

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

September 9, 2019

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 September 9, 2019. The following Board members were present:

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

Executive Session

The Board convened the Executive Session at 5:30 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 6:35 p.m.

Principal Evaluations

Regular Meeting

The Board of Education convened for the regular meeting at 6:41 p.m. with Geoff Gentil calling the meeting to order with the initiation of the Pledge of Allegiance.

Aramark Food Services gave a brief presentation to the Board. They indicated the new services are going well in each school. They are currently averaging 1500 meals per day; which is about 300 more than they anticipated. They will be submitting a request to hire additional staff in the next Board meeting.

Collective Bargaining and Teacher Compensation Hearing

Dr. Camp opened the public hearing to discuss collective bargaining and teacher compensation. He first explained that the bargaining parties may begin the bargaining process on or after September 15, 2019; however, pursuant to Indiana Code 20-29-6-1(a) a public hearing allowing public testimony regarding teacher compensation and collective bargaining must be conducted before bargaining may begin. The first bargaining meeting between the association and the corporation is scheduled for September 18, 2019. After a brief presentation, Dr. Camp indicated that the hearing was open to hear public testimony regarding teacher compensation and collective bargaining in the school. Cathy Morrow, Donna McGinness, Heather Brandle, Shalane Niemeier, Amber Oakley, and Chandra Gauer all addressed the Board regarding teacher compensation. In addition, Erin

Stump and Casey Thomas submitted letters to the Board as they were unable to attend the meeting due to prior commitments. Upon the conclusion of the last patron testimony, Dr. Camp turned the meeting back over to Mr. Gentil to continue with the regular Board meeting. The presentation shall be made part of the minutes by incorporation.

Patron Concerns

No patrons were present to address the Board.

Minutes, Claim Docket and Consent Items

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

- Minutes of the previous meeting on August 12, 2019.
- Claim Docket for the period July 8, 2019 to August 12, 2019.
- The following retirements/resignations/terminations:
 - Staci Cox to resign her position as a bus driver effective August 30, 2019.
 - Ashley Nels to resign her position as a junior high science teacher effective August 27, 2019.
- The following FMLA and personal leave requests:
 - Jessica Schenk to take FMLA for a personal health condition beginning September 6, 2019 until approximately December 20, 2019. Mrs. Schenk has indicated that if her doctor releases her earlier, she will return to work sooner.
 - Dave Koewler to take FMLA for a personal health condition beginning October 29, 2019 until approximately November 1, 2019.
 - Carolyn Price to take off October 7-10, 2019 for a trip to Jamaica.
 - Pam Spahn to take off October 15-18, 2019 to visit her son in Cumberland, MD.
 - Amy Hallam to take off November 7-13, 2019 to take a trip with her husband to Punta Cana.
 - Kathy Petrig to take off November 11-15, 2019 to accompany her husband on a trip he earned through his job.
 - Sherrie Plouchard to take off December 9-13, 2019.
- The following are hiring & transfer requests for the 2019-2020 school year:
 - Steve Kavanaugh to transfer Arrica Farrar to 8th grade science teacher from her current long-term substitute position covering 7th grade science.
 - Steve Kavanaugh to hire Elizabeth Elliott as a long-term substitute teacher to cover 7th grade science four days per week. Judy Christmas has agreed to cover the additional day each week.
 - Steve Kavanaugh to hire Pete Straub Jr. as a junior high volunteer football coach.
 - Stacy Newman-Smith to hire Kassi Neuffer for the junior/senior high cafeteria effective August 19, 2019.
 - Stacy Newman-Smith to hire Teri Kelley for the North Elementary cafeteria effective August 22, 2019.
 - Erin Koester to hire Christina Peters as an instructional assistant for South Terrace effective August 26, 2019.

