

MINUTES OF BOARD OF SCHOOL TRUSTEES MEETING
November 13, 2017

The Board of School Trustees met in regular session on Monday, November 13, 2017, at the Education Support Center. The following members were present: Mrs. Rebecca Gardenour, President; Ms. Lee Ann Wiseheart, Vice-President; Mrs. Donna Corbett, Secretary; Mrs. Jan Anderson, Member; Mr. K. Lee Cotner, Member; Mrs. Elizabeth Galligan, Member; and Mrs. Jenny Higbie, Member. Also present were the following administrators: Dr. Brad Snyder, Superintendent and Mr. Bill Briscoe, Assistant to the Superintendent for Administration and Operations.

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 FCHS Tennis Doubles State Runner-Up Team:

Noah Neuhauser, 12th grade student, and Alex Poe, 10th grade student were recognized for advancing to last match of State Doubles finals. On behalf of the School Corporation, Mrs. Gardenour presented each athlete with a certificate of recognition.

Recognize Perfect ACT Score by Harrison Knable:

Dr. Ginkins, Principal at New Albany High School, introduced Harrison Knable, student at NAHS, for receiving a perfect composite score on the ACT. In addition, Harrison has been named a National Merit Semi-Finalist. Mrs. Gardenour presented Harrison with a certificate of recognition on behalf of the School Corporation. Harrison thanked everyone for the recognition. He plans to attend either Indiana University, Purdue University, or Princeton University after graduating to study finance and hopes to attend law school following that. While at NAHS, he is working on beginning a dance marathon to support Riley Hospital, similar to what is held each year at FCHS.

"American Education Week" Recognition of Teaching Staff:

On behalf of the Administrative Team and School Board, Dr. Keith Bush, Principal at Scribner Middle School, shared the following message recognizing our teaching staff:

"I greatly appreciate the opportunity to stand before you this evening to recognize our amazing educators. November 13-17 is the National Education Association's 95th Annual American Education Week celebration. The theme for this year's celebration is 'Great Public Schools: A Basic Right and Our Responsibility.' This represents NEA's vision of calling upon all Americans to do their part in making public schools GREAT for every child so that they can grow and achieve in the 21st century. NEA's American Education Week presents all Americans with an opportunity to honor individuals who are making a difference in ensuring that every child receives a quality education. This week-long celebration spotlights the different people who are critical in building great public schools for the nation's 50 million K-12 students. As a parent and as an administrator, I get the daily blessing to witness how lucky we are to have over 700 dedicated and driven teachers who work tirelessly to create a positive and enriching learning environment for all of our students. We would like to take this opportunity to thank our New Albany Floyd County Schools' teachers for their relentless effort to make our schools truly special. When you see a team member from New Albany Floyd County Schools, I would encourage you to take a moment and stop and thank them for the important role they play in the lives of our students. Again, I appreciate the opportunity to come and share in a very sincere and heartfelt thank you to the many amazing teachers here in New Albany Floyd County. Thank you very much."

"American Education Week" Recognition of Support Staff:

Dr. Tammy Swarens, Principal at S. Ellen Jones Elementary School, shared the following message:

"Everyone needs a hero. The definition of 'hero' is someone that others admire for having noble qualities. A

hero combats adversity and sacrifices ones own personal concerns for the greater good. Our school district is beyond blessed to be supported by a large population of unsung heroes - our support staff. These heroes focus on removing any barrier in the way of student achievement. They are admired for their hard work, dedication, compassion, and willingness to do whatever it takes to be their very best. This group of individuals ensures that student's are healthy, safe, supported, engaged, and challenged. They foster positive trusting relationships with staff, students, and families. Our support staff have allowed our school district to provide high quality instruction, competitive sports opportunities, technological resources, and top-notch facilities. Their reward is not monetary and this group doesn't seek recognition. But instead, they simply seek to make a difference. As a representative of our administrative team, we want to thank you for your hard work. Our school district would not be where we are today without you. We want to thank you for truly caring about our schools' staff and students. Everyone needs a hero. Thank you for being ours."

