

March 14, 2016

The regular meeting of the Board of School Trustees was called to order at 6:38 p.m. by Mrs. Shuey. Mrs. Shuey led the Board and audience in the Pledge of Allegiance. All Board members were present. Also present were Mr. Watkins, Mr. Hanson, Mr. Hall, Mrs. Minard, Mr. Cary, Mr. Miller, Mr. Hobbs and the wrestling team, Dr. Gornto and the PHS swing choir, Mr. Marrakchi and four ASL students, Ms. Rusie, several parents, and local news media representatives.

On motion by Mr. Stanton, seconded by Mr. Comerford, the Board unanimously approved the public agenda, the memorandum of February 8, and the personnel report.

PERSONNEL

A. RESIGNATIONS/RETIREMENTS/TERMINATIONS

1. Jolene Jorgensen - retirement - elementary teacher, effective end of the 2015-16 school year
2. Jo Touloukian - resignation as athletic concessions manager, effective end of 2015-16 school year
3. Cody Siblisk - resignation as assistant track coach, effective immediately

B. LEAVES - no business

C. RECOMMENDATION FOR CERTIFIED POSITIONS

1. Leslie Elson - voluntary transfer from Academy teacher at Blair Pointe to first grade teacher
2. Permission to hire Blair Pointe Academy teacher when interviews are completed, anticipated employment to begin as soon as possible.

D. RECOMMENDATION FOR CLASSIFIED POSITIONS

1. Caroline Beale - sub bus monitor
2. Melissa Sylvain - sub bus monitor and Tiger bus driver
3. Amy Walker - sub bus monitor and Tiger bus driver

E. RECOMMENDATION FOR EXTRA-CURRICULAR POSITIONS

1. Melissa Phillips - Tigerettes coach
2. Mike Herrell - PHS varsity assistant track coach
3. Laura Prescott - part-time athletic trainer
4. Greg Badry - part-time athletic trainer
5. Tricia Sederholm - PJHS soccer head coach
6. Gerald Pryzbyszewski - PJHS volunteer soccer coach
7. Luke Labare - PJHS volunteer soccer coach
8. Merideth Pauley - PJHS volunteer soccer coach
9. Kelsey Lilla- PJHS volunteer soccer coach
10. Ashley Lemp - PJHS volunteer soccer coach
11. Craig Sederholm - PJHS volunteer soccer coach
12. Julie King - PJHS volunteer soccer coach
13. Mallory Beaty - PJHS volunteer soccer coach
14. Chris Makowski - PJHS volunteer track coach
15. Brad Townsend - PJHS head baseball (lay) coach
16. Jeff Dicken - PJHS assistant baseball (lay) coach
17. Dennis Leffler - varsity softball volunteer coach
18. Christy Overdorf - varsity softball volunteer coach
19. Lily Badger - varsity softball volunteer coach

F. REQUEST FOR CONFERENCE - no business.

G. DONATIONS

1. \$250 - PHS Swing Choir NYC trip - Hometown Federal Credit Union
2. \$250 - PHS Swing Choir NYC trip - Family Optometry of Peru
3. \$250 - PHS Swing Choir NYC trip - Dr. David Zandi, DDS
4. \$250 - PHS Swing Choir NYC trip - Flowers Leedy Funeral Home
5. \$250 - PHS Swing Choir NYC trip - Lillian's
6. \$100 - PHS Swing Choir NYC trip - Precision Autotech
7. \$100 - PHS Swing Choir NYC trip - Tom Gustin
8. \$1,000 - PHS art department - anonymous
9. memorial donations - Peru athletic department

- I. PUBLIC COMMENT - no comments.
- II. RECOGNITIONS - Mr. Watkins acknowledged and congratulated the wrestling team. He stated they are the Black and Gold standards for Peru Community Schools. They do it the right way. He stated wrestling program has had many accolades for the past several years. Mr. Watkins introduced each wrestler. Coach Hobbs handed out the Black and Gold certificates. The Board was given a handout summarizing the 2015-16 20-6 season. Mrs. Shuey addressed the parents stating they were appreciated as well for their support of the students and athletic program.

