

MINUTES OF A SPECIAL MEETING
OF THE BOARD OF EDUCATION OF THE
METROPOLITAN SCHOOL DISTRICT OF
NORTH POSEY COUNTY, INDIANA

Held May 1, 1996

A special meeting of the Board of Education of the M.S.D. of North Posey County, Indiana, was held in the Office of the Superintendent of Schools on the 1st day of May, 1996 at the hour of 5:30 P.M., with Board Members Baehl, Lewis, Seibert, Buecher, and Mauck and Superintendent Rapp present.

At 5:30 P.M. it was the decision of the Board to go into an executive session to discuss personnel according to Indiana Code 5-14-.5-6.1 (b) (8). The Board secured from executive session at 6:50 P.M.

The meeting was called to order by President Baehl, who presided.

Teacher Resignation

Upon the recommendation of Mr. Rapp and a motion made by Mauck, seconded by Seibert, and unanimously carried, the Board accepted the resignation of Richard Henry, a mathematics teacher at North Posey High School, effective at the end of the 1995-96 school year.

Extension of Maternity Leave Request

Upon Mr. Rapp's recommendation, a motion made by Seibert, seconded by Mauck, and unanimously carried the Board approved Elizabeth Mumford's request for a one year extension on her maternity leave for the 1996-97 school year.

Certified and Non Certified Staff Recommendations

Upon the recommendation of Superintendent Rapp, a motion made by Buecher, seconded by Mauck and unanimously carried, the Board approved the following staff recommendations for the 1996-97 school year:

Jan Root - approved her request to be transferred from 4th grade to 5th grade as a teacher at South Terrace Elem. for the 1996-97 school year.

Donetta Morrow - Transfer from South Terrace Elem. to North Elem. to teach kindergarten for the 1996-97 school year, with the understanding she would be permitted to return to South Terrace Elem. as a kindergarten teacher when the enrollment justified two full time teachers.

Virgil Ferguson - Assistant Girls Basketball Coach at North Posey H.S. for the 1996-97 school year.

Mary Jo Wolf - head girls' volleyball coach at North Posey H.S. for the 1996-97 school year.

Charles Mair - Football coach at North Posey Jr. H.S. for the 1996-97 school year.

Teacher Retirement - Ruby Hutchinson

Mr. Rapp informed the Board that Ruby Hutchinson had submitted a letter of resignation, effective June 30, 1996, as a teacher at North Elementary. Mrs. Hutchinson will be retiring after 41 years of dedicated service to the school district. A motion was made by Mauck, seconded by Seibert, and unanimously carried to accept Mrs. Hutchinson's resignation.

Construction Bids

Superintendent Rapp reminded the Board that construction bids for the air conditioning of the elementary schools and the remodeling and new classroom construction at North Posey Jr. High would be received in the Superintendent's office on Tuesday, May 14, 1996, at 1:30 P.M.

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Girls Gym at High School

Mr. Rapp reported to the Board that Daniel Heney, representing the Maple Flooring Manufacturers Association, had been at the high school girls gym on Tuesday, April 23rd to make a neutral third party investigation as to what was causing the buckling of the floor and the deterioration of the floor due to termites. Mr. Rapp informed the Board that Mr. Heney would be submitting a letter to Odle Burke Architects within three to four weeks outlining what he felt was causing problems with the floor in the girls gym.

Board Meeting Date

The Board set their next meeting on May 20, 1996, with an executive session at 5:30 P.M. and the regular meeting at 6:45 P.M.

Teacher Master Contract - 1995-96

Mr. Rapp reported to the Board that he and Jerry Robbins had met with N.E.A. North Posey County bargaining team members to settle the Master Contract for 1995-96, with 69% of the new money to go into the contract for the 1995-96 school year. He further explained that 69% of the new money allowed a 2½% increase in salary lanes 0-16 years experience and 2½% plus \$100.00 to teachers with a Masters degree with 17 years or more experience. He further explained that each position on the extra duty schedule was also increased at 2½%. A copy of the teacher's salary schedule and the extra duty schedule shall be made a part of the minutes by incorporation.

