

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

December 11, 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 December 11, 2023. The following Board members were present:

- Steven Kavanaugh, Interim Superintendent
- Michelle Walden, Assistant Superintendent
- Gregory U. Schmitt, President
- Vincent F. Oakley, Vice President
- Larry Kahle, Member
- Lindsey Bowers, Member

Regular Meeting

The Board of Education convened for the regular meeting at 6:32 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

Jody Cumbee was present to address the Board regarding the upcoming Bond projects and his concerns regarding forecasting for future building issues.

Cindy Meredith, Mary Korff, Michelle Riddle, and Sarah Ashburn were present to address issues they feel we are experiencing with our current food service contract.

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 November 13, 2023.
- Claim Docket for the period November 13, 2023, to December 11, 2023.
- The following resignations/retirements:
 - Brenda Straw: Resignation as the Central Office and clinic cleaning staff effective December 31, 2023
- The following FMLA or personal leave requests:
 - Cathy Morrow: Leave days from February 26-29, 2024.
 - Barry Wilson: Leave days from September 3-24, 2024.
- The following hiring, transfer, and volunteer requests for the 2023-2024 school year:
 - Andrea Esche: High School Business teacher effective January 3, 2024
 - Teresa Mossberger: Long Term Substitute for the Norseman Academy opening until the position is permanently filled.

- Hailey Marvel: Long Term Substitute starting approximately February 15, 2024, until approximately April 12, 2024.
- Gail Alkire: Long Term Substitute in the life skills room at North Elementary School beginning January 3, 2024, and shall continue until a certified teacher may be hired to replace Ms. Schuler. Mrs. Alkire is a current instructional assistant in this classroom, and she will receive an additional \$50.00/day for the extra responsibility she will experience.
- Chad Hoehn: Wrestling coach at North Posey Junior High School
- Tyler Stock: Assistant wrestling coach at North Posey Junior High School.
- Carter Martin: Girls' Assistant Soccer Coach for the 2023 Season.
- ESCRFT: Property and Casualty Insurance Package. The total for the package is \$207,003.09 for 2024. This is an increase of 30.2% from 2023.

Mr. Kahle made a motion to approve the consent items as presented and Mr. Oakley seconded the motion. The motion passed 4 to 0.

New Business

Mr. Kavanaugh followed up with the Board regarding the patron concern from the November 13, 2023, Board Meeting.

Mr. Kavanaugh led discussion with the Board regarding setting the borrowing rate for the 2024 Bonds. Mr. Oakley made a motion the district lower our current tax rate to \$0.95 with the ability to issue a bond again in 2030, Mrs. Bowers seconded the motion. The motion passed 4 to 0.

Mr. Kavanaugh presented for consideration the proposals for lawn care for 2024. Sealed bids were opened in the Board Office on Friday, December 1, 2023, at 3:00 p.m. The following bids were received:

Name	Base Bid Cost/Cut (Mowing)	Alternate 1 (Lawn Treatment)	Alternate 2 (Lawn Treatment & Spraying Fences 3xs)	Alternate 3 (Lawn Treatment, Spraying Fences 3xs, & Seeding)
A Cut Above Landscape Solutions	\$1,320.00	\$3,000.00 (5 Treatments)	\$4,500.00 (5 Treatments)	\$6,500.00 (5 Treatments)
J&L Lawn Care	\$1,530.00			
Wade Lawn & Landscaping, LLC	\$1,895.00			

Mr. Kavanaugh recommended the Board accept the proposal/bid from A Cut Above Landscape Solutions with alternate (3) three. Mr. Kahle made a motion to approve the bid with alternate (3) three from A Cut Above Landscape with a 2-year contract and Mrs. Bowers seconded the motion. The motion was approved with a 4 to 0 vote.

Mr. Kavanaugh presented for consideration the bids for Elementary Schools' Classroom Furniture Replacement Project. Bids were opened in the Board Office on Friday, December 1, 2023, at 3:00 p.m. The following bids were received:

Bidder	Base Bid		Estimated Labor	Estimated Freight	Base Total	Additional Notes
	NES	STES				
Educational Furniture	\$90,924.82	\$111,211.44	\$6,000.00	\$5,000.00	\$213,136.26	
Corporate Design	\$104,829.05	\$128,797.47	\$40,600.00	\$8,542.30	\$282,768.82	Included quote for additional \$3,826.25 to upgrade NES Existing Kindergarten
Purposeful Design (Option 1)	\$67,595.40	\$71,910.00	Not Quoted	Not Quoted	\$139,505.40	Only Quoted Desks. If selected, will need to select vendor for all other items.
Purposeful Design (Option 2 - Based on Specs)	\$116,374.35	\$123,802.50	Not Quoted	Not Quoted	\$240,176.85	Only Quoted Desks. If selected, will need to select vendor for all other items.
School Specialty	\$130,312.10	\$161,310.18	\$23,552.53	\$8,887.69	\$324,062.50	
Sharp School Services (Option 1)	\$118,571.12	\$145,808.55	\$27,445.00	\$10,501.00	\$302,325.67	Quote based on Project Specs
Sharp School Services (Option 2)	\$108,625.26	\$132,906.51	\$27,445.00	\$10,501.00	\$279,477.77	Quote w/ Alternate Options

Mr. Kavanaugh recommended the Board accept the bid from Educational Furniture at a cost of \$213,136.26. Mr. Oakley made a motion to approve the recommendation and Mrs. Bowers seconded the motion. The motion was approved with a 4 to 0 vote.

