

MINUTES OF BOARD OF SCHOOL TRUSTEES MEETING  
MAY 13, 2019

The Board of School Trustees met in regular session on Monday, May 13, 2019, at the Education Support Center. The following members were present: Mrs. Elizabeth Galligan, President; Mrs. Jenny Higbie, Vice-President; Mrs. Elaine Murphy, Secretary; Mr. Joseph L. Brown, Member; Mrs. Donna Corbett, Member; Mrs. Rebecca Gardenour, Member; and Mrs. Lee Ann Wiseheart, 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. Galligan called the meeting to order at 6:00 p.m.

**B. RECITE PLEDGE OF ALLEGIANCE:**

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

**C. RECOGNITIONS:**

**Recognize Riley Woodruff & Chloe McKinney, 2019 National Scholastic Art Award Winners:**

Riley Woodruff and Chloe McKinney were recognized for winning national recognition for their art work entered in the Scholastic Art and Writing Award competition. They won at the regional level and went on to the national level where they will be recognized in Carnegie Hall in New York and their work is currently on display at Pratt in the national exhibition.

**Recognize 4-Star Schools:**

Five Schools were recognized for being named 4-Star Schools by the Indiana Department of Education. All data is based on the 2017-18 school year. To qualify a school must have received an "A" for the school year; must have tested at least 95% of students on ISTEP English/Language Arts and Math; and grades 3-8 and grade 10 combined ISTEP pass percentage must be in top 25<sup>th</sup> percentile for each grade tested. The five schools recognized were:

- Floyd Central – 18<sup>th</sup> award
- Floyds Knobs - 13<sup>th</sup> award
- Georgetown – 2<sup>nd</sup> award
- Greenville – 13<sup>th</sup> award
- Highland Hills – 8<sup>th</sup> award

**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. Betty Batliner, President of Bus Drivers Association, shared concerns that drivers have not been provided with training on how to de-escalate sometimes volatile situations that may arise on the school bus. However, they are often scrutinized and criticized when they attempt to do just that. Bus drivers are a valuable part of the New Albany Floyd County Schools' team. However, currently, drivers are upset and do not feel valued. If a disgruntled parent or student complains, the driver is often presumed to have done something wrong. Decisions and judgements are made without considering the driver's perspective. Drivers are told what they did was wrong, but are not given any guidance on how to improve the handling of the situation. It appears to the bus drivers that reprimanding or dismissing a driver is easier than addressing the ever-expanding discipline problems that are occurring. Frankly, the bus drivers feel betrayed. These administrative decisions are jeopardizing jobs; drivers are losing their jobs. There should be a process available to such drivers to be heard by the Board before any dismissal is acted upon. Drivers take pride in their job; they take pride in knowing their students. Drivers are told you are part of the New Albany Floyd County family, but lately quick to judge actions speak louder than words. Drivers do not feel respected. They do a great job; they deserve to be respected. This is a great school system and they want to continue to drive and support the schools without the fear of unfairly losing their job. She urged the Board to consider the adoption of an appeals process for drivers who are recommended for termination. This would be a significant sign of support for drivers.

**E. APPROVAL OF CONSENT AGENDA:**

1. Approval of Minutes of April 15, 2019, Executive Session and Regular Session; and April 29, 2019, Work Session;
2. Approval of Claims;

3. Approval of Payroll;
4. Approval of Monthly Transfer from Education Fund to Operations Fund;
5. Approval of Staffing Report;
6. Approval of Overnight Field Trip Requests from FCHS;
7. Acceptance of Grant from Delta Dental for Water Bottle Filling Station at Children's Academy of New Albany;
8. Approval to Declare Educational Material and Furniture Used at Slate Run Temporary Site as Surplus;
9. Approval of Self-Supporting Summer Programs and Fees;
10. Approval of Electrical Easement with Duke at Mt. Tabor;
11. Approval of Fall 2019 Mental Health Contracts;
12. Approval of Referendum Change Orders.