Waiver for Cancelled Instructional Day

The Board gave their approval for Mr. Rapp to submit a request for a waiver for a cancelled day of school on April 29, 1996 due to all state highways and many secondary roads being closed due to 8 inches of rainfall within a period of twenty-four hours. A copy of the waiver request shall be made a part of the minutes by incorporation.

Administrative Assistant to the Superintendent

On a motion made by Buecher, seconded by Lewis, with Baehl, Lewis and Mauck voting "aye" and Seibert "nay", the Board appointed John Wood to be the new Administrative Assistant to the Superintendent of Schools. It was the Board's decision to establish Mr. Wood's salary at the next regularly scheduled meeting on May 20, 1996.

Administrative Salaries - 1995-96 School Year

Mr. Rapp recommended that all administrators be given a 2½% increase in salary plus an additional \$500.00 (\$100 + \$400 for having completed 15 hours above the Masters Degree) for the 1995-96 school year. On a motion duly made by Seibert, seconded by Mauck, and unanimously carried, the Board approved Mr. Rapp's salary recommendations. It was also the unanimous agreement of the Board to increase Steve Fisher's salary from \$42,000 to \$46,120 for the 1995-96 school year. A copy of the Administrative salaries for the 1995-96 school year shall be made a part of the minutes by incorporation.

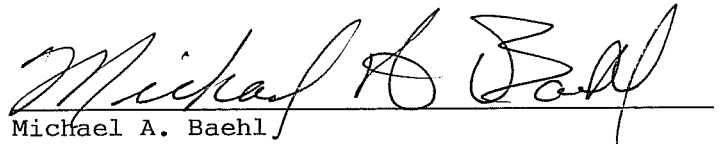
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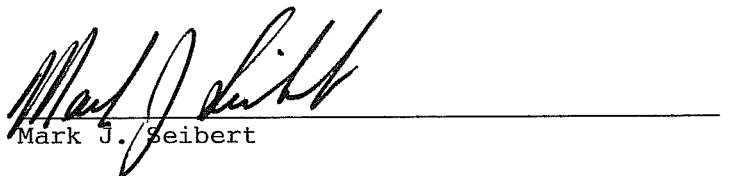
Patrons' Concerns

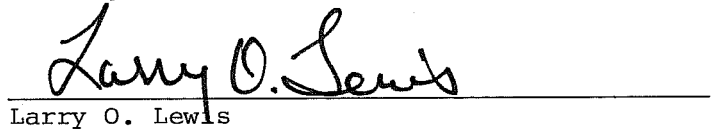
Thomas Ubelhor of ComSource and Jim Ellis of TCI were present to express interest in bidding on the district's internet service package. Mr. Rapp explained that the district's internet grant had been approved by the Indiana Department of Education but no final decision had been made on the district's plan to internet all schools. Mr. Ubelhor offered to make a needs assessment at no charge to the school district.

Following a discussion, it was the Board's decision to have Mr. Rapp, John Wood, and Mark Parker meet with representatives of ComSource and TCI to listen to their recommendations and review their estimated costs for the internet program for all schools. Mr. Rapp explained to the Board that meetings would be set up to discuss the proposals with ComSource and TCI once the 1995-96 school year was completed.

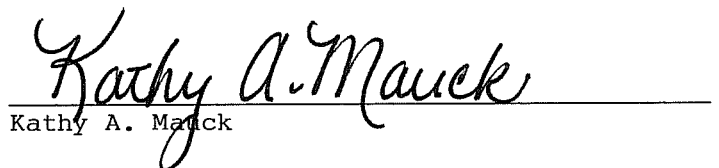
As there was no further school business to come before the Board at this time, the meeting was adjourned at 8:10 P.M.


Michael A. Baehl


Mark J. Seibert


Larry O. Lewis


Timothy K. Buecher


Kathy A. Mauck

**MINUTES OF A REGULAR MEETING
OF THE BOARD OF EDUCATION OF THE
METROPOLITAN SCHOOL DISTRICT OF
NORTH POSEY COUNTY, INDIANA**

HELD MAY 20, 1996

The regular meeting of the Board of Education of the M.S.D. of North Posey County, Indiana, was held in the Office of the Superintendent of Schools on the 20th day of May, 1996, at the hour of 5:30 P.M. Those in attendance were Board Members Baehl, Lewis, Buecher, and Mauck, Superintendent Rapp and School Attorney Bender.

