

Western School Corporation
Russiaville, IN 46979
June 15, 2010

Minutes of the meeting of the Western Board of School Trustees held on Tuesday, June 15, 2010, at 6:00 p.m.

Members Present: Harry Kenworthy, Mike Koloszar, Jon Marley, and J. Conrad Maugans

Members Absent: Jeff Davidson, Linda Singer, and Don Wells

Others Present: Abby Rodgers, Peter O'Rourke, Randy McCracken, Pam Carter, Taffy Cooke, Dick Taylor, Pat Grzesiak, Julie Pownall, Joel Van Auken, Jerry Van Auken, Cheyenne Rayl, Mark Hudson, Brandon Shawhan, Kari R. Prifogle, Judy Dennis, Christine Brown, and Gary Jewell.

Mr. Maugans opened the meeting with prayer and Mr. Kenworthy led the Pledge of Allegiance.

Item #1 – Opening of the Meeting

Mr. Kenworthy called the meeting to order at 6:01 p.m.

Item #2 – Approval of the Agenda

Dr. O'Rourke requested that an additional item be added to the Personnel section of the agenda. Mr. Maugans made a motion to approve the agenda, as amended by Dr. O'Rourke. Mr. Marley seconded the motion which passed 4-0.

Item #3 – Approval of the Minutes

Mr. Maugans made a motion to approve the minutes of the May 18, 2010 regular school board meeting. Mr. Marley seconded the motion which passed 4-0.

Item #4 – Opportunity for Public Comment

There were no comments from the public.

Item #5 – Panther Pride

Dr. O'Rourke commended the following to the Board:

- a. All of the individuals involved in the 2010 8th grade Washington D.C. trip. In particular, students Joel Van Auken and Cheyenne Rayl for their outstanding presentation of trip highlights to the Board.
- b. The Primary and Intermediate schools of the 100% completion rate for the Dibels program.
- c. Cindy Lester and her honors pre-calculus students on their excellent performance on Purdue mathematics placement tests.
- d. The Primary school for its superlative implementation of the buddy bag program.
- e. Matt Nuss for winning the Book-It Best In Class Teacher award.
- f. All of the Western High School athletes for winning both the boys and girls MIC All Sports trophies.

Item #6 – Afternoons R.O.C.K. in Indiana

Representatives from the Recreation, Object, Culture, and Knowledge (ROCK) program outlined the objectives of this afternoon prevention program focused on Intermediate and Middle School students. Mrs. Julie Pownall, Western Middle School Principal, said she would further investigate this program and report back to the Board.

Item #7 - Reports

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

WESTERN SCHOOL CORPORATION
 TREASURER'S REPORT
 BOARD MEETING 06/15/10

Bank Balance

CB - Checking Account Balance 05/01/10	\$4,357,804.05
Non-Revenue Receipts	279,050.61
MTD Revenue	1,279,911.74
Disbursements from Clearing Accounts	255,661.30
MTD Disbursements	<u>1,905,343.52</u>
Checking Account Balance 05/31/10	\$3,755,761.58
 Total Depository Balance 05/31/10	 \$3,755,761.58

Vendor Claims Submitted For Approval

#57258 - 57278 of 05/19/10 - 05/31/10	\$613,676.56
#57279 - 57424 of 06/01/10 - 06/15/10	<u>\$2,476,635.40</u>
TOTAL:	\$3,090,311.96

Payroll Claims Submitted for Approval

# 22 of 05/07/10	\$473,844.40
# 23 of 05/21/10	<u>\$471,974.27</u>
TOTAL:	\$945,818.67

Interest on Checking 01/01/10 to 05/31/10	<u>\$8,898.95</u>
pc	

Mr. Maugans made a motion to approve the Treasurer's report and claim docket. Mr. Koloszar seconded the motion which passed 4-0.

