

December 14, 2015

The regular meeting of the Board of School Trustees was called to order at 6:39 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. Cary, Ms. Spiker, Mrs. Watkins, Mr. Frye, Mr. Lunsford, Mrs. Mongosa, Mrs. Hopkins, several students, parents and patrons, and local news media representatives.

On motion by Mr. Stanton, seconded by Mr. Comerford, the Board approved the public agenda, the memorandum of November 9, and the personnel report as presented by a vote of 5-2 (Dr. Quin and Mr. Wolfe opposed).

PERSONNEL

A. RESIGNATIONS/RETIREMENTS/TERMINATION

1. Jeryl Buffington - retirement - 1<sup>st</sup> grade teacher, effective February 16, 2016 - 31 years of teaching experience with PCS
2. Russ Ricks - retirement - Blair Pointe SRO, effective December 17, 2015
3. Connie Cutler - resignation - Art Gallery Director, effective December 31, 2015
4. Marlin Ash - resignation - PJHS custodian, effective December 4, 2015
5. Amber Flatland - resignation - cafeteria worker, effective November 30, 2015
6. Ian Applegate - termination of grant/PR position, effective December 31, 2015

B. LEAVES

1. Katie Sims - leave December 3-18, 2015

C. RECOMMENDATION FOR CERTIFIED POSITIONS

1. Jennifer Reyburn - 1<sup>st</sup> grade temporary teaching contract from November 30, 2015 - February 11, 2016

D. RECOMMENDATION FOR CLASSIFIED POSITIONS

1. Richard Keller - Blair Pointe SRO effective December 17
2. Martha McGowan - PJHS custodian effective December 15
3. Judy Wylam - BP temporary instructional aide, November 2 - February 5, 2016
4. Linda Fuller - transfer from bookkeeper to food service effective January 4, 2016

E. RECOMMENDATION FOR EXTRA-CURRICULAR POSITIONS

1. Takyia McCord - head gymnastic (lay) coach
2. Erica Buffington - assistant gymnastic (lay) coach
3. Alisha Reeve - Blair Pointe choir club
4. Jennifer Lorona - head cheerleading (lay) coach

F. REQUEST FOR CONFERENCE - no business

G. DONATIONS

1. \$1,000 - PHS Swing Choir for NYC trip, anonymous donor
2. \$500 - PJHS cheerleading uniforms from Bengal Backers
3. \$250 - PJHS fundraising dinner donation - anonymous donor

I. PUBLIC COMMENT - No public comments.

II. RECOGNITIONS - Mr. Watkins recognized three PJHS students with Black and Gold awards. James Walsh, Sydney Douglass, and Hailey Ewer were honored for their selection for this year's Indiana Bandmasters All-Region Honor Band.

Mr. Watkins also recognized Kamren Murphy, a 2nd grader at Elmwood. His Christmas ornament was selected as the grade level winner in the 2015 Honeywell Winter Banner competition. Kamren's banner is on display on a downtown light pole through the holiday season. Mr. Frye accepted Kamren's award for him.

Mr. Watkins recognized the football team as the TRC conference champions. He stated Peru hasn't won a conference championship since the 1990's. He stated he was very proud of the team and the program Coach Prescott has developed. He named the players, managers, water girls, and coaches. Coach Prescott thanked his assistant coaches, Coach Makowski and Coach Loe, for their help in building the program. He stated 53 of the 54 players and managers were at the banquet the other night. The seniors spoke not about the wins and the championship, but about the growth of the team. He stated a few years ago the students coined the phrase brother nation. He said the seniors will be missed. Each year the bar is stepped up and they will continue to raise the bar. He stated he was very proud of the team. He thanked the parents and the community for their support. Mrs. Shuey stated the players are outstanding athletes and students. She wished the seniors the best with their futures.

