

SWITZERLAND COUNTY SCHOOL CORPORATION
“Unofficial” MINUTES OF THE DECEMBER 19, 2011
EXECUTIVE SESSION BOARD MEETING 4:00 P.M.
REGULAR SCHOOL BOARD MEETING 6:00 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. Truitt, Mr. Roberts, Mrs. Moore, Mr. Daugherty, Mrs. Peters, Mr. Phipps and Mr. Waltz. Dr. Elizabeth T. Jones, Superintendent; School Board Attorney, Ron 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.

CALL TO ORDER AND PLEDGE TO THE FLAG:

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

ATTENDANCE:

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

Others in attendance were Dr. Elizabeth T. Jones, Wilma Swango, Mona Crabtree, Ronald Hocker, Rhonda Pennington, Dan Noel, Pat Lanman, Jill Cord, John Sieglitz, Melissa Jones, Aaron Jones, Jacob Jones, Jerry Patel, Harry Patel, Janki Patel, Sean McGarvey, Lisa McGarvey, Adam Cole, Amanda Cole, Cindy Grigsby, Brian Grigsby, Tony Spoores, John Druba, Jamie Mueller, Kathy Cole, Tracey Ray, Jesse Mueller, Jonathan Mueller, Natalie Wheeler, Josh Wheeler, Gerry Peters, Bear Bladen, Paul Powers, David Todd, Dick Risk, Barbara (Candi) Risk, Larry Tolbert, Chad Pennington, Amy Hoskins, Laura Pennington Hinton, Matt Michael, Emily Yates, Angela Yates, Seth Yates, Jennifer Scudder, Helen Parks, Deb Archer, Connie Wallace, Nancy Martin, Todd Reese, Melody Reese, Dana Hankins, Kassidy Clark, Brooke Clark, Larry Risk, Ginny Reeves, Woodie Reeves, and David Ziegler.

ADOPTION OF THE AGENDA:

Mr. Daugherty made a motion to approve the agenda with the addition of items I.12., the acceptance of a donation; K.2.(b)., an employment recommendation; L.1., a professional leave request; M.1., a use of facilities request; and the moving of item I.6., the review of

administrative contracts under New Business, to K.5., under Personnel. Mrs. Phipps seconded. The board voted unanimously to approve the amended agenda.

APPROVAL OF MINUTES:

The minutes of the school board meeting of November 21, 2011 were approved unanimously in a motion by Mr. Phipps, seconded by Mrs. Peters.

FUND REPORT:

Mr. Daugherty moved to approve the October, 2011 fund report. Mr. Phipps seconded. Mr. Phipps asked Business Manager, Wilma Swango, to give an update. Mrs. Swango said the Endowment reimbursement is presently in the negative, but the reimbursement check will be coming through tomorrow. She said at this time, the corporation has not received reimbursement for the Federal Programs, which includes Title 1, and funds 4111 and 4112. Mrs. Swango said she wanted to mention again that the location of the lead bank was changing but it was a gradual process because we receive revenue from the state and also our cafeteria in the form of electronic fund transfers which is taking a little while. She said once that change happens, the corporation will be operating entirely from the single lead. The board's vote to approve the fund report was unanimous.

CLAIMS:

Mr. Roberts made a motion to approve **Vendor** Claims #42106 through #42252 and **Payroll** Claims for 11/23/2011, 12/09/2011, and 12/16/2011. Mr. Waltz seconded the motion. Mrs. Peters asked about claim #42162. She was curious as to which library the books about bullying were going to. Mrs. Swango said that was a Middle School purchase. Mrs. Peters asked if the books were just there to read. Mrs. Swango said some bullying books were ordered for the Health curriculum at the Middle School, but Head Librarian, Anne Findley, worked together with Mrs. Koons to order books for the library. Middle School Principal, John Druba, said he has a member of the staff going through each one of the books to make sure the content is appropriate before they are put on the shelves for checkout. The vote to approve the claims was unanimous.

