

Western School Corporation

Russiaville, IN 46979

October 11, 2016

Minutes of the regular meeting of the Western Board of School Trustees held on Tuesday, October 11, 2016 at 6:00 p.m.

Members Present: Donna Shepherd, Linda Singer, J. Conrad Maugans, Mike Koloszar, Harry Kenworthy (arrived at 6:05 p.m.), Scott Gaskins (arrived at 6:15 p.m.)

Members Absent: Don Wells

Others Present: Randy McCracken, Abby Rodgers, Heather Hendrich, Pam Carter, Lissa Stranahan, Craig Shearer, Pat Quillen, Bobbi Hillis, Ken Berryman, Ryan Berryman, Becky Berryman, Tracy Horrell, Langley Good, Michael Zwiefelhofer, Steve Arthur, Darin, Stacey and Jama Claxton, Rick Davis, Allison Turner, Jenny Bray, Jordan Bradley, Cameron Johnson, Georgia Everett, Joe Reel, Karen Foster and Jessica Coble

Mr. Maugans led prayer and the Pledge of Allegiance prior to the official start of the meeting.

Item #1 – Opening of the Meeting

Mr. Maugans called the meeting to order at 6:02 p.m.

Item #2 – Approval of the Agenda

Mr. McCracken indicated that there were some additions/changes to agenda items #5 Panther Pride, #14 Personnel and #15 Professional Improvement Requests. Mr. Koloszar made a motion to approve the agenda as amended by Mr. McCracken. Mrs. Shepherd seconded the motion which passed 4-0.

Item #3 – Approval of the Minutes

Mrs. Shepherd made a motion to approve the following minutes:

September 16, 2016 Special Meeting

September 20, 2016 Budget Hearing/Regular Meeting

October 1, 2016 Executive Session

Mr. Koloszar seconded the motion which passed 4-0.

Item #4 – Opportunity for Public Comment

There were no comments from the public.

Item #5 – Panther Pride

Mr. McCracken shared the following with the Board:

- Congratulations to the following Western Musicians who were named to the Indiana Bandmasters Association Honor Bands:
 - All-District Honor Band:
 - Adi Smith- Clarinet, Marissa Holaday-Bass Clarinet, Ariel Marley-Trumpet, Eric Cumbo-Trumpet, Zachary Shepard-Percussion
 - All-Region Honor Band:
 - Kinsey Smith-Flute, Isaac Bourff-Bassoon, Ty Collier - Alto Sax, Faith Bradley-Trumpet, Alexis Shepard-Tuba and Madelyn Kunkle-Percussion
- Congratulations to the following nine High School Choir students who were selected to represent WHS as members of the Indiana All-State Choir 2016-17:
 - Audrey Freeman, Olivia Lyon, Minka Gill, Emma Marley, Olivia Mikel, Mitchel Greco, Alec Whitacre, Justin Pitzer and Gabe Bennett.
- IHSAA Exemplary Sportsmanship Report: *From Hamilton Heights Coach* - During the course of play, one of my players stepped on the ball and injured herself. The incident was no fault of any opponent but my player was in significant pain on the ground. The injured player (from Hamilton Heights) was unable to put much weight on her ankle and couldn't walk. Western's #5 (Brooklyn Garber) was quick to help my player up and even put the injured player's arm over her shoulder to help my player across the field. Again, Brooklyn Garber was in no way responsible for the injury but instead of stepping back from my injured player, she quickly volunteered herself to help an opponent up and help her across the field. This act not only made an impression on myself but a handful of my parents were also impressed and made complimentary comments to me after the game.
- Employee and Student of the Month
 - Employee of the Month: Leigh Magdelinkas
 - Student of the Month (WPS): Ashlin Morgan
 - Student of the Month (WIS): Cal Berryman
 - Student of the Month (WMS): Langley Good
 - Student of the Month (WHS): Jama Claxton
- Georgia Everett - \$6,000 Grant from Best Buy for Panther Tech

Mr. Kenworthy and Mr. Gaskins arrived.

