

February 18, 2020

The regular meeting of the Board of School Trustees was called to order at 6:37 p.m. by Mr. Mullett. Mr. Mullett led the Board and audience in the Pledge of Allegiance. All Board members were present except Dr. Quin. Also present were Mr. Watkins, Mr. Durrwachter, Mrs. Conley, Mr. Morris, Ms. Enyeart, Ms. Spiker, Mr. Woodruff, Mr. Frye, Mr. Snyder, Mr. Moon, Mrs. Watkins, Mr. Potts, Dr. McKaig, legal representation, local news media, and patrons.

On motion by Mr. Ellis, seconded by Mr. Comerford, the Board approved the public agenda, the memorandum of January 13 and 21, and the personnel report by a vote of 4-2 (Ms. Justice and Mr. Wolfe opposed).

PERSONNEL

- A. RESIGNATIONS/RETIREMENTS/TERMINATIONS
 - 1. Sydney Day - resignation as assistant varsity cheer (lay) coach, effective January 16, 2020.
- B. LEAVES - no business
- C. RECOMMENDATION FOR CERTIFIED POSITIONS - no business
- D. RECOMMENDATION FOR CLASSIFIED POSITIONS
 - 1. Adela Wegert - Hourly rate increase to \$13 and expansion to 30 hrs. per week
 - 2. Jay Smallwood - Transfer to full-time PCSPD from part-time
 - 3. Kristi Wilhelm - PJHS SE math instructional aide
- E. RECOMMENDATION FOR EXTRA-CURRICULAR POSITIONS
 - 1. Jack Buckley - PHS assistant track volunteer coach, pending background check
 - 2. Laura Hochstedler - PJHS variety show, 50% pay split
 - 3. Karen Baker - PJHS variety show, 50% pay split
 - 4. Caleb Bragg - PJHS soccer head (lay) coach
 - 5. Kelsey Jones - PJHS soccer assistant (lay) coach
 - 6. Luke Labare - PJHS soccer volunteer coach
 - 7. Richard Eldridge II - PJHS baseball head (lay) coach, pending background check
 - 8. Ron Potts - PJHS baseball assistant (lay) coach
 - 9. Greg Ambrose - PJHS softball assistant (lay) coach, pending background check
 - 10. Karen Baker - PJHS track assistant coach
 - 11. Sidney Fuller - PJHS track assistant (lay) coach
 - 12. Emma Long - PJHS golf coach
- F. REQUEST TO ATTEND CONFERENCE
 - 1. Family, Career, and Community Leaders of America Annual State Conference - March 5 - 7, 2020 - Muncie, IN - Shannon Smith and FCCLA Chapter students - departing from PHS at 12:30 p.m. on Thursday and returning 3 p.m. on Friday. All fees are paid for by the students and fundraisers, annual request.
 - 2. HCC Business Professionals of America State Leadership Competition Jon Higgins/Paul Frye - March 9 -10, 2020 - Indianapolis, IN - departing from HCC at 7 a.m. on Sunday March 8 and returning at 2:50 p.m. on Tuesday, March 10 - the attached students have qualified to attend the conference.
 - 3. Wrestling Fort Wayne Semi State/Indianapolis State finals - wrestling coaches - February 14-15, 2020/February 21-22, 2020 - requesting approval for any student who qualifies for these two events to stay one night including coaches - transportation provided by tiger bus - lodging and meals provided by Peru Athletics.
 - 4. Handle with Care Training - Jessica France - March 11-12, 2020 - Anderson, IN - requesting registration \$450, meals \$20, lodging \$122 and mileage appr. 71 mi.
 - 5. Behavior Communication Conference - Chelsea Wilkinson-Stover - February 25, 2020 - Indianapolis, IN - requesting meals \$15 and mileage appr. 180 mi.

6. IASBO Annual Meeting - Dan Durrwachter - May 6-8, 2020 - French Lick, IN - requesting lodging - \$338 and one meal per day.
7. INDOE Title Con - Teresa Rusie and Tara Enyeart - April 15-16, 2020 - Plainfield, IN - requesting lodging - \$245, meals, and mileage.