OLD BUSINESS:

Three state mandated policies were presented at the November 21, 2011 meeting for a first reading. The board voted unanimously to approve the Chemical Management Policy, Vehicle Idling Policy and Animals in Classrooms Policy in a motion made by Mrs. Moore and seconded by Mr. Waltz. Mr. Waltz asked who would make the decisions regarding the selection of chemicals to be used. Dr. Jones said the custodians have been working with Phillips to try different materials to see which ones will do the job while still meeting the perimeters outlined in the policy. Mrs. Peters asked who would make the decision about the idling temperature for the buses. Dr. Jones said the bus driver could make the decision to let the bus idle if they felt the interior of the bus was too cold. Mrs. Moore said she wanted to make it known that she did not like

approving the Animals in Classroom policy because the animals offer a fascinating element for the children, but she did understand the need for it. The approved policies read as follows:

CHEMICAL MANAGEMENT POLICY 11.11

This policy applies to all chemicals purchased for use in child occupied school buildings.

The purpose of this policy is to reduce student and staff exposure to chemical hazards from hazardous chemicals used or kept at the school. By selecting products with lesser hazards, and by properly using these products, there will be a reduced risk of exposure to these products.

The superintendent will be responsible for the implementation and enforcement of this policy.

Inventory

Each year, school corporation personnel as signed by the superintendent or designee shall conduct a corporation-wide chemical inventory. During the inventory, expired and unwanted chemicals are to be identified for proper disposal.

Purchasing

Chemical purchases shall adhere to the following protocol:

- 1. This school has identified the following procedures and guidelines for purchasing chemicals in an effort to minimize student and staff exposure to chemical hazards;*
 - a. The Maintenance Coordinator will purchase all chemicals and distribute them to appropriate school personnel.*
 - b. Donated items such as hand sanitizers and any products employees want to bring into the school must be approved by school administration.*
- 2. First in / first out method will be followed. Over purchasing and stock piling are not permitted.*
- 3. The least toxic chemical that is still effective for the job is to be selected. Material Safety Data Sheets should be reviewed to make this determination. This includes selection of cleaning supplies as well as teaching tools for classrooms. Micro and green chemistry are encouraged.*
- 4. Chemicals listed on the Banned Chemical List shall not be purchased. (The chemicals that are not to be purchased may be listed here or in administrative guidelines.)*

Material Safety Data Sheets (MSDS) will be available with the Head Custodian at each school and at Central Office. The MSDS books are to be updated annually and as new chemicals are purchased.

Use:

- 1. Chemicals will be mixed and used according to manufacturer's directions. Measuring devices or direct mixing systems are to be used. Any warnings, especially requirements for ventilations, are to be followed.*
- 2. When possible, use of cleaning products should be performed when students are not present*
- 3. Areas where chemicals are being used will be properly ventilated, including classrooms and laboratories.*
- 4. Only properly trained staff may use hazardous chemicals. Staff will receive annual training and when required, certification (i.e. pesticide applicators).*
- 5. Required notification procedures will be followed via student management alert program.*

Storage:

1. *Secondary containers will not be used to store chemicals unless they are properly labeled and approved for such use.*
2. *Storage areas will be properly ventilated.*
3. *Storage areas will be compatible with the chemicals being stored in them.*
4. *Reactive chemicals will not be stored near each other.*
5. *Hazardous chemicals will be stored in locked areas at all times.*
6. *All original containers will be labeled with the date received.*

Disposal:

1. *Unwanted, unused and outdated chemicals should be identified on a regular basis but at least annually. These identified chemicals should be marked for disposal.*
2. *Disposal will follow state regulations. Pouring down the drain or throwing in the trash is not acceptable or proper disposal in most instances.*

Spills, Explosions and Accidents, (including inhalation, ingestion or direct contact):

1. *In the event of an emergency, the school will follow their Emergency Plan.*
2. *Call 911.*
3. *Call Indiana Poison Center at 1-800-222-1222.*

VEHICLE IDLING POLICY 11.2

The Purpose of this policy is to eliminate all unnecessary idling by corporation school buses such that idling time is minimized in all aspects of school bus operation and to reduce vehicle exhaust that has the potential to be drawn into the building.

