

**Minutes – Regular Meeting of the  
Board of Education of the  
Metropolitan School District of North Posey County, Indiana**

**August 14, 2017**

A meeting of the Board of Education of the MSD of North Posey County, Poseyville, Indiana, was held in the Board office of MSD of North Posey County on August 14, 2017. The following Board members were present:

- Todd Camp, Superintendent
- Angela Wannemuehler, Asst. Superintendent
- Gregory U. Schmitt, President
- Geoffrey A Gentil, Vice President
- Amy J. Will, Secretary
- Vincent F. Oakley, Member
- Brett A. Stock, Member
- William Bender, School Board Attorney

**Executive Session**

The Board convened the Executive Session at 5:26 p.m. for the purpose of IC 5-14- 1.5-6.1 (9) to discuss job performance and evaluation of individual employees. The Board adjourned Executive Session at 6:39 p.m.

**Regular Meeting**

The Board of Education convened for the regular meeting at 6:52 p.m. with Greg Schmitt calling the meeting to order with the initiation of the Pledge of Allegiance.

Dr. Camp asked the Board to accept Darrick Wiggins' request to resign as the head baseball coach. Upon a motion made by Mr. Gentil and seconded by Mr. Stock, the resignation was approved with a 4 to 1 vote.

**Minutes, Claim Docket and Consent Items**

Mr. Schmitt asked the Board for a motion to approve the consent items as listed:

- Minutes of the previous meeting on July 10, 2017.
- Claim Docket for the period of July 10, 2017 to August 14, 2017.
- The following resignations/retirements:
  - Roberta House requests to retire as a bus driver. Ms. House has served MSD of North Posey County for 18.5 years as a full time bus driver.
  - Nick Berry as a Special Education teacher at the junior/senior high school.
  - Leslie Ricker as math teacher at North Posey Junior High School.
  - Amanda Caudill submitted her resignation as a music teacher at the elementary schools.

- Carol Butrum as a school nurse at North Elementary School.
- Susan Hostettler as a bus driver.
- Leeanna Wassmer as an instructional assistant at North Elementary School.
- Alysa Cox as an instructional assistant at South Terrace Elementary School.
- Misty Mauck as an instructional assistant at North Elementary School.
- Eric Long as the district computer coordinator effective September 8, 2017.
- Michael Kuhn as the NPHS boys' head track coach.
- Pam Schmitt as the student council sponsor at NPJHS.
- Megan Voelker as the 8<sup>th</sup> grade volleyball coach.
- Jamie Deuerling-Staton submitted her resignation as dance coach.
- Kelly Lashley as a track coach at NPJHS.
- The following requests for FMLA:
  - Leah Weber for the birth of her child beginning August 23, 2017 until November 21, 2017.
  - Sherrie Plouchard for a health condition that she needs care for beginning August 23, 2017 until October 23, 2017.
- The following hiring & transfer requests for the 2017-2018 school year:
  - Shannon MacMunn to hire Sidney Thurman as an instructional assistant at North Elementary.
  - Shannon MacMunn and Kelly Carlton to hire Michael Miller as the Elementary music teacher.
  - Kelly Carlton to hire Emma Jennings, Amy Lutz, and Jamie Wade as instructional assistants at South Terrace Elementary School.
  - Steve Kavanaugh to hire Julie Sailer as an instructional assistant at NPJHS.
  - Steve Kavanaugh recommends to hire Jessica Schenk as a math teacher at NPJHS.
  - Dr. Strieter to hire Sean Fisher as business education teacher and head boys' track coach.
  - Dr. Strieter to hire Jesse Simmons as a Special Education teacher and head baseball coach.
  - Dr. Strieter to hire Jillian (Newman) Brothers as the social worker/guidance counselor, and Matt Lehman as a high school math teacher at NPHS.
  - Shannon MacMunn to hire Katrina Wagner as the school nurse at North Elementary beginning September 19, 2017.
  - Jerry Straw request to hire Barry Wilson as a bus driver. He will begin driving after Labor Day.
  - Steve Kavanaugh to hire Scott Lance as a night time custodian beginning August 15, 2017.
  - Kelly Carlton to hire Sabrina McCarty as a part time assistant in the PK4 classroom beginning August 14, 2017.
  - Steve Kavanaugh to hire Sydney Thurman as the junior high cheer coach.

