

MINUTES OF BOARD OF SCHOOL TRUSTEES MEETING
January 29, 2018

The Board of School Trustees met in regular session on Monday, January 29, 2018, at the Education Support Center. The following members were present: Mrs. Jenny Higbie, President; Mrs. Elizabeth Galligan, Vice-President; Ms. Lee Ann Wiseheart, Secretary; Mrs. Jan Anderson, Member; Mrs. Donna Corbett, Member; Mr. K. Lee Cotner, Member; and Mrs. Rebecca Gardenour, 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. Higbie called the meeting to order at 6:00 p.m.

B. RECITE PLEDGE OF ALLEGIANCE:

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

C. 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.

Mr. George Mouser, 6411 Phillip Schmidt Road, Floyds Knobs, questioned Dr. Snyder about the former sale of the administration building. Mrs. Higbie explained this portion of the meeting is an opportunity for the public to address the Board; it's not an interactive part of the meeting. The public hearing meeting held last week was an opportunity for individuals to discuss the Superintendent contract.

D. ACTION ITEMS:

Consider New Superintendent Contract:

Mrs. Higbie said the first order of business is to consider the new Superintendent's contract for Dr. Bradley Snyder.

Mr. Cotner made a motion to appoint Dr. Bradley Snyder as the next Superintendent of the New Albany Floyd County School Corporation and Mrs. Anderson seconded the motion. Mrs. Higbie opened the floor for Board discussion.

Mrs. Gardenour asked about the salary as a range was previously given. Mrs. Higbie said the actual base salary will be \$168,396.25. The slight adjustment was made so that the Superintendent's salary would be in-line with the administrative salary adjustment of 1.75% recently given to other administrators.

With no further discussion, the motion carried with six votes in favor and one vote against. Mrs. Galligan, Mrs. Anderson, Mrs. Corbett, Mr. Cotner, Mrs. Gardenour, and Mrs. Higbie voted in favor and Ms. Wiseheart voted against.

Dr. Snyder thanked his mother, his partner Sara, and his daughter Olivia for their support and encouragement throughout his career. He recognized Donna Taylor, Judy Dooley, and Beverly Seitz, who were his work co-horts for a long time and thanked them for being here tonight. He appreciates the Board supporting him and putting him in this leadership role. Of the eight school superintendents we've had in this district, he has had the good fortune to work with seven of them. They were great leaders and he learned so much from them. He is humbled to be a comma after them and hopes to aspire to lead in the way they did. There is a lot of talent on the "team" and he is loyal and proud of the organization everyone built together. This is a community process and everyone should be proud of what we have here in our public schools.

On behalf of the administrative team, Mr. Briscoe thanked the Board and congratulated Dr. Snyder. His leadership the past seven months has been tremendous and the team is excited about the future of the New Albany Floyd County Schools.

With no further business for the Regular Session meeting, the Regular Session was adjourned at 6:15 p.m. and the Board moved into the Work Session portion of the meeting.

E. INFORMATION AND DISCUSSION ITEMS:

Discussion of 2019-2020 School Calendar:

For the past several years, our corporation has put out a calendar for two years in advance. Indiana law requires meaningful discussion be held between administrators and teacher's association on the calendar. The 2018-2019 calendar has already been set and discussions will begin soon on the 2019-2020 calendar. Administrators hope to bring a recommendation to the Board in April or May.

Calendar Analysis:

The past five years our corporation has used a "balanced" calendar. Recently, some of our neighboring school corporations have decided to go back to the "traditional" calendar. Because these school corporations have students who attend Prosser Career Education Center, our calendar impacts those districts as well.