Mr. McCracken asked for the Board’s approval to accept the \$6,000.00 grant from Best Buy for Panther Tech. Mrs. Shepherd made a motion to accept, seconded by Mrs. Singer. The motion passed 6-0.

Item #6 – Reports

1. Director of Finance: Mrs. Carter submitted the following report:

WESTERN SCHOOL CORPORATION
TREASURER’S REPORT
BOARD MEETING 10/11/16

Bank Balance

FIRST BANK OF BERNE:

Checking Account Balance 09/01/16	\$6,937,528.17
Non-Revenue Receipts	423,200.12
MTD Revenue	1,798,286.59
Disbursements from Clearing Accounts	417,963.34
MTD Disbursements	<u>2,469,891.17</u>
Checking Account Balance 09/30/16	\$6,271,160.37

Total Depository Balance 09/30/16 \$6,271,160.37

Vendor Claims Submitted For Approval

#71206 – 71224 of 09/21/16 - 09/30/16	\$576,762.84
#71226 – 71387 of 10/01/16 – 10/11/16	<u>\$448,399.85</u>
TOTAL:	\$1,025,162.69

Payroll Claims Submitted for Approval

#05 of 09/09/16	\$561,183.34
#06 of 09/23/16	<u>\$549,943.93</u>
TOTAL:	\$1,111,127.27

Interest on Checking 01/01/16 to 09/30/16 \$54,966.83
pc

Mrs. Shepherd made a motion to approve the Treasurer’s report and claim docket. Mr. Gaskins seconded the motion which passed 6-0.

2. Director of Technology: Mr. Shearer submitted the following report:

1. High School has been updated with newer technology wireless access points. These upgraded devices were purchased with funds from E-Rate and should improve signal and coverage and replace End-Of-Life devices.

We have had a few wireless connectivity issues with these new access points and have been working with the vendor to correct the issues.

2. We sent a handful of people to the Skyward User Group Conference in Indianapolis. They came back with a lot of good ideas and better knowledge of Skyward our student SIS.

3. **Director of Exceptional Learners and Testing:** Mrs. Stranahan submitted the following report:

Important Items from Wednesday Sept 14, 2016 – Tuesday, Oct 4, 2016

High Ability

- Conducted the Broad Based Planning Committee meeting
- Created an updated High Ability Handbook to reflect the recommendations by the IDOE
- Completed and submitted the Annual Performance Report

NESP and Title III

- Completed and submitted the Annual Performance Reports

Special Education

- Attended the September KASEC Coordinator's Meeting
- Chaperoned a college visit trip with Mrs. Metcalf to IUPUI with a group of seniors to learn about the college admission process and resources available to students with disabilities

4. **Superintendent:** Mr. McCracken submitted the following report:

To: Members of the Western School Board
From: Randy McCracken
Re: Superintendent's Report
Date: October 11, 2016

1. 2015-2016 Summative Evaluations Information

The following 2015-2016 Summative Evaluations Results are based on using a school/corporation letter grade of a "C" and an Indiana Growth Model (IGM) score of a "2" for English and Mathematics teachers in grades 4-8.

The following has been the history of letter grades for Western

	2011-2012	2012-2013	2013-2014	2014-2015
Corporation	B	A	A	A*
High School	B	A	A	A*
Middle School	B	B	B	B
Intermediate	B	A	A	A
Primary (Based on Intermediate)	B	A	A	A

*Due to the transition to the more rigorous Indiana College and Career Ready Standards and a new, more rigorous assessment aligned to these standards, the Indiana General Assembly passed Senate Enrolled Act 200 to hold schools and corporations harmless for the results of the more rigorous assessment. This Hold Harmless approach for Statewide Accountability allowed schools and corporations to receive the better of either the 2013-14 grade or the 2014-15 grade.

