

May 13, 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, Ms. Spiker, Mrs. Mongosa, Mr. Prescott, Mrs. Thompson, and a news media representative.

On motion by Mr. Comerford, seconded by Mr. Stanton, the Board approved the agenda, the memorandum of April 15, 2013, and the personnel report by a vote of 6-1 (Mr. Wolfe opposed).

PERSONNEL

A. RESIGNATIONS/RETIREMENTS/TERMINATIONS

1. Lindsey Cary - extra-curricular positions of data coach and English department chair effective end of the 2012-13 school year.

B. LEAVES

1. Katie Sims - Elmwood Music teacher - August 8 through September 20, 2013

C. RECOMMENDATION FOR CERTIFIED POSITIONS

1. Paul Frye - PHS Assistant Principal
2. Doug Meyer - PHS/PJHS English and a football coaching position
3. Jake Leicht - PJHS English and a football coaching position. Although not approved yet, he is also interested in coaching basketball and baseball. (Pending completion licensure and criminal background check.)
4. Jennifer Jones - English Dept. Chair and English data coach
5. SRO stipends
  - Jason Cary - additional duties incurred as School Safety Specialist due to SRO
  - Dave Frushour - SRO Director - will be arranging all SRO schedules including substitutes
6. Summer School (\* denotes position will not be filled if not enough students)
  - Basic PE - Greg Badry
  - Advanced PE/Strength Training - Bob Prescott
  - iRead - Kim Cox
  - Jump Start - 1<sup>st</sup> - Lori Mygrant and Krista Zimmerman\*
  - 2<sup>nd</sup> - Jennifer Hoover and Buffington\*
  - 3<sup>rd</sup> - Linda Godfroy and Jo Touloukian\*
  - 4<sup>th</sup> - David Weeks and Tracey Eckerley\*
  - 5<sup>th</sup> - Teri McCain and David Weeks (if 2 classes needed, otherwise teach 4th)
  - 6<sup>th</sup> - Leslie Murphy and Paula Gray\*
  - 7<sup>th</sup> math - Jessica Mast
  - 7<sup>th</sup> English - Emma Lloyd
  - 8<sup>th</sup> math - Eric Isenburg and TBD\*
  - 8<sup>th</sup> English - Karen Baker and TBD\*

D. RECOMMENDATION FOR CLASSIFIED POSITIONS

1. Kim Pitts - PHS Secretary
2. SRO positions - employee
  - Full time* - Ron Whitney, Russell Ricks, Rob Sweet, and Larry Gulley. (They have agreed they do not want or need benefits.)
  - Substitutes* - Pending completion of criminal background checks.
    - Rick Keller (Peru PD)
    - Rick Canfield (Cass County Sheriff)
    - Josh Ulery (Peru PD)
    - Ryan Hornback (Converse PD)
    - Roger Bowland (Converse PD)
    - James Briney (Kokomo PD)
    - Robert Cox (Bunker Hill PD)
    - David Trine (Kokomo PD)
    - Roy Smith (Kokomo PD)
    - Lee Mitchell (Peru PD)
    - Mike Meeks (Peru PD)
    - Branson Eber (Cass County Sheriff)

3. iRead aide - Maryann Honn
  - Jump Start aides - 1<sup>st</sup> - Jo Enyeart
  - 2<sup>nd</sup> - Angie Marburger\*
  - 3<sup>rd</sup> - Sandy Lewis\*
  - 4<sup>th</sup> - Jo Ann Main
  - 5<sup>th</sup> - Sandy Zac\*
  - 6<sup>th</sup> - Tracy Renfrow
  - Technology - Merilyn Bennett

E. RECOMMENDATION FOR EXTRA-CURRICULAR POSITIONS

1. Tony Hayden - varsity football assistant (lay) coach
2. David Hayden - volunteer football coach

F. REQUESTS TO ATTEND CONFERENCES

1. Cindy Merrick - June 17-19 IICCA Conference at Turkey Run. This is a state conference on regulations and guidelines for internships. Estimated expenses - \$375 lodging and meals. No registration fee.

G. REQUEST FOR FIELD TRIP - no business

H. DONATIONS - no business

I. PUBLIC COMMENT - No comments

II. RECOGNITIONS

Mr. Brimbury recognized the 60 plus art students from Peru High School and Mr. Applegate and Mrs. Preston for their work this past Friday on painting the mural on the wall of the underpass. He said the mural is amazing and unbelievable what the students could accomplish in a school day.

Mr. Brimbury thanked Dr. Thompson and the technology staff for their attention to the challenging week of ISTEP testing this year due to the technology issues. He stated this was not our issue, but the entire State dealt with this unfortunate situation.

