

April 15, 2013

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. Brimbury, Dr. Thompson, Mr. Hall, Mrs. Minard, Mr. Hanson, Mr. Cary, Mr. Frushour, Mr. Scott Thompson, Mrs. Fuller, Mrs. Mongosa, Mrs. Hopkins, Mrs. Reading, Mr. Stanfield, Mr. Morris, students, and a news media representative.

On motion by Mr. Maxwell, seconded by Mr. Stanton, the Board unanimously approved the agenda as amended, the memorandum of March 11, 2013, and the personnel report.

PERSONNEL

A. RESIGNATIONS/RETIREMENTS/TERMINATIONS

1. Kris Shaw - resignation as PHS secretary effective June 7, 2013

B. LEAVES - no business

C. RECOMMENDATION FOR CERTIFIED POSITIONS

1. Britney Greer - temporary contract as 3<sup>rd</sup> grade teacher - 3/15/13 through end of school year.
2. Patrick Redmon - extended temporary contract - PJHS Science through end of school year.

D. RECOMMENDATION FOR CLASSIFIED POSITIONS - no business

E. RECOMMENDATION FOR EXTRA-CURRICULAR POSITIONS

1. Jake Bockover - volunteer assistant baseball coach

F. REQUESTS TO ATTEND CONFERENCES - no business

G. REQUEST FOR FIELD TRIP - no business

H. DONATIONS

1. PHS girls' basketball program - \$250 anonymous donation for general use
2. PHS music department - \$150 anonymous donation for general use.

I. PUBLIC COMMENT - No comments

II. RECOGNITIONS

Mr. Brimbury and Mrs. Shuey presented a framed certificate of honor to Mr. Hanson, PHS Principal. The honor was from the State of Indiana stating the Indiana General Assembly presents a Senate Resolution honoring Peru Community Schools for being named to the College Board's 3<sup>rd</sup> Annual AP District Honor Roll. Mrs. Shuey read the resolution...

*Whereas* the College Board recently recognized schools with placement on the 3<sup>rd</sup> Annual AP District Honor Roll for simultaneously increasing access to Advanced Placement course work while increasing the percentage of students earning scores of 3 or higher on Advanced Placement Exams;

*Whereas* a total of 539 schools districts across the United States and Canada, including 21 school districts from Indiana, were recognized with placement on the Honor Roll;

*Whereas* Peru Community Schools are committed to excellence in academics, fine arts, and athletics and strive to provide students with the most opportunities for success possible. Inclusion on the College Board's AP District Honor Roll is an impressive accomplishment that deserves recognition.

Mr. Hanson stated he will be making a presentation to the teachers and students with this award. He added our teachers are a huge emphasis on our students. He noted the staff was striving for excellence not even aware there was an honor roll or award.

Mr. Brimbury congratulated the PJHS bands and Mrs. Ellen Terry. He informed the Board both the 7<sup>th</sup> grade and 8<sup>th</sup> grade bands received gold ratings by the judges for the three pieces each group performed at the recent ISSMA contest.

Mr. Brimbury informed the Board Mrs. Joey Kubesch gave the school corporation a You're Sensational: Cole Porter in the '20s, '40s, & '50s a Cole Porter Centennial Collection, Volume 2. Mr. Brimbury stated in her note she stated there is a second album and the book has been sold out by Indiana Historical Museum. She added "her mom is smiling down on the PHS Art Gallery."

### III. PROGRAM

A. SENIOR ACADEMIC HONORS TRIP AND INTERNSHIP PROGRAM - Mr. Hanson informed the Board 65 intern opportunities were filled with seniors and juniors participating in intern experiences outside of PHS with 95 businesses in the community. Mr. Hanson stated the high school also had about 100 internal internship positions filled. Some students had the opportunity to intern in more than one area. He stated Mrs. Cindy Merrick has done an awesome job with the program. Student Brodie Brooks stated he transferred to PHS his junior year because of the internship program opportunity. He loves the hands on experience the intern program offers. He stated he has learned a lot and has developed relationships from the elderly at Miller's Merry Manor to the young students at Elmwood School. Holly Garner interned at Miller's Merry Manor, with Dr. Krug, and at the probation office. She added it is a very good program and she had a great experience. She stated, "It is a better program than just getting out of school for half a day." Mr. Hanson stated the internship program will be offered next year however there will not be as many internal interns.

