

August 10, 2015

The regular meeting of the Board of School Trustees was called to order at 6:40 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. Frye, Mrs. Worland, Mrs. Avery, Mrs. Hopkins, and a local news media representative.

On motion by Mr. Stanton, seconded by Mr. Wagner, the Board unanimously approved the public agenda, the memorandums of July 20 and August 4, and the personnel report with one deletion and one addition to the consent agenda and one addition to the public session.

Addition -

IV. BUDGET

C. PERMISSION TO ADVERTISE CAPITAL PROJECTS AND BUS REPLACEMENT PLANS

PERSONNEL

A. RESIGNATIONS/RETIREMENTS/TERMINATIONS

1. Sandy Jones - resignation - temp 3rd grade teacher and Elmwood instructional assistant, effective immediately
2. Andy Hobbs - resignation - freshmen class sponsor, effective immediately
3. Daric Fuller - resignation - freshmen class sponsor, effective immediately
4. Stephanie Bennett - resignation - assistant girls' soccer coach, effective immediately
5. Jacob Bockover - resignation - jr. varsity assistant football (lay) coach, effective immediately
6. Doug Muzzillo - resignation - boys' varsity golf (lay) coach, effective immediately
7. Tanya Masters - resignation - instructional assistant at Blair Pointe
8. Audrey Stapleton - retire - cafeteria worker, effective August 1, 2015
9. Dana Ammerman - resignation - custodian, effective immediately

B. LEAVES

1. Jessica Jones - PJHS counselor - October 24, 2015 through January 26, 2016
2. Laura Hochstedler - PJHS Social Studies - October 29, 2015 through February 5, 2016

C. RECOMMENDATION FOR CERTIFIED POSITIONS

1. Kelly Berryman - PHS math teacher - 3 years of experience at North Miami - \$5,000 incentive money from Retention and Recruitment grant
2. Judy Wylam - 3rd gr. temporary contract - August 6 - November 6
3. Jennifer Reyburn - 1st gr. temporary contract - August 6 - October 9

D. RECOMMENDATION FOR CLASSIFIED POSITIONS

1. Tonia Ray - full time 6th grade instructional assistant (previously approved for a temporary aide position)
2. Natalie Thomas - 6th grade Academy aide
3. Alicia Ferre - 1st grade Title I tutor
4. Peter Sahaidachny - translator for Elmwood student (starting with 3 hours a day)
5. Donnie Mullett - part-time custodian - Elmwood and Admin Center

6. Rena Conley - PHS ala carte cafeteria worker
7. Andrea Harris - Elmwood Head Start cafeteria worker
8. Sandy Lewis - transfer from technology assistant to Title I aide at Blair Pointe
9. Amber Howard - Blair Pointe technology assistant
10. Mason Zimmer - PHS resource aide
11. -deleted-

E. RECOMMENDATION FOR EXTRA-CURRICULAR POSITIONS

1. Mallory Helvie - assistant drama (lay) coach
2. David Swihart - ticket manager
3. Kelsey Lilla - girls' varsity assistant soccer (lay) coach
4. Gary Loe - jr. varsity assistant football (lay) coach
5. Caitlin Bartley - 8th grade assistant volleyball coach
6. Kristen Unger - 7th grade head volleyball (lay) coach
7. Gloria Werner - 7th grade assistant volleyball coach
8. Kristi Wilhelm - PJHS cheerleading (lay) coach
9. -addition- Cody Beam - PJHS volunteer assistant football coach

F. REQUEST FOR CONFERENCE - no business

G. DONATIONS

1. \$4,530 - boys' soccer program for warm ups and uniforms - anonymous donors

I. PUBLIC COMMENT - No comments

- II. RECOGNITIONS - Mr. Watkins commented the beginning of the school year is an unbelievably busy time and takes an army to get everything ready with more than just eight hour days expended. He stated our principals put in a ton of hours and work closely with the secretaries. He stated we greatly appreciate teachers and volunteers and their time. He also thanked our hard-working custodians. He noted the floors are shining and the buildings look great! Mr. Watkins also noted the maintenance crew had a ton of work to do during the summer. He also thanked the office staff and Mrs. Fuller and the cafeteria staff. He mentioned the Wabash-Miami Program has several parent conferences over the summer to be ready for the start of the school year. He said from a superintendent's perspective he is in awe of all that is accomplished during the summer. He said hats off to many to get the 2015-16 year off to a great start!

