

**BARTHOLOMEW CONSOLIDATED SCHOOL CORPORATION
SCHOOL BOARD MEETING, MONDAY, AUGUST 10, 2015 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, Indiana on Monday, August 10, 2015, at 7:00 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. Robert Abrams, President
Dr. Jill Shedd, Vice President
Mr. Rich Stenner, Secretary
Mr. Pat Bryant, Member
Mr. Jeff Caldwell, Member
Mrs. Kathy Dayhoff-Dwyer, Member
Mrs. Polly Verbanic, Member

Administration: Dr. John Quick, Superintendent
Ms. Teresa Heiny, Assistant Superintendent for Human Resources
Dr. Vaughn Sylva, Assistant Superintendent for Business Services
Mrs. Laura Hack, Director of Elementary Education
Mr. William Jensen, Director of Secondary Education

School Attorney: Mrs. Kelly Benjamin

BUSINESS MEETING

Mr. Abrams offered reflections.

President Abrams called the meeting to order at 7:06 p.m.

LEADERSHIP AND STRATEGIC PLANNING

President Abrams noted the BCSC Mission, Vision and High Expectation Objectives.

FACULTY AND STAFF FOCUS FOR ACTION (5.0)

1) Ratify Contract/Agreements for all Employee Groups:

Dr. Quick shared that negotiations cannot begin until August but there were informal meetings that took place over the summer. He thanked the CEA President, Dana Schmidt, the CEA Leadership Team and Administrators for their work. Dr. Shedd and Mr. Abrams represented the School Board in negotiations. Dr. Quick said all 1800 employees are valued and the proposed agreements have parallel healthcare options and salary increases for certified and

support staff. Dr. Quick shared a summary of the agreements that included a 2.5% increase for 2015 and a 2% increase for 2016. In healthcare, 70% of employees' contributions will decrease. The low deductible family option claims exceeded the expenditures, so the employee contribution increased for this option only. There is a Wellness Plan that offers a \$250 credit on premiums. Upon approval, the health care plan changes will begin in January 2016. Language was added stating employees must have prior approval from the Assistant Superintendent of Human Resources or their immediate supervisor to take extra days before or after vacation days and snow make-up days. The proposed agreements also include matching annuities of \$4000 for Administrators, 3% of salary for teachers, and \$360 for support staff. Dr. Quick said that he is proud that the district is stable and that all the discussions were collaborative and respectful.

Dr. Quick requested board approval of the contract and agreements for all employee groups.

A 1% increase for all General Fund employees equals \$570,000.

Mrs. Verbanic made a motion to approve the items as described by the Superintendent. The motion was seconded by Mrs. Dayhoff-Dwyer.

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

PRESENTATIONS

Summer 2015 Universal Design for Learning Team:

Mr. Jensen shared that a team of BCSC personnel went to Harvard to deepen their learning of Universal Design for Learning (UDL). BCSC is focusing on the school-wide learning outcomes (SWLO) of an expert learner.

Joni Degner, BCSC UDL Facilitator, thanked the Cabinet and Dr. Van Horn, Director of Special Education, for the opportunity to attend the conference. The attendees brought back information and experiences that will deepen UDL in the district. Along with Ms. Degner, the following attended: Jeff Backmeyer, Principal Southside Elementary; Amy Wetherald, Principal Mt. Healthy Elementary; Randy Gratz, Principal Central Middle; Cory Irwin, Assistant Principal Central Middle; Angela Prather, Autism Coordinator; Mona McClellan, Physical Therapist and Sheri Nolting, Occupational Therapist.

The "why" of this trip was to create professional development that will help staff and students understand the characteristics of an expert learner as it aligns with UDL guidelines. By video, David Rose, Co-Founder of CAST, shared that an expert learner is internally goal driven, knowledgeable, and a purposeful motivated learner. The presenters shared that a deeper understanding of expert learners will help them use school-wide learning outcomes as a measurement of student success. With the goal being to tap into learners' interests, challenge them appropriately, and motivate them to develop into lifelong expert learners. Professional development across the corporation has already begun to share what was learned at Harvard.

This would include the goal to increase in-class Special Education services and collaboration that would include physical and occupational therapy. In closing, a video by John Mundorf, Professor of Education University of Florida, shared how teachers can use scaffolding to create expert learners.

Mrs. Dayhoff-Dwyer shared her support for having all students together in the classroom. She shared a story about her son and how peers are great teachers.

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

Giving students grades was not a part of the discussion at the Harvard UDL conference. Self-expression is encouraged through UDL. Grades are one form of measurement.

A few districts in the state are looking at UDL. Locally, Ivy Tech and IUPUC have shown some interest and are working with BCSC UDL Facilitators. The state of Maryland has adopted UDL as a state-wide framework. Pocketed areas in Massachusetts, Kansas and Wisconsin are also very involved with UDL.

There are some similar frameworks to UDL such as Marzano and Understanding by Design. The UDL framework is impressive and is supported by research and neuroscience. With UDL framework in place, BCSC trend data shows consistent improvement in scores.

