

MINUTES OF BOARD OF SCHOOL TRUSTEES WORK SESSION
July 23, 2018

The Board of School Trustees met in a work session on Monday, July 23, 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. 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. Mrs. Jan Anderson, School Board Member, was absent.

A. CALL TO ORDER:

Mrs. Higbie called the work session 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. INFORMATION AND DISCUSSION ITEMS:

Receive Information Concerning Employee Benefits Platform:

Mr. Doug Sidebottom from AssuredPartners and Mr. Chris Street shared the following information regarding a new employee benefits platform from PlanSource which will provide a better opportunity for school corporation employees this fall:

- PlanSource is a technology company that provides a cloud-based solution for employee benefits administration and human capital management, as well as ACA, COBRA, FSA, and Leave of Absence administration. The company was established in 2008 and is headquartered in Orlando, Florida with four additional regional offices throughout the United States employing 550+ associates. There are 18,000 data exchange connections, 700+ partners and 3.5 million users.
- The PlanSource platform provides a complete solution for employee benefits shopping, enrollment, billing, compliance, and HR administration. The employee experience of enrolling in benefits is vastly improved because it is visual, educational, interactive, and paperless. It is a single platform that creates cost and labor efficiencies for HR in the management of:
 - All of the various benefit programs offered to employees
 - Benefit compliance (DOL, ACA, Medicare, etc.)
 - Employee benefit education and communication
 - Billing and eligibility maintenance
- PlanSource Proposal - Gross Cost
 - Per employee per month fee:
 - Benefit eligible employee - \$3.50 (retail fee); \$2.80 (NAFCS fee)
 - Benefit in-eligible employee - \$.50 (retail fee); \$.50 (NAFCS fee)
 - COBRA administration - \$.65 (retail fee); \$.65 (NAFCS fee)
 - First year set-up fee implementation (not re-occurring) - \$4,550 (retail fee); \$3,500 (NAFCS fee)
 - Expected annual cost first year - \$57,680
 - Expected annual cost year 2+ - \$54,180
- PlanSource Proposal - Net Cost
 - Current NAFCS annual spend:
 - COBRA administration - \$13,198
 - ACA reporting - \$6,764
 - Medicare Part D notices - \$1,720
 - Total - \$21,682
 - PlanSource annual cost (exclusive of set-up) - \$54,180
 - Net annual cost - \$32,498*

*additional subsidies are available from insurance carriers to offset the employer cost of a platform. Currently negotiating with carriers and expect anywhere \$10,000 to \$15,000 credit.

Ms. Wiseheart asked if there is a cost to employees and if the subsidies continue every year. Mr. Sidebottom said there is no cost to the employee and yes, the subsidies continue each year. Administration plans to visit each building beginning in the next couple of months to update staff and explain the program.

Share Information from Indiana School Boards Association School Law Conference;

Mrs. Gardenour and Mr. Cotner recently attended the School Law Conference hosted by the Indiana School Boards Association in Indianapolis. Mrs. Gardenour shared with Mr. Briscoe copies of the policies regarding the following:

- immigration;
- destroying faculty and staff emails after three years;
- texting can be public record;
- therapy animals vs. service animals;
- no trespassing directives and appeal process;
- warrants;
- link on corporation website to the DOE website on cyberbullying and bullying;
- reporting of human trafficking;
- sunscreen;
- suicide awareness;
- criminal history requirement of having one every five years;
- sex offenders

Mr. Briscoe said he is aware of some of these new policies and has been working on them and will be bringing forward to the Board in the future. Our district does already have policy in place on several of these and he reviewed those. Mrs. Higbie asked for copies of the policies that Mrs. Gardenour shared.

Share Information from National School Boards Association Conference;

All seven Board members, Dr. Snyder, and Dr. Jensen attended the National School Boards Association this past spring. Each shared information and insight gained from the sessions they attended. Topics from the sessions they attended ranged from apps on cell phones/computers that are allowed to be used; personal use of cell phones; lost cell phones; adverse childhood experiences, i.e. professional development in dealing with traumatized students; Board and Superintendent/Board relations; team building; meeting agenda setting; evaluations; goals and objectives; accountability; recognizing strengths; seeking feedback from the community; communication; poverty gap; preschool; achievement gap; peer relationships; community engagement; and data analytics.

