

April 10, 2017

The regular meeting of the Board of School Trustees was called to order at 6:30 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. Miller, Mr. Hunt, Mr. Black, Mr. Woodmansee, Mrs. Mongosa, several teachers, parents, and students, and a local news media representative.

On motion by Mr. Mullett, seconded by Mr. Comerford, the Board approved the public agenda as presented, the memorandum of March 13, and the personnel report by a 5-1-1 vote (Dr. Quin opposed, Ms. Rice abstained).

PERSONNEL

A. RESIGNATIONS/RETIREMENTS/TERMINATIONS

1. Crystal Stanley - resignation as attendance secretary at Blair Pointe, effective March 24, 2017
2. Stacey Burks - resignation as special education para pro at PHS, effective April 2, 2017
3. Alyssa McDowell - resignation as PJHS cheer coach, effective end of 2016-17 season (February 2017)
4. Jason Cary - resignation as PHS Principal and School Safety Coordinator, effective end of 2016-17 school year.
5. Lindsey Cary - resignation as PHS English teacher and Golden Guard sponsor, effective end of 2016-17 school year.
6. Ron Youngblood - resignation as classified representative of North Central Indiana School Insurance Consortium, effective March 15, 2017.

B. LEAVES - no requests

C. RECOMMENDATION FOR CERTIFIED POSITIONS

1. Nathan Patterson - PHS science/PLTW teacher (2017-18)
2. Summer School recommendations:
IREAD - Dennett Roettger
Elmwood summer reading - kdg: Stacy Makowski & Sheila Weeks; 1st grade: Jo Touloukian & Linda Godfroy; 2nd grade: Jennifer Hoover & Emily Truax; additional if needed: Peyton Engel & Mary Whitcomb; Administrators: Mr. Frye six days 6/20 - 6/29 (18 hours) & Mr. Badry seven days 7/5 - 7/20 (21 hours)

D. RECOMMENDATION FOR CLASSIFIED POSITIONS

1. Jacob Williams - part-time bus monitor
2. Greg Mullett - classified representative of North Central Indiana School Insurance Consortium
3. Summer School recommendations:
IREAD - Sandy Zak
Elmwood summer reading - Jo Enyeart, Laura Hughes, Mary Chumbley, Nilda Johnson, Mary Miller, & Elizabeth Humbarger; additional if needed: Amy Blankenship, Darlene Shank, Kim Fuqua, Samantha Ramirez, & Denise Walter

E. RECOMMENDATION FOR EXTRA-CURRICULAR POSITIONS

1. Sidney Fuller - PJHS assistant track (lay) coach (permission to hire an individual was granted at March meeting)
2. Kelly Berryman - PHS cheer coach
3. Request permission to hire PJHS cheer coach

F. REQUEST FOR CONFERENCE - no business

G. DONATIONS

1. \$466.98 - PHS Library - Psi Iota Xi
2. \$250 - PHS speech team general use - Psi Iota Xi
3. \$200 - PHS band and choir (\$100 each) - anonymous donor
4. \$750 - PHS band - Keller Mortuary Services

I. PUBLIC COMMENT - no comments

II. BLACK AND GOLD AWARDS/RECOGNITIONS - Mr. Watkins stated our Black and Gold awards are a way for the Board and himself to recognize our students and staff for outstanding accomplishments. Ms. Haley stated the band students had to get through district to compete at state competition. Ms. Haley stated she does not require the students to compete so these students have definitely gone Above and Beyond. The students received Black and Gold awards as State Band Solo/Ensemble winners.

Mr. Hobbs presented Black and Gold awards to the wrestling team. Mr. Watkins stated we do not take for granted the success of the wrestling program. Coach Hobbs noted various wrestlers won All Academic, Academic All State, State, and National Runner Up awards as well as the team winning conference and sectional. He added 13 of the 14 wrestled at regional. He also noted we had a state qualifier, Jordan Rader. Mr. Watkins extended special thanks to Coach Hobbs, Coach Fuller, Coach Worden, and Coach McKinney,

Mr. Watkins also recognized PJHS band and choir students for scores at Solo and Ensemble contest. He stated they all received a score within 1.5 points of a perfect score. The choir students brought home 24 gold and eight silver medal and band students brought home 35 gold and two silver medals. Every 8th grade band student brought home a gold medal! Mrs. Ellen Terry, PJHS band/choir director, distributed the awards.

Ms. Spiker surprised Mrs. Terry with a Tiger Pride award. Ms. Spiker stated she is a blessing, she builds program, kids accomplish more than they know they are capable of, and the kids do not want to leave the class. Ms. Spiker stated they have waiting lists for Mrs. Terry's classes.

