

MINUTES OF BOARD OF SCHOOL TRUSTEES MEETING
April 16, 2018

The Board of School Trustees met in regular session on Monday, April 16, 2018, at the Education Support Center. The following members were present: Mrs. Jenny Higbie, President; Mrs. Elizabeth Galligan, Vice-President; Mrs. Jan Anderson, Member; Mrs. Donna Corbett, Member; Mr. K. Lee Cotner, Member; and Mrs. Rebecca Gardenour, Member. Also present was the following administrator: Dr. Brad Snyder, Superintendent. Mr. Bill Briscoe, Assistant to the Superintendent for Administration and Operations, was absent. Ms. Lee Ann Wiseheart, Board Secretary, was in attendance via teleconference.

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.

Dr. Snyder read the following statement regarding a recent incident at New Albany High School: "We had an event last Friday at New Albany High School. Hazelwood quickly followed. In a short time, we discovered a lockdown alarm was inadvertently activated by human error. But, to the occupants inside those two schools - it was real. There was fear and there was unknown. Their stories and their experiences are genuine. Unfortunately, sometimes in life, you first get the test and then, later, you get the lessons. Last Friday was one of these times. After debriefing with many, reviewing the video and debriefing some more, I can only offer one clear conclusion. I am extremely proud of the students and staff at both buildings. On that day, many things went right. Drilling was evident, police response times were outstanding, internal and external communications were timely. There were a lot of positives. A lot of things went really well. This technology and this safety system were designed to keep our kids safe. At the end of the day, this system and this event will prove itself by keeping us safer in the future. As a community we are extremely fortunate to have access to this type of technology. But, yet, in action, we learned many things. As a result of our debrief sessions, improvements, enhancements and safety mechanisms have been added from Friday to today and are already in place. In all school matters, we will continue to improve and get better. Unfortunately, last Friday these came to us at a human cost, an emotional cost to many. I am frustrated this is what we have to do. But, these are the conversations school leaders are forced to have given current societal conditions and behaviors. We are frustrated as a local community team and as a nation. We will continue to get better and will become even more prepared. However, just know that our students and our staff made us proud by demonstrating strong actions, showing strong preparation with resolve in the face of an unknown alert. Our teachers and kids were measured in their poise and they were strong in spirit. I am extremely proud of them."

Given that some individuals could not stay for the entire meeting, Mrs. Higbie moved the following item on the agenda:

Review 2017 School Tax Rate:

Dr. Snyder shared the following regarding last year's (2017) tax data:

- Property Tax Rates for schools ranged from 0.6606 (10th percentile) to 1.5279 (90th percentile). The 50th percentile (median) for schools was 0.9617. New Albany Floyd County Schools' rate was .9404. The 2018 rate for NAFC is 1.05.
- In June of 2016, during the preliminary determination hearing, the following was shared regarding the debt service tax rate:
 - Current Debt Service Tax Rate - \$0.5408
 - Debt Service Rate to be Retired (Tax Rate Reduction) - **(\$0.2086)**
 - Referendum Rate to be Added (Gross Tax Rate "increase") - \$0.2086
 - Debt Service Tax Rate Change - Net - \$0.000
- School Debt Rate in 2016 vs. 2018
 - Debt Rate in 2016 was .5408 and in 2018 is .2855
 - Referendum in 2016 was .0000 and in 2018 is .2086
 - Total debt in 2016 was .5408 and in 2018 is .4941

- In June of 2016, during the preliminary determination hearing, the following was shared regarding the assessed value and debt:
 - Current School Debt in 2016 to Assessed Value 3.79%
 - School Debt plus County Overlapping Debt to Assessed Value 3.83%
 - Current School Debt plus new \$87,000,000 Debt to Assessed Value 6.74%
- 2018 Results
 - Total School Indebtedness - \$166,135,000
 - Floyd County Assessed Value - \$3,123,933,252
 - Ratio 5.3%
- In 2016, the debt rate was .5408 (1.1069 total). In 2017, the rate dropped to .3883 (0.9404 total). This year in 2018, the rate went up to .4941 (1.0534 total). The tax statements community members recently received in the mail only compare the 2017 action to the 2018 action. No where on the statement does it reference back to the year of the referendum vote (2016). The 16 cents that came off the rate from 2016 to 2017 wasn't highly discussed; however, the 11 cents going on does get attention.
- Governmental units are allowed to levy more than 100% of a debt payment as an operating balance to provide support in the event collections are delayed or short. When the extra operating balance is not needed, it stays within the fund and is used in a subsequent year. In 2017, the NAHS debt expired. Therefore, we did not need to request any "extra" in its operating balance (like we had in the prior 20 years). So, our 2017 levy was lower than normal. And, in 2017, we also had some NAHS operating balance used and remaining from 2016. So, we didn't need as much taxpayer help in 2017 to retire the NAHS debt. Together, these two factors lowered the 2017 school debt rate.
- In 2018, all six city taxing authorities (city, county, township, library, school, special district) increased their tax rate. The school rate increased from 0.9404 to 1.0534 and the total city increased from 2.5854 to 2.7901 which is an increase of .2047.
- There are 15 tax rates: county general, county health, county cumulative bridge, county reassessment, township general, township poor, school bus replacement, school transportation, school debt, school referendum, school capital projects, county library, city general, city cumulative parks, city flood control