Board Members and administrators agreed it was a high quality conference with amazing content. They appreciate the opportunity to attend.

Discuss Elementary Curriculum and Recess;

Mrs. Gardenour reviewed articles regarding recess at the elementary level. The articles show that schools with more than 50 minutes of unstructured play each day have better student behavior, students are less fidgety, increased focus, reduced stress, and less diagnosis of students with ADHD. We currently have 20 minutes per day and she would like to see us look into ways of offering more.

Mrs. Corbett added that the district's Wellness Committee did discuss this topic at length. The USDA and IDOE did adopt a policy mandating at least 20 minutes minimum for all students. Mrs. Tanner, corporation nurse and co-chair of the Wellness Committee, shared that her 11-year-old son was in the high ability classes in elementary school and when he got to the middle school, teachers noticed a change in his attention span and the only change is lack of having recess. P.E./Health teachers are pro-recess.

Mrs. Galligan asked if the 5th grade at the middle school still has recess. Dr. Griffin said they do not. The length of day for 5th/6th graders is 6 hours, 15 minutes. They currently have 90 minute blocks of literature and math, 30 minute blocks of science and social studies, 30 minutes core instruction, 40 minutes writing, and 50 minutes elective. As we transitioned the 5th graders to the middle schools, there was not discussion about having a time built into the schedule

for recess. There are some hurdles and logistics to work through, i.e. how, when, same time for all or stagger time, what to do in inclement weather, minimum time, etc. Mrs. Lohmeyer shared that at Hazelwood teachers did take students out for walk (for about 10 minutes) after lunch. It is not the same as recess, but is some. Ms. Wiseheart asked if middle schools are permitted to go outside after they finish eating lunch and Dr. Griffin said, unfortunately, they cannot because there is no supervision.

Mrs. Gardenour asked when recess is held at the elementary schools. She added that the research in the articles she shared does show positive results with having more recess that is unstructured play. She would like to see our principals visit Carmel school district to see their program. Mr. Duffy said recess is at different times depending on the classroom schedule. Mr. Duffy added that students certainly have 20 minutes of recess per day plus P.E. once a week for 40 minutes. If we have more recess, we have less time for curriculum and he is concerned with cutting academic time. He cannot see in the data that additional recess correlates with higher test scores and higher student achievement. If we add more recess in the day, what do we give up? What metrics can we use to see if this helps?

Mrs. Amy Niemeier, Principal at Slate Run Elementary, shared a powerpoint showing how schools incorporate movement throughout the school day. In addition to daily recess and weekly P.E. class, movement throughout the school day options can include: Brain Smart Start, Transition brain breaks, music and movement imbedded in curriculum, learning stations, walks, Go Noodle, chants, flexible seating, movement breaks, fidgets, and sensory tools. Mrs. Swarens shared a copy of a typical instructional schedule by grade level and discussed the amount of time needed daily for these classes along with the need for extra support for some students. Mr. Kehrer shared information about state requirements and what the state looks for when labeled as an "priority school." The State looks at academics and the schools' evaluation and grade is based on test scores.

Mrs. Gardenour asked about the possibility of having recess in the mornings. Principals said it is based on scheduling. They are also competing against the prime learning time which is the mornings. Mr. Duffy added that teachers have flexibility and when they see that the kids need a break, they stop and take it.

Following the discussion, Mrs. Corbett said she can see there is time in the elementary day for recess, but there is not much at the middle school level. She asked if we could possibly start a pilot program at the 5th grade level since parents have seen that change in 5th grade students by not having recess. Dr. Snyder said administrators can have more conversation on adding recess to the 5th and 6th graders. Mr. Briscoe reminded everyone, under Indiana Code, we will have to have discussions with the Teacher's Association as changes in the curriculum occur. Mrs. Gardenour asked for an informal report/follow-up later in the year.

With no additional information to be brought before the Board, the work session was adjourned at 8:15 pm.

Respectfully submitted,

Pam Schindler, Recording Secretary