

NORTH PUTNAM COMMUNITY SCHOOL CORPORATION
NOVEMBER 15, 2018 MINUTES

The members of the Board of School Trustees of the North Putnam Community School Corporation held a regular session meeting on Thursday, November 15, 2018, 7:00 P.M. at the North Putnam Community School Corporation, Administration Office, 300 North Washington Street, Bainbridge, Indiana.

Board members present: Mark Hoke
Ron Spencer
Travis Lambermont
Dustin Osborn
Darrell Wiatt
Amber Greene
John Hays

Board members absent: None

Superintendent present: Nicole Singer

Attorney present: Darren Chadd

I. PUBLIC MEETING

A. Call to Order, Roll Call, and Pledge of Allegiance:

Ron Spencer called the meeting to order at 7:00 P.M. Everyone stood for the Pledge of Allegiance. Board members present were Mark Hoke, Ron Spencer, Travis Lambermont, Dustin Osborn, Darrell Wiatt, Amber Greene, and John Hays.

B. Approval of Agenda:

There were no changes to the agenda.

C. Public Comments:

There were no comments.

II. CELEBRATING SUCCESS

A. Scott Miller, Principal Middle School (Honoree: Holly Richardson and Students); Beth Waterman, Principal Roachdale Elementary (Honoree: Heather Conner and Students):

Dr. Singer noted that Holly Richardson, Teacher at North Putnam Middle School, and Heather Conner, Teacher at Roachdale Elementary, are the recipients of the Excellence in Teaching Award for November.

Holly Richardson graduated from Franklin College and she has taught Read 180, English, writing, and Language Arts while at North Putnam Middle School. Her hobbies include reading, watching movies, shopping with her mom, and spending time with family. Those students nominating Mrs. Richardson were Emma Heymig, Lane Black, and Karyssa Miller. Scott Miller commented that Mrs. Richardson does a lot with students who need extra help. Congratulations to Mrs. Richardson and her students.

Heather Conner graduated from DePauw University and she has been an assistant in an emotional disability classroom in Cloverdale and a Special Education Teacher for kindergarten through fifth grade for Roachdale Elementary. Her hobbies include spending time with family, crafting, baking, and enjoying the outdoors. Those students nominating Mrs. Conner were Kaitlyn Hall, Stone Wass, Alec McKenzie, and Jenna Day. Beth Waterman thinks she is a fantastic teacher who works very hard. Congratulations to Mrs. Conner and her students.

III. CONSENT AGENDA (All Board Approvals for Personnel are Pending an Expanded Criminal History Check and completion of appropriate new hire paperwork)

A. Approval of Minutes-October 18, 2018, Regular Session Board Minutes

- B. Approval of Claims for Payment and Payrolls**
- C. Personnel Report**
- D. Fundraiser Report**
- E. Field Trip Report**
- F. Donations**

Dustin Osborn motioned to approve the above consent agenda items. Amber Greene seconded the motion and it carried with a 7 – 0 vote.

IV. ACTION ITEMS

A. Ratification of Collective Bargaining Agreement with Classroom Teacher's Association:

Amber Greene, Travis Lambermont, Ron Spencer, Tanya Pearson, Scott Miller, Beth Waterman, and Dr. Singer were the representatives this year for negotiations. The Board received the bargaining agreement from the negotiation meetings. Dr. Singer noted there were some revisions or additions made to the following: Article 8 Leaves of Absence, Article 9 Compensation and Expenses, Article 10 Compensation Plan, Article 11 Ancillary Duties, and Article 12 Fringe Benefits. Some of the changes or additions included no personal days used preceding or following a break from school and an insurance holiday in December. The insurance holiday is a \$250 to \$450 benefit. They increased the base salary pay (varying) for teachers. Dr. Singer thought it was a smooth process and she appreciates the administrators, Board members, and everyone involved. She will look at non-certified staff at the end of this year or early second semester. She is asking for approval of the bargaining agreement this evening, so that it can be uploaded tomorrow to keep us in compliance. Mark Hoke commented that he appreciates all the time the committee put in for this.

