

**BARTHOLOMEW CONSOLIDATED SCHOOL CORPORATION
SCHOOL BOARD MEETING
MONDAY, FEBRUARY 26, 2018 MINUTES**

The regular meeting of the Board of School Trustees of the Bartholomew Consolidated School Corporation was held at Northside Middle School, 1400 27th Street, Columbus, IN 47201, on Monday, February 26, 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: Mr. Jeff Caldwell, President
 Dr. Jill Shedd, Vice President
 Mr. James Persinger, Secretary
 Mr. Robert Abrams, Member
 Mr. Pat Bryant, Member
 Mrs. Kathy Dayhoff-Dwyer, Member
 Mr. Rich Stenner, 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

School Attorney: Mr. Chris Monroe

REGULAR SESSION

Mr. Caldwell shared reflections.

Following the pledge of allegiance, the meeting was called to order at 6:42 p.m.

WHO/WHY

Columbus East High School Wrestlers-State Champions and State Medalists:

Mr. Huse, Columbus East Athletic Director, noted that wrestling is a non-class sport so the student athletes compete against everyone in the state. He shared that this is a special group of young men that represents the district quite well, and they only become better men under the instruction of Coach Cooper.

Coach Cooper shared the fantastic season highlights and noted that the Columbus East Wrestlers finished ahead of teams that were nationally ranked. Five of the wrestlers have been

named Academic All-State. The following state champions and medalists were introduced and congratulated by the board and cabinet.

- **Graham Rooks-State Champion, Nick South-State Champion, Cayden Rooks-2nd Place, Jake Schoenegge-3rd Place, Dawson Combest-4th Place, Corban Pollitt-7th Place**

Dr. Roberts noted that the wrestlers were a fine example of great kids walking the hallways of BCSC.

Northside Middle School Best Practice – Peer Helper Program:

Mrs. Dixon, Northside Principal, Mrs. Garnett and Mrs. Riordan, Northside Special Education Teachers, shared information on the Peer Helper program. Peer Helpers mentor students in the special education classes and in other classes throughout Northside. Teachers and teaching assistants model strategies for the Peer Helpers to get classroom work done and to build relationships. It is a very popular opportunity to be a Peer Helper, and all students enjoy and benefit from the more inclusive culture. Observed outcomes were reported to be: Peer Helpers exude the characteristics of expert learners; the students they work with show more confidence in general education classes; and communication is increased between all students. The board received bookmarks created by the students.

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

Peer Helpers receive hands-on instructions from teachers before they begin meeting with students. With time, the Peer Helpers receive added responsibilities. Some students take longer to get to know one another, but as they share common goals the student match-ups work well.

A past Northside program, Best Buddies, was an after school program. The Peer Helper program is during the school day and works well within the Universal Design for Learning (UDL) framework.

PUBLIC DIALOGUE

Darla Cox, a parent sharing on behalf of a group of concerned parents, thanked Columbus East High School for properly handling the threat against the school last week. She noted that she had been pleased with her children's educational experiences at BCSC. Mrs. Cox shared that she knows parents and students are anxious, and she offered to help create a planning committee to work on the safety of schools. Her family is a military family, and she knows retired military personnel that would be available to volunteer in the schools. Teachers should be there to educate and not have to carry guns. She asked that parents, the community and BCSC Administrators come together to put something in place to help with school safety.

Parent, Jenni Muncie-Sujan, thanked the board and administrators for their commitment to oversee the education of children and for now being safety planners. After learning of the school shooting in Parkland, Florida, and the threats made at Columbus East High School, she formed a group on Facebook, BCSC SAFETY NOW Parent Forum. Ms. Muncie-Sujan shared the following list of concerns and thoughts from the Facebook group:

For the safety of our kids, please hear our compilation of thoughts:

