

November 10, 2020

The regular meeting of the Board of School Trustees was called to order at 6:35 p.m. by Mr. Mullett. Mr. Mullett 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, Mr. Thompson, teachers, patrons, and virtual patrons.

On motion by Mr. Comerford, seconded by Mr. Ellis, the Board approved the public agenda, the memorandum of October 20, and the personnel report by a vote of 4-2, Mr. Wolfe and Ms. Justice opposed. Mr. Wolfe commented that the consent agenda is not transparent, and it should be public. Mr. Mullett stated that they have been looking into different ways of doing the consent agenda and noted Mr. Wolfe's comment.

Mr. Watkins requested two changes: remove III.B. from the public agenda and change III.D. from an informational item to a Board action item. On motion by Mr. Comerford, seconded by Mr. Wolfe, the Board unanimously approved the changes.

PERSONNEL

A. RESIGNATIONS/RETIREMENTS/TERMINATIONS

1. Jennifer Boyer - resignation as Blair Pointe 3rd grade mentor teacher for Suzanne Gray, effective October 14, 2020.

B. LEAVES

1. Meaghan Robson - Leave of Absence - effective January 5, 2021 - March 5, 2021.

C. RECOMMENDATION FOR CERTIFIED POSITIONS - no business

D. RECOMMENDATION FOR CLASSIFIED POSITIONS

1. Mindi Carroll - PHS transition one to one aide
2. Amy Behny - transfer from Blair Pointe one to one Special Education aide to Blair Pointe Title I Tutor.

E. RECOMMENDATION FOR EXTRA-CURRICULAR POSITIONS

1. Nolan Brimbury - Varsity assistant volunteer baseball coach
2. Nathan Brimbury - Varsity assistant volunteer baseball coach
3. Ron Potts - Varsity assistant volunteer baseball coach
4. Gary Loe - Varsity assistant volunteer baseball coach
5. Bob Dwyer - JV assistant volunteer baseball coach
6. Colin Quin - 8th grade boys' basketball assistant coach
7. Bryce Wilhelm - 8th grade boys' basketball assistant volunteer coach, pending background check
8. Frankie Wright - JH boys' basketball assistant volunteer coach
9. Ron Whitney - 7th grade boys' basketball assistant(lay) coach
10. Adam Sheets - 6th grade boys' travel basketball(lay) coach
11. Marcus Musser - 5th grade boys' travel basketball(lay) coach, pending background check
12. Erin Wynn - Blair Pointe 3rd grade mentor teacher for Suzanne Gray

F. REQUEST TO ATTEND CONFERENCE - no business

G. DONATIONS

1. 1000.00 - PHS baseball for general use from Mr. Weenie's.
2. 100.00 - School Nurse Fund for general use from Alpha Mu Chapter.

- I. PUBLIC COMMENT - Mrs. C.C. Nightingale, Dr. Jason Gornto, and Mr. Scott Thompson all commented on the Ratification of the Master Contract. Mrs. Nightingale addressed the Board on her feelings regarding virtual compensation. Mrs. Nightingale spoke on how virtual teaching has majorly increased teacher expectations and

workloads and how much it has also affected her personal life as well as others. She stated that she very much loves working for Elmwood, the environment there and she cares for the students and their education greatly, but she hopes the Board also cares for the teachers and approves the compensation for virtual teaching. Mr. Thompson thanked the Board, Mr. Watkins, and the negotiation team for their hard work and coming to an agreement for the new contract. He stated that on a personal note, recently the Board has demonstrated division on some of the normal items of business and have altered mutually agreed to items formed through the discussion process required by law. He stated that this is a disturbing new trend that undermines the authority of the agency appointed by the Board to complete these tasks. He stated that he hopes that Board does not lose their objectivity for what is best for our students and staff. Mr. Thompson stated that a unanimous vote will send a signal that you trust the process and that the Board will allow those they have appointed to make decisions that are a true compromise for both sides and in the best interest for all corporation and community stakeholders. He finished by saying that they are grateful for this settlement and look forward to our continued positive collaborative relationship between professional staff and administration. Dr. Gornto stated that our teachers are passionate. He stated that our teachers could work anywhere due to the teacher shortage and climate of teaching, but they have all chosen Peru because we're passionate about our school district, our students, and our community. Dr. Gornto continued by saying that they want a sustainable future, so they have not asked for what will not be sustainable. We do not ask for more than can be afforded now and later. We do try to be fair. Dr. Gornto stated that by law, we can't negotiate for our Classified staff, however, we do negotiate with them in mind so that they can also be compensated. He stated that your vote in favor of this agreement, is your vote that you believe in, respect, and value our teachers.

