

February 19, 2024

The regular meeting of the Board of School Trustees was called to order at 6:37 p.m. by Dr. Quin. Dr. Quin led the board and audience in the Pledge of Allegiance. All board members were present.

On motion by Mr. Wolfe, seconded by Dr. Rogers, the board approved the agenda 7-0 with the following additions. IV.D.9&10, IV.F.8, V.F.2.

On motion by Dr. Rogers, seconded by Ms. Justice, the board approved the minutes from January 8th 7-0.

I. PUBLIC COMMENT

II. CELEBRATIONS - Dr. Cole showed a celebration slide show of a variety of positive staff actions from the past month.

III. PROGRAM

A & B BARTON & COE - Brian Bohlender from Barton and Coe reviewed the bid proposals for the High School stadium renovations. Shawnee Construction & Engineering, Inc was awarded the bid for \$2,016,355.00 from the 2022 bond. He then reviewed the Dant Clayton proposal for the new grandstands and press installation for \$1,000,500.

On motion by Mr. Wolfe, seconded by Ms. Justice, the Board voted 7-0 to approve the starting of the purchasing of materials and installation of the grandstands and press box.

C. CONTRACTED SERVICE AGREEMENT & FUND MONITORING REPORT - Dr. Cole introduced Dr. Brandon Penrod from EES Innovation. Dr. Penrod will be performing Chief Financial Officer services for Peru Community Schools. Dr. Cole reviewed the contracted service agreement between EES Innovation and Peru Community Schools with the board.

On motion by Ms. Justice, seconded by Mr. Wolfe, the board voted 7-0 to approve the contracted service agreement between EES Innovation and Peru Community Schools.

Dr. Penrod reviewed the monthly fund monitoring report. Questions were asked and answered.

On motion by Ms. Justice, seconded by Dr. Rogers, the board voted 7-0 to approve the monthly fund monitoring report.

D. PARKVIEW MOU - Cindy Merrick reviewed the MOU between Parkview Hospital and Peru Community Schools. She explained how beneficial this would be for our student interns. She answered the board members' questions.

On motion by Mr. Wolfe, seconded by Dr. Rogers, the board voted 6-0-1, Dr. Quin abstained, to approve the MOU between Parkview Hospital and Peru Community Schools.

E. FBIA PRESENTATION - Cindy Merrick presented information and asked for approval to take 5 students and 1 sponsor to the Future Business Leaders of America conference at Horizon Convention Center in Muncie, In. on March 15-17, 2024. She explained students cover their cost with fundraising and the rate for the sponsor is \$522.00.

On motion by Mr. Mullett, seconded by Mr. Wolfe, the Board unanimously approved the 5 students and 1 sponsor to attend the Future Business Leaders of America conference. 7-0.

F. EF TOURS - Mary Yates presented information asking for approval to take students on an EF tour in 2026 over spring break to Paris, Normandy, and London for 8 days at no cost to district, for 20 to 30 students and chaperones. The cost is \$3,965.00. It's spread out over 24 payments.

On motion by Mr. Beattie, seconded by Ms. Justice, the board voted 7-0 to approve the trip as presented.

G. 4-C HEALTH - Dr. Cole reviewed the services 4-C has provided in the school district for students.

H. BUS DRIVER PHYSICAL FEES - There was discussion on reimbursement up to \$100.00 for bus drivers CDL physicals. At the time a bus driver turns in their physical for reimbursement they will sign a repayment agreement if they leave the school corporation. This will be decided year by year if there is funding in the budget.

On motion by Dr. Rogers, seconded by Mr. Beattie, the board voted 7-0 to approve the reimbursement of up to \$100.00 for bus drivers CDL physicals for this school year.

I. BUS CORRECTIVE ACTION - Ron Potts presented a request for approval to get a purchase order for 2 white buses \$277,616.00.

On motion by Dr. Rogers, seconded by Mr. Hoover, the board approved 6-0-1 Ms. Justice abstained, to get the purchase order for a lease for 2 white buses at \$277,616.00.