Mark Hoke motioned to approve the above Collective Bargaining Agreement. Darrell Wiatt seconded the motion and it carried with a 7 – 0 vote.

B. Approval of Board Policy Language Changes-Chapter 3:

Dr. Singer has been going through each section for any changes that need to be made and this month she reviewed Chapter 3. Chapter 4 is large and they may break this down into a couple of meetings. The former language for the Small Purchase Policy previously read “if the purchase is expected to be less than \$25,000.” The recommendation is to increase this to \$50,000 and this will follow the current statute. Anything over \$50,000, then we would solicit quotes. In her experience, she would like to see a couple of quotes for anything in the \$12,000 to \$15,000 range. Mark Hoke was glad she clarified the statute. John Hays commented that even though the statute is \$50,000 why change this. Dr. Singer noted there are times there may be an emergency type situation and not having this might limit her ability to get what is needed. He would just ask for communication from her on anything she may need to purchase. Dr. Singer said she would definitely communicate with the Board on purchases. The Board received the former language and recommended language changes for Chapter 3.

Travis Lambermont motioned to approve the above Board Policy language changes for Chapter 3. Mark Hoke seconded the motion and it carried with a 6 – 1 vote (John Hays nay).

C. Approval of Graduation Pathways as a Diploma Track:

Jason Chew provided information on Graduation Pathways to the Board last month. It was indicated then that we would be asking for approval to use this as a diploma track. Jason Chew commented that the state opened this option for all of our current high school students. Most schools are moving in this direction. Dr. Singer noted this is an additional avenue for students to pursue and obtain their diploma. Jason Chew commented they are currently changing some language to it, but this is what it will look like. This allows students to change their method for graduation.

Dustin Osborn motioned to approve the above Graduation Pathways. Amber Greene seconded the motion and it carried with a 7 – 0 vote.

D. 2019-2020 School Calendar:

Dr. Singer stated we will come to the Board in December for approval of the 2019-2020 school calendar. The calendar will mirror the current school calendar. They have been discussing teacher conferences and providing them first semester and second semester.

E. Goal Discussion:

Dr. Brad Balch, ISU, provided training to the Board and a public discussion on the Vision, Mission, and Goal statements for the corporation. Ron Spencer felt this was eye opening and it is not one person's statement because everyone contributed to this. Amber Greene agrees with him. She feels the "heart of the community" makes us unique. She asked if physical needs could be added to this. Travis Lambermont asked why the academic needs are listed last. He feels this should be the first thing listed since it is the purpose of the school. Dr. Singer noted this could be added to the beginning so that it had academic needs as well as the social, emotional, and the addition of physical needs. The Board will discuss this further later. On the Goal Statement, Dr. Singer would like to change the date from August 1, 2021 to December 2, 2021. With school beginning in August, she feels this date should be pushed back a little. She will bring this back to the Board with the changes on December 4, 2018. The final presentation will be December 20, 2018.

F. Preliminary Determination Hearing:

Dr. Singer acknowledged the Board is holding a Preliminary Determination hearing this evening. Advisors Belvia Gray, Umbaugh, and Erik Long, Ice Miller, were in attendance to provide a presentation in regards to the high school renovation project. After the presentations by the advisors including Dr. Singer's presentation, then questions can be asked by patrons who signed the sign in sheet. Erik Long noted this is the first of two meetings, so there are no resolutions this evening. Dr. Singer had been given building updates and the history of the projects. The high school is in serious need for improvements. They went through the building today to see exactly what the needs were for this location. They also went through the past and present improvements for all buildings. One of the issues at Roachdale Elementary is leaking roof. John Hays asked what the previous company did when we had leaks in the gymnasium. Terry Tippin noted what they did was under warranty and they fixed it the best way they thought, but the roof is old and needs to be replaced. Dr. Singer noted the middle school got a new roof in 2014. The high school had a partial roof replacement. The condition of the lockers is also another concern.

