

METROPOLITAN SCHOOL DISTRICT OF NORTH POSEY COUNTY
(Board of Education Meeting -- November 9, 1959)

MINUTES

The Board of Education met in regular session on Monday, November 9th, at 8:00 P.M. in the Administrative Office.

The following 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., Ralph Schuler, School Attorney, and William Wilson, Dir. of Elem. Education.

THE MEETING WAS CALLED TO ORDER BY MR. HECKERMAN.

MINUTES:

Copies of minutes of October 26th meeting were mailed previously.

The motion was made by Mr. Williams -- seconded by Dr. Lowe -- to accept the minutes as written. The motion carried.

CLAIMS:

Claims Nos. 535-580 were presented for approval of payment.

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

SCHOOL LUNCH PROGRAM:

The quality of food served at the High School cafeteria was discussed. It was reported that there is still considerable dissatisfaction among students.

SOUTH TERRACE TREES & SHRUBS:

The question of replacement of the plantings at South Terrace which have died was raised. It was stated that Mr. Kraft was supposed to replace all such plants once but that he had done nothing yet. Mr. Roberts was directed to contact Kraft about the matter.

LINE FENCE -- H. S.

The question was asked as to whether the line fence between the high school site and the Alvin Doll property had been erected. It was reported that the work had been started but not completed. It was also reported that the arrangement was that the school system would furnish the materials and Mr. Doll was to erect the fence; cost adjustments to be made if necessary on a 50-50 basis.

LANDSCAPE PLANTINGS -- H. S.

A proposal was made that the Board members purchase jointly from their personal funds two blue spruce trees and present them to the high school. Mr. Matz and Dr. Lowe were delegated to obtain the trees.

APPROPRIATION BALANCES, TRANSFER OF FUNDS AND ADDITIONAL APPROPRIATIONS:

Mr. Crawford presented data showing balances in all appropriations as of October 30, estimated expenditures during remainder of the year and estimated balances or deficits at the end of the year.

Recommendations for transfer of monies within functions from appropriations which had estimated surpluses to those with estimated deficits; also for additional appropriations for items which could not be covered by transfers.

Motion was made by Mr. Matz and seconded by Mr. Williams to authorize the transfers as recommended; also to authorize publication of notice to taxpayers for additional appropriations as recommended. The motion carried.

(A copy of these data, recommendations, and the public notice is attached.)

TRANSPORTATION -- EXTRA-CURRICULAR:

Proposed rules and regulations in regard to the use of busses for transporting groups of students on field trips, educational excursions, conventions, athletic contests, band and choral contests and festivals were presented and discussed. It was stated that the State Board of Accounts does not place restrictions on the use of busses in this manner, providing such use is not a violation of the statute. However, the State Board of Accounts does state that paying the expense of such use from public funds shall be limited to field trips for regular classes which are taking subjects in school for credit related to such trips.

It was suggested that the Board stipulate a total sum of money to be allocated for this expense as a guard against depleting the regular transportation appropriation. This was not felt necessary.

The proposed rules and regulations do not include wage scales for drivers on extra-curricular trips. It was suggested that this matter be studied by bus drivers, principals, Mr. Roberts and Mr. Crawford together in a meeting before any action is taken to set such scales.

A proposed form for requisition, approval, and report of the driver on such trips was submitted and explained.

Motion was made by Mr. Matz and seconded by Mr. Kemmerling to approve and adopt the proposed rules and regulations, and the proposed procedure and forms for use in regard to extra-curricular transportation. The motion carried.

(A copy of the rules and regulations and the report form are attached.)

SCHOOL BUS MAINTENANCE:

Quotation forms, service check sheets, and letters of explanation concerning a proposed plan for complete service to school busses by filling station operators were distributed and explained. This proposed procedure is to arrange with as many service station operators as necessary to give complete minor maintenance service, provide gasoline, tire repair service, etc., to school busses at convenient points throughout the school district. It is suggested that such services be established on a contractual basis beginning with the start of the second semester.

Motion was made by Mr. Williams and seconded by Dr. Lowe to authorize the solicitation of quotations from service station operators and service garages throughout the district and to approve the forms and materials which have been developed for that purpose. Motion carried.

MOVING WADESVILLE FIRE ESCAPE:

It was reported that only one bid had been received in regard to the cost of moving the fire escape from the Wadesville School to the Griffin School.

TRANSFER OF LIGHT FIXTURES:

A quotation from Martin and Tate for moving fluorescent light fixtures from the Wadesville School and installing such fixtures in the Griffin, Poseyville, and Cynthiana Schools in accordance with planned needs was presented. Proposed cost for the work totals \$857.50.

