

MINUTES OF BOARD OF SCHOOL TRUSTEES MEETING  
June 8, 2015

The Board of School Trustees met in regular session on Monday, June 8, 2015, at the Education Support Center. The following members were present: Mrs. Rebecca Gardenour, President; Mrs. Jessica Knable, Vice-President; Mr. George Gauntt, Secretary; Mrs. Donna Corbett, Member; Mr. D.J. Hines, Member; and Ms. LeeAnn Wiseheart, Member. Also present were the following administrators: Dr. Bruce Hibbard, Superintendent; Dr. Brad Snyder, Deputy Superintendent; Mr. Bill Briscoe, Assistant to the Superintendent for Administration and Operations; and Mr. Fred McWhorter, Chief Business Officer. Mrs. Jan Anderson, School Board Member, was absent.

**A. CALL TO ORDER:**

Mrs. Gardenour called the meeting to order at 6:00 p.m.

**B. RECITE PLEDGE OF ALLEGIANCE:**

Mrs. Gardenour asked everyone to join in reciting the Pledge of Allegiance.

**C. RECOGNITIONS:**

**Recognize Floyd Central High School for being named a Four Star School;**

The Board and Central Office Administration recognized and congratulated the staff, faculty, and students at Floyd Central High School for recently being named a *Four Star School* by the Indiana Department of Education for the 16th time.

**D. COMMENTS FROM THE PUBLIC:**

The public was invited to address the Board on matters of educational importance. Oral complaints regarding specific students and/or personnel will not be heard. School employees are encouraged to contact their immediate supervisor to be heard on specific complaints relating to the terms and status of their employment prior to addressing the Board. Individuals were asked to confine their comments to no more than three minutes. There were sign up sheets near each entrance prior to the start of the meeting.

Mrs. Joy Lohmeyer, President of the NAFC Education Association, shared that teachers have stepped up and done their part in helping the corporation get finances "in the black" for the first time in many years. Teachers attend professional development opportunities and develop lesson plans on their own time to stay "on the cutting edge." In June 2014, Mrs. Lohmeyer reminded Board members to make teacher raises a priority during the upcoming joint bargaining meetings. They have met one time to look at salary comparisons of their peer groups and she thanked the administration for that.

Mrs. Lohmeyer also stated that the revised agenda for this meeting had two items added: discussion regarding human resources and discussion regarding public relations. She encouraged the Board, as they discuss these items, to consider the financial impact these items may have on the General Fund.

**E. APPROVAL OF CONSENT AGENDA:**

The following items were presented for approval:

- Approval of Minutes of May 11, 2015, Regular Session and Executive Session;
- Approval of Claims;
- Approval of Staffing Report;
- Approval of 2015-2016 Cosmetology Agreement;
- Approval to Declare Prosser Items Surplus;
- Approval of Apple Lease Purchase;
- Approval of Textbook Rental and Class Fees for Elementary Schools, Middle Schools, High Schools, and Prosser Career Education Center for the 2015-2016 School Year;
- Approval of AP Textbook Adoption (US History and European History);
- Approval of Additional Summer Self-Supporting Program;
- Approval of Assistant to the Superintendent Contract 2015-2017;
- Approval of Meal Costs;
- Approval of Official Bonds;

- Acceptance of Fire Truck Donation for Prosser;
- Award Bid for Georgetown Elementary School Site/Parking Improvements;
- Approval of Emergency CPF Allocation - Scribner Swimming Pool Surge Tank Replacement;
- Acceptance of 3D Printer Donation to NAHS;
- Approval of Overnight Field Trip Request from FCHS.

Board members have received information regarding each item on the consent agenda; however, any member may request that any item be removed from the consent agenda and discussed separately. Ms. Wiseheart requested to remove the Approval of Staffing Report and the Approval of Meal Costs.

Mr. Hines then made a motion to approve all remaining items on the consent agenda as recommended and presented. The motion was seconded by Mr. Gauntt and carried unanimously following a roll call vote.

- Minutes of May 11, 2015, Regular Session and Executive Session as presented.
- Claims beginning #51830 through and including #52290 and payrolls of 5-8-15 and 5-22-15 in the total amount of \$8,177,749.49.
- 2015-2016 Cosmetology Agreement as presented.
- Declare Prosser Items Surplus as presented.
- Apple Lease Purchase as presented.
- Textbook Rental and Class Fees for Elementary Schools, Middle Schools, High Schools, and Prosser Career Education Center for the 2015-2016 School Year as presented.
- AP Textbook Adoption (US History and European History) as presented.
- Additional Summer Self-Supporting Program as presented.
- Assistant to the Superintendent Contract 2015-2017 as presented.
- Official Bonds as presented.
- Acceptance of Fire Truck Donation for Prosser as presented.
- Award Bid for Georgetown Elementary School Site/Parking Improvements to Temple & Temple Excavating & Paving in the amount of \$211,168.00 as presented.
- Emergency CPF Allocation - Scribner Swimming Pool Surge Tank Replacement as presented.
- Acceptance of 3D Printer Donation to NAHS as presented.
- Overnight Field Trip Request from FCHS as presented.