Mr. Potts also requested approval of Tiger 3 bus repairs \$15,000 to \$16,000 for transmission and engine repairs.

On motion by Mr. Beattie, seconded by Dr. Rogers, the board approved to accept the least expensive of the two bids for the Tiger 3 bus repairs.

J. NEOLA ADMINISTRATIVE GUIDELINES - Dr. Cole reviewed the following NEOLA administrative guidelines.

Students

AG5200 - Attendance

K. NEOLA POLICY SECOND/ADOPTION READING - Dr. Cole reviewed the following policies for a second/adoption reading.

Administration

po1630.01 Family & Medical Leaves of Absence ("FMLA')

Professional Staff

po3430.01 Family & Medical Leaves of Absence ("FMLA")

Support Staff

po4430.01 Family & Medical Leaves of Absence ("FMLA")

On motion by Ms. Justice, seconded by Mr. Hoover, the board voted 7-0 to approve the second/adoption reading of the NEOLA policies.

L. INSURANCE POLICY - Dr. Cole presented the Peru Community Schools insurance policy. The coverages and premium were presented.

On motion by Mr. Beattie, seconded by Ms. Justice, the board approved the insurance policy coverage and premium for Peru Community Schools 7-0.

IV. PERSONEL

A. RECOMMENDATION FOR NEW POSITIONS

1. Keys Assistant Principal (retro)
2. New Office Position
3. Athletic Director Assistant (parttime position, start SY25)
4. Literacy Cadre Coach

Dr. Cole explained each job position. There were clarifying questions for the AD assistant salary. Dr. Cole stated she just met with all office staff members to determine areas of need and will have an official job description in March 2024.

On motion by Ms. Justice, seconded by Mr. Wolfe, the board voted 4-0-3, Dr. Rogers, Mr. Mullett, Mr. Beattie abstained to approve the 4 new positions.

B. RECOMMENDATION FOR CERTIFIED/ADMINISTRATIVE POSITIONS/TRANSFERS

1. Chris Snyder - Keys assistant principal
2. Brenda Marks - Adult Education teacher (pending grant funding)

On motion by Dr. Rogers, seconded by Mr. Hoover, the board voted 7-0 to approve the recommendation for certified/administrative positions/transfers.

C. RECOMMENDATION FOR CLASSIFIED POSITIONS

1. Permission to advertise for summer custodial help (7) and summer maintenance help (2) - current classified staff receive preference.
2. Permission to advertise for summer school reading aide positions.
3. Amy Lunceford - Blair Pointe SE aide. (retro to start date 1-18-24)

On motion by Mr. Mullett, seconded by Ms. Justice, the board voted 7-0 to approve the recommendation for classified staff.

D. RECOMMENDATION FOR EXTRA-CURRICULAR POSITIONS

1. Jacob Loftus - volunteer varsity boys baseball coach
2. Torion'Ja Forrest - varsity assistant girls track coach
3. Caleb Bragg - JH head (lay) coed soccer coach
4. Caleb Stachler - JH assistant (lay) coed soccer coach
5. Kaitlin Doyle - JH volunteer (lay) coed soccer coach
6. Brian Hannigan - JH volunteer assistant (lay) coed soccer coach
7. Rich Ashley - JH volunteer assistant (lay) coed soccer coach
8. Braden Cole - JH assistant (lay) girls softball coach. (pending background check)
9. Donald Fuller - JH volunteer assistant (lay) girls track coach.
10. Ethan Hyde - Varsity assistant (lay) girls tennis coach.

On motion by Ms. Justice, seconded by Dr. Rogers, the board voted 7-0 to approve the recommendation for extra-curricular positions.