- Steve Kavanaugh to hire Tyler Nicole as boys' and girls' junior high cross country coach.
- Steve Kavanaugh to hire Heather Baehl as 7<sup>th</sup> grade girls' volleyball coach.
- Steve Kavanaugh to hire Kelly Lashley as co-sponsor of National Junior Honor Society.
- Dr. Strieter to hire Jessie Simmons as an assistant football coach. He will be splitting the stipend with Ryan Kerney. Coach Kerney will be paid at 60% and Coach Simmons at 40%.
- Dr. Strieter to have Michael Duckworth, Austin Little, Chris O'Risky, and Ben Kahle as volunteer football assistants.
- Steve Kavanaugh to have Jody Cumbee and Joe Gengelbach as volunteer football coaching assistants.
- Steve Kavanaugh to have Kyle Nicole as a volunteer for the junior high cross-country team.
- The following facility use requests:
  - Jennifer Thiem, on behalf of the youth volleyball program, requests to use the gyms at South Terrace and North Elementary from August 21 through October 12, 2017 from 6-8 pm. Her request is for Mondays, Wednesdays, and Thursdays at North Elementary and Monday and Wednesdays at South Terrace.
  - Ashley Grimes to use the high school facilities on Saturday mornings for the North Posey Youth Volleyball program. Coach Grimes is also asking for approval to have the corporation cover the custodial costs for this program. The Saturdays requested are September 9, 16, 23, and October 7, 2017.
  - Greg Kissel, on behalf of 3<sup>rd</sup> & 4<sup>th</sup> grade boys youth basketball, requests to use the gym at South Terrace from 6-7:30 pm on Tuesdays and Thursdays beginning September 19 through October 19, 2017.
  - Warren Korff, on behalf of Poseyville Kiwanis, to use the facilities around North Elementary School for the annual Autumnfest September 22-24, 2017.
- The following requests for purchases:
  - Nancy Dougan to purchase racks and shelving units from cafeteria funds. Total cost is \$1,292.76.
  - Steve Kavanaugh to spend extracurricular funds to purchase two (2) snack machines. Total cost is \$3,300.00.
  - Nancy Dougan to purchase two (2) touch screen monitors from cafeteria funds. Total cost is \$1,100.00.

Upon a motion made by Mr. Oakley and seconded by Mr. Gentil, all consent items listed were approved with a 5 to 0 vote.

#### Patron Concerns

There were no patrons present to address the Board.

## **New Business**

Dr. Camp opened new business by having the new 2017-2018 employees which were present in the meeting introduce themselves to the Board. A list of the new employees shall be made a part of the official minutes by incorporation.

Dr. Wannemuehler asked the Board to approve the Teacher Appreciation Grant (TAG) Policy in accordance to HB 1001. The policy states that we will award the TAG stipend with our teachers rated highly effective receiving 25% more than the amount awarded to our teachers rated effective. Upon a motion made by Mrs. Will and seconded by Mr. Oakley, the policy was approved with a 5 to 0 vote.

Dr. Wannemuehler updated the Board on the following as per IC 20-28-11.5-4:

- MSD of North Posey County implements a Modified RISE Evaluation System
- Copy of the district evaluation plan can be found at <http://www.northposey.k12.in.us>
- New Teacher Appreciation Grant Policy
- Comprised of four key components: Teacher Effectiveness Rubric, Individual Growth Measures, Student Learning Objective, and School-Wide Learning measures.
- RISE Principal Evaluation & Development System
- ISBA Superintendent Evaluation System
- District Evaluation Committee

No action required.

Dr. Camp asked permission to advertise the required 2018 budget forms; which include Form 3, CPF, and Bus Replacement plans. Upon a motion made by Mr. Stock and seconded by Mrs. Will, the request was approved with a 5 to 0 vote.

Dr. Camp let the Board know that our cash balance has been decreasing over the last several years due to various changes made by the state to the general fund, loss of students, and reduction of general fund categorical revenue. Dr. Camp indicated that while the corporation is still financially stable, we need to tighten our belts and hold the line on general fund spending. The corporation has prided itself in not reducing staff due to lack of funding. At this time we need to examine all positions, as we have any additional retirements and/or resignations, and make the tough decisions on whether the position truly needs to be filled. We should not add any staff at this time unless the student population truly warrants the extra staff. If the corporation maintains this mindset, and takes action now, we will not find MSD of North Posey County in trouble in the upcoming years. The goal is to remain the solid financial school corporation we have been in the past. In addition, Dr. Camp address the Board in regards to class size that was a patron concern during the July meeting. In looking at the averages quoted during the meeting and then in the newspaper, the averages inaccurately included preschool counts. In addition, instructional assistants should have been included in the averages at a rate of 0.5 teacher as per the Title I formula. Another inaccurate statement that Dr. Camp wished to correct was that we would have an increased average class size at the elementary level during the 2016-2017 school year. Although the fourth grade classes at STES are at 28 and 27 and the fifth grade classes at NES are at 25 and 27, we have had years with larger class sizes. In 2011-12, our largest classes had 28 and 26 students. In 2012-13, we had three

