

**Minutes of the Regular Meeting of the
Board of Education
of the
Metropolitan School District of North Posey County, Indiana
*Held on March 12, 2001***

The regular meeting of the Board of Education of the MSD of North Posey County, Poseyville, Indiana, was held in the Board Room at the Office of the Superintendent of Schools on the 12th day of March 2001. The meeting began at the hour of 5:30 p.m. The following Board members were present: Larry Lewis, Kathy Mauck, Michael Baehl, Mark Seibert, and Stephen Bender. Also present were Ernest W. Rapp, Superintendent, and John D. Wood, Administrative Assistant.

At 5:30 p.m., it was the decision of the Board to convene in Executive Session for the purpose of IC 5-14-1.5-6.1 (2-B) for discussion of strategy with respect to initiation of litigation or litigation which is either pending or has been threatened specifically in writing; and/or; IC 5-14-1.5-6.1 (8) to discuss a job performance evaluation of individual employees. The Board adjourned from Executive Session at 7:00 p.m.

The Board of Education reconvened for the regular meeting at 7:05 p.m. The meeting was called to order by President Larry Lewis. Minutes of the previous meeting held on Monday, February 12, 2001, were submitted to the Board and approved on a motion by Mr. Baehl, seconded by Mrs. Mauck, and unanimously carried.

CLAIM DOCKET

A copy of the current claim docket was presented to the Board for consideration. Upon a motion duly made by Mrs. Mauck, seconded by Mr. Bender, and unanimously carried, the claim docket was approved by the Board. A copy of the claim docket, as approved by the Board, shall be made a part of the official minutes by incorporation.

AGENDA

2000-01 Master Contract with NEA North Posey & Administrative Salaries

Mr. Rapp recommended the Board ratify the 2000-2001 Master Contract between the MSD of North Posey County and the NEA North Posey. A tentative agreement was reached on Tuesday, February 13, 2001 between the bargaining teams representing the two parties. The NEA North Posey voted to ratify the contract on Tuesday, March 6, 2001. The total amount of the settlement was 60% of the new money equaling \$152,830. The settlement included a 3% pay increase and a 3% increase for extra duties, as well as an increase of \$385.45 toward a single health insurance premium and a \$700.00 increase toward a family health insurance plan. Minor changes were made in the contract language for 2000-2001. Mr. Rapp informed the Board that this was a very fair contract agreement and encouraged the Board to ratify the contract. On a motion by Mr. Bender, seconded by Mr. Baehl the motion unanimously carried. A copy of the 2000-2001 salary agreement as approved by the Board, shall be made a part of the official minutes by incorporation.

Mr. Rapp recommended the Board approve the following salaries for administrators:

Jay VanHoosier- \$62,500; Kevin Sergesketter - \$62,677; Kelly Carlton - \$60,000; Tim Teel - \$60,500; John Wood - \$69,832; and Ernest Rapp - \$79,612. These contract salaries are for the 2000-2001 school year. On a motion by Mr. Baehl, seconded by Mr. Seibert, the motion to approve administrative salaries for 2000-2001 unanimously passed.

Cheerleader Parent Concerns

Mr. Rapp introduced Mrs. Kim Brown representing a group of concerned cheerleader parents. Mrs. Brown gave each Board member a three (3) page document that outlined a series of questions and answers posed to Mr. Van Hoosier and Mr. Armstrong during a meeting held on Wednesday, March 7, 2001 at 2:00 p.m. in the principal's office at North Posey High School. Mrs. Brown reviewed the questions and the answers with the Board pointing out some concerns by the parents and the cheerleaders. Specifically, Mrs. Brown asked the Board to try to hire a new cheer coach with good credentials and to increase the salary paid the cheer coach. She also asked if some additional help could be hired to work with the cheerleaders. The parents asked if the Board could designate them as a volunteer coach. Mr. Rapp encouraged them to do so and explained the procedure for applying for the position(s). Mrs. Brown concluded by stating the parents felt that certain improprieties that took place during the year have created a negative impression of the cheerleaders and their cheer team. Mr. Rapp assured the group that the administration and the Board would address the problems. He thanked all of them for attending the meeting. A copy of the concerns presented by Mrs. Brown to the Board shall be made a part of the official minutes by incorporation.