Vehicle exhaust from idling school buses can accumulate in and around the bus and pose a health risk to children, drivers and the community at large. Exposure to vehicle exhaust can cause lung damage and respiratory problems. Vehicle exhaust also exacerbates asthma and existing allergies and long-term exposure may increase the risk of lung cancer. Idling buses waste fuel and financial resources of the school corporation.

This policy applies to the operation of every corporation-owned school bus and public and private vehicles on school grounds.

The school corporation shall post signs in areas where idling is prohibited.

Public and Private Vehicles Idling Time:

1. *Drivers of all public and private vehicles are to turn off the engine if the vehicle is to be stopped more than 3 minutes in locations where vehicle exhaust may be drawn into the building or while on school grounds.*

Corporation Vehicle Idling Time:

1. *When school bus drivers arrive at loading or unloading areas to drop off or pick up passengers, they should turn off their buses as soon as possible to eliminate idling time and reduce harmful emissions. The school bus should not be restarted until it is ready to depart and there is a clear path to exit the pick-up area.*
2. *School buses will not idle (on school grounds or off school grounds) for longer than five (5) minutes unless:*
 - A. *There are extreme weather conditions (meaning 30 degrees Fahrenheit or less) and the purpose is to warm the interior of the bus,*
 - B. *Longer idling time is necessary to facilitate the loading and unloading of student of special needs,*

- C. *There are safety or emergency situations,*
 - D. *There are maintenance or mechanical inspection/repair issues requiring a longer time to facilitate the inspection/repair process, or*
 - E. *The bus is idling in traffic.*
3. *Buses should not idle while waiting for students during field trips, extracurricular activities or other events where students are transported off school grounds.*
 4. *In cold weather, schools are directed to provide a space inside the school where bus drivers who arrive early can wait.*
 5. *Bus schedules should be revised so that school bus caravanning can be avoided and the cleanest buses assigned to the longest routes.*

ANIMALS IN CLASSROOMS POLICY 11.13

Live animals with the exception of fish in aquariums are only to be in the school for educational purposes. No live animal will be allowed to stay in a classroom longer than 1 semester or during an extended school break of more than two (2) days. At no time will animals considered dangerous be brought into the classrooms.

Service dogs are permitted on school buses and in classrooms to perform the functions for which they are trained. A dog's laminated identification card may be requested for verification.

When an animal is to be brought into a classroom, a note will be sent home with the students of that class notifying the parents that an animal will be present. If known in advance, this will be done at the beginning of the school year. Parents are to notify the teacher or principal if their student is allergic to the animal. Upon such notice, the principal will confer with the teacher and determine what options are available which may include changing to a different species with no allergy problems or not having an animal in the classroom. The school will not reveal the name of the student with allergy issues to students or parents. If after an animal is brought into the classroom, the parents find their student is allergic to the animal, the school will work with the parents and teacher to resolve the issue. If necessary, housekeeping will clean all surfaces in the classroom to remove any animal dander that may still cause an allergic reaction by the student.

Examples of educational purposes where animals would be in the classroom are:

- 1) *Animals used in health class to demonstrate affects of different diets,*
- 2) *Animals used in biology to show developmental changes or diversity,*
- 3) *Eggs incubated to show development.*

Examples of educational purposes where animals are in the classroom for one day or less:

- 1) *Pets/animals brought into the classroom to allow students exposure to a variety of species,*
- 2) *Pets/animals used to demonstrate obedience training.*

The principal, when requested by a teacher, has the authority to determine if it is appropriate to bring animals into the classroom.

