

September 17, 2018

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 except Dr. Quin. Also present were Mr. Watkins, Mr. Durrwachter, Mrs. Conley, Mr. Morris, Mrs. Mongosa, Ms. Rusie, Mrs. Watkins, Ms. Spiker, Mr. Frye, Mrs. Eddy, Mrs. Jones, Mrs. Shannon, and Mrs. Robinson.

PUBLIC HEARING - 2019 BUDGETS, BUS REPLACEMENTS AND CPF PLAN - Mrs. Shuey called the hearing to order. Mr. Durrwachter reviewed the 2019 budget, levies, bus replacement plan, and CPF plan. Mrs. Shuey asked if there were any comments. Mr. Durrwachter noted that this is an informational hearing. The adoption will be at the October meeting.

On motion by Mr. Mullett, seconded by Mr. Wagner, the Board approved the public agenda with two additions, the memorandum of August 6 and 13, and the personnel report by a vote of 5-1. (Mr. Wolfe opposed)

PERSONNEL

A. RESIGNATIONS/RETIREMENTS/TERMINATIONS

1. Greg Badry - resignation as athletic trainer, effective November 16, 2018.
2. Mason Zimmer - resignation as PJHS business and digital citizenship teacher, PHS junior varsity football coach, effective September 7, 2018. Suspended with pay from September 4, 2018 until September 7, 2018.
3. Michelle Uptegraft - resignation as PHS special education aide, effective September 7, 2018.
4. Brenda Marks - resignation as PHS Sophomore class sponsor, effective beginning of 2018-19 school year.
5. Mary Jo Glassburn - retire - Blair Pointe cafeteria worker and lunch monitor, 18 years experience, effective August 2, 2018.
6. Bryan Maggart - resignation as Blair Pointe academy aide, effective September 17, 2018.

B. LEAVES - no business

C. RECOMMENDATION FOR CERTIFIED POSITIONS

1. Dan Durrwachter - \$2,500 increase upon chief business officer certification, \$2,500 increase upon superintendent license.
2. Permission to hire PJHS business and digital citizenship teacher.

D. RECOMMENDATION FOR CLASSIFIED POSITIONS

1. Allison Doty - Blair Pointe Recess Monitor (transfer)
2. Joann Brisco - Elmwood one to one aide, effective September 13, 2018

E. RECOMMENDATION FOR EXTRA-CURRICULAR POSITIONS

1. Zach Leffel - PHS Junior Varsity Wrestling Coach
2. Colin Quin - PJHS Assistant Wrestling Coach
3. Colin Quin - NJHS Sponsor
4. Rachel Clark - PJHS Data Coach
5. Amy Wilson - PJHS Data Coach
6. Amy Boswell - Blair Pointe Girls Basketball Coordinator
7. Permission to hire - Athletic trainer or outside contract

F. REQUEST TO ATTEND CONFERENCE/FIELD TRIP

1. Cindy Merrick - Career Center Director & Teacher - Indiana Area Career and Tech Ed Conference/FBLA Advisor training in Indianapolis, September 20 - September 22, 2018, registration \$205, meals \$150, and lodging \$139.23.
2. 1-2 administrators and 1-2 teachers - Fundamentals of Structured TEACCHring training in Indianapolis, September 26 - September 27, 2018, WMAP will pay for registration fee and lodging for 1 night, will need meals.

G. DONATIONS

1. Elmwood and Blair Pointe Elementary - Anytime Fitness - Gayle Raber and Blane Holland - pencils, crayons, markers, paper, folders, index cards, supply box, and glue sticks.

H. AGREEMENTS - no business

I. PUBLIC COMMENT - no comments

II. RECOGNITIONS/BLACK & GOLD AWARDS

Mr. Watkins would like to honor two students from this summer. Nathan Brimbury was chosen as a 2018 Indiana Baseball North All Star alternate. Nathan recently had knee surgery and was unable to be considered to play in the North/South 3 game series All-Star game in South Bend. Nathan is only the fourth Peru Tiger Baseball player to receive this tremendous honor.