E. RECOMMENDATION FOR KITCHEN SUBS/TRANSPORTATION SUBS

1. Aliyah Scott - PJSH, Elmwood, Blair Pointe (pending background check)
2. Rose Opp - PJSH, Elmwood, Blair Pointe (pending background check)
3. Susan Maggart - PJSH, Elmwood, Blair Pointe
4. Rylee Williams - Bus monitor

On motion Mr. Beattie, seconded by Ms. Justice the board voted 7-0 to approve the recommendation for kitchen subs/transportation subs.

F. RESIGNATIONS/RETIREMENTS/SUSPENSIONS/TERMINATIONS

1. Melany Smith - resignation Elmwood aide.
2. Jo Enyeart - retire from Elmwood as an instructional assistant at end of 2023-2024 school year.
3. Emma McBride - resignation as summer reading program coordinator.
4. Brooklyn Shaffer - resignation as summer reading program coordinator
5. Mary Munger - resignation as bus monitor
6. Eldon Poppe - resignation as BP special education aide.
7. Employee # 629992 - terminated as special education aide.
8. Oliva LaBare - resignation as Elmwood aide, added as sub.

On motion by Ms. Justice, seconded by Mr. Hoover, the board voted 7-0 to approve the resignations/retirements/suspensions/terminations.

G. SEPRATION AGREEMENT - Motion to approve resignation effective 6-30-24 and separation agreement for Dan Durrwachter.

On motion by Dr. Rogers, seconded by Ms. Justice, the board approved the resignation of Dan Durrwachter effective 6-30-24 and the separation agreement. 6-0-1, Mr. Mullet abstained.

H. Masters Degree Completion

1. Meagan Robson - completed her master's degree. \$1,000 ECA for master's degree. Approval for a prorated amount of \$508.11 as an adjusted rate for completing in the middle of the school year.

On motion by Dr. Rogers, seconded by Ms. Justice, the board voted 7-0 to approve the prorated amount of \$508.11 for Meagan Robson master's degree.

I. IUK STUDENT TEACHER

1. Brynn Miller - placed with Mrs. Sipe (SE) at Blair Pointe on Thursdays. Informational item.

J. BEREAVEMENT DAYS - Dr. Cole will review Terry Wray's request for 2 additional bereavement days to equal a total of 40 hours.

On motion by Mr. Mullett, seconded by Mr. Wolfe, the board voted 7-0 to approve the 2 additional bereavement days to equal 40 hours total for Terry Wray.

K. LEAVE OF ABSENCE REQUEST - Dave Moon requested for approval of leave for 1 year (January 3, 2024 - December 31, 2024).

On motion by Dr. Rogers, seconded by Mr. Mullett, the board approved a 1-year leave (January 3, 2024-December 31, 2024) with no pay, no accrual of benefits, no vacation and no sick time accumulated for Dave Moon with a vote of 7-

L. REQUEST TO ATTEND CONFERENCE

1. TitleCon 2024: The Student Behind the Funding - April 10-11, 2024 - Embassy Suites in Plainfield, IN.

- Alicia Cross, Tara Enyeart - Requesting food (4 meals x 2 people) hotel (Holiday Inn Express 2 people \$154.00 with taxes and fees) per night. Mileage.

On motion by Mr. Wolfe, seconded by Mr. Mullett the board voted 7-0 to approve Alica Cross and Tara Enyeart to attend the TitleCon conference.

M. RECOMMENDATION FOR ADMINISTRATION CONTRACT RENEWALS - Dr. Cole recommended contract renewals for the administration.

2023-2025 (July 1, 2023 - June 30, 2025)

1. Kristi Eddy - \$91,099.65
2. Jessica Jones - \$69,752.00
3. Colin Quin - \$86,918.50
4. Pat Polk - \$86,483.00
5. Clint Mathews - \$83,354.50
6. Chris Snyder - \$81,320.15
7. Katie Sims - \$80,381.45

2024-2025 (July 1, 2024-June 30, 2025)

1. Rob Martin - \$81,000.00

On motion by Ms. Justice, seconded by Mr. Hoover the board voted 3-2-2, Mr. Beattie, Mr. Mullett voted no. Mr. Quin, Mr. Wolfe abstained.