- Dr. Strieter to hire Julie Gries as the social media manager splitting the stipend for the high school.
- Dr. Strieter to hire Jessica Schenk as an assistant varsity girls' basketball coach for the high school.
- Dr. Strieter to hire Justin Wagner as the head boys' track coach and Madison Aiton as the assistant track coach.
- Steve Kavanaugh to hire Kelly Lashley as the social studies academic coach for the junior high school.
- Steve Kavanaugh to hire Laura Hall as the head academic coach for the junior high school.
- Mrs. Koester to hire Ashley Grimes as the co-sponsor of Student Council for South Terrace.
- Mike Wassmer to take eight (8) FFA students on an overnight field trip to the National FFA Convention in Indianapolis October 30 - November 2, 2019. Male and female chaperones have been secured. With the exception of Mr. Wassmer's substitute, all costs shall be FFA or student paid.
- Mr. Kavanaugh to continue participating in the Indiana School Improvement Institute for the completion of the school improvement plan. The annual cost of this program is \$1,100.00.
- The buildings principals' request to approve the fire safety and evacuation plan for the 2019-2020 school year.

Upon a motion made by Mr. Schmitt and seconded by Mrs. Will, all consent items listed were approved with a 4 to 0 vote.

New Business

Dr. Camp asked to amend the request approved in the August 12, 2019 Board meeting to purchase three buses. The MacAllister quote submitted contained a clerical error. The request approved showed a quantity of three (3) buses, but the total shown on the quote only priced two (2) of the buses. The correct price for the three (3) buses is \$254,780.00. The quote also showed a trade in of four (4) buses to reduce the cost by \$17,500.00. That total is correct. The correct total of the three buses minus the trade in is \$237,280.00. Upon a motion made by Mrs. Will and seconded by Mr. Oakley; the amended request was approved with a 4 to 0 vote.

Dr. Camp asked the Board to approve the request from Warren Korff, on behalf of the Kiwanis, to use the school property to launch the fireworks for the Poseyville Autumnfest. Upon a motion made by Mr. Schmitt and seconded by Mr. Oakley; the request was approved with a 4 to 0 vote.

Dr. Camp asked the Board to approve the renewal of Dearborn National for our Life, AD&D, and Long-Term Disability group insurance program. The rates remain unchanged from last year's renewal package. Upon a motion made by Mr. Oakley and seconded by Mr. Schmitt; the request was approved with a 4 to 0 vote.

Dr. Camp asked the Board to approve the request from Dr. Strieter to offer two additional courses at the high school; Horticulture and Natural Resources. The courses were not expected to be

offered this school year; however, he feels it necessary based on student need. Book rental for Horticulture shall be \$20.33/semester and for Natural Resources it will be \$25.25/semester. Upon a motion made by Mrs. Will and seconded by Mr. Oakley; the request was approved with a 4 to 0 vote.

Dr. Camp asked the Board to approve the request to declare the 2004 (E1) activity bus and the 2004 red Dodge van as surplus. Upon a motion made by Mr. Schmitt and seconded by Mr. Oakley; the request was approved with a 4 to 0 vote.

Personnel

Dr. Camp recommended the Board grant Jesse Simmons’ administrative leave for the first semester of the 2019-2020 school year. In addition, Dr. Camp asked the Board to approve the agreement and resignation submitted by Mr. Simmons. His administrative leave, and employment, with MSD of North Posey County shall end on December 20, 2019. Mr. Simmons shall receive compensation for his regular teacher contract as well as his extracurricular/baseball coaching contract. In addition, his current benefit package shall continue through December 31, 2019. Upon a motion made by Mr. Schmitt and seconded by Mr. Oakley; the request was approved with a 4 to 0 vote.

Professional Leave

Dr. Camp presented the following professional leave requests:

Name	School	Date/Reason	Location	Approx Cost/Fund
Sherrie Plouchard	NPJHS	September 21, 2019 Computer Science Follow Up Training	Fishers	\$328.00 + Van Use Education Fund
Jodie Rankin	CO-Tech	September 20, December 6, & April 24 UNITE Quarterly Meetings	Brownsburg	\$480.00 Operation Fund
Catherine Broshears Michael Kuhn Carrie Schmitt Julie Wilson	NPHS	September 22-23, 2019 Academic Coaches Conference	Indianapolis	\$666.00 + Van Use & Sub Costs Education & ECA
Laura Hall Kelly Lashley Harold Welch	NPJHS	September 22-23, 2019 Academic Coaches Conference	Indianapolis	\$598.00 + Van Use & Sub Costs Education & ECA
Christopher Barker Brandon Barrett Margaret Camp Audrey Wilson	NPJHS	September 29-30, 2019 IMLEA Middle Level Education Association	Indianapolis	\$1,203.88 + Van Use & Sub Education Fund
Susan Henze	JHS	October 1, 2019 SIEC Media Networking	Jasper	\$20.00 + Van Use & Sub Education Fund
Angela Bender	CO	October 2-4, 2019 Fall ICASE	Indianapolis	\$695.00 Education Fund
Angela Bender Steve Kavanaugh Shannon MacMunn Amber Oakley	CO JHS NES	October 16-18, 2019 ICE Indiana Conference	Noblesville	\$2,156.56 + Van Use Digital Learning Grant