Dr. Snyder showed an example of a tax bill listing the Table 2: Property Tax Cap Information and explained this as it relates to the school tax rates from 2016 through this year.

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. Dale Mann, Georgetown, requested an independent audit for the corporation. He publicly thanked the county officials for not raising the rate very much. He shared percentages of tax rates that go toward the schools for members of the community. He feels the information the school corporation shared with the public during the referendum campaign was a lie and the School Board members supporting that information should resign.

Mr. George Mouser, Floyds Knobs, shared it is his hope all schools will effectively protect students rather than wait for legislation and risk more tragedy in the interim. He doesn't object to paying more justified school tax when the tax is honestly proposed and promoted.

Mr. Joseph Moore, Georgetown, feels there is misleading and deceptive tactics used during the referendum campaign. He feels the administration and Board should have been more straightforward by saying it is a new 20 year tax but will not raise your rates.

D. RECOGNITIONS:

Recognize Savannah Zamorano: Spelling Bee Winner;

Savannah Zamorano was recognized for winning the Scribner Middle School spelling bee, the New Albany Floyd County

spelling bee and was a contestant in the Kentucky Derby Festival spelling bee. Savannah was presented with a certificate for her wonderful accomplishments.

Recognize Indiana 4 Star Schools: Floyd Central, Floyds Knobs, Greenville, and Highland Hills;

This award was created in 1988 by the Department of Education and signifies a pursuit of academic excellence among both the students and staff of a school. Current criteria:

- A school must have received an “A” for the 2016-2017 school year;
- A school must have tested at least 95% of the students on ISTEP English/Language Arts and Math;
- Grades 3-8 and Grade 10 combined ISTEP Pass Percentage must be in Top 25th Percentile for each grade tested;
- Grades 3-8 and Grade 10 Percent Passing Both ISTEP must be in the Top 25th Percentile.

This year marks Floyd Central High School’s 17th award, Floyds Knobs’ 12th award, Greenville’s 12th award, and Highland Hills’ 7th award. Each school received a plaque to display in the building.

E. APPROVAL OF CONSENT AGENDA:

- Approval of Minutes of the March 12, 2018, Regular Session;
- Approval of Claims;
- Approval of Staffing Report;
- Acceptance of Donations to New Albany High School;
- Approval of Emergency Allocations for Floyd Central High School Athletics;
- Approval of Referendum Change Orders;
- Acceptance of Surplus Property from Prosser Career Education Center;
- Acceptance of Donation from Gene Haas Foundation to Prosser Career Education Center.

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 any items be removed, Mrs. Gardenour made a motion to approve all items on the consent agenda as presented and recommended. The motion was seconded by Mr. Cotner and carried unanimously following a roll call vote.

- Minutes of the March 12, 2018, Regular Session as presented.
- Claims beginning #80838 through and including 81278 and payrolls of 3-9-18, 3-23-18, and 4-4-18 in the total amount of \$12,588,521.72 as presented.
- Staffing Report as presented.
- Acceptance of Donations to New Albany High School as presented.
- Emergency Allocations for Floyd Central High School Athletics as presented.
- Referendum Change Orders as presented.
- Acceptance of Surplus Property from Prosser Career Education Center as presented.
- Acceptance of Donation from Gene Haas Foundation to Prosser Career Education Center as presented.

F. ACTION ITEMS:

Consider Bid Award for Floyd Knobs Elementary;

For this project, 83 bidders were contacted and 23 contractors picked up plans. Administration is recommending award of the following bids for bid categories 1 through 4 and alternates 1, 2, 3, 4, and 5 for a total amount of \$1,550,820:

- General Trades - Parco Constructors Group, LLC - \$511,040
- Kitchen Equipment - Central Restaurant Products - \$379,593
- Plumbing & Mechanical - Harrell-Fish, Inc. - \$497,700
- Electrical - Gaylor Electric, Inc. - \$162,487

The recommended bids are within our budget. Award of the bids will allow us to proceed with construction as early as May 2018 and completion of the project is scheduled for December 2018.