The PHS Swing Choir performed the song they performed at State Ensemble, "Ain'a That Good News". Dr. Gornto stated they received a gold at district and at the state level. He stated the choir has had a great year. They have performed at over 40 events in Peru and the surrounding communities. He stated six audition tapes were submitted before the choir was accepted to sing in the National Youth Choir. They have been very busy preparing music for their various performances, competition, and for the NYC trip which includes six songs of a college level repertoire. He noted about 75% of the funds have been raised for the trip which is costing approximately \$1,300 per student. He stated the students had to raise more than 50% of their expense for the trip to Carnegie Hall April 29-May 2 before he reached out to the community and businesses for their financial support. Mr. Watkins stated the program and support are fantastic. But those couldn't happen without the proper person involved with the program. He thanked Dr. Gornto for his efforts. He added he is just as proud of the choir's state accomplishment as the athletic and academic teams and their accomplishments.

- III. PROGRAM
- A. AMERICAN SIGN LANGUAGE PRESENTATION - Mr. Cary introduced Mr. Nouri Marrakchi, ASL teacher, to talk about the new sign language class. Four students were also present to share their class experience. Mr. Marrakchi stated (through his interpreter) this is his first year teaching and he is excited about the opportunity. He noted he has had about 250 students in the three terms of the school year. He is excited about the students' motivation. He explained ASL 1 focuses on introduction, living arrangements, and families. The second part of ASL 1 focuses on classifiers and facial expressions. They do use a book, Signing Naturally. He stated the students do not like the book, but it does come with a DVD which helps the students practice with someone other than himself. He did note one of his class policies is no talking in class. He said a goal is to expand the program and bring in another deaf teacher and offer four different levels of ASL! One of the students said the first assignment was to learn the alphabet. He noted this language is much easier than a foreign language because you can read body language as well as use gestures. He said an added plus is his sister is taking the class so they have been able to 'talk' in noisy places or 'talk' in class without getting in trouble! He noted being deaf is not a handicap. It is a different life style. He has enjoyed learning about the deaf culture. One of the girls stated she has more understanding and is less judgmental now of others who have difficulty communicating. She said she is a senior and would like to minor in sign language in college and be an interpreter. Another student said she could not talk until she was six and used sign language. She said unfortunately she forgot most of it but is comfortable now as it is coming back to her. She added it gives her comfort to know if she would lose her hearing she would still be able to communicate. She said the class is fun. She said her mom is a server and sometimes has customers who are deaf. She has taught her mom some signs which has given her mom confidence in communicating with her customers. Mr. Marrakchi said Blair Pointe asked if he would bring one of his classes to the school and sign with the students. He stated he would also like to take a class to Indiana School for Deaf to see that environment. He also said he is interested in having a Deaf World Day at PHS next year which would be a full day of no students or staff members

talking and just signing to communicate. He said this could be a student led project. He thanked the Board for their time and support of the class. Mr. Hall asked why is it called interpreting instead of translation. Mr. Marrakchi said interpreting is where a person facilitates the translation, where translation is only written language. Mr. Hanson reminded the Board Mr. Marrakchi is new to the community. He is from Denver, CO. Mr. Watkins stated Mr. Cary and Mr. Hanson were instrumental in bringing Mr. Marrakchi to Peru. He added this is a wonderful opportunity for our students and is looking forward to expanding the program to ASL 2 next year.

