

**Minutes –Meeting of the
Board of Education of the
Metropolitan School District of North Posey County, Indiana**

August 12, 2019

A meeting of the Board of Education of the MSD of North Posey County, Poseyville, Indiana, was held in the Board office of MSD of North Posey County, on August 12, 2019. The following Board members were present:

- Todd Camp, Superintendent
- Angela Bender, Asst. Superintendent
- Geoffrey A. Gentil, President
- Gregory U. Schmitt, Vice President
- Amy J. Will, Secretary
- Vincent F. Oakley, Member
- Brett A. Stock, Member
- William Bender, School Board Attorney

Executive Session

The Board convened the Executive Session at 5:30 p.m. for the purpose of IC 5-14- 1.5-6.1 (9) to discuss job performance and evaluation of individual employees. The Board adjourned Executive Session at 6:31 p.m.

Principal Evaluations

Regular Meeting

The Board of Education convened for the regular meeting at 6:36 p.m. with Geoff Gentil calling the meeting to order with the initiation of the Pledge of Allegiance.

Patron Concerns

Zach Helfert was present to state that he was concerned with any changes to the Patron Concern policy that is listed on the agenda. Don Koch, from the Posey County Board of Zoning Appeals, was present to give the Board information in advance of the district's next building projects.

Minutes, Claim Docket and Consent Items

Mr. Gentil asked the Board for a motion to approve the consent items as listed:

- Minutes of the previous meetings on July 8, 2019.
- Claim Docket for the period July 8, 2019 to August 12, 2019.
- The following retirements/resignations/terminations:
 - Laura Mahan to resign her position as Guidance Counselor at North Posey High School effective June 30, 2019.

- Nick Tieken to resign his position as a math teacher at North Posey Junior High School effective July 17, 2019.
- Tom Brown to resign his position as a history teacher in the North Posey Junior High School effective July 14, 2019.
- Lori Sprouls to resign her position in the cafeteria at North Elementary effective July 16, 2019.
- Amanda Boruff to resign as an elementary teacher at North Elementary effective immediately.
- Cassandra Williamson to resign as an elementary teacher at North Elementary effective immediately.
- Tammy Thurman to resign as an instructional assistant at South Terrace effective August 22, 2019.
- The following FMLA and personal leave requests:
 - Rita Ziliak to take FMLA for a personal health condition beginning August 8, 2019 and continuing until she is released from her doctor.
 - Kim Cleek requests to take off August 28 – September 6, 2019 for a family vacation to celebrate a 30th anniversary.
- The following are hiring & transfer requests for the 2019-2020 school year:
 - Dr. Strieter to hire Beth McCutchan as an English teacher at North Posey High School.
 - Dr. Strieter to hire Gayla Schapker as a long term substitute English teacher at North Posey High School beginning August 7, 2019 and to continue until the best classroom teacher may be found.
 - Dr. Strieter to hire Caleb Hyman as an assistant soccer coach at North Posey High School and receive 3% of the head coach's stipend.
 - Dr. Strieter to transfer Michele Parrish from the English department to the guidance office and Kelly Thompson from English to the social studies department.
 - Erin Koester to hire Stephanie Gabbard as a teacher at South Terrace Elementary school.
 - Shannon MacMunn to hire Karri Barnerd as a special education teacher at North Elementary School effective August 9, 2019.
 - Steve Kavanaugh to hire Ashley Nels as the 8th grade science teacher for North Posey Junior High.
 - Steve Kavanaugh to hire Ingrida Hartsfield as the 7th grade girls' basketball coach.
 - Steve Kavanaugh to hire Matt Yancey as a junior high volunteer football coaches.
 - Shannon MacMunn to hire Carolyn Price as a long term substitute for Jenna Deer's maternity leave and Amy Stevens as a long term substitute for Carolyn Price. Mrs. Deer is expected to be out from August 8 until September 23, 2019
 - Shannon MacMunn and Erin Koester to hire Kristina Dell as the media literacy teacher for North Elementary and South Terrace effective August 12, 2019.
 - Shannon MacMunn and Erin Koester to transfer Brian Wilson from a teacher at South Terrace to the innovate teacher for both schools. He will also be doing the e-

learning coach for elementary schools once a stipend has been approved for that position.

- Steve Kavanaugh to transfer Brandon Barrett from the high school social studies department to the junior high social studies department.
- Jerry Straw to hire Chasidy Gengelbach as a bus driver for route #8. (This still leaves one route without a full time driver.)
- Shannon MacMunn to apply for a Community Good Grant through the Posey County Community Foundation in the amount of \$7,392.00. If awarded, the funds would allow both North Elementary and South Terrace Elementary to purchase two (2) AEDs for each building.

Upon a motion made by Mr. Oakley and seconded by Mr. Schmitt, all consent items listed were approved with a 5 to 0 vote.

New Business

Dr. Camp opened new business by having the new 2019-2020 employees, which were present in the meeting introduce, themselves to the Board. A list of the new employees shall be made a part of the official minutes by incorporation.

Dr. Camp introduced Heather Morlan, Director of Poseyville Carnegie Public Library, to ask approval to start the North Posey Outreach program. Ms. Morlan explained the program in detail to the Board. Dr. Camp made the recommendation to approve the program. Upon a motion made by Mr. Schmitt and seconded by Mr. Stock; the request was approved with a 5 to 0 vote.