II. RETIREMENTS/RECOGNITIONS/BLACK & GOLD AWARDS - no business

III. PROGRAM

A. CONSENT AGENDA ITEMS PULLED FOR PUBLIC AGENDA - no Business

B. ~~BARTON COE VILAMMA~~ - DELETED

C. BOARD PARTICIPATION REPORT - Mr. Watkins reviewed the first and second quarters of 2020 for the Board participation. The Board had a total of 103 hours for the first quarter and the second quarter was a total of 70.5 hours. Thank you to the Board for their continued contributions especially during this trying time in which we live. Mr. Watkins let the Board know they are very appreciated.

A copy of the 2020 1st and 2nd quarter Board participation report has been placed in Supplementary Minute Book #15, page 59.

D. US DEPARTMENT OF COMMERCE ECONOMIC DEVELOPMENT ADMINISTRATION GRANT AWARD - Mr. Watkins stated that about a year ago Mr. Mark Hobbs submitted an extension grant for Heartland Career Center through Wabash County. The grant has been approved with certain stipulations involved. It is a \$4 million grant with a \$1 million matching component from five schools associated with Heartland Career Center. Mr. Watkins stated that he does support the grant and that it is going to be good for our students here at Peru Community Schools. Mr. Mark Hobbs, Mr. Tony Pulley, and Mr. Steve Downs shared information and answered questions from the Board.

On motion by Mr. Wolfe, seconded by Mr. Wagner, the Board unanimously approved the grant award and contribution. A copy of the grant has been placed in Supplementary Minute Book #15, page 60.

IV. BUDGET

- A. CLAIMS - Mr. Durrwachter presented and reviewed the claims for Board approval. Questions were asked and answered. On motion by Mr. Ellis, seconded by Mr. Wagner, the Board unanimously approved the claims as follows:

EDUCATION FUND	259,790.61
OPERATING FUND	118,593.64
SCHOOL LUNCH FUND	53,984.50
KICKS FOR KIDS	72.78
REIMBURSEABLE FUND	50.00
PSI IOTA XI GRANT	29.42
DONATION/SPECIAL ED TEACHERS	168.50
TECHNOLOGY FUND	1,402.25
TITLE I 19/20	147.83
PARENT NURTURING PROGRAM	67.58
TITLE II-A 84-367A	1,014.75
18002 GOV EMER ED RELIEF	765.72
COVID19 CARES ACT	10,205.64
GROUP INSURANCE	132.30
FRINGE BENEFITS	176,004.30
BOOK RENT	736.00
TOTAL	623,165.82

- B. FUND MONITORING REPORT - Mr. Durrwachter reviewed the monthly fund monitoring report. He stated that we are able to better compensate our staff at a unique time. We are setting in a good position and finishing at 11.6%. He stated that our budget will look different barring any large changes from the state. We are expecting to only receive \$1.4 million in the Operations fund. Mr. Durrwachter stated that we will be using the Debt Service Fund to help with the 15% transfer rule. He stated that we are working on food service attraction and we are now back to hot meals.

On motion by Mr. Comerford, seconded by Mr. Wagner, the Board unanimously approved the fund monitoring report.