Mrs. Gardenour commented, "On behalf of the School Board, we do appreciate the hard work that our wonderful teachers do and our wonderful support staff. We know that you have a hard job and every day you come to the schools with a smile on your face and it doesn't go unnoticed. So, thank you."

Dr. Snyder thanked the community for supporting our schools and offered thanks and gratitude to those "doing the good work" each day for our students.

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, spoke regarding the ratified teachers' contract. She introduced and thanked those on the bargaining team. Ninety percent of the teachers voted on the ratification. Of the 692 total teachers, 520 are members and 472 voted on the contract. Of that, 460 members voted yes and 12 members voted no. This is a strong endorsement for the contract and she recommended the Board support the contract this evening.

Mrs. Nancy Haseker, 812 Castlewood Drive, New Albany, addressed the Board regarding the Superintendent search. Mrs. Gardenour said no decision has been made and the Board is still in the interview process.

E. APPROVAL OF CONSENT AGENDA:

The following items were presented for approval:

- Approval of Minutes of October 23, 2017, Executive Session and Regular Session; November 6, 2017, Executive Session; and November 9, 2017, Executive Session;
- Approval of Claims;
- Approval of Staffing Report;
- Acceptance of Donations to New Albany High School, Hazelwood Middle School, and Green Valley Elementary School;
- Approval to Declare Prosser Building Trades House Surplus and Appoint Disposing Agents;
- Approval of Overnight Field Trip Request from Floyd Central High School.

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. Mrs. Corbett made a motion to approve all items on the consent agenda as presented and recommended. The motion was seconded by Mrs. Higbie and carried unanimously following a roll call vote.

- Minutes of October 23, 2017, Executive Session and Regular Session; November 6, 2017, Executive Session; and November 9, 2017, Executive Session as presented.

- Claims beginning #74350 through and including #74678 and payrolls of 11-3-17 and 11-17-17 in the total amount of \$6,344,216.12.
- Staffing Report as presented.
- Acceptance of Donations to New Albany High School, Hazelwood Middle School, and Green Valley Elementary School as presented.
- Declare Prosser Building Trades House Surplus and Appoint Disposing Agents as presented.
- Overnight Field Trip Request from Floyd Central High School as presented.

In regard to the Staffing Report, Ms. Wiseheart recognized and thanked Mary Ann Davidson, Food Services Worker at Scribner, for her many years of service and dedication to the School Corporation.

F. ACTION ITEMS:

Consider Collective Bargaining Agreement with New Albany Floyd County Education Association;

Mr. Briscoe recommended approval of the Master Contract between the New Albany Floyd County Schools and the New Albany Floyd County Education Association. He thanked Mrs. Lohmeyer and the Education Association's team and the Administrative team for their countless hours during this process. Highlights of the contract include:

- Beginning teacher salary will be \$40,100 and second year will be \$40,200.
- Over the course of the two years, most teachers will get between 5.5% and 7.5% raise over what they were receiving previously. All will receive 3.21%.
- We are able to keep a career path for teachers.
- Vision insurance offered for the first time. Thirty-nine dollars (\$39.00) paid per teacher.
- Increased adoption leave from 10 to 20 days.
- Increased severance benefit for some of our teachers.
- New language for dual credit certification reimbursement.
- Improved salaries for high school head coaches and some fine arts positions.

The total cost of this agreement is approximately \$2.38 million over the two years with \$1.57 million being on-going costs. In his opinion, this agreement keeps us in a good position financially and rewards teachers who work with students everyday. He strongly recommends approval of the proposed contract.

Mrs. Galligan made a motion to approve the Collective Bargaining Agreement as presented and recommended. The motion was second by Mr. Cotner and discussion followed.

Ms. Wiseheart commented, "I am extremely happy for the sections in the recommendation that benefit our teachers. We truly have some of the absolute best in the profession and I always say the same thing, I wish we could give them more. This recommendation also includes a section that, in my opinion, does not benefit our teachers. Legal counsel has advised me that this recommendation is an all-or-none recommendation and cannot be divided up for separate votes. With that being said, I cannot in good conscience, good faith, ethically or morally support Article 4B-3. This clause continues to spend taxpayers money to pay for duties that are not New Albany Floyd County Corporation duties. My vote is a reflection of my personal conviction in doing what is the absolute best interest of our kids, our staff, and the members of this community."

