

**BARTHOLOMEW CONSOLIDATED SCHOOL CORPORATION  
SCHOOL BOARD MEETING, MONDAY, AUGUST 14, 2017 MINUTES**

The regular meeting of the Board of School Trustees of the Bartholomew Consolidated School Corporation was held at the BCSC Administration Building, 1200 Central Avenue, Columbus, IN 47201, on Monday, August 14, 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. Rich Stenner, President  
                              Mr. Jeff Caldwell, Vice President  
                              Mr. Robert Abrams, Member  
                              Mr. Pat Bryant, Member  
                              Mrs. Kathy Dayhoff-Dwyer, Secretary  
                              Mr. James Persinger, Member  
                              Dr. Jill Shedd, 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

Absent-School Attorney:   Mr. Chris Monroe

**REGULAR SESSION**

Mr. Persinger shared reflections.

Following the pledge of allegiance to the flag, the meeting was called to order at 6:36 p.m.

**WHO/WHY**

President Stenner noted the mission, vision and high expectation objectives.

**Presentation of the Summer School Grant from the Duke Energy Foundation:**

Mrs. Voelz, Summer Learning Academy Director, shared that the academy was held for kindergarten through sixth graders to enhance math and language art standards and the students experienced enriching STEM activities. The \$20,000 grant received last year from the Duke Energy Foundation helped fund the enriching STEM activities through the Universal Design for Learning (UDL) framework for the 395 students in attendance. Outcomes from the Summer

Learning Academy shows that students growth in math and language arts standards was from 5% to 24%, and 22 students passed IREAD. Mrs. Voelz thanked Mr. Orben for providing the funds to make this real learning experience happen.

Mr. Orben, Duke Energy, presented the corporation with a check for summer school and noted that the Duke Energy Foundation feels it is critically important to help students by supporting the unique learning experiences that take place at summer school. He noted that Duke Energy was extremely happy with the learning results of the Summer Learning Academy, and he thanked BCSC for all they do for students and for the community.

### **Presentation of Teacher Classroom Supplies to Clifty Creek and Taylorsville Elementary Schools from the Brotherhood of Faith Ministries:**

Dr. Hack shared that it was great to have an opportunity to partner with the community and she introduced Mr. McClendon, Pastor of Faith Ministries Church, and thanked him for their collaboration.

Mr. McClendon shared that the Faith Ministries congregation wanted to be more effective in the community and reach up to seek God’s guidance, reach in to grow the spirit of God and reach out to share the love of God. A congregation member and retired BCSC teacher, Shirley Trapp, noted that teachers use their own money for classroom supplies and that a good way to reach out would be to supply teachers with classroom supplies. The Brotherhood of Faith Ministries Church presented 90 bags of classroom supplies to the teachers at Clifty Creek and Taylorsville Elementary Schools. Mr. McClendon noted that the congregation plans to continue to partner with the corporation and help out with educating our children.

### **PUBLIC DIALOGUE**

No one spoke at this time.

### **WHAT**

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

Mr. Stenner commended Duke Energy for the generous summer school grant and he commended Faith Ministries Church for the gift of supplies to teachers.

#### **2) School Board Policy 3220.01-Teacher Appreciation Grants:**

Dr. Roberts noted that it was required by law to adopt a policy indicating the distribution of Teacher Appreciation Grants and to submit the policy to the Indiana Department of Education by September 15<sup>th</sup>. The corporation has to differentiate the cash stipend by at least 25% between teachers that rated “highly effective” and those that rated “effective” on their evaluation. The draft policy also indicates that the corporation may use an amount not exceeding 50% of the

Teacher Appreciation Grant to become a permanent part of and increase the base salary of the teachers.

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

Previous teacher appreciation dollars were based on ISTEP+ testing performance and there was disparity between dollars received by corporations. Now all corporations will receive \$30 per student based on the September ADM count.

In the past, BCSC, and many corporations, differentiated teacher appreciation dollars in the amount of \$1 between those teachers ranking “highly effective” and those ranking “effective”. Legislators did not like this and changed the state statute to ensure the differentiation be at least 25%.

The policy language mirrors the state statute and the corporation chose the option to have the flexibility and possibility to apply up to 50% of the grant to the base salary of each teacher receiving a “highly effective” or “effective” rating on their evaluation. This could allow us to give teachers larger annual salary increases, and the amount would remain a permanent part of their base salary. The decision is not a part of teacher negotiations, but is discussable.

Teachers would receive the grant dollars 20 days from the date of receipt in December.

The cabinet will check on alignment of the policy to make sure it aligns with state statute.

### **3) School Attorney Report:**

No report was shared.

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

Dr. Shedd attended a sub-committee of the Corporation Continuous Improvement Council (CCIC) where they discussed the goals of the Indiana Center for Teacher Quality (ICTQ) Grant. The goals are, preschool to kindergarten transitions for students with exceptional needs, middle school transitions, particularly for students with exceptional needs, and to increase ELL student participation in advanced high school coursework. The ICTQ has prepared six on-line modules for use in training to address UDL, cultural sustaining practices, building relationships and creating community. BCSC personnel will work through these modules in groups to facilitate learning and discussion. There is a plan to include the Diversity Council in the training. BCSC is ahead of other corporations on this project and elements of this project will integrate with the Lilly Endowment Grant focused on counseling.

Mr. Stenner noted that he and Mr. Caldwell joined administrators and the Columbus Educators Association (CEA) officers for informal negotiation conversations.