Mr. Watkins extended a lot of praise to Mr. Hanson and Mr. Hall. He thanked Mr. Hanson and his technology crew for the Skyward training and for getting all the technology equipment ready. He thanked Mr. Hall as well for all his work with the various summer projects. Mr. Stanton asked for an applause.

III. PROGRAM

- A. SUMMER READING PROGRAM - Mr. Watkins introduced our new Elmwood Principal, Mr. Frye. Mr. Frye pointed out our secretaries do most of the work to get the school year ready. He said if it wasn't for them the principals would have no idea what is going on! He said Elmwood looks fabulous and invited the Board members to visit the school. He added he appreciates the efforts of Mr. Hanson and Mr. Hall and their staff as well. Mr. Frye stated Mr. Mullett designed the summer reading program. The goal was to keep the kids reading at the end of the year to not only retain but to gain reading skills. He said if we can keep the kids reading, loss of knowledge is prevented. The program was six weeks long, two hours

a day for three days a week. Ninety kids attended the program. There were three teachers per grade level. Each teacher had an aide. The minimum growth was one grade level. Three kindergartners were not retained because they attended and achieved the summer reading program. He stated going about it in small chunks and keeping the kids in the building was a positive. The students were also served free lunches. He said he will also have an after-school program this year at least two nights a week to help students. He shared the amount of growth the students accomplished and noted none of the students went backwards which is unusual because sometimes in a testing situation some kids will do really well the first and then not as good when they are retested. He stated the 2nd graders had the least growth because they already have a knowledge base and the older you get the harder it is to increase the growth. Mr. Hanson added that when the standards changed for Indiana the expectations for the reading level for elementary was not only expected to not go backwards over the summer, but they were expected to increase. The level was higher and the state expected growth over the summer. The reading program is reimbursable and is part of our summer school program. Mr. Frye stated keeping the students in the building for lunch and in the classroom is a positive for the students as well.

- B. HEAD START MOU - Mr. Watkins presented the annual Head Start MOU and introduced Mrs. Julie Worland, Head Start Director. Mrs. Worland stated this is the Head Start National's 50th anniversary year. She stated ten schools are LEA's under the Kokomo Head Start umbrella. Kokomo Schools is the grantee. Peru has been partners for 25 years. The program is for low-income pre-schoolers and follows the Federal poverty guidelines. She stated Head Start takes care of the whole family with programs for parents as well as the students with academics, social/emotional, and food/nutrition. Licensed social workers take care of the student and family needs. Peru has an AM and PM class but not an all day class. She stated President Obama has changed the rules and next year Peru will have an all day Head Start class. The meals are all reimbursable. She noted transportation is a big part for families as many do not have their own transportation. Head Start is required by the Federal government to have a 25% match. Kokomo's grant is currently \$2.4 million. Therefore, they need about \$600,000 a year in in-kind donations. Peru provides classroom space and bussing. Volunteers provide reading time, clothes are donated, the Lion's Club provides glasses. These acts from Peru and the other schools are considered as part of the 25% match without actual dollars being expended. A Peru employee is reimbursed by Head Start for serving meals. Programs are offered in Peru for families to attend. Head Start currently has 116 community partners. She stated there is a maximum of 17 students for half day classes with two adults and 20 students for an all day class. She noted Peru students also receive speech services. She stated other schools are struggling to find those services. She stated Kokomo Head Start serves Howard County, Miami County, and Tipton County. She added the family is receiving \$7,000 worth of services per child for the program provided by the grant at no cost to the family. A student can be in the program a maximum of two years. Mrs. Worland stated the playground and fencing at South Peru was paid for by Head Start and can be moved to Elmwood for more play space.

Mrs. Shuey stated this is a successful program that we have partnered with Head Start for 25 years. Signing the MOU is a formality. She asked for a motion to approve the signing of the MOU. Dr. Quin made the motion, seconded by Ms. Rice, unanimously approved. Mrs. Shuey thanked Julie for all her work. A copy of the signed resolution is in Supplementary Minute Book #14, page 26.

