

**BARTHOLOMEW CONSOLIDATED SCHOOL CORPORATION
SCHOOL BOARD MEETING
MONDAY, DECEMBER 16, 2019 MINUTES**

The regular meeting of the Board of School Trustees of the Bartholomew Consolidated School Corporation was held at Columbus East High School, 230 S. Marr Road, Columbus, IN, 47201, on Monday, December 16, 2019 at 6:30 p.m., pursuant to notice having been duly given to the media and to all members of the Board in accordance with the rules of the Board.

On call of the roll, the members of the Board were shown to be present or absent as follows:

Present: Dr. Jill Shedd, President
 Mr. Richard Stenner, Vice President
 Mrs. Kathy Dayhoff-Dwyer, Secretary
 Dr. Julie Bilz, Member
 Mr. Jeff Caldwell, Member

Absent: Mr. James Persinger, Member
 Mr. Pat Bryant, Member

Administration: Dr. Jim Roberts, Superintendent
 Ms. Teresa Heiny, Assistant Superintendent for Human Resources
 Mr. Chad Phillips, Assistant Superintendent for Business Services
 Dr. Laura Hack, Director of Elementary Education
 Dr. Brett Boezeman, Director of Operations
 Mr. William Jensen, Director of Secondary Education
 Dr. Gina Pleak, Director of Title Services

Absent: Dr. George Van Horn, Director of Special Education

School Attorney: Mr. Chris Monroe

REGULAR SESSION

Dr. Jill Shedd shared reflections.

Following the pledge of allegiance, the meeting was called to order at 6:34 p.m.

Dr. Shedd noted the mission, vision and the high expectation objectives.

WHO/WHY:

Columbus East High School-Best Practice (Mr. Newell)

Principal, Mr. Mark Newell, shared the Columbus East High School information slide. East senior students, Tyler Knoef and Whitney Poe, along with Mr. Newell presented vaping data, survey results and resources available for students to address and help to quit vaping. Students worked together during Coach Brett Chitty's Drug and Alcohol Class to share thoughts, gather resources and learn how best to support the student body with the growing concerns of vaping. The students' presentation showed that according to the student data collected, the percentage of vaping is high and that students need more encouragement to quit vaping than they do to not start. Sharing resources during Torch Time and building trust with school counselors are just a couple ways Columbus East staff and students are addressing vaping concerns. Mr. Newell shared the school's excitement about building the trust piece with the school counselors, keeping the students informed and their hopes of students taking advantage of these resources.

Mr. Caldwell commended Tyler and Whitney on a great launch and encouraged them to keep pushing this topic. Mrs. Dayhoff-Dwyer expressed her thoughts and concerns about the vaping crisis. Dr. Shedd thanked the students for the details, appreciation for the program and encouraged them to keep the momentum going.

Strategy for Increasing Teacher and Support Staff Salaries – Referendum 2020 (Dr. Roberts)

Dr. Roberts presented an informative plan for an Operating Referendum that would increase wages for teachers and support staff members. The increased revenue would allow BCSC to come closer in comparison in salaries with other school corporations that are comparable in size. Dr. Roberts shared the statistics that show BCSC is doing more in more ways with more students, but with a reduction in funds and operating on the same tax rate since 2009. The plan proposes that over an eight-year time frame, 94.4% of the monies from the referendum will support employee salaries and retention as well as improve student safety.

This recommendation comes due to a reduction in state funding formulas, property caps, emergency state funding reductions, increases in health care costs for 2020 and the loss of funding from students who transfer out of the corporation. Dr. Roberts shared he did not see the state funding budget being addressed in the upcoming January legislative session. He also noted as we look at the gap and where we need to be with hiring individuals and keeping them here, as well as paying teachers appropriately and comparatively, there are not many other options. The proposed referendum revenues would generate 81% towards salaries, 13% towards student safety and 6% for classroom supply budgets and preventative maintenance plans. This proposal would cost the average homeowner in the BCSC district about \$9.74 a month. The school board will vote on the corporation's recommendation at the next board meeting scheduled for January 13th.

The following information was shared in response to questions from the board.

Dr. Roberts noted information in regards to the referendum is located on the BCSC home page. Under the Referendum tab, additional resources as well as a property tax calculator is available. Also noted were contact numbers and the email address for Mr. Phillips if further questions remain.

Mr. Phillips noted that one of the most frequently asked questions is what would happen if we do not pass this referendum? Mr. Phillips shared that we would be doing a disservice to the students and this community if the referendum was not supported.

Dr. Shedd interjected that she was sure that without the referendum the board would be asked to make more cuts to all the great things that are now in place. Mr. Phillips concluded that there is nothing left to cut to make a significant difference.