In regard to the staffing report, Ms. Wiseheart asked which fund the raise and bonus for the Education Foundation's Executive Director would be paid from. Mr. McWhorter said that is funded through the Education Foundation's funds. Ms. Wiseheart also asked about the three-step increase for the Deputy Treasurer. Mr. McWhorter said this is a \$1.50 per hour raise and is being recommended due to performance and list of duties being changed.

In regard to the meal costs, Ms. Wiseheart wanted to make the public aware that a provision in the federal law for equity in school lunch pricing will require school districts to raise its lunch prices each school year to comply with the Department of Education and USDA (United States Department of Agriculture) regulations. Therefore, school lunch prices will increase for elementary students from \$2.30 to \$2.40 per day and from \$2.40 to \$2.50 per day for secondary students.

Ms. Wiseheart then made a motion to approve the staffing report and meal costs as presented and recommended. The motion was seconded by Mrs. Knable and carried unanimously.

Mrs. LuAnne Suer was then recognized as being named Principal at Floyds Knobs Elementary. Mrs. Suer has eight years of teaching experience with the NAFC Schools; served two years as Administrative Intern at Floyds Knobs Elementary; and this past year, served as the Assistant Principal at S. Ellen Jones Elementary School.

## **F. ACTION ITEMS:**

### **Approval of Revised Policy 3131 "Justifiable Decrease in Teaching Positions";**

Mr. Briscoe said that the Administration is recommending a revision in this policy because of a recent ruling from the Federal Southern District Court of Indiana. The court declared that it was unconstitutional to RIF a teacher who has

earned tenure (established teacher) over a teacher that was hired after July 1, 2012. The new language has been discussed with the Association and has been reviewed by counsel. This change goes along with our prior practice.

Upon motion by Mr. Hines, second by Mr. Gauntt, approval was given to Revised Policy 3131 "Justifiable Decrease in Teaching Positions" as presented and recommended. The motion carried unanimously following a roll call vote.

**Consider Denying Two Parent Appeals Made by the Expulsion Examiner;**

Mr. Briscoe shared that whenever the school corporation has a parent appeal, the Administration always recommends the Board deny hearing those requests. This is because if you hear one appeal, you have to hear all the appeals. Essentially, the Expulsion Examiner is the review. The school recommends the expulsion and the Expulsion Examiner brings the school representative, student, and parent and hears both sides. The Expulsion Examiner does not always agree with the school's recommendation. Therefore, the Administration strongly recommends the Board vote not to hear the appeals.

Ms. Wiseheart asked how many appeals are requested each year. Mr. Briscoe said this is the third time this year and one of those was resolved ahead of time. However, he feels that if the Board does start hearing the appeals, any parent who doesn't like the decision made by the Expulsion Examiner will request an appeal. Ms. Wiseheart said she has complete trust in the hearing examiner, but she also believes the policy was created to give that opportunity to parents to have the appeal.

Mrs. Corbett asked if there is an opportunity for parents to have a third-party arbitration. Mr. Briscoe said that the Expulsion Examiner acts as a third-party arbitrator as part of their job in the process. Also, in most cases, students are not denied an education. They are usually given an opportunity to take on-line classes or other opportunities.

Mrs. Knable commented that, in her opinion, if the Board starts hearing these appeals, anytime a parent disagrees with a punishment for their student, they will expect to be heard by the Board. She feels that if that happens the Board will be micro-managing the schools on whatever punishment is handed out.

Following this discussion, Mr. Hines made a motion to deny hearing the two parent appeals as was recommended and presented. The motion was seconded by Mrs. Knable and carried with a vote of 4 yes votes and 2 no votes. Mrs. Knable, Mr. Gauntt, Mr. Hines, and Mrs. Corbett voted yes and Mrs. Gardenour and Ms. Wiseheart voted no.

**Approval of the Use of Tablet/Computer as a Textbook and/or For Use in Lieu of a Textbook in the NAFCS District;**

Dr. Jensen shared that at the previous meeting, he and Mrs. Lohmeyer gave a presentation on the HELEn initiative in our district. He is now recommending approval to use a tablet/computer as a textbook and/or for use in lieu of a textbook in the NAFCS district. This approval will allow the corporation to re-coup money from the State's textbook assistance program for those students who qualify.