Blake Edwards is a PHS junior and recently participated in the IHSBCA top junior baseball workout at the North/South Indiana Baseball All Star weekend. This showcase invites the state's top junior baseball players in Indiana to a pro style workout in front of numerous college coaches and scouts.

Mr. Frye accepted awards on both the students' behalf. Mrs. Shuey asked to pass along our congratulations.

III. PROGRAM

- A. SOURCES OF STRENGTH PROGRAM INITIAL PROPOSAL - Jessica Jones discussed the upcoming Sources of Strength program at PHS. They received an \$8,000 grant for the program. She presented the high school's plan and gave background to the Remedy Live program that allowed us to receive this grant. She presented a very nice poster and power point for her presentation. The counselors ran a survey for the students regarding suicidal thoughts. The results were alarming. This prompted looking into a program that would fit our students at Peru. They did research with Antonia Sawyer, the local Systems of Care coordinator. Antonia found the Sources of Strength program. This program comes from SCAN which is the same program that funds our Nurturing Parent program. Sources of Strength is sustainable throughout the years. PCS will pay the upfront cost and then as we see students and meet goals, we are able to charge a rate of \$160 as a reimbursement. Sources of Strength is a peer training program. It will teach students how to ask for help or help their friends ask for help if they are having any mental health issues. Adult volunteers will go through a 4-hour training and will be committed to the program for a full year. Teachers will nominate students to be in the

program. We will start with 40 students. The goal is to run the program twice a month. This is another method of prevention we would like to use in our schools. Mrs. Jones answered questions from board members. The biggest cost of the program is the curriculum. Once we have the curriculum, we do not have to purchase every year. Mrs. Jones states they would like to run it on Wednesday mornings during collaboration. Mrs. Shuey states that if you have any further questions please contact Mrs. Jones or Mr. Burns. Either Mrs. Jones or Mr. Burns will return in October for approval.

- B. NEOLA POLICIES SECOND READING - Mr. Watkins reviewed these seven(7) NEOLA policies for a second reading. Mr. Watkins excluded the three-thousand policies until they can be reviewed in the corporate meet and discuss session.
- po1422 - Nondiscrimination and Equal Employment Opportunity
 - po1662 - Anti-Harassment
 - po2260 - Nondiscrimination and Access to Equal Educational Opportunity
 - po2700 - Annual Performance Report
 - po4122 - Nondiscrimination and Equal Employment Opportunity
 - po4162 - Drug and Alcohol Testing of CDL Holders and Other Employees Who Perform Safety-Sensitive Functions
 - po4362 - Anti-Harassment
- Ms. Rice moved to approve policies, seconded by Mr. Comerford, unanimously approved.

- C. NEOLA POLICIES FIRST READING - Mr. Watkins briefly reviewed these four(4)NEOLA policies for a first reading.
- po5517 - Anti-Harassment
 - po5630.01v1 - Use of seclusion and restraints with students
 - po6610 - Extra-curricular funds
 - po8315 - Information management

Mrs. Shuey requests that everyone look them over prior to our next meeting.

- D. APPROVAL OF PL 221 PLANS
- Mr. Watkins would like to turn this over to our principals. He states that in our summer meetings we talked about our strategic goals and key data. I would like for my principals to come back with a more extensive report on key data and present it to the Board.

Mr. Frye(PHS) - the 221 plans are the strategic plan and information data all together. I have put in realistic numbers for our school goal. This gives our building a chance to reach said goals. Even with our testing numbers, we are still one of the highest in the county. I would like for the board to come to the high school for me to present graduation pathways. Graduation pathways is a recently passed law that is great for our Peru students. You get credit for preparing the student, who may not go on to a four-year school, trained and prepared to enter the workforce. I feel this is very important for us. We have already graduated two students from this program.

