

**SPRINGS VALLEY COMMUNITY SCHOOLS  
BOARD OF SCHOOL TRUSTEES  
REGULAR BOARD MEETING  
APRIL 10, 2017**

Executive Session

The Springs Valley School Board met in Executive Session at 5:00 PM on Monday, April 10, 2017 in the Learning Center Board Room. Board members Mr. Todd Marshall, Mrs. Jennifer Shipman, Mr. Ralph Purkhiser, Mr. Chris Burton, Mr. Dustin Farris, Mrs. Cheryl Lynch, and Mr. Justin Wininger were present. Mr. Tony Whitaker was also in attendance. Mr. Mark Hammond was present for a portion of the meeting.

During the Executive Session, the Board received information about prospective employees, and discussed job performance evaluation, strategy with respect to collective bargaining, school safety and security, personnel, and litigation. No subject matters were discussed in the Executive Session other than the subject matters specified in the public notice.

Regular Session

The Springs Valley School Board met in Regular Session at 6:15 PM in the Learning Center Board Room. All board members and Mr. Whitaker, as well as Mr. Jim Bush, Mr. Trevor Apple, Mrs. Kathy Allstott, and Mrs. Peggy Simmons were present.

Mr. Marshall called the meeting to order with the Pledge of Allegiance and a Moment of Silence.

The minutes of the March 13, 2017 board meeting were approved, along with the vouchers and claims listings as presented, with a motion by Mrs. Shipman. Mrs. Lynch seconded, and the motion carried 7-0.

Mr. Chad Goldman addressed the board regarding the second SeaPerch regional that was held this past Saturday at North Daviess. A junior high and one high school team both qualified for national competition, so Springs Valley will be sending four teams to the National SeaPerch Challenge this year.

Mr. Whitaker recognized the Blackhawk Brigade for being honored at the Statehouse last week, stating that it was a very nice ceremony which also recognized the Aylsworth family heritage. Mr. Luke Aylsworth thanked Representative Lloyd Arnold for the resolution.

The Fine Arts Night was held recently, and was an outstanding event. The following groups performed: Young Strings, Elementary Choir, 5<sup>th</sup> Grade Band, 6<sup>th</sup> Grade Choir, Junior High Band, Concert Choir, High School Band, and Winter Guard. The event was well attended by both adults and students. Approximately 200 pieces of artwork were displayed from about 100 students. Winners of the Tri Kappa Art Contest for the elementary and junior high art classes, along with five additional artworks chosen by the judges, were hung for the show. High school art students chose their own work for display. Mr. Whitaker thanked the high school art classes who assisted, and MaKenzie Emmons for helping with the matting and labeling of the junior high and elementary artworks. Culinary Arts students also participated in the event.

Mr. Chad Goldman discussed a new endeavor at the junior high school, Blackhawk Nation. A series of videos created by teachers and students has been placed on You Tube to display student activities and successes.

Mr. Purkhiser congratulated Brady Robling for his success in the local and regional Optimist Club Oratorical contests. Brady will next compete in the District competition.

Mr. Whitaker recognized Caitlyn Reynolds and Braden Whitaker for being named to the PLAC all-conference basketball teams.

Mr. Aylsworth announced that our school was awarded the NAMM Foundation “Best Communities for Music Education” distinction this week, marking the fourth time to receive this award. He congratulated board members and administration for this award.

Mrs. Brooke Buffington addressed the board, and asked for consideration in changing the date of the graduation ceremony to accommodate her daughter and three other seniors who qualified for the National SeaPerch Challenge, which is set for the same day as graduation, May 20th. She stated this is the chance of a lifetime for the girls, and would hope that they wouldn’t have to choose between the two activities. Mr. Marshall advised that the board will be addressing this matter later in the meeting.

Mr. Whitaker requested approval for the following personnel matters: Mrs. Cathy Carnes’ retirement notice as physical education teacher with 18 years of service, Mr. Jeff Lane – retiring

as elementary teacher after 32 years, resignation of Mr. Jason Russell as Boy's Junior Varsity Basketball coach, Mr. Daniel Wolford's resignation as Assistant Varsity Football coach, summer school teachers as recommended by Mr. Bush – Instrumental Ensemble/Mr. Luke Aylsworth, and Supervised Agriculture Experience (SAE)/Mr. Kevin Knies, elementary summer school teachers as recommended by Mrs. Julie Woolsey – first grade/Mrs. Darla Carnes, second grade/Mrs. Amy Orr, and third grade/Mrs. Tiff McGee, and Kindergarten Countdown program funded by United Way with support from IU Health to utilize Mrs. Janelle Crews as teacher and assisted by Mrs. Jill Elkins. He added that Mr. Bush will name a teacher later for the Credit Recovery class, and a fourth/fifth grade summer school class is being considered. Mr. Purkhiser so moved, and Mr. Burton seconded. The motion was carried 7-0.

