

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

The regular meeting of the Board of School Trustees of the Bartholomew Consolidated School Corporation was held at Columbus Signature Academy-New Tech Campus, 2205 25th Street, Columbus, IN 47201, on Monday, March 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. Robert Abrams, Member
 Mr. Pat Bryant, Member
 Mrs. Kathy Dayhoff-Dwyer, Member
 Mr. Rich Stenner, Member

Absent: Mr. James Persinger, Secretary

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. Abrams shared reflections.

Following the pledge of allegiance, the meeting was called to order at 6:37 p.m.

WHO/WHY

Columbus East High School Gymnastics-State Medalist:

- Team 4th Place; Adi Minor State Champion in Bars and Vault and Medaled in Floor, 2nd Place in All- Around

Mr. Huse, Columbus East Athletic Director, shared that it was always great to recognize Columbus East student athletes. He congratulated both Columbus East and Columbus North gymnasts on their great seasons. Mrs. Kirschman, Columbus East Gymnastics Coach, thanked

the board for this recognition, and shared the season's highlights. The gymnasts were introduced and congratulated by the board and cabinet.

Columbus North High School Gymnastics-State Medalist:

- Team 3rd Place; Claire Thompson-Medaled in Four Events, 2nd Place in All-Around, and Mental Attitude Award

Mr. Hester, Columbus North Athletic Director, thanked the board for recognizing the gymnasts. He congratulated the Columbus North student athletes for their successful season. Ms. Freshour, Columbus North Gymnastics Coach, thanked the board, cabinet, coaches, trainer and athletes for their support and hard work. She shared the season highlights and introduced the team. Gymnast, Claire Thompson, shared that Columbus East gymnasts grew and improved throughout the year, she thanked her teammates for working so hard. The student athletes were congratulated by the board and cabinet.

Columbus Signature Academy-New Tech Campus Best Practice - Tree Of Life. Teaching Biology Through Authentic Project Based Learning. (Mr. Reed/Ms. Wirth/Mr. Larson)

Mr. Reed, CSA-New Tech Principal, shared the information slide on the school. Ms. Wirth, Mr. Larson, CSA-New Tech Biology Facilitators, and freshmen students shared a presentation on a biology project, The Tree of Life. This project based learning opportunity allowed students to experience authentic learning of microevolution and macroevolution. Students shared the steps of the project that included partnering with the KidsCommons. Students built prototypes of phylogenetic trees and they plan to continue this engaging, real-world project and take steps in the completion of a final product, a Tree of Life KidsCommons museum display.

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

It was a challenge to have the final project appeal to all ages.

There was a \$1000 grant from the Society for the Study of Evolution that will be used to continue to develop the next iteration of prototypes as they hope to install a display at the KidsCommons.

Secondary Science Curriculum Adoption:

Mr. Lynott and Mrs. Briner, Secondary Science Chairs, shared the names of the Science Resource Adoption Steering Committee and the steps they took to choose the proposed materials. They shared that the resource materials had to meet the Universal Design for Learning (UDL) guidelines and make science accessible and engaging for all. The materials must also blend with the student management system, itsLearning, and 1:1 technology and align with the National and State Standards. The adoption rubrics and timeline was shared. The proposed

course selections were presented and it was noted that they are available for review. It was noted that the proposed curriculum would strengthen the opportunity to talk with students about the opioid epidemic and raise their awareness. The plan for professional development was provided.

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

The cost for the proposed digital resources are very cost effective and cost less than what is being paid now for textbooks. The present textbooks will be kept in the classroom. The only cost for open source materials is the printing cost.

The Science labs allow real-world application and on-line resources makes integration of subjects more possible.

There are individual sites that support open source materials and the floodgates have opened for this option. Printing open source science materials allows accessibility when internet access is not available.

Secondary Health Curriculum Adoption:

Mrs. Hester and Mrs. LeClerc, Secondary Health Teachers, shared the list of the Health Adoption Steering Committee Members and the curriculum adoption process and timeline. They were challenged to find updated Health curriculum, but credited Mr. Williams, Coordinator of Instructional Technology, and Ms. Degner, UDL Facilitator, with finding the 2018 curriculum. The rubric was shared and the Health curriculum had to meet the UDL guidelines, be culturally responsive, accessible via a single sign-on through its Learning and empower developmental assets. The course selection was shared and noted that students would have access to an E-book and textbook. The on-line materials can continue to be updated in regards to the opioid crisis and mental health wellness. The professional development plan was provided.

