Ralph Schuler, School Attorney.

THERE BEING NO FURTHER BUSINESS TO COME BEFORE THE BOARD, THE MOTION WAS MADE BY MR. KEMMERLING -- SECONDED BY MR. WILLIAMS -- TO ADJOURN. THE MEETING ADJOURNED AT 11:30 P.M.

Signed:

George H. Heckerman
Chairman

Secretary

METROPOLITAN SCHOOL DISTRICT OF NORTH POSEY COUNTY
(Board of Education Meeting -- April 27th, 1959)

TRANSPORTATION

Some of the questions which need to be considered in the making of decisions pertaining to establishment of School Transportation Service beginning in 1959-'60 are as follows:

- A. Shall we continue with private ownership service or shall we purchase busses and employ drivers?

It seems obvious from cost studies that public ownership is less expensive. Also it would provide better control of the service such as changing and extending routes without additional cost other than operation; also availability of busses for educational trips at cost of operation only to groups transported.

On the other hand, transportation with school owned busses will require a carefully planned maintenance and service program, with complete records being kept on each bus. Also rules and regulations setting out responsibilities of drivers in the operation and care of the busses will need to be developed. This will require over-all supervision and management.

- B. If the answer to Question A is "Public Ownership", then consideration must be given to advertizing for bids from dealers on school bus equipment. Specifications should be studied carefully as to

- (1) Plan of payment.
- (2) Type of chassis & body.
- (3) Special features listed for bodies & chassis.
- (4) Bid Form.

- C. Contracting Services:

If the Public Ownership Plan is adopted, then former bids on private ownership must be rejected; however, this question should be answered before such action is taken.

1. Can private ownership bids be held in abeyance, bidders to be notified, until bids on equipment are received, in order that comparison can be made before making final decision?
2. In the event public ownership is adopted, upon what basis shall drivers be employed?
 - (a) On basis of driving bids already received.
 - (b) On basis of rejecting all driving bids and advertizing anew to begin negotiations with drivers.
 - (c) On basis of setting up a wage scale which seems fair, accepting bids which are in line with said scale, rejecting all others and re-advertizing for beginning negotiations for others.
3. In the event of Public or Private Ownership, what procedure shall be used in selection of drivers?

The lowest and best bidder is to be selected. In case the lowest bidder is not considered to be satisfactory as a driver and is rejected, a statement as to specific reason for rejection should be entered into the minutes and become a part of the Board's official proceedings.

METROPOLITAN SCHOOL DISTRICT OF NORTH POSEY COUNTY

PROPOSED PLAN FOR ELEMENTARY TEXTBOOK SERVICES
BEGINNING WITH THE SCHOOL YEAR 1959-'60

In accordance with action of the Board of Education in its March 23rd meeting, a plan for elementary textbook services for 1959-'60, which includes handling used books, rental of newly adopted books, and purchase of consumable materials is submitted as follows:

1. Place newly adopted hard back books on a rental basis as they are adopted.
2. Handle workbooks and consumable materials through outright purchase and sales to parents each year.
3. Consolidate purchasing and distribution of text materials under the direct supervision of the Director of Elementary Education who will be assisted by head teachers.
4. Provide a used book service in each school until all hard back books are on rental basis.
5. Prepare and distribute detailed explanation of the textbook service to parents, teachers, and all other persons involved.
6. Conduct the program under the general direction, and subject to approval, of the Superintendent of Schools, making reports as requested, to the Superintendent and Board of Education.

Respectfully submitted this 27th day of April, 1959.

Signed: _____

Superintendent

Director of Elementary Education

4/27/59 -- Proposed Plan For Elementary Textbook Services accepted and approved by the Board of Education.