My strong concerns:

- Increase staff/student activity in extra-curricular
- Provide college opportunities-graduation pathways
- Work ethics certificate - increase by 5%
- Remap curriculum with a more blended learning style

We have created three math labs. The students get credit for the labs. We also have an SAT class prep. Our graduation rate is in progress.

Ms. Spiker(PJHS) - We want to strive to become a School to

Watch. School to Watch is a national recognition. It is based on a heavy load of data and an extensive application. It's due in October. There's only 8 currently in Indiana. Shirley Wright came to visit our school and she let us know that we are already doing everything, we just need to organize what we are doing.

I would like the following changes to our environment and improvements to our building:

- Hallway displays and artwork on display
- Book study - majority of the teachers participated
- More participation in athletics and building activities
- Work on getting girls sports participation increased. We are very happy to have girl's fitness trainer and hope that the new position will support the increase in girls sports participation.
- Open house attendance
- SAIP processes and new interventions for ILEARN
- Increasing college visits, heartland, career day, and guest speakers
- Increase social and emotional learning

Mrs. Watkins(Blair Pointe) - I like to take the strategic plan and focus in on a couple of items. I feel that if we succeed on these, we will be great!

Specific areas of improvement:

- Increase our Language Arts and Mathematics
- Increase % attendance
- Students behavior - connecting with families, if students like school, they will succeed.
- Staff Development

Our Literacy coach and technology team have met with every teacher in my building.

Ms. Hanson put together a brilliant and powerful collaboration for ILearn.

I'm very excited to see what our staff development will look like this year. I am proud of my teachers and I know how hard each of them works every single day.

Mrs. Eddy(Elmwood) -

Elmwood's building goals:

- Guided math block-100% teacher approved, there is full implementation in our building
- Reading block/guided reading/reader's workshop. We are catching our struggling readers in their early stages.
- Technology - We have been finding issues/glitches and those are being fixed.
- Curriculum mapping
- Professional development - teachers are wanting more and want to grow. The willingness of teachers in our building is wonderful.
- Attendance - we have a self - monitoring system with awards. Missy Clark takes care of time away. The chart shows why they are coming to see her. We call these brain breaks.
- SAIP process has been modified to be Elmwood friendly.
- Enhancing our standards

Crista Crabill-Kid's Hope program is still running well. Apple a day program has been reaching out to our 1st graders. Please come visit us, we love visitors.

Mr. Watkins states the most effective tool for school is an effective teacher. The 2nd is an effective principal. You are effective principals. You are all passionate about what you do, you are involved with your staff, data mindful, and you are student centered for every decision. I'm impressed everyday by what you do. These plans are living, breathing documents. Thank you for what you do. I appreciate all the work that you put in. With all this talent and experience, there's nothing we can't accomplish working together. Mr. Comerford moved to approve the plans as presented, seconded by Mr. Wolfe, unanimously approved.

E. RECOMMENDATION FOR DAN DURRWACHTER - PCS TREASURER, EFFECTIVE OCTOBER 1, 2018 - Mr. Watkins states that this is being recommended with the reorganization of our business department. We need a treasurer as Mr. Hall is retiring. Lois Mongosa continues as our deputy treasurer. My recommendation is that Dan Durrwachter becomes PCS Treasurer with all the rights and responsibilities for our corporation. Ms. Rice moved to approve Mr. Durrwachter as PCS Treasurer, seconded by Mr. Wagner, unanimously approved.