Ms. Spiker also surprised Tricia Sederholm with a Tiger Pride award. She was awarded a Lilly Endowment Teacher Creativity Fellowship in the amount of \$12,000. She will be traveling to Mexico and Ecuador this summer to learn the language and culture. She is one of 100 educators among Indiana schools, including traditional public, charter, private, religious, and independent, to receive the grant. She stated since its inception in 1987, more than 2,900 fellowships have been awarded.

III. PROGRAM

A. PJHS PRESENTATION - Mrs. Terry shared some information about the Solo/Ensemble contest and had three students perform their pieces: Kiara Converse, Jaedyn Day, and Elizabeth Enyeart. Mrs. Terry thanked the Board for their continued support of the music program from 6th grade up.

Mrs. Sederholm and two students were present to share with the Board the expansion of the jr. high science program. The students used a forensic kit with various supplies. As the students took Mr. Watkins finger prints, Mrs. Sederholm stated State Police invited the class to their post to tour the crime lab. She stated some parts of the program are subjective (opinion) rather than objective (based on fact). She noted the part PLTW provides is vital signs, temperature, pulse rate, blood pressure, and outbreaks with diseases and how they are handled. She said the students also have a mystery illness where they have to choose a food-borne pathogen for each patient and their symptoms. The students also test senses. Another part of the class will be dissecting a cow's eye and sheep's brain. The students will also test their own DNA from swabbing their cheek. At semester's end they solve the murder mystery by running all their tests to find out who the murderer is. The students said they like the entire class, especially the hands-on activities, and will be taking the PLTW classes in high school. Ms. Spiker stated she could fill another class as the student interest has increased. Ms. Spiker thanked the Board for their support. The science rigor has increased significantly and is one of the more difficult

classes at PJHS. She noted the reading involved in the class is more difficult too. Mr. Watkins noted Mrs. Sederholm did have to have additional intense training to be able to teach this class.

- B. RECOMMENDATION FOR NEW PHS PRINCIPAL - Mr. Watkins stated it gave him great pleasure to recommend Mr. Frye as the new PHS Principal beginning with the 2017-18 school year. Mr. Frye stated this is his 27th year with PCS. Mr. Watkins stated Mr. Frye has been a teacher, coach, assistant principal at the high school, and principal at Elmwood. It is unique we can hire within and feels strongly he will do a fantastic job. Mr. Frye stated he truly wants to pursue this and appreciates the Board's support. Mr. Watkins recommended a 215-day, two-year contract at \$88,500. Mr. Mullett made the motion to approve the recommendation, seconded by Mr. Wolfe. Mrs. Shuey thanked the committee and noted we had excellent internal candidates. She added this will be a great partnership with Mr. Miller at the high school. The Board passed the recommendation by a vote of 6-1 (Ms. Rice abstained). The Board congratulated Mr. Frye.
- C. AFFILIATION AGREEMENT WITH BSU - Mr. Watkins informed the Board every ten years Ball State University is required to update their legal agreements with each of the educational entities which they partner in making clinical student placements (observations, practicums, and student teaching). He noted there are no substantive changes from the agreement signed in 2007. Mr. Watkins noted Mr. Downs reviewed the agreement. He recommended approval of the agreement so BSU can be compliant for their accreditation. On motion by Mr. Comerford, seconded by Mr. Wagner, the Board unanimously approved the agreement.
- D. SUBSTITUTE TEACHER STAFFING SERVICES - Mr. Hanson shared information about a service that will help fill out substitute teaching vacancies. He stated school corporations do not exist without substitute teachers. This year we have already had 1,777 substitutes. He noted we have had more vacancies this year than any other year. He stated this seems to be an issue at several schools. We are trying to find solutions to fill all the vacant positions. We are pulling aides, counselors, and teachers on their prep hours to cover vacancies. He stated Kelly Services is an outside agency with a local representative and offers the most complete package. Mr. Hanson stated the substitutes become their employees thus we do not have to adhere to the Affordable Care Act. They have a person who actually calls to fill vacancies the morning of an absence. He stated another company we spoke with is WillSub out of Michigan and EduStaff, a new company in Michigan. The companies do all the marketing, hiring, training, evaluations, and pay roll. Mr. Hanson stated he will be crunching numbers over the next month to see the costs. He noted he will make a recommendation whether to proceed with one of these companies or go another route to help secure more substitutes. He noted our overall fill rate percentage is 82.4%, one out of ten teacher absences is not filled. He noted we are looking at options to bank time for teachers who help during their prep time, pay retirees a higher rate, and ask administrators to monitor the absences. He reviewed his expectations of substitutes and stated we have three pay tiers. Dr. Quin asked if our subs would rollover. Mr. Hanson replied our current subs would rollover as employees of the company. Mr. Wolfe wondered if our pay rates are too low. Mr. Hanson stated we are regionally competitive. Mrs. Shuey asked if this would be an annual agreement if entered. Mr. Hanson stated the agreement would be on a one-year annual basis. Mrs. Shuey asked if anyone has questions to please contact Mr. Hanson before the May meeting.
- E. BOARD PARTICIPATION REPORT - Mr. Watkins stated we have a very active Board. He shared the first quarter participation report noting 101 hours were recorded for Board activity for the first quarter. A copy of the report is in the Supplementary Minute Book #14, page 61.