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

The cost for the digital curriculum is the same as the present cost for curriculum and is always being updated and always accessible. There will also be classroom textbooks available for students.

The board will be asked to approve both the Science and Health curriculum resources at the April 9th school board meeting.

Safety and Security Update:

President Caldwell shared the following update on safety and security:

1. One of the first things we wanted to accomplish is to establish a vision for a security plan. "BCSC Safety and Security Vision Statement" is simply to ensure that we can

compare all the initiatives and actions we consider going forward against the plan to ensure consistency. The DRAFT vision we left March 9 with was:

- Establish and maintain safe and secure school environments while maintaining our valued positive learning cultures.
 - To ensure this doesn't get swept away and forgotten, we are evaluating how this can best mesh with our HEOs to ensure it becomes a part of our corporation's DNA.
2. Dr. Roberts will talk to you about two more items: Where we stand today (factual update) and what immediate actions we are taking today (which includes consideration of some of the recommendations from the groups who presented on Feb 26).

Dr. Roberts shared the following comments:

We had two threats at Columbus East on back-to-back days and a rifle in the front seat of a teacher's vehicle just over a week later. In all instances, our kids did what they need to do...if you see something, say something.

We cannot be successful with our safety and security efforts unless 100% of us do what we are supposed to do 100% of the time.

Following the school board meeting on Monday, February 26, we had an Executive Planning Session with our school board members on Friday, March 9 and focused solely on safety & security. That meeting was attended by cabinet members and others involved with our security measures (Larry Perkinson – people, processes; Steve Forster and Greg Ferguson – hardware; software).

Prior to this Strategic Planning Session, we reviewed a lot of information, including the letter we were provided at our last School Board meeting, notes from phone calls, emails received, local, state, and national news articles, best practice research, and safety and security information from the building audits completed by CSO Architects in 2016. Also, Larry Perkinson and I personally visited each of our school buildings in order to evaluate their vulnerability. We attempted to access each of the nearly 1,000 doors that are a part of our 18 school buildings. Overall, we were very impressed with our inability to access any building without going through the single point of entry. We did note opportunities for improvement and shared those with each building principal.

I will continue to review safety and security improvement opportunities as I visit each school again during this 4th quarter of the school year.

From a hardware and software standpoint, there are opportunities to improve the situation with some doors, including classrooms, add cameras in various locations, and increase communications with local law enforcement officers.

I do wish to state that we are not looking to rush to duplicate the efforts of Southwestern Shelby Jr. Sr. High School nor add metal detectors. We believe that we would be better served

to invest in people v. “property”. We are also not rushing to arm teachers, regardless of any state or federal allowances for doing so.

Concerning people, our Counseling Counts initiative is a key component in our safety and security efforts. The idea for this initiative began nearly 18 months ago and actions are now being taken. We are working to provide additional counseling resources internally while leveraging external expertise. We have given a Developmental Assets survey to all students in grades 6-12 in order to get data that provides us with information that will help us help kids get better at overcoming adverse situations. Social workers and therapists are in many of our schools and we are finding ways, including the hiring of clerical assistance, for our certified school counselors to spend more time working one on one with kids.

About the questions from the letter received on February 26:

We do a lot to attempt to make sure all students understand the value of all components of Run/Hide/Fight, but we will continue to find ways to be better.

In regard to a perceived threat, it is BCSC’s decision to inform or not to inform. We do not have the same mission as the media; we must first ensure student safety and will then determine our best mode of communication for stakeholders. With the three recent situations in mind, each were different and we have identified opportunities for improvement, specifically with how we roll out the character-limited e-alerts in order to better manage fear.

We do see opportunities to make our students and the public more aware of how to contact us to make us aware of threats. With that said, 911 is always the best option in an emergency as there is likely some lag time with a BCSC notification of a threat.

Regarding hardware questions, we will continue to review our facilities and the needs for improving safety, including doors, locks, windows, and all entrances.

We could choose to cancel school if needed and either make it up during one of our scheduled make up days or declare it an e-learning day. This has been done in extreme circumstances in other school corporations. Doing so would not have been appropriate given the nature of our threats.

We are not sure that transparent bags or a student/staff badge entry system are as practical, manageable, and effective as we would like, but will continue to investigate best practices.

We are elevating the punishment for threats.

SUMMARY –

As a quick summary, if the Governor gave us additional funding for safety and security items TODAY (and legislators are going back into session in May), we would spend our money on...