Mr. Beattie made a motion to amend to a \$4,000 raise increase for all administrators. Mr. Wolfe seconded the motion. There was discussion that everyone's salary would need to be refigured if they gave everyone a \$4,000 increase. After discussion if the amounts could be increased by \$4,000 it was decided to go into closed session so as not to discuss individual employees' financial information.

Dr. Rogers made a motion at 8:20 pm to adjourn to executive session for administration contracts discussion.

At 8:32 pm the public meeting was resumed. Dr. Cole recommended continuing with the original motion to approve the administrative contracts as stated in the contracts.

On motion by Ms. Justice, seconded by Dr. Rogers, the board voted 4-2-1, Mr. Beattie, Mr. Mullett voted no, Mr. Wolfe abstained to approve the administrative contracts.

V. BUSINESS

A. EARLY LITERACY ACHIEVEMENT GRANT RESOLUTION - Dr. Cole

explained how the Early Literacy Grant was divided between the staff. The grant total is \$14,091.03. The amount was split equally (\$193.03 raw stipend, FICA, TRF, and PERF will be taken out) between 44 teachers and 30 aides in grades K-3.

On motion by Ms. Justice, seconded by Mr. Wolfe, the board voted 7-0 to approve the Early Literacy Achievement Grant Resolution.

B. HIGH SCHOOL ATHLETIC DRUG TESTING - DISA Global Solutions, Inc will be the district on-site collection and randomization company and Indiana Testing Inc will be for lab testing for the athletic drug testing. \$3,600.

- C. SMART SCREENS - Dr. Cole reviewed the purchase of 61 smart screens for Elmwood, Blair Pointe and Junior Senior High using a Co-op Vendor Smarts. Total cost \$295,849.00

Screens - \$222,649.00
Electrical - \$24,400.00
Mount - \$48,800.00

Pending ESSER III approval for Elmwood.

On motion by Dr. Rogers, seconded by Ms. Justice, the board voted 7-0 to approve the purchase of 61 smart screens.

- D. CERES SOLUTIONS - Dr. Cole asked for approval for sole source vendor Ceres Solutions for our fuel, student transportation as well as food service delivery, and maintenance vehicles.

On motion by Mr. Mullett, seconded by Ms. Justice to approve the sole source of Ceres Solutions for fuel, student transportation as well as food service delivery, and maintenance vehicles. 7-0.

E. Donations

1. \$500.00 - to HS baseball for general use from Bellar Construction Management
2. \$500.00 - to HS boys golf for general use from Bellar Construction Management
3. \$1,000.00 - to athletic department from anonymous
4. \$1,000.00 - to athletic department from anonymous
5. \$500.00 - to HS baseball for general use from Bellar Construction Management
6. \$60.00 (4 ½ bushels of apples) - to HS Family and Consumer Science classes to make apple pies
7. \$400.00 - to HS special education classes from Northern Indiana Community Foundation INC, Kyle Comerford mental health fund
8. \$200.00 - to Elmwood Book-It from Beacon Credit Union
9. \$1,996.25 - to special education classes for general use from Knights of Columbus
10. \$400.00 - to Mrs. Unger's special education preschool (\$200.00) and Mrs. Roush's special education preschool (\$200.00) from Northern Indiana Community Foundation INC, Kyle Comerford mental health fund

On motion by Dr. Rogers, seconded by Ms. Justice, the board approved the donations 7-0.

- F. FACILITY USE REQUESTS - **All requests will be subject to approvals, changes, and requirements for Covid-19 from MCHD and/or ISHD. **

1. Tiger North Athletic Complex - Junior Achievement Annual Car Show - August 24, 2024. Request asks for fees to be waived.
2. Tiger North Athletic Complex - Story Church Egg Drop - March 16, 2024, Rain Date March 23, 2024. 12:00 pm to 3:00 pm.

On motion by Dr. Rogers, seconded by Mr. Beattie, the board voted 7-0 to approve the facility use requests.