2. Director of Transportation: Mrs. Cooke indicated that the corporation has trained over 150 employees in CPR and AED techniques.
3. Director of Maintenance: Mr. Grzesiak submitted the following report:



For the month of June 2010

Building Projects

- ❖ On the Central Water Plant project, the filter tanks are filled and in the process of being flushed and tested. The first of our tests for IDEM have come back in great shape on the new piping in place and we have started to do the building connections and start the testing there in the next week. The last phase of the project will begin then by demolition of the old systems inside the individual buildings.
- ❖ The new rooftop AC unit and control work for phase II of last year's project has begun with the new controls and electric being installed and it is about 4 weeks out for the new rooftop unit to arrive. This should make for a smooth transition.
- ❖ I have received three quotes for the roofing project over the f-wing. This includes the drafting, woods, panther tech and one art room area. There have been numerous leaks there and a lot of expensive equipment is in jeopardy any time it rains. The low bid was from Hinshaw Roofing and Sheet Metal, Inc. for a total of \$84,500.00. We will begin as soon as possible so this will be done before the students arrive back in August.
- ❖ I have received the first set of plans for the south parking lot area on CR300 and have the ok by the drainage board of them. I have told the engineer to go ahead and draw a full set of prints and specs for quotes. I hope to have them back soon for quoting and back to Dr. O'Rourke with my recommendation by late this month or early July.
- ❖ We are in summer cleaning mode now and looking forward to beginning a new school year. If you have any questions please feel free to call.

Pat Grzesiak – Director of Maintenance

4. Director of Technology: Mr. Taylor submitted the following report:

Technology Director Report

June 9, 2010

Additional 1:1 Classrooms

Mr. Davis has decided that we will utilize the remainder of our 1:1 grant money to provide computers for the high school classrooms of Jennifer Swise for English and Nate Schmidt for Social Studies. The English classroom will be equipped with a thin client solution similar to what we used for the first 1:1 classroom and the Social Studies classroom will be provided a set of netbook computers due to space limitations. Some of the equipment has already been ordered and we are working on the layout for furniture, electricity and data connections for the English classroom.

Scrubbing Copy Machine Drives

You may have seen in the news this past month or so a story about how companies were retrieving confidential information from copy machines that had been “retired” from service. I have done some investigation to find out that the copy machines that we have recently traded in have been wiped clean by our vendor, Ikon Office solutions. I have also learned that the machines we have been and are currently using save the files on the hard drives in an encrypted format.

Summer Projects

- We have completed all of the needed setup for summer school including a cleanup of Study Island accounts and creating accounts for students that did not attend during the regular school year.
- Cherie and Tammy have been doing some significant cleaning and updates in the computer labs.
- We have started our list of employee adds/moves/changes and are working to make sure all accounts are ready for new employees and keeping the master phone list updated.
- The initial stage of our server virtualization project has been completed and Bill is working on moving many of our physical servers to the virtual environment.
- We have already replaced the computers in the high school room 210 business lab and moved the previous machines to classrooms/library for use as student stations.
- We are just about finished with replacing 32 laptops in carts for the Intermediate building.

State Reports

I am working on completing the electronic filing of the state reports that are due in June or July including:

- Additional Student Information
- Attendance
- Special Ed Evaluation and Transition
- Direct Certification
- Expulsion/Suspension
- Title

5. Assistant Superintendent: Mr. McCracken submitted the following report:

To: Dr. O'Rourke and Members of the Western School Board
From: Randy McCracken

Re: June Assistant Superintendent Report

Date: June 7, 2010

Suspension and Expulsion Information for the 2009-2010 School Year (see attached).