George Link, VPS Architect, shared with the Board the results of the recent bid opening for the playground project at South Terrace Elementary School.

| Vendor | Playground-Base | Alt. 1 | Alt. 2 |
|----------------------|-----------------|-------------|------------|
| Playworld Midstates | \$801,248.75 | \$33,062.53 | \$1,875.00 |
| Recreation Unlimited | \$985,977.00 | \$18,950.00 | \$2,250.00 |
| Sinclair Recreation | \$680,000.00 | \$4,800.00 | \$4,800.00 |

Alternates:

1. Provide a price to paint the State of Indiana Map as indicated in the drawings.
2. Provide a price to paint the United States Map as indicated in the drawings.

Dr. Camp recommended that the Board accept the bid from Sinclair Recreation for the base playground bid of \$680,000.00 with alternates 1 & 2 for a total of \$689,600.00. Upon a motion made by Mrs. Will and seconded by Mr. Stock, the recommendations were approved with a 5 to 0 vote.

Dr. Camp asked the Board to approve the memorandum of understanding with Dr. Burkett to provide assistance for the well-being of staff and students. Upon a motion made by Mr. Oakley and seconded by Mrs. Will; the request was approved with a 5 to 0 vote.

Dr. Camp asked the Board to approve the revised Patron Concerns Policy & Rules of Decorum. Mr. Oakley made a motion to table the decision on this policy. Mr. Schmitt seconded the motion and the request to table the decision passed 5 to 0 vote. It was requested to have additional policies reviewed and/or created and have all those policies reviewed in upcoming meetings.

Dr. Camp asked the Board to approve the following pay increases for the bus drivers and the cafeteria staff for the 2019-20 school year:

| Bus Drivers | Current Daily Rate | Proposed Daily Rate |
|-------------|--------------------|---------------------|
| Year 1 | \$62.00 | \$67.00 |
| Year 2 | \$63.00 | \$68.00 |
| Year 3 | \$64.00 | \$69.00 |
| Year 4 | \$65.00 | \$70.00 |
| Year 5 | \$67.00 | \$72.00 |

The bus driver daily rate does not include the additional \$0.20/one-way mileage and \$0.03/minute given to each driver.

| Cafeteria Workers | Current Hourly Rate | Proposed Hourly Rate |
|-------------------|---------------------|----------------------|
| Year 1 | \$11.25 | \$11.75 |
| Year 2 | \$11.50 | \$12.00 |
| Year 3 | \$12.25 | \$12.75 |
| Year 4 | \$13.00 | \$13.50 |
| Year 5 | \$13.50 | \$14.00 |

| Head Cooks | Current Hourly Rate | Proposed Hourly Rate |
|------------|---------------------|----------------------|
| Year 1 | \$12.50 | \$13.00 |
| Year 2 | \$13.00 | \$13.50 |
| Year 3 | \$13.50 | \$14.00 |
| Year 4 | \$14.00 | \$14.50 |
| Year 5 | \$15.00 | \$15.50 |

Upon a motion made by Mr. Schmitt and seconded by Mr. Stock, the requests were approved with a 5 to 0 vote.

Dr. Camp asked the Board to approve purchasing three (3) buses for \$170,220.00. They will be purchased from MacAllister Transportation using the Wilson Center quote. In addition, Dr. Camp asked the Board to approve the trade-in of four (4) used buses. The trade-in, valued at \$17,500.00 will bring our purchasing total to \$152,720.00. Upon a motion made by Mr. Stock and seconded by Mrs. Will; the requests were approved with a 5 to 0 vote.

Dr. Camp provided a report of some of the main components of the 2020 budget. He then asked the Board permission to publish the Notice to Taxpayers in the September 10th Posey County News. In addition, Form 3 of the 2020 Budget will need to be submitted to Gateway. Upon a

motion made by Mr. Oakley and seconded by Mr. Schmitt; the request was approved with a 5 to 0 vote.

Dr. Bender asked the Board to accept the 2019-2020 School Safe Haven Grant in the amount of \$32,665.50. Upon a motion made by Mr. Schmitt and seconded by Mrs. Will; the requests were approved with a 5 to 0 vote.

Personnel

Professional Leave

Dr. Camp presented the following professional leave requests:

| Name | School | Date/Reason | Location | Approx Cost/Fund |
|---|------------------------------|--|--------------|--------------------------------------|
| Kelly Lashley Julie Butler Kate Wagner | NPJHS NES | August 23, 2019 Upgrade Regional Meeting | Vincennes | Sub Cost Only Upgrade Grant |
| Sean Fisher Scott Strieter Steve Kavanaugh Erin Koester Shannon MacMunn | NPHS NPJHS STES NES | September 29-October 1, 2019 School Specialist Academy Advanced Training | Indianapolis | \$600.00 + Van Use Education Fund |

Upon a motion made by Mr. Oakley and seconded by Mr. Stock, to approve the professional leave with a 5 to 0 vote.

Reports and Information

Principals' Comments on First Few Days
ISBA Fall Conference – Sept. 30 – Aug. 2, 2019
ADM – Currently at 1407
Bargaining Timeline
Update on Projects

Next Board Meeting

The next Regular Board meeting will be Monday, September 9, 2019 at the Board office. Executive session will begin at 5:30 p.m. with the regular meeting to begin at 6:30 p.m. This meeting shall include a public hearing regarding teacher compensation and collective bargaining.

The next Special Board meeting will be Monday, September 23, 2019 at the Board office. The special meeting to begin at 6:00 p.m. This meeting shall include a public hearing regarding the 2020 Budget.

Adjournment

A motion to adjourn was made by Mr. Schmitt, seconded by Mrs. Will. The meeting was adjourned at 7:43 p.m.

Geoffrey A. Gentil, President

Gregory U. Schmitt, Vice President

Amy J. Will, Secretary

Vincent F. Oakley, Member

Brett A. Stock, Member

Board of Education
MSD of North Posey County