## 5) Cabinet Reports:

- **Preliminary Enrollment:**

Ms. Heiny shared the preliminary student enrollment numbers. It was a surprise to see that Clifty Creek Elementary School had an increase of 36 students. Kindergarten is the third largest grade level in the corporation with 889 students. It was encouraging to see that those attending BCSC's pre-k last year stayed in the corporation. There was an overall student increase of 36 compared to last years' ADM. It was noted that this is a very preliminary count. The 2017 ADM student count will be September 15.

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

Due to less funding available, the corporation had to cut the number of pre-k students this year. There are presently 231 pre-k students enrolled.

The corporation received the On My Way Pre-K Grant that will be in place in January 2018. BCSC has requested 40 pre-k slots for January, but at this point, the number has not been state approved.

The state does not provide funding for pre-k students in its k-12 funding formula.

- **Teacher Performance Evaluations:**

Ms. Heiny noted that by law, school corporations are required to share the annual results of the teacher evaluations at a public meeting. The 2016-17 district average scores were shared for each category in comparison to the past three years.

Ms. Heiny noted that positive trends, especially in the areas of Academic Citizenship and Academic Success, had occurred over the years as professional development has been offered. There was a slight decline in the Positive Behavior Instructional Support (PBIS) scores, and the newer teachers scored the lowest. Over half of the teaching staff has less than ten years of experience. Professional responsibilities continue to be the highest scoring area; this included actions of mentoring new teachers and participating with student teachers in an effort to grow the teaching profession. Ms. Heiny noted that the corporation would continue to work on the elimination of any barriers and to offer professional development.

Ms. Heiny also shared average evaluation scores by the university that ten or more teachers attended. Ms. Heiny noted that corporation personnel attended recruitment fairs and the small schools consortium in hopes of recruiting teachers. IUPUC teacher candidates came to the Administration Building and met with principals to experience the interview process. The corporation will also attend the Indiana University Pre-Student Teacher Network night in October. This will give the students a glance at the district and allow BCSC to recruit student teachers for the following year.

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

There are 269 teachers with one to five years of teaching experience. The corporation hired 74 teachers this year with 37 of those having zero to one year of experience.

BCSC's certified retention rate is 89% compared to the state and national average of 83%. The New Teacher Academy has been very instrumental in this retention.

Mr. Abrams requested Ms. Heiny gather and share the number of teachers the corporation has hired that have completed the transition to teaching program.

## **HOW**

### **6) Request for Approval of the School Board Policy Updates:**

**3124-Employment Contracts with Professional Employees, 3120.08 & 4120.08-Employment of Personnel for Extracurricular Activities, 5340.01-Student Concussions & Sudden Cardiac Arrest, 8455-Coach Training, 1521, 3121 & 4121-Personal Background Checks & Mandatory Reporting of Convictions and Substantiated Child Abuse, 8120-Volunteers, 8121-Personal Background Check/Contracted Services, 2623-Student Assessment, 1619-Group Health Plans, 1619.01-Privacy Protections of Self-Funded Group Health Plans, 1619.02-Privacy Protections of Fully Insured Group Health Plans, 1619.03-Patient Protection and Affordable Care Act, 3419-Group Health Plans, 3419.01-Privacy Protections of Self-Funded Group Health Plans, 3419.02-Privacy Protections of Fully Insured Group Health Plans, 3419.03-Patient Protection and Affordable Care Act, 4419-Group Health Plans, 4419.01-Privacy Protections of Self-Funded Group Health Plans, 4419.02-Privacy Protections of Fully Insured Group Health Plans, 4419.03-Patient Protections and Affordable Care Act, 5111-Determination of Legal Settlement and Eligibility for Enrollment of Students Without Legal Settlement in the Corporation, 5460-Graduation Requirements, 5530-Drug Prevention, 8400-School Safety, 5830-Student Fundraising, 6605-Crowdfunding, 9700-Relations with Special Interest Groups, 6700-Fair Labor Standards Act (FLSA), 8330-Student Records, 8405-Environmental Health and Safety Issues-Indoor Air Quality, Animals in the Classroom and Idling Vehicles on School Property**

Dr. Roberts shared that the corporation contracts NEOLA to provide policy updates and additions based on new statute. There are some policies that contain the same information in the three different chapters of Administration, Certified, and Classified. Dr. Roberts went through the policies and noted the updates and additions. This was the second board meeting to introduce and discuss the policies. Dr. Roberts requested approval of the school board policies as they were presented.

Mrs. Dayhoff-Dwyer made a motion to approve the policy updates and Mr. Bryant seconded the motion.

In regards to policy 5530 Drug Prevention, it was noted the policy states that “drugs” shall mean all chemicals which release toxic vapors. It was stated that it would be important to use discretion when determining what might be considered a drug. No change to the policy was requested.

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

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

Dr. Roberts reviewed the following items for the Board.

- a. Minutes of the Regular School Board Meeting of July 17, 2017 and Minutes of the Executive Session of August 3, 2017 (attachment)
- b. Supplemental Contracts (attachment)
- c. Field Trips/Professional Leaves (attachment)
- d. Claims (attachment)

Dr. Roberts requested approval of the reviewed items.

Mr. Abrams made a motion to approve the reviewed items and Mr. Persinger seconded the motion.

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

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

#### **8) Request for Approval of Human Resources Recommendations:**

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

Mr. Caldwell made a motion to approve the human resources recommendations, and Dr. Shedd seconded the motion.

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

#### **PUBLIC DIALOGUE**

No one spoke at this time.

#### **BOARD INPUT/REVIEW**

Dr. Shedd and Mr. Caldwell noted their appreciation for the community support from Duke Energy and Faith Ministries.

President Stenner shared that the next school board meeting would be August 28<sup>th</sup> at 6:30 p.m. at the BCSC Administration Building in the Terrace Room.

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

\_\_\_\_\_ Secretary

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