### III. PROGRAM

A. PD BADGING AND CANVAS PRESENTATION - Mr. Hanson introduced Mr. Justin Lunsford, PCS Technology Integration Specialist. He was hired in September from Huntington Schools. Mr. Hanson stated Mr. Lunsford has jumped right in working with our teachers and brought an expertise that has already benefitted us. He stated we are at a place where the skill set of our students is not necessarily the same as the staff. We need our teachers to be able to train the students with the tools they will need to be successful when they leave PHS and enter into the real world. He stated research and technology, where we are at in best practice, is creating a blended learning environment. He stated we do not want to remove what works well with the strengths of our teaching staff, but we want to build upon those skill sets. He stated he asked Mr. Lunsford to share the professional development we are using to help give the teachers the tools they need. One of those tools is Canvas, a Learning Management System (LMS). It is a platform that allows our teachers and students to communicate, plan, turn in work, and grade, as well as having a calendar feature. He informed the Board once Canvas is fully up and running we will have accounts for teachers, students, and parents. He stated our goal this year is to implement it and be fully prepared for the 2016-17 school year. We want to make teachers lives more reasonable in working with technology and be able to differentiate instruction. He added the students and staff have been very positive so far. Mr. Lunsford explained how Canvas works. Each student will have a dashboard when they log in showing their classes. Mr. Hanson added this is a K-12 program. He noted how the elementary level uses it will differ than the way the secondary will use the program. Mr. Lunsford also shared the professional development badging course he designed for the teachers. He noted it is designed on units and stated badging will help motivate adults to learn and continue to grow. He stated the first six or seven badges will come out February 1<sup>st</sup> for the teachers to start individually earning. The Mr. Hanson stated every year we have to come up with a professional development plan. Typically we bring a speaker here or send staff to conferences. He noted this is a component that has been building momentum state wide. Teachers can learn at their own pace on their own time and can be compensated when they complete the training. Mr. Lunsford stated the teachers may

not use the skill all the time, so the teachers can go back to the rubric and refresh their memory with the hyperlinks provided. Mr. Hanson stated Mr. Lunsford and he are modeling as the teachers so the teachers will see what it looks like for them to teach to their students. Mr. Lunsford stated he wants everything to be practical and useful. He stated he is meeting with every teacher in their classrooms to see how they are using Canvas and help with questions. Mr. Hanson stated this was kicked off at the collaboration sessions. Plan to release 15 new badges each year ranging from technology to literacy to new teacher orientation. Mr. Hanson stated Title II grant process is funding this program. He added he is very pleased with where we are at. Mr. Hanson stated Mr. Lunsford and he visited Southwest Allen Schools and observed a kindergarten class. The students can't write or read, but they drew pictures on the tablet or paper to share their discussion about their teacher's story. Mr. Hanson stated they are very excited about the program. The teachers are going to have a lot of flexibility and creativity. For parents and students a nice feature will be the calendar to see the homework assignments. Mr. Lunsford stated the principals are also modeling the use of Canvas for their staff and disseminating information. Mr. Hanson noted many universities are using Canvas so our students will already have that background if they choose to attend higher education. Canvas offers an extensive data base and discussion boards available to staff. Mr. Watkins stated Mr. Lunsford and Mr. Hanson are introducing this in the right manner for teachers and students. He praised Mr. Lunsford and stated he is excited to see where we will be at in one year. Mr. Lunsford stated the badges available at this time are basic technology integration. We will be adding instructional practice and be engaging. Mrs. Shuey asked how they will determine what badges are added. Mr. Lunsford stated as badges are added, some will be secondary and some elementary based on what teachers are asking. Badging will be more customized to our needs. February 1<sup>st</sup> is the goal for the first seven badges to be up and running. The Board thanked Mr. Lunsford for his presentation.

