

METROPOLITAN SCHOOL DISTRICT OF NORTH POSEY COUNTY

(Board of Education Meeting -- June 9th, 1958)

MINUTES

The Board of Education of the Metropolitan School District of North Posey County met in regular session Monday night, June 9th, at 8:00 P.M., in the Administrative Office.

The following members were present: Mr. George Heckerman, Mr. Vertis Matz, Mr. Virgil Williams, Mr. Harold Kemmerling and Dr. W. W. Lowe.

Others attending were: Mr. Eldon R. Crawford, Supt. of Schools; Mr. Charles Roberts, Ass't. Supt.; Mr. Ralph Schuler, Attorney; also Mr. Goerges, Mr. Hendrickson, Mr. Wilson and Mr. Hutchinson, Principals; Charles Christmas, representative of the Teachers' Salary Committee.

Three prospective teachers -- Wayne Sharp, Robert Owen and Jack Wagener -- attended a portion of the meeting.

BUSINESS WAS TRANSACTED AS FOLLOWS:

1. THE MEETING WAS CALLED TO ORDER BY MR. HECKERMAN.

2. MINUTES:

Due to the late arrival of Mr. Williams, the May 26th minutes were read by Dr. Lowe. The motion was made by Mr. Matz -- seconded by Mr. Kemmerling -- to accept the minutes of the May 26th meeting. Motion carried.

Minutes of the May 29th Special meeting were read by Dr. Lowe. The motion was made by Mr. Matz -- seconded by Dr. Lowe -- to accept the minutes of the May 29th Special meeting. Motion carried.

3. EMPLOYMENT OF PERSONNEL:

Mr. Crawford read and explained "A Report and Background Information on the Television Education Program." (Copy is enclosed in the Minute Book.) He stated that the receiving teachers from our school district will be: Billy Loveless, Genevieve Overton, and Wayne Sharp (if employed by our school system) -- from Wadesville School; Henry Sharp from Cynthiana School; Martha Calvert and Charles Price from Griffin School; Neval Willis and Robert Owen (if employed by our school system) -- from Poseyville School.

Mr. Crawford presented RECOMMENDATION #2 to the Board for their approval. This recommendation asks that teachers who attend the Television Education workshop, assume and carry out assignments as receiving television teachers -- be paid \$200 above basic salaries as reflected on the adopted teacher salary schedule. (Copy of Recommendation #2 is in the Minute Book.)

A discussion followed, and it was pointed out that television education would provide instruction from expert teachers in the particular subjects presented, television would hold a child's interest, and there will be a standardized program for all students in participating schools.

The motion was made by Mr. Williams -- seconded by Mr. Matz -- to approve Recommendation #2 -- that is, to pay television receiving teachers \$200 above basic salaries on the adopted teacher salary schedule. Motion carried.

4. SCHOOL LUNCH PROGRAM:

RECOMMENDATION #1 was presented for Board approval.

Mr. Wilson and Mr. Crawford recommended that Mrs. Ella Leshar be employed as cafeteria worker in the South Terrace School, for the school year 1958-'59; the work assignment and compensation of Mrs. Leshar to be determined by the Principal in accordance with the general policy governing school cafeteria management, operation and control. (Copy of Recommendation #1 is in Minute Book.)

Motion was made by Dr. Lowe -- seconded by Mr. Kemmerling -- to approve Recommendation #1 -- to employ Mrs. Ella Leshar as cafeteria worker at South Terrace -- as presented to the Board. Motion carried.

5. EMPLOYMENT OF TEACHERS:

Mr. Crawford reviewed the adopted Policy on Employment and Dismissal of Teachers.

RECOMMENDATION #3 was presented for Board approval.

Mr. Wilson & Mr. Crawford recommended that Mr. Wayne Sharp be employed to teach Mathematics, Science and History in the Junior-Senior High School at Wadesville, during the school year 1958-'59. Also that Mr. Sharp be paid \$200 for the year -- above his basic salary as reflected on the adopted salary schedule, provided he attends the Television Education Workshop, assumes and carries out an assignment as a receiving television teacher. (Copy of Recommendation #3 is in Minute Book.)

Mr. Sharp was interviewed by the Board.

RECOMMENDATION #4 was presented for Board approval.

Mr. Hendrickson and Mr. Crawford recommended that Mr. Robert Owen be employed to teach Social Studies in Poseyville High School during the school year 1958-'59. Also recommended that Mr. Owen be paid \$200 for the school year -- above his basic salary as reflected on the adopted salary schedule -- provided he attends the Television Education Workshop, assumes and carries out an assignment as a receiving television teacher. (Copy of Recommendation #4 is in Minute Book.)

Mr. Owen was interviewed by the Board.

RECOMMENDATION #5 was presented for Board approval.

