

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

October 5, 2023

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 October 5, 2023. The following Board members were present:

- Steven Kavanaugh, Interim Superintendent
- Michelle Walden, Assistant Superintendent
- Gregory U. Schmitt, President
- Vincent F. Oakley, Vice President
- Amy J. Will, Secretary
- Larry Kahle, Member
- Lindsey Bowers, Member
- Joshua Orem, School Board Attorney

Executive Session

The Board convened the Executive Session at 5:30 p.m. to discuss the Board adjourned Executive Session at 6:12 p.m.

Regular Meeting

The Board of Education convened for the regular meeting at 6:30 p.m. with President, Greg Schmitt, calling the meeting to order with the initiation of the Pledge of Allegiance.

Reading of the Vision, Mission, Core Beliefs, & High Priorities

Mr. Kavanaugh read the Vision, Mission, Core Beliefs, and High Priorities.

Patron Concerns

No patrons were present to address the Board.

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 September 11, 2023 and September 20, 2023.
- Claim Docket for the period September 11, 2023 to October 5, 2023.
- The following resignations/retirements:
 - Jennifer (JJ) Epperson: Resignation as Spanish Teacher and North Posey High School effective September 30, 2023
 - Steven Sims: Resignation as a Bus Driver effective October 13, 2023
- The following FMLA or personal leave requests:
 - Bernie Goebel: Leave days from October 2-6, 2023
 - Elaine Goebel: Leave days from October 2-6, 2023
 - Amy Hallam: Leave days from October 30 – November 9, 2023

- Carolyn Price: FMLA from November 9 – 27, 2023
- Donna Elpers: Leave days from February 4-10, 2024
- Julie Gries: Leave days from February 20-23, 2024
- The following hiring, transfer, and volunteer requests for the 2023-2024 school year:
 - Chelsea Johnson: Transfer to Technology Specialist Level II from her current position of Technology Specialist Level I effective October 2, 2023
 - Tracy Johnson: Hire as a bus driver effective October 15, 2023
 - Ellen Beuligmann: Hire as a part time instructional assistant for the preschool room at North Elementary School
 - Kathy Lester: Hire as long-term substitute for Kaylie Kissel’s maternity leave from approximately October 16 – 19, 2023
 - Andrea Esche: Hire as long-term substitute for the business classroom beginning October 16, 2023
 - Roger Butler: Hire as long-term substitute for the vacant Spanish classroom beginning October 16, 2023.
 - Clayton Ragan: Hire as the 8th grade boys’ basketball coach.
 - Nolan Alvey, Evan Bromm, Jarrett Motz, and Jacob Newman: Volunteer baseball coaches for the cub baseball team.
- The following overnight and/or out of state field trips:
 - Robyn Bender to take 13 FFA students to the National FFA Convention in Indianapolis from November 1-3, 2023.
 - Stephanie Cox to take 13 cheerleaders to the IASP Indiana Cheer Championship Competition in New Castle, IN from November 3-4, 2023.
 - Victoria Schaefer to take 7 high school choir students to the Murray State University Quad State Honor Choir performance November 5-6, 2023.
 - Carrie Schmitt to take 16 spell bowl competitors to state final competition at Purdue University from November 10-11, 2023.
- The following miscellaneous items for consideration:
 - Renewal of our Meraki license. This is a five-year renewal for enterprise license and support and does not qualify for e-rate. The cost is \$51,573.35 and shall be paid out of the operation fund.
 - Renewal of Google Workspace for Education Plus. The three-year renewal costs \$20,250.00 and shall be paid out of the education fund.
 - High School Softball program to use the softball field for the U14 Cub Team.

Mr. Kahle made a motion to approve the consent items as presented and Mrs. Will seconded the motion. The motion passed 5 to 0.