Upon motion by Mr. Cotner, second by Mrs. Anderson, approval was given to award bids for Floyds Knobs Elementary as presented and recommended. The motion carried unanimously following a roll call vote.

Consider Assistant Principal for Green Valley Elementary;

Mr. Briscoe, Mr. Duffy, and Mr. Kehrer interviewed 12 applicants for this position after receiving 30+ applications. The field was narrowed to three based on qualifications, experience, and the interview process. A second round of interviews consisted of a discussion between each candidate, Green Valley's guidance counselor, and Mr. Kehrer, Principal. After much deliberation and discussion, Administration is recommending Mrs. Taylor Eiler be hired as the next Assistant Principal of Green Valley Elementary. Mrs. Eiler has served as Administrative Intern at Floyds Knobs Elementary, Title I math coach, and a teacher at Green Valley.

Upon motion by Mrs. Galligan, second by Mr. Cotner, approval was given to appoint Mrs. Taylor Eiler as Assistant Principal of Green Valley Elementary School. Following a roll call vote, the motion carried unanimously.

Mrs. Eiler thanked administrators and Board members for the opportunity. It is an exciting time for Green Valley and she is honored to get to be a part of that with them.

Consider Investigation of Property on Scottsville Road;

Dr. Snyder recently received a call from a patron who owns land adjacent to Floyds Knobs Elementary and is interested in selling this property to the school. The property has road frontage and sits directly in front of the school. If acquired, this land could be helpful for overflowing events.

Upon motion by Mrs. Gardenour, second by Mrs. Corbett, approval was given to investigate the purchase of property on Scottsville Road adjacent to Floyds Knobs Elementary. The motion carried unanimously following a roll call vote.

G. INFORMATION AND BOARD DISCUSSION ITEMS:

Receive Information Regarding Referendum Construction Projects;

Mr. Brian Meyer of Skillman, Inc. and Mr. Wiseheart provided the following update on the construction projects:

Green Valley Elementary:

Work Progress Last 2 Months

- Continued hanging and finishing drywall
- Continued overhead mechanical/electrical/plumbing rough-in
- Began ceiling grid installation
- Began installing brick
- Continued painting interior walls

Work Planned for Next Quarter

- Continue ceiling grid, tile, lights and diffusers
- Continue installing brick
- Begin final site grading and site concrete
- Begin asphalt roads and lots
- Begin casework installation
- Begin gym flooring, carpeting and vinyl floor installation

Prosser Career Education Center:

Work Progress Last 2 Months

- Completed footings and foundation walls
- Completed steel erection
- Began overhead mechanical/electrical/plumbing
- Poured slab on deck and slab on grade
- Began exterior walls

Work Planned for Next Quarter

- Begin roofing
- Continue exterior walls
- Continue overhead mechanical/electrical/plumbing
- Begin kitchen demolition
- Begin summer site work

Slate Run Elementary School:

Work Progress Last 2 Months

- Continued steel erection
- Continued site utilities
- Continued foundations
- Began under slab utilities

Work Planned for Next Quarter

- Begin exterior walls
- Pour slab on grade and slab on deck
- Complete steel erection
- Begin overhead mechanical/plumbing/electrical
- Begin roofing

New Albany High School:

Work Progress Last 2 Months:

- Began interior demolition
- Installed temporary partitions
- Began footings

Work Planned for Next Quarter:

- Complete footings
- Continue restroom renovations
- Begin steel erection

Floyds Knobs Elementary School:

Work Progress Last 2 Months:

- Issue documents for bidding
- Received bids
- Award contracts

Work Planned for Next Quarter:

- Begin demolition work
- Begin cafeteria remodeling
- Begin kitchen remodeling

Receive Information Regarding Redistricting Attendance Zones;

Dr. Snyder shared a proposal to change attendance zones for Mt. Tabor and Green Valley beginning the 2018-2019 school year. Reasons for the changes include:

- To lower the enrollment at Mt. Tabor. The current enrollment at Mt. Tabor is approximately 760 students. The current enrollment at Green Valley is approximately 270 students.
- Give more students access to the newest and most technologically advanced facilities at Green Valley
- Honor neighborhood schools and natural boundaries

A letter has been mailed to parents of students that will be affected by these boundary changes and a meeting will be held with them on Wednesday, April 18th to review the details.