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 asking to remove any items Mrs. Murphy made a motion to approve all items on the consent agenda as submitted. The motion was seconded by Mrs. Higbie and carried unanimously following a roll call vote.

- Minutes of April 15, 2019, Executive Session and Regular Session; and April 29, 2019, Work Session as submitted.
- Claims beginning #16673 through and including #16972 and EFT beginning #9278 through and including #9380 in the total amount of \$9,879,362.88 as submitted.
- Payrolls of 4/12/19 in the amount of \$2,238,387.15 and 4/26/19 in the amount of \$2,627,110.73 as submitted.
- Monthly Transfer from Education Fund to Operations Fund as submitted.
- Revised Staffing Report as submitted.
- Overnight Field Trip Requests from FCHS as submitted.
- Acceptance of Grant from Delta Dental for Water Bottle Filling Station at Children's Academy of New Albany as submitted.
- Declared Educational Material and Furniture Used at Slate Run Temporary Site as Surplus as requested.
- Self-Supporting Summer Programs and Fees as submitted.
- Electrical Easement with Duke at Mt. Tabor as submitted.
- Fall 2019 Mental Health Contracts as submitted.
- Referendum Change Orders as submitted.

#### **F. ACTION ITEMS:**

##### **Consider Resolution of Support for Public Education:**

Mrs. Galligan made a motion to table the Resolution of Support for Public Education on the advice of the Board Attorney so language can be amended. The motion was seconded by Mrs. Wiseheart and carried unanimously following a roll call vote.

##### **Consider Greenville Elementary new School Principal:**

Mr. Duffy recommended Ms. Sarah Pierce as Principal of Greenville Elementary School. Ms. Pierce taught one year in Florida before coming to New Albany Floyd County where she taught at Floyds Knobs Elementary. She also served as Administrative Intern at Floyds Knobs, Assistant Principal at Slate Run Elementary and most recently as Assistant Principal at Mt. Tabor Elementary.

Mrs. Murphy made a motion to approve the recommendation of Ms. Sarah Pierce as Principal of Greenville Elementary School. The motion was seconded by Mrs. Gardenour and carried unanimously following a roll call vote.

Ms. Pierce thanked the Board and Administration for this opportunity. It is a very special place with special staff, students, and parents and she is excited to get to know them, work with them and continue the greatness that is Greenville Elementary.

##### **Consider NAHS Assistant Principal:**

Mrs. Corson recommended Mr. Billy McAlister as NAHS Assistant Principal/Athletic Director. Mr. McAlister has been a social studies teacher at NAHS for the past five years. Prior to coming to NAHS, he taught social studies, business education, and physical education for eight years at various schools in Indiana. He has been coaching since 2004 of which he has been head basketball coach for six years.

Mr. Brown made a motion to approve the recommendation of Billy McAlister as Assistant Principal/Athletic Director at NAHS School. The motion was seconded by Mrs. Wiseheart and carried unanimously following a roll call vote.

Mr. McAlister thanked the Administration and Board for the opportunity and guidance. He takes great pride in being named the fifth athletic director in the history of NAHS and is looking forward to this next opportunity.

**Consider HHMS Assistant Principal:**

Mrs. Corson recommended the hiring of Mr. Scott Ferriell as Assistant Principal/Athletic Director at Highland Hills Middle School. Mr. Ferriell has been a classroom teacher at Greenville Elementary and at Highland Hills Middle School. Since March of this year, he has served as the Interim Assistant Principal at Highland Hills.

Mrs. Higbie made a motion to approve the recommendation of Mr. Scott Ferriell as Assistant Principal/Athletic Director at Highland Hills Middle School. Mrs. Murphy seconded and the motion carried unanimously following a roll call vote.

Mr. Ferriell thanked the Board for the opportunity. Highland Hills has been his home for the past nine years and looks forward to the opportunity to continue working with the students there.

