

OFFICIAL MINUTES OF REGULAR BUSINESS MEETING

Administration Building

September 13, 2016

The meeting was called to order at 7:00 p.m. by President Ralph Burchett. Maplewood Students led the Pledge of Allegiance.

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

Board Members Absent: Carl Hylton and Ron Spurlock

Others Present: Dr. Russell E. Hodges, Scott Collins, Dr. Stephen R. Bayer, Jane Kellam-Tollett, Steven Dungan, Kay Rowley, Randy Judd, Bryan Jennings, Kim Corsaro, Jan Dunham, Beth Denham, Stephanie McCann, Joe Bunyard, Terry Miller, James Sprague, Holly Dobbs and recording secretary Cindy Young

School Recognition: Maplewood Principal, Kim Corsaro, thanked the Board for allowing her students to come and share some of the learning that is happening at Maplewood Elementary. Mrs. Corsaro showed a video of the Life Skills Class during a brain break. Mrs. Holly Dobbs, Life Skills Teacher, and her students; Elaina Snyder, Addison Gibbs, Brandon Ployak and Gabe Corsaro demonstrated how they use web-based programs and the Smartboard to learn about shapes of different objects. Mrs. Dobbs stated that with the help of a grant from the Louise Joyner Fund her class was able to purchase supplies for a cooking curriculum that Maplewood uses. The students had practiced their skills using adding, subtracting, and reading to prepare a two ingredient cake which they shared with Board Members.

Motion to Approve the Agenda as Submitted/Amended: Chris Hunt made a motion to approve the agenda as submitted. Lori Savoy seconded and the motion passed 5-0.

Patron Comments on Agenda Items: There were no patron comments.

Consent Agenda:

- **Approval of Minutes** of Regular Business Meeting of 8/9/16, Executive Meeting of 8/9/16 and Special Work Session of 8/23/16

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

Resignations:

1. Marian Cain Title I Education Assistant - Maplewood
Effective August 3, 2016
2. Kathleen Marschand Education Assistant - Maplewood
Effective August 2, 2016
3. Kelly Orr Education Assistant - Everton
Effective September 9, 2016
4. Emma Williams Health Assistant - CHS
Effective August 31, 2016

1. Rachelle Burkhead 8th Grade Girls White Basketball Coach - CMS
Effective August 12, 2016

- Approval of August, 2016 Claims #43778 to #44132 in the amount of \$2,850769.57

- **Donations:** Donations were approved from Kiwanis International of two Panasonic cameras to be used at CHS; a \$1,000 donation from Nixon Tool Co, Inc for WCC to be used for extra-curricular activities for the precision machine technology class; a donation of \$8,693 to be used to purchase diagnostic scan tools in the automotive technology program at WCC; and a donation of \$600 for the elementary health assistants from Kappa Kappa Sigma Sorority.
- **Approval of Connersville Gymnastic Center Facility Usage:** Approval was given to the Connersville Gymnastic Center Booster Club to host a Local Gymnastic Meet on Sunday, October 30th and January 8th with a starting time earlier than stated in School Board Policy.

Warren Taylor made a motion to approve the Consent Agenda. Lori Savoy seconded and the motion passed 5-0.

Action Items:

Personnel Report: Recommendation for Employment, etc.

Support Staff:

1. Brandy Abercrombie Title I Education Assistant - Frazee
Effective August 10, 2016
2. Diana Carey Head Start Nutrition Bus Aide - Eastview
Effective August 12, 2016
3. Renee Dixon Nutritional Bus Assistant - Grandview
Effective August 16, 2016
4. Jennifer Keen Special Education Assistant - CHS
Effective August 8, 2016
5. Bob Meyers Temporary I.I. Education Assistant - CHS
Effective August 12, 2016
6. Samantha Parker Head Start Nutrition Bus Aide - Eastview
Effective August 12, 2016
7. Crystal Schultz Custodian – Eastview/Frazee
Effective August 24, 2016

Extracurricular:

1. Lindsay Baldwin FACS Dept. Chair - CHS
Effective August 8, 2016
2. Ian Devereux JV Volleyball Coach – CHS
Effective August 1, 2016
3. Anthony Fox Assistant Football Coach – CMS
Effective September 3, 2016
4. James Pea Assistant Football Coach – CMS
Effective August 1, 2016
5. Brian Todd Social Studies Dept. Chair – CHS
Effective August 8, 2016

Ann Kirschner made a motion to approve the personnel report. Chris Hunt seconded and the motion passed 5-0.