- B. GRADUATION CREDIT REQUIREMENT - Mr. Cary shared with the Board the state is making some changes to high school diplomas. He stated with the high school making the transition to semesters next year, this will be a good time to review the credit requirements for PHS graduates. The state currently requires 47 credits for an academic honors diploma with certain requirements to receive that diploma. The requirements for the Core 40 and general diploma are 40 credits. He informed the Board the state is considering changing to three separate diplomas with credit requirements of 48, 44, and 40. He said they are still negotiating on what they are going to call the diplomas. He said we require more credits than the state does for graduation. He feels this would be a good time to adjust our credit requirement as the state makes changes. He said this will also help students who are transferring in be able to meet the graduation requirement. He said he will request at the April meeting we simply do away with our requirement and adopt the state requirement. In so doing, we will not have to make additional changes when the state makes changes. He felt this was best for the students as we have lost students to schools that require fewer credits to graduate. Mr. Hanson added this will help students with extenuating circumstances which a committee evaluates on an individual basis. He stated the information they received from the state a couple days ago was the third draft and it will most likely change again. Mr. Cary also stated the student handbook committee is meeting for changes to next year's handbook. It will be stated in the handbook that no student will graduate from PHS before December of their senior year. Mr. Comerford asked how will we address that we are 'dumming down' our requirements. Mr. Cary stated that is a hard one to address. He said he would put our curriculum and kids against anybody. He said the lower requirements target a specific group and feels we are giving them self esteem and opportunity to graduate. It will not affect the students earning the honors diploma as there are specific classes they need to take to receive that diploma. He stated he will request approval at the April meeting.
- C. SUMMER SCHOOL PROPOSAL - Mr. Hanson reviewed the proposal for the 2016 summer school program. He noted the state has changed the reimbursement funding for categories 1, 2, and 3 to 105% where as in the past it was only category 1 which was only high school credit. He will send an estimated spending report to the state by April 1. The state will put together an appropriation and then let the schools know what funding is available. Mr. Hanson recommended continuing the Blair Pointe IREAD class, Elmwood Reading Program, Jump Start for grades 3-8, G/T programs, and increase credit opportunities at PHS. He noted the documents the Board received Thursday explain the details and estimated budget which are similar to 2015. He noted Mr. Hall has appropriated \$70,000 in the general fund for summer school. He said if we hired all positions to fill all classes, which we haven't done in years past because we haven't had enough student numbers to do so, we will be ok. He noted Mr. Frye has set aside some dollars in the Title I budget for the summer reading program to offset what we are not reimbursed. Reimbursement is figured at the ratio of 1:15. Our goal is to have a ratio of 1:10 for the summer reading program. Mr. Hanson stated IRead, Elmwood summer

reading, and the high school classes will begin May 31. IRead will be three weeks. The summer reading program will be three days a week through July 21. JumpStart will be from July 21 through August 3. Mr. Wolfe stated he was happy we are expanding the summer options at the high school. He asked what classes will be offered. Mr. Hanson suggested PE, health, English 9 and 10, Geometry, and Algebra II. He said 15 students need to sign up for a class for full state reimbursement. Mr. Cary stated the guidance department is looking at students to target and will be meeting with parents. The class offerings can be flexible. There could be online classes available too. Mr. Comerford made the motion to approve the summer school proposal, seconded by Mr. Stanton, unanimously approved.