Mrs. Gardenour commented that she is going to vote for the Teachers' Contract. She feels it is a great contract. We are competitive with Indianapolis and in a good situation with surrounding counties. Giving the Teacher's Union President \$15,000 a year does concerns her. In her personal opinion, this is something the union should be paying their union president, not taxpayers money.

Mrs. Anderson said she is pleased the teachers are being recognized in this way and appreciates everything they do daily. She also thanked Mr. Briscoe for all his hard work on this.

Mr. Cotner said, "We not give Joy the money; it is a stipend and it was negotiated for. The history of that is instead of taking an outstanding teacher like Joy Lohmeyer out of the classroom for half a day, she is doing a full day and doing that. Personally speaking to that issue, it's money well spent."

Mrs. Galligan said the percentage of teachers voting for this is a reflection of the great teachers' team and administrative team. She thanked everyone on both teams and all the teachers. She also thanked Mrs. Lohmeyer for her service and understands this is a hard-earned stipend.

Mrs. Higbie thanked the teachers as well. She is particularly happy with the language added for dual credit.

Following the discussion, a roll call vote was taken. The motion carried with six votes in favor and one vote against. Mrs. Corbett, Mrs. Anderson, Mr. Cotner, Mrs. Galligan, Mrs. Higbie, and Mrs. Gardenour voted in favor and Ms. Wiseheart voted against.

Dr. Snyder thanked Mr. Briscoe and Mrs. Lohmeyer for the very good work. Our teachers are very fortunate in that they have a leader in Mrs. Lohmeyer and our Administration is very fortunate to have a leader in Mr. Briscoe. He read the following passage "The good to great leaders never wanted to become larger than life heroes. They were seemingly ordinary people quietly producing extraordinary results." This contract that was approved tonight was an extraordinary result that came from two dedicated people who sat their egos aside and did what's right on behalf of their respected members.

Consider Bid Award and Additional Funding Resolution for FC #2:

Mr. Wiseheart shared copies of the additional funding resolution with Board members. The resolution allows for up to \$250,000 in Rainy Day funds to be used for this project along with funds already approved and allocated in the CPF. Mr. Wiseheart recommended approval of the Additional Funding resolution and the bid award to the lowest responsible and responsive bid from AML Contracting in the amount of \$499,700 to complete the project.

Mr. Cotner made a motion to approve the bid award in the amount of \$499,700 to AML Contracting and the additional funding resolution as presented and recommended. The motion was second by Mrs. Higbie. Discussion followed.

Mr. Cotner said he understands the additional funding resolution is up to \$250,000 because of contingencies, etc. If the additional \$50,000 isn't used, will it go back to the Rainy Day Fund? Dr. Snyder said the monies will not be taken out of the Rainy Day fund unless it is needed.

Mrs. Gardenour said, "I have never been a fan of this. I think we could have saved a lot of money by tearing down Galena and putting in an elevator. We would have saved several hundreds of thousands of dollars."

Following discussion a roll call vote was taken. The motion carried with six votes in favor and one vote against. Ms. Wiseheart, Mrs. Corbett, Mrs. Anderson, Mr. Cotner, Mrs. Galligan, and Mrs. Higbie voted in favor and Mrs. Gardenour voted against.

Consider Employee Benefits Renewal for 2018:

Dr. Snyder recommended approval of the following health insurance related benefits for 2018:

- Health insurance with Humana - 0% increase with the exception of the HDHP plan increase of \$50 in the deductible due to IRS regulations.
- Delta Dental - in the second year of a 2-year agreement so no increase in premium.
- CompDent Dental (for those employees already on the plan) - a 2% increase.

Upon motion by Mrs. Galligan, second by Mr. Cotner, approval was given to the employee benefits renewal for 2018 as recommended and presented. The motion carried unanimously following a roll call vote.