It was suggested that a written agreement be drawn up. It was stated that such an agreement should stipulate payment for this service after January 1st, 1960, due to the fact that the balance of the 1959 appropriation for this type of work is already fully encumbered.

Motion was made by Dr. Lowe and seconded by Mr. Matz that the project be approved at the proposed cost and that a written agreement to cover the service be prepared by Ralph Schuler. Motion carried.

SALE OF WADESVILLE PROPERTY:

Mr. Schuler reported that the abstract on the Wadesville property will be available within the next few days.

Mr. Schuler stated that he would ask Mr. Homer Wenderoth and Mr. Earl Cox to appraise the Wadesville property.

CIVIL DEFENSE -- HOSPITAL EQUIPMENT STORAGE:

Mr. Crawford stated that he had been contacted by a County Commissioner, regarding the possibility of storing a portion of the Civil Defense hospital equipment in one of the elementary schools.

Mr. Crawford also stated that the Commissioner had asked if the Board of Education would be willing to offer use of the high school facilities in case of disaster, such as flood, bombing, etc.

The motion was made by Mr. Matz and seconded by Mr. Kemmerling that the Board wishes to go on record as being willing to allow use of all school facilities in case of disaster; also to offer any available space to be used for storage of Civil Defense hospital equipment. Motion carried.

At the completion of the above business, the Chairman of the Board asked that everyone leave except the Board members and the Attorney, since they wanted to take up a matter concerning the Superintendent.

Signed: George H. Beckerman Chairman
Virgil R. W. Hill Secretary

Recommendation in regard to Transfers Within Functions from appropriations where there are surpluses to appropriations where there are estimated deficits, and Recommendation for Emergency Appropriations needed to meet the financial needs of the remainder of the year were made as follows:

A. TRANSFERS:

Transfer	\$65.17	from	A-2-a	to	A-1-e
"	34.83	"	A-2-a	"	A-2-c
"	23.73	"	A-2-f	"	A-2-c
"	42.00	"	A-2-f	"	A-2-d
"	914.00	"	D-2	"	D-1
"	256.00	"	D-2	"	D-5
"	327.00	"	D-2	"	D-7
"	903.00	"	D-2	"	D-4
"	240.00	"	G-9	"	G-3

B. EMERGENCY APPROPRIATIONS:

<u>Tuition Fund</u>	--	Principals' Salaries	--	B-1	---	\$ 790.00
<u>Teachers'</u>		Teachers' Salaries	----	B-3	---	11,310.00

Special School Fund:

Administration	---	Salaries of Clerks	--	A-2-b	---	450.00
Instruction	-----	Salaries of Sec'ys	--	B-5	---	470.00
		Teachers & Prin.				
		Travel	-----	B-9	---	240.00
Operation	-----	Light & Power	-----	D-4	---	1320.00
Rep. & Maint.	-	Rep. of School Buses	---	E-5	---	500.00
Fixed Charges	--	Insurance	-----	F-2	---	2600.00

USE OF CORPORATION-OWNED BUSES FOR TRANSPORTATION OF STUDENTS

OTHER THAN TO AND FROM SCHOOL

Bus transportation service will be afforded groups of students who are traveling on school-approved trips. Each trip shall be considered on its individual merits, and be approved by the Principal or Director of Elementary Education, and the Superintendent of Schools. A record of such approval shall be kept on file in the office of the Superintendent of Schools.

Expenses for transportation of students in school-owned buses shall be paid for by the group sponsoring the trip except mileage less than 50 miles round-trip total for student field trips which are a part of the regular, planned program of courses offered for credit in the school. This will be paid for by the School Corporation. (Such trips shall not be construed to mean -- band contests, music festivals, FFA meetings, Hi-Y Tri-Hi-Y meetings, FHA meetings or meetings of other clubs.)

Expenses shall be paid for out of the School Activities account and the groups responsible for payment shall reimburse the Activities account (this includes field trips to be paid for by the School Corporation).

Students will conduct themselves in a manner that will bring credit to the school and their group. The bus will be kept clean and free of debris at all times. There will be an adult sponsor for each 25 students. This sponsor will be responsible for any damage or conduct unbecoming students.

The driver of the bus shall be the regular driver of the bus or an approved substitute for that particular bus being used. This approval must be on file in the office of the Superintendent of Schools.

No driver will miss, be late or early on his regular route to perform the transportation services. School will not be dismissed early, nor will students be picked up early in order to permit bus drivers to perform such service. In all cases the driver shall be at his appointed place at the proper time.

Drivers of school-sponsored activities shall keep record of all trips (a copy of such record is attached), and shall file it as soon as practical following his return, to the Metropolitan School District of North Posey County.