- A. RETIRING TEACHERS - Mr. Brimbury recognized Sandy Ploss with 33 years, Lyle Carlson with 33 years, and one employee who is an MSD employee but has been at PHS for years, Fred Misson. He reminded the Board a retirement open house for Dr. Thompson will be here at the Administrative Center on Wednesday from 3:30 - 5:30.

III. PROGRAM

- A. SPANISH CLASS TRIP - Mr. Brimbury introduced Ms. Smoker, PHS Spanish teacher. Ms. Smoker stated she has been with Peru for two years and has noticed many students have not traveled out of Peru very far. She asked the Board's permission to take the Spanish IV students to Costa Rica March 28 - April 4, 2014 (spring break). She stated she is working through an agency called World Strides International Discovery programs. They will be flying out of Indianapolis to San Jose, Costa Rica. During the trip they will be with a tour guide, visiting different sites all around the country. She noted 11 students have stated they are interested. The cost for the trip is \$2,419.00 per student. Some students have already started saving their money. Fund raising opportunities will be available to help the students. Scholarships will be available for students if they meet the financial guidelines. She stated she is considering if there are open spaces she may open it up to any student that has successfully completed Spanish III with a C+ or higher. The Board expressed concern about being out of the country and the number of chaperones. She stated she will not be the only chaperon. The students will not have free time as those who went on the New York City trip. The students will be with a chaperon at all times. On motion by Mr. Maxwell, seconded by Mr. Wagner, the Board unanimously approved the 2013-14 Spanish IV trip. Mr. Brimbury asked Ms. Smoker to keep the Board updated on the progress of the trip plans.

- B. PJHS ATHLETIC CLUBS - Ms. Spiker stated 46 students have been involved with the baseball and softball teams. She said the experience has been awesome for the kids and they have been doing very well. She stated the jr. high would like to add two co-ed club teams for next year, tennis in the fall and soccer in the spring. She added Coach Przybyszewski, the boys varsity soccer coach, has already volunteered to help with the jr. high soccer program. These coaching positions will be filled with volunteers. Mr. Brimbury stated kids are thriving on these opportunities. He would like to see golf added as well but notes it would be costly. Ms. Spiker stated she has talked with schools about golf and is looking into ways to reduce the costs and will address this at a future meeting. On motion by Mr. Maxwell, seconded by Mr. Stanton, the Board unanimously approved co-ed tennis and soccer jr. high clubs.
- C. HEAD START MEMORANDUM OF UNDERSTANDING - Mr. Brimbury stated this is an annual agreement between Head Start and PCS. PCS provides in-kind obligations with classroom space at Elmwood, transportation services, support services, developmentally appropriate playground and gym, kitchen for meals, office space for mental health manager, and classroom space for parent meetings. On motion by Mr. Stanton, seconded by Mr. Maxwell, the Board unanimously approved the memorandum. Mr. Brimbury stated one discussion with Head Start is the transportation. It is not part of the memorandum but he wanted the Board to be aware.

#### 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. Comerford, unanimously approved as follows:

GENERAL FUND	95,616.15
CAPITAL PROJECTS	29,585.04
TRANSPORTATION OPERATING FUND	503.00
TRANSPORTATION BUS REPLACEMENT	220.00
DUKES FITNESS GRANT FUND 2011	4,403.15
SCHOOL LUNCH FUND	31,311.56
INSURANCE WELLNESS CLINIC	202.58
KEYS ACADEMY	925.56
GIFTED AND TALENTED 2012-13	31.60
TECHNOLOGY E-RATE REBATE	166.00
TITLE I 2012-13	2,915.07
PARENT NURTURING PROGRAM	18.17
ADULT BASIC EDUCATION FUND	147.81
TITLE II PART A TEACHER IMPROV	1,384.42
FEDERAL TAX	38,442.58
SOCIAL SECURITY	30,481.83
STATE TAX	24,572.11
LOCAL TAX	17,229.05
PERF	54.36
GROUP INSURANCE	1,817.91
ANNUITIES	13,004.50
HARTFORD LOAN REPAYMENT	272.75
SECTION 125 REIMBURSEMENT	3,449.78
CHILD SUPPORT	600.00
TOTAL	\$ 297,354.98

- B. FUND MONITORING REPORT - Mr. Hall reviewed the fund monitoring report for the month of April. He noted we are carrying a 13% cash balance. He reported we did receive some tax money and have a positive balance in all funds. We also received other miscellaneous receipts. Mr. Maxwell moved to approve the report, seconded by Ms. Rice, unanimously approved.
- C. AFFORDABLE CARE ACT INSURANCE - Mr. Hall updated the Board on the Obama Care draft he has prepared with discussion with PCEA. He noted as part of the act if we have an employee who has a spouse who is employed and is eligible for insurance through their employer then we may have to discontinue their insurance coverage with Peru. Because this is considered a fringe benefit, discussion must be held with Scott Thompson,

PCEA President. A memorandum of understanding will have to be agreed upon or we will have to reopen formal negotiations. Mr. Brimbury stated he hopes to have a recommendation for approval of a change in spousal insurance at the June Board meeting. This is simply informational this evening.