Mr. Hendrickson and Mr. Crawford recommended that Mr. Jack C. Wagener be employed to teach Commerce in Poseyville High School during the school year 1958-'59. Also recommended that Mr. Wagener be paid the basic salary as reflected on the adopted salary schedule, with additional remuneration for extra duties assigned to him, and which may be stipulated as a part of the adopted salary schedule and policy. (Copy of Recommendation #5 is in Minute Book.)

Mr. Wagener was interviewed by the Board.

The motion was made by Mr. Williams -- seconded by Dr. Lowe -- to approve Recommendations 3, 4 and 5 as presented -- to employ Mr. Sharp, Mr. Owen and Mr. Wagener. Motion carried.

The president and secretary signed "Preliminary Agreement to Contract" for Mr. Sharp and Mr. Wagener.

SUMMER EDUCATION CONTRACTS -- which were prepared by Mr. Hendrickson -- were presented for signatures of the President and Secretary of the Board. Mr. Heckerman and Mr. Williams signed these contracts.

6. BILLS AND CLAIMS:

Regular Claims Nos. 253-289 and Payroll Claims Nos. 21A to 24 were presented for approval of payment.

The motion was made by Mr. Kemmerling -- seconded by Mr. Williams -- to pay the bills. Motion carried.

7. OPTION ON GRIFFIN SCHOOL SITE:

The option terms on the Griffin School site were read by Mr. Schuler. Mr. Schuler stated that the option has been signed by the Malone's. The option was signed by Mr. Heckerman and Mr. Williams in tonight's meeting.

Mr. Crawford stated that we had written to the State Dept. of Education for forms on which to make application to purchase this ground, and that we have now received these forms. Upon receiving state approval for purchase of the ground, it will become necessary to take care of survey and abstract expenses.

Dr. Lowe made the motion -- seconded by Mr. Kemmerling -- to authorize payment of survey and abstract expense, after state approval is received on purchase of the additional ground at Griffin. Motion carried.

8. H. S. SITE:

Mr. Crawford stated that we will probably be ready to start construction on the new high school by the middle of July.

Mr. Crawford discussed briefly planning of site layout.

Line Fence:

It was stated that the materials are bought, ready for the line fence to be built.

Sewer:

It was decided to check with Mr. Henry Simpson to see if the County will furnish the sewer.

9. EDUCATIONAL SUPPLIES FOR 1958-'59: B-6 ACCOUNT:

Mr. Roberts presented an itemized report of the B-6 Account -- which is for Instructional Supplies.

This report shows the original appropriation, amount of money spent to date, and supplies needed by teachers for the school year 1958-'59. The estimated balance which would be left at the end of the year 1959 -- according to this report -- is \$670.00.

Mr. Matz made the motion -- seconded by Dr. Lowe -- to authorize Mr. Roberts to purchase instructional supplies needed -- as listed in this Account B-6 report. Motion carried.

10. POSEYVILLE GYM -- TUCK POINTING:

Mr. Roberts presented prices received for tuck-pointing Poseyville gym as follows:

Egyptian Waterproofing Co. -- \$347 to tuck point front wall of gym only. \$630 extra to tuck point complete gymnasium building -- total \$977 for complete job. Guaranteed 10 years.

A Monticello, Indiana, Company -- South wall only -- \$600. Guaranteed 5 years.

John Bunge -- \$784.

Eads Paint Co. (The firm that tuck pointed Methodist Church) -- front of Poseyville gym only -- \$800/ Guaranteed 10 years.

Mr. Roberts recommended that the Egyptian Waterproofing Co. be employed to tuck point the entire gymnasium building.

The motion was made by Dr. Lowe -- seconded by Mr. Kemmerling -- that the Egyptian Waterproofing Co. be employed to tuck point the entire gymnasium building at the price of \$977, stipulating that this job must be completed by August 1st. Motion carried.

11. KIWANIS-BOARD OF EDUCATION AGREEMENT:

Mr. Schuler stated that he has drawn up a contract for Kiwanis-Board of Education Agreement -- on use of the athletic park at Poseyville -- and he will have it signed by the Kiwanis Club, then present it to the Board of Education for their signatures.

12. SOUTH TERRACE:

Mr. Crawford read a letter from Peyronnin Construction Company concerning grading and curbing at the South Terrace School.

Following prices were quoted:

Grading ----- \$2664.00.

Concrete Curbing ----- \$1.74 per lineal foot.

One advantage in giving the contract for finished grading and curbing to Peyronnin Construction Co. was pointed out: Peyronnin has blue prints and will do it according to specifications.

Action was postponed on this matter until specifications are checked further.

Also, it was thought advisable that the architect be consulted before action is taken.

13. TEACHERS' SALARIES:

Materials showing salary information on school employees as reflected by the proposed teacher salary schedule, and the effect on the estimated 1959 budget and tax rates, were distributed and discussed.

The following facts were presented in regard to teacher salary schedules.