- 1. Do kids fully understand the value of the Fight component of the Run, Hide, Fight plan – that remaining still is most dangerous when a shooter is in view?*
- 2. Should it be BCSC's decision to inform or not inform parents about a threat? (We received notice on Tuesday because it was a general threat against the school and no notice Wednesday when it was a threat against an individual student in the school.) Isn't any threat against even one student a potential threat against all students in our schools? We believe any threat is relevant to every student and parent.*
- 3. Is the term "threat" clearly defined, so that every instance is treated with the same process?*
- 4. If more than one sentence is sent out in an emergency alert, the first sentence should regard the present safety of our children. When the message went out Tuesday, there were minutes that passed as the four texts were received (3 minutes between my first and last text). The first text reported the threat. Many parents were distressed as they waited to hear the following texts. Ultimately, while the message said "threat" and not "attack," to a parent, the feeling of alarm is still present. Nowhere in the message did it blatantly say that everyone was safe.*
- 5. Are drills practiced and reviewed often enough?*
- 6. How is a threat determined to be credible or not-credible?*
- 7. Kids and public should be more aware of the hotline number to report threats. / Can texting 911 be used in an active shooter situation?*
- 8. The school alert system should be used as much for warning of danger as it is for assuring of no danger. If rumors are circulating about a possible continued threat at a school, a text from BCSC could alleviate some of the fear and uncertainty felt by parents and students.*
- 9. Could shooter drills include education about using text books and backpacks for make-shift life vests (or other safety hacks that will not cost extra to implement)?*
- 10. If all doors in our schools open inward toward the classroom and not outward toward the hall, it provides a more effective barrier against entry when items are stacked against the door. Some of our doors open outward.*
- 11. Parents can have a safety discussion with their children at home with articles such as ISP: Active Shooter Preparedness at <http://www.in.gov/isp3191.htm>*
- 12. Many parents were impressed with the security process at Southwestern High School. It could be a template for our safety plan.*
- 13. Are weather-related school closure days available for use in other circumstances – such as a school threat day?*
- 14. During days when a valid threat has been reported, could children employ their chrome books and laptops for a home-based e-learning day?*

15. *If public fundraising could support door frame metal detectors at main entrance(s), would BCSC consider them as part of the solution?*
16. *We could require kids to use transparent bags similar to what is used in stadiums for big events.*
17. *Would a student/staff badge entry system help prevent anyone who isn't a student from entering the building without being detected?*
18. *Discipline for threats should be elevated to the highest possible punishment, so that students have great risk when verbalizing threats and it is clear that threats are not treated as jokes.*

Mrs. Dayhoff-Dwyer has two children enrolled in the corporation, and she can appreciate the concern of parents. She shared that the best way to protect our children was to give them knowledge on how to protect themselves; teach them how to react to bad situations. She encouraged parents, teachers, and community members to build relationships with children. She said the board would do their best in trying to keep schools safe.

Mr. Persinger shared that he too is a parent of students in the corporation, and one daughter attends Columbus East. He was out of town when the threat to Columbus East occurred, and he related to the fear felt by parents. He knows students and parents are feeling fear, anger and confusion. He noted that the board would talk through safety concerns and figure out, as much as is possible, solutions to help keep students safe and cared for.

Mr. Stenner, a parent of students in BCSC, reflected on the past week and said he was grateful that the corporation has an emphasis on the importance of developing relationships between staff and students. This best practice of communication will continue to bring everyone together to communicate and to be a part of the solution to the problem.

Dr. Roberts shared his appreciation for the questions and suggestions from Mrs. Cox and Ms. Muncie-Sujan. As things unfolded the past week, the corporation found there were good things in place, and that the corporation needs to be concentrating on safety at all times. The Cabinet has met to discuss safety opportunities, and there is a School Board Executive Session scheduled where the agenda was changed to focus on safety and security. The board will specifically discuss opportunities for improvement, and they will review the information received from the parent groups.

Mr. Abrams added that he appreciated the parent comments as they gave the board things to think about and discuss. He reminded everyone that there are safety challenges beyond the power of the school community to which we need to pay attention. He noted that legal policy plays a huge part and he commended the students and parents from the Parkland, Florida tragedy that are working to do something about this. He notes a glimmer of hope that legislators are listening and will hopefully have an impact on all school districts to better provide security for students and school employees. Mr. Abrams noted that we first need to focus on what we do here, but we also need to work together beyond our community and pay attention from a legal policy standpoint.