Cleaning: Cages shall be cleaned by the teacher in charge of the animals and not any student on a routine basis to avoid offensive odors or pest issues. Aquariums with fish are to be maintained by the teacher in charge of the aquarium including cleaning as needed.

When appropriate, teachers may allow students to handle and/or feed the animals.

NEW BUSINESS:

In the Celebrate Success part of the meeting, the school board recognized the schools' nominees. Board President, Truitt, congratulated each student by shaking their hand and presenting them with a medallion. The nominees are as follows:

Jefferson-Craig Elem.: Brooke Clark, gr. 3, nominated by Mrs. Archer & Mr. Breden
Jefferson-Craig Elem.: Jordan Yates, gr. 4, nominated by Mrs. Pennington
Switz. Co. Middle School: Harry Patel, gr. 8, nominated by Mr. Cole and Mrs. Cole
Switz. Co. High School: Jonathan Mueller, gr. 12, nominated by Mrs. Wheeler.

The board voted unanimously to approve a bus route modification for route #33 in a motion by Mr. Phipps, seconded by Mr. Daugherty. Dr. Jones said the modification was an addition of one mile to the route.

Mr. Waltz moved to approve the mid-term graduation of seniors, Fred Wilson, Christopher Hiatt, Bethany Williams, Nathan Smith, Calen Otter and the 2012 early graduation of juniors, Taryn Parr and Brandon Gatto. Mrs. Moore seconded the motion. Mrs. Moore asked if the students would receive their diplomas now or would they have to wait until graduation. Mr. Noel said they would get their diploma at graduation, but they will receive a letter now stating they have completed all of the graduation requirements.

Mr. Phipps made a motion to approve the acceptance of \$2,538.70 in grant funds from Vevay-Switzerland County Foundation, Inc for athletic uniforms. Mr. Daugherty seconded the motion. Mrs. Moore asked what uniforms the donation was for. Athletic Director, David Todd, said the donation was for JV Cheerleading Uniforms. Mrs. Moore asked the cost of each uniform. Mr. Todd said he did not know right off the top of his head but that it was a typical price and it was for twelve girls. Mrs. Swango read the itemized invoice. The board's vote to approve the grant funds was unanimous.

The board unanimously approved the acceptance of \$4,250.00 in grant funds from Vevay-Switzerland County Foundation, Inc for the Lunch Equity Program in a motion made by Mr. Daugherty and seconded by Mrs. Moore. Dr. Jones said the goal of the grant money was to try to defray the cost of lunches for parents for one more year as there was a federal mandate making school lunches a minimum of \$2.46, which is an increase for each of our schools.

Mrs. Moore moved to approve the acceptance of a donation of \$500 from North American Stainless for the cost of shoes for the Middle School wrestling team. Mr. Roberts seconded the motion and the vote was unanimous.

Mrs. Moore made a motion to approve the designation of Wilma Swango to be the authorized agent to perform necessary duties for the Public Employee Retirement Fund and the Teacher Retirement Fund. Mrs. Swango said this was being done as requested as an update for their new computer system.

The board unanimously approved the Heart Amendment for the corporation's Pension Plan to reflect recent law changes in a motion by Mr. Daugherty and seconded by Mr. Roberts. Mrs. Swango said the change in the plan is that now there is a minimum

required distribution for those who are aged 70 plus and these are all new IRS regulations regarding the employer paid pension plan.

Mr. Daugherty moved to approve the Heart Amendment for the corporation's 403(b) Plan to reflect recent law changes. Mr. Waltz seconded the motion and the vote was unanimous. Mrs. Swango said this is regarding the employee paid retirement plan.