1. Salary schedules serving as basic plans for determining pay of individual teachers are in use in nearly all school systems. Basic factors in all salary schedules are (a) amount of professional training and (b) years of experience.
2. Schedules eliminate the practice of individual bargaining which can result in wide salary differences among teachers, based on factors unrelated to professional qualifications, and in dissatisfied teachers.
3. Schedules will tend to improve team spirit and morale of members of a teaching staff because the schedule factors are based on professional qualifications.
4. There are certain critical areas in which it is extremely difficult to fill teaching vacancies. If the salary schedule is not high enough to compete with other school systems, then we have (1) unfilled vacancies, or (2) we pay more than the adopted schedules, with resulting discontent among other teachers.
5. If the general salary schedule is too low, a number of our teachers may be attracted to other systems, leaving us with the difficult problem of filling vacancies in the critical areas.

Sheets were presented showing the estimated effect on the budget of the proposed teacher salary increase. It was estimated that a tuition fund tax rate of \$1.70 would be required. Also it was estimated that the tuition fund tax rate would have to be raised from \$1.10 in 1958 to \$1.25 or \$1.30 in 1959 if no salary increase at all was approved for teachers. This was due to the fact that in the preparation of the 1958 budget in July 1957, more state tuition support was anticipated than will actually be received, because of an error in computing the number of teaching units.

Estimate of the Special School Fund tax rate indicated that it might be possible to reduce this rate from \$1.50 to \$1.30 or \$1.35.

Typical expressions of Board members in regard to the teacher salary question were as follows:

1. Taxes should be held down.
2. Why not wait until we move into the new building to provide an increase?
3. We are still operating four small high schools this year and should be able to operate more economically when we occupy the new school, thus giving us some funds for raising salaries.

Typical expressions of Principals were as follows:

1. The teacher is the most important person in the school.
2. We are obligated to consider teachers' problems this year and try to do something about it.
3. If we don't do something this year, we will be still further behind in the matter next year.

Mr. Crawford stated that it is impossible at this time to know, accurately, the personnel we will need for the new high school and the entire district next fall; also that costs of maintenance and custodial services, together with estimated transportation costs, could not be estimated accurately at this time.

It was advised that the Board hold a Special meeting to discuss the Teacher Salary Problem. The date for this special meeting was set for FRIDAY EVENING, JUNE 13th, AT 8:00 P.M.

THE MEETING ADJOURNED.

Signed: George H. Heckerman
Chairman.

Virgil B. Williams
Secretary.

TELEVISION EDUCATION

(A Report and Background Information on the Television Education Program)

Early in 1958 we received an invitation, along with fifteen other school systems in this area, to attend a meeting at Evansville in regard to a proposed experimental program in television education. Mr. Hutchinson and Mr. Goerges attended the meeting and represented the North Posey District.

A summary of their report, together with additional information acquired since that time, appears below.

"The proposed Television Education Program would include sixteen school systems in Southwestern Indiana. It would be a two-year experimental program. Management would be under the control of a Council made up of Superintendents of the participating school systems. Facilities of W T V W (Channel 7), at Evansville, would be made available. The program is a Ford Foundation Educational Project. The estimated total cost of the experiment will be \$150,000. The Ford Foundation will provide \$75,000; the remaining \$75,000 to be provided by participating school systems in ratio to their respective enrollments, plus a \$500 basic cost. The estimated cost to the North Posey District would be \$2,242."

The administration and control of the project is to be in the hands of the Southwestern Indiana Television Education Council, which is made up of the Superintendents of the participating school systems.

The plan of instruction is as follows:

1. Subjects to be presented in Television are English 9, U.S. History, U.S. Government, Plane Geometry, Elementary Science 5-6, and Elementary Science 7-8.
2. Daily lessons from each of these subjects will be telecast from station W T V W (Channel 7). These lessons will be presented by skilled teachers selected by the Council. These teachers will be granted leave of absence from their regular jobs and spend full time in preparation and daily presentation of their subject. They are referred to as On-Camera teachers. Each presentation will be 25 minutes in length.
3. Students in the participating schools who are enrolled in the television subjects will view the presentations under the supervision of their classroom teacher. Following the 25 minute presentation, the classroom teacher will conduct followup activities which may include discussion, clarification, supervised study, testing, etc. These classroom teachers will be known as Receiving Teachers.
4. On-Camera and Receiving teachers will attend a 4 week workshop to be held at Evansville beginning June 16th, in preparation for the special techniques they will need. This workshop has been planned and sponsored by the Television Education Council and will be directed by a person who has had successful experience in such programs. The agreements and by-laws which have been developed, adopted, and signed by the Council and participating school systems provide that:
 - (a) On-Camera Teachers will be paid on the basis of the teacher salary schedule for Evansville.
 - (b) All On-Camera teachers and Receiving teachers are expected to attend the workshop. They will be paid \$10 per day, a total of \$200 which is to be added to their respective salaries. This will in turn be deducted from the local participation fee which local school systems pay to the Council.
5. A testing program for students will be conducted for the purpose of comparing progress of students who are in television classes to other students who are taking the same subjects in traditional type situations.