- C. RATIFICATION OF MASTER CONTRACT - Mr. Watkins stated that our Board has been top notch for the past seven years. He is very proud that we have been doing what we need to do. He stated that this is the largest raise package that he has seen in 20 years. Mr. Watkins stated that this package will help many families that have been majorly impacted by Covid-19. Mr. Watkins stated that his recommendation is to approve the presented contract. Mr. Durrwachter stated that it is hard to find teachers. He stated that as teacher pay goes down, expectations go up. He stated that it is only right to increase the financial expectation as well. Mr. Durrwachter stated that if this contract is approved, we will be the highest, lowest salary in our county. Mr. Wolfe thanked Dr. Gornto for keeping the Classified staff in mind. He also questioned if the new contract would be sustainable. Mr. Wolfe also requested to simplify some of the language in the contract in next year's negotiations. Mr. Comerford thanked Mr. Mullett, Mr. Wagner, Admin, and the PCEA team. He stated that he appreciates that we've been good to each other, but he is worried about massive cuts in the future. Ms. Justice stated that she is concerned with not knowing if we can sustain the raises, but the staff are a priority.

On motion by Mr. Ellis, seconded by Mr. Wagner, the Board unanimously approved the master contract.

- D. RECOMMENDATION FOR CLASSIFIED, ADMINISTRATOR, AND DIRECTOR INSURANCE - Mr. Durrwachter will recommended the coverage of the 7 % health insurance plan for all Administrators, Directors, and Classified staff. We are currently in a consortium with 26 other corporations that meet on a quarterly basis.

On motion by Ms. Justice, seconded by Mr. Comerford, the Board unanimously approved the Classified, Administrator and Director insurance coverage. A copy of the rates has been placed in Supplementary Minute Book #15, page 61.

- E. RECOMMENDATION FOR CLASSIFIED, ADMINISTRATOR, AND DIRECTOR RAISE - Mr. Durrwachter will recommended Classified staff receive a 3.5% hourly rate raise and administrator/directors pay increase of \$1,450 with a \$550 stipend. These increases will be retroactive from the start of the 2020-2021 school year (July 1st for the Classified and August 1st for salaried personnel/Administrators). New Rates will begin on November 22nd, 2020. The retroactive payout will be on December 11th, 2020.

On motion by Mr. Ellis, seconded by Mr. Wagner, the Board unanimously approved the Classified, Administrator and Director raises. A copy of the raises has been placed in Supplementary Minute Book #15, page 62.

V. OPERATIONS AND TECHNOLOGY

- A. PERMISSION TO RECEIVE BIDS - Mr. Durrwachter requested permission to receive bids for the replacement of the heating/refrigeration line at Blair Pointe cafeteria.

On motion by Mr. Comerford, seconded by Ms. Justice, the Board unanimously approved the permission to receive bids.

VI. BOARD AND ADMINISTRATIVE COMMENTS

- A. SUPERINTENDENT - Mr. Watkins expressed his gratitude and gave thanks to the following:
- Thank you to the PCEA and PCS negotiating team
 - Football - Unfortunately, their season had an abrupt end. They made leaps and bounds this season. Congratulations to Coach Saint-Louis on a successful season.
 - Winter Coaches - thank you for all you do.
Takyia McCord - Gymnastics
Andy Hobbs - Wrestling
David Weeks - Girls Basketball
Eric Thompson - Boys Basketball
 - Teachers, Aides, Counselors - thank you for the wonderful job you have been doing and all your hard work. You are top of the line!
 - Administration - Kristi, Linda, Sheri, and Paul - thank you for your tireless work every single day. You are the backbone to our success here at PCS.
 - Board Members - thank you for allowing us to do what we do!
Thank you to our new member Dr. Rogers for attending this evening. Congratulations to Mr. Wolfe, Dr. Quin, and Mr. Mullett on their election wins.

- B. BOARD MEMBER - Mr. Mullett congratulated the Fall students who made first team and honorable mentions. He also noted outstanding turn-around for Peru Football and Coach Saint-Louis. He also congratulated him on being named Coach of the Year.

Mr. Wolfe gave recognition to the bus drivers. Mr. Wolfe requested to look into adjusting the Covid relief hours because 10 days may not be enough. He also stated that the key to being a great school system is good communication.

VII. ADJOURNMENT

With no further business to discuss, Ms. Justice motioned to adjourn the meeting at 8:32 p.m., unanimously approved.

Secretary,

Charles Wagner

/dc