At 5:30 P.M. it was the decision of the Board to go into an executive session to discuss with Mr. Schapker his salary as Principal of North Elementary for the 1996-97 school year and to also discuss the salary of John Wood as Administrative Assistant to the Superintendent. The Board secured from executive session at 6:52 P.M.

The meeting was called to order by President Baehl, who presided. Minutes of the previous meetings of April 18 and May 1 were read to the Board and approved as read.

Claims

A copy of the claim docket was presented to the Board for their consideration and upon a motion made by Buecher, seconded by Mauck, and un-animously carried, was approved. A copy of the approved claim docket shall be made a part of the minutes by incorporation.

Adjustments to Johnson Controls Guaranteed Energy Savings Contract

Mr. Rapp reported on three previous meetings between himself, Mr. Tom Durkin (the owner's agent) and Keith Reller and Craig Honeycutt of Johnson Controls (the guarantor). There were three items of concern to be addressed to update the performance contract. They were:

1. Difference in guaranteed versus actual rebate - Johnson has agreed to make up the difference in cost.
2. Boilers installed at the Jr. High School but never operational. These boilers are recommended to be relocated to North Elementary School at a savings to the district of approximately \$40,000. Johnson Controls has agreed to pay the engineering fees associated with the relocation and to pay the additional control cost.
3. The building guarantees have to be adjusted for new equipment, adding air conditioning, and increased square footage. These will be done according to language already in the contract, but Johnson has agreed to base their adjustments on VP & S model, which does tend to be more conservative (in the owner's favor) than other basis.

Motion was made by Ms. Mauck to accept all three parts of Johnson's proposed adjustments. Mr. Buecher seconded the motion and it was passed 4.0.

Review of HVAC

Scott Veazey, Tom Durkin, and Fred Rendley, of Veazey, Parrott, and Shoulders Architects, presented the Board with bid tabulation sheets for HVAC Renovations at North Elementary and South Terrace Elementary and additions and renovations at North Posey Jr-Sr High School, which were received on May 14th. Mr. Veazey stated he would like to make a recommendation to the Board on what bids to accept once he had time to talk with Lonnie Thurber, the Board's financial consultant, as to the feasibility of being able to accept Alternate Bid No. 1 (Mass Learning Center) if change order adjustment could be made to bring the project within the total dollar amount which had been established at \$4,050,000. Mr. Veazey stated that the approved low bidders (General - Base Bid) were GroHuff Construction and Deig Brothers. Upon the recommendation of Mr. Rapp, on a motion duly made by Buecher, seconded by Mauck, and un-animously carried the Board tabled acceptance of bids and set the date of Tuesday, May 28th at 5:00 P.M. for a special meeting in order to allow the architects, Mr. Rapp, and Mr. Therber more time to study the bids and project budget before making their final recommendation to the Board as to what bids to accept. A copy of the bid tabulation sheets shall be made a part of the minutes by incorporation.

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Citizenship Education

Board Member Mauck presented the Board with a written document outlining a "Citizenship Education" program that had successfully been implemented in the Dayton, Ohio Public Schools in the spring of 1989. The program focused on citizenship, character education, and family values, involving parents, students and the Board of Education. Following the presentation Mr. Rapp stated that he would discuss the program with the building principals and the probability of laying the groundwork for implementing the program during the 1996-97 school year. A copy of Mrs. Mauck's written report shall be made a part of the minutes by incorporation.

Personnel Recommendations - Certified and Non-Certified

Upon the recommendation of Mr. Rapp, on a motion duly made by Buecher, seconded by Lewis, and unanimously carried, the Board approved the employment of the following certified and non-certified staff members for the 1996-97 school year.

Rebecca Coleman - Half time Kindergarten teacher at South Terrace Elem.

Cindy Elpers - Cheerleader coach at North Posey H.S.

Eda Jung - Assistant volleyball coach at North Posey H.S.

Carol Lupfer - Secretary at North Posey H.S.