2009-2010 School Year

	In-School Suspension						Out of School Suspension				All Suspensions # Students		
	Enroll.	Incidents	Total Days	Avg	# Students ISS	% of Pop.	OSS	Total Days	Avg	# Students OSS	% of Pop.	- All Disc.	% of Pop.
Primary													
First Semester	535	10	12.5	1.25	9	1.68%	6	15	2.50	6	1.12%	13	2.43%
	Reasons for OSS - Disruptive Behavior - 1, Intimidation - 1, Battery - 3, Other - 1												
School Year	517	16	19.5	1.22	14	2.71%	12	31	2.58	10	1.93%	22	4.26%
	Reasons for OSS -												
Intermediate													
First Semester	598	14	23	1.64	14	2.34%	5	14	2.80	5	0.84%	19	3.18%
	Reasons for OSS - Threat/Intimidation - 2, Fighting - 1, Other-1, Weapon-1												
School Year	598	43	76	1.77	29	4.85%	14	39	2.79	11	1.84%	40	6.69%
	Reasons for OSS - Threat/Intimidation - 5, Fighting - 1, Other-6, Weapon-2												
Middle School													
First Semester	589	112	145	1.29	47	7.98%	45	185	4.11	34	5.77%	62	10.53%
	Reasons for OSS - Attendance - 1, Drugs - 4, Other - 16, Fighting - 9, Intimidation - 4, Verbal Aggression or profanity - 5,												
Second Semester	595	185	208	1.12	78	13.11%	28	115	4.11	23	3.87%	86	14.45%
School Year	595	297	353	1.19	95	15.97%	73	300	4.11	44	7.39%	111	18.66%
	Reasons for OSS - Attendance - 1, Drugs - 6, Other - 32, Fighting - 19, Intimidation - 5, Verbal Aggression or profanity - 8, Weapons - 1, Battery -1												
High School													
First Semester	801	131	191	1.46	61	7.62%	44	169	3.84	34	4.24%	74	9.24%
	Reasons for OSS - Alcohol - 0, Drugs - 2, Tobacco - 12, Other - 3, Fighting - 8, Battery - 1, Intimidation - 3, Verbal Aggression - 4, Defiance - 9, Attendance - 2, Destruction of Property - 0												
Second Semester	788	158	279	1.77	96	12.18%	30	148	4.93	27	3.43%	96	12.18%
School Year	788	289	470	1.63	123	15.61%	74	317	4.28	55	6.98%	138	17.51%
	Reasons for OSS - Alcohol - 0, Drugs - 6, Tobacco - 14, Other - 9, Fighting - 14, Battery - 1, Intimidation - 4, Verbal Aggression - 8, Defiance - 15, Attendance - 3, Destruction of Property - 0												

2009-2010 Expulsions

Weapons

H.S.

M.S

Drugs	6	6
Alcohol		
Intimidation		2
Defiance	1	
Attendance	2	
Waiver Violation		1
Waiver - Drugs		
Waiver - Weapons		
Total	<hr/> 9	<hr/> 9

6. Superintendent: Dr. O'Rourke submitted the following report:

Superintendent's Report
June 2010

1. I thought you would be interested in some projections of national education job cuts for 2010-11. I hope it will also explain some of the contract extension recommendations contained elsewhere in your packet.
 - Tight economic environment at state and local levels.
 - End of ARRA (Stimulus \$), which helped save jobs in 2009.
 - This year was bad; next year will be worse.
 - State and local recovery will continue to lag federal recovery.
 - There will be no more hiring; lots of layoffs.
 - American Association of School Administrators estimates 275,000 education jobs cut in 2010-11. (This would represent 92% of the "supposed" 300,000 jobs saved by ARRA (stimulus \$))
 - "Lots" of schools will consider using the referendum process to increase \$.
 - Class sizes will probably increase.
 - Programs will probably decrease.
 - Summer school programs will shrink.
 - Technology purchases will slow down.
 - Benefit packages will be reduced, particularly health care.
2. Here are some thoughts on the Obama budget proposal: (Note; G=good; B=bad)
 - Title I is proposed to be level funded (ours went down, even though our needs went up?) B
 - Special education will be funded at 17% instead of the promised 40%. B
 - Federal accountability system will use growth and progress to measure schools; focus will be on closing the achievement gaps. G
 - Federal's will focus on educating diverse learners (like homeless, rural, neglected and delinquent) G
 - Improve the effectiveness and equitable distribution of teachers and leaders. G
 - Mandate to improve standards (common core, etc.) G
 - Shift from formula grants to competitive grants. B
 - The ever "heavier" federal hand. B
 - Continuing to use discredited tests and accountability calculations. B
 - School improvement models for bottom 5% are not based on any scientific evidence or predictable success in practice. B
 - New required data system is a huge unfunded mandate for districts. B
3. A word about the Kokomo Area Special Education Cooperative:

The members of the co-op have been frustrated with the lack of decision-making authority, transparency and visibility in the development and funding of the program, hiring of staff, evaluation of the director, etc. for years.

