

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

November 11, 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 November 11, 2019. The following Board members were present:

- Todd Camp, Superintendent
- Gregory U. Schmitt, 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 5:30 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 6:30 p.m.

Regular Meeting

The Board of Education convened for the regular meeting at 6:32 p.m. with Greg Schmitt calling the meeting to order with the initiation of the Pledge of Allegiance.

Patron Concerns

There were no patrons 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 October 15, 2019.
- Claim Docket for the period October 15, 2019 to November 11, 2019.
- The following are retirements and resignations for the 2019-20 school year.
 - Lisa Scheller to retire from North Elementary at the end of the 2019-20 school year. At the conclusion of the school year, Mrs. Scheller will have 30.5 years of service with MSD of North Posey. We wish her all the best in her future endeavors.
 - Becky Gray to retire from the cafeteria at North Elementary effective January 1, 2020. Ms. Gray has served MSD of North Posey County for 19.5 years. We wish her all the best in her future endeavors.
 - Margaret Wagner to resign as a 2nd grade teacher at South Terrace effective November 30, 2019.

- Shanna Kelly to resign as English Academic Coach for North Posey Junior High effective immediately.
- The following FMLA and personal leave requests:
 - Becky Gray to take FMLA beginning November 7, 2019 due to a personal health condition. It is not known at this time how long she will need to be off.
 - Elaine Goebel to take FMLA beginning November 20, 2019 until approximately December 18, 2019 due to a personal health condition.
- The following hiring & transfer requests for the 2019-2020 school year:
 - Erin Koester to hire Pamela Wilson for the 2nd grade teaching position at South Terrace effective December 2, 2019.
 - Shannon MacMunn to hire Braxton Lee for the newly created 6th grade teaching position at North Elementary school; pending all background check approvals.
 - Steve Kavanaugh to hire Shanna Kelly for the eLearning coach at the junior high. The stipend shall be prorated based on hire date.
 - Steve Kavanaugh to hire Audrey Wilson as the English Academic Coach for the junior high.
 - Dr. Strieter to hire Brandon Barrett as the 2019-20 head girls' tennis coach.
 - Mark Kirkman to hire Isaac Adler and Nick Coudret as assistant baseball coaches for the 2019-2020 season. Coach Kirkman would like to split his stipend; 75% for himself, 15% for Coach Adler, and 10% for Coach Coudret.
 - Michael Miller to have Ron Baysinger and Rachel Fisher as volunteers to assist him with the process of MSD of North Posey's Elementary Musical Production.
 - Cody Moll to have Josh Elpers and Braxton Lee as volunteer wrestling coaches for the 2019-2020 season.
- The following facility use requests:
 - Brandon Barrett to use the junior high gym for a 4th Grade Girls' Basketball Tournament on January 11-12, 2020 from 9:00 am to 8:00 pm each day.
- The following overnight and/or out of state field trips:
 - Steve Kavanaugh, Laura Hall, and Kelly Lashley to take the spell bowl team to the state competition on November 16, 2019. The spell bowl team had the second highest score in their division which qualifies them to compete at state.
 - Brandon Barrett to take interested North Posey students to Washington DC during our 2021 spring break. The field trip shall be funded by those attending. There will be no costs to the district.
- Stacy Newman-Smith to declare three (3) deep fryers as surplus.

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

New Business

Dr. Camp asked the Board to approve the 2019-2021 Master Teacher Contract. The teacher association overwhelmingly approved the tentative agreement and he feels it is the best contract we have had in years. In the preliminary figures, 98 teachers shall receive on average a \$2,445.00

increase to the base salary. Dr. Camp indicated that this is the first time there was a significant amount of new money to work with and he feels the bargaining team did a good job of allocating it. Their efforts not only provided raises to the teachers in 2019-2020, but created a plan to free up money for potential raises in 2020-2021. Upon a motion made by Mr. Oakley and seconded by Mrs. Will, to approve the requests. The motion was approved with a 4 to 0 vote.

Dr. Camp asked the Board to approve the raises as follows for the non-certified staff.

| Group | Increase to Base Salary | Increase/Hour |
|-----------------------|-------------------------|---------------------|
| Bus Drivers | NA | Previously Approved |
| Sub Bus Drivers | NA | \$10.00/Day |
| Cafeteria | NA | Previously Approved |
| Food Service Director | NA | \$0.60 |
| Building/CO NonCert | NA | \$0.60 |
| Technology Director | \$5,000.00 | \$0.60 |

In addition, Dr. Camp asked the Board to approve the following stipends for the non-certified staff:

| Group | Stipend | Attendance Stipend |
|-----------------------|------------|--|
| Bus Drivers | \$500.00 | 0 Days Missed \$500/ ½ Day Missed \$400/1 Day Missed \$300 |
| Sub Bus Drivers | \$300.00 | NA |
| Cafeteria | \$500.00 | NA |
| Food Service Director | \$1,000.00 | NA |
| Building/CO NonCert | \$1,000.00 | NA |
| Technology Director | \$1,000.00 | NA |

Dr. Camp then asked the Board to approve the raises and stipend for the administrators follows:

| Administrators | Raise to Base Salary | Stipend |
|-----------------------------|----------------------|---------------------|
| High School Principal | \$1,000.00 | \$1,000.00 |
| High School Asst. Principal | Previously Approved | \$1,000.00 |
| Junior High Principal | \$1,000.00 | \$1,000.00 |
| Elementary Principals | \$1,000.00 | \$1,000.00 |
| Asst. Superintendent | \$1,000.00 | \$1,000.00 |
| Superintendent | \$500.00 | Previously Approved |

Upon a motion made by Mr. Stock and seconded by Mrs. Will, to approve the requests. The motion was approved with a 4 to 0 vote.

Personnel

Professional Leave

Dr. Camp presented the following professional leave requests:

| Name | School | Date/Reason | Location | Approx Cost/Fund |
|---|-------------------------------|---|-----------------|--|
| Danny Ellis Bernie Goebel | NPHS Bus | November 14, 2019 Grounds Manager Workshop | Nashville | \$260.00 Operation Fund |
| David Koewler Michael MacMunn Brad Wallace Courtney Bittner Megan Voelker Brian Wilson | NPHS NES Elementary | November 18-19, 2019 Red for Ed Action Day | Indianapolis | \$578.84 + Sub Cost & Van Use Education Fund |
| Amy Motz | CO | November 20-21, 2019 IASBO HR Seminar | Indianapolis | \$290.00 + Van Use Operation Fund |
| Sherrie Plouchard | JHS | December 3, 2019 CS Standards in Middle School | Evansville | Van Use & Sub Cost Education Fund |
| Courtney Almon Stephanie Gabbard | STES | December 6, 2019 Engaging All Students | Huntingburg | \$260.00 + Van Use & Sub Education Fund |

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

Reports and Information

- Fuel Reports
- 2020-21 Proposed Calendar (3 Options Presented)
- Masters Pay

Next Board Meeting

The next Regular Board meeting will be Monday, December 9, 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.

Adjournment

A motion to adjourn was made by Mr. Oakley, seconded by Mr. Stock. The meeting was adjourned at 6:46 p.m.

Geoffrey A. Gentil, President

Gregory U. Schmitt, Vice President

Amy J. Will, Secretary

Vincent F. Oakley, Member

Brett A. Stock, Member

Board of Education
MSD of North Posey County