IV. BUDGET

A. CLAIMS - Mr. Hall presented and reviewed claims. A few questions were asked and explanations and clarifications given. Ms. Rice moved to approve the claims as presented, seconded by Mr. Comerford, unanimously approved.

GENERAL FUND	193,937.85
CAPITAL PROJECTS	74,158.15
TRANSPORTATION OPERATING FUND	6,635.77
TRANSPORTATION BUS REPLACEMENT	222.00
POST-RETIREMENT/SEVERANCE FUND	8,150.00
SCHOOL LUNCH FUND	60,621.32
TEXTBOOK RENTAL FUND	767.66
DONATION/SPECIAL ED. TEACHERS	174.68
PBIS	10,468.58
GIFTED TALENTED FUND 2016-17	728.06
CAREER TECHNICAL PERFORMANCE	743.75
TECHNOLOGY FUND	11,751.36
TITLE I 2016-17	2,888.65
PARENT NURTURING PROGRAM	370.53
TITLE II-A	106.22
GROUP INSURANCE	14,840.36
ANNUITIES	22.73
FRINGE BENEFITS	<u>406,707.94</u>
TOTAL	\$ 793,295.61

B. FUND MONITORING REPORT - Mr. Hall reviewed the fund monitoring report for the month of March. Mr. Hall stated the year to date result of operations for the general fund is a negative \$308,000. We were positive in January and February. He noted the negative is due to three payrolls in March. On the expenditure side we are slightly below what is expected. We will have some more revenue in July and November and December. Mr. Hall also noted the school lunch fund is at a negative \$24,000. He added we will be looking at the CEP program and other operational things to reduce costs. Mr. Comerford moved to approve the fund monitoring report, seconded by Mr. Wagner, unanimously approved.

C. BID RECOMMENDATION FOR NEW BUS - Mr. Hall informed the Board Central Indiana Educational Service Center took bus bids last fall. He stated the recommendation is to accept their bid from Kerlin Bus Sales and Leasing, Inc. for a 2018 Saf-T-Liner 81-passenger bus including cameras for \$86,001. We have a 15-year-old bus that will be sold for scrap. Mr. Wagner made a motion to approve the bid, seconded by Mr. Mullett. Mr. Comerford asked if there was anything of value our maintenance service could use that would be applicable before taking it to the scrap yard. Mr. Hall stated he would check into that. The Board unanimously approved the recommendation.

V. OPERATIONS AND TECHNOLOGY

A. REQUESTS TO USE FACILITIES

1. Portable bleachers (five sets) - Peru Circus City Festival parade - annual request - pick up bleachers on July 21 and return on July 23.
2. Blair Pointe café - Fantastic 4-H'ers - April 12, May 17, and June 7 from 6:00 - 7:00 p.m. - Chelsea Stover (BP teacher) is the club leader.
3. PHS Tig-Arena and Tiger Den - Circus City Club Volleyball tournaments - PAL club volleyball tournament on Sunday, April 23, and PAL end-of-season 6th grade and under tournament on Saturday, April 29 - bleacher seating not needed - requested by Katie Wyant, PHS varsity coach.

On motion by Dr. Quin, seconded by Ms. Rice, the Board unanimously approved the requests to use the facilities with a waiver of the facility rental charge.

B. WEST CITY PARK SOFTBALL AGREEMENT - Mr. Watkins requested the Board continue the agreement with the city of Peru to use West City Park for the high school and jr. high school 2017 softball season. Mr. Mullett moved to approve the agreement, seconded by Ms. Rice, approved by a vote of 6-1 (Dr. Quin abstained). Mr. Watkins and Mrs. Shuey thanked Dr. Quin for

his representation of Peru Schools on the Park Board. A copy of the signed agreement is in Supplementary Book #14, page 62.

- C. LAWN CARE RECOMMENDATION - Mrs. Shuey stated this was tabled at the March meeting, therefore, she asked for a motion and second to take the lawn recommendation off the table. Mr. Mullett so moved, seconded by Mr. Wagner, unanimously approved.