- B. SECOND READING AND ADOPTION OF NEOLA BYLAWS - Mr. Watkins stated we are in the process because we are behind three years on the NEOLA bylaws. He stated he is updating those and hopes to have the updates completed by the end of this school year. He stated the sections consist of bylaws, policies, administration, programs, professional staff, classified, students, finances, property, operations, and relations. He stated if there is anything controversial or a major change to our policy made by federal or state mandate he will pull out and we will have further discussion before adopting. He presented for adoption this evening what was presented at the November meeting as a first reading: 0100 Definitions, 0130 Functions of the Board, 0140 Membership of the Board, 0150 Organization, and 0160 Meetings. He asked if there were any questions. On motion by Mr. Stanton, seconded by Ms. Rice, the Board unanimously approved the updated NEOLA bylaws. Mr. Hanson stated it has been a positive experience working with Dr. McKaig. His background knowledge is very strong as he was our superintendent when we went through this process the first time. Dr. McKaig currently works with 34 other school corporations as a NEOLA consultant.
- C. STRATEGIC PLAN - Mr. Watkins stated he was extremely proud of our plans that began about a year ago. He stated it is a long process that started with the Board and principals and several

evening meetings. He read the mission and vision statements. Our mission statement reads: Educating students Positively, Compassionately, and Successfully. Our vision statement reads: Peru Community Schools is the leader in educational excellence for all students; where parents want to send their children, students want to learn, teachers want to teach, and employees want to work. PCS employs a highly qualified staff, utilizing a diverse, differentiated curriculum that fosters student excellence within an inviting, clean, safe, and technologically-advanced environment. PCS' preparation of college and career-ready students is a catalyst for our economic and community growth. He stated they also came up with building goals to guide the principals in their goals with their staff: 1 - Become the leader in educational excellence for the region and state, 2 - Create positive and effective learning environments, 3 - Increase student and staff participation in extra-curricular activities, 4 - Continue the use of technology to facilitate student achievement in classroom engagement, 5 - Implement the Peru Academic Method-Relationships/Teachers Development/Data & Time/Building Interventions throughout the corporation, 6 - Provide college and career readiness opportunities/pathways for all secondary students. He stated the principals have been working with their staffs to incorporate their goals within their own building. Mr. Watkins stated this is informational this evening. Mr. Frye stated he sat down with his administrative team and best teachers to look at practical goals. He stated they want to be at 90% reading level for every child who walks out the door, so that was the framework they considered. They wanted to bring back remediation and created a 1<sup>st</sup> grade academy. He said they also wanted collaboration not only at grade levels but throughout the school and create an atmosphere where kids want to be at school by creating more after school activities. Mrs. Watkins stated Blair Pointe's number one goal was to get all the students to pass ISTEP. She stated they also want to increase student participation in athletics and clubs. She added most of all they want Blair Pointe to be a happy place. Ms. Spiker stated PJHS is very similar to Blair Pointe. PJHS wants to pick up where the students are when they leave Blair Pointe. She stated PJHS has the same number of athletic opportunities as the high school except for gymnastics. However, they want to include students who don't have interest in athletics. She said ISTEP is always at the forefront. They are also doing a lot of tweaking to their interventions. Mr. Cary stated PHS looked at several different areas including changes to the ISTEP as well as AP and SAT scores. Their goals include integrating technology, college and career readiness. Mr. Comerford asked if we have the ability to track how our kids are doing after they leave high school. Mr. Hanson replied the annual performance report does give us information and feedback, although it is two to three years behind. He stated the information is becoming more prevalent as it is very valuable. Ms. Rice asked if there is a specific plan to increase scores. Mr. Cary responded they will be adding a SAT preparation class once they see what teachers will be available to teach the class next year. He stated he thinks the AP scores will increase because the students will have the class all year rather than two terms. Mr. Hanson said we will take a close look at the new curriculum that has been recently written. He added the writing component in the SAT has been taken out. He noted the high school will have more accurate individual data on where students are at as every 10<sup>th</sup> grader is going to be taking ISTEP. Mr. Cary stated we won't have the instructional gap for students taking the PSAT, ACT and

SAT as they will now be in math and English all year. Mr. Comerford asked about personal contact for SAIPS (Student Academic Intervention Plans). Mr. Frye stated it has to be a legal guardian, and they really like it to be face to face and not just over the phone. Mr. Watkins stated when you look at the demographic of our students, SAIPS is a key component. He applauded the principals for including that in their plans. We need the parents to be on our side and build relationships. He wants our teachers and principals to be unconditional educators. Mr. Hanson offered the Board members to feel free to call the principals with questions over the next month. Mr. Watkins stated he will request approval of the strategic plans at the January meeting. He added we will go through the process in three years again to keep the plan updated.

