

December 12, 2011

The regular meeting of the Board of School Trustees was called to order at 6:35 p.m. by Mrs. Shuey. Mrs. Shuey apologized for beginning late and then 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, Mr. Mullett, Mr. Allen, a patron, and a news media representative.

On motion by Mr. Comerford, seconded by Mr. Stanton, the Board unanimously approved the agenda as presented, the memorandum of November 14, 2011, and the personnel report.

PERSONNEL

A. RESIGNATIONS/RETIREMENTS/TERMINATIONS

1. Sharon Dillman - retirement 3rd grade teacher - effective end of 2011-12 summer school
2. Sharon Adcock - retirement Reading Specialist - effective end of 2011-12 school year
3. Kathy Urbani - retirement 3rd grade teacher - effective November 21, 2011
4. Sheryl West - retirement administrator - effective end of 2011-12 school year
5. Anne Thompson - resignation kdg teacher - effective January 6, 2012
6. Heidi Green - resignation food service worker

B. LEAVES

1. Jennifer Thomas - PHS Career Center receptionist - FMLA intermittent leave as necessary

C. RECOMMENDATION FOR CERTIFIED POSITIONS

1. Katie Beck - 3rd grade teacher, IU Ft. Wayne 2011 graduate

D. RECOMMENDATION FOR CLASSIFIED POSITIONS

1. Carol Russell - substitute bus driver
2. George Morris - compensation agreement - equalization of paychecks, no increase in pay. His salary is contingent upon the continuation of the AMP contracts.

E. RECOMMENDATION FOR EXTRA-CURRICULAR POSITIONS - no business

F. REQUESTS TO ATTEND CONFERENCES

1. Valerie Doud - PHS science teacher - NSTA National Conference, March 29 - April 1, 2012 - Indianapolis - registration \$215, lodging \$200, meals \$80.

G. DONATIONS

1. \$150 - PHS FCA group - anonymous

I. PUBLIC COMMENT - No comments

II. RECOGNITIONS

Mr. Brimbury recognized our custodians, maintenance staff, Mr. Hall, Dr. Thompson, Mr. Frushour, and our community leaders who helped with the unexpected snow fall last week. He stated there was a lot of cooperation and communication between agencies and personnel. We were able to attend school with only a two-hour delay the morning after a 10" snow fall with multiple power outages.

III. PROGRAM

A. TEACHER EVALUATION UPDATE - Mr. Brimbury stated last year we saw several changes in public education. He noted we have taken a collaborative approach to address these changes. He noted one of the people the State looks to is Dr. Thompson in his work with the teacher evaluation and development system. Dr. Thompson updated the Board on the teacher evaluation process. He stated his committee of teachers and administrators have met and made a visitation. The committee has considered various evaluation processes and is

looking at the evaluation system recommended by the State, RISE. He stated we can make modifications to this system. Dr. Thompson reviewed the rubric and shared the web site. He stated he felt very confident the committee will have a recommendation by early February. The evaluation system will be implemented in the fall of the 2012-13 school year. The administrators conducting the evaluations will be trained on proper evaluation techniques. The evaluation must be fair and consistent. Mr. Brimbury stated a teacher's evaluation will be a consideration in performance pay.

- B. SCHOOL BOARD TERMS - Mr. Brimbury stated under new legislation the State is reorganizing School Board terms with all elections to be held in the fall and seating to take place in January. He stated he has talked with legal counsel with ISBA as well as our own counsel. He stated Peru is unique in that our Board members have been elected during primary and general elections and have taken their Oath of Office in July. Legislation states a Board member's term cannot be shortened. This presents a dilemma for Peru. He stated he will continue to consult with counsel and develop a plan by the end of the year. He requested a Board member sit in on a meeting. Mr. Stanton volunteered.

IV. BUDGET

- A. CLAIMS - Mr. Hall presented and reviewed the claims for Board approval. Mr. Maxwell moved to approve the claims as presented, seconded by Mr. Stanton, unanimously approved as follows:

GENERAL FUND	292,606.72
CAPITAL PROJECTS	11,933.81
TRANSPORTATION OPERATING FUND	12,184.99
TRANSPORTATION BUS REPLACEMENT	217.00
SCHOOL LUNCH FUND	67,375.91
KEYS ACADEMY	665.00
NO CENTER IN LITERACY CONSORTIUM	156.00
ACADEMIC MONITORING PACKAGE	78.89
GIFTED AND TALENTED 2011-12	24.07
TECHNOLOGY E-RATE REBATE	701.50
CLASSROOM INNOVATION GRANT	48,493.20
TITLE I 2011-12	2,284.05
PARENT NURTURING PROGRAM	451.19
ADULT BASIC EDUCATION FUND	1,125.35
TITLE II PART A TEACHER IMPROV	527.59
TITLE VI RURAL AND LOW INCOME	309.48
TITLE I STIMULUS-GRANTS TO LEA	4,500.00
EDUCATIONAL JOBS FUND	1,413.83
FEDERAL TAX	39,389.72
SOCIAL SECURITY	21,889.94
GROUP INSURANCE	9,375.12
ANNUITIES	12,165.13
HARTFORD LOAN REPAYMENT	295.34
SECTION 125 REIMBURSEMENT	2,984.40
CELL PHONE CLEARING ACCOUNT	34.60
RETIREEES-TERM LIFE INSURANCE	527.48
CHILD SUPPORT	394.00
TOTAL	\$ 532,113.22