G. DONATIONS

1. \$100.00 - PHS Band for general use from anonymous.
2. \$100.00 - PHS Choir for general use from anonymous.
3. \$150.00 - PHS Band for general use from anonymous.
4. \$150.00 - PHS Choir for general use from anonymous.
5. \$250.00 - Kicks for Kids for shoes and socks from Anne Kennedy.

I. PUBLIC COMMENT - no business

- II. RETIREMENTS/RECOGNITIONS/BLACK & GOLD AWARDS - Mr. Watkins stated that black and gold awards are presented as a thank you from the Board and Superintendent for outstanding academic and athletic achievement and outstanding community service. Mrs. Watkins presented Mr. Elmo Torrence with an award. Elmo is the longtime and highly respected crossing guard for Blair Pointe at Grant and Logan. Mr. Torrence has served our students for over 20 years. Mr. Torrence was presented with an award and a tiger blanket.

III. PROGRAM

- A. CONSENT AGENDA ITEMS PULLED FOR PUBLIC AGENDA - no business
- B. BLAIR POINTE PLTW PRESENTATION - Mrs. Hahn and a few of her students gave a presentation on Blair Pointe's PLTW. Mrs. Hahn stated that PLTW is a component of stem and is a hands-on classroom environment with tables and chairs on wheels, vex kits, white boards, and ipads. It is for grades K-5. They do projects and solve real world problems. We do PLTW because the students get to do hands-on activities and it makes them feel like real engineers. Mrs. Hahn stated that creativity is intelligence having fun! Many students ready why they love PLTW. Many of them stated that they like to explore their own ideas and they like building.
- C. JUNIOR HIGH BOWLING CLUB - Mr. Watkins stated that Mr. Przybyszewski would like to start a junior high bowling club. Mr. Przybyszewski wrote a letter informing the Board of why he wanted to start the club. He stated that bowling is a social sport. It is a sport where you can participate, be able to talk and build friendships with your teammates, your opponents, or the group of people you are bowling with. Mr. Przybyszewski would love to be able to introduce Peru Junior High students to this social sport. First, for those that are interested in competition, he wants to help those students who would like to get into Indiana Middle School Bowling. This competition happens every Spring and would give our students the opportunity to participate in a statewide competition. Second, he would like to be able to take students bowling for fun on a monthly or bi-monthly basis so they can learn to be active while participating in a fun and social sport. They are also requesting busing to practices and events. Mr. Potts has confirmed that busing is available. Mr. Watkins highly recommended the junior high bowling club.
- Mr. Wagner moved to approve the bowling club, seconded by Ms. Justice, unanimously approved.
- D. CDL EMPLOYEE TESTING POLICY - Mr. Watkins and Mr. Potts presented the new required policy. The Federal Motor Carrier Safety Administration is raising the minimum annual percentage rate for random controlled substances testing from 25% to 50% of the number of driving positions. Mr. Potts stated that this testing is done every quarter. Mr. Potts made the Board aware of the fact that there is also a federal

change for the collection of positive test results. These results must now be reported to the Clearinghouse. A few questions were asked and answered.

Ms. Justice moved to approve the CDL employee testing policy, seconded by Mr. Ellis, unanimously approved.

- E. NEOLA SECOND READING - Mr. Watkins covered the following policies for a second reading:

po0151.1 Board of Finance of the Peru Community School Corporation

po1520 Employment of Administrators in Addition to the Superintendent (Mr. Watkins asked PCS attorney about the relative of Board members portion of this policy. He asked if the conflict of interest forms allowed the Board members to vote or does it keep them from voting? Mark responded and said that generally the specific item in question would be pulled from the consent agenda to a public item that way the Board member can still vote for the rest of the consent agenda and abstain on the item that was pulled.)

po1520.08 Employment of Personnel for Extracurricular Activities

po4120.08 Employment of Personnel for Extracurricular Activities

po5111.01 Homeless Students

po5223 Released Time for Religious Instruction (Mr. Wagner requested to pull this policy out and vote on it separately.)

po5335 Care of Students with Chronic Health Conditions

po5600 Student Discipline (Board requested to remove parents and students under committee options.)

Mr. Comerford moved to approve the above policies with the exception of po5223, seconded by Mr. Wolfe, unanimously approved.

Mr. Watkins reviewed po5223 Released Time for Religious instruction. Questions were asked and answered.