D. 2016-17 AND 2017-18 SCHOOL CALENDARS - Mr. Watkins shared the recommendation of the calendar task force for the 2016-17 and 2017-18 school calendars. He stated more schools are going toward a balanced calendar. He stated he presented a balanced, traditional, and bare minimum calendar to the task force for consideration. The task force involved parents, teachers, union representatives, and administrators from each building. He stated notes were taken at the meetings and the proposed calendar was developed from those discussions. He noted we will start one week later than a traditional balanced calendar and then have just one week off in October. We will have two weeks off at Christmas and two weeks for the spring break. Mr. Hanson stated we did consider the testing schedule and we will not be coming back from a break and jump into a testing window. He stated spring break will be earlier than what we are accustomed to but it will mesh with other schools in the area. Our teachers and students will go at it for nine weeks, step away and refresh, and then come back at it for another nine weeks. Mr. Hanson stated there will be modifications for registration to an online registration rather than the locked in registration days. Mr. Wolfe asked why we start on a Friday. Mr. Watkins responded the teachers requested to start on a Friday. They also wanted to try this calendar style for two years. Mr. Hanson stated we can make modifications to the 2017-18 calendar if we need to. He did point out one other change was there are not built in snow days. He noted we will be making up snow days with the virtual learning and then e-learning days with the addition of Canvas. Mr. Wagner asked how this will mesh with HCC. Mr. Hanson responded HCC is pleased we are recommending this calendar format. Mr. Stanton moved to approve the calendars, seconded by Ms. Rice, unanimously approved. Mrs. Shuey thanked everyone for their time and help with the calendars.

IV. BUDGET

A. CLAIMS - Mr. Hall presented and reviewed the claims. He did point out one bill for expenses to digitize 63,000 personal student records. Mr. Hanson responded that process was about 15 years overdue and will help the guidance department in locating records. He asked the Board members for questions. Mr. Comerford moved to approve the claims as presented, seconded by Mr. Wolfe, unanimously approved.

GENERAL FUND	273,029.53
DEBT SERVICE	1,083,470.00
CAPITAL PROJECTS	33,121.90
TRANSPORTATION OPERATING FUND	23,758.87
POST-RETIREMENT/SEVERANCE FUND	11,533.22
SCHOOL LUNCH FUND	111,564.65
TEXTBOOK RENTAL FUND	4,757.05
INSURANCE WELLNESS CLINIC	24.99

PARENT/STUDENT ACTIVITIES FUND	144.21
STATE CONNECTIVITY FUND	1,330.00
COLLEGE SUCCESS COALITION	120.00
TITLE I 2014-15	11,719.71
TITLE I 2015-16	2,269.03
PARENT NURTURING PROGRAM	1,114.23
TITLE II 2015-16	1,207.86
RURAL & LOW INCOME 2015-16	26.20
GROUP INSURANCE	15,752.70
ANNUITIES	45.46
RETIREES-TERM LIFE INSURANCE	578.50
FRINGE BENEFITS	423,617.08
TOTAL	<u>\$ 1,999,185.19</u>