Dr. Shedd along with school board members asked for the following additional information to be provided to them prior to the next board meeting:

1. A breakdown of specific comparison data with employees, both support and certified.
2. A look at what other school corporations are doing with hiring and retaining teachers.
3. Clarity with the overall tax rate from township to township.

PUBLIC COMMENTS

Public comments were heard from local farmer and retired utility worker, Mr. Dan Arnholt. Mr. Arnholt commented that no one likes to see taxes or utilities increased, but feels for the good of the community this referendum needs to be done.

Local farmer, Mr. Don Strietelmeier, suggested information also be calculated and available on what the tax increase would look like yearly for residences.

Comments were also shared from Mr. Dale Nowlin, Math Department Chair at North and Northside. Mr. Nowlin shared that over the past several years when teaching positions have been offered to well qualified individuals they often check on cost of living and salary for this area, and choose Greensburg or Seymour over BCSC. He shared that the children of a BCSC teacher with a master's degree qualified for free and reduced lunch status.

WHAT

1) Board Commendations:

Dr. Shedd shared that on "Giving Tuesday" the Bartholomew Consolidated School Foundation set and met their goal. The foundation earned \$30,000 for one day for our teachers and learners. This was one of the most successful fundraising days in the foundation history.

2) School Board Member Reports:

Dr. Bilz attended the November IUPUI Advisory Board Meeting. Development updates and academic master plans were discussed. She also attended the Diversity Council Meeting in November. Mr. Charles Edwards from East lead a train the trainer session. The training helps to encourage students to attend school without lesson distractions. There was also discussion on the next steps and how to train teachers in our community.

3) Cabinet Report

No reports were shared.

HOW

4) Requests for Approval: (Dr. Roberts)

Dr. Roberts reviewed the following items for the Board.

- a. Minutes of the Executive Session of November 18, 2019, Minutes of the Regular School Board Meeting of November 18, 2019
- b. Supplemental Contracts (Dr. Hack/Mr. Jensen)
- c. Field Trips/Professional Leaves (Dr. Hack/Mr. Jensen)
- d. School Fundraisers (Dr. Hack/Mr. Jensen)
- e. Claims and Payroll (Mr. Phillips)
- f. To Award Bids for E-Rate Internet Access Category 1 (Dr. Boezeman/Mr. Williams)
- g. To Advertise to Receive Bids for E-Rate Category 2 Equipment (Dr. Boezeman/Mr. Williams)
- h. 2020 Tax Anticipation Warrants (Mr. Phillips)
- i. Teacher Appreciation Grant Memorandum of Agreement (Ms. Heiny)
- j. Adoption of Revised 2020 Operations Fund Budget, Rate and Levy (Mr. Phillips)

Dr. Roberts shared additional information on the requests for approval. He requested approval of Items 4) a-j.

Mr. Caldwell made a motion to approve the reviewed items, and Dr. Bilz seconded the motion.

Mr. Phillips noted that the claims and payroll requests had been reviewed and were in order.

Upon a call for the vote, the motion was carried unanimously to approve Items 4) a-j.

5) Request for Approval of Human Resources Recommendations (Ms. Heiny)

Ms. Heiny requested approval of the Human Resources recommendations as presented. She thanked Jayne Surface for her length of service and dedication to BCSC and welcomed Shari Christman as Jayne's replacement.

Mr. Stenner made a motion to approve the Human Resources recommendations, and Mrs. Dayhoff -Dwyer seconded the motion.

Upon a call for the vote, the motion was carried unanimously.

BOARD INPUT/REVIEW

Mr. Caldwell applauded Dr. Roberts and Mr. Phillips for their work as well as Mr. Nowlin for the reminder of what our teachers accomplish on a daily basis. Mr. Caldwell also agreed that we need to do something to improve employee salaries.

Mrs. Dayhoff-Dwyer wished everyone a happy holiday. She also commented and shared on the need to support and increase salaries for teachers and support staff.

Dr. Roberts thanked the board and the public for their comments and stated that he is looking forward to bringing the referendum recommendation to the board in January. He also stated that the additional requested information would be provided to the board. Dr. Roberts acknowledged this being Jayne's last board meeting and thanked her for her 27 years of service in the school corporation.

Dr. Shedd thanked Dr. Roberts and Mr. Phillips for the tremendous amount of work and preparation that has been put into this referendum proposal.

Dr. Shedd reported that the next school board meeting would be January 13, 6:30 p.m. at Northside Middle School. There will be a tour of the school at 5:45 p.m.

There being no further business, the meeting adjourned at 8:08 p.m.

_____ Secretary

Attest: _____ President