Robert Hunt - PTO Playground Proposal

Robert Hunt was present on behalf of the North Elementary PTO to request that the Board give financial assistance for tiling the 1st and 2nd grade playground area on the west side of the playground area. On a motion duly made by Lewis, seconded by Mauck, and unanimously carried, the Board agreed to pay Martin's Farm Drainage \$1,059.29, the total cost for completing the tiling work.

1996 Summer School Classes

Mr. Rapp presented the Board with a schedule of Summer School classes and camps that will be conducted at North Elementary and South Terrace Elementary and North Posey High School during the month of June. A copy of the Summer School Schedule shall be made a part of the minutes by incorporation.

Waiver Request Approval

Mr. Rapp reported to the Board that the district's request for a waiver for April 29th (school cancelled due to 8" of rain in 24 hours) had been approved by the Indiana Department of Education.

Random Drug Testing of Bus Drivers

Mr. Rapp reported that on April 29th Midwest Toxicology Service had tested 13 bus drivers that were selected at random for drug and alcohol tests and the test results all returned negative.

Board Meeting Dates

The Board set their next regular meeting date on June 17th, with an executive session scheduled for 5:30 P.M. and the regular meeting time to be determined later by Superintendent Rapp, once he has prepared the agenda.

Commencement Exercises - Class of 1996

Mr. Rapp reminded the Board that Commencement Exercises for the Class of 1996 would be on Friday evening, May 24th at 7:30 P.M.

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Zoning Change - Area Planning Commission

Attorney Bender asked for the Board's permission for himself, Mr. Rapp, and Scott Veazey to appear before the Area Planning Commission on June 6th to apply for a special permit from the Posey County Board of Zoning Appeals in order to receive permission to do the proposed additions and renovations at North Posey Jr-Sr High School. Mr. Bender explained it was necessary to apply for the special area permit since the area is now zoned agricultural. On a motion duly made by Mauck, seconded by Lewis, and unanimously carried, the Board approved Mr. Bender's request to apply for the special rezoning permit.

Administrative Salaries

The Board set the following salaries for the administrators listed below:

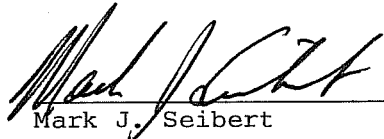
Thomas Schapker - \$51,500 (10 month contract) as principal at North Elementary School for the 1996-97 school year. Salary for second year to be determined but no less than \$51,500.

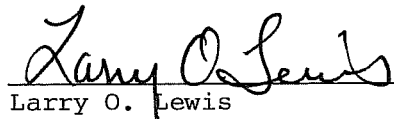
John Wood - \$62,500 (12 Month Contract) as Administrative Assistant to the Superintendent of Schools, July 1996 - June 30, 1997.

Ernest W. Rapp - \$70,000 (12 Month Contract) as Superintendent of Schools. Salary the second and third years of contract to be determined but to be no less than \$70,000.

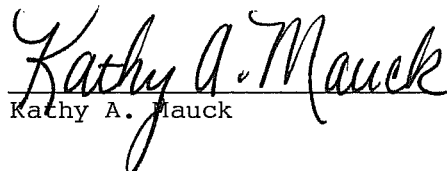
As there was no further school business to come before the Board at this time the meeting was adjourned at 8:01 P.M.


Michael A. Baehl


Mark J. Seibert


Larry O. Lewis


Timothy K. Buecher


Kathy A. Mauck

Minutes of a Special Meeting of the Board of Education of the Metropolitan School District of North Posey County, Indiana

Held on May 28, 1996

A special meeting of the Board of Education of the M.S.D. of North Posey County, Indiana, was held in the office of the Superintendent of Schools on the 28th day of May, 1996, at the hour of 5:00 p.m., with Board members Baehl, Seibert, Lewis, Buecher, and Mauck present. Also attending were Superintendent Rapp and school attorney Bender.