- B. FUND MONITORING REPORT - Mr. Hall reviewed the fund monitoring report for the month of November. He stated when we come back in January the general fund \$360,000 from the Common School Loan repayment will show up in the receipt column. He noted the transportation fund got through November with a positive balance of \$24,541.00. He reminded the Board not long ago we were supplementing transportation costs out of general fund. That has now stopped. Mr. Wagner moved to approve the fund monitoring report, seconded by Dr. Quin. Mr. Wolfe asked if we are seeing any savings for diesel or natural gas. Mr. Hall responded the last three contracts were all lower than the previous contract. He said the long term outlook is low energy costs. The Board unanimously approved the report.
- C. RECOMMENDATION FOR SALARY AND WAGE INCREASES - Mr. Watkins stated he was very proud we were able to offer a 4% increase for our certified staff this year. He reminded the Board the increase given to the certified staff is typically also given to the administrators and classified staff and was proud to bring a 4% increase recommendation to the Board tonight. He noted there are a few adjustments. He recommended the Chief Operating Officer (COO) be equally compensated as the Assistant Superintendent. He recommended the PJHS assistant principal be equivalent to the assistant principal at the elementary school. Mr. Hall stated the stipend increases were earned in 2015 but we could not pay them out of the fund they are paid out of now. The raises would be implemented for the end of December payroll. The retroactive increase and the stipends will be paid in February. Mr. Watkins added he recommended a reclassification for the athletic secretary from secretary II to secretary III pay level. Mr. Watkins recommended a 4% pay increase for classified and administrative personnel retroactive to July 1 or to the beginning of the administrative contract year along with the adjustments noted. The exception to this recommendation is food service and transportation employees. Due to stagnant tax base and the circuit breaker loss, we cannot make pay raises from the Transportation Fund. The income from the hot lunch program does not support pay raises. The recommendation is to pay one-time stipends, which are listed at the end of the schedule will be paid in February. The pay increase will be implemented for the second pay distribution in December with the stipends and retroactive amount being paid in February. Mr. Stanton moved to approve the increases as presented, seconded by Mr. Comerford. Mr. Wolfe opposed because he didn't believe anyone should receive above a 4% increase when we have those at the bottom not given a fair shake and not offering them more than a stipend. He added they are part of the team too. Dr. Quin asked if we had to pay out of certain accounts. Mr. Hall stated the stipends will come out of the general fund. The lunch account is

already at a deficit and the transportation is not far from a deficit. He stated he did not have wiggle room in those accounts and thought it was a creative solution to give them a one-time stipend from the general fund. Mr. Comerford asked if the stipend was calculated into an hourly rate, what would the average rate increase be. Mr. Hall stated he was approximating a 4% increase into the one-time stipend instead of being paid out over 26 pay periods. Mr. Comerford asked if the person didn't work that full time, would the stipend be prorated. Mr. Hall responded that would be logical but he had not considered that. Ms. Rice asked about the pay for the assistant principal at PJHS and Blair Pointe because they are not the same on the recommendation provided. Mr. Hall stated the difference in pay is the size of the building and level of experience. Mr. Watkins stated he wanted them the same at the base salary at \$68,000 plus the 4% increase. Ms. Rice also asked about the classified schedule for a position we have not created yet, the human resources coordinator. Mr. Watkins withdrew that salary recommendation. Mr. Stanton amended his recommendation to include the changes for the assistant principals and delete the HR coordinator wage. Mr. Comerford seconded the amendment. Approved by a 5-2 vote (Dr. Quin and Mr. Wolfe opposed). A copy of the salary and wage scale is in the Supplementary Minute book #14, page 36.

D. CREATION OF NEW POSITION - Mr. Watkins stated there are numerous demands coming to our business office due to the Obama Care and all the things they are calculating. He stated we would like to add a temporary HR position to start with 200 hours and then we would take it from there. He stated extra help is needed during the month of January. He stated the need for the position would be evaluated at the end of January and brought back to the Board if it was needed or not. Mr. Hall stated the purpose of the position is to meet mandates of the Affordable Care Act reporting. He stated what the IRS is telling us and from information gathered from other people we are looking at about 200 hours of extra work in the month of January to do the reporting that is mandated for the Affordable Care Act. He noted what is at risk if there is an error in the reporting is we could incur fines of \$300,000 or \$400,000 very rapidly. He noted beyond that we have an opportunity to improve our internal controls which is a big issue with federal funds and on-boarding for telling new employees all they need to know about policies and procedures. He also stated a lot of time has been put into all the positions in the finance office into cross training so that we have interchangeability so to speak. Mr. Hall recommended creating the position of Human Resources Coordinator. Mrs. Shuey asked for a motion to create a Human Resources position on a temporary basis for up to 200 hours to start with a re-evaluation at the end of that time period. Mr. Comerford made the motion with the addition of the range of the salary to be \$17.00 and \$19.85 per hour as recommended in the wage schedule. Mr. Wagner seconded the motion. Mr. Wolfe stated he didn't think the administration was honest about this position. He feels the Administrative Center is heavy in workers. He does not buy the need for the position for a school our size. He stated again we cannot give raises to current employees yet we create a new administrative position. The motion was approved by a 5-2 vote (Dr. Quin and Mr. Wolfe opposed).