**Consider Strategic Planning Process:**

Dr. Snyder shared his idea for a strategic planning process at two previous meetings. His plan would be to begin in late summer or early fall. Mrs. Gardenour asked the role School Board members would have. Dr. Snyder said if the Board votes to go with this plan, he had hoped Mrs. Gardenour and Mrs. Galligan would serve as representatives on the planning committee. Additional Board members will have the opportunity to work at different phases as we go along.

Mr. Brown made a motion to approve the Strategic Planning Process proposed by Dr. Snyder. Mrs. Galligan seconded.

Additional discussion followed. Mr. Brown commented, in his opinion, starting with a small group and then expanding to larger groups is a good idea. Other Board members agreed and feel comfortable sharing their ideas with Mrs. Galligan and Mrs. Gardenour as needed.

Following discussion, the motion carried unanimously.

**G. INFORMATION AND DISCUSSION ITEMS:**

**Receive Information Regarding 2016-2018 State Board of Accounts Audit:**

Mr. Street reviewed the findings from the State Board of Accounts audit for period of July 1, 2016 through June 30, 3018:

- Finding 2018-001
  - Financial Statement and Reporting – Repeat Finding
  - Health Savings Account deduction was not on the payroll ledger as a separate deduction but instead showed in the net pay total – difficult for the software to show since it is a direct deposit
  - The deduction is going to a clearing account in the new software
  - Does not affect financial statements
- Finding 2018-002
  - Career and Technical Education – Repeat Finding
  - Procurement and Suspension and Debarment compliance requirement – check SAM.gov or include in purchasing agreement
  - Three quotes between \$3,500 and \$150,000 – threshold moving from \$3,500 to \$10,000
- Finding 2018-003
  - Career and Technical Education
  - Physical inventory should be performed and reconciled with equipment every two years
  - Equipment bought with federal grant money should be recorded on an inventory listing
- Finding 2018-004
  - Child Nutrition Cluster – Repeat Finding
  - Annual Financial Report and School Food Authority Verification Summary Reports need secondary review
  - Annual Financial Report and Corporation ledger should agree at year end
- Finding 2018-005
  - Child Nutrition Cluster
  - Physical inventory should be performed and reconciled with equipment every two years
  - Equipment bought with federal grant money should be recorded on an inventory listing

- Office Improvements
  - PowerSchool e-finance – centralized record keeping
    - Fixed Asset tracking in PowerSchool
    - Better audit trail with requisitions and purchase orders
    - Multiple level review of expenditure classifications to match new chart of accounts from State Board of Accounts
  - Internal Controls at every level of the organization
    - Amazon, PowerSchool, Kronos, ECA training, etc.
  - Cross-training and professional development
    - Train one level above your job
  - Separation of duties
    - Well defined boundaries
  - High expectations at all levels of the organization

Board members thanked Mr. Street for his hard work and congratulated him for being named Region 10 Chief Business Office of the Year.

**First Reading of Revised Policy 6320 “Purchasing”**

Mr. Street shared Revised Policy 6320 “Purchasing.” The policy lists the three quote limit buying with federal dollars as \$3,500 and this will increase to \$10,000. This is a first reading. He will bring back for final approval at a future meeting.

**First Reading of Revised Policy 3124 “Employment Contract”:**

Mr. Briscoe shared Revised Policy 3124 “Employment Contract” for a first reading. The policy lists the job title “Deputy Superintendent” which no longer exists in our Corporation. He will bring back at the next meeting for approval.

**First Reading of Replacement Policy 5111.01 “Homeless Students: Enrollment and Services”:**

Mr. Briscoe shared Replacement Policy 5111.01 “Homeless Students: Enrollment and Services.” This is ISBA suggested policy and the vast majority is federal law. Mr. Tony Duffy and Ms. Katie Stein are the Corporation Liaisons for homeless students and their families.

Mrs. Wiseheart asked about our policy for students living in cars. Mr. Duffy said, typically we do not have that one; most of our homeless are doubling up or staying in a long-term hotel. Our number one goal is to help parents find the resources in our community so we can help them with their situation.

