

MINUTES OF BOARD OF SCHOOL TRUSTEES MEETING
November 14, 2016

The Board of School Trustees met in regular session on Monday, November 14, 2016, at the Education Support Center. The following members were present; Mrs. Rebecca Gardenour, President; Mrs. Jessica Knable, Vice-President; Mrs. Donna Corbett, Secretary; Mr. George Gauntt, 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, 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. RECOGNITION OF 2016 NOVEMBER ELECTION RESULTS

Dr. Hibbard thanked the community for their support in winning the referendum. It is going to mean huge things for our students in the coming years. He also thanked Michele Day, who lead the Families for Floyd County effort, and everyone who walked neighborhoods and worked at the Farmers Market, Harvest Homecoming, Trunk or Treat, and on election day in support of our effort. And, he thanked Mayor Jeff Gahan, New Albany City Council, One Southern Indiana, Salvation Army, NAACP, United Way, Realtors Association and Builders Association for their support. He is hopeful that our district prevailing will help Great Clark and West Clark because they have great needs as we do.

Mrs. Gardenour thanked Dr. Hibbard for all he has done and everyone that was mentioned. It is very much appreciated. She then introduced Jenny Higbie and Elizabeth Galligan who will be joining the School Board in January replacing Jessica Knable and George Gauntt.

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.

Michael Wildt, 1020 Falcon Court, New Albany, thanked everyone for their work in providing the great schools we have. His concern is the amount of debt the school corporation is carrying and the impact it will have on the property owners. The corporation's budget information is online as well as a copy at the public library. Mr. McWhorter said currently the NAHS debt is \$59.5 million, FCHS is \$59.9 million, \$80 million for the middle schools, and \$6 million for General Obligation Bonds which is approximately \$205 million in total. He will confirm, but in January of 2018, the principal will be approximately \$83-\$84 million and then with the new bonds, it will be approximately \$160 million. He will provide the exact number. The debt tax rate will not increase; it will be the same or lower than what we currently have.

Dale Mann, 2635 Henriott Road, Georgetown, shared concerns regarding misrepresentation of budget and debt. They were under the impression the debt was going to be \$87 million in total after January 2018. Mr. McWhorter said at the public hearings and such, we specifically showed bar graphs showing the amount of debt broken down by project and which ones would be paid off and replaced with this new debt.

George Mouser, 6411 Phillip Schmidt Road, Floyds Knobs, shared objections with the way the referendum was handled. He feels the promotion was misleading and dishonest.

E. APPROVAL OF CONSENT AGENDA:

The following items were presented for approval:

- Approval of Minutes of October 17, 2016, Executive Session and Regular Session;
- Approval of Claims;
- Approval of Staffing Report;
- Approval of Field Trip Request from New Albany High School;
- Acceptance of Donations to Prosser, New Albany High School, and S. Ellen Jones.
- Approval of Property/Liability/Work Comp Insurance Renewal;

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. With no one requesting that items be removed, Mr. Hines made a motion to approve all items on the consent agenda as presented and recommended. The motion was seconded by Mr. Gauntt and carried unanimously following a roll call vote.

- Minutes of October 17, 2016, Executive Session and Regular Session as presented and recommended.
- Claims beginning #64167 through and including #64611 and payrolls of 10-21-16 and 11-4-16 in the total amount of \$8,984,630.81;
- Staffing Report as presented and recommended.
- Field Trip Request from New Albany High School as presented and recommended.
- Acceptance of Donations to Prosser, New Albany High School, and S. Ellen Jones as presented and recommended.
- Property/Liability/Work Comp Insurance Renewal as presented and recommended.

F. ACTION ITEMS:

Consider Approval of Replacement Policy 2462 “Service Animals”:

Mr. Briscoe recommended approval of Replacement Policy 2462 “Service Animals” on the advice of counsel. The policy provides a new definition of service animal and a registration form that must be completed prior to bringing the service animal. The policy was shared with Board members at the previous meeting for a first reading.

