

SWITZERLAND COUNTY SCHOOL CORPORATION
MINUTES OF THE NOVEMBER 15, 2010
EXECUTIVE SESSION BOARD MEETING 4:00 P.M.
PUBLIC WORKING SESSION 5:30 P.M.
REGULAR SCHOOL BOARD MEETING 7:00 P.M.

The School Board of Trustees met before the regular public meeting for an Executive Session beginning at 4:00 at the Switzerland County School Corporation's Administration Office to discuss I.C.5-14-1.5-6.1(b)(9).

The board members present were Mr. Phipps, Mr. Daugherty, Mr. Roberts, Mr. McKay, Mr. Truitt, Mr. Waltz and Mrs. Moore. Dr. Elizabeth T. Jones, Superintendent; School Board Attorney, Ron Hocker and Matt Hocker were also in attendance.

The board discussed no subject matter in the Executive Session other than the subject matter specified in the public notice.

The Executive Session adjourned and the meeting was opened to the public.

PUBLIC WORKING SESSION:

Four topics were on the agenda for the public working session. During this part of the meeting, these topics were brought up for discussion only. No votes were taken.

Insurance was the first topic of discussion. Corporation Treasurer, Wilma Swango, handed out insurance forms to the board members showing the rates proposed by the current Insurance carrier, Anthem and the re-insurer Sun Life Assurance Company. She said as part of the annual process, other insurance carriers that might be interested in picking up the corporation are always sought out as well as other options that might help save money. She said the corporation has tried for four years to join two local consortiums that offer health insurance but was unsuccessful due to our claims history. She said the corporation was eligible to go on the state plan, but because of the benefits, as an employer, it was not considered a good option. Mrs. Swango said she then reviewed Anthem's renewal information. She said she did not have new information for dental and vision yet so the discussion tonight would be about health insurance only. She said she had received a statement from Anthem saying that if we made no changes in the health insurance plan from what we had in 2010, the renewal rate increase for 2011 would be 38%. Mrs. Swango said she had told the company that the corporation wanted to do something but was not sure what that might be. She said there was another meeting with the company and the decision was to propose another plan which is what was being presented to the board in the handouts. She said this change in plans would change the increase in insurance rates for 2011 from 38% to 9.6%. Mrs. Swango said she had met with teachers and they were on board with the idea. She said it was not feasible for a corporation of our size to offer three plans which would cause the premiums to be higher because of administrative costs. She said in 2011, the corporation will still offer the H.R.A. 23, but the H.R.A. 35 is being replaced with the H.S.A.10, which is a Health

Savings Account plan. The H.S.A. account will belong to the employee. Mr. Daugherty asked why we could not be in the same plan with the County employees since it seems as if we could get a better plan when there are higher numbers. Mrs. Swango said she has not looked into that and did not know if the county's plan and benefits were any better than what we have although she did know the courthouse went through Pinnacle which is our broker so she could find out. Mrs. Swango said she did want to point out that if we were to change insurance carriers, the teachers would need to be notified of our intent to do so and also that we were able to see a reduction in premiums because we are going partially self-funded. Mrs. Swango said the way that works is we pay a premium to the administrator, (Anthem), and re-insurer, (Sun). She said we put the dollars for employee claims in a special fund and pay as they happen. Mrs. Swango said we have a maximum dollar amount and if we do not use it, we will already have that money set aside to use next year. Mrs. Swango also mentioned that there are other supplemental insurance plans available to employees such as gap insurance or Critical Care insurance. Mrs. Swango then answered insurance questions from board members regarding specific situations.

