

OFFICIAL MINUTES OF REGULAR BUSINESS MEETING
Administration Building
November 15, 2016

The meeting was called to order at 6:30 p.m. by President Ralph Burchett. Grandview students Kooper Montgomery and Jazmine McMichael led the Pledge of Allegiance.

Board Members Present: Ralph Burchett, Warren Taylor, Lori Savoy, Chris Hunt, Ann Kirschner and Carl Hylton

Board Members Absent: Ron Spurlock

Others Present: Dr. Russell E. Hodges, Scott Collins, Dr. Stephen R. Bayer, Jane Kellam-Tollett, Lester Schaefer, Debbie Jobe, Tammy Grothe, Sherry Keller, Kevin Yaryan, Joe Bunyard, Jayson Waterman, Beth Denham, Leslie Jacobs, Randal Judd, Mia McCreary, Cindy Lynch, James Small, Tricia Fields, Terry Miller, Jan Dunham, Bryan Jennings, Kay Rowley, Fran Holmes, Jeremiah Mitchell, Sandra Felix, James Sprague, Deb Stanley, Paula Davis, Amanda Toney, Andy Yaryan, Mark Beard and recording secretary Cindy Young

School Recognition: Carla Hubbard, Grandview Principal, stated that each day Grandview Elementary School begins their day with a morning news cast. The news team of Ryan Johnson, Jace McMichael and Tess Montgomery explained how they record and prepare the newscast and how it is saved to a school google account for students to view each morning. A short video was shown of the activities happening at Grandview Elementary.

Motion to Approve the Agenda as Submitted/Amended: Lori Savoy made a motion to approve the agenda as submitted. Carl Hylton seconded and the motion passed 6-0.

Patron Comments on Agenda Items: Lester Shafer expressed his concern for the amount of the contract for the new superintendent. He believes the amount is excessive for Fayette County. He also expressed his concern that the contract was for 4 years and that the new board members should have a vote.

Jayson Waterman stated that in reviewing the FCSC Policies on Meeting Procedures he believes there is a discrepancy between Policy 1.18 and Policy 1.19 and the number of days required before a meeting to have an item placed on the agenda. He believes that the Board should delay all decisions until the policy discrepancies are addressed. He believes the policies should be addressed before any decisions are made to avoid a possible scandal.

Board Will Consider a Recommendation for Superintendent of Schools: Warren Taylor stated that the search for the new superintendent was in compliance with state statute. The search process began in June of 2015 when Dr. Hodges informed the Board of his retirement intentions. With the resignation of Dr. Rieke in 2015 the plan was to hire a new assistant superintendent with the intention of that person becoming the new superintendent when Dr. Hodges retired, if all requirements and performance based expectations had been met. A committee of three Board Members met three times, first meeting was with Mr. Collins to affirm his intention to still become the superintendent, second meeting the committee met with Marsha Bugulla, school board attorney, and Mr. Collins to work out details of the contract. The third meeting the committee, Ms. Bugula and Mr. Collins reviewed the final contract. The committee unanimously agreed to take the recommendation to the full board.

Carl Hylton made a motion to approve the hiring of Scott Collins as the new superintendent per the advertised contract. Warren Taylor seconded the motion. Ann Kirschner stated that she had not seen the full contract only the base salary and the car allowance. She has nothing against Mr. Collins but did not agree with the final contract. A 5-1 vote was taken and passed with Mrs. Kirschner being the dissenting vote.

Consent Agenda:

- **Approval of Minutes** of Regular Business Meeting of 10/11/16 and Special Meeting of 11/7/16

- **Personnel Report – Retirements /Resignation/ Leaves of Absence:**

Resignations:

Support Staff:

1. Courtney Graves I.I. Education Assistant - CHS
Effective October 25, 2016
2. Shannon Norris Caregiver – Magic Moments
Effective November 4, 2016

Extracurricular:

1. Kyle Carsey 8th Grade Girls White Basketball Coach - CMS
Effective October 31, 2016

Termination:

Support Staff

1. Phyllis Durham Bus Assistant - Transportation
Effective October 28, 2016

Health Leave

1. Calvin Durham Bus Driver - Transportation
Effective September 26, 2016 for up to 60 days

- **Approval of October, 2016 Claims** #44425 to #44767 in the amount of \$3,026,999.00

- **Donations:** Donations were \$4,988 from the Backstop Booster Club for CHS infield improvements to the varsity baseball field. A donation of \$1,700 was donated to Whitewater Career Center in memory of Joe Connell.