F. ADULT EDUCATION DIRECTOR PRESENTATION - Susan Shannon spoke for a few moments. She would like to thank the board for their support and share their success stories for our adult education program. Our school is July 1st - June 30th. We are trying to get more students. The state has set standards. The state has given us \$31,000 for the full year. I have been applying for grants and asking for donations. We have also been working on IET's. We form different partnerships with local businesses. We are considering doing certified nurse assistant training and work Indiana. This is a little different. Students can come to us if they are close to graduating or if they already have their diploma. We are interested in doing an electronics course at South Peru. We must test them when they come in, using our equipment. If they don't have their diploma or they are doing a brush up for college, the IET and work Indiana would do both of those. When we partner with someone we have to offer Math, SS, and English. We work this into the curriculum. We have 20 students currently. We need a minimum of 40. The program has taken a 43% cut. Mr. Watkins suggest that Mrs. Shannon make another request to bring back to the board for the electronic course. Mrs. Shannon answered more questions from the board. Mr. Morris shared a thought. He had a family member who didn't have her diploma. She went through a rough time in her life for about 6-7 years. She went to the adult ed program, got her GED and is now a true success story. It literally changed her life. Mrs. Shuey states that if there are any other questions, send those to Sam and he will forward to Mrs. Shannon.

G. ADULT EDUCATION RENEWAL AGREEMENT -
Mr. Watkins states that we have this agreement with the Lafayette Adult Resource Academy. This is the only program in Miami County that Mrs. Shannon leads. We provide the building at no charge. I highly recommend this agreement. Mr. Mullett moved to approve the agreement, seconded by Ms. Rice, unanimously approved. A copy is in Supplementary Minute Book #14 page 96.

IV. BUDGET

A. CLAIMS

Mr. Durrwachter presented claims to the board. Mr. Durrwachter explained several of the claims. Several questions were asked, and answers given. Ms. Rice moved to approve the claims, seconded by Mr. Comerford, unanimously approved.

GENERAL FUND	282,609.50
CAPITAL PROJECTS	102,049.63
TRANSPORTATION OPERATING FUND	10,555.33
CONSTRUCTION 2016 GO BOND	22,097.99
SCHOOL LUNCH FUND	80,129.80
TEXTBOOK RENTAL FUND	9,193.94
INSURANCE WELLNESS CLINIC	1,130.00
DONATION/SPECIAL ED TEACHERS	408.70
PARENT/STUDENT ACTIVITIES FUND	3,401.78
GIFTED & TALENTED 17/18 GRANT	7,773.15
STATE CONNECTIVITY FUND	1,452.16
TECHNOLOGY FUND	4,803.27
TITLE I 2017-18	2,360.76
PARENT NURTURING PROGRAM	100.13
Adult ED 2017-18	107.97
TITLE VI 2017-18 SCHOOL YEAR	3,500.00
TITLE III PT A LIMITED ENGLI	2,500.00
GROUP INSURANCE	363.86
RETIREEES-TERM LIFE INSURANCE	501.15
FRINGE BENEFITS	394,124.58
BOOK RENT	6,843.91
TOTAL	<u>936,007.61</u>

- B. FUND MONITORING REPORT - Mr. Durrwachter reviewed the fund monitoring report for the month of August. The ending balance is significantly different due to the three pay periods in August. The school lunch is a negative because there was not revenue coming in over the summer. It runs a month behind on money that comes in. We are currently receiving money for the month of July. Students were not eating during this month. It will be different when we meet in October. Mr. Wagner moved to approve the fund monitoring report, seconded by Mr. Mullett, unanimously approved.
- C. NORTH CENTRAL INDIANA SCHOOL INSURANCE CONSORTIUM - Mr. Watkins states that we have been working with our North Central Indiana Consortium. They want to move into an agreement, it's called a registration as a multiple employer. This means that we can now move away from anthem as our sole vendor for medications. These documents allow us to go to other providers for prescriptions while keeping Anthem. We will save up to \$800,000 to \$1 million next year on our prescriptions. We will not have to renew this every year. It is active until we are ready to end the agreement. Mr. Wagner moved to approve the consortium, seconded by Ms. Rice, unanimously approved. A copy is in Supplementary Minute Book #14 page 97.
- D. STIPEND PAY APPRECIATION BONUS RECOMMENDATION (Added item) - Mr. Watkins states that we have almost \$12,000 left in our recruitment and retention monies. Mr. Watkins states that his proposal is to divide this out to certified staff that the grant allows us to. It will be \$95.00 per eligible staff member. I am recommending this consortium. Mr. Comerford moved to approve the stipend pay, seconded by Ms. Rice, unanimously approved.