The use of television as an educational medium is growing rapidly. Many large school systems have installed closed TV facilities. Much has been written on the educational advantages and disadvantages of TV education. Most of the writings indicate that results are equal to, or better than, the traditional teaching techniques. The following possible advantages are presented:

1. Presentation of subject matter lessons are made by highly skilled teachers, on-camera, picked on the basis of their success and ability.
2. Groups of students in charge of Receiving teachers can be larger than in the traditional classroom situation. Reports on groups of 100 or more, successfully handled by Receiving teachers, have been made. Students meet in a large room, divide into 3 or 4 smaller groups, each viewing the same program on different receiving sets. Following this television presentation, the teacher can follow up with discussion, study, testing, etc. If 100 students can be handled as one group, there is a saving of two class periods in teacher time. These two periods might be used to offer additional subjects, or as conference periods for individual students in the television class. In large school systems there are possibilities of saving sufficient teacher time to reduce the number of teachers required.

After hearing this report and subsequent reports, and after much discussion, the former Board of Education took action to participate in the Southwestern Indiana experiment and signed an agreement with the Television Education Council. Principals in each of our schools are planning at least one or more television education classes.

A number of our teachers who will be assigned as receiving teachers are registered to attend the workshop.

The cost of the program to Metropolitan School District of North Posey County is \$2,242. This will be broken down approximately as follows:

1. Payment to Receiving Teachers -- 8 teachers @ \$200 -----	1600
2. Payment to Television Ed. Council -----	642
Total -----	<u>\$2242</u>

Payments to the Television Education Council will be made in monthly installments as billed.

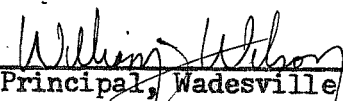
RECOMMENDATION #1

June 9, 1958

Board of Education,
Metropolitan School District
of North Posey County.

We hereby recommend approval of the Board of Education for employment of Mrs. Ella Leshar as cafeteria worker in the South Terrace School for the school year 1958-'59; the work assignment and compensation of said employee to be determined by the Principal in accordance with the general policy governing school cafeteria management, operation, and control.

Signed this 9th day of June, 1958.



Principal, Wadesville & South Terrace Schools

Superintendent of Schools,
Metropolitan School District of North Posey Co.

RECOMMENDATION #2

June 9, 1958

Board of Education,
Metropolitan School District
of North Posey County.

We recommend approval of the Board of Education for payment of \$200 per school year, above basic salaries as reflected on the adopted teacher salary schedule, and in accordance with the agreement between the School Corporation and the Southwestern Indiana Television Education Council. Said payment to be made to teachers who attend the Television Education Workshop, assume and carry out assignments as receiving television teachers.

Said addition to salaries of television education teachers will be deducted from the basic fee paid to the Southwestern Indiana Television Education Council.

A list of teachers who have applied for the Television Workshop training is attached.

Signed this 9th day of June, 1958.

Eldon R. Crawford, Superintendent
Metropolitan School District of
North Posey County.

RECOMMENDATION #3

June 9, 1958

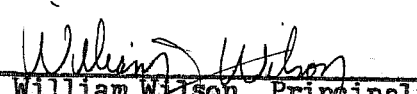
Board of Education,
Metropolitan School District
of North Posey County.

We hereby recommend that Mr. Wayne Sharp be employed to teach mathematics, science, and history in the Junior-Senior High School at Wadesville during the school year 1958-'59.

We further recommend that, in accordance with the agreement between the school corporation and the Southwestern Indiana Television Education Council, Mr. Sharp be paid \$200 for the school year above his basic salary as reflected on the adopted teacher schedule; provided he attends the Television Education Workshop, assumes and carries out an assignment as a Receiving Television Teacher.

Said \$200 will be deducted from the basic fee paid to the Southwestern Indiana Television Education Council.

Signed this 9th day of June, 1958.


William Wilson, Principal
Wadesville High School.

Eldon R. Crawford, Superintendent
Metropolitan School District of
North Posey County.

RECOMMENDATION #4

June 9, 1958

Board of Education,
Metropolitan School District of
North Posey County.

We hereby recommend that Mr. Robert Owen be employed to teach social studies in the Poseyville High School during the school year 1958-'59.

We further recommend that in accordance with the agreement between the School Corporation and the Southwestern Indiana Television Education Council, Mr. Owen be paid \$200, for the school year, above his basic salary as reflected on the adopted teacher salary schedule; provided he attends the Television Education Workshop, assumes and carries out an assignment as a receiving Television Teacher.