Carl Hylton made a motion to approve the Consent Agenda. Lori Savoy seconded and the motion passed 6-0.

Board Will Consider a Recommendation for Assistant Superintendent of Schools: Dr. Bayer made a recommendation to the Board to hire Kim Corsaro as the Fayette County School Corporation Assistant Superintendent. After Mrs. Corsaro’s biography was shared, Chris Hunt made a motion to approve Mrs. Corsaro as the new Assistant Superintendent. Carl Hylton seconded the motion.

Discussion was held with Mrs. Kirschner stating that having an assistant superintendent was a luxury that FCSC could not afford. The corporation has a finite amount of money and we don’t need to hire an assistant. Staff has been asked to do more with less for a very long time. Central Office has not been reduced and they have closed two schools. More money should be given to those on the front lines and to educational assistants.

Mr. Hunt stated he believes in the opposite side of that statement. His wife is an educational assistant and he is a Board Member. He knows how important the superintendent and assistant superintendent are for the success of the school corporation. If you compare the salaries of these positions to those of similar size and surrounding schools the contracts are in line. Mr. Hunt stated

he was placed on this Board to make decisions when needed not to wait till a later time. Mr. Hunt expressed his respect for new members but they have not worked with Mr. Collins. Mr. Hunt stated his seat as a Board Member will be up in two years and if the public is not happy with his decisions they will not vote for his re-election.

Warren Taylor stated he was not in favor of not having an assistant superintendent. For the last 10 years FCSC has out-performed previous years. You get what you pay for and FCSC students deserve the best. Mr. Taylor asked in what democracy do those newly elected receive any authority before they are sworn in.

Mrs. Kirschner stated she understands where other Board Members are coming from but does not agree that this is in the best interest of the students nor should this Board be the ones making this decision.

A 5-1 vote was taken with a show of hands with Ann Kirschner being the dissenting vote.

Action Items:

Personnel Report: Recommendation for Employment, etc.

Support Staff:

1. Terry Davidson I.I. Supervisor - CMS
Effective November 3, 2016

Extracurricular:

1. Don Crum 7th Grade Girls Red Basketball Coach - CMS
Effective October 12, 2016

Letter of Agreement for Adjustment for Additional Compensation for Joanne

Hackleman: Additional compensation for Joanne Hackleman due to additional work needed to monitor the work of our newest SLP. Due to licensing status they have not had full authority to directly monitor student learning plans. FCSC has made a provision to provide Ms. Hackleman with an additional \$500 stipend per semester for observing testing and attending case conferences for 26 or more students above her current case load. The amount would be \$750 if she has 51 or more students per semester and \$1,000 for 75 or more students beyond her case load.

Recommendation for approval of Salary and Benefit changes for Administrators for the 2016-2017 and 2017-2018 school year. These changes consisted of:

- Technology/Cell Phone Allowance increased to \$600 annually beginning 2016-2017 school year
- John Green \$2,000 one-time base salary increase for completion of IASBO Facilities Director Certification Program
- A \$2,000 stipend to be paid after state results are finalized if administrator is highly effective or effective in 2015-2016. This is the same performance pay distribution as teachers rated highly effective or effective will receive.
- If any State Performance Grant for 2015-2016 is granted, administrators rated highly effective or effective should receive the same amount as teachers.
- Base increase for 2017-2018 from stipend in above item -- \$1,000 multiplied by day factor and multiplied by the administrative factor, not to exceed \$2,000.
- 2016-2017 Performance Pay utilizes same per point value as teachers in formula for performance base 2017-2018 base increase.

Recommendation for approval of Salary and Benefit changes for Classified Staff excluding Bus Drivers for the 2016-2017 and 2017-2018 school years: The recommendation was:

- Classified Staff not currently receiving opportunity to use 2 personal days from sick leave will have this benefit added.
- Stipend of 3.5% of 15-16 based on the calculated annualized pay for those persons evaluated highly effective or effective for 2015-2016.
 - Calculated annualize pay equals scheduled working days per year multiplied by hours per day multiplied by 2015-2016 hourly rate.
- Base increase for 2017-2018 of 1.3% to all classified staff.
- Pool of \$100,000 will be established for February 1, 2017 base salary increases to bring pay up to the competitive market rate. If all \$100,000 is not used to bring salaries up to market then the balance will be added to the 1.3% proportionally utilizing annualized wages as outlined above for 2017-2018 increases.