Since I came to Western, I have pushed hard to eliminate this dictatorial structure. The co-op funded a study to address these issues. The results essentially agreed with our concerns but suggested that we try to solve the problems within the current structure. Over the past five Fridays, I have led a process similar to the strategic planning process I used at Western to engineer a solution. We are currently writing some amendments to the existing contract which we feel will solve these issues. Kokomo has, up to this point, resisted these changes.

I will provide additional info at the Board meeting on these amendments. We are in agreement that if we cannot "fix" the current contract, that we will form our own co-op without Kokomo.

More later.

Item #8 – Title I Grant Application

Mr. Marley moved that the Board approve the 2010-11 Title I Grant application. Mr. Kenworthy seconded the motion which passed 4-0.

Item #9 – Summer School/Jump Start Staffing

Mr. Marley made a motion to approve the 2010 Summer School and Jump Start programs and staff. Mr. Maugans seconded the motion which passed 4-0.

Item #10 – Compensation and Benefit Package Changes

Mr. Marley moved that the Board approve the following compensation and benefit changes for Directors, Administration, and Support Staff:

A. Director Compensation and Benefit Packet

Recommendation:

1. (A) was the same for 2009-2010 as it was for 2008-2009.
2. For 2010-2011, (A) will be the same as 2008-2009, except that the \$750 corporation HSA contribution to the health plan will be added.

Note: For the directors, SY 11-12, will contain a different health package.

B. Administration Compensation and Benefit Packet

Recommendation:

1. (B) was the same for 2009-2010 as it was for 2008-2009.
2. For 2010-2011, (B) will be the same as 2008-2009 except that the \$750 corporation HSA contribution to the health plan will be added.
3. For the Superintendent/Assistant Superintendent, (1) and (2) apply except that the Superintendent's position will be required to pay for health insurance as indicated in the most recent master agreement between the teachers and the corporation. Additionally, the Superintendent position will not be eligible for the \$750 corporation HSA contribution.

Note: I have formed a committee consisting of reps from administration, and the teacher's association to review the entire admin/director contract composition. For the second year of the contract (SY 11-12) health benefit package will change to be determined by committee.

2009-10 SUPPORT STAFF PACKET CHANGES

Page 3

During days in which there is a student late arrival and/or early dismissal, all Support Staff other than nine month custodians and teacher aides, upon the approval of the immediate supervisor, have the following options:

- Work the full day.
- Use accrued compensatory time.
- Have a deduction from pay for time missed.
- Make up the time within the pay period.
-

Nine month custodians and teacher aides should not report to work. There will be a deduct in pay.

Page 5

Two routes per day (Elementary and Secondary = 4.25 hours.

Page 6

Director of Operations Secretary change to Director of Transportation Secretary. This is under Central Office Personnel.

Health Service – Change what it says now to “see page 25 pay schedule”.

Page 8

Tax Deferred Annuities: Remove statement: must have five employees to add a new vendor. Replace with “Employee must select a vendor from the approved list of vendors provided by the Finance Office.”

Page 12

Bereavement for Aunt/Uncle can be taken in two consecutive ½ days.

Page 20

Change to - Director of Transportation Secretary.

Page 21

Take out Health Services. Do not have these positions. Substitutes are paid by what is on page 26.

Page 22 and on

Where Anthem is listed as vendor, change to PHP.

Add to Page 2:

CALCULATION OF COMPENSATORY TIME

When a leave day (sick, personal, vacation day, etc.) is taken the same week that compensatory time is earned, the compensatory time will be earned at straight time. If compensatory time is earned during a week when there is no leave day involved, any time earned over forty hours will be calculated at time and a half. This is effective June 1, 2010.

