

NOTE: These are “proposed” minutes and will not be approved until the May 15, 2018 School Board Meeting

4:00 p.m.
Administration Center

Tuesday
May 1, 2018

BOARD MINUTES

CALL TO ORDER – President David Black called the May 1, 2018 meeting of the Board of School Trustees to order at 4:00 p.m. All members were present. Others in attendance included Jane Allen, Superintendent, Robby Goodman, Assistant Superintendent, and Jeff Palmer, Director of Buildings and Grounds.

SUPERINTENDENT’S REPORT – .

Report from Heritage Intermediate School about their Mixed Ability Program. Mrs. Dyer reported that:

- This is the first year for the Mixed Ability classroom at HIS. It has been such a phenomenal thing and it’s fantastic to have this classroom at Heritage. It had been needed for a number of years. They started the year with eight students and that has grown to thirteen. Next year they will start back at eight students (because some will move to the middle school) but she knows during the year they will be adding more to the classroom. Of the five students that were added this year, four were new students. One of the families is kind of an advocate for Middlebury Schools. If your child has special needs, bring them to Middlebury, that’s the place they need to be, which is a huge compliment.
- Another addition that has been nice this year is the “bridge” from Orchard View to Heritage and Heritage to Northridge Middle School. The teachers are talking about the transition of the students moving from one building to another.
- The school is meeting the student needs academically and behaviorally. They have found that without the kids in this classroom the gap is getting bigger, not with just the academic level but with social behaviors.

Mrs. Kari Welker, teacher for the Mixed Ability class, presented the following information:

- She is so grateful this program was started at HIS. The need was so great. They have had a fun and fabulous year. The kids have shown growth in ways she never believed would be possible from the beginning. She looked at their NWEA scores from fall to winter and she saw 7 points of growth in reading and 22 points growth in math. That was huge. Teachers now have “I see where the hole is and I can actually go in and work on it because we have a class right now that goes to those students”. Student behaviors have improved this year, students are happy and they are where they need to be. They feel comfortable at where they’re at. They are learning how to be part of a class, part of the school and be a part of society. Mrs. Welker said they are a family; she had a little guy come in this morning that overslept. His mom said he was so upset and told his mom “you have to get me there!”
- Mrs. Dyer said that Mrs. Welker is able to tailor their academics according to each student needs. It made it possible for the teachers to say what are the most important things. Students have to learn a lot. They shared a video with the school board showing Mrs. Welker reading with her students, working on math, and other fun things they are doing to help our kids learn.
- Mrs. King wanted to know more about the integration process. Is that a goal for every child and how do you set those goals?
- Mrs. Welker: Each student is assigned to one of their general homeroom classrooms. Every day they have specials with the class; they have lunch and recess with their general peers. There is a certain period of time a student has to have with general peers. Academically, that is where goal setting comes in with the IEP and what the needs are that student has.
- Mrs. King: If a student is in the 4/5 building, what does 6th, 7th and 8th grade look like for them in Mixed Ability.
- Mrs. Welker: They go into Shannon Strick’s class at NMS. She tries to prepare her kids for Shannon’s class. She takes the students over to Shannon’s class in the spring to meet her and visit. It gives them such confidence. They aren’t afraid to go to the middle school.
- Mrs. King: Students in Mixed Ability seem to have many unsure things in their life. To have something that is rock-solid for them, the expectations are going to be the same, similar or whatever, there is a transition for them. She mentioned the teachers didn’t say anything about ISTEP. Do their students take ISTEP?
- Mrs. Werker: Some of her students take ISTEP, others take ISTAR. That is truly a case conference decision.
- Mrs. King: She does appreciate the students are using NWEA. That is a phenomenal tool to find out where students are. Looking at where some of the pockets of growth can happen and how they happen quickly. She loves Mrs. Welker’s classroom. When she makes her classroom a fun space for the kids to be in is really cool.

- Mrs. Welker: What she saw, specifically with math is that a lot of her students were missing skills that were taught back in 2nd and 3rd grade? They need to see those everyday so those skills stay with them.
- Mr. Black: Is there something, we are missing as a board, that you need to progress. We can hear all the good stuff but that doesn't necessarily mean that everything is happening the way that maybe it could happen.
- Mrs. Welker: She feels that her room was built with her class in mind; she has a pretty sweet deal. As they move forward into next year there are definitely things she will buy with her supply money. She said the promethean board is a huge hit! She can get her kids to anything on that board.
- Mr. Gayler: What is your max capacity for students?
- Mrs. Welker: They are at 13 and if they got to 15 that would seem like a lot of kids. It is such a nice space and it would probably depend on the kids.