Cody Moll	NPHS	October 17-18, 2019 IHSWCA Fall Clinic	Indianapolis	Sub Costs Only ECA Funds
Angela Bender Shannon MacMunn Erin Koester	CO NES STES	November 9-12, 2019 PLTW Summit	Kansas City, MO	\$3,865.00 + Van Use Digital Learning Grant
Mike Wassmer	NPHS	November 22, 2019 Project Excel	Vincennes	Sub Cost Only Education Fund
Sean Fisher Scott Strieter Shannon MacMunn Steven Kavanaugh Erin Koester	NPHS NES NPJHS STES	November 24-26, 2019 IASP Fall Professionals Conference		\$2,872.00 + Van Use Education Fund

Upon a motion made by Mrs. Will and seconded by Mr. Schmitt, to approve the professional leave requests with a 4 to 0 vote.

Reports and Information

Fuel Reports

ISBA Fall Conference - September 30 - October 2, 2019

Next Board Meeting

The next Special Board meeting will be Monday, September 23, 2019 at the Board office. The special meeting shall begin at 6:00 p.m. This meeting shall include a public hearing regarding the 2020 Budget.

The next Regular Board meeting will be Tuesday, October 15, 2019 at the Board office. Executive session will begin at 5:30 p.m. with the regular meeting to begin at 6:30 p.m. This meeting shall include the adoption of the 2020 Budget.

Adjournment

A motion to adjourn was made by Mr. Oakley, seconded by Mrs. Will. The meeting was adjourned at 7:44 p.m.

Geoffrey A. Gentil, President

Gregory U. Schmitt, Vice President

Amy J. Will, Secretary

Vincent F. Oakley, Member

Not Present

Brett A. Stock, Member

Board of Education
MSD of North Posey County

PUBLIC HEARING ON COLLECTIVE BARGAINING 2019

- ❑ What we can bargain
- ❑ What we cannot bargain
- ❑ Basic finance
- ❑ Regulatory restrictions
IEERB

Subjects of Bargaining

- Salary
- Wages
- Fringe benefits: including accident, sickness, health, dental, vision, life, disability, retirement benefits, and paid time off



Prohibited Subjects of Bargaining

Evaluation

Hours of work

Safety issues for students and staff

Teacher appreciation grants

Class size

Hiring, assignment, transfer, RIF
(reduction in force; aka layoff)

Student discipline, expulsion, or
supervision.

Budget appropriations

Prohibited Subjects of Bargaining: continued

School calendar

Curriculum and curriculum materials
(textbooks, programs, etc...)

Teaching methods

Teacher dismissal

Restructuring options for failing schools

Ability for a school to partner with an
outside entity for dual credit

Funding for remediation

School Funding

Education Fund

- Funded by state taxes
- Based on number of students (ADM)
- Used for any instruction expenses, including teachers, principals, counselors, media/library staff, aides/paras, class supplies, etc...
- May not be used for non-instructional items

