

November 11, 2019

The regular meeting of the Board of School Trustees was called to order at 6:30 p.m. by Mr. Wagner. Mr. Wagner led the Board and audience in the Pledge of Allegiance. All Board members were present. Also present were Mr. Watkins, Mr. Durrwachter, Mrs. Conley, Mr. Morris, Ms. Enyeart, Ms. Rusie, Mrs. Eddy, Mrs. Watkins, Ms. Spiker, Mr. Frye, teachers, patrons, and a local news media representative.

On motion by Mr. Ellis, seconded by Mr. Mullett, the Board approved the public agenda, the memorandum of October 21, and the personnel report by a vote of 4-3 (Dr. Quin, Mr. Wolfe and Ms. Justice opposed).

PERSONNEL

- A. RESIGNATIONS/RETIREMENTS/TERMINATIONS
 - 1. Lori Meier - resignation as PHS Head Cook, effective October 25, 2019.
- B. LEAVES - no business
- C. RECOMMENDATION FOR CERTIFIED POSITIONS - no business
- D. RECOMMENDATION FOR CLASSIFIED POSITIONS
 - 1. Julie Malott - Elmwood instructional aide
 - 2. Courtney Voss - transfer from part-time to full-time driver, effective October 21, 2019
 - 3. Kim Roberts - bus monitor (also works in kitchen), part-time, not to exceed total of 30 hours per week
 - 4. Michelle Richardson - transfer from part-time to full-time driver
- E. RECOMMENDATION FOR EXTRA-CURRICULAR POSITIONS
 - 1. Gavin Gysin - PHS boys' basketball assistant volunteer coach (pending background check)
 - 2. Logan Stanfield - PHS boys' basketball assistant volunteer coach (pending background check)
 - 3. Frankie Wright - PJHS boys' basketball volunteer coach (pending background check)
 - 4. Adam Sheets - 6th grade boys' basketball (lay) coach
 - 5. Travis Sheets - 5th grade boys' basketball (lay) coach
 - 6. Adam Butt - 5th grade girls' basketball (lay) coach
- F. REQUEST TO ATTEND CONFERENCE
 - 1. Dave Moon - A2E Conference, November 20-21, 2019, Union Station, registration fees paid by AEM grant, requesting mileage, meals, lodging for one night \$265.59, and parking \$56.00.
 - 2. Cindy Merrick - IBEA State Conference for FBLA, November 22, 2019, Indianapolis, requesting mileage and meals.
 - 3. Nora Majors and Chelsea Wilkinson-Stover - Art Education Association of Indiana - Vincennes University November 7-9, 2019 - requesting registration \$150 each, lodging \$450, meals, and mileage. Previously approved by building level principal's and Assistant Superintendent, seeking retroactive Board approval.
- G. DONATIONS - no business
- I. PUBLIC COMMENT - Mr. Scott Thompson commented on agenda items III.D and IV. C. Mr. Thompson stated that he is speaking on behalf of the Peru Community Education Association (PCEA), a professional organization that represents the certified staff of Peru Community Schools. Mr. Thompson continued. On behalf of the teaching staff, we are grateful for the fair contract negotiation by the PCS administration and PCEA. PCEA is acutely aware of the financial challenges of our public-school corporation facing a need. Although we do not directly negotiate for classified staff, we are also aware of the concern that they to have ever increasing expenses, we are hoping to go add funding to the pay increases they deserve. We realize that their roles are crucial to the overall success of our mission, educating our children and ultimately, the future of our community. Mr. Thompson thanked the Board for the agreeable terms and stated that the PCEA are very supportive of our classified staff.

II. RETIREMENTS/RECOGNITIONS/BLACK & GOLD AWARDS - Mr. Watkins stated that Mr. Todd Fitzgerald was a longtime custodian at PHS. He is retiring with 35 years of service. Mr. Fitzgerald commented that he started out as a sub and worked his way up to full-time. He was able to support his wife and raise two children from this job. He stated that he has gotten to know a lot of people. Mr. Watkins thanked Todd for making a difference and presented Mr. Fitzgerald with a tiger blanket and certificate.