Mr. Comerford moved to approve po5223, seconded by Mr. Ellis, approved by vote of 5-1, Mr. Wagner opposed.

- F. 7-12 PROGRAM - Mr. Watkins stated that the committee has met several times. This has come about due to issues that have not been addressed at the junior high, decreased enrollment, and budget. Mr. Watkins stated that he asked Dr. McKaig to chair the program. Dr. McKaig open by naming the program members. The long list consisted of parents, teachers, teachers who are parents, administrators, administrators who are parents, Board members, and local community members. Dr. McKaig gave a big thank you to Dan Durrwachter and Tara Enyeart for their hard work gathering needed information. Dr. McKaig stated the group's job was to look at enrollment and budget trends, facility conditions particularly at the junior high, and the usage of facilities. He stated that they were to also look at grades 7-12 programming and class offerings and then provide recommendations based off of the found information. The first meeting dealt with enrollment trends. PCS is losing in the transfer tuition program. We can find out where the students are going, but it is hard to figure out how many of those students never came to Peru beginning in KG, what age/grade they left PCS, etc. This gives us a declining enrollment. The second meeting covered finances. Our cumulative loss from 2009 to 2019 is \$7 million. Declining enrollment also means reduced state funding. The third meeting covered facilities. During the tour through the junior high the number of needed repairs became more and more apparent. Some of the problems included: no hot water, major plumbing issues, the windows have lost their seals, kitchen equipment is outdated, the girls' locker room has not been touched since 1959, gym is undersized, and issues with the

infrastructure. The fourth meeting consisted of school program information and how different changes will impact the school programs. The 5th and 6th meetings were a combination of reconnecting notes, building options and a consensus for discussion. Dr. McKaig stated that they ranked the five options the group came up with by probability. The five options are: consolidate, complete JH renovation, build a new building, realign grades in other buildings, or add an addition to the high school. The group then did pros and cons of each option. Dr. McKaig stated the group's recommendation: by in large the study group finds that the conditions of the facility, junior high, are in severe need of correction. Further in our discussion, we feel that a complete renovation of the junior high would be expensive and doing such renovations would require movement of our students while renovating. It is a 1959 building so even with renovations you will eventually complete the same cycle. The PHS was built for 1250 students, currently houses fewer than 700, and the junior high has around 300 students. The group thinks that maybe we should look at just moving grades 7-8 to the high school without an addition. The group feels that the Board should also be looking at the educational program at the same time while looking at how to use some of the proceeds from bonds issued to build a great 21st century educational experience for Peru Community Schools' secondary students. The debt service on the bonds that would be issued can be structured in such a way that the current tax rate does not have to be increased. Dr. McKaig stated that the group recommends the Board employ an architectural firm to help determine the goals stated, discuss the possibilities with the architect, and have the architect assist the Board in prioritizing items in the total project. The study group determined that budget deficits are real especially with declining enrollment. The Board should enter into discussions with the administration to develop multiple intentional actions designed to address declining enrollment by improving the desirability of PCS and becoming a winning competitor in attracting students to PCS. The group also recommended the Board and administration to enter discussion with surrounding school corporations and educational institutions to utilize technology, shared staff and other means to expand current educational offerings and opportunities for students. Mr. Watkins stated that we have serious issues that need attention. He thanked the program study and Dr. McKaig for their due diligence and the time they took to provide their recommendations.

IV. BUDGET

- A. CLAIMS - Mr. Durrwachter presented and reviewed the claims for Board approval. Questions were asked and answered. Mr. Comerford moved to approve the claims, seconded by Mr. Ellis, unanimously approved, as follows:

EDUCATION FUND	273,253.15
OPERATING FUND	102,925.86
CONSTRUCTION 2016 GO BOND	6,279.48
SCHOOL LUNCH FUND	51,401.92
TEXTBOOK RENTAL FUND	3,637.35
REIMBURSEABLE FUND	35.30
DONATION/SPECIAL ED TEACHERS	50.00
SPEC ED MKP	35,250.96
HIGH ABILITY GRANT	1,325.27
TECHNOLOGY FUND	1,402.25
TITLE I 19/20	217.90
PARENT NURTURING PROGRAM	415.57
ADULT ED 19/20	1,850.00
TITLE IV A	1,359.13
TITLE II-A	974.90
GROUP INSURANCE	132.30
RETIRES-TERM LIFE INSURANCE	501.15