Belvia Gray discussed how the project would be funded. The Board was given information on the corporation's indebtedness and a summary of the financing. The school corporation is looking to borrow a maximum of \$18,000,000 for this project. The repayment term is right under 20 years by statute. Based on this information, they would be looking at a 25 cent impact. John Hays asked if she could provide them with the repayment schedule. Belvia Gray said she could get them a copy. If an individual wants to know their individual tax impact they should call the local courthouse and pull their property record card. This will show the net assessed value.

Dr. Singer opened the Public Hearing. John Hays commented that the exact scope of the project is undefined. Dr. Singer stated there is a very broad list and she will ask the administrators to provide a list of what needs to be done. The list would then be narrowed down to what is most important. John Hays commented that if we are not sure what the scope is then how did we determine the project will be \$18,000,000. Dr. Singer noted they put a price on items needed and it came to a little over \$19,000,000, but the list will be refined and a finalized amount will be determined. We have to discuss the maximum impact we would financially assume. The major needs come to \$10,000,000 and we would then add what was needed from there. Erik Long noted that the Special Session Board Meeting scheduled for December 4, 2018, will be a repeat of this same information and would allow them to move forward with this. This is more of a priority checklist. Dr. Singer noted that this will be more refined at the December 4, 2018 meeting.

John Hays asked if the \$18,000,000 is what she feels our borrowing capacity is. Dr. Singer commented it is what our borrowing capacity would be. Ron Spencer noted that we can stop at whatever amount we want. Dr. Singer stated that we need to establish what our level is that we are comfortable with and set a

maximum. Ron Spencer likes the flexibility and we know what we can withstand, what we are comfortable with, and what we can afford. John Hays questioned again how we determined that \$18,000,000 was the maximum. Belvia Gray commented that the Board expressed wanting to keep the tax rate under a dollar and this is how they established the maximum. Ron Spencer commented that this gives us a line of where we are. Mark Hoke feels that staying under a dollar says we are fiscally responsible. Travis Lambermont commented that he honestly thought when they touched the other buildings in the past they were done. We never did anything at the high school and he feels we need to focus on the high school and move forward with this project. Dr. Singer asked if there were any other questions from patrons. There were none. No Board action is required at this meeting. The second Public Hearing will be held on December 4, 2018 at 7:00 p.m. at the Administration Office. The hearing was closed.

V. REPORTS

A. Superintendent:

Dr. Singer has someone coming next Tuesday to discuss the track and then someone to discuss the solar field. She will be attending the Superintendent's meeting next week. In December, the Board will see end of year transactions. She will look over non-certified salaries in the next two to three months. She attended the Veteran's Day programs and they were very nice. She thanked all the buildings for working together to honor our veterans. The Board received samples of a publication we were asked to be included in. They were here to showcase and highlight our schools. We were the only school in the area to receive this request for publication.

B. Treasurer:

Tanya Pearson noted we closed purchasing in the buildings so she can get an accurate account of the funds. We may have to transfer to Rainy Day at the end of December.

C. Director of Operations:

Terry Tippin addressed a lot of different safety issues. We have a School Resource Office (SRO) and the administrators are happy to have this assistance. The SRO helps with bus traffic in the morning and afternoon. This position has been a great addition to the staff. They completed the safety exit interview today and we were 97% compliant with everything. The metal detectors have come in. The biggest thing with these will be developing policy. They have taken a hard look at bus stops and updated key inventory to be more secure. We have done some things with branding such as Cougar carpeting. We were able to secure a grant for food service in the high school and middle school to replace a freezer and fix serving lines.

D. Administrators:

Rodney Simpson thought they had a great Veteran's Day Program. He has a guest speaker coming in at the end of the month. The speaker will be talking about the movie *Wonder*. Beginning December 3, 2018, they will provide grab and go breakfast.