Request for Consideration to Employ Assistant Band Director

Mr. Rapp introduced Mr. William Farmer, president of the North Posey Band Boosters. Mr. Farmer issued a printed handout detailing the month by month description of the duties and activities for the school year of the Band Director, Terri Palmer. Mr. Farmer gave a brief review of her schedule to the Board. Mr. Farmer informed the Board of the continued growth of the band program both in student enrollment and in the activities, events and contests. Participation is at an all time high for the program. Mr. Farmer asked the Board to strongly consider hiring additional help for Mrs. Palmer, specifically another music teacher to take over the vocal music program. Mr. Farmer requested consideration for a licensed music teacher to teach vocal music and to assist Mrs. Palmer with the expanding instrumental program. Mr. Farmer concluded with a strong plea to the Board to remodel the auditorium and add an addition to the present band room with remodeling of the present band room included. Mr. Rapp thanked Mr. Farmer for the professional way in which he presented the concerns of the North Posey Band Boosters. A copy of the summary provided by Mr. Farmer shall be made a part of the official minutes by incorporation.

Board Discussion of Prioritizing The District's Future Needs to Remodel, Renovate and Update Physical Facilities

Mr. Rapp asked the Board to open a discussion of the prioritizing of the District's future needs to remodel, renovate and up-date school physical facilities. Mr. Rapp expressed a strong desire to have plans finalized in order to begin work on the

selected projects at the beginning of the summer of 2002. Mr. Rapp and the Board identified the following five (5) projects as the most important: (1) installation of a new HVAC system at North Posey High School and the one wing in North Posey Jr. High School; (2) replace/repair roofs in specific areas at North Posey High School and South Terrace Elementary School; (3) completely remodel the auditorium at North Posey High School; (4) completely remodel and improve the instrumental music room and adjoining areas at North Posey High School; (5) replace the refrigeration and freezer walk-in units at North Posey High School and South Terrace Elementary School. The Board and some of the audience had a very good discussion about the need for the projects. All seemed to be in support of accomplishing these project goals. There was also an extensive and thorough discussion about the estimated cost and the effect a \$4,000,000 bond issue would have on the debt service tax rate and the total tax rate. Mr. Rapp brought the discussion to a conclusion by asking the Board for permission to contact the architectural firm of Veazey, Parrott, Shoulders, and Durkin. Mr. Rapp will request Mr. Veazey and Mr. Durkin attend the April 16th regular Board meeting to discuss with the Board their plans for remodeling, renovating, and updating school facilities. Mr. Veazey and Mr. Durkin will be asked to prepare an estimate of the construction costs. This estimate will give the Board direction in formulating a finance plan. The Board gave their unanimous approval to Mr. Rapp's request.

Request for Pregnancy Leave of Absence – Julie Gries

Mr. Rapp recommended the Board grant a maternity leave of absence to Julie Gries, special education teacher at North Posey High School. Mrs. Gries is due on or around April 9, 2001. Following delivery, Mrs. Gries will inform Mr. Rapp of the maternity leave time she will need. On a motion by Mr. Baehl, seconded by Mr. Bender, the motion unanimously passed granting the maternity leave of absence to Mrs. Gries.

Posey County Farm Bureau Banquet

Mr. Rapp announced that the Board and the school administrators would be attending the annual Posey County Farm Bureau Banquet on Thursday, March 22, 2001 at 6:00 p.m. The banquet will be held in the Mt. Vernon High School cafeteria.