FRINGE BENEFITS	196,206.89
BOOK RENT	180.00
TOTAL	677,399.38

- B. FUND MONITORING REPORT - Mr. Durrwachter stated that we are in the middle of our school year, but the beginning of our financial year. Right now, our numbers do not look great due to January having three pay days. Our revenue for operations and debt services does not come in until May or June. As we move towards the 15% transfer, our budgets look different. The education fund went from an 11.4 million to an 11.6-million-dollar budget and our operations fund when from a 4.2 million to a 3.9-million-dollar budget. The three pay periods have also affected our school lunch fund.

Mr. Ellis moved to approve the fund monitoring report, seconded by Mr. Wolfe, unanimously approved.

- C. CD TRANSFER - Mr. Durrwachter stated that before Mr. Hall retired, he opened a 2-year CD at First Bank of Berne. The CD has now expired. Mr. Hall felt that part of our money should be invested in a second bank. Mr. Durrwachter stated that they did comparisons with interest rates. A total of \$531,000 will be transferred to First Farmer's bank. We will earn an additional \$1700 in interest every year.

Ms. Justice moved to approve the CD Transfer, seconded by Mr. Wolfe, unanimously approved.

V. OPERATIONS AND TECHNOLOGY

A. FACILITY USE REQUESTS

1. Tig-Arena & Tiger Den - Peru Volleyball Club tournament - Dennett Roettger - March 15, 2020 - 11:30 a.m. - 4:00 p.m. will pay custodial fees, requesting rental fee waiver. Annual Request.
2. Tig-Arena & Tiger Den - Peru Volleyball Club tournament - Dennett Roettger - April 11, 2020 - 9:00 a.m. - 3:00 p.m. will pay custodial fees, requesting rental fee waiver. Annual request.
3. Tig-Arena - Cal Ripken youth league tryouts and coaches' clinic - Sunday, March 8, 2020 - 12:00 p.m. - 6:00 p.m. Coach Brimbury and baseball staff will be there, no custodians are needed, requesting all fee waiver. Annual request.
4. Tiger Baseball Field - Cal Ripken 13-15 year-old - June and July - requesting all fee rental waiver. Annual request.
5. PHS auditorium - Celebration of Children - Wednesday, April 1, 2020 - 5 p.m. - 8 p.m. - requesting rental fee waiver - annual request. (Was approved in October of 2019, council has requested a date change to March 12, 2020.)
6. PJHS parking lot, gym, café - YMCA Kids' Fair - Saturday, May 2, 2020, 9:00 a.m. - 1:00 p.m., set up Friday from after school until 6:00 p.m. and Saturday morning at 7:30 a.m. Requesting rental fee waiver. Annual request.
7. PJHS parking lot, gym, café - YMCA Kids' Fair - Saturday, April 24, 2021, 9:00 a.m. - 1:00 p.m., set up Friday from after school until 6:00 p.m. and Saturday morning at 7:30 a.m. Requesting rental fee waiver. Annual request.
8. Blair Pointe art room - Chelsea Wilkinson-Stover for Tri Kappa - positive message rock painting - March 2, 2020 - 6:00 p.m. - 8:00 p.m. First time request. Requesting rental fee waiver.
9. South Peru classroom - Miami County Amateur Radio Club - 2nd Saturday of each month from 11:00 a.m. - 1:00 p.m. for remainder of the 2020 year. Dave Moon is a member and will be present at meetings rather than a custodian. Requesting all fee waiver. Annual request.
10. South Peru gym - Peru Police Department - Alcohol prevention workshop - February 28, 2020 - 5:30 p.m. - 8:00 p.m. Will pay custodial fee. Requesting waiver of item 6.E. of the rental policy for educational purposes.

(rental policy attached)

11. Bengal Stadium track facility - EastPointe Bible Church - 8th annual Runner's Camp for children pre-school through 6th grade - June 8 - 12, 2020 - 7:00 a.m. - 1:00 p.m. Will pay custodial fees. Requesting rental fee waiver. Annual request.

The Board requested to pull out #4 to gather costs of striping paint and a schedule.

Ms. Justice moved to approve the facility use requests excluding #4, seconded by Mr. Wagner, unanimously approved.