The board voted unanimously to approve a resolution authorizing the corporation treasurer, currently Mrs. Swango, to transfer appropriations within major account classifications. Mrs. Swango said this was an annual request for the purpose of using 2011 budgeted money in taxable funds for invoices that come in at the end of December instead of using funds budgeted for 2012. She said the other part is when the budget is approved, appropriations are approved in each area. She said this would allow her, for example, to move money from certified benefits into certified salaries if the amount spent for salaries went over what was budgeted. The motion to approve the resolution was made by Mr. Phipps and seconded by Mr. Roberts.

Mr. Phipps moved to approve a donation of robotics parts valued around \$3000 to the robotics class from EcO15. Mrs. Moore seconded the motion and the vote was unanimous.

PUBLIC COMMENTS:

Melissa Jones asked if the bus modification for route #33 meant her kids were going to be picked up. Mr. Truitt said this was not the same route that she would be receiving a notice that her kids would be picked up after the first of the year.

Larry Risk said he had a soft spot for Switzerland County as he had started out as a teacher and worked with a couple of people on the board and had one as a student. He said he has a concern that the board is entertaining the non-renewal of a contract this evening, and this non-renewal is without a negative evaluation and also without the Superintendent's recommendation. He said he could tell them from professional experience at a neighboring school corporation about fifty miles away, their board eliminated an administrative position as a non-renewal without the Superintendent's recommendation and two years later, had to reinstate that administrator and pay them two years of contract, a healthy fine, as well as paying someone in an interim capacity. He said he wanted the board to think about what an impact that might have on the school corporation. Mr. Risk said he had forty years of administrative experience and has fired numerous teachers and administrators over the years. He said he knows you have to be careful of running afoul of open door laws and as he understands, a quorum of board members are meeting outside of this entity, making board decisions, which is a violation of open door laws. He said he was not at the meeting to complain, he was here to help the board make the right decisions about something that would have such a great impact on the board and on the school corporation. He said the board just needed to make sure they made the right decisions.

Martha Bladen said she has lived in Switzerland County for thirty five years and cares deeply about the quality of the school system. She said her son has attended Jefferson-Craig Elementary, the Middle School, and is now a sophomore at the High School. She said Mrs. Pennington is attending the meeting because of her concerns about the impending non-renewal of Rhonda Pennington's contract. She said she felt this was very short sighted and would be a major detriment to the school system. Mrs. Bladen said she had her first contact with Mrs. Pennington when she was a teacher at Switzerland County Elementary. She said when she was organizing Storyfest for the Hoosier Theatre and the Historical Society and needed the input of teachers from both elementary schools. She said that was eighteen years ago and Storyfest was still bringing enrichment of Language Arts to children in the county. She said Mrs. Pennington was the contact person at Switzerland County Elementary and helped to make Storyfest the innovative experience it still is today. Mrs. Bladen said she has the vision to make learning current and alive. She said she had witnessed that with the demonstration of the utilization of I-Pads in the classroom at the last board meeting. She said she had the opportunity to hear State Superintendent of Schools, Tony Bennett, when he spoke at Madison about two years ago. She said most of his talk was about teacher accountability and the high expectation the state is setting for teachers. Mrs. Bladen said as the school principal, Mrs. Pennington is charged with the task of inspiring her staff to meet the state's higher expectations. She said Mrs. Pennington's knowledge of the standards and how to implement curriculum is greatly needed. She said she and Mrs. Pennington have developed a deep friendship over the years, strongly based on their love of teaching, often sharing ideas and experiences. Mrs. Bladen said in her thirty year career, she has worked as a teacher under four different principals and in that time the administration changed considerably as did the requirements from the state of Ohio. She said in that time the school systems changed so that testing seemed to become more important than the learning process. She said Principals became less casual and more commanding. She said they are now more like business managers and production engineers. She said she has watched the same progression in the Switzerland County School Corporation. Mrs. Bladen said Mrs. Pennington is the principal needed to keep our schools moving forward through her leadership at Jefferson-Craig Elementary. Her positive evaluations from Dr. Jones reflect that leadership. Our schools' innovative use of I-Pads in the classroom has garnered positive attention from the Indiana Department of Education. She said we need that to continue. She said we need Mrs. Pennington's knowledge of curriculum requirements and how to implement them in our schools to continue as well. She said change can be uncomfortable and challenging. She asked if there are issues, shouldn't the board hear both sides. She asked if the board should not give Mrs. Pennington that opportunity. Mrs. Bladen said information is knowledge. She asked that the board have a foundation for this very serious decision. She said it was her strong hope that Mrs. Pennington's contract as Principal of Jefferson-Craig was renewed as she was needed.