- D. PJHS CURRICULAR CHANGES - Mr. Hanson said this is still a work in progress. He said our goal is to create a curriculum wheel where 7<sup>th</sup> graders will rotate every nine weeks in their three elective areas so they will have six elective experiences as a 7<sup>th</sup> grader and six elective experiences at an 8<sup>th</sup> grader. He said we have some licensing hurdles to deal with but that will not be a stumbling block. Mr. Hanson said at the jr. high age most students do not know what they want to do when they grow up, and we need to put as many opportunities in front of them as possible. He said he is excited about the four classes being recommended as they will strengthen the curriculum at PJHS. He noted we have several teachers with multiple licenses. He stated the titles are from the DOE curriculum guide. Exploring College and Careers will be an 18-week course to explore the students' personal goals, interests and aptitudes. The second elective class is Digital Citizenship which will prepare students to use computer technology in an effective and appropriate manner. The jr. high would also like to expand PLTW by adding a Science/Gateway class. The class would be 18 weeks long and be divided into two nine-week courses: Magic of Electrons and Medical Detectives. Mr. Stanton made the motion to approve the summer school proposal, seconded by Ms. Rice, unanimously approved.
- E. NEOLA POLICIES SECOND READING - Mr. Watkins requested approval of the five policies reviewed at the February meeting.
- pol130 Administration - Conflict of Interest - new
  - po3113 Professional Staff - Conflict of Interest - new
  - po3120 Professional Staff - Employment of Professional Staff
  - po4113 Support Staff - Conflict of Interest - new
  - po4120 Classified Staff - Employment of Classified Staff
- Ms. Rice moved to approve the policies, seconded by Mr. Comerford. Mr. Comerford asked if when these policies are approved by the Board, do all the people who are affected by this know the changes and that they are to follow immediately. Mr. Watkins replied no. He stated once we are far enough along, they will be posted on our website and then we will do prep work with our staff. Most of these changes are state and federal changes we are simply updating. He noted a lot of it is updating language and not necessarily changing the way we will operate. The Board unanimously adopted the policies as presented.
- F. FIRST READING OF NEOLA BYLAWS - Mr. Watkins reviewed six policies as a first reading. He offered if the Board would like to have work sessions on these changes, he would be happy to schedule such. He reminded the Board the blue text is insertions and the red text is deletions.
- pol521 Administration - Personal Background Checks and Mandatory Reporting of Convictions and Arrests
  - po3120.04 Professional Staff - Employment of Substitutes,
  - po3120.08 Professional Staff - Employment of Personnel for Extra-curricular Activities - new
  - po3121 Professional Staff - Personal Background Checks and Mandatory Reporting of Convictions and Arrests
  - po4120.08 Support Staff - Employment of Personnel for Extra-curricular Activities - new
  - po4121 Classified Staff - Personal Background Checks and Mandatory Reporting of Convictions and Arrests.

IV. BUDGET

A. CLAIMS - Mr. Hall presented and reviewed claims. Mr. Comerford asked about the issue we had with the ceiling at Blair Pointe. Mr. Hall responded the ceiling collapse in the gym was a flaw from the original design of the building, not a result of the roof work recently completed. Mr. Comerford stated his point was he thought the current contractor would look at all aspects of the roof and supports for the project. Mr. Hall responded this was a unique situation. Mr. Stanton moved to approve the claims as presented, seconded by Mr. Comerford, unanimously approved.

GENERAL FUND	247,159.67
CAPITAL PROJECTS	110,258.77
TRANSPORTATION OPERATING FUND	8,306.70
TRANSPORTATION BUS REPLACEMENT	226.00
POST-RETIREMENT/SEVERANCE FUND	11,533.22
SCHOOL LUNCH FUND	85,793.32
INSURANCE WELLNESS CLINIC	10,450.00
DONATION/SPECIAL ED. TEACHERS	322.70
PBIS	262.06
PARENT/STUDENT ACTIVITIES FUND	267.32
COLLEGE SUCCESS COALITION	199.00
TITLE I 2015-16	2,491.83
PARENT NURTURING PROGRAM	776.43
TITLE II 2015-16	2,623.01
RURAL & LOW INCOME 2015-16	3,172.40
GROUP INSURANCE	15,752.70
ANNUITIES	45.46
RETIREEES-TERM LIFE INSURANCE	1,123.52
FRINGE BENEFITS	<u>523,628.15</u>
TOTAL	\$ 1,024,393.26

B. FUND MONITORING REPORT - Mr. Hall reviewed the fund monitoring report for the month of February stating it was a very unique month. He noted many stipends and retroactive pay raises were paid. As a result we have a deficit in operations of \$238,000. He stated he is not concerned because by the end of the year that will be cleared out and will not carry forward into the new year. He said there is good news with a surplus of \$31,00 in the school lunch fund. Mr. Stanton moved to approve the fund monitoring report, seconded by Mr. Wagner, unanimously approved.