- B. PERMISSION TO BID - Mr. Durrwachter requested permission to receive bids for a new freezer for Blair Pointe.

Mr. Ellis moved to approve the request to bid, seconded by Mr. Wagner, unanimously approved.

- C. GYM FLOOR RECOMMENDATION - Mr. Durrwachter stated the Mr. Frye and Mr. Brimbury are working on their artwork for the floor. He stated that Purdue has given us permission to use their P solely on the gym floor. Mr. Durrwachter showed the quotes and then recommended going with Hammel Floor Service. It is slightly higher than A & H. We have recently worked with Hammel the most recently and are satisfied with their services. The goal would be to have this done in April.

Mr. Comerford moved to approve the gym floor recommendation, seconded by Ms. Justice, unanimously approved.

VI. AGREEMENTS AND CONTRACTS

- A. PERMISSION TO REQUEST QUOTES FOR LAWN CARE CONTRACT - Mr. Durrwachter requested approval to post to receive quotes for lawn care. He would also like to combine the contracts into one quote and broken down page by page for all of PCS including TNAC.

Ms. Justice moved to approve the request for quotes, seconded by Mr. Wagner, unanimously approved.

VII. BOARD AND ADMINISTRATIVE COMMENTS

- A. SUPERINTENDENT - Mr. Watkins expressed his gratitude and made the following comments:

- School attendance - Mr. Watkins stated that even with it being cold and flu season, we are maintaining.
- Peru advanced 5 wrestlers to semi-state. Trey Sturgill and Zian Constable are Regional champions and moved on to qualify for the IHSAA state finals being held this Friday and Saturday at Banker Life Fieldhouse.
- District solo/ensemble gold students and are now going to state: Hailey Ewer, Jamey Guyer, Logan Killion, and PHS Swing Choir
- Maddy Harp received the American Voice and Vision Award at the Fort Wayne Regional scholastics for her art pieces. 2020 Scholastics winners also include: Nick Alberts, Kara Baker, Kamon Blong, Sam Campos, Chloey Darnell, Bailey Dawalt, Carmen Greer, Madi Hall, Maddy Harp, Carlee Marburger, Jimmy Murphy, Braxton Ogle, Medora Oliver, Monil Patel, Conner Shaffer, Ryan Smith, Greyson Spohn, Bri Taylor, Alyssa Thomas, Grace Walsh, Elsie Walters, and Aleesha Aehring
- Peru Schools represented well at the Bowl for Junior Achievement program held at Myers Sport Bowl in Logansport. The first team was made up of: Mrs. Touloukian, Ms. Kercher, Mrs. Martin and Ms. Spiker. The second team was David Meinke, Isiah Lancaster and Dalton Livesay. We received 2 awards: one for the high team game and the other for Peru Schools raising the most money! Thank you to all of our schools and staff for participating and your donations.

- Custodial and maintenance staff - thank you for all that you do. You do a great job and we appreciate you!
- Golden Baton

BP: Emma Long passed to Shawana Grund. She stated, "I choose to pass the golden baton to Shawna Grund. With all the nerves that came with my first-year teaching, Shawna was quick to put them at ease and make me feel welcomed at Blair Pointe. She answers all my questions, reassures me that I am doing a good job when I doubt myself, and always checks in on how my day was. She not only is a great mentor teacher, but she is a wonderful classroom teacher as well. The patience and grace that she shows her students day to day makes me strive to be a better teacher. She is an exceptional teacher, co-worker, and friend!"

PJHS: Lori Frye passed to Ann Martin. She stated, "Ann keeps the kids in check with their classes and work. She knows what the classes are doing and is able to help them and guide them. If there is any behavior that is questionable, she lets me know so I can pass it on or check it out myself. She has a sense of humor that she uses to make the kids laugh or just smile. Ann organizes our pitch-ins by making sure we have all the necessary items and has a sign-up sheet available. We have had the most laughs when the kids or sometimes staff are just not quite sure which one of us they are talking to. HA!! Thanks, Ann for taking care of our kids."

B. BOARD MEMBER - no comments

VIII. ADJOURNMENT

With no further business to discuss, Mr. Ellis moved to adjourn the meeting at 9:20 p.m. unanimously approved.

Secretary,

Charles Wagner

/dc