Mrs. Sally Jensen showed outlines of the current and proposed boundary lines for both elementary schools. With these changes, the predicted enrollment for Green Valley for the 2018-2019 school year will be approximately 424 and predicted enrollment for Mt. Tabor will be approximately 602.

Green Valley Elementary is a Scribner Middle School “feeder” school and Mt. Tabor is a Hazelwood Middle School “feeder” school. Therefore, changing the boundary lines for these elementary schools will also have an affect on these two middle schools. With these changes, Hazelwood’s predicted enrollment is 980 and Scribner’s predicted enrollment is 990 for the 2018-2019 school year.

Dr. Snyder will bring a recommendation back to the Board at the April 30th Board meeting. Middle school visits for students will be made in May. Visits will be scheduled in July for families to tour the new Green Valley.

Receive Information Regarding Georgetown Elementary Outdoor Classroom:

The Floyd County Historical Society has been working with the School Corporation to create an outdoor area to display panels of six historical factors about Georgetown's history. The six topics include: The History of Georgetown, Georgetown's National Register Historic District, Sherman Minton, Famous People from Georgetown, History of Education in Georgetown, and the Edwardsville Tunnel. Mr. David Barksdale and Mr. Vic Megenity reviewed each topic.

A dedication ceremony will be held on May 22nd at 9:00 a.m.

First Reading of Revised Policy 8510 "Wellness":

The Corporation's Wellness Committee has reviewed the current Wellness policy and has developed revisions based upon school health assessments as well as USDA requirements. A copy of the revised policy was shared with Board members and will be brought back at the next meeting for approval.

Ms. Wiseheart commented, "it was a privilege to serve on the committee. Mrs. Tanner and Pam Casey are tremendous assets to our school community. From the bottom of my heart, I want to publicly thank you for all you've done on this committee and all that you do on an average daily basis for our kids and our staff."

Mrs. Gardenour commented that she would like to see us look at having more unstructured recess time outside for students. At the minimum, she would like to see a pilot program at an elementary school. Mrs. Higbie said she agrees and she would love to see recess time added in the day for the 5th and 6th grade students.

First Reading of Revised Bylaw 0144.1 "Compensation":

Dr. Snyder shared copies of the revised bylaw with Board members regarding Board Member compensation. Board members receive a per diem for regular meetings, work sessions, and board approved committee meetings currently. The revised policy adds a per diem for stand alone executive session meetings as well. The policy will be brought back at the next meeting for approval.

H. MISCELLANEOUS:

Ms. Wiseheart asked about the amount raised during the St. Baldrick's event at Georgetown Elementary this past weekend. They raised between \$22,000-\$25,000, which exceeded their goal of \$20,000.

Ms. Wiseheart asked to discuss policy 0166 at the next meeting.

Mr. Cotner thanked Mr. Megenity and Mr. Barksdale for their presentation tonight and all they have done for the school corporation and community.

Mrs. Higbie suggested at a future work session Board members share briefly what they learned while attending the National School Boards Association Conference in San Antonio.

Mrs. Gardenour read the following statement into the record, "I am sure many of you will remember about 8 years ago when something called a 'Compact' was brought before the board. The community was enraged about this, and rightfully so, because it was in essence a gag order on members of the board. Unfortunately, we have come full circle. On February 22nd of this year, Dr. Snyder emailed a copy of policy 0166 to all board members that states 'Individual board members may include items on the agenda upon the concurrence of the board president.' Yes, this is a policy on the books, but since I have been on the board since 2004 and even before that, this policy has never, ever been enforced by our past 12 board presidents because each of us knew a board president should have no power over any other elected board member. The role of board president is mentioned only twice in state statutes. The board president's only powers are to call a special meeting and sign documents. That's all. All previous board presidents knew their role and respected all members of the school board.

Besides the state statutes, I consulted with ISBA and spoke to Michael Adamson. Reciting policy 0166 to Mr. Adamson, he stated this is a bad policy. It gives power to the board president that they don't have, but more than that, it prevents school board members from bringing forth any items to discuss which is their duty and their right.

Unfortunately, board president Higbie, after being on the school board for one year and being board president for three months, has decided she will now enforce this policy. Recently, a board member requested a specific subject to be placed on the agenda. On March 23rd, President Higbie wrote, 'I am not going to add the below request to the April agenda. As the policy stipulates, I need to concur on agenda additions. I will use my best judgement and determine on

a request by request basis whether the potentially added item will be fruitful to an efficient meeting and add value. Also, I have been contacted by multiple board members regarding the specific request below who have asked that it not be added and felt the existing policy is clear.' When asked to clarify her definition of fruitful and value, she did not provide a response.