Aaron Jones said he was a student at Jefferson-Craig Elementary. He said he wanted to say he did not appreciate Mrs. Pennington being rude to him and his teacher.

Jill Cord said as a patron teacher and former Title 1 instructor at Jefferson-Craig Elementary, she was very interested in the school corporation's Title 1 Federal Grant

which was written for approximately 1 and a half million dollars. She said several years ago, she had written Title 1 Grants for the corporation, along with several others, and was interested in the grant and its provisions. Mrs. Cord said she was currently teaching fourth grade students and some of them qualified for Title 1 remedial services. She said she was interested in the type of Title 1 help she could expect to receive for her fourth grade children. She said on September 21, 2011, she emailed Dr. Jones and requested access to the current Title 1 Grant. On October 10, 2011, she said she had attended a public school board meeting and asked for permission to examine this year's grant. She said it has now been over two months since that school board meeting and over three months since she had first made the request. Mrs. Cord said she has received no information to date. She said there are specific laws pertaining to public access to public records. She said at one of last year's public school board meetings, she had quoted a section of the law pertaining to access to the grant. She said last year it took her up to five months and several emails to both Dr. Jones and Darrell Hansel before she received information regarding the grant. Mrs. Cord said last week she contacted Joseph Haag, an attorney, who investigates organizations who may not be in compliance with the public access law. She said he recommended she file a formal complaint against Dr. Jones with his office because a reasonable time for the information to be provided to her or any patron should have taken a couple of weeks rather than three months. Mrs. Cord said she certainly did not want to file this formal complaint against the school corporation. She said she just wanted the Title 1 information to which she was entitled by law. She asked the board when she would receive a copy of the 2011-2012 Title 1 grant. Dr. Jones said her response to Mrs. Cord at the October meeting was to contact Mr. Hansel, the Title 1 Coordinator. Mr. Cord said according to the attorney she has spoken with, Dr. Jones was the responsible party. She said she had contacted Mr. Hansel on five different occasions last year and had no response, so it was useless to try to contact him. Dr. Jones asked Mrs. Swango if the corporation had gotten approval of the grant. Mrs. Swango said she believed what had been received was the original approval but Mr. Hansel had submitted an amendment and did not believe we had received that. Dr. Jones said the grant had been amended because the corporation had not received the dollars we thought we were going to so what would have been given to Mrs. Cord would have been erroneous. Mrs. Cord said that was fine but that did not negate the law. Dr. Jones asked if she would like to have a copy of the previously filed grant even though it was not correct. Mrs. Cord said she would and thanked the board for their time.

Paul Powers said he was a computer investigator. He said everything he looks into on his day to day job is just the facts. He said when he looked into what was happening with his school board, he had to step back a bit. He said the school board, the people that he elects, are the people he relies on as the ultimate authority for the education of his kids. He said on a day to day basis, he goes to the point person and that point person is Dr. Jones. He said he had trusted the board. He said he had done his homework, he knew who the members of the board were, he knew what the board minutes say and he respects that. Mr. Powers said the problem was the core trust has been broken. He said each board member took an oath when they took office to uphold the Indiana code of ethics according to the Indiana School Boards Association. Mr. Powers said the board should be listening to Dr. Jones as their point person. He said if the superintendent does not

make the recommendation, the board should not act. He said he appreciated the hard decisions the board had to make. He said maybe a person has a lot of complaints coming in and maybe they are not winning a popularity contest. Mr. Powers pleaded with the board to do the right thing and manage our schools by putting kids first which is in the code of ethics. He said the board needed to rely on the superintendent. He said that is why the board hired her. Mr. Powers thanked them for letting him speak.