Recommendation for of Bus Driver Compensation for 2016-2017. Also, ACA contribution towards Health Insurance to 5 Bus Drivers scheduled and working the most hours per day provided the amount of hours exceeds 6 hours per day. Compensation for bus drivers were:

- Stipend of \$483 for those bus drivers working 120 days or more evaluated as effective or highly effective for the 2015-2016 and working the 2016-2017 school year.
- No raise was given in fall of 2016, increase hourly rate to \$21.83 effective January 1, 2017 for those rated effective or highly effective for 2015-2016 and working 120 days or more.
- Hourly rate increase to \$22.38 effective August 1, 2017 for those rated effective or highly effective in 2016-2017 and working 120 days or more.

Carl Hylton made a motion to approve the personnel report. Ann Kirschner seconded and the motion passed 6-0.

Public Law 221 School Improvement Plans for 2016-2019: Mr. Collins stated that Public Law 221 requires all elementary, middle and high schools in Indiana to participate in a continuous improvement process. Due to the delay in the release of ISTEP+ results from the spring 2016 the IDOE delayed the plan submission date to December 1, 2016. Each of the FCSC building school improvement teams reviewed the results of their data and created an updated three-year plan to address identified benchmarks and align with the overall corporation's objectives, goals, and expectations. The executive summaries for the six elementary schools, middle school and high school were presented to the Board for their review. Carl Hylton made a motion to approve the 2016-2019 Improvement Plans. Ann Kirschner seconded and the motion passed 6-0.

CHS Handbook Revision: Mr. Collins stated that the Board had approved in the spring the CHS Handbook. As the handbook reads students can have a high enough GPA to merit recognition on the honor roll but because they are taking TACO U classes (Take A Course On Us through Ivy Tech) are not listed as taking 6 credits at CHS, these students are not eligible for the honor roll. This exclusion from the honor roll will also prevent them from being recognized as Honor Graduates and for Academic Awards (per FCSC Board Policy). A simple language change of "a student must be in six (6) credited class" to "a full time student" will allow CHS to recognize and honor the students for their academic achievements and efforts. This change would be retro-active

for the first nine weeks of the 2016-2017 school year. Lori Savoy made a motion to approve the CHS Handbook revision. Carl Hylton seconded and the motion passed 6-0.

Public Comments: Jayson Waterman reminded the Board of the Board Policy discrepancy and asked to have it reconciled as soon as possible.

Report Items:

Superintendent's Discussion Groups' Reports: No Report

Principals'/Directors' Reports: No Report

Director of Human Resources' Report: Dr. Bayer stated that he has been visiting with the mentors and mentees to see how the year is going and to provide help if needed. He gave hats off to the mentors who are doing a great job helping and providing resources for the first and second year teachers. CHS is now serving approximately 400 students during their 2nd Chance Program. Chartwells employees were commended for their hard work with this program. The fresh food that is not eaten and unwrapped or unopened is being donated to local food pantries.

Director of Finance's Report: Mrs. Kellam-Tollett stated with the beautiful weather the Maintenance Department has been having a difficult time keeping all the building temperatures where they should be. Progress is being made on the concession stand at the softball and soccer fields. Pride Mark began this project and is now being completed by the students at Whitewater Career Center.

Assistant Superintendent's Report: Mr. Collins thanked the Board for their trust in him to lead the Fayette County School Corporation. He stated it was great to be back at Fayette County School Corporation. Mr. Collins recognized Lizzie Mae Barrett, his fourth grade teacher, for celebrating her 100th birthday.

Superintendent's Report: Dr. Hodges congratulated the Board on their choice for the new superintendent. Dr. Hodges congratulated Mr. Collins on his new position. Dr. Hodges stated that Mr. Collins had worked very hard this last year to obtain his superintendent's license and wished him much success. Dr. Hodges congratulated Kim Corsaro stating that she is very committed and wished her success in her new position.

Good of the Cause: Ann Kirschner stated that the community had lost Jerry Hathaway stating he had been a great contributor to Fayette County and the Fayette County School Corporation. Warren Taylor thanked Carla Hubbard and the Grandview students for their presentation. Mr. Taylor invited the public to the CHS Boys' Basketball Team's Chicken Dinner on November 19th from 4-7 at CMS.

Carl Hylton made a motion to adjourn the meeting. Warren Taylor seconded and the motion passed 6-0.

The meeting adjourned at 7:45 p.m.