Said \$200 will be deducted from the basic fee paid to the Southwestern Indiana Television Education Council.

Signed this 9th day of June, 1958.

William F. Hendrickson, Principal
Robb Township High School.

Eldon R. Crawford, Superintendent
Metropolitan School District of
North Posey County.

RECOMMENDATION #5

June 9, 1958

Board of Education,
Metropolitan School District
of North Posey County.

We hereby recommend that Mr. Jack Wagener be employed to teach commerce in the Poseyville High School during the school year 1958-'59.

We recommend further that Mr. Wagener be paid the basic salary as reflected on the adopted teacher salary schedule with additional remuneration for extra duties which may be assigned to him, and which may be stipulated as a part of the adopted salary schedule and policy.

Signed this 9th day of June, 1958.

William F. Hendrickson, Principal
Poseyville High School.

Eldon R. Crawford, Superintendent
Metropolitan School District of
North Posey County.

METROPOLITAN SCHOOL DISTRICT OF NORTH POSEY COUNTY

(Board of Education Special Meeting - June 13, 1958)

MINUTES

The Board of Education of the Metropolitan School District of North Posey County met in the Administrative Office on Friday evening, June 13th, at 8:00 P.M., in Special Session. The purpose of the meeting was to consider proposals for increase of teachers' salaries for 1958-'59 over the 1957-'58 scale.

Board members George Heckerman, Harold Kemmerling, Virgil Williams, Vertis Matz and Dr. W. W. Lowe were all present; also Mr. Eldon R. Crawford, Supt., Mr. Charles Roberts, Ass't. Supt., Mr. Ralph Schuler, School Attorney, and Mr. Charles Christmas, representative of the Teacher Salary Committee.

The meeting was called to order by Mr. Heckerman, Board Chairman.

Mr. Crawford reviewed materials and prior developments on this matter, then submitted an alternate proposal which had been worked out in a special conference with Principals and Mr. Christmas.

A copy of this proposal and the estimated increase in the tax rate to finance it are in the Minute Book.

Mr. Heckerman called for opinions from the various Board members concerning this proposal. Dr. Lowe stated he was opposed to raising taxes. Mr. Williams stated he felt we should wait until next year. Mr. Matz stated he had expressed himself at the last meeting in favor of holding the tax rate down if at all possible. Mr. Kemmerling concurred with Dr. Lowe.

A second alternate proposal was presented which would be essentially the same as Alternate #1, except that salary increases would take effect on January 1, 1959 and January 1, 1960. A copy of this proposal and the estimated increase in the tax rate to finance it are in the Minute Book.

The idea that this was typically a rural district and that our present salary schedule was above other counties was expressed. It was pointed out that most counties did not have salary schedules but used individual bargaining which resulted in a wide range of salaries even within a single school; also which probably contributed to much discontent and poor morale on the part of teachers working under such policy.

Mr. Christmas stated that, although our high schools are not yet consolidated, we are a single school system; that we should compare with other systems of our total size in this area in teachers' salaries.

It was suggested that next year the 50¢ cumulative building fund could be dropped from the 1960 budget and replaced partially with increased appropriations for teachers' salaries; also that the State Legislature would probably increase support in its 1959 session and such increase could be applied to raise salaries for 1959-'60.

It was pointed out that the 50¢ cumulative building fund levy was originally established for the purpose of financing equipment for the new high school, but had to be used to complete construction of the elementary school; further that this levy was originally established for two years (1958 and 1959) and that any continuance of a cumulative building fund would require new action on the part of the Board.

It was also stated that we could not make future plans based on the possibility of increased tuition support being granted by the 1959 Legislature, since there was no assurance of such development at this time.

The idea was suggested that moving into the new high school would result in fewer teachers being needed for 1959-'60; thus providing more money for salaries of those remaining. It was pointed out that predictions on the number of teachers needed in 1959-'60 could not be made accurately at this time, since we were expected to offer additional subjects and an expanded program of education services, such as counseling and guidance, audio-visual education, elementary supervision, etc.

Mr. Crawford pointed out the extreme difficulty of getting teachers in certain critical areas and the danger of losing some of those we have in these areas, because of salary differences. He pointed out that if a substantial increase could not be granted, then a token increase should be considered, with a promise of a substantial increase next year, if possible. He stated that he felt it was important to teacher morale to feel that the Board was aware of the salary

problem and to not feel that they had been completely rebuffed.

A third alternate proposal was suggested which would provide an increase of \$200 per year "across the board" for the year 1958-'59 only, beginning in September; or an increase at the rate of \$200 per year to take effect January 1, 1959, or further reduction from \$200 to whatever might be granted.

A chart showing School Tax Rates for 1958, Estimated School Tax Rate for 1959, and Building Fund Rates for 1960, was distributed. The 1959 section shows the estimated tuition and total rates for various teacher salary increase proposals which were offered. A copy of this chart appears in the minutes.