HOW

1) Request for Approval of Human Resources Recommendations:

a. Appointment of the Director of Technology

Dr. Roberts requested approval of Nick Williams as the Director of Technology due to the retirement of Mr. Jamerson. He shared that Mr. Williams would begin working with Mr. Jamerson on July 1, and Mr. Jamerson would retire in December 2018. Dr. Roberts shared Mr. Williams' employment history that began in 2004 with BCSC.

Dr. Shedd made a motion to approve the appointment of Mr. Williams as the Director of Technology and Mr. Abrams seconded the motion.

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

Mr. Williams thanked the board and Dr. Roberts for the appointment, and he shared his excitement to serve as the Director of Technology. He noted the great leadership he had received from the cabinet and many other mentors, including two that were present, Mr. Newell and Mr. Perkinson. He thanked Mr. Jensen for his leadership, trust and motivation. Mr. Williams noted his appreciation of Mr. Jamerson for including him from day one and for already teaching him so much. Mr. Williams recognized his family that was present and thanked them for their continued support. He shared that he would evaluate and continue to move in the right direction to improve technology to help each student in the classroom and all staff.

b. Appointment of the Principal for Central Middle School

Dr. Roberts requested approval of Jay Payne as the Principal of Central Middle School due to the retirement of Randy Gratz. Dr. Roberts shared Mr. Payne's employment history that began in 1989 at Fort Bend, Texas. Mr. Payne joined BCSC in 2000.

Mr. Persinger made a motion to approve Mr. Payne as the Principal of Central Middle School, and Mrs. Dayhoff-Dwyer seconded the motion.

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

Mr. Payne thanked Dr. Roberts and the board for this opportunity. He noted that it was like going home because he had served as Assistant Principal at Central from 2009 to 2014, and that was a great experience. He thanked the Cabinet for their support over his 17 years and he thanked all others in BCSC that have had a big part in writing his story. Mr. Payne said it was a pleasure to serve the last four years at Smith Elementary, an amazing school with an amazing and supportive staff. He gained a lot of knowledge at Smith that he will bring to Central. He recognized his family in attendance and thanked them for their support. Mr. Payne said he would work to support and continue the success at Central Middle School.

c. Additional Human Resource Recommendations

Ms. Heiny thanked everyone that participated on the interview teams for Mr. Williams and Mr. Payne.

Ms. Heiny requested approval of the additional human resources recommendations as presented.

Dr. Shedd made a motion to approve the recommendations, and Mrs. Dayhoff-Dwyer seconded the motion.

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

WHAT

2) Board Commendations:

Dr. Shedd commended the Bartholomew Consolidated School Foundation for being selected as the 2018 QMIX Adopted Charity. This opportunity is valued at \$16,000 in free advertising, however it goes beyond that with live appearances at events and in studio, so the total value is approximately \$25,000.

Ms. Bruin, School Foundation Executive Director, introduced Mrs. Schnepf, the newly hired Fundraising Coordinator, and credited her efforts for the selection from QMIX.

3) School Attorney Report:

No report was shared.

4) School Board Member Reports:

Mr. Abrams attended the Business Advisory meeting where they heard an interesting presentation on the follow-up of BCSC graduates. Mr. Pemberton and Ms. Schuetz, Guidance Directors, presented the graduation and post-secondary retention data. Mr. Abrams suggested that we invite them to a board meeting to share this useful information.

5) Cabinet Reports

- **2017 Financial Report**

Mr. Phillips shared highlights from the 2017 financial results.

The total funds received in the General Fund were \$73,935,215. There was an increase in revenue due to an unexpected increase in the ADM student count and favorable interest rates. The cash balance was \$2,255,322, which could cover one payroll of \$1.9 million. Utility costs were moved from the General Fund to the Capital Projects Fund in anticipation of a reduction in

the General Fund. The Rainy Day Fund balance is \$6,274,348.

Health Trust claims have been over \$15.5 million the past two years resulting in a decline in reserves. The 2017 reserves were \$3,944,582. Through negotiations with the Columbus Educators Association (CEA) there were health benefit changes and hopefully positive results will be seen.

The expenditures in the Debt Service Fund, Pension Debt Service Fund and the Referendum Debt Fund were nearly unchanged from 2016. The total amount expended in the Debt Service Fund was \$9,340,601. The Pension Debt Fund expenditures total was \$1,451,737. The total of expenditures in the Referendum Debt Fund was \$8,069,186.