Appointment of FCSC Wellness Coordination: Dr. Hodges recommended that Dr. Stephen R. Bayer be appointed to be the Wellness Coordinator for Fayette County School Corporation. Lori Savoy made a motion to appoint Dr. Bayer as the FCSC Wellness Coordinator. Warren Taylor seconded and the motion passed 5-0.

Appointment to the Insurance Trust Board: Dr. Hodges recommended to the Board to appoint Amanda Butcher, CHS teacher, and himself as FCSC representatives to the East Central Insurance Trust Board. Warren Taylor made a motion to approve Dr. Hodges and Amanda Butcher as FCSC representatives to the East Central Insurance Trust Board. Lori Savoy seconded and the motion carried 5-0.

Approval of Teacher Collective Bargaining Agreement for 2016-2017: Dr. Bayer presented to the Board the following agreement highlights of the Teacher Collective Bargaining Agreement for 2016-2017:

- For 2016-2017, a pool of \$300,000 was established in last year's contract to be distributed to all teachers employed in 2015-2016 for 120 days or more and evaluated as effective or highly effective.
- In addition, \$2,000 will be paid to teachers who are currently employed by the School Corporation and were employed during the 2015-2016 school year for 120 days or more. They must have also been evaluated as Highly Effective or Effective to receive the stipend. Payment will be received within 30 days following finalization of achievement scores.
- Retirees will be compensated on base pay from the pool of \$300,000 and their amount for base and stipend will be deposited into their 401(a) account.
- Those having left FCSC are not eligible for distribution of funds.
- A pool of \$175,000 has been established for the 2017-2018 distribution and will be applied to the formula. The formula recognizes only years of service and effective or highly effective rating with all dollars added to the base contract.
- A \$2000 stipend paid following state test score validation will be applied to the base salary.
- 2016-2017 contract used for level determination
- Bachelor's degree less than \$36,000 will have \$1,000 added to their 2017-2018 base salary.
- Bachelor's degree making \$36,000 - \$48,600 will have \$2,000 added to the base
- Bachelor degree making greater than \$48,600 will have \$1,000 to their 2017-2018 base
- Master's degree making less than \$36,000 received \$1,000 on the base for 2017-2018
- Master's degree making \$36,000 - \$59,600 will have \$2,000 added to the base
- Master's degree making greater than \$59,600 receives \$1,000 on the 2017-2018 base
- Beginning salary for bachelor degree will be \$36,000 beginning with the 2017-2018 school year
- As was designated last year, \$8,000 will be allocated to pay highly effective or effective teachers of dual credit courses at CHS and/or WTCC. Each dual credit teacher will receive a specific amount or share while two coordinators will receive an additional share.
- A supplemental service contract shall be used when a teacher provides professional service in evening or summer except where a teacher or other individual is employed to supervise or conduct noncredit courses or activities.
- Money that would have been given to those rated improvement necessary or ineffective for the prior year, will be equally distributed among all teachers receiving an effective or highly effective evaluation rating. Additionally, this allocation also applies to those who resign their position.
- If and when received, the State Performance Pay will be distributed equally to qualifying teachers with the exception, those highly effective teachers who will receive one additional dollar.

- Health Insurance premium will remain the same cost share arrangement as the 2015-2016 contract provision up to a 10% maximum increase in total premium. This amounts to approximately 93% of the single plan and 87% of the family plan being covered.
- Increase in insurance above the 10% will be paid by the employee.

Dr. Bayer stated the negotiation process went very smoothly and felt the \$300,000 allocated this year and the \$175,000 pool established for next year with a substantial amount to the base supported by performance was fair and attractive. The union members held a ratification vote on Monday, September 12th. The vote was 83 for the contract proposal and 0 against it. Discussion was held concerning the addition of one day to the 2017-2018 school year. One day of the 185 school days would be used as a Professional Development Day most likely at the beginning of the school year. Having the extra day would allow for PD days without taking teachers out of the classrooms.