Mr. Wininger made a motion to end the auto renewal of the superintendent's contract and have the contract terminate effective the current effective date, which is December 31, 2019. Mrs. Shipman seconded the motion. Mr. Wininger stated this motion has nothing to do with job performance in any way, but there are aspects of the contract that need to be looked at for the financial benefit of the school corporation. Mrs. Lynch added that it has nothing to do with job performance or anything else, but is the financial responsibility of the board, they have made several cuts and continue to look at ways to save money. She also said it's not just with the superintendent contract but will also include principals at the end of their current contracts. Although not legally required to vote until June, Mrs. Lynch stated now is the time to talk and discuss the matter to gather suggestions, adding that Mr. Whitaker still carries a current contract for two years so nothing actually changes. She added the board is just opening up options on how to save money and the board has that financial responsibility. Mrs. Shipman stated this opens up the conversation for us to talk about ways to save money, and does not mean that his contract will be changed in any way necessarily, but this puts everything on the table for the board to look at. Mrs. Shipman agreed, this is not about Mr. Whitaker's evaluation or performance, but rather giving board members the opportunity to see what negotiation can be reached. Mr. Marshall asked for clarification on the motion, and Mr. Wininger stated the motion was to end the auto renewal in Mr. Whitaker's contract and have the current contract expire at the end of his term, December 31, 2019. Mr. Marshall stated that he didn't think we can end that or take that out of his contract, although the contract states that we can let the superintendent know by July 1<sup>st</sup> that we will not renew the contract for the current year. Mr. Wininger disagreed, stating that we are not changing the current contract, but rather taking out the auto renew so that we have the option in two years to make changes. Mr. Marshall stated that he thought the proper action would be to inform the superintendent that we are not going to renew his contract. Mr. Wininger added that we are revoking that clause. Mrs. Shipman stated that they are not rolling over the current contract, but want to renegotiate. Mr. Marshall stated that he would like to wait, as we have until June 30<sup>th</sup>. We have not had the superintendent's evaluation and have not talked about fiscal matters about where we are going to be, and would rather wait. He stated they are beginning the process of the superintendent's evaluation, and during that time, discussion could be held about certain aspects of the contract, job performance, and those types of things. Mrs. Lynch stated she feels the superintendent's evaluation doesn't play so much into the financial aspect. She doesn't look at evaluating him on the amount of money, but the performance. At this time, the board is satisfied and she feels that he is safe. Mrs. Lynch also commented that it isn't even a question, it's about looking at the financials and anything beyond that would be inappropriate. She stated he is still our superintendent, but we have to look at the financial aspect, and this action gives us plenty of time to discuss it. Mrs. Lynch added that nobody is threatened, it's not threatening, and shouldn't even be conveyed that way. We have to look at it and this matter been talked about before. Mrs. Shipman stated that we have cut from other areas, we have cut benefits and hours from other people, and we have not hired positions. She commented that the administration is the only area untouched, and it's time to at least entertain that conversation. This is just starting the conversation, giving the board two years to come to an agreement. Mrs. Shipman added that we need to come to a middle ground so that we can negotiate, and said if we don't do anything this year, we're looking at 2020 before anything can be done. Mr. Whitaker's contract will still be in place through 2019 and that is fine, but they want to be able make a change at that point in time. Mr. Purkhiser corrected Mrs. Shipman in stating that we have made a cut in the administration staff by cutting one administrator. Mrs. Shipman appreciated that correction. Mr. Wininger stated that action will happen June 30<sup>th</sup> of this year. Mr. Marshall stated that Mr. Whitaker has already taken a cut as the previous superintendent's contract was for 225 work days plus 15 days' vacation, Mr. Whitaker's contract is for 245 days plus 15 days' vacation for 260 days total. Mr. Whitaker also did not take the additional 5% salary contribution for his 401(a) and an expense account. Mr. Marshall stated that he wanted to talk about this, and he has the floor. Mr. Wininger commented that the thing not mentioned is that the salary did not change. He said games could be played with the days and say he's working more days, but the salary didn't change so it didn't cut anything. It didn't affect the budget in any way, shape or form. Mr. Marshall stated that perhaps the salary didn't change but the compensation did. Mr. Marshall said this action does not impact us financially at this time, and he thought we could wait two months until after the evaluation. With that, Mr. Marshall made the motion to table Mr. Wininger's motion until the June meeting. He called for a second on his motion, no second was made, so Mr. Marshall's motion died. With no other discussion on the matter, Mr. Marshall then called for a vote on Mr. Wininger's motion. The motion passed 4-3, with Mr. Farris, Mrs. Lynch, Mrs. Shipman and Mr. Wininger voting in favor. Mr. Burton, Mr. Marshall, and Mr. Purkhiser voted against the motion.