Due to the transfer of utility costs, and an increase of dollars spent for preventative maintenance, the expenditures in the Capital Projects Fund increased. The revenue was \$11,810,992 and the expenditures were \$13,420,828.

The Transportation Fund had a cash balance of \$516,526. There was an increase in revenues from the local income tax dollars, and the department has worked successfully to collect fees more efficiently.

The Bus Replacement Fund dipped into cash reserves and purchased nine buses in 2017. The board recently approved the purchase of eight buses for 2018. There was a cash balance of \$23,790, with encumbrances of \$4,838.

The property tax cap losses for all funds was \$1,243,973, which is relatively the same as last year.

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

Interest income would be from corporation investments that are limited to Treasury Bills, Bank CD's and Money Market Sweep Accounts. BCSC has not invested in CD's for a number of years. The 2017 investment return for the General Fund was \$462,703, and the investment return for all funds was \$476,731.

The Rainy Day Fund may be used for any board-approved purpose.

The grant dollars from the Columbus Redevelopment Commission are placed in a separate fund outside of the tax-supported funds.

HOW

6) Requests for Approval: (Dr. Roberts)

Dr. Roberts reviewed the following items for the Board.

- a. Minutes of the Regular School Board Meeting of February 12, 2018 (attachment)
- b. Supplemental Contracts (attachment)
- c. Field Trips/Professional Leaves (attachment)
- d. Claims (attachment)
- e. Permission to Bid Food Service Groceries, Dry Goods and Paper Products (attachment)
- f. Purchase of Property on Fairview Drive, Columbus, IN (attachments)
- g. Award Bid for Artificial Turf on Athletic Fields at Columbus East and Columbus North High Schools (attachments)

Dr. Roberts shared additional information on the requests for approval. He requested approval of the reviewed items.

Dr. Shedd made a motion to approve the reviewed items, and Mr. Persinger seconded the motion.

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

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

The future use of the Fairview Drive property has not been determined, but it could be used for additional parking to alleviate the parking along Marr Road.

BCSC personnel, including the high school athletic directors, visited Avon High School, Triton Central High School and Ben Davis High School to see and gain information on their artificial turf and shock pads. Shock pads are fairly new to our part of the country, but have been used in Europe for ten years, and the additional safety for athletes has been paramount. This safety component drove the decision for the request to add shock pads to the turf recommendation. An advantage of shock pads would be better concussion prevention and less stress on knees, hips and joints. The turf industry testing has shown that shock pads provide the safest athletic fields for our student athletes. Shock pads also add to the life of the turf.

The high school athletic fields have high usage so the exact time-line to install the turf has not been determined. The athletic directors are working on schedules to allow the work to begin this spring or summer.

BOARD INPUT/REVIEW

Mrs. Dayhoff-Dwyer noted that it was nice to have community members speak as everyone needs to work together to improve upon safety. She looks forward to continued discussions.

Dr. Shedd shared that she was proud to be in this community, and as a board, they would listen to all recommendations. She thanked the speakers for being thoughtful, respectful and caring. Dr. Shedd shared her appreciation for the wonderful teachers and administrators in the corporation.

Dr. Roberts thanked *The Republic* for the article that noted the C4 Program for being proactive in regards to graduation pathways. He also commended the Betty F. Brown Instrumental and Vocal Excellence award winners. Columbus North Instrumentalists won \$9600 in scholarships. Columbus North Choral students won \$8750 in scholarships.

Dr. Roberts shared that the corporation had experienced the tough loss of a staff member. Pam Boles, Director of Accounting, passed away on Friday, February 23. Mrs. Boles worked for the corporation in the business office for 32 years, and she will be missed greatly.

There will be an Executive Session on Friday, March 9, 9:00 a.m. at the Administration Building.

The next school board meeting would be March 26, 6:30 p.m. at Columbus Signature Academy-New Tech Campus. The final Third House Session will be March 5, 7:30 a.m. at Mill Race Center.

Mr. Caldwell commended everyone's efforts for a successful Dance Marathon; a student led fundraiser for the Turning Point Domestic Violence Shelter.

There being no further business, the meeting was adjourned at 8:01 p.m.

_____Secretary

Attest: _____President