Flexible Benefits Plan

Mr. Rapp recommended the Board adopt a resolution to reinstate the MSD of North Posey County premium-only Flexible Benefits Plan with Key Benefit Administrators, Inc. for the calendar year 2001. For a fee of \$200 per year, Key Benefit Administrators, Inc. will file all of our employees Section 125 tax exemption forms for health and cancer insurance with the Internal Revenue Service. On a motion by Mr. Bender, seconded by Mr. Baehl, the motion to adopt the resolution unanimously carried. A copy of the resolution as approved by the Board shall be made a part of the official minutes by incorporation.

Resignation of Cheer Coach

Mr. Rapp recommended the Board accept the resignation of Mrs. Kathleen Schronce as cheer coach at North Posey High School effective March 12, 2001. On a motion by Mr. Bender, seconded by Mr. Seibert, the motion to accept Mrs. Schronce's resignation unanimously passed.

Request to Purchase Equipment from Extracurricular Funds

Mr. Rapp recommended the Board approve the request by Mr. Sergesketter to purchase equipment to be used in the computer lab for the German class. The purchases, totaling \$631.95, will be paid for utilizing extracurricular funds at the junior high. On a motion by Mr. Seibert, seconded by Mr. Baehl, the motion unanimously carried.

Approval of Volunteer Coaches

Mr. Rapp recommended the Board approve the following individuals to the positions indicated as a volunteer coach during the 2001 season for each sport:

Jimmy Brandenstein – assistant football coach – North Posey H. S.

Seth Morris – assistant boys' track coach – North Posey H. S.

Mike Kemmerling – assistant softball coach – North Posey H. S.

Tom Spahn – assistant softball – North Posey H. S.

On a motion by Mrs. Mauck, seconded by Mr. Seibert, the motion unanimously passed.

Requests for Professional Leave

Mr. Rapp recommended the Board grant the following requests for professional leave:

Kathy Petrig – Attend a Workshop in Evansville entitled, “Succeeding with Angry Students” on March 13 (Tues)

Paul Rynkiewich, Mike Kuhn and Kevin Gengelbach – Attend the Indiana Football Coaches Association State Clinic in Indianapolis on March 16 (Fri)

Nick Eckert – Attend conference on Strengthening Your Physical Education and Health Education Programs Using Technology in Indianapolis on March 15 (Thurs) and the Indiana Football Coaches Association State Clinic in Indianapolis on March 16 (Fri)

On a motion by Mr. Bender, seconded by Mr. Baehl, the motion to grant the professional leave requests unanimously passed.

Request for Medical Leave of Absence

Mr. Rapp recommended the Board approve a request by Mrs. Patricia Nalin, special education teacher at North Posey High School, for a medical leave of absence for the remainder of the 2000-2001 school year. On a motion made by Mr. Seibert, seconded by Mr. Bender, the Board unanimously passed the motion to grant the medical leave of absence.

Teacher Resignation of Extracurricular Activities

Mr. Rapp regretfully recommended the Board accept the resignation of Mrs. Patricia Hewig from her extracurricular duties as National Honor Society sponsor and Academic Coach at North Posey High School and as Spell Bowl Coach at North Posey Jr. High School effective at the conclusion of the 2000-2001 school year. On a motion by Mr. Bender, seconded by Mr. Baehl, the motion to accept the resignation of Mrs. Hewig from her extracurricular assignments unanimously passed. Mr. Baehl asked Mr. Rapp to be sure and send Mrs. Hewig a letter thanking her for her years of dedicated service.

Recommendation of North Elementary Secretary

Mr. Rapp recommended the Board approve the recommendation received from Mr. Tim Teel, principal at North Elementary School, to employ Mrs. Donna Schmitt as the new secretary at North Elementary School. Mrs. Schmitt will begin

her employment on Monday, April 2, 2001. On a motion by Mr. Bender, seconded by Mr. Baehl, the motion to employ Mrs. Schmitt unanimously passed.