Steve Bladen said in spite of his wayward actions as a child, he had received a quality education in Switzerland County. He said he believed this was due to teachers who were educators and principals who were first and foremost educators and secondly administrators. He said now, in Switzerland County, principals are seen as spring boards for political office or vice versa. Mr. Bladen said Mrs. Pennington was an educator. He said she dots all the I's and crosses all the T's. He said Mrs. Pennington had no political aspirations to his knowledge. Mr. Bladen said there are few if any shortcuts taken or concessions made for personal or political gain in Mrs. Pennington's leadership at Jefferson-Craig. He said that has not set well with some veteran teachers. He said a few disgruntled employees have resisted some of the policies that Mrs. Pennington has implemented and caught the ear of sympathetic friends of members of the school board. He said he had heard that ISTEP scores had gone down on Mrs. Pennington's watch. He said his personal opinion on this is that Mrs. Pennington is doing things by the book and not taking short cuts in order to inflate student scores. He said this was probably more germane than the supposed drop in ISTEP scores than the changes or supposed lack of leadership found by Mrs. Pennington. Mr. Bladen said from everything he had seen from Dr. Jones since she became the school system's superintendent, she is a class act. He said after replacing a superintendent that allowed millions of dollars to disappear, she was indeed a breath of fresh air. He said he felt her resignation was triggered by resistance to much needed changes in how we educate our children that has been exhibited by members of the school board. Mr. Bladen said the board should change their mind unless being embroiled in yet another controversy is their goal.

Candi Risk said she was a former teacher in Switzerland County. She said she had known Mrs. Pennington for over thirty years. Mrs. Risk pointed out that ISTEP scores have gone up in Math. She said accountability is what it's all about and Mrs. Pennington was needed in Switzerland County to accomplish that.

Larry Tolbert said he was there to ask that whoever the administrator was going to be, he hoped they would have the courtesy to inform parents and guardians about changes in policy. He said he had an experience in trying to pick up his grandchild that was very traumatic for the child. He said he had no problem with the policy change but wished he had been advised that there was a change.

Mike Busch said on behalf of the EcO15 program, and the Switzerland County Economic Local Corporation and Community Foundation, he wished to thank the school board for continuing to let EcO15 participate in the local manufacturing program at the High School. He said currently, \$102,000 of EcO15 funds have been used to help support this program to promote manufacturing careers in the region. Mr. Busch said when the

Advanced Manufacturing program was started, three very serious areas needed to be addressed. Mr. Bush said the first goal was to allow non-college bound students the opportunity to gain workforce relevant skills at Switzerland County High School. He said, secondly, the aim was to help improve the unacceptably high drop out rate. He said, thirdly, the aim was to encourage kids to explore college opportunities through hands on projects of learning when textbooks and lectures was not the way they were going to succeed. Mr. Busch said all three of these goals are being met. He said there was a list of persons who needed to be thanked. He thanked Dr. Jones for her unequivocal support of the program. He thanked Mr. Noel for his enthusiasm for the program. Mr. Busch said a couple of weeks ago, Switzerland County students went to an EcO15 showcase at South Ripley High School where they did an outstanding job and were deemed the stars of an event in which over 300 students participated. He said Jim Hess, Barry Smith, and Darwin Nelson are outstanding educators who are motivating those kids. He also said Travis Griffith, Adam Dennis and Rhonda Pennington have been great promoters of the Project Based Learning projects where the kids live the story problem. Mr. Busch said he was grateful for everyone's support, but there were challenges ahead. He said state funding policies will continue to squeeze school funds. He said he was not just talking about the state's losing \$300 million and then cutting the school budget to make up for that and then all of a sudden finding it. He said the financial crisis is going to be a huge burden on the administrators. Mrs. Busch said technology is not cheap and it gets old and outdated very quickly. He said there is no easy solution. He said the only thing he could promise is that the Economic Development Corporation and the EcO15 Initiative are committed to helping the school corporation's program and making it grow. Mr. Busch said he was also very proud that the drop out rate has improved. He said students are not only staying in school, they are wanting more and looking at what they need to do to get a degree beyond High School. He said if anyone has not had a chance to visit the Manufacturing Lab, they should do so. Dr. Jones also introduced Mrs. Reeves who wrote matching grants so the kids could have quality equipment because the corporation did not have enough money to do it all.