- C. CLINICAL SERVICES MOU - Mr. Watkins introduced Mrs. Elizabeth Avery, Director of School-Based Services with Four County Counseling, and turned the topic over to Mr. Hanson who is on the Four County Board. Mr. Hanson stated Four County is our mental health provider representing the counties of Miami, Fulton, Kosciusko, Cass, and has recently expanded into Howard County for children services. We are one of the three schools in the county partnering with Four County. The discussions started nearly three years ago. Mr. Hanson stated we meet regularly. The partnership with Four County is evolving working with our principals and counselors and with the navigators/case managers from Four County. He stated this is not a service we are paying for. It is more of a connecting point with the families and the organization that can provide the needed services. Mrs. Avery stated about three years ago we started the vision and dream about what could be done to help the schools. She stated two years ago Four County developed a formal school-based department. They have gone from five or six designated school-based employees to fifty when all the positions are filled. This has allowed them to partner up with literally every school within their area. They use a three-tiered system to meet the mental health needs, basic needs, of the student body. The top tier of the triangle is the students that need individual intervention. The school counselors are helping hundreds of students. The Four County employees are helping 12-15 students and meeting their individual needs. By partnering with the schools, with the teachers and staff being a conduit, the children feel safe by being with the Four County counselors who can then provide individual services at school and link them and the families to additional mental health services. Peru started this partnership in January. Counselors are in the buildings every day from 8:00 a.m. - 3:30 p.m. It has been a good partnership and they are seeing positive results. She added their goal is to have one full-time employee in each school. Their hope is to see an increase in overall GPAs for students who are benefitting from their services, an increase in school attendance, a decrease in disciplinary actions, and a decrease in reporting psycho social problems. She said they are already seeing some very good results and it is good to work as a team rather than two separate entities. Mr. Hanson stated CJ Davis, CEO, has a background with youth as a psychologist so this is a passion of his. He has been with Four County three years. Mr. Hanson said there have been growing pains with employees coming and going. The MOU was not in place when the partnership was first established. Mr. Wagner asked for an example of what a psycho social problem might be. Mrs. Avery responded they use an actual assessment tool. They look at depression, anxiety, and conduct related issues. They also look at trauma, background information, and if the child has been through any type of abuse. She stated most of their clientele is at the poverty level. She stated the assessment is ongoing and they do it every 90 days. Mr. Hanson explained there are two pathways our students can

take, one is services can be provided through Medicaid and the other pathway is if they do not qualify with Medicaid they can partner a relationship with Four County directly. Peru does not pay for Four County services as the two organizations are simply linking families with local services. Four County works with third party insurance companies or parents can pay out of pocket if further services are needed. She stated the counselors are passionate about what they do. Mr. Hanson stated the Four County clinic is located on the north end of town. Mrs. Shuey requested approval of the MOU with Four County Counseling for the assignment of clinical services with the PCS students. Mr. Stanton moved to approve the MOU, seconded by Mr. Wagner, unanimously approved. The Board thanked Mrs. Avery for attending the meeting. A copy of the signed resolution is in Supplementary Minute Book #14, page 27.

IV. BUDGET

A. CLAIMS - Mr. Hall presented and reviewed the claims for Board approval. Mr. Comerford moved to approve the claims as presented, seconded by Mr. Wagner, unanimously approved.

GENERAL FUND	184,390.23
CAPITAL PROJECTS	50,083.82
TRANSPORTATION OPERATING FUND	7,921.95
TRANSPORTATION BUS REPLACEMENT	209.00
POST-RETIREMENT/SEVERANCE FUND	12,583.21
SCHOOL LUNCH FUND	2,949.95
TEXTBOOK RENTAL FUND	20,183.32
INSURANCE WELLNESS CLINIC	6,972.00
DONATION/SPECIAL EDUCATION TEACHERS	39.58
TECHNOLOGY FUND	446.36
TITLE I 2014/15	2,365.78
ADULT EDUCATION SALARY	1,137.86
TITLE II 2015	26.53
ANNUITIES	22.73
FRINGE BENEFITS	<u>296,734.70</u>
TOTAL	\$ 586,067.02

B. FUND MONITORING REPORT - Mr. Hall reviewed the fund monitoring report for the month of July. He stated the general fund through seven months is at a cash balance of \$1,969,000 which is 13.7%. He stated there is a small deficit for the year in CPF and transportation. Those will get bigger before we get our second tax distribution in December. He stated there was also a small deficit in lunch fund for seven months. Mr. Stanton moved to approve the fund monitoring report, seconded by Mr. Comerford, unanimously approved.

C. PERMISSION TO ADVERTISE CAPITAL PROJECTS AND BUS REPLACEMENT PLANS - Mr. Hall stated we are in the budget cycle and we need to have a hearing on the Capital Project Plan and the Bus Replacement Plan at our next meeting. He requested permission to authorize publication of the plans. Ms. Rice moved to grant permission to advertise the plans, seconded by Dr. Quin, unanimously approved. Mrs. Shuey stated the hearing will be held at the September 14 Board meeting.

