

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

**September 14, 2020**

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

- Todd Camp, Superintendent
- Michael Galvin, Interim Associate 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 6:30 p.m.

**Regular Meeting**

The Board of Education convened for the regular meeting at 6:35 p.m. with President, Geoff Gentil, calling the meeting to order with the initiation of the Pledge of Allegiance.

**Patron Concerns**

There were no patrons present to address the Board.

**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 August 10, 2020.
- Claim Docket for the period August 10, 2020 to September 14, 2020.
- The following requests for resignations/retirements:
  - Tammy Lyke to resign effective September 10, 2020 from the cafeteria
  - Laura Hall and Crystal Herke to resign as junior high track coaches
- The following FMLA and Leave requests:
  - Sandra Poe to be off October 12-16, 2020 for a previously planned family vacation
  - Braxton Lee to be off October 19-23, 2020 for his honeymoon
  - Danielle Tepool to be off November 2-6, 2020 for her honeymoon. It was previously scheduled for Spring Break 2020, but was rescheduled due to COVID-19.

- Sherrie Plouchard to be off May 19-26, 2021
- The following hiring requests for the 2020-2021 school year:
  - Dr. Strieter request to make changes to the ECA assignments:
    - Carrie Schmitt to assume the duties of German Club Sponsor
    - Mike Duckworth and Rusty Seymour to be the co-assistant athletic directors and split the stipend 50/50.
    - Taylor Wassmer to be the SADD club sponsor
    - Casey Thomas as a volunteer volleyball coach
    - James Scheller and Griffin Motz as volunteer assistants for boys' tennis team
  - Steve Kavanaugh request to make changes to the ECA assignments:
    - Ervin Miller to coach the 7<sup>th</sup> grade basketball team
    - Matthew Yancy as a volunteer football coach
    - Matt Dahlgren as a volunteer basketball coach
  - Stacey Newman-Smith to make the following changes to the cafeteria staff:
    - Cindy Meredith to change from cook to head cook at North Elementary
    - Robbin Weber to transfer from the High School to North Elementary working six (6) hours per day
    - Hire Rachael Butler effective September 14, 2020 working four (4) hours per day at the High School
- Stacy Newman-Smith request to declare the deep fryers as surplus in all buildings and have them removed. In addition, she requests to declare a pressure canner at North Elementary as surplus and see it for \$40.00.
- Dr. Strieter request to spend Extra Curricular Funds for two (2) cameras for the journalism class. The cost of the camera bundles is \$1,208.50.

Mr. Schmitt made a motion to approve the consent items as presented and Mrs. Will seconded the motion. The motion passed 5 to 0.

### **New Business**

Dr. Camp presented Steve Kavanaugh's request to continue to participate in the Indiana School Improvement Institute (S12). The cost is \$1,100.00. Mrs. Will made a motion to approve the request and Mr. Schmitt seconded the motion. The motion passed 5 to 0.

Dr. Camp asked the Board to approve the advanced payment of Mr. Galvin's onetime stipend payment of \$4,500.00 to move into the school district as per his contract. Mr. Oakley made a motion to approve the request and Mr. Stock seconded the motion. The motion passed 5 to 0. Mr. Gentil asked Mr. Bender to draft a memorandum of understanding (MOU) that states that if Mr. Galvin does not move into the district, that he would be obligated to pay the stipend back to the corporation. Mr. Bender did agree to do so. The stipend shall be paid as directed in the contract upon receipt of this MOU.

Dr. Camp and Mr. Galvin presented the request from the insurance committee to make the following changes to the district's health insurance plan:

- Drop the PPO option. As of September 3, 2020, only three (3) employees are currently enrolled on this option.
- Increase the current corporation contribution to the High Deductible Health Plans (HDHP1 & HDHP2). Our recommendation is to increase the HDHP Single Plans by \$600.00 and the HDHP Family Plans by \$1,350.00. It is estimated that this change will cost the corporation approximately \$111,900.00.
- Carve out Specialty Drugs from our plan. After reach out to our current Pharmacy Benefit Manager (PBM), TrueRx, has an advocacy program that may assist any member in obtaining this type of drug from a source outside of the Plan. In analyzing the 2020 usage of Specialty Drugs, we estimate this to be a minimum of \$40,000.00 savings to our claim costs.
- Change our current TPA carrier from Lucent Health to Consociate Health. The estimated cost savings for this change is \$8,000.00. Although this is not a significant amount, we feel the issues employees have been experiencing with the service provided by Lucent Health warrants the change.