Discussion Items:

Public Hearing on 2017 Budgets: Mrs. Kellam-Tollett stated the Board was holding a public hearing on the 2017 Budget, the 2017-19 Capital Projects Plan and the 2017-2028 Bus Replacement Plan. These budgets and plans will be presented at the October 11, 2016 regular school board meeting. Mrs. Kellam-Tollett stated the net assessed valuation for 2015 pay 2016 was a little over \$694,600,000 this was a decrease from the previous year's AV of \$701 million. In preparing the 2017 budget the estimated Net Assessed Valuation of \$650,000,000 was used. Mrs. Kellam-Tollett reviewed the following areas of the budget:

- General Fund
 - General Fund no longer carries a local property tax rate and funding has shifted to the state, calculated using the tuition support formula.
 - A major change to the state fiscal funding of public schools was the two count days per year, September and February.
 - A basic grant was increased from \$4,967 in 2016 to \$5,088 per student in 2017
 - FCSC has been in a declining ADM enrollment pattern (loss of 391 students in the last five years) which impacts our revenues.
- Debt Service Fund
 - Currently 3 bond issues are outstanding, CMS Renovation of 2002 will pay off in 2026, QSCB issued in 2009 which will retire in 2020, and QZAB of 2013 which will retire in 2017.
 - In 2013 we received a Technology Loan through the state Common School Loan Program, the annual obligation is approximately \$31,500 to be paid off in 2019.
 - The Debt Service Fund also contains an estimate for interest on temporary borrowings, should it be needed, bond administration fees and textbook cost for Free and Reduced Lunch Students not funded by the state.
- Pension Debt Fund
 - This bond issue was established to cover retirement obligations. This bond issue will retire in 2019,
 - The pension debt service fund carries the requirement of levy neutrality.
- Capital Projects Fund
 - The capital projects fund is a rate capped fund and the state establishes a maximum rate for each school corporation.
 - The anticipated impact to the Capital Projects Fund in 2016 for Circuit Breaker is in excess of \$553,000.

- The 2017-2019 Capital Project Plan that was received by the Board was based on information provided by principals/directors, and John Green, Director of Buildings and Grounds.
- A three year plan required by the state was assembled with the assistance of the Finance Committee.
- Transportation Fund
 - In 2017 the transportation fund was allowed a 3.8% increase.
 - The FCSC transportation fund continues to maintain a healthy cash balance.
 - The anticipated impact to the Transportation Fund in 2016 Circuit breaker is just over \$472,000.
- Bus Replacement Fund
 - The bus replacement is limited to funding for bus replacements based on the 12 year plan scheduling the replacement of the fleet.
 - FCSC needs to be at the cap each year to have resources to replace our buses as they are needed.
 - In 2017 we will use some of the built up funds to replace 8 buses that cost in excess of the amount we may levy.
 - The anticipated Circuit Breaker impact to the Bus Replacement Fund in 2016 is over \$57,000.
- Rainy Day Fund
 - Some of the Rainy Day Funds will be used in establishing the budget. Expenditures from this fund require appropriation but does not carry a tax rate.
 - Specific Line Items include

■ Student Instruction	\$549,000	Salaries and Benefits
■ Technology	\$ 38,600	Salaries and Benefits
■ Bridge/Severance Payments	\$316,400	Benefits
■ Capital Projects	\$700,000	Circuit Breaker & Emergencies

In total, our anticipated Circuit Breaker impact is just under \$1,073,000 up from \$1,054,000 in 2015. The following resolutions will be presented to Board for approval at the October 11th Regular Board Meeting:

- Resolution of Appropriations and Tax Rates for the 2017 Budget
- Resolution to Adopt the 2017-2019 Capital Projects Plan
- Resolution to Adopt the 2017 Bus Replacement Plan
- Tax Levy Neutrality Resolution for the Pension Debt
- Tax Levy Resolution to allow for reductions to the approved budgets when meeting with DLGF to finalize the 2017 Budget

The floor was then opened up for questions from the public. Mark Beard asked for examples of what the Rainy Day Fund would be used for. Mrs. Kellam-Tollett stated that the Rainy Day Fund last year was used for the following:

- Pension-Bridge payments
- Severance Pay
- Spartan Bowl Floor
- Everton Roof
- Athletic Field - Concession Stand
- Tennis Courts

Mr. Burchett closed the public hearing at 7:40 p.m.