The implementation of a Balanced Calendar was the next topic of discussion. Dr. Jones explained that our school corporation is one of 15 other school corporations that send their students to the Career Center and some of those corporations are considering a "balanced calendar". Dr. Jones said she doesn't want to do this next year. She said she wants to take a year to discuss and investigate it. She said she then wants to make a decision that would be in effect for the 2012-2013 school year. Dr. Jones explained that Southwestern has approved a balanced calendar for next year. She said if you looked at their calendar, you would see their students starting to school on the third of August, so if we were to choose to adopt the balanced calendar, our students would be attending the month of August. Then, Dr. Jones said, in October, instead of having two days off, the students would have a two week Fall break, then a two week Winter break, and a two week Spring break. She said the number of days the students will be in school will not change, but the vacation days will change. Dr. Jones said other corporations who have used this balanced calendar have reported better student attendance. She also said many schools use it as a means to remediate. Also, Dr. Jones said, if the students are out for snow days, the corporation can make up those days the first week of March. She said this would shorten the Spring Break by a week but would reduce the probability of having to make up snow days at the end of the school year. Dr. Jones said there would be meetings and she wanted parents to share in discussions on the topic.

The next discussion topic pertained to Transportation. Dr. Jones said one of the board members had asked about bus routes. She said quite a few of our drivers were out for extended time periods because of illness or medical procedures which has required the juggling of routes to try to accommodate the drivers. Dr. Jones explained that whenever there is a sub driver, they make the amount that the route dictates. She went on to explain that on the other hand, if a regular driver is asked to temporarily take a route that pays less money than their regular amount, that driver will be paid their usual amount. Mr. Daugherty brought up the fact that the corporation cannot get caught without a driver. He said he did not know what the answer was, but something needed to be done. He said

maybe the corporation could offer to pay for an employee's training as an incentive for them to get their CDL.

Lastly, Grounds Care was the topic of discussion. Dr. Jones said one of the board members had asked how much was spent on mowing this past year and someone else had asked what equipment we had. She said the questions were asked in order to make a better informed decision on whether to advertise and put out bids for next year. Dr. Jones said the handout she gave them had the breakdown of the amounts paid for mowing as well as the equipment inventory. Mr. Daugherty said he realized there are a lot more grounds that will require a lot more work. He said something needs to be decided about what we are going to do. He said it seems to him that no one knows who is supposed to be taking care of what and that needed to change. He said maybe the answer is getting the custodians motivated enough to take care of some of the outside grounds when they are not busy inside the building. Mr. Phipps asked where the money came from when we paid the gentleman to mow last year. Mrs. Swango said she appreciated the question. She said as long as we pay someone as a contractor, the money could be taken from Capital Projects. She said if a person becomes an employee, the money would have to be taken out of the General Fund. Mrs. Swango said that if we dictate specific times such as every Friday, the grass needs to be mowed and we provide the equipment, they would be considered an employee. She said if specific things were expected at specific locations, those could be written into the bid specifications but a higher price could be expected to be paid. Mr. Phipps said he would like the grounds committee to be ready to make a recommendation at the next meeting.

CALL TO ORDER AND PLEDGE TO THE FLAG:

Mr. Phipps called the regular meeting to order and led those in attendance in the pledge to the flag.

ATTENDANCE:

The board members present were Mr. Phipps, Mr. Daugherty, Mr. Roberts, Mr. McKay, Mrs. Moore, Mr. Truitt and Mr. Waltz.

Others in attendance were Dr. Elizabeth T. Jones, Wilma Swango, Mona Crabtree, Ronald Hocker, Matthew Hocker, David Todd, Dan Noel, Gerry Peters, Nancy Peters, Jill Cord, John Sieglitz, Rhonda Pennington, Mark Powell, Laurel Powell, Kathy Keith, Doonna Ballard, Kassidy Scudder, Sally Weales, Paul Hewitt, Kathryn Williams, Lisa York, Mary Jane Demaree, Josh Wheeler, Matt Levell, Natalie Wheeler, Adeli Kinne, Audrey Kinne, Leon Kinne, Steve Kinne, Judy Kinne, Christine Demaree, Craig Demaree, Ed Demaree, Garrett Demaree, Michael L. Jones, Lawrence Monjar, Tony Spoores, John Druba, Amy Bovard, Sheila Gault, Greg Curlin, Sean McGarvey, and Aaron McKim.

ADOPTION OF THE AGENDA:

Mr. McKay made a motion to approve an amended agenda which included a termination of employment under Personnel. Mrs. Moore seconded the motion and the vote was unanimous.

APPROVAL OF MINUTES:

The minutes of the school board meeting of October 18, 2010 were approved unanimously in a motion by Mr. Waltz and seconded by Mr. Truitt.