Dr. Camp expressed his gratitude to the entire insurance committee for working through this difficult task to make this request possible. Mr. Stock made a motion to approve the request and Mr. Schmitt seconded the motion. After some discussion regarding the benefit, the motion passed 5 to 0.

Dr. Camp presented Erin Koester's request to reduce the cost of the afternoon Pre-Kindergarten program at South Terrace at this time due to the length of hours the students are attending school from the current rate of \$130.00 to \$90.00. This only affects this section at South Terrace. Mr. Schmitt made a motion to approve the request and Mr. Oakley seconded the motion. The motion passed 5 to 0.

Mr. Galvin asked the Board to approve the Memorandum of Understanding (MOU) between Isaiah 1:17 Project and North Posey High School effective September 1, 2020, for the purpose of establishing and achieving various goals and objectives relating to the project, Bag of Hope. Mrs. Will made a motion to approve the MOU and Mr. Stock seconded the motion. The motion passed 5 to 0.

Mr. Galvin asked the Board to accept the Digital Learning Capacity Building Grant for \$49,310.00. The grant will provide blended and digital learning training for administrators and teacher leaders. In conjunction with the grant, Mr. Galvin asked the Board to approve the contract with Fivestar to provide a Digital/Blended Learning Coaching Cohort for 15 Participants for \$34,500.00. The contract is contingent on receiving the expected grant funding. Mr. Oakley made a motion to accept the Grant and approve the contract with Fivestar and Mr. Schmitt seconded the motion. The motion passed 5 to 0.

Mr. Galvin reviewed with the Board the modified Anti-Harassment Policy. As discussed in the August meeting, the policy combines the current sexual harassment and bullying policies and includes modifications required by recent Title IX mandates. Mr. Schmitt made a motion to

approve the modified Anti-Harassment Policy and Mrs. Will seconded the motion. The motion passed 5 to 0.

## Personnel

### Professional Leave

Dr. Camp presented the following professional leave requests:

Name	School	Date/Reason	Location	Approx Cost/Fund
Cindy Meredith	Cafe	ServSafe- Required Training	Online	\$165.00 Cafeteria Fund

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

### Reports and Information

- Fuel Reports
- COVID-19 Related Items
  - Supplies
  - Reopening Plan Updates– we will update the plan online on Tuesday to reflect these changes
    - Changed the 72-hour fever free to 24 hours fever free without medication to return to school
    - September 8 - allow special classes to attend class and no longer do push in at the elementary schools
  - Donations
    - Jeff Wright donation of masks and sanitizers to both North Elementary and South Terrace
  - New Technology-
    - Web Cams and Mics were delivered and distributed to the schools
- Project Report
- 2021 IAPSS Legislative Priorities
- Filings for the School Board Election
- USDA Free Breakfast & Lunch to All Students

### Next Board Meeting

The next Special Board meeting will be Monday, September 21, 2020 at the Board office. The special meeting shall begin at 6:00 p.m. This meeting shall include a public hearing regarding the 2021 Budget.

The next Regular Board meeting will be Monday, October 12, 2020 in the Board Office. Executive session will begin at 5:30 p.m. with the regular meeting to begin at 6:30 p.m.

## **Adjournment**

A motion to adjourn was made by Mr. Schmitt, seconded by Mr. Oakley. The meeting was adjourned at 7:26 p.m.

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Geoffrey A. Gentil, President

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Gregory U. Schmitt, Vice President

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Amy J. Will, Secretary

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Vincent F. Oakley, Member

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Brett A. Stock, Member

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