Prevention and intervention efforts to address substance abuse, violence, and mental health needs; this would entail increasing our mental health counselors and services in schools AND student services personnel, including counselors, psychologists, and therapists (which is being addressed, in part, by our Counseling Counts initiative).

Security equipment, security assessments, and school resource officers...

So, more officers, not guns to teachers, and upgraded facilities as required based on safety audits.

Our next steps include reviewing this topic with our many stakeholder groups (CCIC, Diversity Committee, Districting & Facilities Committee, Business & Advisory Committee), having further dialogue with first responders, engaging students in more dialogue, and conducting more in depth building reviews. Such conversations will flush out priorities and determine spending. We will keep this topic as a part of our School Board meeting agenda for the near future.

Mr. Caldwell added the following:

3. Finally, we want to establish a longer-term process for addressing evolving security/safety concerns and ideas. We envision a group that will utilize the existing safety/security action committee at the corporate level. In addition, we will continue to utilize the CCIC and each building CIC to collect and funnel questions, concerns, ideas and opportunities for improvement to this group, and target reporting out on progress here quarterly.

This group will operate recognizing a few overarching themes:

- We must balance any action taken with the impact on the climate and culture, the openness and availability of our buildings to the public, and the cost and efficacy of the initiatives.
- There is more to safety and security than technology and equipment. Building our students' capacity to be resilient and our schools' capacity to meet the mental health needs of our population are at least as important.
- Preparedness for all staff members to ensure sustainable actions over time will be a key element of our response.

PUBLIC DIALOGUE

Jenni Muncie-Sujan, representing the Facebook BCSC SAFETY NOW Parent Forum of 663 members, shared responses from a survey she created. There were 54 responses. The following statement was shared:

On behalf of BCSC SAFETY NOW Parent Forum, I would like to acknowledge your work, research, deliberation, and concern. It is not enough, though, to collect information and provide statistics. The parents of BCSC are looking for action, waiting to hear the next-steps. We are prepared to engage with you in implementing these changes. Connect with us, and give us a chance to be

part of the safety plan we want. BCSC, and this entire community for that matter, is known for being a leader in many ways. We do not have to follow any other safety program. It can be our own design. But we must advance. We cannot wait for the frenzy of fear to dissipate and continue with the status quo.

Ms. Muncie-Sujan also shared her personal plea for action as follows:

It is my opinion that the junior and senior high schools should have two entrances/exits open during the school day. Students and staff should be badged and enter through metal detectors at these two entrances. All other doors to enter/exit the buildings should be on alarms, so that anyone who exits or opens this door would require a badge to do so-making fire exits functional but pinpointing students who use the doors for any other purpose (bringing in illegal/dangerous weapons, drugs, etc.).

This is a big order. But let me be frank. Boards, along with most governing bodies, do not have a reputation for taking action – rather delaying it or ignoring the problem. You have a big task in front of you, but the answer is not simply telling us what you have done or what you hope to do. The best action you can take in this matter is to engage directly with the people of this community – joining efforts with manpower, finances, time, and planning – to be proactive in prevention.

I would like to ask if you have a number in mind when I ask the following question: At what percentage of probability for a violent attack against our students will you consider school safety important enough to make radical, uncomfortable changes? According to the statistics in the following article, the likelihood of dying in a mass shooting (4 or more simultaneous deaths) is 1 in 11,125 (<http://businessinder.com/mass-shooting-gun-statistics-2018-2>) Bartholomew County's 2015 census shows we have more than 81,000 people in our county. Even though this does not guarantee that the nearly 7+ people who will experience a death by mass shooting in our county will be students in our schools, it places the danger immediately in our community.

Please do not blow off the requests of concerned parents. Please do not choose financing as the excuse to forgo safety. Please do not gamble with the lives of our children. Many parents and community members care about this topic and are ready to engage. We all know what it looks like when an answer is moving toward mediocrity, minimal effectiveness, and low-commitment. Do not answer Bartholomew County parents in this manner. I'm not asking you to spend money foolishly-but the issue of school safety is not going away. Please do not wait until something tragic happens to become proactive.

I work among clients who are on medications to stabilize mental health. Something that frequently happens is this: a client feels like life is going well, so he/she decides to stop taking medication. Then disaster hits. Please follow my analogy. If we implement changes which require money and time and energy – and then we see no violent activity – does that mean we gave our effort to something that was meaningless? Does not seeing a tragedy mean that it

passed us by and we could have saved ourselves so much by remaining as we were? No. It means that WHEN WE ARE MAKING HEALTHY CHOICES, THE LIKELIHOOD OF AVOIDING DISASTER IS GREATER THAN IF WE DO NOTHING AT ALL.

