

**BARTHOLOMEW CONSOLIDATED SCHOOL CORPORATION  
SCHOOL BOARD MEETING  
MONDAY, JULY 15, 2019 MINUTES**

The regular meeting of the Board of School Trustees of the Bartholomew Consolidated School Corporation was held at the Administration Building, 1200 Central Avenue, Columbus, IN, 47201, on Monday, July 15, 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  
                              Dr. Julie Bilz, Member  
                              Mr. Pat Bryant, Member  
                              Mr. Jeff Caldwell, Member

Absent:                    Mrs. Kathy Dayhoff-Dwyer, Secretary  
                              Mr. James Persinger, 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  
                              Mr. William Jensen, Director of Secondary Education  
                              Dr. Brett Boezeman, Director of Operations  
                              Dr. Gina Pleak, Director of Title Services  
                              Dr. George Van Horn, Director of Special Education

School Attorney:        Mr. Chris Monroe

**REGULAR SESSION**

Dr. Bilz 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 high expectation objectives.

**PUBLIC HEARING**

President Shedd closed the regular meeting and opened the Public Hearing at 6:35 p.m.

- **Additional Appropriation Hearing for the Energy Efficiency and Facility Improvement Projects (Mr. Monroe/Mr. Phillips)**

Mr. Phillips shared that the Legal Notice of the Additional Appropriation Hearing was published in *The Republic* on June 17. Later in the meeting, the board would be asked to approve the Additional Appropriation for the 2019 Energy Efficiency & Facility Improvement Projects Resolution.

Dr. Shedd asked for public input and questions. No one from the public spoke at this time.

- **Amended 2019 Capital Projects Plan (Mr. Phillips/Dr. Boezeman)**

Mr. Phillips noted that the Department of Local Government Finance (DLGF) implemented a new process for the Capital Projects Fund (CPF). The amended plan requirement is to reflect only assets of projects of \$10,000 or more. Mr. Phillips may share another amended CPF plan at the end of the calendar year if additional projects exceed the \$10,000. The Legal Notice of the Public Hearing and the amended CPF plan was published in *The Republic*.

Dr. Shedd asked for public input and questions. No one from the public spoke at this time.

Dr. Shedd closed the Public Hearing at 6:40 p.m. and re-opened the regular meeting.

## **WHO/WHY**

### **Columbus East High School Baseball Team – State Finalists (Mr. Huse/Mr. Gratz)**

Mr. Huse, Columbus East Athletic Director, shared that he was honored to celebrate the Columbus East High School State Runner-up Baseball Team. He noted that Columbus East was the smallest school in Indiana to participate at the state level in all sports. He shared his admiration for the student athletes and congratulated them for quite an accomplishment.

Mr. Gratz, Columbus East Baseball Coach, noted that he was honored to coach the team. He shared highlights from the season and noted their positive responses to adverse conditions. The three seniors were great leaders on and off the field, and Julian Greenwell received the State Mental Attitude Award. The baseball team and Coach Gratz were congratulated by the board and cabinet.

## **PUBLIC COMMENTS**

No one spoke at this time.

## **WHAT**

### **1) Board Commendations:**

Dr. Bilz visited the Migrant Summer School Program at Rockcreek Elementary School and commended Principal, Jennifer Dettmer, for the great program.

Mr. Caldwell commended Chris Cooper, Columbus East High School Wrestling Coach and Math Teacher, for receiving the Jack Cramer Ideals of Athletic Competition Award.

### **2) School Board Member Reports:**

Mr. Caldwell reported that Dr. Roberts, Mr. Phillips and Mr. Jensen presented an update to the Columbus Redevelopment Commission on BCSC programs that were funded through the support of last years' Tax Increment Financing (TIF) dollars. They also requested TIF dollars for the 2019-2020 school year. Mr. Caldwell noted that the presentation was received favorably, and the resolution was approved to give the corporation \$750,000 for 2019-2020. The Columbus City Council will be asked to approve the request for TIF dollars to BCSC on August 6.

Dr. Shedd attended the Indiana School Board Association (ISBA) Legislative Committee meeting. She shared that, overall, the ISBA was pleased with the education related results of the legislative session. The committee also discussed how to improve teacher recruitment and retention, changing the criteria for On My Way Pre-K and developing more flexibility in required employee training. Dr. Shedd asked for input of legislative priorities for the next session.

### **3) Cabinet Reports**

- 2020 Budget Timeline (Mr. Phillips)

Mr. Phillips shared the budget timeline that was included in the board member packet and asked them to contact him with questions.

- Teacher Retirement Fund Savings and Intended Use (Mr. Phillips)

Mr. Phillips explained that the state budget for this fiscal year included a one-time deposit into the teacher pension fund to help boost and reduce school corporations' contributions to the teacher pension fund from 7.5% to 5.5% of every teacher's salary. The law requires corporations to determine in a public board meeting how the corporation intends to use the savings in 2019. Mr. Phillips noted that the 2019 estimated savings of \$285,151 would be used to calculate the funds available for employee raises during the upcoming collective bargaining term. The estimated savings in 2019: \$285,151, with \$260,109 in savings from the Education Fund. The estimated savings in 2020: \$697,981, with \$636,684 in savings from the Education Fund.