III. PROGRAM

- A. CONSENT AGENDA ITEMS PULLED FOR PUBLIC AGENDA - no business
- B. ELMWOOD PRESENTATION - Mrs. Eddy, Elmwood principal, welcomed everyone to Elmwood and thanked them for coming. She stated that her presentation would be in Mrs. CC Nightingale's Kindergarten room. Mrs. Nightingale started doing STEM activities with her class on Friday mornings. She found that she was able to make them literacy motivated. Mrs. Nightingale stated that they do a story and learn about the activity before engaging. The students are put into partner groups that change every 9 weeks. Mrs. Nightingale had two students do a STEM activity demonstration for the Board. Mrs. Nightingale also stated that the kids love the activities. Due to the anticipation of STEM activities, Mrs. Nightingale's Friday attendance is generally high.
- C. BOARD PARTICIPATION REPORT - Mr. Watkins reviewed the 3rd quarter attendance report. He thanked the Board for the 117 hours of service and attention to Peru Community Schools. A copy of the Board participation report is in the Supplementary Minute Book #15, page 20.
- D. TEACHER LEGISLATIVE DAY - Mr. Wagner turned it over to Mr. Thompson for a few comments. Mr. Thompson thanked the teachers from our corporation, teachers from surrounding corporations, and community members for being in attendance. Mr. Thompson stated that he would be addressing a few concerns for the November 19th Red For Ed rally. He stated that they feel that some are under the impression that this rally is only for the teachers. Public schools throughout the state are burdened financially and otherwise due to the deliberate and methodical plan to dismantle public education in Indiana started by Governor Mitch Daniels a decade ago. Across the United States, communities are fighting back against these so called reforms and the resulting damage. This rally is a starting point for what needs to be a revolution in Indiana if we are to save and adequately fund our public schools. Mr. Thompson continued. Why ISTA (Indiana State Teachers Association)? The Superintendent's nor the School Board Associations do not have the resources to support such an event. Classified do not have representation, although ISTA does have a support staff. It boils down to who has the resources and is willing to take on responsibility of starting the process of making our lawmakers address these issues. To be successful, however, superintendents, school boards, classified staff, parents and others who know the value of a public education system in our communities must get involved. Participation in this rally and future events, sponsored by the ISTA, is not restricted to teachers. There are 10,000 people registered for this event as of early this afternoon and the numbers are growing daily. Mr. Thompson stated that these are not just teachers. All the aforementioned groups have a representative registered. Some people are even sending people to this rally on school buses. We, the staff, are grateful the Board is considering professional leave for the teachers attending the rally, yet we realize there is an inconvenience to families and support staff by calling off school. We know that we need to protect the daily wages of our classified personnel, but if this situation is not remedied soon, they'll lose more than a day's pay, many will lose their jobs. Mr. Thompson asked, how many positions have we eliminated already to meet the demands of the budget? Parents will have the inconvenience of arranging supervision for their children. With a cause that is so important, we all have to make sacrifices. We hope that advance notice permits them to make adequate arrangements. We as teachers are sacrificing our second semester

prep day and realize that those preparations will be done on our personal time. We believe in this cause so much, that we are willing to make that sacrifice to ensure continuing education for all students. Politicians like to talk and say that local schools can decide what to pay their teachers, but the reality is that control how much money the school can receive. You cannot payout what you do not receive. We're already in a situation where we find extra dollars for select teachers just to get them to come here. This creates a negative atmosphere by establishing barriers between recent hires and staff that has stayed with the corporation for years. The entail is to save money, but then the result is exactly the opposite. Many of districts are being forced to ask our local taxpayers for lots of additional funds for local referendum to provide adequate salaries and facilities. The state needs to stop forcing communities to pay additional tax dollars due to their lack of proper funding. Finally, moving forward, like a team with mutual collaboration and discussion to fix the main punitive demands and financial shortfalls facing public education in Indiana. Mr. Thompson stated that he is pleading for continued support and participation.

Mr. Watkins stated that he has been working with the PCEA, support staff, teachers, and other certified staff. He stated that every member of our Board and administrator is in support of the cause. There have been a lot of options, but the actions of this day could help our future staff. Mr. Watkins gave his recommendation to switch the teacher work-day in January. Mr. Wolfe asked if there any other days that we can switch? Mr. Watkins stated that we have MLK day, Good Friday, the last day of school, and Spring Break.

Mr. Mullett moved to approve Mr. Watkins' recommendation, seconded by Mr. Comerford.

Mr. Comerford added a comment prior to the vote. He first expressed his personal support for our teachers. He stated that we have been comparable with contract raises. He said that he supports teachers in wanting to dramatically draw attention to the issues that affect public education. He feels that it could be done in alternate ways and keep politics out of what we do here. If this will be an ongoing event, hopefully we could get it on the calendar in advance. He does not want it to disturb parents or interfere with our students. Mr. Comerford stated that one reason that he will not vote for this is because he doesn't feel it is right to remove funds from the education fund for political reasons. Mr. Comerford stated that he feels that we could all do better in looking at how everyone is affected.

Motion was voted down by a vote of 3-4, Mr. Comerford, Ms. Justice, Mr. Wolfe, Dr. Quin opposed.

Mr. Wolfe and Ms. Justice stated that they are in favor of the teachers attending, but they are not in favor of trading January 6.