V. OPERATIONS AND TECHNOLOGY

A. REQUESTS TO USE FACILITIES

1. Boys Scouts' fall recruitment - Elmwood cafeteria - Thursday, August 27, from 6:30 - 8:00 p.m.
2. Good News Club - Blair Pointe and Elmwood - annual request for after school club until 4:35 p.m. - club

(ages 5-12) will meet every Wednesday when school is in session from October 21 thru the end of school year.

3. Ole Olsen - PHS auditorium - February 2016 - "1776 - The Musical" production in coordination with the PHS drama dept and choir - construction building January 30 and 31 all day; rehearsals February 6 and 7 all day and after school February 8-11; performances February 12, 13, and 14. (Partial facility rental fee charge or custodial time adjustment.) Mr. Watkins stated he is working this out with Mr. Gornto at the high school.

On motion by Mr. Stanton, seconded by Dr. Quin, the Board unanimously approved the requests.

- B. SECTION 125 PLAN - Mr. Hall presented the same plan as last year for September through August which allows employees to use up to half of their annual compensation for pre-tax health items and dependent care assistance and also Health Savings Accounts. Ms. Rice moved to approve the plan, seconded by Mr. Comerford. Mr. Comerford asked what happens if an employee wants to make a change at the beginning of the plan year. Mr. Hall stated all employees must meet with the American Fidelity representative and declare their changes. Mr. Comerford asked how that information is submitted to the payroll department. Mr. Hall directed that response to Mrs. Hopkins. She replied she gets a worksheet and American Fidelity also has access to our Skyward system to directly upload the information. She stated she is not comfortable with that process and will personally enter all the changes for each employee to be sure the information is exactly like the forms from American Fidelity are stated. She stated copies of the election forms are kept in a binder for each year. The Board unanimously approved the plan. A copy of the signed resolution is in Supplementary Minute Book #14, page 28.
- C. WORKERS' COMPENSATION RENEWAL - Mr. Hall recommended Eastern Alliance Insurance Group represented through Pinnacle Insurance. He stated it is basically a renewal of last year. He reported we are realizing a savings due to a reduction in our experience mod (claims history from a three-year period). Our cost went from 15% surcharge to 5% this year. The corresponding quote went from \$70,516 to \$64,892. He reviewed the three other quotes. He stated this was very competitive. He stated this also includes some risk management services. Mr. Comerford asked where Pinnacle is from. Mr. Hall replied Hobart, IN. Mr. Hall stated we had one large claim last year. On motion by Ms. Rice, seconded by Dr. Quin, the Board unanimously approved Mr. Hall's recommendation.
- D. SUMMER PROJECTS UPDATE - Mr. Hall shared 110 slides of the summer projects: Blair Pointe (BP) asphalt work, playground resurfaced, new bleachers in the gym at BP, new front entrance with a locking vestibule at BP, decking on the roof at BP (summer monsoon slowed the project by five weeks), Elmwood resurfaced playground, PHS exterior mosaics removed and replaced (unfortunately nothing like the old mosaics when completed), PHS library total renovation, PHS and PJHS asphalt work, PJHS entrance with a locking vestibule, PJHS library renovation, PJHS new walk-in freezer, PJHS office renovation, and technology devices. Mr. Hall was pleased to report the re-roofing came in at a quarter of a

million dollars less than budgeted. That money will be invested into a playground. He stated we got 25 years out of a 20-year roof, unfortunately there have been about 45 leaks.

VI. BOARD AND ADMINISTRATION COMMENTS

- A. SUPERINTENDENT - Mr. Watkins encouraged the Board to visit the buildings and see for themselves the summer projects.

Mr. Watkins wished the fall sports the best of luck as we enter into our new conference with the TRC.

Mr. Watkins thanked our community partners for attending tonight's meeting. He stated we definitely want to continue those partnerships and expand as we are able.

Mr. Watkins also thanked the Board for their support.

- B. BOARD - Mr. Wagner stated there will be a presentation at the Heartland Career Center on August 19 starting at 6:30. The hospital will be making a presentation after the meeting.

Mr. Stanton asked about the art work on the wall. Mr. Hanson stated that is artwork from our summer reading program. Ms. Enyeart asked high school students to paint artwork for the summer reading program theme of Under the Sea. Mr. Hanson stated Mr. Applegate rotates student artwork during the school year.

Mrs. Shuey stated the next meeting is at South Peru on September 14.

Mrs. Shuey thanked the Board for their kindness and compassion extended to her family as they grieve the unexpected passing of her brother Brian Olson.

VII. ADJOURNMENT

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

Secretary,

Tim Comerford

/mm