

**SWITZERLAND COUNTY SCHOOL CORPORATION
MINUTES OF THE APRIL 16, 2012
EXECUTIVE SESSION BOARD MEETING 4:00 P.M.
REGULAR SCHOOL BOARD MEETING 5:30 P.M.**

The School Board of Trustees met before the regular public meeting for an Executive Session beginning at 4:00 p.m. at the Switzerland County Administration Office to discuss an individual over whom the governing body has jurisdiction and to receive information concerning the individual's alleged misconduct.

The Board members present were Mr. Phipps, Mr. Daugherty, Mr. Roberts, Mrs. Moore and Mr. Waltz. Mrs. Peters and Mr. Truitt were unable to attend. Dr. Elizabeth T. Jones, Superintendent; School Board Attorney, Ron Hocker, Matthew Hocker and Rhonda Pennington 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.

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:

Board members in attendance were Mr. Phipps, Mr. Daugherty, Mr. Roberts, Mrs. Moore and Mr. Waltz. Mrs. Peters and Mr. Truitt were unable to attend.

Others in attendance were Dr. Elizabeth T. Jones, Wilma Swango, Mona Crabtree, Ronald Hocker, Matthew Hocker, Michael Jones, Rhonda Pennington, John Druba, Tony Spoores, John Sieglitz, Jill Cord, Matt Levell, Sean McGarvey, Greg Curlin, and Mark Lohide

ADOPTION OF AGENDA:

Mr. Waltz made a motion to approve the agenda with the addition of an Endowment request, ECA fundraisers, a contingent resignation, and a field trip request. Mr. Roberts seconded the motion and the vote was unanimous.

APPROVAL OF MINUTES:

The Board voted unanimously to approve the minutes of the meetings of March 7, March 13, and March 19, 2012 in a motion by Mr. Daugherty, seconded by Mrs. Moore.

FUND REPORT:

Mrs. Moore moved to approve the fund report as submitted. Mr. Waltz seconded. Corporation Treasurer, Wilma Swango, said no year-to-date revenue has been received in the areas except for Transportation Operating where a little bit of funding was received from field trip reimbursements. She said the Federal Programs are reimbursable now. Mrs. Swango said moving funds from Main Source Bank to Friendship State Bank is still in the process. She said Friendship hasn't been able to conduct the training to transfer the money for Payroll yet. She said she hoped that could happen before the end of April. Mr. Phipps asked about the accounts showing small negative amounts. Mrs. Swango said the 9490 account he was referring to was used for writing claim checks to individuals when there was a mistake made and someone needed to be paid. She said the money to reimburse that account was then run through the next payroll, so if the check were written at the end of February and the next payroll was in March, it would show a negative amount. Mrs. Swango said the other accounts he referred to were showing negatives because they had checks that were voided and adjustments had to be made for the voided checks. She explained that every account over 9000 is a clearing account that should remain at zero, but sometimes that does not happen if items haven't cleared. There being no further questions, the Board voted unanimously to approve the report.

CLAIMS:

Vendor Claims #42757 through #42779; voided #42780; #42812 through #42819; #42820, and #42821 through #42898, as well as Payroll Claims for 3/30/2012 and 4/13/2012 were presented for approval in a motion made by Mr. Daugherty and seconded by Mr. Roberts. Mrs. Swango pointed the Board's attention to Claim #42872 to Perma Bound for \$4,683.31. She said the first three items of the claim's description are custodial supplies which should go to Phillips Supply and the last items actually go with the book company. She said she would like to make the Phillips Supply claim a future number and asked the Board to approve this claim #42872 to Perma Bound for \$2,369.06. Mr. Daugherty asked Mrs. Swango if companies were bidding for custodial supplies. Mrs. Swango said the head custodians at each building requisition supplies from different companies because certain products work better for them. She said even though bids aren't required, the custodians are asked to compare prices and for the most part there is not a significant difference in the prices. The Board voted unanimously to approve the claims with the aforementioned correction.

OLD BUSINESS:

The Board unanimously approved modifications to four bus routes for the period of April 2, 2012 through May 22, 2012, due to a portion of Highway 56 (Vevay Hill) being closed in a motion made by Mrs. Moore, and seconded by Mr. Waltz. The routes modified were those of Bus C-9, C-10, C-14 and C-32.