In the course of the discussion on the teacher problem, other questions were raised and ideas expressed as follows:

1. Citizens Committees, appointed by the Board and organized to study problems of major concern connected with the school system, could render a valuable service to the Board. It was pointed out that any Board whose job is to administer a public program is obligated to serve the public; also that determining public opinion and attitude is one of the most difficult tasks. Citizens committees serve to formulate public opinion based on facts and intelligent group thinking. Recommendations of such committees are reliable guides to what is needed and what will be supported by the public.
2. Explanation was made as to how Citizens Committees worked together to study and make recommendations to the former Board, concerning new school sites, methods of finance, and the district educational program.
3. It was pointed out that committees had been organized recently to study a series of school problems but had not completed this work prior to the School Board Election.

Motion was made by Mr. Williams, and seconded by Mr. Kemmerling, that "The regular salary schedule which was in effect for the 1957-'58 school year be adopted for the 1958-'59 school year excluding all increases except through increments on the schedule, due individual teachers who qualify by reason of additional experience and/or training." The motion carried.

In consideration of changes in the extra duty schedule as proposed in Alternate Proposals #1 and #2, the following action was taken.

Motion was made by Dr. Lowe, and seconded by Mr. Matz, that:

- (a) There be added to Section C of the 1957-'58 salary schedule and Policy to leave effective in 1958-'59 the following provisions defined as extra duty and compensation therefor:

- | | |
|-----------------------------------|-------------------------|
| 1. Directing 1 band ----- | \$200 extra per year. |
| 2. " 2 bands ----- | \$300 " " " |
| 3. " 1 chorus ----- | \$100 " " " |
| 4. " 2 choruses ----- | \$150 " " " |
| 5. Sponsorship of Jr. Class ----- | \$100 extra per year. |
| 6. " " Sr. Class ----- | \$100 " " " |

The motion carried.

Mr. Heckerman stated that a request had been presented to permit the Town of Cynthiana to lay a water main across the Cynthiana School yard in order to reach the athletic field from the best available source.

Motion was made by Mr. Williams, and seconded by Mr. Kemmerling, to grant the request. Motion carried.

Motion was made by Mr. Kemmerling, seconded by Mr. Matz, to begin Board meetings promptly at 8:00 P.M., and make every effort to complete all business and adjourn by 10:30 P.M. Motion carried.

THE MEETING ADJOURNED AT 10:45 P.M.

Signed

George H. Heckerman
Chairman.

Virgil B. Williams
Secretary.

SUGGESTED ALTERNATE PROPOSAL FOR TEACHERS'SALARIES DURING THE 1958-'59 SCHOOL YEAR

1. An increase of \$200 per year from the 1957-'58 schedule, "Across the Board", with the provision that increments on the schedule for an additional year of experience and/or additional training be added in addition to the \$200 for teachers who qualify; provided further, that this increase become effective at the beginning of the 1958-'59 school year.
2. A further increase of \$200 per year, with experience and/or training increments added for teacher who qualify, to take effect at the beginning of the 1959-'60 school year.
3. In the event the state legislature, in its 1959 session, appropriate sufficient funds to increase the amount of tuition support per teaching unit, such additional support to be applied to increase teachers' salaries over and above the figure provided in paragraph #2; such additional amounts, if any, to be paid beginning with the 1959-'60 school year.
4. Additional to the provisions for extra duty pay as follows:
 - (a) \$100 extra above the basic schedule for sponsorship of Junior Class.
 - (b) \$100 extra above the basic schedule for sponsorship of Senior Class.
 - (c) Extra pay above basic schedule for music instructors as follows:
 - (1) One band ----- \$200.
 - (2) Two bands ----- \$300.
 - (3) One chorus --- \$100.
 - (4) Two choruses - \$150.

ESTIMATED EFFECT OF ABOVE PROPOSALON 1959 TAX RATE FOR TUITION FUND

1. Number of Teachers ----- 49
2. Total increase (49 x 200) ----- 9800
3. Number of teachers qualifying
for additional increment due to
an additional year of experience ----- 25
4. Average amount of yearly increments ---\$68
5. Total increase due to additional
experience (68 x 25) -----1700
6. Total additional increase for
school year 1958-'59 -----\$11,500
7. Breakdown on additional amounts
required in 1959 budget:
 - (a) Sept. 1958 to Dec. '58 ---- 4/11 of 11,500 ----- \$ 4,184
 - (b) Jan. 1959 to June 1959 ---- 7/11 of 11,500 ----- 7,316
 - (c) Sept. 1959 to Dec. 1959 ---- (4/11 of 11,500) x 2 ----- 8,368
 - (d) Jan. 1960 to June 1960 ---- (7/11 x 11,500) x 2 ----- 14,632
 - Total ----- \$34,500
8. Tax rate necessary to raise \$34,500 ----- 35¢