Mr. Kavanaugh presented for consideration the bids for NPHS Education Professions Furniture Project. Bids were opened in the Board Office on Friday, December 1, 2023, at 3:00 p.m. The following bids were received:

Bidder	Base Bid		Estimated Labor	Estimated Freight	Base Total	Additional Notes
	Classroom #1	Classroom #2				
Educational Furniture	\$13,322.61	\$8,086.70	\$1,000.00	\$1,500.00	\$23,909.31	
Corporate Design	\$16,977.18	\$11,640.30	\$3,710.00	\$4,307.61	\$36,635.09	
Purposeful Design	\$13,465.30	\$10,288.50	Not Quoted	Not Quoted	\$23,753.80	Only Quoted Desks. If selected, will need to select vendor for all other items.
School Specialty	\$16,922.63	\$9,891.93	\$5,394.74	\$2,214.14	\$34,423.44	
Sharp School Services (Option 1)	\$17,097.35	\$12,268.61	\$4,445.00	\$4,145.00	\$37,955.96	Quote based on Project Specs
Sharp School Services (Option 2)	\$16,056.95	\$11,228.21	\$4,445.00	\$4,145.00	\$35,875.16	Quote w/ Alternate Options

In addition to the base bid, the following alternates were priced as alternates:

Bidder	Alternates (Priced Per Item)		
	4-Leg Student Chair	Sit-Stand Option for Students	Nesting 2-Student Desk
Educational Furniture	\$57.07	\$537.60	\$389
Corporate Design	\$138.21	\$359.46	\$541.46
Purposeful Design	NA	NA	NA
School Specialty	\$107.43	\$510.91	\$545.38
Sharp School Services (Option 1)	\$120.73	\$1,123.17	\$739.02
Sharp School Services (Option 2)	\$78.73	\$1,123.17	\$739.02

Mr. Kavanaugh recommended the Board accept the bid from Educational Furniture at a cost of \$23,909.31 with no alternates. Mrs. Bowers made a motion to approve the recommendation and Mr. Kahle seconded the motion. The motion was approved with a 4 to 0 vote.

Mrs. Walden presented to the Board for second read of the Bylaws and Administration sections of the Neola Policies. No action is required of the Board currently. The Bylaws and Administration policies shall be presented to the Board for approval during the January meeting.

Personnel

Mr. Kavanaugh presented for recommendation a proposal to pay a stipend to the following employee groups corresponding to the Teacher Appreciation Grant: Administrators, Classified Employees, School Counselors, eLearning Coach, Psychologists, Speech Therapists, Food Service, and Bus Drivers.

Group	Proposed Stipend
Other Certified Staff Not Covered by the TAG	Shall Use Same Formula as Outlined in the 2023 TAG Policy (Est Amt = \$579.89)
Building & CO Administrators	\$579.89
Bus Drivers	\$200.00
Food Service Staff	\$200.00
Classified Staff (All Other Full Time Non-Certified Employees)	\$300.00
Part Time Non-Certified Staff	\$200.00

Mrs. Bowers made a motion to approve the request and Mr. Kahle seconded the motion. The motion was approved with a 4 to 0 vote.

Professional Leave

Mr. Kavanaugh presented the following professional leave requests:

Name	School	Date/Reason	Location	Approx Cost/Fund
Brad Wallace	NPHS	December 12-15, 2023 OSHA 510 Certification	Fort Branch	Sub Costs Education Fund

Michelle Walden	CO	December 14, 2023 School Finance Seminar	Plainfield	\$225.00 + Van Use Operation Fund
Michael MacMunn	NPHS	January 11, 2024 IN STEM Education Conference	West Lafayette	\$240.00 + Sub Costs Education Fund
Victoria Schaefer	NPJHS	January 12-13, 2024 IMEA Professional Development Conference	Fort Wayne	\$338.65 + Sub Costs Education Fund
Matthew Winegar	NPJHS	January 19, 2024 ISTA Emerging Leaders Cohort 2	Indianapolis	Sub Costs Only Education Fund
Melissa Mahrenholz	STES NES	February 28, 2024 Textbook Open House	Huntingburg	Sub Costs Only Education Fund

Mr. Oakley made a motion to approve the professional leave requests and Mr. Kahle seconded the motion. The motion was approved with a 4 to 0 vote.

Reports and Information

Good News Report

Next Board Meeting

The next Regular Board meeting will be Monday, January 8, 2024, 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. Bowers. The meeting was adjourned at 8:01 p.m.

Gregory U. Schmitt, President

Vincent F. Oakley, Vice President

Not Present

Amy J. Will, Secretary

Lindsey Bowers, Member

Larry A. Kahle, Member

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