Upon motion by Ms. Wiseheart, second by Mr. Gauntt, approval was given for the use of a tablet/computer as a textbook and/or for use in lieu of a textbook in the NAFCS District as recommended and presented. Following a roll call vote, the motion carried unanimously.

**Recommend Acceptance of Child Care Proposal;**

Mrs. Day shared that in accordance with Indiana Statute, public schools are to offer a Latch Key before/after school program for grades K-6. We advertised and solicited proposals in accordance with the law and received two proposals. After reviewing factors and criteria such as adult/child ratio, cost of service to parents, description of how services will be provided to all students including special needs children in applicable grade levels, curriculum and daily schedule, and references, the Administration determined the Best Responsive and Responsible proposal was from YMCA of Southern Indiana. A copy of the three-year agreement with YMCA was shared with Board members and Administration recommended approval.

Upon motion by Mrs. Knable, second by Mrs. Corbett, approval was given to accept the three-year Child Care Proposal with YMCA of Southern Indiana as recommended and presented. The motion carried unanimously following a roll call vote.

**Recommend Approval of Agreement with the New Albany-Floyd County Bus Drivers Association;**

Mr. McWhorter shared that the Administration and Bus Drivers Association have reached a tentative two-year agreement and are recommending Board approval. The agreement includes a 4% raise in the first year and a 0% raise in the second year. The insurance packages remain status quo, however, they will revisit if an adjustment is made during the bargaining session with the Education Association.

Ms. Wiseheart said she wants to vote in favor of this, however, the corporation is currently using Rainy Day to supplement the Transportation fund. She asked how the corporation is going to justify. Mr. McWhorter said currently the cash balance in the Transportation fund is approximately \$1.25 million. Therefore, there is enough to cover the next two years for sure. We also have the ability, which the Board has done in the past, to transfer funds from Bus Replacement Fund or Capital Projects Fund to the Rainy Day Fund and essentially back to the Transportation Fund. This past year we used \$250,000 from the Rainy Day Fund to help support the Transportation Fund. He believes this contract as presented is manageable.

Mrs. Gardenour asked the advantages to giving a raise of 4% then 0% vs. a raise of 2% each year. Mr. McWhorter said there are pros and cons. You get more upfront - you get 4% vs. 2%, but from an hourly wage standpoint, we aren't paying a 2% raise on top of a 2% raise in year two; therefore the hourly wage is a little less in year two, but the employee actually receives more funds.

Following discussion, Mr. Hines made a motion to approve the Agreement with the New Albany-Floyd County Bus Drivers Association as presented and recommended. The motion was seconded by Mrs. Knable and carried unanimously following a roll call vote.

Dr. Hibbard thanked the bus drivers' team and the administration team on working together to reach this agreement.

**Consider Posting Audio of School Board Meetings on Website Two Days After Meetings;**

Mrs. Gardenour said the Board had asked that this item be placed on the agenda. This item was discussed at the Board work session on May 18, 2015. Mr. Gauntt shared concerns that if the audio is available on the website, individuals could take pieces of the meeting rather than the entire context and use in the wrong way. Also mentioned previously was if the Board does decide to move forward with this, do on a trial basis and see what the usage is and maybe revisit in a few months. Mr. Hines said he agrees with Mr. Gauntt regarding having a trial period and then revisiting.

Mrs. Gardenour said, in regard to individuals abusing it, anyone can have a cell phone on in the audience anytime and tape what is being said and use pieces of it in a wrong way. She feels that having the audio on the website would give access to the entire meeting so that if individuals would abuse it, the entire meeting is available for the public to hear.

Following discussion, Ms. Wiseheart made a motion to post the audio of school board meetings on the website two days after meetings for a trial period of one year and then revisit at that time or sooner if the Board sees the need. The motion was seconded by Mrs. Corbett and carried with a vote of five yes votes and one no vote. Mrs. Knable, Mrs. Corbett, Mr. Hines, Ms. Wiseheart, and Mrs. Gardenour voted yes and Mr. Gauntt voted no.

**Consider Posting Any and All Supporting Documentation Sent to the Board for Board Meetings;**

Mrs. Gardenour said this item was also discussed at the May 18, 2015, Work Session. Documents that would not be posted include staffing report, bargaining information, and executive session topics. Mr. Hines asked if there could be a specific list of what would not be included. Following discussion, Ms. Wiseheart made a motion to table this item until the Board could meet with legal counsel to discuss what and what not could be included. The motion was seconded by Mrs. Knable and carried unanimously following a roll call vote.

**Approval of School Resource Officer at Prosser:**

The Board did have discussion on this topic at a previous meeting. Mr. McWhorter and Mr. Briscoe met with Chief Bailey and they discussed the possibility of having a resource officer at Prosser and also covering the Education Support Center since no one covers the students who attend that site. It all comes down to manpower and budgets. They agreed to meet again prior to January 1, 2016, to see if this can be added to their budget and the manpower is available.