Upon motion by Ms. Wiseheart, second by Mr. Gauntt, approval was given to Replacement Policy 2462 “Service Animals” as presented and recommended. The motion unanimously carried following a roll call vote.

Consider Prosser Parking Lot Agreement:

At the last School Board meeting, direction was given to contact our school corporation attorney and determine the best course of action for developing an agreement with Schuler Bauer Real Estate to construct and utilize a parking lot on the Prosser property. Mr. McWhorter shared copies of the recommended agreement which calls for Schuler Bauer to construct, at their sole cost, a 12 space parking lot on the Prosser property and grants Schuler Bauer a license to jointly use the parking lot. Upkeep would be shared between the School Corporation and Schuler Bauer. Sewer fees, etc. would be borne by Schuler Bauer. Mr. McWhorter recommended approval.

Ms. Wiseheart asked who pays for snow removal and maintenance. Following discussion, Mr. Hines said Schuler Bauer will bear the costs of that. The contract will be modified to reflect this.

Upon motion by Mr. Gauntt, second by Mrs. Knable, approval was given to the Prosser Parking Lot Agreement with modification of Schuler Bauer bearing the cost as presented and recommended. The motion carried 5-0 following a roll call vote. Mr. Hines abstained from voting.

Consider Preliminary Form of Lease with New Albany Floyd County Building Corporation:

With the successful passage of the referendum, we are ready to take affirmative actions to begin to fulfill the proposed plans. The first step is to enter into a lease arrangement with the New Albany Floyd County School Building Corporation. There will be a public hearing concerning the lease in December and then the Board will be asked to approve the documents. However, prior to doing that, attorneys encouraged us to review and adopt a "Preliminary Form" of that same document tonight. Legal representation explained the details.

Upon motion by Ms. Wiseheart, second by Mr. Gauntt, approval was given to the Preliminary Form of Lease with New Albany Floyd County Building Corporation as presented and recommended. Following a roll call vote, the motion carried unanimously.

G. INFORMATION AND DISCUSSION ITEMS:

Discussion - HR Position:

Mrs. Corbett was interested in the number of administrators our peer schools have, how they are structured, do they have an HR department, etc. Dr. Hibbard commented there seems to be some misunderstanding that we do not have an HR department. He introduced Deena Burks, who has a Master's Degree in Human Resources and currently serves as the Human Resources Coordinator in charge of benefits and insurance. Other duties that were performed previously by the Human Resources Director have been divided among several administrators.

Ms. Wiseheart commented, "the conversation was not to degrade or demean any of the people we have working for us now. It was to have a discussion about a potential Director position. We have divided up a Human Resources Director position among several individuals with little to no HR degree but with some experience. The conversation was to discuss the pros and cons of having a Human Resources Director for a corporation our size."

Mr. Hines asked what problem we are trying to solve. Mrs. Gardenour said one of her concerns is that we have administrators who are taking on HR duties that they should not be taking on. Dr. Hibbard said that reorganization of the school district took place while Ms. Atz was still HR Director. He commented further, "I am not advocating for an HR Director. And the reason why the Superintendent isn't is because when we go on Board Tours and we have principals meetings, there are building level needs that supersede, in my opinion, central office needs. We've cut our central office staff since I have been here. That's one of the reasons we are in the black. I don't disagree; we could use a lot of help in the a lot of areas to make our jobs easier, but that's not fair to our teaching staff who are working harder than they have ever worked or to our administrative team who are working harder than they have ever worked."

Ms. Wiseheart commented that recruiting is a big issue. She would like to see us be more aggressive and excel with recruiting and retaining. She further commented she has made it very clear how she feels about the lack of diversity on the staff. These are the three reasons why she values a position to get someone who has experience with recruiting and retaining. Dr. Hibbard said a dilemma is that we can hire a high functioning Human Resources Director for the district; however, they would know little to none about what an effective teacher is. We currently have a Teacher Quality Inventory we take to the job fairs and ask applicants to complete so we can find the best possible teachers. He feels we have done that in our district and that is why the results of the highest performing school district in southern Indiana is New Albany Floyd County Schools. He commented that we are doing an outstanding job of getting quality people from all across the country.