It is my understanding that the Hold Harmless provision is not available this year. In the event that a school letter grade would fall below a "C", I would recommend that we approve a three year average for the letter grade calculation for the 2015-2016 evaluations.

I would also recommend that we do not accept an IGM score below a 2 for any of our teachers for the 2015-2016 evaluations. I do not believe it is fair to effect someone's compensation with the use of two failed assessments, with results that are not timely.

Using the above projected criteria, I am proud to say that all of our Teachers, Administrators and Directors were all rated "Effective" or "Highly Effective" for the 2015-2016 school year. For Teachers for the 2015-2016 school year, the school letter grade counts 5% of their evaluation and the IGM score counts 15%. For Administrators and Directors, the school letter grade or corporation letter grade counts 30% of the final evaluation.

82.32% of our Teachers were rated "Effective" and 17.68% were rated "Highly Effective". Collectively,

2. Teacher Shortage Survey Results by Dr. Terry McDaniel, ISU Professor

A total of 176 school districts completed the teacher shortage survey.

The districts were evenly distributed and represented with the following representation:

Location

North: 61
Central: 51
South: 41
East: 15
West: 9

Type

Rural: 122
Suburban: 25
Urban: 10
County: 10

A total of 162 districts reported teacher shortages. Only 14 districts reported no shortages. The Breakdowns were as follows.

1. Special Education: 106
2. Science: 97
3. Math: 82
4. English: 67
5. Foreign Languages: 56
6. Elementary: 43
7. Project Lead the Way: 42
8. FACS: 35
9. Business: 30
10. Fine Arts: 28
11. Agriculture: 25
12. Other: 21

When asked how many areas of teaching the district reported having shortages, 41 reported having three shortage areas, 38 reported having two shortage areas, 34 reported having four shortage areas, 25 reported having five shortage areas, 14 reported only one shortage area, and 10 districts reported shortages in more than five areas of teaching.

A total of 143 of the surveyed districts have teachers on emergency permits. The range of permits per district was from a high of 25 to a low of one. The mode was a total of 45 districts reported having two teachers on emergency permits.

Half of the reporting districts (87) reported having teachers teaching outside their licensed areas. A total of 28 districts reported having only one teacher outside the licensed area. Twenty-five districts reported having two teachers in this situation.

Forty districts are using substitutes for teaching positions. The range and numbers of substitutes is quite interesting with one district using 65 substitutes and another district using 25. The most common number of substitutes being used was one (1) by 22 of the reporting districts and two (2) by 13 of the districts.

Eighty-three of the 174 reporting districts indicated they have implemented new efforts to recruit teachers. The recruiting methods mentioned include:

Increasing the starting salary (8)
Attending job fairs (7)
External postings, media sources, service centers, other states, private sources (7)
Working closer to universities (6)
Social Media recruiting (3)
Financial Incentives/Increased benefits (3)
Offering a signing bonus (1)

3. Administrative Assistance – Climate Audit
4. eBackpack Presentation – Jessica Coble (High School Japanese Teacher)
5. Planning
 - Professional Learning Community Visits
 - East Allen School Corporation
 - Brownsburg School Corporation
 - 2018-2019 School Calendar Committee
 - Technology Committee Meeting
 - Including a parent representative from each building
 - Science and Health Textbook Adoption

Mr. McCracken asked the Board permission to enter into a contract with Administrator Assistance regarding a climate audit. Mrs. Singer made a motion to approve the request, seconded by Mrs. Shepherd, the motion passed 6-0.

Item #7 – Approval of the Budget

Mrs. Shepherd made a motion to approve the 2017 budget. Mr. Gaskins seconded the motion which passed 6-0.

Item #8 – Resolutions for Approval

Mrs. Shepherd made a motion to approve resolutions to transfer to depleted funds, as well as transfer of appropriation at all five sites. Mr. Kenworthy seconded the motion which passed 6-0.