Summer School Reports: Mrs. Kay Rowley stated that FCSC was able to provide Kindergarten JumpStart again this year. The JumpStart Program was funded by a grant of \$26,000 from the Fayette County Foundation. 152 kindergarten students participated. Only 60 students that are now enrolled in the FCSC Kindergarten classes did not take part in the JumpStart Program. The main goal of Kindergarten JumpStart is to help students know and feel comfortable in their surroundings by practicing routines and procedures and becoming more independent, so the learning process can begin earlier in the year in each kindergarten class. A secondary goal was the academics of letter ID, knowing numbers to 10, and recognizing colors and shapes. Twelve teachers were hired to teach JumpStart as well as counselors, social workers, teaching assistants, health assistants, and nurse who worked together to make a positive program.

Principal, Bryan Jennings, reported on Elementary Summer School that was held from June 6 thru June 24th from 8:30 to 12:30 each day. Summer school was provided for children in grades one through six with students receiving breakfast and lunch each school day. Thirteen teachers and four assistants provided instruction to students. The curriculum was based on the most critical standards for each grade level. The instructional day included ninety minutes of reading instruction, one hour of writing instruction, and one hour of mathematics instruction. Two hundred and fifty children in grades one through six were expected to attend summer school this year and the school attendance rate was 88.74%.

CMS Principal Beth Denham stated that middle school summer school was held at CHS. This provided incoming freshmen with more opportunities to begin earning high school credit by attending on-site courses at CHS or through online opportunities with the Indiana Online Academy. These online courses only required students to pay \$50 for the technology fees with the balance of the online tuition to be paid through summer school reimbursement by the state. Approximately 30 at-risk in-coming freshmen were able to successfully complete at least one high school course. Mrs. Denham provided a chart showing the number of students enrolled in each of the classes, grade distribution and attendance rate of 94% for CMS.

CHS Principal Randy Judd stated that 292 students enrolled in CHS Summer School. Two Hundred and sixty four credits were earned. A grade distribution chart was provided. A large percentage of those failing courses were from those students who missed more than 5 hours. Forty-three online credits were completed by 54 students. All students received a free breakfast and a free lunch.

Public Comments: No patron comments

Report Items:

Superintendent's Discussion Groups' Reports: No report

Principals'/Directors' Reports: No report

Director of Human Resources' Report: Dr. Bayer informed the Board that an invitation to the ribbon cutting/taste testing at the CHS Cafeteria was at their places.

Director of Finance's Report: No report

Assistant Superintendent's Report: No report

Superintendent's Report: Dr. Hodges stated that in 2012 FCSC began a partnership with Gleaners. The school corporation sponsored the food distribution by supplying volunteers once a month to serve the community. The volunteers consisted of FCSC employees, student service groups, athletic teams, retired employees and school board members. Dr. Hodges has been notified that due to improvement in the county's food insecurity status the mobile distribution for the 2016-17 school year will no longer be held monthly but will only be held 4 months. At one time Gleaners provided a truck distribution that FCSC manned, a distribution at Baptist Temple, a Senior Pantry at Crosspoint Church, CHS Pantry and the elementary backpack program. In the spring of 2015 the Baptist Temple distribution was canceled. Dr. Hodges has contacted Gleaners stating that Fayette County is still one of the highest counties in the state in food insecurity and talked about the impact the decision to only come 4 months instead of 12 would have on families and the student service groups.

Dr. Hodges stated that several years ago while talking to representatives from Stant Manufacturing, when they were considering leaving Connersville, Dr. Hodges had asked them what they were looking for in workers. If they could give him areas that were needed that FCSC would work on those areas. Dr. Hodges stated that exciting things were now coming from those conversations as Ivy Tech and Stant have joined in a partnership to provide educational training to Stant employees.

The Board was informed that the 2015-2016 Cohiscan was now available.

Good of the Cause: Mr. Burchett thanked the city police department for being in the Frazee Elementary area during the start of school as it is very hard to see when traveling to the east at that time of the morning.

Warren Taylor made a motion to adjourn the meeting. Ann Kirschner seconded and the motion passed 5-0.

The meeting adjourned at 8:11 p.m.

Ralph Burchett, President

Chris Hunt, Secretary