Mr. Hines commented that the district could possibly have some training for those going to the job fairs rather than having someone at the administration building doing the same thing. He isn't sure we would get a better result having a Head of the HR Department doing that. He would rather see the money used not at the administration level but rather at the classroom/curricular level.

Following this discussion, Mrs. Gardenour suggested scheduling a work session to discuss this topic in more detail.

Discussion - IB Program:

Ms. Wiseheart asked for an update on the program. She said the data given to Board members shows that since 2011, 32 students have taken all the classes for the actual IB Diploma and 13 have received the diploma. In 2015, seven students received the diploma and the district spent approximately \$64,000. In 2016, six students received the diploma and the district spent approximately \$82,000. She feels it is worthy of the Board considering where the district is going with this program. She is concerned with the number of students involved.

Dr. Jensen shared that in 2015, while we had 14 students participate in the actual earning of the diploma, 113 students actually took IB classes. This school year, we have 301 students who are participating in IB classes. The IB diploma requires six areas of study. Some of the students are only interested in one or two areas; therefore they do not pursue the IB diploma. From his point of view, in combination with the AP program, we are looking at the very top students. We not only have to spend money on remediation and helping students get caught up, we must also look at the other side and meeting the needs of our high ability students.

Ms. Karen Mayer-Sebastian and Mr. John Buerger, Coordinators for the Program, discussed the advantages of taking the IB courses, differences in AP classes vs. IB classes, costs, teacher training, what colleges are looking for, and successful stories of students who have completed the program.

Mrs. Knable commented that, in visiting colleges with her children, she has found that we are very lucky here in New Albany to have AP classes and IB classes. Many students from other districts do not have the opportunity to even take AP classes. She is concerned with the amount of money that is spent on IB when so few students are affected.

Mr. Hines said that having this program has changed the teachers' method of teaching in all their classes. The real advantage to the community is the fact that the teaching is better across the curriculum. He feels this program is so good for these students and it trickles down to other students as well.

Ms. Wiseheart said she loves the program as far as what it is doing for the few. However, we have spent almost \$20,000 more in 2016 and we have the same number of candidates.

Dr. Jensen thanked the Board for supporting the IB program.

Discussion - Student Representative on the Board:

Mrs. Corbett commented she feels it would be good experience for a student and insightful for the School Board to have a student's perspective. Various school corporations throughout the country do this. Some have different students each meeting and some have the same student for a year. If the Board decided to do this, this would be something they would have to decide how to do. Students can give input at the meetings, but cannot vote.

Mrs. Corbett will share additional information with Board members.

Schedule Date for Executive Session Meeting in December;

An Executive Session meeting was scheduled for Monday, November 28, 2016, at 6:00 p.m. to discuss the Superintendent's evaluation.

H. MISCELLANEOUS:

Mrs. Gardenour had a question about a planned gift to the Education Foundation and naming rights. Mr. Briscoe said they have met but are not to the point of agreeing on a path, if there is a path. He will get with Mr. Bliss of the Education Foundation.

Ms. Wiseheart commented, "I am excited for the kids for the referendum. For the 19,375 who voted yes, thank you. For the 16,899 who voted no, I hear you and your voice matters too. For the 24,901 who did not vote, I would love to hear from you. I am excited it passed, but also concerned at the 16,000 who didn't support it. I think we have a lot to do in our community so that these people find out what it is they would support or at least gain their trust throughout this process."

Mr. McWhorter shared that, in regards to federal funding, as of today we have not received the allocation of our Title II funding. Last year that amount was \$442,000. The Department of Education says the money is coming, but he wanted to give the Board a "heads up." Also, Title I funding was reduced this year as well.

With no further business to be brought before the Board, the meeting was adjourned at 7:35 p.m.

Respectfully submitted,

Bruce A. Hibbard, Ph.D., Superintendent