G. INFORMATION AND DISCUSSION ITEMS:

Receive Information Regarding State Accountability Results

Mrs. Sally Jensen shared the following information on how the school and corporation grades are calculated:

- A-F Accountability is based on basically two components - Performance and Growth. High schools have a third component - Multiple Measures

- Students included in the accountability system must be enrolled in a school 162 days (90% of the school year) and have a previous year ISTEP test score to be included in the Growth component.
- Students enrolled in School A for 80 days and enrolled in School B 82 days will not be included in the accountability for either school but WILL be included in the accountability for the DISTRICT.
- Student PERFORMANCE: % passing English/Language Arts and Math assessments
 - Recognizes importance of demonstrating ongoing proficiency in Indiana College & Career Readiness E/LA and Math standards
- *Individual Student GROWTH*: Awards points based on catching up, keeping up, and moving up on the English/Language Arts and Math assessments (each student's growth counts). Point values (0-175) are assigned for each student, based on individual student growth from last year to this year.
 - For students who were NOT PROFICIENT in the prior year, rewards schools for helping "catch up" and move toward proficiency
 - For students who were PROFICIENT in the prior year, rewards schools for helping "keep up" (staying at the same passing level) or "move up" (move toward a higher passing level)
 - For students who were HIGHLY PROFICIENT in the prior year, rewards schools for helping students stay at highly proficient
- 12th grade student MULTIPLE MEASURES: % of 12th graders who graduate from high school and have taken steps to be college and career ready
 - For graduating students in a school's four-year cohort, the % who:
 - earn a score of 4, 5, 6, or 7 (passing) on an International Baccalaureate exam
 - earn a score of 3, 4, or 5 (passing) on an Advanced Placement exam
 - earn at least three dual credit hours from an approved IDOE course
 - earn an approved Industry Certification from the Department of Workforce Development
 - These elements are connected to increased college or career readiness. If the total percentage is more than 25% the school automatically receives 100 points. Both of our high schools receive 100 points. If the percentage is below 25%, the score is the percentage times four

Recognition of State Accountability Recipients:

Each of the following schools were recognized and received a banner for being named an "A" School:

- Fairmont Elementary - received four out of the last five years and achieved highest in growth in their grade levels in the area
- Floyds Knobs Elementary - raised two letter grades over last year and ranked #2 in growth in the surrounding counties
- Georgetown Elementary
- Greenville Elementary - fifth straight year in earning an "A"
- Mt. Tabor Elementary - largest growth in district - from an "F" school last year to an "A" this year
- Slate Run Elementary
- Highland Hills Middle School - sixth straight year as an "A" school
- Floyd Central High School - sixth straight year earning an "A"

Mrs. Gardenour congratulated each of these schools and thanked all for the work they do each day for our children.

Receive Information Regarding ISTA "I Choose Public Schools" Initiative:

Mrs. Lohmeyer shared that public education does strengthen our community. More than 90% of American families send their children to traditional public schools. We welcome students of all backgrounds, abilities, and incomes. Each of us plays an important role in ensuring our schools are open to all. During National Education Week, professional organizations feel it is time to show our public school pride to the world in asking that everyone help to demonstrate that our public schools are here for each and every student and show that no matter the circumstance, everyone is welcome. All deserve the support and tools; the time to learn. However, education reform efforts are beginning to bring dollars away from Indiana's public schools.

One way to join in this show of pride is to snap a picture in showing your pride for public education and post to your social channels using **#PublicSchoolsForAll**. Also she encouraged individuals to support the “*Be An Advocate*” campaign by standing up for community public schools by pledging to be an advocate. As an advocate once you have pledged, individuals have access to a tool kit outlining what they can do to support public education. Individuals can visit ichoosepublicschools.org to sign up.

H. MISCELLANEOUS:

Dr. Snyder said that, with the approval of the contract tonight, teachers will receive their retroactive paycheck on December 15th. In respect to the support staff, he asked the Board allow him to bring a recommendation for this group of employees at the November 27th Work Session. Board members all agreed to have this action item at the November 27th meeting.

Mrs. Corbett commented she had the privilege of attending the “*Newsies*” performance at Floyd Central High School and “*The Little Mermaid*” performance at New Albany High School this past weekend and complimented both schools on the outstanding performances.

With no further business to be brought before the Board, the meeting was adjourned at 7:15 p.m.

Respectfully submitted,

Pam Schindler, Recording Secretary