Ms. Wiseheart asked if the administration has had any discussion with Frank Loop, Floyd County Sheriff. Mr. Briscoe said he has not because right now Prosser is within the city jurisdiction. Ms. Wiseheart said, at minimal, she would like to see the Highland Hills Resource Officer moved to Prosser and Floyd Central and Highland Hills share. Mr. Briscoe said they could have more discussions but it is his understanding that Prosser is under the city jurisdiction. Ms. Wiseheart said it is her understanding that Mr. Loop has a plan for that.

Mr. Hines asked what the compelling event is that Prosser have a resource officer full-time. Ms. Wiseheart said it is more preventive than reactive since we are bringing in students from many counties and the restaurant is open to the public, etc. Mr. Hines said, in his opinion, it is not an urgent need.

Dr. Hibbard said it is not his recommendation that we take a resource officer from Highland Hills and place at Prosser and share an officer between Floyd Central High School and Highland Hills Middle School. Mrs. Whaley, Principal at Floyd Central High School, commented that with the road closures near the schools, she would not feel comfortable from a safety standpoint having one resource officer for both schools. Also, if that one officer is out for other police duties then there would be no one readily available in case of emergency at either building.

Ms. Wiseheart said it was her goal, in putting this as an action item tonight, to have a resource officer at Prosser one the first day of school. Mr. Briscoe said the administration favors this and wants to move on it; however, it is a matter of the police departments getting the manpower.

Following this discussion, it was decided the Administration will have further discussion with police departments and report back to the Board if changes, etc. In the meantime, if no officer is available when school starts, Prosser will have the part-time officers as they had during the second semester of last school year until a full-time officer can be hired.

**Approval of Drug Testing Policy of Clinical Students at Prosser, Student Drivers, and Participants in Extra-Curricular Activities:**

This item was also discussed at a previous meeting. Ms. Wiseheart would like to have a policy stating the administration may administer drug testing if there is suspicion of a student under the influence, require all Prosser clinical students to be drug tested prior to beginning clinicals, and the discretion to test students who drive to school and/or participate in extra-curricular events if there is suspicion. Mrs. Gardenour commented that she feels that just by having the policy there, that could deter students because they know there is the possibility they could be tested.

Mr. Hines asked we can drug test currently if there is suspicion. Mr. Briscoe with the current policy, if there is suspicion, the administration goes to the School Resource Officer and they handle from there. Dr. Hubbard commented there is a huge administrative cost to random drug testing and involves a lot of time on the administrators' part. Ms. Mary Beth Wolfe, Executive Director of Our Place, commented that the Substance Abuse and Mental Health Services Administration and the National Institute on Drug Abuse, that this requires much more study; the amount of resources put into it may not produce the results that we really want. There are a couple reasons for this: students know what you are testing for (i.e. what is on the panel) so they will start using other drugs that can be damaging. Another thing is alcohol is not on a standard testing panel so that isn't something students will be tested for and, unfortunately in our area, that is the #1 drug of choice with marijuana being #2. She does feel, however, that having policy to test students if there is suspicion is okay to do. After discussion, the Board recommended that Mr. Briscoe draft a new drug policy and present a draft at the next Board meeting for the Board members to review and discuss further.

**G. INFORMATION AND DISCUSSION ITEMS:**

**Discussion of Drug Prevention/Intervention Education:**

Mrs. Day, Dr. Roos, and Dr. Jensen shared information about the substance abuse awareness and drug prevention programs at the elementary, middle, and high school levels:

- Elementary - Our Place Programs with a focus on substance abuse awareness and making good choices; and weekly guidance lesson by certified counselors
- Middle School - Our Place Programs with a focus on substance abuse awareness and making good choices; Life Skills course offered in 7th grade Health classes
- High School - Our Place Programs with a focus on substance abuse awareness and making good choices; Life Skills course offered in 9th and 10th grade Health classes

Proposed additions for next year include: Parent Awareness (family nights, open houses, etc.); Staff Awareness (Our Place staff will make a 30 minute substance abuse awareness presentation to teachers and staff during collaboration time); and Suspension/Expulsion related to drugs policy changes (currently discussing changes in the length of suspension and providing counseling by the school district.)

**Discussion Regarding Human Resources;**

**Discussion Regarding Marketing;**

Ms. Wiseheart made a motion to table these two items until a future meeting. The motion was seconded by Mrs. Corbett and carried unanimously following a roll call vote.

With no further business to be brought before the Board, the meeting was adjourned at 7:55 p.m.

Respectfully submitted,

Bruce A. Hibbard, Ph.D., Superintendent