classes with 28, 29, and 24. In 2013-2014, we had class sizes of 28, 27, 30, and 29. In 2014-2015 we had class sizes of 30, 30, and 27. In 2015-2016, we had 33 and 32. Dr. Camp indicated that he does feel that an additional teacher would have been warranted in 2015-2016. The corporation wishes to keep the upper grade elementary class size at 30 students or less. With that said, Dr. Camp does not recommend adding additional staff at either elementary school at this time.

Dr. Camp asked the Board to approve the hours set by Nancy Dougan for the cafeteria staff for the 2017-2018 school year as listed. Upon a motion made by Mr. Oakley and seconded by Mr. Gentil, the request was approved with a 5 to 0 vote.

Dr. Camp asked the Board to approve the pay increases for the Bus drivers:

Year of Service	Current Daily Rate	Proposed Daily Rate
1 <sup>st</sup>	\$57.50	\$59.00
2 <sup>nd</sup>	\$58.50	\$60.00
3 <sup>rd</sup>	\$59.50	\$61.00
4 <sup>th</sup>	\$60.50	\$62.00
5 <sup>th</sup> & Up	\$62.00	\$64.00
Mileage Rate	\$0.17/mile (1-way Calc)	\$0.20/mile (1-way Calc)
Per Minute Rate	\$0.0225 (1-way Calc)	\$0.03 (1-way Calc)

In addition, Dr. Camp asked the Board to approve a stipend to be paid at the conclusion each semester based on attendance. Dr. Camp proposes a stipend of \$500.00 for zero leave days used and \$300.00 if only one leave day is taken. Upon a motion made by Mr. Gentil and seconded by Mr. Stock, the request was approved with a 5 to 0 vote.

Dr. Camp requested the board to approve the following policies:

- North Posey Athletic Department Fundraising Policy
- Child Nutrition Program Procurement Plan

Upon a motion made by Mrs. Will and seconded by Mr. Oakley, the request was approved with a 5 to 0 vote. Dr. Camp also asked the Board to review the Policy for Dealing with Food Allergic Students for approval in the September meeting.

**Personnel**

**Professional Leave**

Dr. Camp presented the following professional leave requests:

Name	School	Date/Reason	Location	Approx Cost/Fund
Jenifer Neidig Brandon Barrett	HS	Aug 16 & 28, Sept 14 & 26, Oct 4, Nov 3. Online Course Development	Jasper	Van Use & Sub Costs General Fund
Kelly Lashley	JHS	Aug. 29, 2017 HEROES Coord. Regional Meeting	Ft. Branch	Sub Costs HEROES Grant

Kelly Carlton Steve Kavanaugh Erin Koester Shannon MacMunn Angela Wannemuehler	STES JHS HS NES CO	Aug. 30-Sept. 1, 2017 Indiana School Safety Academy	Indianapolis	\$600.00 + Van Use General Fund
Steve Kavanaugh	JHS	Sept. 14-15, 2017 IASP Exec. Board Meeting	Indianapolis	\$225.00 + Van Use General Fund

Mr. Stock made a motion to approve the requests and Mr. Gentil seconded the motion. The motion carried 5 to 0.

Reports and Information

- Online Credit Card Payments Now Open
- Summer 2017 Projects
- ADM Estimate

**Next Board Meeting**

The next Special Board meeting to conduct the Budget Hearing will be Monday, August 28, 2017 at 5:30 p.m. in the Board Office. Executive session will begin at 5:00 p.m.

The next Regular Board meeting will be Monday, September 11, 2017 at the Board Office. Executive session will begin at 5:30 p.m. with the regular meeting to begin at 6:30 p.m.

**Adjournment**

A motion to adjourn was made by Mrs. Will, seconded by Mr. Gentil. The meeting was adjourned at 7:33 p.m.

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Gregory U. Schmitt, President

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Geoffrey A. Gentil, Vice President

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Amy J. Will, Secretary

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Vincent F. Oakley, Member

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Brett A. Stock, Member

**Board of Education  
MSD of North Posey County**