E. UTILITY VEHICLE AND SNOWBLADE (Added item) - Mr. Watkins states that we have support vehicles that are beginning to age. I need to start looking into how to replace these in the next 3-5 years. I am requesting permission to bid for new or used utility vehicle and snowblade. The new vehicle will be used predominantly for maintenance during snow removal and athletics at the high school. Mr. Mullet motioned to approved seeking quotes for a new utility vehicle and snowblade, seconded by Mr. Comerford, unanimously approved. It was suggested to give the old one to athletics.

V. OPERATIONS AND TECHNOLOGY

A. FACILITY USE REQUESTS - Mr. Watkins briefly reviewed the eight(8) facility requests.

1. PHS auditorium - Substance Abuse Prevention Council, Tall Cop Says Stop program, Tuesday, February 26, 2019, 50-minute interactive youth assembly, community night 6:30 p.m. - 8:30 p.m., Officer Jermaine Galloway provides tools, resources and training to combat substance abuse.
2. PHS auditorium - Honeywell Winter Banner Reception - Tuesday, November 13, 7:00 p.m. - ceremony to honor PCS students who won the holiday banner competition sponsored by Honeywell. The program was held here last year as well.
3. PHS auditorium - Veterans' Day program, Monday, November 12, 9:00 a.m. - Noon, school presentation at 10:00 a.m. as well as public presentation at 11:00 a.m., annual request.
4. PHS auditorium - Distinguished Young Women Scholarship Program - Saturday, November 17, 1:00 p.m. - 9:00 p.m., program at 6:30 p.m. - annual request
5. Peru Police Department- Tiger Den and Tig-Arena benefit dodge ball tournament to financially assist a fellow officer and his family as he battles cancer- Saturday, November 3, 7:00 a.m. -7:00 p.m.
6. Blair Pointe cafeteria - PTO Tenderloin Dinner fundraiser, needed for seating only, Friday, September 21, 4:00 p.m. - 8:00 p.m.
7. YMCA - youth basketball league - Elmwood (ages 4-7) and South Peru(ages 8-12) from November 26, 2018 through March 9, 2019 - Monday thru Friday 4:00 p.m. - 8:00 p.m. while school is in session. Season tournament at Tig-Arena on Saturday, March 9, from 8:00 a.m. - 6:30 p.m.
8. PHS, Bengal Stadium, & new football field at north athletic complex - Tiger Cub football - grades 1-6 (Elmwood and Blair Pointe) - equipment storage, practice, and games under supervision of Coach Saint-Louis and Brian Robertson. They will coordinate and communicate with Mr. Brimbury.

Ms. Rice moved to approve the facility use requests, seconded by Mr. Wolfe, unanimously approved.

Ms. Rice strongly suggested that teachers attend Tall Cop if they can as it is a very informational convocation.