- G. LAWNCARE RFP - Dr. Cole recommended accepting lawn care bids for just mowing, just fertilization and mowing and fertilization combined.

On motion by Ms. Justice, seconded by Dr. Rogers, the board voted 7-0 to approve the recommendation to accept lawn care bids for just mowing, just fertilization and mowing and fertilization combined.

VI. FINANCIAL/BUDGET

- A. AFFIDAVIT FOR PAYMENT FOR BOND - Authorization to replace Mr. Durrwachter name to Dr. Cole on the Bond Series 2022 with Bank of New York Mellon.

On motion by Dr. Rogers, seconded by Mr. Hoover the board voted 7-0 to approve the authorization to replace Mr. Durrwachter name to Dr. Cole on the Bond Series 2022 with Bank of New York Mellon.

- B. BANK RECOMMENDATION - Tabled until next month to receive a third response from a bank.

On motion by Dr. Rogers, seconded by Mr. Hoover, the board voted 7-0 to table the bank recommendation till March 2024.

- C. CROSSROADS BANK SIGNATURES - Dr. Cole asked for approval to add current administrators as authorized bank signers for Crossroad Bank. Dr. Cole to replace Mr. Durrwachter on Crossroad Bank account.

On motion by Dr. Rogers, seconded by Ms. Justice the board approved the Crossroad bank signatures and Dr. Cole to replace Mr. Durrwachter on Crossroad Bank account. 7-0

- D. KITCHEN CO-OP AGREEMENT - Dr. Cole reviewed the agreement with HPS.

On motion by Ms. Justice, seconded by Mr. Hoover, the board voted 7-0 to approve the kitchen co-op agreement with HPS.

Mr. Wolfe left the meeting at 8:51 pm.

- E. CLAIMS - Dr. Cole presented and reviewed the claims for Board approval. Questions were asked and answered. Ms. Rusie was also able to answer a few specific questions regarding the elevator payments.

On motion by Dr. Rogers, seconded by Ms. Justice, the Board approved the claims by a vote of 5-0-1, Dr. Quin abstained as follows:

AP SUMMARY

EDUCATION FUND	193,267.94
OPERATING FUND	97,622.18
SCHOOL LUNCH FUND	33,718.39
INSURANCE WELLNESS CLINIC	6.00
REIMBURSEABLE FUND	61,901.14
HIGH ABILITY GRANT	1,192.56
TITLE I 23/24	578.67
PARENT NURTURING PROGRAM	499.44
TITLE IV-A SAFE & DRUG FREE	40.57
TITLE VIB RLIS FFY 21-23	1,740.58
ESSER III	12,349.72
TOTAL	402,917.19

PR SUMMARY

EDUCATION FUND	5,694.63
OPERATING FUND	332.33
FRINGE BENEFITS	319,331.43
TOTAL	325,358.39

- F. BANK CD - Dr. Cole recommended Crossroad Bank for the CD. The rate is 4.99 % for a 12-month CD.

On motion by Dr. Rogers, seconded by Ms. Justice, the board approved changing the CD from First Farmers Bank to Crossroads Bank 6-0.

- G. FORM 9 - Dr. Cole reviewed form 9.

H. RESOLUTION FOR BOARD COMPENSTATON - Dr. Cole recommended the updated ISBA board member rates in 2024 to \$150.00 per meeting established by board resolution and special meetings, executive sessions, and committee meetings at a rate of \$75.00 per meeting retroactive to January 1, 2024.

On motion by Ms. Justice, seconded by Dr. Rogers, the board voted 4-1-1, Mr. Hoover voted no, Mr. Beattie abstained to approve the resolution for board compensation.

VII. BOARD AND ADMINISTRATOR COMMENTS

Dr. Quin thanked the finance ladies for all they have done.

VIII. ADJOURNMENT

With no further business to discuss, Dr. Rogers motioned to adjourn the meeting at 9:00 p.m.

Secretary,

Brittany Justice