FUND REPORT:

Mr. Daugherty made a motion to approve the October Fund report as submitted. Mr. Roberts seconded. Mr. Truitt asked about fund #721. Mrs. Swango said that all of the Federal Grants are reimburseable now and that was one of them. Mrs. Swango said she wanted to mention that payment from the property tax settlement usually occurs during the last couple of days in December. The vote to approve the report was unanimous.

CLAIMS:

Mrs. Moore moved to approve the payment of Vendor Claims 40169 and 40259 through 40392, and Payroll Claims for October 19 and November 12, 2010 as submitted. Mr. Truitt seconded the motion and the vote was unanimous.

CELEBRATING SUCCESS:

President Phipps congratulated each recipient of the Celebrating Success award for the schools with a medallion. The nominees are as follows:

- JCES: Garrett Demaree, gr. 4, nominated by Mrs. Findley
- SCES: Cassidy Scudder, gr. 3, nominated by Mrs. Weales and Mrs. Keith
- SCMS: Adeli Kinney, gr. 8, nominated by Mr. McKim
- SCHS: Nominee was unable to attend. He will be honored at a subsequent meeting

OLD BUSINESS:

Mr. Roberts moved to approve an Endowment Request from the Middle School for transportation costs for the 8th grade trip to Washington, D.C. in the amount of \$12,700. The request was presented at the previous meeting for first reading. Mr. Truitt seconded the motion. The vote was as follows. AYES: Truitt, Waltz, McKay, Roberts, Phipps, Daugherty. Mrs. Moore abstained from the vote because her daughter is an eighth grader this year.

NEW BUSINESS:

Two Endowment Requests were presented to the board for first reading and will be voted on at a subsequent meeting. They are as follows:

- HS: floor machine - \$9605. The floor machine would be used for gym floors, cafeterias, hallways, and some classrooms. Mr. Truitt asked if a demo could be set up. Mr. Noel said he could make that happen.
- MS: Door replacement and power assist for handicap access and keyless entry (\$60,193.84). The doors in question would be those in the front and back as well as those between Jefferson Craig and the Middle School.

The board members were sent three options to consider approving for the 2011-2012 school calendar. The options were also reviewed by the representatives of the Classroom Teachers Association. Mr. Waltz moved to approve Option 2 which was the CTA's preferred version of the 2011-2012 school year calendar. Mr. Truitt seconded the motion and the vote was unanimous.

Mrs. Moore moved to approve the acceptance of \$900.00 in grant funds from Dow Corning made available at the Vevay-Switzerland County Foundation through Mrs. Fancher for the Science Department to be used for student learning and student projects in Science, Math, and Technology. Mr. McKay seconded the motion. The board's vote was unanimous.

Mr. McKay moved to accept \$3,574.76 from the Vevay-Switzerland County Foundation, Inc. for the High School's Business Professionals Microsoft Licensing Tests and the remaining half of the cost of the tests by the Community Foundation. The motion was seconded by Mr. Truitt and the vote was unanimous.

Each School Principal presented their AYP/PL 221 Reports for their buildings.

Jefferson-Craig Principal, Mrs. Pennington, said comparing scores from this year and last year would not be comparing apples to apples. She said the target the state sets for English performance overall is 62.8% and the rate for the school was 76.8% so they did an exceptional job. She said in Math, 82.1% passed and the target for the state is 61.6%. In attendance, the school was unable to meet the AYP standard. Mrs. Pennington said she has implemented the Breakfast Club program as an incentive for students to try to improve attendance.

Mr. Jones said he wanted to say that Mr. Daugherty was a speaker at Switzerland County Elementary School's Veterans Day program and he did a very good job as well as two other veterans from the County. Mr. Jones said it was 65th anniversary of the ending of World War II and out of 20 plus veterans in the county, there were twelve or thirteen there at the program. He said the program was very student driven and a lot of hard work was put into it. Mr. Jones said overall, the third grade students had experienced a drop in scores, but the fourth grade had experienced an increase. He said in the fifth grade, the students improved scores in all areas. Mr. Jones said the school was now at 65% Free

and Reduced Lunches in which there was a gap showing in the scores. Mr. Jones said he felt the improvements were largely based on the Problem Based Learning program that Mr. Griffith has taken the lead in.