Under old and unfinished business, Mr. Whitaker reported that Game Time should be done setting up the new playground equipment by the end of the week, weather permitting. He added that as part of the IU Health Day of Service Program, IU Health Paoli has partnered with French Lick Springs Resort to provide a playground shade shelter at each of the county elementary schools. The shade shelter will be a nice enhancement with our new playground equipment.

Mr. Patricio Daneri of Energy Harness was present to discuss the LED lighting project. He stated that specifications called for 4,929 4-foot lamps. To date, 4,977 lamps have been installed with another 297 lamps left to be done, with no additional charge for the extra lamps. Energy Harness will also be installing lamps in ten 2x2 areas to finish the project, at no further cost. The project should be complete by April 22<sup>nd</sup>. He thanked the board for the opportunity to serve our school, and is looking forward to future lighting projects.

Mr. Scott Stenftenagel of The Stenftenagel Group updated the board on the pool HVAC and lighting improvements project. He advised the project was approved at the November 14, 2016 school board meeting, and a Notice to Proceed was issued on November 30, 2016 for the total project cost of \$849,019 including a general contingency amount of \$22,000. Mr. Stenftenagel provided a general description of the overall scope of work, project history, and progress to date. He stated that delivery and installation of the new pool HVAC unit is scheduled to begin the week of May 22<sup>nd</sup>, and discussed the project time-line including the completion date for the week of August 14<sup>th</sup>. Group discussion focused on color renderings of what the pool space will look like with the new LED light fixtures, wall panels, and duct sox. General consensus was made for the tan colored duct sox with school logo, and Mr. Stenftenagel was instructed to explore other color options for the wall panels including other vendors.

Discussion was held regarding corrections to the lighting improvements and retainage on the HVAC project in the high school gym. Mr. Stenftenagel advised that updated light fixtures will be installed, and that the contractor's retainage has been held pending final cost of repair for the sanitary sewer damaged during the HVAC project.

Discussion on possible summer projects was held, including carpeting/tiling, painting, and concrete repairs.

Mr. Whitaker stated that four security software companies have presented demonstrations of their systems. Architectural Sales is putting together their ideas, recommendation of camera locations, and cost estimates. Discussion included additional areas of need, including the special education classrooms.

Mr. Apple provided an update on the Lilly Counseling grant. May 15<sup>th</sup> is the deadline for submission of the competitive grant application, with grants to be awarded in September 2017. The committee has received stakeholder and community input, and will conduct onsite visits as part of the application process.

Mr. Whitaker recommended approval of the following items: summer school dates of May 24 through June 13<sup>th</sup> for elementary and May 24 through June 20<sup>th</sup> for high school classes, health occupations students to attend the Health Occupations Students of America (HOSA) state competitions in Indianapolis April 10 to April 12, field trip for FFA to compete in the state small engines contest on April 21<sup>st</sup> and 22<sup>nd</sup> at Central Nine in Greenwood, Indiana with an overnight stay on April 21<sup>st</sup> and expenses to be covered by FFA, FFA students to attend state FFA convention at Purdue University June 19-21 with FFA to cover expenses, and allowance of trade-in for activity bus 1-A to Kerlin Bus Sales for the amount of \$1,000. Mr. Wininger so moved, and Mrs. Shipman seconded. The motion carried 7-0.

Mr. Purkhiser made a motion to move the May board meeting to Monday, the 15<sup>th</sup>, to allow board members to attend the ISBA region meeting on the normally scheduled board meeting date of May 8<sup>th</sup>. Mr. Burton seconded, and the motion passed 7-0.