Add to Page 3:

GUIDELINE FOR SNOW DAYS

9 Month Staff: Do not work on a day school is cancelled. They will get their days in by the days the students make up.

219 days or less: Do not work on a day school is cancelled. They will get their days in by the days the student make up.

220 days or more: They are to report to work on a cancellation. If they do not report to work, they can use a personal day, comp day or take loss of pay.

If school is cancelled and only emergency personnel are to report to work, the employees that are required to be here (220 days or more) will not lose any pay for that day, nor will they be charged a day. The emergency personnel that are required to report to work will either be given compensatory time @ time and ½ or paid @ time and ½. The superintendent decides who the emergency personnel are.

- **INSURANCE**

- **2009-10**

Based on the employment listed below, the Western School Corporation will contribute the following amounts toward a Family or Single Insurance Plan:

Current Plan or Option 2 Plan

Employment: 220 – 260 days @ 7.5 hours or more per day.

Family Contribution = \$9,860.00

Single Contribution = \$4,150.00

Employment: 219 days or less and/or less than 7.5 hours per day are not eligible for insurance.

GRANDFATHERED EMPLOYEES: 180 – 219 day employees enrolled in either the school corporation's family or single insurance plan prior to August 1, 2004 will continue to receive an insurance contribution equal to what they had received for the 2004-2005 school year.

Family Contribution = \$8,500.00

Single Contribution = \$3,500.00

2010-11

2011-12

Based on the employment listed below, the Western School Corporation will contribute the following amounts toward a Family or Single Insurance Plan:

High Deductible Health Insurance Plan with a Health Savings Account

Employment: 220 – 260 days @ 7.5 hours or more per day.

Family Contribution = \$7,000.00

Single Contribution = \$3,000.00

Employment: 219 days or less and/or less than 7.5 hours per day are not eligible for insurance.

GRANDFATHERED EMPLOYEES: 180-219 day employees enrolled in either the school corporation's family or single insurance plan prior to August 1, 2004 will continue to remain in the plan and the board will contribute the following amounts:

Family Contribution = \$6,020.00
Single Contribution = \$2,580.00

At the start of the 2010-11 and 2011-12 school years, the Board will contribute Seven Hundred and Fifty Dollars (\$750.00) to each Plan A -- Single Member's and each Plan A -- Family Member's Health Savings Account.

INSURANCE PLAN A

2010-11
2011-12

High Deductible Health Insurance Plan provisions equal to the Comprehensive Major Medical offered by Physicians Health Network in conjunction with a Health Savings Account and Major Dental.

INSURANCE PLAN B

2010-11
2011-12

Provisions equal to the Dental Plan offered by Met Life. Deductible of \$100.00 per insured per calendar year.

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

Item #11 – Extension of Administrator Contracts

Mr. Maugans moved that the following contract extensions be approved by the Board:

Extension of Administrator Contracts

As Indicated:

Peter W. O'Rourke	through	June 30, 2012	} Stay the same
Randy McCracken	through	June 30, 2012	
Steve Arthur	through	June 30, 2012	
Heather Hendrich	through	June 30, 2012	
Julie Pownall	through	June 30, 2012	
Lissa Stranahan	through	June 30, 2012	
Rick Davis	through	June 30, 2012	
Sharon Fields	through	June 30, 2012	
Rick Fields	through	June 30, 2011	
Dick Taylor	through	June 30, 2011	
Pam Carter	through	June 30, 2011	
Taffy Cooke	through	June 30, 2011	
Pat Grzesiak	through	June 30, 2011	

Note: I do not recommend that the Superintendent/Assistant Superintendent contracts be extended. This will give us increased flexibility in the upcoming and predictably painful budget deliberation next year.

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

Item #12 – Transfer Tuition for Summer School

Mr. Marley moved that the Board approve a fee of an additional \$100.00 beyond the normal summer school fee, for any student from other school districts wanting to take summer classes at Western. Mr. Kenworthy seconded the motion which passed 4-0.