The following information was shared:

Calendar Comparison for 2018-2019

	NAFCS	"Opt Out" Districts
Semester I Start Date	July 26	August 8
Quarter I End	September 28	October 5
Quarter I Days	46	41
Fall Break	October 1 -12	October 8 - 12
Election Day	No students / PD for staff	No students / no staff
Thanksgiving	November 21- 23	November 21 - 23
Christmas Break	10 days	8 days
Quarter 2 End	December 18	December 21
Quarter 2 Days	43	46
Semester I Total (Students)	89	87
Semester I Total (Staff)	92	90
Semester 2 Start Date	January 3	January 3
M. Luther King, Jr. Day	No students / no staff	No students / no staff
President's Day	No students / no staff / Snow MU	No students / no staff
Quarter 3 End	March 8	March 22
Quarter 3 Days	45	55
Spring Break	March 18 - 22 Snow MU	March 25 - 29
	March 25 - 29	
Oaks/May Election	No students / no staff	No students / no staff
Last Student Day	May 30	May 24*
Quarter 4 End	May 30	May 24*
Quarter 4 Days	46	38
Snow Day MU	6 possible days before end of year	0 days before end of year
Semester 2 Total (Students)	91	93
Semester 2 Total (Staff)	93	93

*This date is subject to change if there are ANY snow days for the "Opt Out" districts. NAFC would have to incur more than 6 snow days for there to be a change in the last day for students.

- ISTEP+ Testing: If 0-6 snow days occur, the total number of instructional days PRIOR to testing date would remain at 149 for NAFC and decrease for the "Opt Out" districts as they currently are only doing Snow MU at the end of the school year.

- Prior to the Balanced Calendar, NAFC had a difficult time filling subs on both Fridays of St. James Art Fair and Harvest Homecoming.
- Prosser: Prosser has adapted to different sending school calendars since 1968. NAFC has always set the Prosser calendar. We hire staff, bargain with teachers, and maintain the facility. Approximately 400 NAFC students attend Prosser, which is about one-third of Prosser's total enrollment.

Teacher Perspective:

Mrs. Lohmeyer, President of the NAFC Education Association shared the following results from a survey that was given to educators. The survey was given the first part of January and 345 members of the Association responded and an additional 80 potential members responded.

- 73% prefer the general structure of the current calendar (10 day Fall Break, 10 day Winter Break, 10 day Spring Break with Snow Make-up days built in during the testing preparation windows, end time near Memorial Day).
- Thing they like least with current calendar is start date. Most likely prefer August start date.
- Very strong (like the most) were 10 day Winter Break and 3 day Thanksgiving Break, followed by 10 day Spring Break and 10 day Fall Break.
- When asked what changes they would like considered, the largest number asked the committee to consider an August start date. Also asked that fewer than 3 days at Thanksgiving Break and fewer than 10 days at Winter Break not be considered.
- When asked about Oaks Day, majority said we should be closed, but was not a huge majority over those who said they had no opinion.
- 94% favored keeping the Teacher Work Day the first day back from Winter Recess.

Ms. Wiseheart asked that before a calendar is set, can another survey be done to get more input from the teachers. Mrs. Lohmeyer and Mr. Briscoe said representatives on the Central Discussion Committee take the information back to their respective buildings and discuss. It is also discussed with building representatives at their monthly meetings.

Ms. Wiseheart asked Mrs. Lohmeyer her personal opinion on the calendar. Mrs. Lohmeyer said that no matter what the calendar is, educators will get the job done with the students. Doing a calendar two years in advance gives the people an opportunity to plan; to see what's coming. She believes overall, teachers like the current calendar. Although there are some things we can do to "tweek" it to make it a little better, in general, she feels teachers think we have something that has worked.

Mrs. Higbie asked what percentage of teachers voted to consider changing the start date. Mrs. Lohmeyer said it was just under 70%.

Mrs. Lohmeyer added that in the survey comments, when we went to the balanced calendar, teachers felt that they could keep their "positive energy" higher because of having the breaks.

Elementary School Perspective:

Mrs. Amy Niemeier, Principal and Slate Run, and Dr. Kyle Lanoue, Principal at Grant Line Elementary, shared the elementary administrators' perspective:

- For students and families:
 - decreases impact of "summer slide"
 - allows opportunities for vacations and medical appointments
 - reduces stress and behavior issues in the classroom
 - increases focus and time on task
 - recharges brain and allows for more physical activity
 - families are supported during the summer and on breaks through the summer feeding program, Bridge to Success (21st Century Grant), learning opportunities for EL and Special Education students, and increased Blessings in a Backpack items.
- Teachers and Staff:
 - reduces stress and allows for rejuvenation and self-care
 - allows opportunities for vacations, medical appointments, and household business
 - increases enthusiasm
 - provides an opportunity for professional reflection and modification

- Teaching and Learning:

- brain research suggests that breaks (extended time for the brain to shut down and recover) increases academic achievement and resilience
- standards and skills must be mastered prior to ISTEP. It is vital that we maximize instructional days prior to the assessment window
- breaks between quarters allows a timely opportunity to reassess students' needs, change small groups, and provide systematic and targeted support for all children

The elementary administrators believe the current NAFCS school calendar provides the best structure for all stakeholders.