Mr. Hanson was pleased to inform the Board the senior honor trip was a huge success. He introduced three PHS students, Madeleine Eddy, Olivia Greer, and Christian Stanley, to share their NYC senior trip experience with the Board. Mr. Hanson reminded the Board Olivia and Madeleine presented the idea to the School Board in September of 2011. He stated their original idea was Europe and he got them to settle for New York City! Olivia stated this was a first time experience for several to travel outside of Indiana or even see a big city. Christian said the group did not feel pressured or rushed to get from destination to destination. He said the Broadway show Newsies was great! Madeleine also thanked the Board for allowing the seniors to take this trip and stated she is ready to go back. The students thanked the Board for the opportunity and helping pay for the trip. Mr. Hanson stated 41 seniors went on the trip with 12 adults. The travel agency and bus lines were excellent to work with. Mr. Hanson requested permission to take a senior academic honors trip next year. He said the numbers are larger for next year so there may need to be two buses. Mr. Hanson stated approval now will allow the students to begin raising money. He also noted he already has a waiting list of teachers and adults willing to chaperon. On motion by Mr. Stanton, seconded by Mr. Maxwell, the Board unanimously approved the 2013-14 senior trip.

B. PCS 'GUIDE TO STUDENTS AND PARENTS' PROPOSED REVISIONS - Mr. Cary presented the committee's proposed changes to the 2013-14 handbook. He noted the changes were graduation requirements, schedule changes, and mid-term graduates at PHS. He noted the committee also recommends informing parents required drills (i.e. fire, tornado, disaster, etc.) are necessary throughout the school year so parents are not concerned when they drive by the school and see students outside of the school buildings. The third revision is clarification of use of electronic devices on school buses. Ms. Rice asked for a clarification on the abbreviations on the classes. Mr. Cary and Mr. Hanson responded some of those are not offered at PHS.

Ms. Rice suggested noting that to clear up confusion. On motion by Mr. Comerford, seconded by Ms. Rice, the Board unanimously approved the committee's recommendations.

- C. RECOMMENDATION FOR ADMINISTRATIVE POSITIONS - Mr. Brimbury stated he has two recommendations this evening with the first one being a replacement which is not easy to fill as Dr. Thompson has been with PCS for 37 years retires and is retiring as the Assistant Superintendent. Mr. Brimbury stated he was very proud to be able to bring to the Board the recommendation of Mr. Kenneth Hanson. He stated Mr. Hanson has an extremely proud history - outstanding student, outstanding leader, literacy leader, outstanding assistant principal improving the culture, and now as an excellent high school principal. Mr. Brimbury stated we are achieving at record rates at PHS. The moral, academics, and leadership are unmatched by Mr. Hanson. He recommended Mr. Hanson as the new Assistant Superintendent effective July 1, 2013. On motion by Mr. Maxwell, seconded by Mr. Stanton, the Board unanimously approved the recommendation. Mrs. Shuey congratulated Mr. Hanson.

Mr. Brimbury then recommended Mr. Jason Cary as the high school principal. He stated PHS had a record decline in attendance issues that was being turned around. With Mr. Cary's leadership attendance has greatly improved. His leadership as the corporation school office is recognized locally and state wide. He is a natural leader. Mr. Brimbury stated it is a gift to have Mr. Cary with us. Mr. Brimbury stated he is excited to be able to have continuity at PHS. On motion by Mr. Comerford, seconded by Ms. Rice, the Board unanimously approved the recommendation. Mr. Brimbury informed the Board an internal posting for the PHS assistant principal will go to the staff on Tuesday. Mrs. Shuey congratulated Mr. Cary.

- D. SUMMER SCHOOL RECOMMENDATION - Dr. Thompson reviewed his recommendation for the 2013 summer school which is slightly different from what we have done in previous years. After discussion and review at two meet and discuss sessions he recommended we consider Jump Start rather than the traditional summer school. He reminded the Board we offered Jump Start for several years (about 5 years ago). He stated we will offer one three-week session at the beginning of June for the iRead students who did not pass the 3<sup>rd</sup> grade test. At the end of the summer a two-week program will be offered to get the students fired up about school in a non-traditional instruction. He stated he is looking at as many as 16 sections with classes being held at Blair Pointe. He stated they would also look at using high school students to help with instruction allowing the high school students to earn service hours. At the high school level the summer school offering will be basic physical education as well as the strength training class.