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

This was announced in June and it is not written in legislation how long this will continue. The last change was twelve years ago.

This deposit is good news and will have a significant positive effect on the Education Budget.

- Staff Satisfaction Survey Results (Dr. Pleak/Ms. Heiny)

Ms. Heiny shared that Indiana University helped create and administer the Staff Satisfaction Survey and they guaranteed anonymity.

Dr. Pleak shared that there were some changes to the survey this year due to input from staff and the survey committee. The changes helped provide results that are more productive. It was noted that the survey questions correlate with the BCSC Plan on a Page. There were 968 surveys completed; 526 certified staff and 442 support staff. Total employee satisfaction was 85.23%. The two questions that received the highest scores were “supervisor is supportive of my goals/advancement” and “participation in Professional Development (PD)”. The two questions that received the lowest scores were “BCSC provided training to me when hired” and “input matters to BCSC district administration”. Both scores, however, were above 2.5 on a 4-point scale. A graph was shared showing the two highest percentages that contribute to an employee’s satisfaction were relationships and supervisors. For dissatisfaction, the two highest percentages were pay and stress level. Additional input from the survey was collected through written comments. The survey results will be shared with all stakeholders. To show their voices count, strategies will be put in place to address needs for improvement. Each school will readdress their school improvement plans according to their survey results.

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

An example of an action plan to address the high stress levels in staff was shared. Administrators are looking at ways to help staff better deal with student behavior challenges by assisting in reducing and improving student behavior. As administrators visit the buildings, they see the needs for improvement and the expectation is to find ways to help them through involvement and engagement.

Some written comments that attribute to stress were noted as too high of expectations and demands, hard to balance work and life, too much testing, too little planning time and not enough training time relating to their specific position.

A positive factor for satisfaction was noted to be a safe work environment. Due to the focus on safety and security the past year, this was an added question.

Some of the same individuals are on both the Survey Committee and the Teacher Recruitment and Retention Committee. The Teacher Recruitment and Retention Committee will consider the survey results.

Mr. Stenner shared that some organizations are looking at how engaged individuals are within the organization instead of how satisfied.

Dr. Roberts shared that he appreciated the conversations around the survey results and he thanked Dr. Pleak, Ms. Heiny, and Mr. Williams, Technology Director, for their work. This is the second year for the survey, and the results are considered as recruitment and retention is being addressed. Engagement of administrators and engagement of our staff is very important.

## **HOW**

### **4) Requests for Approval: (Dr. Roberts)**

Dr. Roberts reviewed the following items for the Board.

- a. Minutes of the Regular School Board Meeting of June 10, 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. Elementary Course Fees (Dr. Hack)
- g. Secondary Course Fees (Mr. Jensen)
- h. To Adopt the Additional Appropriation for the 2019 Energy Efficiency & Facility Improvement Projects Resolution (Mr. Monroe/Mr. Phillips)
- i. To Adopt the Final Bond Resolution for the 2019 Energy Efficiency & Facility Improvement Projects (Mr. Monroe/Mr. Phillips)
- j. To Adopt the Resolution Approving Amended and Restatement Post-Issuance Procedures for the 2019 Energy Efficiency & Facility Improvement Projects (Mr. Monroe/Mr. Phillips)
- k. To Adopt the Amended 2019 Capital Projects Plan Resolution (Mr. Monroe/Dr. Boezeman)
- l. Appoint Mr. Chad Phillips as the BCSC Trustee to ESCRFT (Mr. Phillips)
- m. School Board Policy 7450-Property Inventory (Dr. Roberts/Mr. Phillips)
- n. Award Bids for the Columbus East High School Auditorium Project (Dr. Boezeman)
- o. Change Order for the Columbus East High School Auditorium Project (Dr. Boezeman)
- p. To Declare C4 Equipment as Surplus (Mr. Phillips/Dr. G. Hack)

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

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

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

Mr. Funk, CSO Architect, shared that the change order for Columbus East’s Auditorium included a different brand for the speaker system and some changes of lighting throughout. Dr. Boezeman added that he was confident that this would be a quality renovation equal to the auditorium at Columbus North High School.

Mr. Stenner thanked everyone for the detailed information in the boards’ packet.

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

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

Ms. Heiny requested approval of the Human Resources as presented including an additional sheet submitted that evening.

Mr. Caldwell made a motion to approve the Human Resources recommendations, and Dr. Bilz seconded the motion.

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

Ms. Heiny added that there were still eight teaching positions to fill.

**BOARD INPUT/REVIEW**

Dr. Shedd reported that the next school board meetings would be August 12 and 26, 6:30 p.m. at the Administration Building in the Terrace Room.

There being no further business, the meeting adjourned at 7:31 p.m.

\_\_\_\_\_ Secretary

Attest: \_\_\_\_\_ President