New Business

Mrs. Walden presented for adoption the 2024 Budget including the following resolutions connected to the Budget:

- Resolution for Appropriations and Tax Rates
- Resolution to Adopt the Bus Replacement Plan Budget Year 2024
- Resolution to Adopt the Capital Projects Plan Budget Year 2024
- 2023 Budget Transfer Resolution

- Resolution for 2024 Budget Hearing
- Rainy Day Transfer Resolution
- Resolution to Transfer up to \$1,635,000.00 from Education Fund to the Operations Fund

Mr. Oakley made a motion to approve the 2024 budget and the supporting resolutions and Mrs. Bowers seconded the motion. The motion passed 5 to 0.

Mrs. Walden presented for consideration the 2023-2025 Memorandum of Understanding with the North Posey Teachers' Association. The posting of the tentative agreement, public hearing and public meeting required under Indiana Code have been met allowing the School Board to ratify the contract. The North Posey Teachers' Association has ratified the contract. Mrs. Will made a motion to approve the ratification of the contract and Mr. Kahle seconded the motion. The motion was approved with a 5 to 0 vote.

Mrs. Walden presented for consideration the 2023-2025 proposed salary increases for Administrators, Non-Certified Personnel, Bus Drivers, and Food Service Employees. In addition, she proposed increases for bus, teacher, custodian, nurse, and food service substitutes. Mr. Oakley made a motion to approve the request and Mr. Kahle seconded the motion. The motion was approved with a 5 to 0 vote.

Mrs. Walden opened discussion regarding an updated Indiana Department of Education requirement for all public schools to have a licensed English Language Learner Teacher of Record (ELLTOR) that passed in 2019. Mrs. Walden explained that the district has been unable to find a teacher to accept this role despite the current incentives in place. She then led discussion with the Board of new ideas for filling this requirement. No action was needed.

Mrs. Walden presented for consideration the proposal from Keusch Glass INC to replace a door at the high school that is not closing properly and has become a safety issue. The cost to replace the door is \$19,100.00. Mr. Oakley made a motion to approve the request and Mrs. Bowers seconded the motion. The motion was approved with a 5 to 0 vote.

Personnel

Mr. Kavanaugh presented to the Board for consideration a request to add an \$1,000.00 stipend for 2023-2024 to the Deputy Treasurer position due to the extra workload that has been assigned to this position because of the cafeteria and textbook accounts being reassigned to the Central Office. Mrs. Bowers made a motion to approve the request and Mr. Kahle seconded the motion. The motion was approved with a 5 to 0 vote.

Mrs. Walden presented to the Board for consideration a request to add the Transportation Secretary position be added to the Tier II Cell Phone benefit (\$400). The transportation secretary handles all substitute driver assignments, ECA trip assignments, field trip assignments, and many driver-related concerns that occur outside of normal business hours. Mrs. Will made a motion to approve the request and Mr. Kahle seconded the motion. The motion was approved with a 5 to 0 vote.

Professional Leave

Mr. Kavanaugh presented the following professional leave requests:

Name	School	Date/Reason	Location	Approx Cost/Fund
Bradley Wallace	NPHS	October 26, 2023 Golden Shovel Competition	Indianapolis	Substitute Cost Only Education Fund
Melissa Mahrenholz	STES	November 3-4, 2023 AEAI Annual Conference	Mooresville	Substitute Cost Only Education Fund
Erin Koester	STES	November 19-21, 2023 IASP Fall Principal's Conference	Indianapolis	\$939.00 + Van Use Title II Funds

Upon a motion made by Mr. Oakley and seconded by Mrs. Bowers, to approve the professional leave requests with a 5 to 0 vote.

Reports and Information

Good News Report

Next Board Meeting

The next Regular Board meeting will be Monday, November 13, 2023, in the Board office. Executive session, if needed, 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. Kahle, seconded by Mrs. Will. The meeting was adjourned at 7:13 p.m.

Gregory U. Schmitt, President

Vincent F. Oakley, Vice President

Amy J. Will, Secretary

Lindsey Bowers, Member

Larry A. Kahle, Member

Board of Education
MSD of North Posey County