METROPOLITAN SCHOOL DISTRICT OF NORTH POSEY COUNTY
(Board of Education Meeting -- November 23, 1959)

MINUTES

The Board of Education met in regular session on Monday, November 23rd, at 7:30 P.M., in the administrative office.

The following 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.; Ralph Schuler, School Attorney; William Wilson, Dir. of Elem. Ed.; Lloyd Hutchinson, Principal; and a group of citizens.

The meeting was called to order by Mr. Heckerman, Chairman.

MINUTES:

Copies of minutes of November 9th meeting were mailed to Board members previously.

It was pointed out that the minutes needed a motion for adjournment. The motion was made by Mr. Matz -- seconded by Mr. Williams -- to accept the November 9th minutes with the following addition: "The motion was made by Mr. Kemmerling -- seconded by Mr. Williams -- to adjourn." Motion carried.

Copies of RESOLUTION FOR EMERGENCY APPROPRIATIONS were signed by Board members.

BILLS & CLAIMS:

Reg. Claims Nos. 581 to 620, and Payroll Claims Nos. 53 to 59 were presented for approval of payment.

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

SCHOOL-OWNED BUS TRANSPORTATION:

Mr. Crawford stated that he had received a request asking that the School District provide one or more school owned busses to transport children to the Shrine Circus, Friday, November 27th.

The motion was made by Mr. Matz -- seconded by Mr. Williams -- to provide busses for this purpose. (Expense of operation of busses is to be borne by the Shriners!) Motion carried.

PEYRONNIN CONSTRUCTION CO. CLAIM -- in the amount of \$18,028.31 -- was approved for payment. This claim is for final payment of general construction of the South Terrace School. It was stated that an advance December tax draw, in the amount of \$18,000, had been received for this purpose.

LETTER OF RESIGNATION -- CHARLES ROBERTS:

Mr. Roberts presented his letter of resignation, effective July 30, 1960.

The motion was made by Mr. Williams -- seconded by Mr. Kemmerling -- to accept Mr. Roberts' resignation. Motion carried. (Letter is in Minute Book.)

At the conclusion of the above business session, the Citizens Committee was given an opportunity to be heard.

Mr. Jack Reynolds, acting as spokesman, stated that he thought the Board owed the public an explanation of the action taken concerning Mr. Crawford.

The Chairman of the Board stated that any explanation would be made to Mr. Crawford in private.

Mr. Reynolds presented a proposal which asked the Board to consider bringing in Dr. McGhehey, or someone else of equal qualifications, to confer with the Board in an effort to set up some standards for operation. The Board agreed to take the proposal under consideration.

Also a petition was submitted to the Board -- which had been signed by approximately 125 citizens -- requesting that the Board grant a new contract for 3 years, with an increase in salary in accordance with the position.

The President of the Board requested that the Board Secretary read a statement to the committee stating their position in the matter. At the suggestion of Mr. Reynolds, Mr. Heckerman asked Mr. Crawford if he had any comments to make.

Mr. Crawford then read a copy of the letter which he had sent to each Board member

in reply to the request he had received from the Secretary of the Board to submit his resignation.

The committee was asked to leave by the Chairman of the Board, who stated that the Board would go into executive session to consider action pertaining to Mr. Crawford. Mr. Crawford was invited to stay, if he cared to, to discuss the matter any further.

After some discussion and attempt at clarification, Mr. Crawford retired from the Board meeting.

After an extended discussion concerning the question of offering a new contract or a renewal of the existing contract to the Superintendent and a hearing held with the Superintendent by the Board, the following motion was duly made by Mr. Williams, seconded by Dr. Lowe, and unanimously carried:

BE IT RESOLVED that the Superintendent be not offered a renewal of his existing contract, or a new contract, as superintendent, following the expiration of the present contract on July 31, 1960, and that he be officially notified of this action.

Motion to adjourn by Mr. Kemmerling. Seconded by Mr. Williams. Carried.

(Copies of the Board's Statement and of Mr. Crawford's Letter, and of the Proposal of the Committee to the Board, are filed in the Minute Book.)

Signed:

George H. Heckerman
Chairman

Vigil B. Williams
Secretary

BOARD OF EDUCATION'S STATEMENT -- NOVEMBER 23, 1959.

This Board of Education was elected by the people of the District to control and administer the operations of the several schools in The Metropolitan School District of North Posey County. It is the understanding of the members that their primary duty is to run the District as efficiently as possible, keeping in mind the best interests of our students and the school system itself. All decisions made are based upon this understanding.