Mr. Briscoe will bring this policy back at the next meeting for final approval.

**Discuss Board Member Pay Increase:**

Mrs. Wiseheart said the Board discussed this a year ago and a slight change was made. With the new Board, she wanted to have the discussion and get input. It has been 13 years since the Board pay has been adjusted. They are under the state average and under the peer group. She asked for Board members’ input on bringing up to state average.

Mrs. Gardenour stated she brought the topic up for discussion a year ago and it was immediately tabled and information given to the Board members for a month. In 2006, the State Legislature recommended School Boards receive \$2,000 per year plus \$112 for a regular meeting and \$62 for a work session. In 2006, our Board agreed to receive \$50 per meeting. Board members do have the option to receive health insurance through the corporation. In her opinion, adjusting the pay to \$112 for a regular meeting and \$62 for a work session is reasonable since their pay has been the same since 2006 and 10 of the 13 corporations in the peer group receive the amount recommended by the State Legislature.

Mrs. Higbie added for her it’s a matter of principle. With the climate with teachers and being ranked 49<sup>th</sup> in the nation in teacher salaries/raises, she doesn’t feel comfortable supporting this. Mrs. Wiseheart said the administration will be going in to negotiations with the teachers this fall and she is hopeful.

Mrs. Gardenour asked how the administration feels. Dr. Snyder said there is the policy piece and the political piece. The political piece is a good recommendation can be developed and pushed down the road for the next election or the election after that. However, that doesn’t do anything for those sitting at the table today. The policy side is more difficult. Some run for the Board for pure community service; some Boards pay the maximum; some Boards pay nothing.

Mrs. Wiseheart asked, if the Board voted to raise the pay from \$50 to \$112 per meeting, would it have a negative impact on what the corporation is going to be able to offer teachers. Mr. Briscoe responded we are a team here – Board, teachers, non-certified, administration, bus drivers – and we do not want any of our groups to be below and I think everybody understands that because if one of us is below it drags all of us down.

Mrs. Gardenour asked if the school corporation can afford \$5,600 more a year for the School Board pay without causing a hardship. Dr. Snyder said it could cause a consequence for something that we can maybe mitigate, but it's a challenge he is not afraid of.

Mrs. Murphy commented that as a new Board member she is comfortable with the current amount; three years from now she may change her mind.

Dr. Snyder added the administration can develop a policy for first reading and second reading, but that recommendation would help the next group of School Board members to take the awkwardness out for this group. Mrs. Gardenour said that's why it was brought up for discussion a year ago because we had new board members coming on. Pay raises have been given to other employee groups and she feels this is appropriate and is a minute amount.

Following this discussion, Mr. Brown recommended Dr. Snyder develop a proposed policy and bring back to the Board for discussion.

### **Receive Information for ILEARN Update:**

Mrs. Jensen shared the following update regarding the new ILEARN assessment system:

- Subjects/levels tested
  - Mathematics – Grades 3-8
  - English/Language Arts – Grades 3-8
  - Science – Grades 4 & 6
  - Social Studies – Grade 5
  - Biology – End of Course Assessment
- What's New – ILEARN is not ISTEP+ 2.0
  - ILEARN is a computer adaptive assessment for ELA and Math
    - ISTEP+ was a fixed form assessment
  - ILEARN includes a Performance Task
    - Performance tasks require students to integrate knowledge and skills across multiple standards to address complex, real-world scenarios
  - ILEARN is tested in a single test window
    - ISTEP+ was given in two separate test windows
  - ILEARN is an "untimed" test
    - ISTEP+ was timed
  - The ILEARN test delivery system is more accessible to students who require specific features and/or accommodations
  - ILEARN is given completely ONLINE
    - ISTEP+ was paper in the first window and online in the second window
  - ILEARN will have new proficiency levels
    - Instead of Pass+, Pass, and Did Not Pass, ILEARN will have Below Proficiency, Approaching Proficiency, At Proficiency, and Above Proficiency
- What Stayed the Same?
  - Students are being assessed on the Indiana Academic Standards in the same subjects as with ISTEP+
    - English Language Arts, Math, Science, Social Studies
  - Students in grades 3-8 are participating
    - Additionally, students completing Biology are being assessed
  - Students will respond to technologically enhanced items
  - Teachers are trained annually on test security and integrity as well as on all specific assessments
  - Grade 3 students participate in IREAD – this is the same assessment that has been given since Spring 2012. It was given this year for the first time using the ILEARN test delivery system but the test format was unchanged.