Dr. Thompson also requested approval of the elementary summer art and Community of Character classes we have traditionally offered at Blair Pointe which are included in the G/T budget. Mr. Maxwell moved to approve the recommendations, seconded by Mr. Stanton. Ms. Rice asked how the decision will be made for students who were required to attend summer school to advance to the next grade level. Dr. Thompson stated those decisions are now determined through the SAIPS conferences held in the spring with the teacher and parent. The Board unanimously approved the recommendation.

- E. SUMMER ENRICHMENT RECOMMENDATION - Included in the approval above.
- F. BOARD PARTICIPATION REPORT - Mr. Brimbury shared the first quarter attendance report. He stated he appreciated the Board's efforts. A copy of the report is in the Supplementary Minute book #13, page 96.

- G. RIF PROCEDURES - Mr. Brimbury reviewed the procedures for Reduction In Force stating times have changed in the consideration of reducing staff. There is no longer a seniority list. Evaluations have become a very important tool for consideration. However, if evaluations are equal there need to be additional points to consider. He said several meetings and revisions have been made. He requested the Board's approval of the RIF procedures. On motion by Mr. Comerford, seconded by Ms. Rice, the Board unanimously approved the RIF procedures.

IV. BUDGET

- A. CLAIMS - Mr. Hall presented and reviewed the claims for Board approval. Mr. Stanton moved to approve the claims as presented, seconded by Mr. Maxwell, unanimously approved as follows:

GENERAL FUND	277,455.38
CAPITAL PROJECTS	9,695.46
TRANSPORTATION OPERATING FUND	11,836.58
TRANSPORTATION BUS REPLACEMENT	220.00
DUKES FITNESS GRANT FUND 2011	5,076.19
SCHOOL LUNCH FUND	30,112.11
INSURANCE WELLNESS CLINIC	261.26
KEYS ACADEMY	907.43
EARLY INTERVENTION FUND	913.63
LSEO TEACHER GRANT-SCIENCE	520.15
PARENT/STUDENT ACTIVITIES FUND	85.00
GIFTED AND TALENTED 2012-13	231.92
TECHNOLOGY E-RATE REBATE	989.00
TITLE I 2012-13	3,124.39
PARENT NURTURING PROGRAM	323.49
ADULT BASIC EDUCATION FUND	147.81
TITLE II PART A TEACHER IMPROV	786.09
FEDERAL TAX	37,859.45
SOCIAL SECURITY	30,301.04
STATE TAX	25,337.87
LOCAL TAX	17,836.78
PERF	55.59
GROUP INSURANCE	1,628.34
ANNUITIES	12,796.50
HARTFORD LOAN REPAYMENT	272.75
TOTAL	<u>\$ 468,774.21</u>

- B. FUND MONITORING REPORT - Mr. Hall reviewed the fund monitoring report for the month of March. He noted six out of 26 pays have been paid at this time. He stated we are trending well on disbursements. He noted Capital Projects fund is down very low so we will not be spending money in that fund until we receive the tax distribution. Ms. Rice moved to approve the report, seconded by Mr. Comerford, unanimously approved.
- C. AFFORDABLE CARE ACT INSURANCE - Mr. Hall updated the Board on the Obama Care financial impact to PCS. We will be fined \$650,000 from IRS next year if we continue to do things the way we are currently doing them. Offering insurance to 95% or more of full time employees is required. He stated an employee working 30 hours is considered full time. We have approximately 30 employees whom we think of as part-time who could be considered full-time employees under the new law. There is a \$400,000 penalty in that area. The penalty is \$3,000 per year per employee for a health exchange for employees who qualify. We can provide a form to a sign stating it was offered. PCS currently has closed enrollment requiring a HIPPA qualifying event to be added to the insurance. That will now go away. We have approximately 40 employees this effects. He stated one strategy in reducing that is spousal carve-out. He also noted we have to put a number to how many hours coaches are working. We will have to look closely at hours. He noted he has a meeting with our insurance consortium consultant next week. Mr. Brimbury stated this is a very challenging situation because we have to live within our budget. We cannot look at this as to what we want to do but what we have to do. We are not in this alone.

He stated he will ask permission to make necessary adjustments at the May School Board meeting. Compliance begins January 1, 2014. Mr. Hall stated this has to be recalculated every year. We need to be compliant with the affordable care act as well as possible hourly changes to make sure our school budget is functional.

V. OPERATIONS AND TECHNOLOGY

A. REQUEST TO USE FACILITIES

1. Circus City Festival Inc. - request to use five sets of bleachers for the 54<sup>th</sup> annual circus parade scheduled for Saturday, July 20.

Mr. Stanton moved to approve the requests, seconded by Mr. Maxwell, unanimously approved.