Mr. Druba, principal of the Middle School, said the school had not made AYP since 2005 but this year had achieved AYP in all 17 categories. Mr. Druba said the percentage of students passing the Language Arts and Math tests last year was 64.6% and this past year was 73.1%. He said this took the school from academic watch to academic progress at an 8.5% increase. Mr. Druba read the first line of a letter he had received from the state that read "Your school has been identified as a top high growth school for Math and Language Arts." Mr. Druba said the Middle School finished in the top 100 of over 2000 schools that take the ISTEP. He said he was very proud of his teachers and students for this achievement. Mr. Druba said last year was the first year the school used the state provided QE test that pinpoints exactly where the students' weaknesses are in Math and in English and then they can go back and pull out worksheets from the state that students can practice on those weaknesses. Mainly, Mr. Druba, said the school's performance was due to a lot of hard work and dedication of the teachers and the assistant principal and an increased morale in the school.

High School Principal, Mr. Noel, said the school did not achieve AYP this year. He said the school showed an increase in Math and in the graduation rate, but scores fell in Language Arts and the number of students that took the test. Mr. Noel said the school must improve 7.9% in test scores in order to achieve AYP. Mr. Noel said Math Matters has helped increase scores in that area. He said not one high school in the state moved up in their status. Mr. Noel said improvements had to be implemented to improve test scores and attendance. Mr. Truitt asked how the Math Matters programs was helping students. Mr. Noel said the things they worked on was a more hands on approach and challenged students to go in different areas of thinking and problem solving techniques.

PUBLIC COMMENTS:

Mrs. Jill Cord said she wanted to follow up with some information regarding the statement that she read last month at the October public meeting. She reminded the board and others present of the article that was printed in the local newspaper regarding the 14,000 extra minutes that the sixth grade students were to receive with the transition to Jefferson-Craig Elementary School. Mrs. Cord quoted Mrs. Pennington and Dr. Jones about specific ways this was to be achieved. Mrs. Cord said according to her calculations only 9 minutes per day could be gained based on the daily schedule made by the Principal and the sixth grade teachers. Mrs. Cord cited events such as a toga party that subtracted from the student's academic time. She said she calculated only 1,620 additional minutes per school year for the sixth graders. She said she wanted to bring these facts forward because it was her opinion that the school board could not make sound decisions if misleading information is reported to them.

Dr. Jones read a letter prepared by the sixth grade teachers that outlined a timed schedule of possible additional minutes of instructional class time each day which they believed would undoubtedly be beneficial to the students.

Mrs. Moore spoke as a parent of an eighth grade student. Mrs. Moore said she would like to thank other members of the board for approving the After-Shock program. She said her daughter uses it when she can and it is wonderful. Mrs. Moore said she wanted to mention that when her daughter was in the sixth grade she had participated in the toga party Mrs. Cord spoke of earlier and she had learned more about medieval and ancient times than she could ever learn from a book. She said sometimes hands on activities such as this can be a much more beneficial educational tool than a book.

Mr. Gerry Peters said he had attended the October 18th school board meeting and he had left upset and insulted. He said during the board members comments, Mrs. Moore had said if you look for the bad then you can surely find the bad. Mr. Peters said Mrs. Moore had then expressed concerns that the amount of whispering in the audience during the meeting was distracting and a waste of the board's time. He asked how a board member had the right to reprimand the audience for whispering at a school board meeting. He said he thought this behavior was totally and completely out of line. He said he took the comments personally because the audience was mostly made up of school employees, teachers and administrators. He said he did not know he was behaving badly.

Mrs. Nancy Peters said she had a comment about the last board meeting as well. She said she felt like there was a difference between looking for the good and doing a good job. Mrs. Peters said she also would like to say that she had been invited to attend a couple of the Veterans Day programs and they were outstanding.