Item #13 – Overnight Field Trips

Mr. Kenworthy made a motion to approve the following field trips:

1. Eighth Grade Washington D.C. trip, May 13, 2011 to May 17, 2011
2. FFA Student Officer Retreat, Rochester IN, from June 28, 2010 to June 29, 2010.

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

Item #14 – Acceptance of Donations

Mr. Maugans made a motion to accept the following donations:

1. Anonymous donation for the Western Middle School 5 Star Reading Program.
2. Donation of classroom supplies to Western Intermediate School from Jean Walls.

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

Item #15 – Bakery, Dairy, Food and Supply Bids SY 2010-11

The Board received an informational memorandum from Emily Klingler, Food Service Director, outlining her cooperative purchasing initiative utilizing Wabash Valley and West Central Indiana Education Service Centers.

Item #16 – Approval of Transfer Students

Mr. Maugans made a motion to approve the following transfer students:

To: Western Board of School Trustees
From: Dr. Peter W. O'Rourke
Re: Transfer Tuition Students
Date: June 9, 2010

I recommend that the Board approve the following transfer student requests:

Emma Harbaugh – WMS

Aiyana Robertson – WMS

Gryphon Barry – WMS

Demitri Linville – WHS

Victoria White – WHS

Joel Rector – WHS

Evan Warden – WHS

Max Harbaugh – WIS

Samantha Garber – WIS

Brooklyn Garber – WIS

Cassidy Rager - WIS

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

Item #17 – Summer School Bus Drivers

Mr. Marley moved that the Board approve Norma Etherington, Carol Smith, Terry Thompson and Jeannie Reser as summer school bus drivers. Mr. Kenworthy seconded the motion which passed 4-0.

Item #18 – Approval of MOUs

Mr. Maugans made a motion to approve MOUs between the Western School Corporation and the Western Education Association regarding Arlinda Baszner and Parent Teacher Days, SY 10-11. Mr. Marley seconded the motion which passed 4-0.

Item #19 – Personnel

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

1. Recommendations:
 - a. Mike Taylor, 4th grade teacher, Western Intermediate School, beginning August 16, 2010
 - b. Karon Johnson, Western Middle School Cafeteria, from 2.5 to 4 hours per day, M-F effective with the beginning of SY 2010-11
 - c. Brenda Pullen, Summer Volunteer, Summer 2010
 - d. Meagan Dunn, 4th grade teacher, Western Intermediate School, beginning August 16, 2010
 - e. Kalyn Smith, 1st grade teacher, Western Primary School, beginning August 16, 2010
 - f. Rusty Ritchie, 5th grade girls basketball
 - g. Chris Tuberty, 6th grade girls basketball

- h. Jeff Layden, Dave Wise, Andy Burnett, Varsity Assistant and Junior Varsity girls basketball; pay split three ways
- i. Joni McCracken, Varsity girls cross country
- j. Wendi Campbell and Melissa Ritchie, 5th grade cheerleading
- k. Kristy Fortune, 6th grade cheerleading
- l. Brenda Strunk, 7th grade cheerleading
- m. Allyson Gordon, 8th grade cheerleading

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

Item #20 – Reorganization Meeting

Dr. O'Rourke reminded the Board that the reorganization meeting is scheduled for July 6, 2010, at 6:00 p.m.

Item #21 – Professional Improvement Requests

Mr. Maugans moved and Mr. Marley seconded that the Board approve all of the following professional improvement requests:

Professional Improvement Requests

June 2010

Kristi Leap-Indiana School Social Work Association Summer Seminar-Marion-June 15, 2010

Emily Klingler-Co-op Bakery/Dairy Bid Review-Wabash Valley ESC-June 3, 2010

The motion passed 4-0.

Item #22 – Board Member Roundtable

1. Mr. Maugans reported that it is necessary to set specific times for executive sessions. He also commented on the radical turnaround that Dr. Ravitch has taken regarding NCLB.
2. Mr. Koloszar thanked the Administration and the High School Principal for the wonderful graduation and baccalaureate ceremonies.

Item #23 – Signing of Documents

The proper documents were signed.

Item #24 – Adjournment

The meeting was adjourned at 7:02 p.m.