Mr. Waltz made a motion to approve the implementation of the RISE model for teacher evaluations. Mr. Daugherty seconded the motion. Mr. Phipps asked if there was a plan of action a teacher could take if they did not agree with an evaluation. Dr. Jones said in compliance with Indiana Code, there was a process already in place whereby within five days of an evaluation a teacher does not agree with, the teacher can request a meeting with the Superintendent. Mr. Hocker said, although the Board does not have direct input regarding an evaluation, they do have input regarding the final decision in the recommendation of non-renewal of a contract. Mr. Druba said before a recommendation for non-renewal happens, the teacher must be put on an Improvement Plan in order to give them an opportunity to improve in areas of weakness. Mr. Phipps said if he understood correctly, there was a monetary incentive for teachers to get a Highly Effective rating and wondered where that money would come from. Dr. Jones said the State says that Corporations should work within their budgeted revenue. She said the State allows Corporations to tap into their savings for monetary awards but only requires that they give based on what they receive in revenue. Mr. Curlin said at some point, the Board would have to make a decision as to whether the amount of an incentive given to a High Effective teacher would be reduced the next year or be included the next year as the teacher's base pay from then on. Dr. Jones said the Board would have to work with the CTA on that issue. Mr. Druba said in his building he could have one to three teachers receiving a Highly Effective evaluation and perhaps everyone else receiving an Effective rating. Mrs. Pennington said the Board would need to decide whether the Highly Effective teachers would receive the same amount as the Effective teachers or whether they would receive less. Dr. Jones said there would be a learning curve with the process. Mr. Daugherty asked if there was a choice in the matter. Mr. Druba said if the Corporation wanted to go with another model, it would have to be submitted and approved by the State and would need to include all of the criteria and assessments that the RISE model entails. The vote to approve the RISE model was as follows: AYES: Phipps, Daugherty, Roberts, Waltz. NAYS: Moore

Dr. Jones said as part of the RISE model, every teacher must have a Student Learning Objective. She said it was recommended that one person in the Corporation be chosen to move this forward and Mrs. Pennington was chosen because of her K-8 curriculum background. Mrs. Pennington explained that Professional Practice and Student Learning are the two major components of the RISE evaluation system which make up the accumulative evaluation rating that every teacher will receive.

NEW BUSINESS:

The Board unanimously approved a SCAT (Switzerland County Awareness Team) Grant submitted by Casie Jesop in the amount of \$1,000 to be used for supplies during Red Ribbon Week. The motion to approve the grant was made by Mrs. Moore and seconded by Mr. Roberts.

Mr. Daugherty made a motion to approve the 2012-2013 Middle School Student Handbook with no policy changes, but with an addition of an I-Pad User Agreement. Mr. Waltz seconded the motion and the vote was unanimous.

Mr. Roberts made a motion to approve the 2012-2013 Student Handbooks for Jefferson-Craig Elementary and Switzerland County Elementary Schools. Principal Mike Jones said there were no changes to the Switzerland County Elementary handbook except an updated calendar and other regular updates. Principal, Rhonda Pennington said changes to the Jefferson-Craig Elementary handbook included regular updates and a clarification to parents concerning medications. Mrs. Moore seconded the motion to approve the student handbooks with the aforementioned changes and the vote was unanimous.

Mrs. Moore moved to approve the RQAW Letter of Agreement for a new fire alarm system for the High School and Jefferson-Craig Elementary as presented. Mr. Waltz seconded the motion. The Board's vote to approve the agreement was unanimous.

Mrs. Swango presented a comparison of Health Plan benefits and costs of what the Corporation currently has and a plan offered by the State and a Consortium plan. She said in the past, the Corporation was unable to join a consortium, but now has that opportunity if that is the Corporation so chooses. Mrs. Swango said teacher and administrative representatives have attended several meetings of the Consortium to gather information. She said she has prepared a survey to get an idea of the staff's interest, but her belief is that the Consortium will be the desired plan. No vote was taken so that the Board can review the plans and discuss these options and make their final decision at a subsequent meeting.

Mrs. Moore made a motion to approve an Endowment Request for \$3,000 to be used for Camp Livingston expenses. Mr. Roberts seconded the motion and the Board's vote was as follows: AYES: Moore, Roberts, Daugherty, Waltz. NAYS: Phipps.

Mrs. Moore moved to approve two ECA fundraisers for the Baseball program which include Subway proceeds and sale of T-shirts and hats. Mr. Waltz seconded and the Board's vote was unanimous.