During the time that the Board has been in office, there have been numerous differences which arose between the Superintendent and the Board which have caused a mutual lack of confidence. It is felt that good education requires complete confidence between the Board of Education and the Superintendent, and since this was absent the Board felt its duty was to secure a new superintendent. The actions which gave rise to this lack of confidence have taken place throughout the 18 months during which the Superintendent and Board have worked together, and it is impossible to detail these incidents to persons who have not attended the many meetings during which the events took place.

Some time ago the Board became aware that the Superintendent had applied for other employment, as evidenced by enquiries received by two of the Board members. In view of this, to enable the Superintendent to have ample time to search out new employment, and to enable this Board to screen applicants for the position of Superintendent, it was decided to make the intentions of the Board clear at this time.

Although it did not materially influence the decision of the Board, it is nevertheless impossible to ignore the fact that there exists a feeling against the Superintendent among a considerable group of the citizens of the District. Further, if an additional contract were given the Superintendent, he would become a "tenure" employee of the District, resulting in a lifetime contract of employment, and it is felt that the creation of this situation must be carefully considered.

Despite widely circulated rumors to the contrary, the Board has never indicated any intention of "firing" the Superintendent immediately, but has clearly indicated to him that it does not contemplate renewing his existing contract when it expires in July, 1960. Further, the Board has not picked a replacement for the position since it does not feel it would be ethical to begin to do so until the Superintendent has been officially notified of the intention of the Board. The only general opinion held by the Board regarding replacement is that the new superintendent will be selected only after fully utilizing the placement services of the several educational institutions of the State, and that the new superintendent will be selected from outside the Posey County area.

This Board is fully aware of the many fine services Mr. Crawford has performed in the consolidation of the District and the construction of the new schools. He has done much to further education in Posey County and this District. These services are appreciated by the Board as they should be by all citizens of the District.

This method of stating its position has been selected by the Board in order that there might be no confusion existing about the unanimous agreement of its members and to avoid lengthy arguments or discussions which could only cause bitterness disruptive of the educational system in the District, which must be avoided at all costs.

The Board feels it should state that Mr. Charles Roberts, Assistant Superintendent, has been advised that his contract will not be renewed, for the reason that he has ably accomplished the task for which he was hired, and that with the completion of the consolidation and building program there no longer exists a need for the office of assistant superintendent.

SUPT. CRAWFORD'S STATEMENT -- November 23, 1959.

To Members of the Board of Education of the
Metropolitan School District of North Posey County.

Attention: Mr. George Heckerman, Chairman of the Board.

This is in reply to your letter of November 9, informing me of dismissal. I am not altogether surprised at your action. When the Board officially assumed its duties in May 1958 I realized that you had been subjected to a great deal of propaganda from persons who have no interest in good schools and who devote their activities to criticisms and campaigns to destroy. However I did feel that you were reasonable men, and that when you got into your jobs and learned the facts about the issues you would work with us to complete the buildings and to develop and maintain a good educational program.

I have used every means at my disposal in attempting to administer the program in accordance with sound school policy. I have made every effort to do the job in accordance with the wishes of the Board. You have not told me when you were dissatisfied. Some of you have made it plain that you did not want to discuss problems with me. This has made it extremely difficult. The fact that I have been given no opportunity to discuss whatever has created your dissatisfactions so that I could attempt to make corrections seems to be extremely unfair.

I am convinced that much of the situation stems from criticism of certain individuals within the school system, because I have resisted proposals and practices which were questionable from the standpoint of legality, honesty, and ethics. I feel that some of you have chosen to believe these misrepresentations without considering the motive and without making any effort to learn all the facts.

I do not intend to submit my resignation. I am convinced that the vast majority of people in this area are proud of the educational progress which has been made and they will testify that my leadership has been largely responsible for this progress. I also have the reassurance of prominent educators all over the state that an outstanding job has been done here as a result of such leadership. To me resignation would be an admission of failure. I have nothing to conceal and will welcome investigation of any and all phases of my work by any person or persons who are interested in learning the facts. If you wish to remove me from my position by taking up my contract and paying the full amount at this time you have that privilege.

I feel sure that you are aware that my effectiveness in administering the operation of the schools from now on has weakened. In view of that fact the Board will be faced with many detailed decisions which I have been handling.

I am greatly concerned with what is going to happen to this school system. It seems a tragedy for the youth of this district, that just when we have been able to bring the schools to where good educational work can be done, the Board decides to take action which is interpreted by most people as the beginning of a general policy which will intimidate school personnel, restrict initiative, and destroy the spirit of pride and morals which had been developed to a high degree among students, teachers, other employees, and the citizens who are interested in good schools.