E. MASTER'S DEGREE STIPEND - Mr. Hall stated this is an informational item this evening and will be brought back with a recommendation at the January meeting. He gave some history noting prior to 2011 we had salary schedules with lanes for

increments for teachers with Master's degrees with years of experience. In 2011 the law changed and we had to go to a RISE evaluation and compensation system. At that time those increments went away and the Master's degree no longer meant a big bump in pay. He stated it is a goal to establish a career ladder for teachers. One step in that was creating the opportunity to earn 26 units for additional pay through evaluations. This would allow a beginning teacher over a four to five year period to earn a \$41,000 salary. Mr. Hall stated the second piece of the goal was to create a stipend. He noted our strategic plan is to maintain regionally competitive salaries and benefits. He stated in 2015 there was a new law allowing Master's degree compensation similar to the way it used to be on the salary scale but with a lot of restrictions and was narrowly defined. He noted we talked with the teachers' association last summer and felt it did not work for Peru. He stated we are looking at a teacher with a Master's degree and at least four years of experience receiving a \$7,500 annual stipend as long as they are highly qualified or qualified on their annual evaluation. He added we have teachers between four and eleven years of experience now that have not benefitted from the traditional increment schedule and need to be caught up. He stated we are looking at making up the difference from their salary this year that will give them a new salary that will approximate 4% above what they were making last year. He stated the difference is the transitional stipend and then they will receive a service credit of \$100 per year of service. The recognition of service credit preserves the hierarchy. He noted this creates a very good advantage for recruitment and retention of teachers. He stated the paradigm shift in education is now we are competing for a smaller pool of candidates and we can show them what they will be making in five years. Dr. Quin asked the cost to the corporation to implement today. Mr. Hall responded this will affect fourteen teachers so we are looking at \$12,000 in service credit. He said if he remembers right it would be around \$36,000 through the general fund. Dr. Quin asked if that was feasible. Mr. Hall reminded the Board in the past we used to give increases for Bachelor's and Master's degrees. We have not done that for many years. He felt since we could sustain that in the past we can fund this. He stated tuition assistance is funded 100% by the state through sales tax and we know that number usually a year ahead of time. That is our most stable source of revenue. The transportation is supported solely through property taxes and minor other sources. He noted there were losses from the circuit breaker. Mr. Comerford asked about the timing of evaluations and the budgeting process on what we can afford for salaries. He felt the timing will be difficult. Mr. Hanson we are in an unusual position. He stated we are required to wrap up contract negotiations by October 1 and here we sit in December and do not have the school grades to wrap up teacher evaluations for the previous school year and ISTEP scores have not been released to the public. He stated part of Mr. Hall's motivation is teacher recruitment. Mr. Hanson stated part of his job is teacher recruitment. He stated there were a third less candidates and more charter schools looking for teachers this past two years. He added the number one impact we can make on our students is the teachers we put in front of them. We put a lot of time and effort into who we hire to make sure it is the right fit for our students. Mr. Watkins stated it is very competitive now, even within our own county, to hire teachers. He added this will help us get the best teachers for our students. He stated Mr. Hall has assured him this will keep us in good shape. Mrs. Shuey reminded the Board this informational at this time. She asked if there are any

questions to please ask prior to the January meeting. Mr. Wagner asked if this \$7,500 stipend was a one-year approval. Mr. Hall stated this is a permanent recommendation. Mrs. Shuey asked if the amount was negotiable. Mr. Hall explained his reasoning for the amount and stated we are discussing this at the Board level rather than in negotiations because with the new law it is illegal to bargain a Master's degree stipend with the teachers so it is up to the Board to act in their behalf.