Mr. Brimbury and Mr. Hall recommended a reduction in weekly hours to a maximum of 29 hours per week across the board for all part-time employees. This is needed due to the unfunded mandate of Obama Care-Affordable Care Act. This will be a reduction between one hour to six hours per week. Mr. Brimbury stated the staff was made aware of this unfortunate but necessary cut in hours.

Mr. Brimbury stated there are challenges with this affordable care act. The last five years PCS has had numerous reductions in force and budget cuts. Now we have an unfunded mandate we must comply with which puts us in a dilemma. We cannot afford to cut programs or pay for the costs this act will cost the corporation. Our instructional assistants are highly effective with our children and valued as employees. Many corporations have instructional assistants work only 25 hours a week. He stated we are not alone on this mandate as many corporations are struggling. Mr. Brimbury stated the corporation does not want to lose any of our employees, but added he has an obligation to keep the corporation financially protected. After this school year ends the maximum number of hours an instructional assistant can work at Peru will be 29 hours a week. Mr. Maxwell moved to approve the recommendation, seconded by Mr. Stanton. Mr. Wagner asked about insurance for children. Mr. Hall stated he would look into that as he has heard nothing about children. Mr. Wagner also asked about how soon a spouse can get back on the insurance if there is a HIPPA qualifying event which would cancel the spouse's insurance. Mr. Hall stated he would look into the questions and get back with Mr. Wagner. Mr. Hall stated he calculated the impact to Peru Community Schools for this unfunded mandate by considering the insurance or potential insurance of each employee and what the cost would be if we do not comply with the mandate. We could be assessed a \$650,000 fine for noncompliance. The Board approved the motion by a vote of 6-1 (Mr. Wolfe opposed).

#### V. OPERATIONS AND TECHNOLOGY

##### A. REQUEST TO USE FACILITIES

1. Four County Counseling - South Peru three rooms for Summer Day Treatment program for youth, June 4 - July 11, noon - 4:00.

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

- ##### B. PERMISSION TO REQUEST BIDS - Mr. Hall requested permission to advertise for bids: bread, milk and fuel; pickup truck (replacing old rusty van); football locker room renovation at PJHS, transition room renovation at PJHS, and security improvements for school entrances at all five buildings. Taking bids does not obligate us to proceed with a project. Mr. Stanton moved to grant permission, seconded by Mr. Maxwell. Mr. Wolfe asked why the van is needed. Mr. Hall responded the van is used during seasons at the same time when the truck is being used. The Board unanimously approved the request.

Mr. Hall asked to sell the old rusty van, the lunch truck, and the bus that was too costly to repair. Mr. Comerford moved to approve the request, seconded by Ms. Rice. He stated he will put an ad in the paper and take sealed bids.

- ##### C. TRANSPORTATION REVIEW TASK FORCE - Mr. Brimbury stated the task force has had its first meeting. They will continue to meet to look at ways to solve the transportation budget cut and tax caps. Only 52 schools are effected by the tax caps with Peru Schools being the only Miami County school. Mr.

Brimbury stated this group of committed individuals is looking at every possible angle to continue to transport as many students K-12 as possible. He hopes to bring a plan to the June Board meeting. He noted general fund money cannot be used for transportation.

VI. BOARD AND ADMINISTRATION COMMENTS

A. SUPERINTENDENT - Mr. Brimbury reported the end of year assessments are taking place. ISTEP testing finished under less than good conditions. State Superintendent Glenda Ritz is taking the outcome of the testing into consideration.

Mr. Brimbury reminded the Board graduation is Friday, June 7, at 7:00 p.m. PCS has the highest iRead rates in the area and the highest graduation rate!

B. BOARD - Mr. Stanton distributed the latest Art Collection Advisory Board meeting minutes and enclosures.

VII. ADJOURNMENT

With no further business to discuss, Mr. Maxwell moved to adjourn the meeting at 7:35 p.m.

Secretary,

Lowell Maxwell

/mm