Mr. Comerford moved to amend Mr. Watkins' original recommendation from a professional day to a personal day due to budget.

Dr. Quin stated that this is a non-budget session. He stated that next year is a budget session and that's really when everyone needs to go down to Indianapolis. Dr. Quin is requesting to get this on the calendar for next school year and if it's not needed then we can change it to something else to prevent this from happening again.

Ms. Justice asked Mr. Thompson and the PCEA what they think about the November 19th and January 6th switch. Mr. Thompson stated that between January 6, MLK Day, and Good Friday, January 6 was the least favorite.

Mr. Mullett seconded Mr. Comerford's motion, motion was voted down by a vote of 1-5-1, Mr. Wolfe, Dr. Quin, Ms. Justice, Mr. Ellis, and Mr. Mullett opposed, Mr. Wagner abstained.

Ms. Justice motioned to approve MLK day be changed to an in-service day to switch with November 19, Mr. Wolfe seconded the motion, unanimously approved.

IV. BUDGET

- A. CLAIMS - Mr. Durrwachter presented and reviewed the claims for Board approval. Questions were asked and answered. Mr. Ellis moved to approve the claims, seconded by Mr. Mullett, unanimously approved, as follows:

EDUCATION FUND	50,671.30
OPERATING FUND	81,020.03
CONSTRUCTION 2016 GO BOND	571.18
SCHOOL LUNCH FUND	26,093.46
TEXTBOOK RENTAL FUND	10,663.82
INSURANCE WELLNESS CLINIC	357.85
KICKS FOR KIDS	34.95
DONATION/SPECIAL ED TEACHERS	59.96
IN LITERACY EARLY INTERVENTION	5,823.45
FORMATIVE ASSESMENT GRANT	1,895.00
NONENGLISH SPEAKING 51119-17	3,116.50
HIGH ABILITY GRANT	3,348.46
TECHNOLOGY FUND	3,042.25
TITLE I 2018/19	100.92
TITLE I 19/20	647.35
PARENT NURTURING PROGRAM	795.11
TITLE IV A	109.54
TITLE II-A FFY 2017	2,340.00
TITLE II - A	351.91
GROUP INSURANCE	160.66
RETIREEES-TERM LIFE INSURANCE	501.15
FRINGE BENEFITS	161,320.12
TOTAL	\$353,024.97

- B. FUND MONITORING REPORT - Mr. Durrwachter reviewed the fund monitoring report. He stated that the true education budget is about 14 million dollars received in the education fund, but because of monthly tuition assistance transfers to the operation fund we are already at 100% for the education fund. We will receive additional over the 100%. Looking at the disbursements you can see the transfer lines there which is more of a true indicator of how much we have spent. With the education you can see that we are at 9.2 million and operations are at 3.5 million. He stated that we are getting into the heavier payments regarding our debt service for our leases. We are now seeing those bigger payments that make a difference. Mr. Durrwachter highlighted the food service. We are still down, but for the year, we are doing much better. Mr. Watkins thanked Mr. Durrwachter for his hard work and stated that he is proud of our 12.7% cash balance.

Mr. Comerford moved to approve the fund monitoring report, seconded by Mr. Ellis, unanimously approved.

- C. RATIFICATION OF MASTER CONTRACT - Mr. Watkins stated that he was asking for the ratification of our master contract, CBA, in its entirety. He stated that we will raise our salary scale \$100. Every teacher will move up a letter. Mr. Watkins stated that he is very proud of our contract. He stated that we were the first school to get on a salary schedule. We have been a leader in the county. We have added \$3,850 to the salary schedule in the last three years. We're beating corporations that are in the referendum. Our 1st year was a 3.5 raise, last year was a 3.4, and this year is a 3.5 with a 10.4 accumulative raise in three years. Our Board supports our teachers. We do need more funding in education. Mr. Watkins recommended passing our contract. Mr. Durrwachter added that the insurance is a large important part of the contract. He stated that the dental, vision and health all will not increase this year.

Mr. Wagner asked if there are any public comments for the master contract.

Mr. Mullett moved to approve the ratification of the master contract, seconded by Mr. Wolfe, unanimously approved.

- D. RECOMMENDATION FOR CLASSIFIED INSURANCE - Mr. Durrwachter stated that as covered for the certified staff members, we would like to extend the insurance coverage to all of our staff members. Mr. Durrwachter recommended that we cover 1.5% for health insurance and 2% for dental for all classified staff currently enrolled in our insurance plans.

Mr. Comerford moved to approve the recommendation for classified insurance, seconded by Mr. Wolfe, unanimously approved.