- B. OLE OLSEN AGREEMENT - Mr. Hall stated our drama department has been working with Ole Olsen to work on a spring musical. Our attorney has written the agreement. The Ole Olsen board is reviewing the agreement. He recommended the joint venture agreement with Ole Olsen to co-produce the 2014 spring musical with Peru High School. On motion by Mr. Maxwell, seconded by Mr. Stanton, the Board unanimously approved the agreement. Mr. Hanson gave Mrs. Reading and Mrs. Hopkins kudos for a wonder spring musical OZ this past February. He stated it was amazing, especially given the fact the cast and directors had classes and work throughout the day and were able to present a class act musical. A copy of the agreement is in the Supplementary Minute book #13, page 97.

- C. BUS BID RECOMMENDATION - Mr. Hall informed the Board the transmission on buses 8 and 15 both went out in March. Bus 15 can be fixed. Bus 8 needs to be sold for salvage. We now have no spare buses. The timeline has now been accelerated for this year's bus bidding. Notice to bidders for school buses was published in the Peru Tribune on March 19 and 26. One bid was received from Miami County Coach, Inc. in the amount of \$39,900. This is a reconditioned conventional diesel 1999 bus with Thomas body and chassis. The warranty is for two years, bumper to bumper.

Mr. Frushour stated he has been very pleased the current reconditioned bus we purchased noting it has not cost us a penny for repairs. He noted he is very happy with service as well. Mr. Hall stated we have an appropriation of \$41,267 in the Bus Replacement Fund. He recommended to award the bid to Miami County Coach, Inc. Mr. Maxwell moved to approve the recommendation, seconded by Mr. Wagner, unanimously approved. Mr. Brimbury thanked Mr. Stanfield stating he goes above and beyond for PCS. Mr. Stanfield and his company are a tremendous asset to the school corporation.

- D. FOOD SERVICE REPORT - Mr. Hall shared a report on the week of ISTEP we feed every student breakfast who is tested at no cost to the student. More than 1,800 breakfasts were served this year. Mrs. Fuller stated the dinner program is going very well. The athletic coaches are encouraging the kids to come in and eat. When an entire group comes in, you don't know which students are getting the advantage. No one knows who needs the program or who doesn't as no one is charged. When the school year ends the summer feeding program will begin immediately. The summer program will continue through the day before school starts in August. St. John's has been added as a location for the summer feeding program. Mrs. Fuller encouraged the Board to get the word out to families and help meet the needs of our community. She stated the ladies working in the evening and summer programs love what they do. The locations request to have the same ladies working. These ladies want to help these students and be sure they are fed.

- E. TRANSPORTATION REVIEW TASK FORCE - Mr. Brimbury requested permission for Mrs. Shuey to name two Board members to be a part of the task force. The purpose of the task force is to make a recommendation to Mr. Brimbury and the Board on the

possible changes in transportation. Mr. Hall will lead the task force along with Mr. Frushour, bus drivers, two principals, the athletic directors, and parents. He stated we cannot continue to pay for transportation through the general fund. We must live within the transportation budget we are given by the State. Our cuts have been deep for several years. We are hundreds of thousands of dollars over due to tax caps. He stated it is unfair and a discriminatory practice. Mr. Brimbury stated he is taking every action with the legislature that he can to fix this problem. In the mean time we must live within the transportation budget. The committee's recommendation will be presented to the Board at the June meeting.

VI. BOARD AND ADMINISTRATION COMMENTS

- A. SUPERINTENDENT - Mr. Brimbury recognized Scott Thompson for his leadership with the teachers. He is very busy in the classroom and with the association.

Mr. Brimbury stated on the positive side, we have a wonderful ending to the meeting where we have to address financial cuts. He invited the Board to tour the new art gallery. The grand opening will be held this weekend. He stated amongst all the cuts that have to be made, we will protect and fund fine arts. With that the Board toured the new art gallery, committing to the fine arts as no other school in the State. Mr. Brimbury thanked Mr. Stanton for his many years on the Advisory Board. He also thanked Mr. Applegate, Mrs. Preston, Mrs. Cutler, and Mr. Hall.

- B. BOARD - Mr. Wagner shared a report from the Park Board. He noted the frog pond will be restored. Mrs. Shuey thanked him for serving on the Park Board.

VII. ADJOURNMENT

With no further business to discuss, Mr. Maxwell moved to adjourn the meeting at 8:00 p.m.

Secretary,

Lowell Maxwell

/mm