PUBLIC COMMENTS:

Jill Cord, a fourth grade teacher at Jefferson-Craig Elementary School said she had attended a meeting the previous week when she explained the situation regarding the manner in which her teacher evaluation had been performed unsatisfactorily and the fact that she feels she is being retaliated against through the evaluation process. She said she feels this retaliation is in violation of her First Amendment rights and a legally binding judicial agreement which was signed by the Switzerland County School Board and the Superintendent in 2008. She said this judge ordered agreement is in effect until she decides to leave the Corporation. Mrs. Cord said last Monday, she asked the Board to communicate with her regarding a possible solution to this alleged retaliation and unfair teacher evaluation procedure that occurred. She said there has been no communication from the Board or any school Administrator. Mrs. Cord said last Thursday, Dr. Jones was at Jefferson-Craig for a teacher's meeting at which time she indicated that the Jefferson-Craig Principal's teacher evaluation responsibilities had been increased to

include the involvement of not only Jefferson-Craig's K-6 teachers, but is now to involve the K-5 teachers of Switzerland County Elementary School and even possibly the seventh and eighth grade teachers at the Middle School as in the writing of the teacher evaluation objectives. She said Dr. Jones stated that the JC Principal needed to be working with the SCE teachers because the SCE Principal, Mr. Jones, has no training in elementary curriculum. She said it is her opinion that the RISE evaluation model is doomed to failure due to the politically charged environment under which teachers are currently being evaluated. Mrs. Cord said her unsatisfactory and improperly conducted teacher evaluation is a perfect example of the manner in which school politics has corrupted the teacher evaluation process which must be fair, timely and impartial so that the true value, worth and merit of a teacher can be accurately assessed. She said last week, Indiana State Superintendent of Education, Tony Bennett, visited some Madison School Corporation Administrators and took part in an interview by Madison Courier newspaper. In this interview, Mrs. Cord said, Mr. Bennett is quoted as saying, "All bad teachers have one thing in common. They all have Administrators who did not do their jobs." She said she was again requesting that the Board or an Administrator contact her so that the teacher evaluation system and situation at Jefferson-Craig can be addressed immediately.

PERSONNEL:

Mrs. Moore moved to approve the employment of Sheila Gault to fill the Secretary position at Jefferson-Craig Elementary School that will be vacant at the end of this school year. Mr. Roberts seconded the motion and the vote was unanimous.

The Board unanimously approved the resignation of Middle School Math teacher, Sheila Gault, which was contingent upon the approval of her employment as the Jefferson-Craig Secretary position, in a motion by Mrs. Moore and seconded by Mr. Waltz.

PROFESSIONAL LEAVE / FIELD TRIPS:

Mr. Roberts made a motion to approve a request from the Sixth Grade to attend Camp Livingston, May 9 through May 11, 2012. Mr. Waltz seconded and the Board's vote was unanimous.

USE OF FACILITIES:

Mrs. Moore abstained from the vote while all other Board members present voted to approve a Use of Facilities request from Mrs. Moore to use the High School Track for a St. Jude's Walk on May 20, 2012 from 1:00pm to 3:00pm. Mr. Daugherty made the motion to approve the request with Mr. Waltz seconding.

ANNOUNCEMENTS AND REPORTS: (SUPERINTENDENT)

Superintendent, Elizabeth Jones made the following announcements:

- Executive Session Only Board Meeting: Monday, 4/23/12, 4:00pm

- Next Endowment Meeting: Tuesday, April 24, 2012 at 5:00pm
- Band Dinner / Fund Raiser: Java Bean, Thursday, May 4 at 5:00pm

BOARD REPORT AND COMMENTS:

Mr. Daugherty made a comment that a table or podium was needed in the Board room when presentations are made during the meeting.

Mr. Daugherty said he felt like the quote from the Architect for the alarm system was very costly and wondered if the Corporation needed to try to get other quotes so they might be more competitive.

Mr. Daugherty said he wondered how many schools have curriculum directors.

Mrs. Moore said she wanted to thank all of the Administrators for attending and noticed the High School Principal has missed the last couple of meetings. She asked the Administrators to please convey her appreciation to their teachers for the wonderful jobs they are doing.

ADJOURNMENT:

Mr. Roberts moved to adjourn the meeting. Mrs. Moore seconded and the vote was unanimous. The meeting was so adjourned. (7:25 p.m.)

James Phipps, President

Wayne Daugherty, Member

William Roberts, Vice President

Unable to Attend
Nancy Peters, Member

Tonya Moore, Secretary

Unable to Attend
Andy Truitt, Member

Vernon Waltz, Member