Item #9 – High Ability Handbook

Mr. Gaskins made a motion to approve the updated High Ability Handbook. Mr. Koloszar seconded the motion which passed 6-0.

Item #10 – Class Fund Time Limitation

Mr. Koloszar made a motion to approve placing a limit of five years after graduation for class funds to be held as a separate account. Mrs. Shepherd seconded the motion which passed 6-0.

Item #11 – Surplus Property

Mr. Kenworthy made a motion to declare the following as surplus property:

- 65 Meru Wireless Access Points
- 4 Computer Carts
- 2 Scoreboards
- 1 Dry Erase Board

Mrs. Shepherd seconded the motion which passed 6-0.

Item #12 – Conflict of Interest

Mrs. Singer made a motion to approve the conflict of interest submitted by Craig Shearer. Mr. Koloszar seconded the motion which passed 6-0.

Item #13 – NEOLA

Mr. Gaskins made a motion to approve board policy 0144.6. Mrs. Shepherd seconded the motion which passed 6-0.

Item #14 – Personnel

Mr. Koloszar made a motion to approve the following personnel items:

1. Recommendations:
 - a. Stacy Bowser – Secretary, KASEC
 - b. Melody Marley – School Psychologist, KASEC

- c. Chelsea Foster – Paraprofessional, KASEC
 - d. Joann Lee – Paraprofessional, KASEC
 - e. Barbara Magnett – Cafeteria Worker, WPS
 - f. Administrator /Director Contracts
 - g. Nursing, HS Nurse/Director of Nursing
 - h. Jennifer Smith – Food Service Register Training
 - i. Caily Tanner –Varsity Girls Basketball Asst Coach
 - j. Mike Lupoi – Volunteer Varsity Swimming Asst Coach
 - k. Brett Shepherd – Volunteer Varsity Wrestling Coach
 - l. Austin Shepherd – Volunteer Wrestling Coach
 - m. Tommy Skinner – Volunteer Wrestling Coach
2. Medical Leave:
 - a. Sandra Stout, WMS
 - b. Lisa Evans, KASEC
 3. Dismissal:
 - a. Rob Cory
 4. Resignation:
 - a. Jessica Graf, KASEC
 - b. Stacey Barkley, WPS
 5. Retirement:
 - a. Kristi Orem, WPS

Mr. Gaskins seconded the motion which passed 6-0.

Item #15 – Professional Improvement Requests

Mrs. Shepherd made a motion to approve the following professional improvement requests:

Dawn Reel – Skyward Conference – Indianapolis – September 22, 2016

Ashlee Shoaff – Skyward Conference – Indianapolis – September 22, 2016

Tricia Harlow – IAHPERD PE Conference – Indianapolis – November 3-4, 2016

Madison Quinnette – Indiana STEM Conference –Purdue – January 12, 2017

Monica Zavala – STEM Conference – Purdue – January 12, 2017

Cynthia Eveland – STEM Conference – Purdue – January 12, 2017

Suzi Morgan – STEM Conference – Purdue –January 12, 2017

Melissa DeWeese – STEM Conference – Purdue – January 12, 2017

Elizabeth Douglass – STEM Conference - Purdue – January 12, 2017

Jessica Coble – IFLTA Conference – Indianapolis – November 4-5, 2016

Melissa Shaner – Deaf and Hard of Hearing Conference – Lafayette – November 9, 2016

Suzie Reagle – Training for Conducting IEP Conferences – Lafayette – October 21, 2016

Ann Taylor – IAG Conference – Indianapolis – December 13, 2016

Christy Unger – IAG Conference – Indianapolis – December 13, 2016

Janelle Quinn – IAG Conference – Indianapolis – December 13, 2016

Colleen Jankovich – IAG Conference – Indianapolis – December 13, 2016

Liz Douglass – IAG Conference – Indianapolis – December 13, 2016

Laura Bachar – IAG Conference – Indianapolis – December 12, 2016

Kristy Kanable – IAG Conference – Indianapolis – December 12-13, 2016

Ann Taylor – STEM Conference – Purdue – January 12, 2017

Laurel Van Dyke – Indiana Vision Conference – Indianapolis – November 10, 2016

Tammy Norman – Differentiating Sensory from Behavior – Indianapolis – November 14, 2016

