

**BARTHOLOMEW CONSOLIDATED SCHOOL CORPORATION
SCHOOL BOARD MEETING
MONDAY, August 12, 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, August 12, 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. Pat Bryant, Member
 Mr. Jeff Caldwell, Member
 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. Shedd shared reflections.

Following the pledge of allegiance, the meeting was called to order at 6:35 p.m.

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

WHO/WHY

Ms. Heiny introduced Kimberly Easton, and noted that her approval for the position of the Multi-Cultural Diversity Coordinator was under Human Resources as a part of the special contract list. Ms. Heiny recognized the interview committee and thanked them. Ms. Easton was a graduate of Columbus North High School and has been involved in television reporting as an

on air reporter. Ms. Easton shared in her interview that she was thankful for an opportunity to give back to the community.

Ms. Easton thanked the Interview Team, the Board and Dr. Roberts for the opportunity to serve this community. She shared that she had served in many states, but was grateful to serve her district here at home.

PUBLIC COMMENTS

No one spoke at this time.

WHAT

1) Board Commendations:

Dr. Shedd commended the School Foundation, and she thanked the Reeves Foundation for their contribution to teachers. Through their generosity, each school received a basket of school supplies and each classroom teacher received a \$100 Target card. After hearing thankful responses from teachers last year, the Reeves Foundation doubled the value of the gift cards for this year.

Mr. Stenner noted the great articles in *The Republic*. One article was on the successful distribution of the TIF funds for school programs. The other article was on the 1859 “To Our Children” stone from the original Central Middle School being placed in the present Central Middle School.

Dr. Bilz visited the Universal Design for Learning (UDL) Institute and congratulated everyone that helped with this institute that allows educators to learn more about UDL.

Dr. Bilz also attended some elementary open houses and noted they were exciting. The schools were doing a great job and were very welcoming.

2) School Board Member Reports:

No reports were shared.

3) Cabinet Reports

- Teacher Performance Evaluations (Ms. Heiny)
- Professional Development Update (Ms. Heiny)

Ms. Heiny noted that state statute requires the Certified Staff Performance results be shared annually. The evaluation averages from 2013 to present shows very little change. Throughout the report Ms. Heiny also noted the Professional Development that has been provided for all staff members. Results of the evaluations were shared on UDL, Positive Behavior Instruction Supports (PBIS), Academic Citizenship, Academic Success and Learning

Outcomes. The highest growth areas in each were noted along with the professional development offered. Ms. Heiny shared the universities that at least five teachers had attended and the scores for those teachers. There were six certified staff members that scored a 1 or 2. The evaluation scores are as follows: 1-ineffective; 2-needs improvement; 3-effective and 4-highly effective.

Years of experience of the teaching staff were also shared; teachers with 10 or less years' experience comprised 59% of the certified staff. The average years of experience at the end of 2018-19 was 13.54. Of the 81 certified staff hired this school year, 37 of them have zero or one year experience. The certified staff retention rate is 89.5%. On the certified staff satisfaction survey one of the highest scoring areas was "Participating in Professional Development". It was noted that some teachers and a lot of support staff were hired through the BCSC Career Fair. Ms. Heiny and administrators attended several career fairs. Some teachers came to BCSC because they had a Columbus connection and wanted to come home to teach.

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

Two years ago, the ISTEP scores went from paper/pencil to electronic, and the corporation scores decreased. Law mandates that a percentage of a teacher's performance evaluation score comes from student state test results.

The staff evaluation survey was shared at the last meeting. The three highest concerns noted were pay, benefits and stress levels.

- **Preliminary Enrollment (Ms. Heiny)**

Ms. Heiny noted that enrollment numbers were very preliminary, we are stable but not seeing an increase. An update will be shared in Friday Notes. The official student count day is September 15.

- **Facilities Summer Work Update (Dr. Boezeman)**

Dr. Boezeman recognized Mr. Surface, Project Manager, and Mr. Hoskins, Manager of Maintenance, for their work in facility improvements and making the front door entrances clean and welcoming. Dr. Boezeman shared the Facility project updates that included the ongoing work of the restoration of the Columbus East High School Auditorium, the replacement of the Taylorsville Elementary School roof, Safety and Security updates, and interior upgrades. A list of improvements to the educational environment were presented for all 18 schools and pictures were shared. Dr. Boezeman added that they plan to receive bids in September for the Soccer Complex, the Transportation and Maintenance Renovation and the LED lighting project. Bids will be received in October for the Solar Energy project at Northside Middle and Taylorsville Elementary. The Mt. Healthy Roof Replacement will be bid in January 2020.