C. RESOLUTION TO TRANSFER FROM SEVERANCE TO RAINY DAY FUND - Mr. Hall explained the severance debt fund had a purpose of paying off pension obligations we had in 2002. We retired all of that debt in January 2015. He stated we now have \$87,128.30 left in that fund and the fund no longer has a reason to exist. He recommended transferring that money to the Rainy Day fund. He stated the next step in this process would be to approve an additional appropriation to spend that same money out of the Rainy Day fund for transportation. He stated this will help make up some of the circuit breaker loss. Mr. Comerford moved to approve the request, seconded by Ms. Rice. Mr. Comerford asked Mr. Hall to explain how we arrived at a surplus. Mr. Hall replied it was an accumulative collection of taxes that came in two distributions at more than what we paid out. He said this recommendation actually came from the State Board of Accounts who does our audit. Dr. Quin asked why this money could not go into the general fund. Mr. Hall replied the code that is cited gives five different options. He noted this money could be transferred into the general fund. He stated ultimately it does not matter. The Board unanimously approved the resolution to transfer the balance of the Severance Bond Fund to the Rainy Day Fund. A copy of the resolution is in Supplementary Minute Book #14, page 38.

D. ADMINISTRATORS' PERFORMANCE GRANT STIPEND - Mr. Watkins stated the teachers received \$506.96 from the performance grant due to the RISE evaluation. He noted only teachers can be paid from the grant. Mr. Watkins stated he feels strongly the principals should receive the same amount as 20% of their evaluation is the school letter grade. He said this payment

has been a precedent the past two years. He recommended the Board approve paying the administrators the same \$506.96 stipend the teachers received. He noted this will be paid from the Title VI grant (retention and recruitment of teachers). Mr. Stanton, moved to approve the administrative stipend, seconded by Ms. Rice, unanimously approved.

## V. OPERATIONS AND TECHNOLOGY

### A. REQUESTS TO USE FACILITIES

1. PHS auditorium or team teaching room - Indiana State Police - "Below 100" multi-agency law enforcement training (mission is to reduce the line of duty deaths of police officers below 100 per year) - Wednesday, April 6 - 7:30 a.m. - 5:00 p.m. (this is during spring break)
2. PJHS, parking lot, practice football field, and track - YMCA Kids' Fair - annual request - Saturday, May 7 - 7:30 a.m. - 1:00 p.m. also Friday, May 6, for set-up after school until 6:00 p.m.
3. Tiger Den - 6<sup>th</sup> grade PAL volleyball practices on 16 various days in March and April (will coordinate schedule with athletic director) - team will be coached by Greg and Ellyn Badry
4. Tig-Arena - 6<sup>th</sup> grade PAL volleyball tournament on Sunday, April 17 - request no custodian as Mr. Badry, Ellyn Badry, and team parents will take care of cleaning
5. Tiger Den or elementary gyms - Amateur Athletic Union girls' basketball club - practice every Monday and Wednesday evening beginning March 28 through August 31 - 5:45 - 8:15 p.m. - John Cousins director
6. Tig-Arena - Peru Police Dept. vs Peru Fire Dept. Benefit basketball game - Friday, May 13 - 6:00 p.m. tip off - Possibly also sponsor pulled pork dinner prior to the game. Contact is Sgt. Raber.
7. Bengal Stadium track facility - EastPointe Bible Church - 4<sup>th</sup> annual Runner's Camp for children pre-school through 6<sup>th</sup> grade - June 6-10 - 7:00 a.m. - 1:00 p.m.
8. Portable bleachers (five sets) - Peru Circus City Festival parade - annual request - pick up bleachers on July 22 and return on July 24
9. PHS Auditorium - annual Candlelight Vigil - Miami County Child Abuse Prevention Council - Tuesday, April 19 - 6:00 - 7:30 p.m.

On motion by Mr. Comerford, seconded by Dr. Quin, the Board unanimously approved the request to use the facilities with a waiver of the facility rental charge.