A special board meeting will be held on Monday, April 24<sup>th</sup>. Mr. Wininger advised that he plans to provide information about the bus routes at that time. Other items for discussion will include the Crisis Management Plan. Mr. Apple stated the plan was audited last week by the Department of Education, with only minor recommendations. The corporation was complimented for the well thought-out plan.

Kindergarten Round-Up was held last week, with 60 students participating in the event. Discussion was held regarding potential staff moves or the hiring of an additional teacher if final student numbers warrant a fourth kindergarten classroom.

Regarding the scheduling conflict between the graduation ceremony and the National SeaPerch Challenge, Mr. Whitaker advised that he and the board are faced with a difficult decision as they also want the students to be able to participate in both events. He has talked with Mr. Goldman about the possibility of our senior students being allowed to compete at 8 AM that day, then those students and a chaperone flying home from Atlanta, Georgia in order to attend the graduation ceremony. Further discussion was held on the matter. Mr. Whitaker requested permission for

Mr. Goldman to pursue the request for our senior students to participate early in competition, and allow the corporation purchase of airline tickets for the four students and one chaperone. Mr. Wininger made the motion as stated, with the addition of changing the graduation ceremony start time from 6:00 PM to 7:00 PM on May 20<sup>th</sup>. Mr. Farris seconded, and the motion carried 7-0.

Mr. Marshall provided information regarding Dolly Parton’s Imagination Library in cooperation with the Melton Public Library, family of Christina Mahan, and Springs Valley Education Foundation. The program will provide a free book monthly to every child under five years of age at no cost. He stated that Mrs. Robin Coulter of the Melton Public Library will serve as the affiliate/coordinator for this program, which will start in June 2017.

A review of the Annual Performance Report, as published in the Springs Valley Herald, was given by Mr. Whitaker. He stated the report is generated by the Department of Education based on data submitted, and has worked with Mr. Jeff Kerby regarding the accuracy of this report. He advised that Mr. Kerby has been in contact with the DOE on the matter, and some issues have yet to be resolved. Mr. Whitaker advised that ISTEP scores were lower than in years past.

Mr. Marshall announced that the meeting would reconvene following a short recess at 7:58 PM. The meeting resumed at 8:05 PM.

Discussion was held regarding the pay scale for custodians. Mr. Wininger then motioned to adopt the following changes: Effective April 10, 2017, the current custodial pay schedule will remain in effect, with additions as stated/Pay level of \$13.03 established for newly hired custodian holding CDL license with school bus endorsement, pay increase to \$13.03 effective the pay period following the date custodian obtains his/her CDL license with school bus endorsement, with said drivers remaining at \$13.03 level until reaching year 2 on the pay schedule, thereafter pay as determined per the pay schedule in effect. Also, for custodial employees of Springs Valley Community Schools Corporation, hourly/overtime for ECA driving will be calculated using employee’s regular hourly rate. The ECA driving rate of \$13.03 will remain in effect for non-employees who drive ECA trips. The \$1 per hour for night shift will remain as is. Mr. Farris seconded the motion. Discussion was held. Mr. Whitaker advised that the increased costs to the Athletic Department and Transportation Fund due to these salary increases will need to be monitored. The motion was then passed 7-0.

Mr. Bush provided information on textbook usage at the high school, based on survey responses. He stated the chromebook was a wonderful addition to the classroom, allowing virtual field trips otherwise not possible, and added that the cost of e-books is coming down in price. Mr. Apple commented that companion websites are available as well to supplement the chromebook. Further discussion included potential areas of need in this matter.

Mr. Bush, Mr. Apple, Mrs. Allstott, and Mrs. Simmons left the meeting at 8:30.

Mr. Whitaker recommended the following NEOLA policies for adoption, stating these policies were first presented at the March 13, 2017 meeting: 8120, 8121, 8220, 8310, 8311, 8315, 8320, 8330, 8340, 8350, 8351, 8390, 8400, 8405, 8410, 8420, 8431, 8432, 8442, 8450, 8451, 8452, 8453, 8453.01, 8455, 8462, 8470, 8500, and 8531. Following discussion, the policies were adopted with a motion by Mr. Purkhiser and second by Mr. Burton. The motion carried 7-0.

With no other business before the board, Mr. Wininger motioned to adjourn. Mrs. Shipman seconded, and the meeting adjourned at 8:37 PM.

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