- E. RECOMMENDATION FOR CLASSIFIED AND ADMINISTRATIVE RAISE - Mr. Durrwachter stated that he is recommending a 2% increase for all classified staff, and administrators to receive \$1,350 to their base salaries. It will be retroactive dating back to July 31st for the classified staff and contractual date for administrators. The retroactive payout will be on January 3, 2020. The new hourly rate will begin immediately. Mr. Durrwachter also recommended to add a bus driver after 5 years for a pay increase to help with retention to the classified salary schedule.

Ms. Justice moved to approve the recommendation for classified and administrative raises, seconded by Mr. Wolfe, unanimously approved.

- F. ELMWOOD ECA FUNDS - Mr. Durrwachter stated that every July we submit an extra-curricular fund at risk assessment to the State Board of Accounts. We have to report to them anything we deem as a significant change. There is a variance in the amount of \$2,039.24 more in our online management system. Mr. Durrwachter continued stating that this number has not changed since September of 2015. It has carried throughout. The first recommendation from the SBOA was to work with Skyward to see if the variance could be fixed. The variance was not fixed upon the recommendation of Skyward. Now, based on the recommendation of the SBOA, he recommended an adjustment of funds so that our bank will match what is on our online account.

Mr. Wolfe moved to approve the adjustment of the Elmwood ECA funds, seconded by Dr. Quin, unanimously approved. A copy of the resolution is in Supplementary Minute Book #15, page 21.

- G. TEACHER APPRECIATION GRANT (TAG)- Mr. Watkins stated that we have received the largest TAG that I have ever seen. The TAG is in the amount of \$70,999.60 and will be divided between 119 certified staff excluding seven new certified staff members. Mr. Durrwachter gave the raw number amounts that are subject to change depending on funds withheld. He stated that a highly effective teacher would receive \$724.48 and an effective teacher would receive \$579.58.

Mr. Ellis moved to approve the TAG, seconded by Mr. Mullett, unanimously approved.

V. OPERATIONS AND TECHNOLOGY

A. FACILITY USE REQUESTS

1. PHS auditorium, commons, and Tiger Den - Abundant Life Church - Service - December 1, 2019 - 6:00 p.m. - 9:00 p.m. Will pay rental and custodial fees.
2. PHS auditorium - Miami County Indiana Historical Society - women's suffrage speaker - also giving 3 sets of books to PCS - Worth Remembering Group - April 23, 2020 - 6 p.m. - 9 p.m. - requesting all fee waiver.
3. South Peru gym - Alexandria Blong - 3v3 soccer team practice - Nov. 30, Dec. 1, 7, 8, 14, 15, 21, 23, 27 - Saturdays & Dec. 23 & 27 9 a.m. - 1 p.m. - Sundays 1 p.m. - 5 p.m. - requesting all fee waiver.

Mr. Ellis moved to approve the facility use requests, seconded by Ms. Justice, unanimously approved.

VI. AGREEMENTS AND CONTRACTS - no business

VII. BOARD AND ADMINISTRATIVE COMMENTS

A. SUPERINTENDENT - Mr. Watkins expressed his gratitude and made the following comments:

- Buddie Penn attended the Veteran's Day program. Dr. Quin, Lowell Maxwell, Pete Redmon, John Whitworth and the class of 1956, Mr. Frye, Mr. Polk, honor guard, Jonah Huppenthal, swing choir, choir, band, Dr. Gornto, YMCA, painting - Adeline Jackson, PHS Class of 2010, all Veteran's and school Board members in attendance.
- All Miami County Football Team - Coach of the Year - Romison Saint-Louis, Special Teams player of the year - Kade Townsend, multiple athletes for first teams and honorable mentions.
- Tiger Athletic Night - Chuck Brimbury, Mr. Frye, Foreman's, all athletic coaches
- PCEA negotiation team, administrative negotiation team
- Elmwood Fall Into Reading day - Kindergarten teachers, Mrs. Eddy
- Elmwood - Missy Clark to Officer Sweet. Missy stated that Officer Sweet does a great job keeping our building and students safe. Elmwood is lucky to have him!

PHS - Dr. Gornto to Emily Rodeck. Dr. Gornto stated that Emily is split between three buildings and has taken on the responsibility of two established band programs at the HS and JH. Although she doesn't seem to have a "home base", Emily has managed to really connect with her students and build a strong relationship. The high school band is continuing their great traditions and growing in numbers. Her students respect her and work hard to reach her goals. She is doing a fantastic job all around! The students and I particularly appreciate her positive attitude.

B. BOARD MEMBER - no comments

VIII. ADJOURNMENT

With no further business to discuss, Ms. Justice moved to adjourn the meeting at 8:00 p.m. unanimously approved.

Secretary,

Tim Comerford

/dc