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

The concrete floor in the East Auditorium will be cut in sections and then removed. The sawing will be loud and will be done on the weekends.

The roof at Taylorsville was under warranty and moisture had gotten between the layers. The corporation paid for the tear off and the contractor paid to install the new roof. A roof is under warranty for approximately ten years.

About half of the Taylorsville roof will have solar panels. The corporation does not want to over-produce energy.

The 3M window film is designed to prevent breaking and entering. There are panic bars that will always allow students and staff to exit from inside the building. They would not need to break a window.

- **2nd Quarter Financial Report (Mr. Phillips)**

Mr. Phillips shared the 2nd Quarter Financial update for the Education Fund, Operations Fund and the Health Trust. He noted that the revenues in the Education Fund are running ahead because C4 is receiving payment from their co-op partners in a timely manner. It was also shared that in 2018, impact aide from Camp Atterbury was received twice, but the amount for this year is unknown. Expenditures are up due to paying retirees their contracts through August, teacher summer pay and a large order of computers. It is normal for the cash balance to drop this time of year. The balance at the end of June in the Education Fund was \$448,699, and with the tax anticipation warrants the balance was \$12,048,699.

Mr. Phillips shared that the balance in the Operations Fund at the end of June was \$4,665,897, but the balance with tax anticipation warrants was \$16,585,897. Tax revenue was received in June and there was a positive growth. The larger than expected revenue in the Operations Fund was payment from iCare for transportation and the large expenditure was payment for new school buses.

Mr. Phillips noted that the Health Trust reserves are stable and he is hopeful that the trust would make it through the year without the need to take emergency action. The Health Trust Team and the Negotiation Team are working hard as they consider changes to the Health Trust. The Health Trust reserves as of June 30 were \$2,475,537. The Dental Fund is doing well and remains stable with a balance of \$175,416.

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

There have been a lot of large claims in the Health Trust the past few years and the reserves have been more volatile. With large claims there is reinsurance reimbursement collected.

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 July 15, 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. Title II Grant (Dr. Pleak)
- g. Title III Grant (Dr. Pleak)
- h. Title IV Grant (Dr. Pleak)
- i. Non-English Speaking Program (NESP) Grant (Dr. Pleak)
- j. Change Order for Columbus East High School Chiller Project (Dr. Boezeman)
- k. Authorization to Implement Online Payments to Athletic Officials (Mr. Phillips)

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

Mrs. Dayhoff-Dwyer made a motion to approve the reviewed items, and Mr. Bryant seconded the motion.

In response to questions from the board the following information was shared.

The Title II, Title III and Title IV Grants are federal grants on a 27 month funding cycle. The Non-English Speaking Program (NESP) Grant is a state grant. The Title II grant provides funding for professional development (New Teacher Academy, UDL Institute, and Elementary Summer Learning Conference), an instructional coach and a class size reduction teacher. The Title III grant supports a Cultural Learning Center Program Coordinator and English Language Teacher Assistants. It also pays for professional development materials and supplies. The Title IV grant pays for six STEM Lab Teacher Assistants, partially funds one Social Emotional Curriculum Coordinator and supplies and equipment. The NESP grant supports English Language teachers and four elementary and one secondary, Parent Engagement Interpreters. It also pays for support staff, supplies, parent involvement and professional development.

Mr. Phillips noted that the claims and payroll requests have been reviewed and are in order.

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

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

Ms. Heiny requested approval of the Human Resources as presented. This included the special contracts.

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

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

Out of the 81 new hires, 20 are teaching on emergency permits. The district has to approve an emergency license before the state will issue one. An emergency license is good for one year. The number of emergency permits is higher than usual; some have not passed their licensing exams and will re-take them. Some have course work in the field they are teaching in, but they need to complete additional course work to get their license. Some C4 instructors have a specialist license based on the number of hours worked in a specific career.

An example of the special contracts would be an Occupational Therapist that is required to have a license to practice, but is not required to have a teaching license.

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

BOARD INPUT/REVIEW

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

There being no further business, the meeting adjourned at 7:37 p.m.

_____Secretary

Attest: _____President