- ### B. PERU ATHLETICS SITE IRRIGATION QUOTES - Mr. Hall shared a diagram of the athletic complex. He stated the quotes for the irrigation of the 21-acre athletic fields were quoted into three areas: electrical, well, and irrigation. He recommended the Board approve Kari Vilamaa's recommendation to award the projects to Pfister Sprinkler Systems, Inc. in Roanoke for \$123,442.54 for the irrigation system, electrical work, and football irrigation system and to Moss Well Drilling in Galveston for \$27,850 for the well work. He noted there will be three contractors on the site (Bowyer will be doing ground work that was previously approved) that our engineer will have to coordinate. Mr. Comerford asked if there are any time penalties if they hold up another contractor. Mr. Hall replied there is no dollar penalty but they do know they have to be finished by the end of August so grass can be growing so we can play in the spring. Mr. Stanton moved to approve the recommendations, seconded by Mr. Comerford, unanimously approved.

Mr. Hall stated next month the Board will have a recommendation of quotes for the rebidding of boilers. He stated a large boiler at Elmwood is being taken out and being replaced with a condensing boiler that will take moisture out of the air in the building during the summer. He stated last week we had an issue at PJHS in the store room of the kitchen. It was discovered the hissing sound was coming from corroded

plumbing which is buried in the floor. He stated he is making the Board aware this will be an expensive repair as there will be additional plumbing issues due to the age of the plumbing.

VI. BOARD AND ADMINISTRATION COMMENTS

- A. SUPERINTENDENT - Mr. Watkins congratulated Avery Jackson and Eric Hobbs as being two of the five Miami County Lilly Scholarship finalists.

Mr. Watkins thanked Lori Badry for the Dr. Seuss birthday Read Across America day. She coordinated several community readers. It was a great event for our students.

Mr. Watkins thanked PHS and PJHS as they had the Peru Police Department 'donuts for seatbelts' and the random acts of kindness for blue at PJHS. He stated Ms. Spiker posted the story and picture on Facebook and it had over 41,000 hits!

Mr. Watkins stated the teachers at Elmwood put together a movie night. The high school Golden Guard helped with the evening. More than 200 students were in attendance and over \$1,000 was raised for a scholarship for a senior who attended Elmwood.

Mr. Watkins also thanked Mr. Enyeart and Mr. Hall for their efforts beyond the typical work day. Mr. Watkins stated he does not know how we will ever replace Chuck Enyeart when the time comes. He is very knowledgeable and very hard working.

Mr. Watkins thanked the swing choir for their performance this evening.

Mr. Hanson stated on March 24 George Morris and he will be offering a public presentation on Cyber awareness. He noted this is a significant need in our community. He said we live in the digital age and don't realize how susceptible we are to hacking, identity theft, and no clue as to what kids are doing on their phones. He noted they will be giving software to the parents to help them. He said the presentation will be at 6:30 in the high school auditorium and is open to the public.

Mr. Hanson informed the Board IRead testing began today and continues through Wednesday. He said ISTEP part I went very well. Part II will be in mid April. He stated we are supposed to have the results by mid June.

Mr. Hanson also informed the Board Amber Harris-Reed will be at all of the buildings impersonating Dr. King's wife for Black History Month. She has done several impersonations over the past years.

Mr. Hanson also shared with the Board we will have a new ad at the Roxy theater. We are going from a 30 second video to a still image Roxy theater. He said the image is still a work in progress.

Mr. Watkins thanked Dan Herda and Mark Ramsey for their great media coverage.

Mr. Watkins also thanked Mr. Cary and Mr. Miller for hosting the meeting this evening.

Mr. Watkins noted the April 18 meeting is at Heartland Career Center. He thanked the Board for their patience and vision.

B. BOARD -

Mr. Wagner stated HCC will have their own pre-school in the building beginning this fall for their students with children. He noted Heartland will be building a small retirement home. He stated in the past two years they have received \$500,000 in grants.

Mrs. Shuey wished everyone a Happy Easter.

VII. ADJOURNMENT

With no further business to discuss, Mr. Stanton moved to adjourn the meeting at 8:20 p.m.

Secretary,

Tim Comerford

/mm