Mr. Hall clarified the Board is seeing an annual number for a prescribed number of cuttings. If the facility would not need to be mowed then the payment would be less. He recommended the low bid from Black's Lawn and Maintenance quote not to exceed \$37,400 for the athletic fields. Dr. Quin stated at the last meeting the athletic director was in favor of the bid that was slightly higher. Mr. Hall stated the athletic director advised he would be okay with either lawn care service for the new athletic complex. Mr. Mullett moved to approve the quote, seconded by Mr. Wagner, approved by a 6-1 vote (Dr. Quin opposed).

- D. ATHLETIC COMPLEX BID RECOMMENDATIONS - Mr. Watkins stated the phase II bids were opened last week. Mr. Watkins noted these bids will finish the football and soccer fields except for wiring the scoreboard. These bids will also finish the softball field. Bids were received from Bowyer Excavating and Davidson Excavating. The base bid is \$1,198,458 for Bowyer and \$1,372,621 for Davidson. Mr. Watkins noted the bids were higher than anticipated. He recommended the Board accept the Bowyer Excavating base bid. The alternate bid for Turf Reinforcement Mat is not recommended. Bowyer has agreed to a change order of a decrease near \$142,000, which will be finalized after the bid is awarded. Mr. Watkins stated phase III will finish the project using local contractors when possible via quotes. He stated we do have the funds through the bond issue to finish this project. Mr. Comerford motioned to approve the bid award, seconded by Mr. Wagner. Mr. Comerford asked if there is a penalty clause for not getting the project done in time. Mr. Woodmansee replied yes, \$1,000 per day for the soccer field and \$1,000 for the softball field as it has a later start date for their season. Mr. Comerford asked about the fewer number of companies bidding. Mr. Woodmansee responded six companies requested bids. He stated they were required to attend the pre-bid meeting. He stated he did not know why they decided not to bid the project. The Board approved the recommendation by a vote of 4-3 (Mr. Mullett, Dr. Quin, and Mr. Wolfe opposed).

VI. BOARD AND ADMINISTRATION COMMENTS

- A. SUPERINTENDENT - Mr. Watkins gave the Board a preview of IUK programming he is working on with Chancellor Susan Giesecke. They are working on securing a \$1,000 scholarship program for any Peru graduate who has been accepted to IUK and completes the 'to be decided' school requirements. He added Mr. Hanson is on board with this program. Mr. Watkins stated Chancellor Giesecke would like to see Peru be a model for the program. Mr. Watkins added this will be beneficial to IUK because their enrollment will increase, however, this will be beneficial to Peru students as well. Mr. Hanson stated this will be all encompassing and coincides and partnerships well with our Century 21 scholar program and the Work Ethic certificate program. He noted they came up with ten things in the preliminary meeting they would like our students to do. Mr. Hanson said our students already do all but one of those items! Mr. Watkins stated this also works hand in hand with our Promise Indiana 529 program. Mr. Watkins thanked Chancellor Susan Giesecke, Jason Cary, and Sarah Graham.

Mr. Watkins stated Mr. Hanson is also working with IUK Vice Chancellor Dr. Todd Gambill to include advanced dual credit course work (23 courses) at PHS for juniors and seniors as part of Distance Learning and dual credit. The cost will be \$108 a credit hour. He added he will work with Mr. Hall and

see if we can contribute to the cost. He noted Mrs. Graham is already targeting some of our students.

Mr. Watkins stated we are collaborating with Dukes Hospital for the 2017-18 school year to reintroduce our PHS internship program. Areas invited into are lab, facilities, dietary, culinary, medical records, nursing central supply, marketing, administration, and finance. He thanked Deb Close, Jason Cary, Cindy Merrick, Mr. Hanson, and Marcia.

Mr. Watkins acknowledged the spring varsity coaches and gave them a shout out: softball - Katie Wyant, baseball - Chuck Brimbury, boys' & girls' track - John Malone, girls' tennis - Mike Saine, and boys' golf - Clint Mathews.

Mr. Watkins stated the Peru Police Dept. visited all buildings last week as a community relations event. The officers greeted the students and parents and passed out cookies. Mr. Watkins extended his thanks to Chief Meeks and all the officers for their time and appreciate their support.

Mr. Watkins also stated PCS would like to express our condolences to our beloved long time bus driver Barney Hawkins and his family. Barney passed away on Monday, March 27, during spring break due to injuries in a car accident. He stated our continued thoughts and prayers are with Susie Hawkins. She is still in the hospital and has a long recovery ahead of her.

Good Friday is this Friday. Have a good Easter!!

Mr. Watkins thanked Coach Hobbs, Ms. Haley, Mrs. Terry, and Mrs. Sederholm. He also thanked the Board for their support.

B. BOARD - no comments.

VII. ADJOURNMENT

With no further business to discuss, Dr. Quin to adjourn the meeting at 7:50 p.m.

Secretary,

Tim Comerford

/mm