Mr. Caldwell noted that it was important to keep parents informed on how UDL is used in the classroom. Mr. Jensen shared that the BCSC marketing brochure is very informative, available for parents and is on-line.

The BCSC UDL Institute held this summer included the message that the UDL framework needs to be communicated throughout the schools and that the key will be to utilize the UDL Facilitators in the buildings. The video created by the BCSC UDL Harvard team was shared at the institute. Thirty-one of the new teachers attended the UDL Institute.

Fifty percent of the teacher evaluation is based on UDL. This measurement shows what the corporation values.

School Board Policy Revisions:

Dr. Quick noted that the ten chapters of policies are on-line. The NEOLA of Indiana Company sends recommendations for proposed policy revisions to assist in keeping policies legally correct. Before bringing policies to the Board, they are filtered through the Cabinet and district leaders. Dr. Quick shared information on the proposed policy revisions and the rationale for the changes. Policies were discussed at the meeting and the board will be asked to approve the policies at the next meeting.

A discussion was held regarding the revision in Policy 5610 (Suspension and Expulsion of Students) that states students may be suspended or expelled for bullying to include occurrences off campus. Mr. Jensen noted that each case would have to be substantiated and good judgement would be used. If there is an off-campus bullying occurrence that disrupts the learning process this allows discipline.

Mrs. Benjamin noted that this is a growing area in case law. Regardless of the location, if bullying interferes with a student's learning environment the corporation needs to take a look at this, use judgement, and seek legal advice if needed.

PUBLIC DIALOGUE:

Drew Robertson shared the steps taken at Columbus Regional Hospital to become a nonsmoking campus. He was relating this to the proposed policy about bullying off-campus.

STUDENT AND STAKEHOLDER FOCUS (3.0)

2) Comments of Individuals and Delegations:

No one signed in to speak.

3) Board Commendations:

Mrs. Dayhoff-Dwyer commended Columbus North High School band and choir for receiving the All-Music Award from the Indiana State School Music Association.

Mr. Stenner commended the School Foundation for a successful back-to-school pool bash.

Mr. Abrams recognized the BCSC Facility and Custodial staff for their hard work in getting the schools ready for the start of school.

Dr. Shedd shared her appreciation for the staff that worked on the Community Report Card that was published in *The Republic*.

MEASUREMENT, ANALYSIS, AND KNOWLEDGE MANAGEMENT (4.0)

4) School Attorney Report:

Mrs. Benjamin shared that the G.O. Bond was finalized on July 30th. Seven bids were received and Sun Trust was the low bidder at 2.858% for 20 years.

5) School Board Member Reports:

No reports were shared.

6) Cabinet Report:

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

Ms. Heiny shared that the enrollment numbers are still very fluid. There are students we serve, but are not counted at our schools. An example would be, speech therapists servicing students in private schools and C4 students from out of district. Elementary enrollment is up, middle school and high school enrollment is down.

Dr. Sylva shared that the corporation budgeted for a minus 30 students.

Dr. Quick added that the enrollment numbers were as expected due to birth rates. He shared that overall enrollment will likely be stable or up one-half percent. The first official state enrollment count is on September 18th.

EDUCATIONAL PROCESS FOR BOARD ACTION (6.0)

7) Requests for Approval: (Dr. Quick)

Dr. Quick reviewed the following items for the Board.

- a. Minutes of the Strategic Planning and Executive Session of July 8, 2015 and the Regular School Board Meeting of July 13, 2015 (attachment)
- b. Supplemental Contracts (attachment)
- c. Field Trips/Professional Leaves (attachment)
- d. Claims (attachment)
- e. Extension and Modification of Lease Regarding Garland Brook Cemetery Association and BCSC (attachment)
- f. Change Order Columbus East High School Bleachers (attachment)

Mr. Stenner made a motion to approve the items as described by the Superintendent. The motion was seconded by Mr. Caldwell.

Mr. Abrams asked about the date on the lease agreement. Mrs. Benjamin noted that the lease had been paid each year but the parties had failed to keep the lease signatures updated.

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

FACULTY AND STAFF FOCUS FOR ACTION (5.0)

7) Request for Approval of Human Resources Recommendations:

Ms. Heiny noted that there was an addition page presented to the board that evening. Ms. Heiny requested approval of all Human Resources recommendations as presented.

Dr. Shed made a motion to approve the recommendations and Mr. Caldwell seconded the motion.

Mr. Caldwell asked about training for new teachers on the evaluation system. Ms. Heiny shared that over 90 of the new teachers attended a three-day orientation and the evaluation system was a part of the training. She noted that the new teachers that did not attend would work with their principals and information around the evaluation system would be shared with everyone.

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

BOARD INPUT/REVIEW

Mr. Abrams shared that the next school board meeting would be August 24, 7:00 p.m. at the Administration Building in the M. Sue Pifer Terrace Room.

There being no further business, the meeting was adjourned at 8:28 p.m.

_____Secretary

Attest:_____President