ALTERNATE PROPOSAL NUMBER 2

1. In addition to increment increases for additional experience and/or training, which would begin in September 1958, a salary increase of \$200 per year "Across the Board" from the 1957-'58 salary; such salary increase to take effect on January 1st, 1959, and to correspond to the calendar year 1959.
2. In addition to increment increases which would begin in September 1959, a further salary increase "Across the Board" from the 1958-'59 schedule of \$200 per year; such salary increase to take effect beginning January 1, 1960 and to correspond to the calendar year 1960.
3. In the event the state legislature, in its 1959 session, appropriates sufficient funds to increase the amount of tuition support per teaching unit, such additional support shall be applied to increase teachers' salaries over and above the figure provided in paragraph #2, such additional funds, if any, to be paid beginning with the 1959-'60 school year.
4. Addition to the provision for extra duty pay as follows:
 - (a) \$100 extra above the basic schedule for sponsorship of Junior Class.
 - (b) \$100 extra above the basic schedule for sponsorship of Senior Class.
 - (c) Extra pay above basic schedule for music instructor as follows:
 - (1) One band ----- \$200.
 - (2) Two bands ----- \$300.
 - (3) One chorus ----- \$100.
 - (4) Two choruses ----- \$150.

ESTIMATED EFFECT OF ABOVE PROPOSAL
ON 1959 TAX RATE FOR TUITION FUND

1. Number of Teachers ----- 49
2. Total increase (49 x 200) ----- 9800
3. Estimated number of teachers
qualifying for additional increments
due to an additional year of experience --- 25
4. Average amount of yearly increments ----- 68
5. Total increase due to additional
experience (68 x 25) ----- 1700
6. Total additional increase for one year ---- \$11,500
7. Breakdown on additional amounts required:
 - (a) Sept. 1958 to Dec. 1958 ---- 4/11 x 1700 ----- 620
 - (b) Jan. 1959 to June 1959

(1) 7/11 x 1700 -----	1085
(2) 7/11 x 9800 -----	6237
Total -----	7422
 - (c) Sept. 1959 to Dec. 1959

(1) 4/11 x 1700 -----	620
(2) 4/11 x 9800 -----	3564
(3) 4/11 x 1700 -----	620
Total -----	4804
 - (d) Jan. 1960 to June 1960

(1) 7/11 x 3400 -----	2170
(2) 7/11 x 19600 -----	12,574
Total -----	14,744
8. Tax rate necessary to raise \$27,690 ----- 29 to 30¢.

JUNE 23, 1958.

METROPOLITAN SCHOOL DISTRICT OF NORTH POSEY COUNTY

(Board of Education Meeting -- June 23rd, 1958)

MINUTES

The Board of Education of the Metropolitan School District of North Posey County met in regular session in the Administrative Office at Poseyville, on Monday, June 23rd, 1958, at 8:00 P.M.

Members of the Board present were: Mr. George Heckerman, Mr. Virgil Williams, Dr. W. W. Lowe and Mr. Harold Kemmerling. (Mr. Matz did not attend this meeting.) Mr. Ralph Schuler, School Attorney; Mr. Charles Roberts, Ass't. Superintendent; and Mr. Eldon R. Crawford, Superintendent, were present.

Minutes of the regular meeting of June 9th and the special meeting of June 13th were discussed. Motion was made by Dr. Lowe and seconded by Mr. Williams that: "Since copies of these minutes had been previously mailed to all Board members, they be accepted without reading." The motion carried.

Bills and Claims Nos. 291-315, and Payroll Claims Nos. 25A, 25B, 25C, 25D and 26 were presented.

Explanation of Mrs. Dorothy Rumble's claim for mileage in connection with her F. H. A. organization activities was given by Mr. Crawford. Mr. Roberts pointed out that the appropriation for insurance premiums was exhausted and that additional appropriation would be required before further claims could be paid.

The motion was made by Mr. Williams -- seconded by Dr. Lowe -- to pay the bills. The motion carried.

COAL, FUEL OIL, JANITORIAL EQUIPMENT -- SPECIFICATIONS AND NOTICE TO BIDDERS: Specifications for coal and fuel oil and notice to bidders inviting bids to furnish fuel in the schools for 1958-'59 were presented and explained by Mr. Roberts. The notice to bidder requires bids to be filed in the office of the Superintendent on or before 4:00 P.M. (CDT) of July 21st. Motion was made by Dr. Lowe and seconded by Mr. Kemmerling "to approve the publication of notice to bidders inviting bids on coal and fuel oil in accordance with specifications prepared by Mr. Roberts, and in quantity sufficient to supply the schools of the District during the 1958-'59 school year." The motion carried.