- How Long is ILEARN?
  - ILEARN is an “untimed” assessment. However, the Indiana Department of Education published approximate testing times so that schools could build testing schedules.
    - Mathematics – 140-170 minutes
    - English/Language Arts – 200-230 minutes
    - Science 115-145 minutes
    - Social Studies – 85-95 minutes
    - Biology ECA – 140-170 minutes
- When Will We Know Results?
  - ILEARN Standard Setting – 7/15/19 – 7/19/19
  - Preliminary ILEARN Results in ORS – 7/22/19
  - ILEARN Rescore Request Window – 7/22/19 – 8/2/19
  - Final ILEARN Results in ORS – 8/15/19
  - Beginning with Year 2, ILEARN results will be available by July 1

Mrs. Corbett asked if this new format takes less time than the previous test. Mrs. Jensen said, in the past, if a test segment was 35 minutes, students typically completed in 25-30 minutes. With this current test, if the test segment is 90-100 minutes, they found it took students much longer than the anticipated times to complete the tests in some instances.

Mrs. Murphy asked about keyboarding experience, especially for younger students. Mrs. Jensen said she hasn't received feedback where students are having difficulty. Students do have the option to write their ideas on paper first then transfer to the computer if that is more comfortable. Mr. Duffy added that, after doing walk-throughs, the technology is working well as compared to previous years. We do start teaching keyboarding in kindergarten; however, it is a long test and can they stay with that until it is finished. Time is longer than anticipated, but this is the first year and we will take what we learned this year into next year.

Mr. Brown asked how many years this particular test has been tested. Mrs. Jensen explained that in 2008 Indiana was a Common Core Standards state and all these states would test via the same instrument and all be judged against each other. There was another group called Smarter Balance that other states joined and that assessment is given to millions of students. Several years later, Indiana decided to develop its own assessment and went to ISTEP. This year is the first year for ILEARN which is basically a hybrid of the Smarter Balance consortium assessment. It is sovereign to Indiana because it is based on Indiana standards.

Board members thanked Mrs. Jensen for the information.

#### **H. MISCELLANEOUS:**

Under Miscellaneous, Mr. Wiseheart requested approval to purchase 1803 Shelby Street. At the March 11, 2019, meeting the Board approved the investigation of the property. The property includes a house and an adjacent lot and the recommended purchase price is \$65,250, which is the average of the two appraisals.

Upon motion by Mr. Brown, second by Mrs. Murphy, approval was given to purchase 1803 Shelby Street for the purchase price of \$65,250 as recommended. The motion carried unanimously following a roll call vote.

Also under Miscellaneous, Mrs. Wiseheart thanked Mrs. Batliner for speaking tonight and she appreciated the message. Mrs. Batliner mentioned very valid concerns and it is her understanding Dr. Snyder has scheduled some time to meet with the drivers. However, any time any employee says they feel betrayed or not respected it is a concern to her. She is hopeful moving forward that the conversation the drivers are having with Dr. Snyder will help and we can develop policy and procedures that will make all of our bus drivers feel as equal as she feels they are.

#### **I. ADJOURNMENT:**

With no further business to be brought before the Board, the meeting was adjourned at 7:50 p.m. with a motion by Mr. Brown and a second by Mrs. Wiseheart.

Respectfully submitted,

Pam Schindler, Recording Secretary