Review and Acceptance of Bid Recommendations

Scott Veazey of Veazey, Parrott, and Shoulders, Architects, was present to make a recommendation to the Board on bids that were received on May 14, 1996. Mr. Veazey recommended that contracts be amended as follows:

- Additions and Renovations to North Posey Junior and Senior High School

General Construction - Deig Brothers Construction

Base Bid	\$1,455,771.00	
Alt. #1 (Mass Learning Center)	208,885.00	
Alt #3 (Softball Field)	11,475.00	
Alt #7 (Classroom Door Relocation)	0.00	
Subtotal		\$1,676,131.00

Mechanical Work - ARC Mechanical

Base Bid	\$ 349,000.00	
Alt. #1 (Mass Learning Center)	40,700.00	
Alt. #7 (Classroom Door Relocation)	0.00	
Equipment Bid #1 - Chiller	56,300.00	
Equipment Bid #2 - Unit Ventilators	54,000.00	
Equipment Bid #3 - Controls	53,000.00	
Equipment Bid #4 - Boilers	25,000.00	
Subtotal		\$ 578,000.00

Electrical - Tri-State Fire Protection

Base Bid	186,320.00	
Alt. #1 (Mass Learning Center)	29,240.00	
Alt. #7 (Classroom Door Relocation)	0.00	
Subtotal		215,560.00

TOTAL		\$2,469,691.00
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- HVAC Renovations - North Elementary and South Terrace Elementary

Contractor - ARC Mechanical

Base Bid	\$ 633,000.00	
Equipment Bid #1	117,000.00	
Equipment Bid #2 - Unit Ventilators	293,000.00	
Equipment Bid #3 - Controls	116,000.00	
Equipment Bid #4 - Boilers	76,000.00	
Subtotal		\$1,235,000.00

- Change Order #1 (Delete 3 boilers at North Elementary School and use 2 existing boilers from the Junior-Senior High School.) (\$45,000.00)
- Change Order #2 (Delete electrostatic painting of existing unit cabinets, delete placement of plastic laminate tops on same cabinets and delete pipe enclosures.) (\$35,000.00)

Subtotal (\$80,000.00)
TOTAL \$1,155,000.00

Total Construction Cost of all Contracts \$3,624,691.00
for the work at the three (3) schools

Mr. Veazey also presented the Board with a project budget, which had been prepared by Lonnie Therber, the Boards' financial consultant. Following a discussion, and a motion duly made by Mauck, seconded by Lewis, unanimously carried, the Board accepted the above bid recommendations as made by Scott Veazey. A copy of the project budget will be made a part of the minutes by incorporation.

Non-Certified and Certified Staff Recommendations

Upon the recommendation of Superintendent Rapp, on a motion duly made by Bender, seconded by Mauck and unanimously carried, the Board granted the following certified and non-certified staff recommendations for the 1996-97 school year:

Non-Certified Staff

Gary Gentil - Special Services Aide at North Posey High School
Robin Tepool - Enrichment Coordinator in the Elementary Schools

Certified Staff

Suzanne Bender - Second grade teacher at North Elementary
Gwen Godsey - Reading teacher at South Terrace Elementary
Patrick Rose - Mathematics teacher at North Posey High School

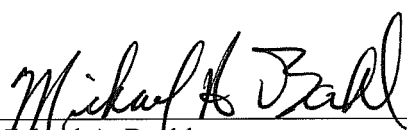
Coaching Resignation

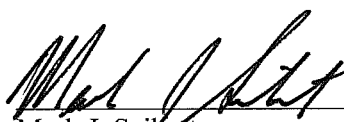
On a motion duly made by Seibert, seconded by Mauck and unanimously carried, the Board accepted the resignation of Jeff May as the boys' and girls' tennis coach at North Posey High School, effective at the end of the 1995-96 school year.

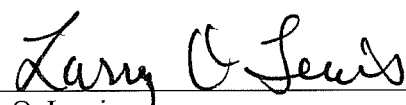
Board Meeting Date

The Board set the date of the next regular meeting on June 17, with an executive session at 5:30 p.m. and the regular meeting at 7:00 p.m.

As there was no further school business to come before the Board at this time, the meeting was adjourned at 5:54 p.m.


Michael A. Baehl


Mark J. Seibert


Larry O. Lewis


Timothy K. Buecher


Kathy A. Mauck

Board of Education
M.S.D. of North Posey County

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