Specifications for janitorial equipment (2 scrubbing machines and 2 wet-and-dry pick-up machines) one of each to be used respectively at Griffin and South Terrace, and the notice to bidders for sale of this equipment, were presented and explained by Mr. Roberts. This notice also calls for bids to be filed at the office of the Superintendent on or before 4:00 P.M. (CDT) of July 21st. Motion was made by Mr. Kemmerling -- seconded by Dr. Lowe -- "to approve the publication of notice to bidders inviting bids on janitorial equipment in accordance with specifications prepared by Mr. Roberts." The motion carried.

COMPLETION OF SOUTH TERRACE -- DRIVES, PARKING AREAS, LANDSCAPING, ETC. The matter of finished grading for drives and parking areas; also culverts at the drive entrances, and curbing was presented with the proposal from Peyronnin Construction Company as follows:

1. All finished grading, completion of culverts and headwalls at school site entrances; material and labor furnished --- \$3664.
2. Concrete curbing -- \$1.74 per lineal foot.

It was explained that we had asked Mr. Sutton to compare this estimate with the original estimate and he had reported no appreciable difference.

Motion was made by Mr. Williams and seconded by Mr. Kemmerling "to accept the proposal and authorize preparation of a change order agreement to cover the project." Motion carried.

The matter of type of material for surfacing of drives and parking area of the South Terrace School and the procedure for obtaining such materials was discussed. It was decided to use coarse chat as a base, to be rolled in and covered with fine chat. It was suggested that the Superintendent of County Roads be contacted to find out what services and cooperation might be available to get this job done.

Other matters pertaining to completion of the South Terrace School were:

1. Fertilizing and seeding lawn.
2. Planning landscaping.
3. Planning for open house and/or dedication ceremony.
4. Bronze tablet with names of present Board.

Mr. Crawford announced that he had asked the newly organized South Terrace P.T.A. to appoint a committee to work with this office in planning the official public opening of the building.

DISPOSAL OF ABANDONED SCHOOLS

The matter of disposal of school buildings to be abandoned in the Robinson area this fall and at Wadesville in the fall of 1959 was discussed. It was agreed that the buildings should be sold or leased as soon as possible after being abandoned for school use. It was pointed out that certain organizations in Robinson Township were interested in obtaining one or more of the one-room schools for their use.

KIWANIS USE OF POSEYVILLE ATHLETIC FIELD

A written agreement between the Board of Education and the Poseyville Kiwanis Club, pertaining to summer use of the School Athletic field, was explained by Mr. Schuler and signed by the President and Secretary.

TEACHERS' SALARY AND BUDGET

Copies of the Salary Schedule and Policies for 1958-'59 were distributed. In regard to teachers' salaries, the following idea was presented to the Board with a request for consideration:

1. Previous action of the Board has been to reject requests for teacher salary increases due to the fact that it would increase the tax rate.
2. Principals and teachers have asked if any adjustments could be made in the new budget whereby other appropriations might be reduced and these reductions applied toward teacher salaries without increasing the tax rate for operation of schools.
3. The Superintendent has agreed to carefully study the budget with this in mind, provided the Board would be willing to approve such a plan, in the event it can be done.
4. It was suggested that if \$10,000 could be trimmed from other portions of the budget and applied to teachers' salaries for next year, it would amount to about \$100.00 per teacher.
5. It was pointed out that a \$100.00 increase would not be sufficient to provide any appreciable relief but would reassure teachers that the Board was aware of the problem and interested in the teachers' work and welfare.

Also, it was pointed out that if such an increase could be given without increasing tax rate, but was refused, it could seriously affect teachers' attitude toward their work and toward the Board. Further, that the success of school administrators and Board members depends in a very large measure on the confidence and respect which employees have for such officials.

6. If teachers become dissatisfied, we could experience a number of resignations and it would be next to impossible to fill vacancies in some of the critical areas at our present salary scale.

Questions and responses of the Board in regard to this suggested proposal were as follows:

- (1) If \$10,000 can be trimmed from the budget, why not apply such reduction toward decreasing the tax rate?
- (2) Are not a good portion of our teachers transients and not particularly interested in the welfare of our community, tax costs, new schools, etc.?
- (3) Was not the question of teacher salaries settled at the last meeting?
- (4) Why do teachers have to have increases every year?

(5) The teachers' salary proposal made unrealistic comparison with other school systems and other types of work.

(6) We need more time to study this idea before we give an answer.

MISCELLANEOUS

1. Mr. Crawford called attention to the picture of the architect's drawing of the new North Posey High School which appears on the May issue of the Teachers College Journal, published by Indiana State Teachers College, also to an article in the publication written by him at the invitation of the editor.
2. Mr. Roberts announced that he planned to take his vacation during the weeks of July 1-8 and July 21-28.
3. Materials and printed information pertaining to the television education program were distributed.

Signed:

George H. Heckerman
(Chairman)

Virgil B. Williams
(Secretary)