Mrs. Gardenour asked about having additional recess time for more physical activity. Mrs. Niemeier commented that administrators and teachers agree that recess is very important to students in recharging their brains; they need that down-time and physical activity. They do imbed "brain breaks" in the classroom allowing students to move around incorporating music and physical activity. Students do have time to go outside also.

Mrs. Corbett asked about the number of teachers who use the breaks for professional development. Do they still have enough time with the shorter summer breaks to take classes? Dr. Lanoue said many teachers use the two-week breaks for professional development, research, reading, working in their classrooms, etc. And, even with the shorter summer break, there is time for teachers to take classes and complete coursework.

Middle School Perspective:

Middle School Principals, Dr. Keith Bush, Mr. Bill Krammes, and Dr. Jessica Waters, shared the following:

- Pros of current schedule
 - gives our students a consistent break throughout the course of the school year
 - alleviates school conflicts related to our annual Washington DC trip as well as our ELL Boot Camp we offer each fall
 - allows families greater flexibility when scheduling trips that may conflict with school
 - allows for large maintenance projects to be accomplished during the breaks
 - snow make-up days prior to ISTEP+ is a huge advantage
 - "summer slide" is minimized
- Cons of current schedule:
 - starting school in July may interfere with extra-curricular tournaments and/or family vacations scheduled in late July/early August
 - Turnaround time is shortened for school administration
 - Busses can be hot in the afternoon (but this is true for August and most of September)

The middle school team prefers to keep our current schedule moving forward for many of the reasons mentioned. Instructionally, it is the most sound schedule we can provide our students.

Also, it is beneficial to have staff members (rather than outside persons) as chaperones on the Washington, DC trip and with having the fall break it allows time for staff to go on the trip and still have time with their families.

High School Perspective:

Dr. Michelle Ginkins, Dr. Rob Willman, and Mr. Alan Taylor added the following on behalf of the high school perspective:

- Pros:
 - acceleration programs / course
 - credit recovery
 - SAT prep
 - dual credit testing
 - intersession (eliminated due to lack of student participation)
 - students attend field trips without missing class
 - administrators' prep time / strategic planning / hiring
 - athletic / extra-curricular teams will hold camps
 - Prosser recruitment camp

- Cons

- shorter summer eliminates beginning of school preparation
- sending schools to Prosser on different schedules
- students in fall extra-curricular programs do not get a break
- students moving in from out of state do not always realize when school starts
- may lose momentum in some classes - need for re-teaching

Prosser has always worked with sending school corporations to align calendars as close as possible. With some school districts moving back to the traditional calendar, it will cause some challenges for the Prosser staff. Approximately 45-50% of the enrollment will be affected with those school districts going to the traditional schedule. Ms. Wiseheart asked if there are neighboring schools this year that have a different calendar than us. Mr. Taylor said yes, there is a day or two here and there on almost all calendars that are different. Students have the option to attend Prosser on the days when their home school is closed and Prosser is in session, but their school doesn't provide transportation. They try to align the beginning and ending dates, Spring Break, Winter Break. They have been fairly consistent over the past few years. It has been beneficial for us to have the two-year calendar to help other schools set their schedule.

The high school administrators are a strong proponent of a two week Spring Break (having the snow make-up days built in to the calendar prior to testing), moving the start of school back one week (after August 1), and reducing Fall Break (10 days to 5 days).