- B. FOOD SERVICE ADULT MEAL INCREASE - Mr. Durrwachter is requesting the Board increase the adult breakfast price from \$2.05 to \$2.10 and lunch from \$3.50 - \$3.55. The reason for our recommendation is because the state has mandated a certain dollar amount we must get to. The state requires us to increase prices by \$.05 every year to get to the amount. Mr. Mullett motioned to approve the adult meal increase, seconded by Mr. Wagner, unanimously approved.
- C. MIAMI COUNTY ECONOMIC DEVELOPMENT AUTHORITY DONATION- Mr. Watkins turned this over to Mrs. Robinson. Mrs. Robinson states that they have partnered with the city of Peru for the Blight Elimination program. We've torn down about twenty - five homes through the grant. The city received an almost \$900,000 grant from the state. They had to have non-profit partner that could receive these properties. We've had possession of 20-25 properties that we own. Some of which we have sold to adjoining property owners. We made \$33,000 on that and then donated that amount to rediscover downtown Peru. Mrs. Robinson continues stating that our goal is to get these properties in people's hands that are going to take care of them. We would like to offer to donate 382 East 2nd Street, Peru, IN 46970 to PCS. It was part of the city's demolition grant and is vacant. Mr. Watkins states that Peru Community Schools is very appreciative of what you and the city have done. If approved, we will utilize the property properly. My recommendation is to accept the donation. Ms. Rice motioned to approve the donation, seconded by Mr. Wagner, unanimously approved.
- D. WEBSITE ACCESSIBILITY POLICY - Mr. Morris presented this policy to the board. The ADA (Americans with Disabilities Act) was revised, and in February of 2018 the revision was officially adopted into law. Formerly, this mandate was only for accessibility of facilities, such as wheelchair ramps, handicap-able automated doors, etc. But now websites and all digital forms of content and curriculum are included. Any digital form of content that is delivered to Students or the public needs to adhere to the ADA Guidelines. (Website, Canvas, Skyward, etc.) According to the Office of Civil Rights (OCR), the most important aspect of having an officially adopted Corporation ADA Policy is the Grievance Submittal procedure. **According to the OCR, as long as our ADA Policy includes a grievance procedure, they will defer any and all complaints to our grievance procedure, and they will not get involved unless the plaintiff has submitted to us FIRST and could not get a resolution.** We must officially adopt our ADA Policy and post it publicly on our Website. The OCR inspected our Website for compliancy, and the only remaining item that was not to code was the missing ADA Policy.

Informational item.

VI. BOARD AND ADMINISTRATION COMMENTS

A. SUPERINTENDENT - Mr. Watkins made the following comments.

I would like to give a big thank you to all of our Homecoming coordinators:

- Mrs. Rush - she organizes everything for Homecoming from the festivities, to the dance and the parade
- Custodians for pep session
- PHS Student Council
- Mr. Brimbury
- Daniel & Katie Wyant

- Paul & Regina Foreman
- Our convertible drivers - Mrs. Shuey, Mr. Leedy, Mrs. Whitney, plus 3 others

A big congratulations to Coach Saine - The Peru boys tennis Tigers moved to 15-2 posting wins of 4-1 over Bluffton and 5-0 over host Madison Grant to capture the Argyll's invite Saturday. On Tuesday the Tigers travel to Maconaquah to conclude their TRC campaign.

Mike Applegate - Mr. Watkins stated that Mike has sent an emotional message regarding school shootings with his powerful piece called "Enough". "Enough" is a school desk turned art piece that memorializes the students, families, teachers, and communities devastated by school shooting across the country for the past 19 years. Enough will be displayed on October 9 in Havens Auditorium during a presentation by Scarlett Lewis. Scarlett Lewis' son was a first grader who was killed at Sandy Hook Elementary in 2012.

Dual Credit - Peru High School students received 1,456 college credits from Peru High School & Heartland Career Center during the 2017-2018 school year. Here's the breakdown:

- a. Peru High School - 1194 credits
- b. Heartland Career Center - 262 credits

Stan Hall's retirement party is September 25, 3:00-5:00, Administrative Center

Mr. Watkins thanks the school board members for allowing himself and the teachers to do what they do. He also thanked the board for going to the Fall ISBA Conference.

B. BOARD MEMBER

Mrs. Shuey thanks everyone as well. Mr. Comerford and Ms. Rice reached their Cap level 1 pins in 2016. Mrs. Shuey presented them with their pins. Mrs. Shuey then thanked them for serving and being part of everything we do and everything we stand for.

VII. ADJOURNMENT

With no further business to discuss, Mr. Wolfe moved to adjourn the meeting at 8:15 p.m., seconded by Ms. Rice, unanimously approved.

Secretary,

Charles Wagner

/dc