PERSONNEL:

Mr. McKay moved to approve the part-time teaching contract of Natalie Wheeler to teach two periods of U.S. History. Mr. Truitt seconded the motion. Mr. Truitt asked why the school needed to hire someone for two periods of Social Studies. Dr. Jones explained that the corporation has lost two Social Studies positions. The board voted as follows: AYES: Truitt, Phipps, McKay, Moore, Waltz, Roberts. ABSTAIN: Daugherty.

The board unanimously approved a part-time teaching contract for Janett Boling for the second trimester in a motion by Mr. Waltz, seconded by Mr. Daugherty. Mrs. Boling will be teaching two periods of 9th grade English and one period of 10th grade English.

The board voted unanimously to approve Mr. Noel's recommendation for Shaun Holliday to serve as the Freshman Class Sponsor and Kodi Thayer to serve as the BPA Sponsor for the 2009-2010 school year. The motion to approve the ECA assignments was made by Mr. Truitt and seconded by Mr. Waltz.

Mr. Truitt made a motion to terminate the employment of Lawrence Monjar due to medical reasons. Mr. Daugherty seconded the motion. Mr. Monjar said he had been a

bus driver for the corporation for twenty-five years. Mrs. Moore said this was not an easy decision for the board as Larry was a great bus driver for the corporation for many years. School Board Attorney, Ron Hocker, stated that he had looked into this upon the Superintendent's request and Federal regulations actually prohibit Mr. Monjar from driving for the corporation given his current diagnosis. Mr. Monjar said he would like to ask to speak with the board during an executive session regarding the matter. Mr. Daugherty said he wanted Larry to know this was not an easy decision for the board and there was nothing personal involved in the decision. The board's vote to approve the termination was unanimous.

PROFESSIONAL LEAVE / FIELD TRIPS:

The board unanimously approved two Professional Leave requests in a motion by Mrs. Moore and seconded by Mr. Roberts. They are as follows:

- Greg Curlin: Dec. 1-4 for NAAE/ACTE Convention in Nevada
- Denise Crawford & Amy Bovard: Feb. 5-8 for National K-6 Classroom Literacy Conference in Columbus, OH.

USE OF FACILITIES:

The board unanimously approved the following Use of Facilities application in a motion by Mr. Truitt and seconded by Mr. McKay:

- JC Gym by Jeff Mullins for Soccer Team practices on Tuesdays from 7:30-900p.m.

ANNOUNCEMENTS AND REPORTS: (SUPERINTENDENT)

Dr. Jones announced that the next Endowment Meeting would be held on November 23, 2010 at 5:00 p.m. and the next regular board meeting would be held on December 13 at 5:00 p.m.

BOARD REPORT AND COMMENTS:

Mr. Daugherty said he had attended four Veterans Day programs at the schools. He said he was impressed with the students' behavior and also with all of the staff members. He said he wanted to check with Mr. Sieglitz to see if there was a sound system that could be used for board meetings. Mr. Daugherty said he recognized that our school corporation had a young corp of teachers that he feels are dedicated to the students and he really appreciated that. He also congratulated the elementary schools on their ISTEP scores. Mr. Daugherty then asked if trimesters were being investigated.

Dr. Jones said there had been difficulties involved with trying to mesh the trimesters with the semesters. She reminded the board that trimesters had been approved on a trial basis and that time period had lapsed. She said we had given it a try and it wasn't working and it was time to go back to the semester system.

Mr. Waltz said he had also attended three Veterans Day programs. He said it was wonderfully done. The children were well behaved. He said this was progress. Mr. Waltz told the elementary and the middle school principals to keep up the good work and said he knew Mr. Noel and his staff will work on improving their records for the high school.

Mr. McKay said he was amazed at the kids' performances giving speeches and playing the piano.

Mrs. Moore addressed Mr. & Mrs. Peters. She said if she hurt their feelings, she wanted to apologize. She said she knew it was important for them to work together.

Mr. Truitt said the key was communication.

ADJOURNMENT:

Mr. Roberts moved to adjourn the meeting. Mr. Truitt seconded and the vote was unanimous. The meeting was so adjourned. (9:45 p.m.)

James Phipps, President

Wayne Daugherty, Vice President

William Roberts, Secretary

Virgil McKay, Member

Tonya Moore, Member

Andy Truitt, Member

Vernon Waltz, Member