- B. FUND MONITORING REPORT - Mr. Hall reviewed the fund monitoring report for the month of November. He noted the general fund has a cash balance of 9.8%. He projected for the 12-month period a positive balance with receipts exceeding expenditures. Mr. Maxwell moved to approve the report, seconded by Mr. Wagner, unanimously approved.
- C. RESOLUTION TO TRANSFER FUNDS - Mr. Hall asked if the three resolutions (C, D, and E) could be grouped together with one vote. The Board agreed. Mr. Hall requested approval of a resolution to permanently transfer \$144,000 from the General Fund to the Rainy Day Fund. This amount represents 1% of the General Fund receipts for the year.

- D. RESOLUTION TO TEMPORARILY TRANSFER FUNDS - Mr. Hall informed the Board the School Pension Debt Fund is projected to have a negative cash balance. According to State Board of Accounts, no fund should have a negative balance. He presented a resolution to temporarily transfer funds up to \$145,500 from the General Fund to the School Pension Debt Fund. The funds will be transferred back to the General Fund upon receipt of funds from the Indiana Bond Bank.
- E. ANNUAL RESOLUTION TO TRANSFER BALANCES - Mr. Hall presented a resolution to transfer year-end appropriation balances to cancel credit balances. He noted this is a typical annual resolution request.

Mr. Stanton moved to approve the resolutions, seconded by Mr. Maxwell. Mr. Comerford asked if there would be a cap on the transfer to Rainy Day Fund? He asked what our goal was for the fund? Mr. Hall responded it will take several years to have a comfortable balance. Mr. Brimbury stated he wants to be prepared in this district in the event of a mid-year reduction in funding. Should an emergency happen it does not have an immediate financial effect on staff and students. He noted our Capital Projects fund is unbelievably low compared to other school districts our size. He emphasized we need to be prepared. He stated his first goal is to get to \$600,000 to \$800,000. The motion was unanimously approved. A copy of the resolutions is in Supplementary Minute Book #13, page 63.

- F. APPOINT AUTHORIZED AGENT - Mr. Hall stated last year PERF and TRF joined together and moved into the 21st century and went online. He requested permission to appoint Jennifer Hopkins as our Authorized Agent and Authorized online ERM user for the Indiana Public Retirement System. He stated this action is necessary as transactions for TRF and PERF will be electronic in 2012. On motion by Mr. Comerford, seconded by Ms. Rice, the Board unanimously approved Mr. Hall's recommendation.
- G. APPROVAL TO AUTHORIZE PROJECT HEARINGS - Mr. Brimbury stated at the last meeting the Board voted to proceed with looking at ways to deal with the Capital Projects shortfall. He recommended the Board authorize to proceed with project hearings. He emphasized this is not a vote to approve a bond issue. This vote allows us to continue to move forward. On motion by Mr. Maxwell, seconded by Mr. Wagner, the Board unanimously authorized to proceed with the project hearings.
- H. BOND BANK RESOLUTION - Mr. Hall requested approval of a resolution to authorize a temporary loan for cash flow purposes for the Pension Debt Fund for 2012. Mr. Maxwell moved to approve the resolution, seconded by Mr. Stanton. Mr. Wolfe asked why we couldn't use the Rainy Day fund transfer rather than paying interest on a loan. Mr. Hall stated the Board could make that decision. He stated the interest rate was 1.5% last year. He also noted the money is used over the period of a calendar year. Mr. Brimbury stated during our negotiations with the teachers he made a point of saying he wanted to increase the Rainy Day fund. Mr. Hall recommended approval of the resolution as presented. The Board approved and signed the resolution by a 6-1 vote (Mr. Wolfe opposed). A copy of the resolution is in Supplementary Minute Book #13, page 64.

V. OPERATIONS AND TECHNOLOGY

A. REQUEST TO USE FACILITIES

1. Tri-Kappa Sorority - PHS kitchen and commons - March 9-10, 2012 - annual Easter Egg project.
- Ms. Rice moved to approve the requests, seconded by Mr. Wagner, unanimously approved.