I am trusting that you will not face this situation with the goal of changing as little as possible to make parents and students feel comforted but not truly protected. Can we stop every possible tragedy? No. Could we try harder? Yes.

Again, let me know if I can be of assistance in this matter

WHAT

1) Food Service Annual Report:

Mrs. Millspaugh, Director of Food Service, shared the annual update including a student driven Dr. Seuss menu. She noted an increase in the summer feeding breakfast and lunch program and a 15% increase in the usage of the on-line payment opportunity, MySchoolBucks.Com. A shock freezer was purchased through a grant that allows local produce to be served throughout the school year. Ms. Millspaugh reported that through the second tables offering, students may have seconds of packaged foods that other children do not want. Through this program and donations to Love Chapel and BCSC high school food pantries, over two tons of food has been kept from the landfill. A history of meal prices was shared and it was proposed to raise the elementary lunch from \$2.60 to \$2.70, the secondary lunch from \$2.70 to \$2.80 and the adult breakfast from \$1.85 to \$1.90. In order to ensure sufficient funds are provided to the food service account for paid lunches, it is federally mandated that school meal prices be raised if the present charge is less than the national average determined yearly. Ms. Millspaugh closed by comparing the cost and nutrition value of what a student might bring in their lunch to the actual lunch provided at the school.

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

Students may bring their lunch from home one day and eat the school lunch the next day.

Several efforts are made to contact parents when students are nearly out of funds in their lunch account. In the past two years, BCSC has been very fortunate to receive donations that have allowed all negative balances to be cleared throughout and at the end of the school year. This allows the families that would have been in arrears to start the new school year at a zero balance. If a student would have a negative balance and a peanut butter sandwich is offered, no one would know because many students take this option each day.

The proposal to increase the meal prices will be on the agenda for board approval at the April 9th meeting.

2) Board Commendations:

Mr. Stenner and Mr. Caldwell commended Taylor Klinger, Columbus North High School Sophomore, for receiving 1st Place in the Columbus Area Chamber of Commerce Maverick Challenge and Eli Edwards, CSA-New Tech Senior, for receiving 2nd Place in the Maverick Challenge. The Maverick Challenge is a business planning competition for high school students in Southern Indiana.

Mr. Stenner commended the important work of the curriculum adoption steering committees.

3) School Attorney Report:

No report was shared.

4) School Board Member Reports:

Mr. Abrams met with the Business Advisory Group. Their focus discussion was on the new state high school graduation requirements of demonstrating employability skills, and proving post-secondary readiness or passing the college-ready standard for ACT or SAT. BCSC plans to request that the Indiana Department of Education approve that the completion of Senior Projects meets the requirement of being college-ready. It is possible to use Senior Project requirements to demonstrate all the requirements. The New Tech pathway is an automatic qualifier.

The new graduation requirements take place in 2023.

5) Cabinet Reports

No cabinet reports were shared.

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 26, 2018 and Minutes of the Executive Session of March 9, 2018 (attachment)
- b. Supplemental Contracts (attachment)
- c. Field Trips/Professional Leaves (attachment)
- d. Claims (attachment)
- e. Appoint Corporation Deputy Treasurer & Secure Bond for March 26, 2018 through December 31, 2018 – Paula Betros (attachment)
- f. Resolution to add Paula Betros as an Authorized Signer for Raymond James Investment Account and other Associated Accounts (attachment)

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. Abrams 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.

Mr. Phillips introduced Paula Betros, BCSC Corporation Deputy Treasurer.

7) Request for Approval of Human Resources Recommendations:

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

Mr. Bryant made a motion to approve the recommendations, and Dr. Shedd seconded the motion.

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

BOARD INPUT/REVIEW

Mr. Stenner thanked Mr. Reed for the Tour of CSA-New Tech and he noted a project display that caught his eye on the court case Board of Education vs. Brown. Linda Brown was the woman at the center of this case and she passed away today.

Dr. Shedd shared that it was quite humbling to be reminded of how many are fed through the summer feeding program. She shared her appreciation for this outreach.

Dr. Roberts noted that he has eaten lunch in all the school cafeterias, and there is a great selection of options.

The next school board meetings will be April 9 & 23, 6:30 p.m. at Columbus North High School.

There being no further business, the meeting was adjourned at 8:35 p.m.

_____Secretary

Attest: _____President