I want to read an email to you dated December 13, 2010. This is related along the same lines as mentioned above. This particular subject was regarding public comment participation which the board at that time wanted to do away with. At debate was that public participation requests 'shall be approved by the superintendent'. A board member asked 'is this saying he MUST approve all requests or that he has the discretion to approve or reject any and all requests. If the former, then I agree, but if the latter, then this would establish an exceptionally bad policy that, if not abused, would give the appearance of abuse in some circumstances.' Please remember what this person is quoted as saying, now substitute the words 'board president.' The person who wrote this email was Mr. Lee Cotner, a current board member. I agree wholeheartedly with his statement.

I am highly disappointed in board president Ms. Higbie, board vice president Ms. Galligan and superintendent Dr. Snyder bringing forth a policy that has never been used. There has been no precedent for using it until those three individuals decided they will invoke its use. It is apparent that they will abuse it and already have. When we have a vote in a public meeting, the majority vote wins. However, Ms. Higbie and Ms. Galligan have taken it further in that a majority of the board now apparently needs to agree to allow any board member to have an item for discussion on the agenda. This is not how school boards function. Let me repeat: That is not how school boards function.

As I said earlier, we have come full circle. Some board members are going to make sure there is a gag order for other board members with minority opinions so that no controversial or information seeking agenda items will be placed on the agenda. This gives a few board members, along with the superintendent, complete control over information brought before the board. At this point, the school board might as well be disbanded. Of course, that is not going to happen, but I will publicly state this. No board member or superintendent is going to prevent me from doing my job as an elected official. I will bring items forward. As a result, the administration will be blindsided at a board meeting, but that's their problem. If Ms. Higbie and Ms. Galligan want to rally other board members to publicly chastise me for doing so, then so be it. If you want to go to court to have me removed for questioning and speaking out publicly for what I think is in the best interest of the school corporation and students, so be it. But I will tell you Ms. Higbie, Ms. Galligan, and Dr. Snyder.....you will not silence me. I don't respond well to abuse of perceived power."

Mrs. Higbie responded, "Of all of the items brought to me to be asked to be put on the agenda, and there have been many, this is the single item I have not put on there. It was not my intent not to never have it on there, but there are dozens of things I have put on there. I'm doing the very best job I can. I do not believe in silencing anyone. I took this office, I pursued this office as a means of being an effective voice for both children and teachers, administrators and parents in this community. And, you can rest assured I am going to continue to do my very absolute best. And, as I said, this was one item of the many that have been brought forward to me."

Dr. Snyder added, "On the policy in question, I don't know the history and origin of it and I have no idea what year it was put in there, but it's in there. So, from a policy standpoint, as an employee reporting to the Board, I follow policy. During that and past history, I've had a lot of experience and enjoyed working with Mrs. Gardenour when she was President and I enjoy working with Mrs. Higbie. They have different styles, different talents. I hope to be here long enough to work for other Presidents. It's a very unusual situation."

Mrs. Galligan then added, "There is no concerted effort to silence anybody. Our meetings are now running long and in interest of efficiency and fruitfulness, I just want to say that Jenny stepped up, took a job, and has done an outstanding job. She calls people, she emails people, she tries to build support. I personally am in the schools with her. At any of the schools we are invited to, any event we are invited to, we are there. Jenny's got four kids in our schools so if there is anybody on this Board that has the best interest of our children, our staff, and our community at heart, I challenge anybody to take Jenny on. And, I think the comments were disingenuous."

Mr. Cotner stated, "President Higbie has my full support. She's been doing an outstanding job. She is the gatekeeper to allow us to have these agendas and I don't see any ill will in Mrs. Higbie. In my humble opinion, she is doing an outstanding job and the fact that there are Board members that are upset with it, that's their problem."

Mrs. Anderson added, "I am going to be retiring as of December 31st of this year only because I wanted to move to Dallas to be with my grandchild. But, I have to say that this year and under President Higbie's direction, it's been the

best communication between Board members that I have ever had. I feel like I am involved in what's going on. I feel like I have never asked that something not be said. That's ridiculous to even make that statement. I support her, I will continue to support her, and whomever takes my position on the Board, if they want my opinion I will be more than happy to share. So again, if you think that, give her a nice hand, please."

Mrs. Corbett commented, "President Higbie, I think, in refusing to put one particular item on the agenda, the intent was more to manage the meetings rather than to permanently prevent it from going on any agenda further down the road. I don't think it was trying to ban in permanently, just managing the schedule."

With no further business to be brought before the Board, the meeting was adjourned at 8:20 p.m.

Respectfully submitted,

Pam Schindler, Recording Secretary