- B. PROPERTY, CASUALTY AND AUTOMOBILE INSURANCE RENEWAL - Mr. Hall stated he received three quotes ranging from \$75,171 to \$106,184. He recommended the Board stay with Trident (\$75,171) through Webster Insurance for general liability, automobile, property, inland marine, commercial crime, commercial excess liability, educators legal liability and employment practices liability insurance. The quote covers a 12-month period beginning January 13, 2012. Mr. Maxwell moved to approve the recommendation, seconded by Mr. Comerford, unanimously approved.
- C. FEASIBILITY UPDATE - Mr. Brimbury stated a public meeting was held last Wednesday evening at Blair Pointe. He shared with those attending Peru Schools is considering the economic efficiency for the corporation without impacting students and their education and staffing. He stated there were 35-40 in attendance. He stated no negative comments were made and the public seemed to be appreciative. He was asked if another meeting would be held and if there would be a way for staff to share input anonymously. He stated he would like to schedule another public meeting and would like staff to share their input, anonymously if desired. He stated at the February meeting he would like to share if this move will be financially tied to Capital Projects, a bond issue, or what funding. Mr. Brimbury stated he does not want to use Capital Project money and would consider this portion of the project being a bond issue. He will consider any funding options.
- D. PCS STAFF MEDICAL CLINIC UPDATE - Mr. Brimbury stated the consortium is considering three locations for a clinic. Peru is one of the three locations. He stated this is a very positive opportunity. He noted this could be a tremendous savings to medical insurance. The Consortium has chosen Novia CareClinics to be the medical clinic care. Mr. Comerford asked if the future government mandates were being considered. Mr. Brimbury stated that question has been asked and Novia seems to be ahead of the game on the mandates for health care changes.
- E. ACADEMIC MONITORING PACKAGE DISCUSSION - Mr. Brimbury stated he is very appreciative of Dr. Thompson and George Morris for their work in helping teachers and students. Dr. Thompson a few years ago he was approached with a question as to which staff member he would have to let go due to budget cuts by the state. Dr. Thompson stated none and went to his tech staff and told them we need to think outside the box. With the cuts the State was making in education, how were they going to continue to meet the challenge to improve education. He stated the process began in January 2010. Today we have AMP. He stated partner 26 just committed. He stated he has more presentations scheduled. \$62,000 balance. He added this is a work of love for him. Mr. Morris stated he feels really good about the package. He noted we are still in the perfecting stage. Each new data base presents new challenges. He stated he feels good about helping teachers and students. He shared his personal story. He noted it was comforting to know that his children could look up to him and share with their friends that he works for a school corporation, actually several school corporations, helping staff and students improve education. Dave stated the corporations are not buying software; they are investing in a team. He stated Peru Schools' AYP went from dismal to distinguished (exemplary) in five years. This is a journey of their hearts. He added we are better because of the partners who present new challenges. Mr. Brimbury thanked Dr. Thompson and Mr. Morris for their comments. He requested a Board member to chair an advisory board for AMP to ensure we are working openly and together. He also asked for two additional Board members to sit on the AMP Advisory Board. He explained this will help oversee operations on behalf of PCS. Mrs. Shuey asked Mr. Comerford to chair the advisory Board. She asked Ms. Rice and Mr. Maxwell to serve

on the Board as well. Dr. Thompson stated just adding one corporation a month over the next two years would pay for the salaries of the tech team (George Morris, Chris Butte, Dave Moon, and Brad Coleman) as well as an additional \$270,000 for the general fund or capital projects. Mr. Maxwell stated he would like the tech team to make a presentation to the Board to help them understand the package. Mr. Comerford commented he sat in on a recent presentation and stated the representatives from the visiting corporation were engaged and signed up as a partner. On motion by Mr. Stanton, seconded by Mr. Wagner, the three Board members were appointed to the AMP Advisory Board.

VI. BOARD AND ADMINISTRATION COMMENTS

- A. SUPERINTENDENT - Mr. Brimbury requested permission to post, interview, and hire a teacher during Christmas break to begin when we return from Christmas break. Mr. Stanton moved to approve the request, seconded by Mr. Comerford, unanimously carried. Mr. Brimbury stated the Board will formally approve the individual at the January meeting.

Mr. Brimbury stated he has talked with Mr. Hall several times as they have discussed a possible bond issue that he wants us to do everything in our power to hire locally and buy locally and economically support our community, state, and country. He wanted the Board to be aware of this philosophy.

- B. BOARD - Mrs. Shuey stated the high school music program held Sunday and was wonderful!

Dr. Thompson shared a copy of the dictionaries that were distributed by the Lions Club to all 3rd grade students in Peru.

VII. ADJOURNMENT

With no further business to discuss, Ms. Rice moved to adjourn the meeting at 7:48 p.m.

Secretary,

Lowell Maxwell

/mm