Beth Waterman commented that she was at the State House last week to receive an Acceleration Grant. They named the other schools that had received this grant. In comparison to our schools being small and schools in our area, we are on the cutting edge of education. She was excited to hear this. They started the school year off with a color run and it was very successful. The 4th and 5th grade students have Native American Day and this year they went off-campus for the activity. Ninety-seven percent of parents showed up for Parent/Teacher Conferences. They had a great turnout for Grandparent's Day. They have been involved in the Castle Arts, a Project-Based Learning Program. Sometimes budget and resources can be hard, but through Castle Arts they can connect with local arts and having the chance to go out and learn a little more has been great. The DOE likes the program and she will be meeting with them to discuss it. The community and physical education is very important to them. They will have an Honor Roll lunch and a Veteran's Day Program. It is very important to honor our veterans.

Scott Miller provided a presentation with philanthropic students reading their essays. Our 8th graders are going on Area 30 visit tomorrow. He will be at a principal's conference next week. The 6th grade students attended the Camp Tecumseh trip. He commented that Mrs. South and her team work very hard to put together this experience. They work on a lot of activities and this is a great experience for our students. 7th

graders have their own environmental day and they were around Big Walnut and some trails recently. This is a great project-based learning experience. Our 8th graders are going on Area 30 visit tomorrow. They will go to the Reality Store and another activity is Empathy Education. Students discussed the book *A Long Walk to Water*. School letter grades were released and the middle school received a 'B' for the third year in a row. They had the highest score in the county.

Jason Chew noted that Lauren Alspaugh, Director of Guidance, won School Counselor of the Year. They will be celebrating her award tomorrow. Sheri Roach, Teacher, went to Poland for her trip with Eva Kor, Holocaust Survivor. Sheri Roach and other teachers who went worked on how to get this information out. We were the recipients of a grant and Sheri Roach will be working with the high school and middle school on this. We will receive approximately \$30,000 for our school. The high school earned an 'A' letter grade again this year. He provided information to the Board on their state accountability grade and details on how they received this grade. He noted this is the first time we received a federal accountability grade and a state accountability grade. The first page has our scores as well as the other schools in the county. Their overall score is 97.1 and they were able to achieve such a great score because of the amount of growth our students achieved. He noted that the high school cannot be compared to our other schools because of the different formulas that are used. All of the buildings are working in this together.

Roger Busch recently attended the School Safety Academy. One of the topics has been the metal detectors everyone received and what will be done with them. No one has built in a plan on when they are appropriate to use. They will revisit in February. They said we are the model state for safety. They had the All Conference Banquet last Monday. They had several All Conference athletes and Academic All Conference athletes. We have made enormous strides in the past year.

VI. BOARD COMMENTS:

Amber Greene has been able to go to quite a few events at the middle school and high school. It has made her realize how hard our teachers and administrators work. She is very proud of our schools for the Veteran's Day Programs. She attended the FFA dinner and it was nice to see administrators and teachers there. She went to the second annual Orange and Blue Night. She is very thankful for the teachers and administrators. Mark Hoke agrees with her. He thanked the fall sports coaches. He has been hearing that North Putnam exhibits great sportsmanship and feels it is good to hear this. He wanted to thank the coaches, athletic director, and administrators for this leadership. The guidance staff and counselors have done a wonderful job. Ron Spencer noted they had the State Board of Accounts audit. Dr. Singer commented the results would be made public in about 45 days. Ron Spencer appreciates Dr. Singer and Dr. Balch. Marketing our school is important. Dustin Osborn thanked all of the staff and hoped everyone had a good holiday. Darrell Wiatt congratulated the high school and middle school for their test scores being the highest in the county. He appreciates the coaches and enjoyed the Veteran's Day Program at Bainbridge. He congratulated Ron Spencer and Travis Lambermont for remaining on the School Board for another term.

VII. ADJOURNMENT

There being no further business to come before the Board, Dustin Osborn moved for adjournment of the meeting. Travis Lambermont seconded the motion and it carried by a 7 – 0 vote.

Ron Spencer, President

Travis Lambermont, Member

John Hays, Vice-President

Mark Hoke, Member

Darrell Wiatt, Secretary

Dustin Osborn, Member

Amber Greene, Member