#### V. OPERATIONS AND TECHNOLOGY

A. PERMISSION TO BID ROOFING REPLACEMENT - Mr. Hall stated this is the last scheduled roof replacement for this decade. He requested permission to bid for the replacements of the 1990 roof at Elmwood and the 1996 roof at PJHS. He noted the architect estimates it will cost \$583,000. Mr. Hall stated funds are reserved from the 2014 bond issue. He stated this type of roof basically has a 20-year life. We got 25 years at Elmwood and will be right at 20 for the jr. high. Ms. Rice moved to grant permission to bid for the roof replacement as requested, seconded by Mr. Wagner. Mr. Wolfe asked how long contractors will have to bid. Mr. Hall responded bids will be due January 21<sup>st</sup> with a walk through on January 12. The project is to be done in the summer. Dr. Quin asked about the replacement of the 1995 roof at Elmwood. Mr. Hall stated he felt we could get another five years out of that roof. Dr. Quin asked if we have a roof replacement fund. Mr. Hall responded traditionally before the circuit breaker we were able to set aside about \$125,000 from the Capital Projects fund for roof replacement. Now we are losing more than that due to the circuit breaker. Dr. Quin stated we still have a responsibility. Mr. Wolfe asked when we get done putting \$300,000 into the ball fields can we start a roof replacement fund. Mr. Hall replied he would like to do that. Mr. Comerford asked if we could put language into the contract to protect ourselves from the project being too lengthy. Mr. Hall responded we may want to offer an incentive to getting the project done on time. He stated the company will increase the bid to cover the cost if we put a penalty clause in the contract. The Board unanimously approved the request to bid the partial roof replacement at PJHS and Elmwood.

B. PROPERTY AND CASUALTY INSURANCE RENEWAL - Mr. Hall informed the Board five agencies were invited to quote the renewal. He received quotes from two. He stated a reason for that may be the market knows we paid \$75,564 in 2015. Some of the agencies that quoted last year came in at over \$100,000, therefore they didn't want to do a lot of work when they knew they wouldn't be competitive. The quote from Trident was \$77,834. Mark Allen is our local agent for that agency. The second quote was from Educational Service Centers Risk Funding for \$99,562. He stated this is a school trust with about 31 members. He stated we currently use a trust theory with our health insurance consortium with a claims pool. He noted that concept is not feasible with this quote. Mr. Hall recommended to continue with Trident stating the quote is 3% more than last year. Mr. Stanton moved to approve the recommendation, seconded by Mr. Comerford. Dr. Quin asked why we only received two quotes. Mr. Allen addressed the question and responded most underwriters do not like to prepare yearly quotes. It is a lot of work and we are a small school. He also noted quotes are typically done in three year blocks but there is not a rate guarantee. The Board unanimously approved the recommendation as presented.

VI. BOARD AND ADMINISTRATION COMMENTS

A. SUPERINTENDENT - Mr. Watkins thanked Mike Applegate and the Kicks for Kids program. The project raised \$1,071 and 110 pairs of shoes and counting. He said he can't say thank you enough for that program and the efforts of our students and community.

Mr. Watkins thanked our athletic directors, coaches, sponsors, and music leaders. He said we have outstanding programs. He stated it is part of our strategic goal to have programs and students participating.

Mr. Watkins thanked Mr. Cary for hosting the meeting and the treats.

Mr. Watkins thanked the Board for their time, consideration, and patience.

Mr. Watkins thanked the media for our great coverage.

Mr. Hanson stated yesterday was the Christmas concert with the choir and band. He stated over a fifth of our students are involved. He stated the swing choir caroled at our office today and throughout the community and are doing a fantastic job.

Mr. Watkins wished everyone a Merry Christmas.

B. BOARD -

Mrs. Shuey stated the next meeting will be January 11, 2016, at the Administrative Center.

Mrs. Shuey wished everyone a Merry Christmas.

VII. ADJOURNMENT

With no further business to discuss, Mr. Stanton moved to adjourn the meeting at 8:48 p.m.

Secretary,

Tim Comerford

/mm