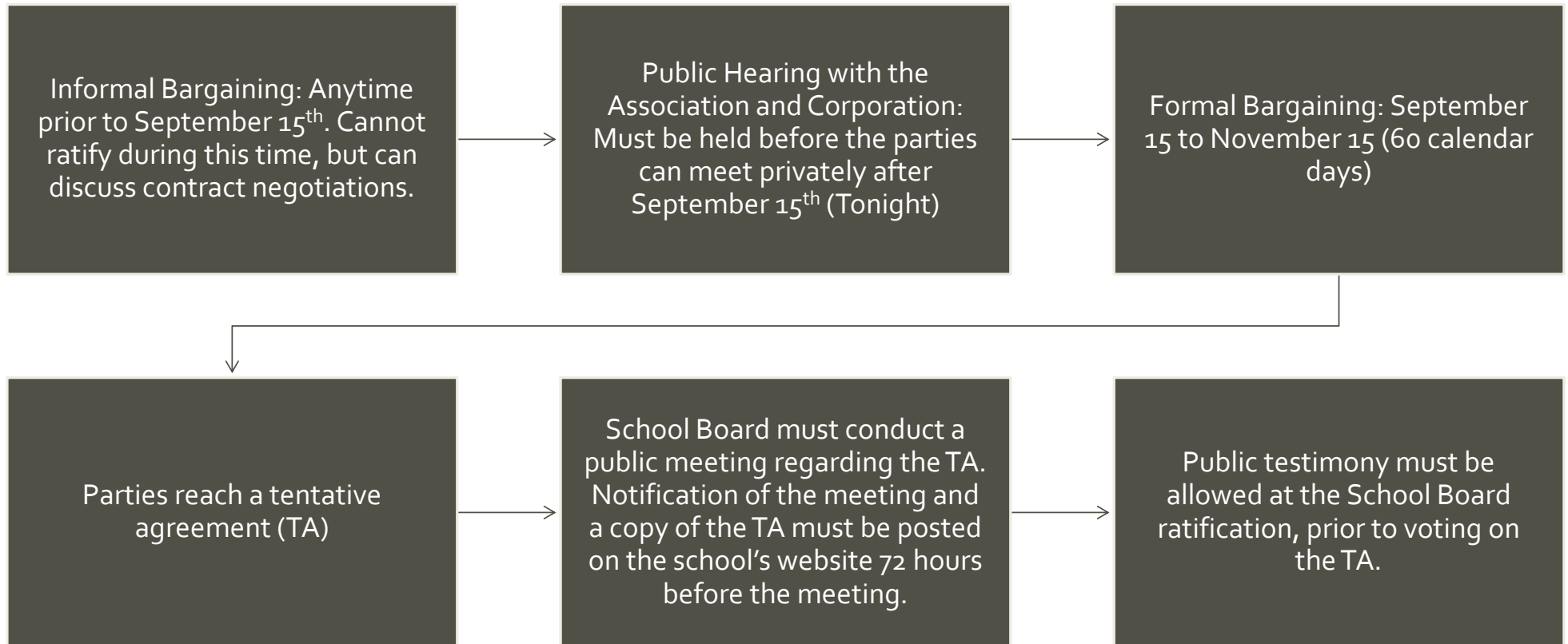
Operations Fund

- Funded by local property taxes
- Used for transportation, bus replacement, capital projects, utilities, superintendent, business office, human resources, custodial/maintenance, property insurance
- Cannot be used for instructional items
- Cannot be used for bargaining, unless a resolution is adopted by the Board to transfer a specific amount for bargaining

ADM Funding for the Education Fund

- 2018-2019 School Year ADM - \$5,352.00 per student all year
- 2019-2020 School Year ADM - \$5,548.00 per student all year
- Two Counts: July to December and January to June
- February the New Count takes place and funding for January to June is based on this number. Trend is less money. This is a NEW count.
- Funding – ADM Funds, 2% Reduction in TRF, Replacement Teacher Costs from 2018-2019 Resignation/Retirements versus New Hire Teacher Costs
- Main Expenditures – Teacher Salary & Benefits, Supplies, Instructional Assistants, and Building Level Office Staff

Timeline for Bargaining



Other Parameters

Indiana Education Employment Relations Board (IEERB)	Reviews contracts for compliance Releases a rubric to dictate the way contracts are constructed on or about August 15th
New state laws	State budget every two years sets funding potential for each school other new laws
State Board of Accounts (SBOA)	Corporations must follow state accounting requirements
Department of Local Government Finance (DLGF)	Controls local budget appropriations

Testimony should be limited to collective bargaining

Please be concise and cordial

Public
Testimony