PERSONNEL:

Mr. Phipps moved to approve the resignation of Joan Hickman. Mr. Daugherty seconded and the vote was unanimous.

Mr. Phipps made a motion to approve the resignation of Steven Konkle as the Varsity Volleyball Coach. Mr. Waltz seconded the motion. The board approved the ECA resignation in a six to one vote with Mrs. Moore voting against.

The board voted unanimously to approve the employment of two persons in a motion by Mr. Waltz, seconded by Mr. Roberts, as follows:

- Teresa Darling, School Nurse, 3 days per week, effective 12/05/2011.
- Judy Lozier, Bus Driver to replace Larry Stewart, effective 01/16/2012

The board voted unanimously to approve the following ECA recommendations in a motion by Mr. Phipps, seconded by Mr. Roberts:

- Steve Ward: 5/7 of Vocal 6-12
- Tammy Beitzel: 1/7 of Vocal 6-12
- Nancy Hart: 1/7 of Vocal 6-12
- Nancy Hart: Assistant Show Choir – 100%
- Steve Ward: Show Choir – 100%

Mrs. Peters made a motion that the Superintendent give written preliminary notice that the governing body is considering the non-renewal of the administrator's portion of the Jefferson-Craig Principal's contract in compliance with Indiana Code 20-28-8-4. Mrs. Moore seconded the motion. The vote was as follows: AYES: Peters, Moore, Waltz, Daugherty, Roberts. NAYS: Truitt, Phipps.

PROFESSIONAL LEAVE / FIELD TRIPS:

The board unanimously approved a Professional Leave request from Janet Hendricks to attend a High Ability Coordinators' Breakfast / IAC Conference in Indianapolis on January 22 and 23, 2012 in a motion by Mr. Roberts, seconded by Mr. Waltz.

USE OF FACILITIES:

Mr. Phipps moved to approve the use of the Switzerland County High School Cafeteria by the INPRS for a Teacher Retirement Benefits Workshop on May 3, 2012 from 4:00pm to 8:00pm. Mr. Daugherty seconded the motion and the vote was unanimous.

ANNOUNCEMENTS AND REPORTS: (SUPERINTENDENT)

Dr. Jones made the following announcements:

- Endowment Meeting - Tuesday, Dec. 20, 2011
- Informational Bus Meeting at 8:30am, Tuesday, Dec. 20, 2011 at Switzerland County Elementary School
- Special Board Meeting (Re-Organizational) - January 9, 2012
- Regular School Board Meeting - January 16, 2012

BOARD REPORT AND COMMENTS:

Mrs. Peters said she had a meeting as the board's appointed policy liaison on January 11, 2012 with the Indiana School Board Attorney, Julie Slavens.

ADJOURNMENT:

Mr. Roberts moved to adjourn the meeting. Mr. Phipps seconded and the vote was unanimous. The meeting was so adjourned. (7:35 p.m.)

Andy Truitt, President

William Roberts, Vice President

Tonya Moore, Secretary

Wayne Daugherty, Member

Nancy Peters, Member

James Phipps, Member

Vernon Waltz, Member