- Facilities & Operations:

- Timely repairs, maintenance, and construction based on need
- Cleaning scheduled throughout the year to maintain safer environments
- Technology upgrades and maintenance throughout the year

Mr. Cotner asked about the status of intersession and are teachers on staff during that time to help students. Dr. Willman said students do come in over the breaks to work on credit recovery, but typically teachers do not work 1:1 with students to get them caught up. Dr. Jensen added that our district did have intersession the first three years of having the balanced calendar. Students who were five percentage points failing their math and English courses were invited to come in to work with teachers to improve their grade. Each year the number of students attending would decrease and it was difficult to find math and English teachers who were willing to work during the Intersession. We cannot require students to attend the Intersession even if they are failing classes. He did say the credit recovery classes during the Intersession are very popular.

Ms. Wiseheart thanked everyone for the presentations. She asked the Director of Food Services, Director of Facilities, and Director of Transportation if there are additional costs associated with having the balanced calendar vs. the traditional calendar. Mrs. Casey said having the breaks gives the staff an opportunity to repair any equipment and do major cleaning, but doesn't impact the food services department in any major way. They work through it and plan their ordering. For transportation, Mr. Reid said it is a mute point. They are transporting in June and July with summer school and there isn't a big financial difference associated with the balanced calendar. Mr. Wiseheart said in the facilities department, as long as they know where the breaks are, they can arrange cleaning/major projects around those and take advantage of the times they have. The only impact may be that it costs a little to air condition buildings in June and July vs. Spring Break and Fall Break. Dr. Snyder commented that it's "trade-offs." He doesn't believe there is a significant financial impact with the balanced calendar. It does cost more to run the air conditioning in late July, but quite frankly, many of our facilities are 24/7/365 so it's not like we aren't cooling it already.

Mrs. Higibe shared comments from the Program Manager for Child Advocacy for Parental Support. Since 2013, between the months of March-April and October-December, CPS referrals were up two percent. Once breaks are over and school is back in session, school referrals to CAPS increase. During breaks, the need for food pantries almost doubles.

Discussion of E-Learning Days:

The State has adopted the concept of E-Learning days, which is a way to do electronic learning and get credit for 180 days of instruction when students cross the threshold fewer days. This can be used for a flex days (such as a professional development day for teachers) or inclement weather days. For a day to qualify as an E-Learning Day, the following nine assurances must be met:

1. Internet access: our school corporation can demonstrate access to digital learning for students and teachers away from our buildings.
 - survey parents / students
 - place buses with Wifi access throughout the district
 - have some schools open
2. Instructor access: teachers will be directly reachable from students and parents to facilitate and support instruction
 - discussion with Teacher's Association
 - posted hours / within a hour
3. Platform experiences: all of our teachers and students have access to and experience using online platforms and digital resources for learning
 - this is key
 - Google Classroom / Drive
 - currently 7-12th grade teachers are familiar with this tool
4. Learning targets: all of our students will be informed of their learning targets for the day by 9:00 a.m.
 - can assign the day before
5. Work continuity: all students will cover content that would have been addressed if school were in session in a traditional setting
 - no sub folder activities
 - must be what is currently being taught (pacing guide)
6. Accommodation support: all students who have accommodations during instruction will be provided with or have access to those accommodations
 - must be written in the IEP what to do on E-Learning days
7. Offline support: for students with disabilities who do not use an online platform for learning or for whom an online platform is not appropriate, teachers will provide parents/caregivers with appropriate educational materials
 - lots of flexibility here
8. Individual needs: for Limited English Proficient students, teachers will provide parents/caregivers appropriate educational materials and learning activities for student use per the Individual Learning Plan
9. Work measurement: students will demonstrate time (attendance must be recorded) on task and/or equivalent learning growth for the time
 - how is attendance taken / recorded
 - assignments completed
 - 7 courses / 7 assignments
 - 3 assignments missing / half-day attendance

This is something our administrative team is interested in looking in to, but it will take some time to get through the assurances. They will be discussing with the Teacher's Association. Also, need to look at providing ways for students who do not have access to the internet to participate on these days.

Under Miscellaneous, Mrs. Gardenour confirmed the February 26th work session is cancelled and the April 9th meeting has been moved to April 16th due to calendar conflicts. Also, Mrs. Gardenour asked if an update on the Anti-bullying policy and procedures could be provided at the February meeting.

With no further business to be brought before the Board, the meeting was adjourned at 8:10 p.m.

Respectfully submitted,

Pam Schindler, Recording Secretary