Basketball Backboards

Mr. Rapp informed the Board that Tim Schmitt, president of the North Posey Youth Basketball Program will purchase some new basketball backboards with goals. The new backboards hang on the existing backboards so that the goals can be lowered for the youth participants. Mr. Rapp recommended the Board accept this purchase of equipment for the Youth Basketball Program. On a motion by Mr. Baehl, seconded by Mr. Seibert, the motion unanimously carried.

Board Meetings

Mr. Rapp set the dates for future Board meetings as follows:

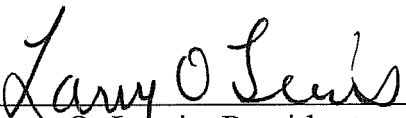
Tuesday, April 3, 2001 – 6:00 p.m. Executive Session to interview candidates for the position of Administrative Assistant.

Thursday, April 5, 2001 – 5:00 p.m. Executive Session to receive personnel reports from the building principals.

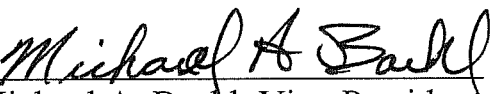
Monday, April 16, 2001 – 6:15 p.m. Regular Meeting with an Executive Session at 5:30 p.m.

Adjournment

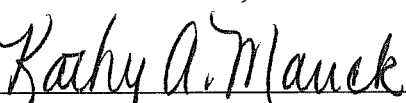
As there was no further school business to come before the Board at this time, President Lewis entertained a motion to adjourn. Said motion was made by Mr. Bender, seconded by Mr. Baehl and unanimously passed. The meeting was officially adjourned at 9:00 p.m.



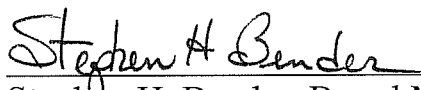
Larry O. Lewis, President



Michael A. Baehl, Vice-President



Kathy A. Mauck, Secretary



Stephen H. Bender, Board Member



Mark J. Seibert, Board Member

Board of Education
MSD of North Posey County

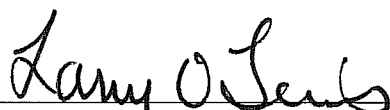
**Minutes of a Special Meeting
of the
Board of Education of the
Metropolitan School District of North Posey County, Indiana**
Held on April 5, 2001

A special meeting of the Board of Education of the MSD of North Posey County, Indiana, was held in the office of the Superintendent of Schools on the 5th day of April, 2001, at the hour of 5:00 p.m. with Board members Larry Lewis, Michael Baehl, Kathy Mauck, Mark Seibert and Steve Bender present. Also attending were Superintendent Ernest Rapp and Assistant Superintendent, John D. Wood.

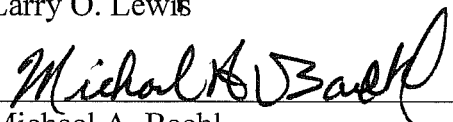
At 5:00 p.m. it was the decision of the Board to go into an Executive Session to discuss personnel recommendations for the 2001-2002 school year with Kelly Carlton, principal of South Terrace Elementary, Tim Teel, principal of North Elementary School, Kevin Sergesketter, principal of North Posey Junior High, Jay Van Hoosier, principal of North Posey High School, and Todd Armstrong, assistant principal of North Posey High School.

The Board adjourned from Executive Session at 10:05 p.m.

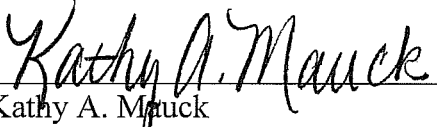
**Board of Education
MSD of North Posey County**



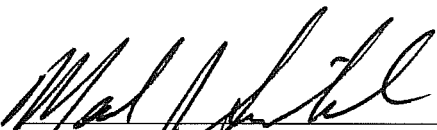
Larry O. Lewis



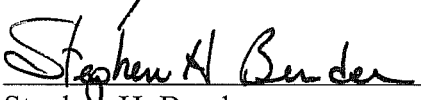
Michael A. Baehl



Kathy A. Mauck



Mark J. Seibert



Stephen H. Bender