Dawn Lytle – CADRE Training – Lafayette – January 23, 2017

Wendi Campbell – ICASE - Indianapolis – February 2-3, 2017

Suzie Reagle – ICASE – Indianapolis – February 2-3, 2017

Dawn Lytle – CADRE Training – Lafayette – February 15, 2017

Dawn Lytle – CADRE Training – Lafayette – March 13, 2017

Suzie Reagle – North Central Roundtable Meeting – Rensselaer – April 27, 2017

Wendi Campbell – North Central Roundtable Meeting – Rensselaer – April 27, 2017

Wendi Campbell – North Central Roundtable Meeting – Lafayette – June 22, 2017

Suzie Reagle – North Central Roundtable Meeting – Lafayette – June 22, 2017

Dawn Lytle – Cadre Training – Lafayette – April 17, 2017

Laurel Van Dyke – PATINS State Conference – Indianapolis – November 2-3, 2016

Katy Lewis – Art Education Assn of Indiana Convention – Hamilton Southeastern HS – November 11-12, 2016

Rachael Woodcox - Art Education Assn of Indiana Convention – Hamilton Southeastern HS – November 11-12, 2016

Sacha Burkett - Art Education Assn of Indiana Convention – Hamilton Southeastern HS – November 11-12, 2016

Chelsie Lawson - Art Education Assn of Indiana Convention – Hamilton Southeastern HS – November 11-12, 2016

Katie Sundheimer – Brain Web Day – Oak Trace Elementary – November 7, 2016

Melinda Kirk – Brain Web Day – Oak Trace Elementary – November 7, 2016

Bobbi Hillis – Brain Web Day – Oak Trace Elementary – November 7, 2016

Haleigh Stipes – Brain Web Day – Oak Trace Elementary – November 7, 2016

Kristi Harden – Brain Web Day – Oak Trace Elementary – November 7, 2016

Laney Thurston – CPI Training – Taylor – October 28, 2016

Kristen Hoover – Brain Web Day – Oak Trace Elementary – November 7, 2016

Angie Watson – Brain Web Day – Oak Trace Elementary – November 7, 2016

Becky Schmidt – Brain Web Day – Oak Trace Elementary – November 7, 2016

Jessica Rhum – Brain Web Day – Oak Trace Elementary – November 7, 2016

Ashlee Shoaff – Metal Health America – Wabash – October 14, 2016

Ashlee Shoaff – ISCA Conference – Indianapolis – November 3-4, 2016

Georgia Everett – Purdue Science Express Training – Indianapolis – October 13, 2016

Josie Miller – Purdue Science Express Training – Indianapolis – October 13, 2016

Olivia Bright – IFLTA Conference – Indianapolis – November 5, 2016

Emily Klingler – IDOE Food Safety Plan Training – Taylor – November 1, 2016

[Professional Learning Community Observation - Brownsburg - October 26, 2016](#)

[Professional Learning Community Observation - East Allen County - November 7, 2016](#)

Mr. Kenworthy seconded the motion which passed 6-0.

Item #16 – Board Member Roundtable

Mrs. Shepherd congratulated the students who were named to the honor band and all state choir, as well as the girls' cross country team.

Mr. Gaskins congratulated the recent NHS inductees and the boys cross country team.

Mr. Maugans and Mr. Koloszar shared some highlights from the recent ISBA conference.

Mr. Kenworthy thanked Mrs. Everett for her work in receiving the grant.

Item #17 – Signing of Documents

The proper documents were signed.

Item #18 – Adjournment

The meeting was adjourned at 7:05 p.m.