Presentation on eLearning.

Dr. Goodman gave a brief introduction on eLearning. There is a parent/community night scheduled on May 15th at 6:00 p.m. in the Northridge High School Auditorium. This will be a full presentation where they will take questions and answers. This is to let you know we have used our Curriculum Coordinating Council Tech committee who meets monthly. They have been working and reviewing eLearning since the fall. They have had six meetings just dedicated to eLearning. They have investigated school systems such as Yorktown, West Noble, Westview, and Wawasee. We are working closely with the Department of Education to make sure any plan that we have would fit their assurances that are needed. They have presented a plan to all of the MCS buildings. There were some discrepancies in the district as far as technology access. The plan that will be presented to the community is different for high school as it is for K-8. High school students would meet for eLearning on an increment weather day. So if we had a snow day today, they would have their eLearning day that same day. NMS and elementary schools will be looking at an eLearning window. It's a period from Thursday from 5 p.m. until the following Monday at midnight where students will have the opportunity to work on assignments which will be posted digitally. Those students would then have the opportunity on Friday, in class, to ask their teachers any questions or follow-up on their eLearning assignments. They could do the same thing that following Monday, with the assignment due at midnight. After reviewing the community survey, there are approximately 15-25% of families that do not have internet access. Plans are being made for those students as well – on the Friday and the Monday of the eLearning window every school will have a computer lab that will be open 3 hours after school. Classified staff who would like to make up pay they would have missed in that inclement weather day would staff that. Teachers at NHS will be accessible digitally during the eLearning day and the K-8 during that window. More information will be shared at the parent/teacher night.

- Mr. Black: Would students be able to go to the public library to access these on the Thursday thru the weekend?
- Dr. Goodman: Yes, they could. The important thing is what the state wants from assurances and what we are striving for is the eLearning shouldn't look very dis-similar to what they are doing in the classroom.

Mr. Black and Mrs. Allen thanked Dr. Goodman for the presentation.

EXPRESSIONS FROM PATRONS – Mrs. Elyse Graber, 59989 CR 27, Goshen, IN, 46528

"I am a parent, and have kids at Orchard View and the Intermediate building, a 5th grader, 2nd grader, 1st grader and Kindergartener next year. I was an educator before I stayed home to be a mom, I actually taught at Middlebury Elementary under Jeremy. I am still an educator at heart even though that is not something I do on a day-to-day basis in the school system. So, you should know that – that's kind of where I'm coming from as a parent and an educator. I have concerns about eLearning. I got wind of what was going and hadn't really heard anything about it so I just started asking some of my teacher friends to try to understand it before I really judged it. My initial reaction was ...errr...let's not do this, I don't like it. But I did try to get my information and called Jane Allen. Jane and I spoke in length one day after that. I spoke with some other teacher friends, getting a feel on what they thought about it and how it affected them. So, I'm not coming from nowhere here. I am glad to hear you plan a parent meeting because before I didn't even hear that was even going to be addressed. I just wanted to say some of my concerns about it. I don't think you can ever replace a teacher with a device. I don't think that's necessarily what the corporation is trying to do and I realize that. I believe my philosophy of education is that every child has the right to learn and also you do what is best for kids. I truly believe that's what our corporation and what you guys want for kids. We can see it right here, hearing about the new classroom at the Intermediate building. But, I still believe that a snow day make-up would be better than what we could give kids on-line. The other thing is, I realize too, you can't do it the day of, so you are trying to compensate for some of that with people. I have concerns about that – there are kids that do struggle at school, my daughter is one of them. She has to work, give 110% or more than some of the other kids just to keep up and she's barely keeping her head above water and that's with me helping her at home too. I am doing as much as I can after school beyond any homework she's been given or extra practice on things, just to keep her to catch up. She falls in the gap. We've had her tested and she doesn't qualify. Needless to say, I know I'm not the only one that struggles with this. So, for me it is a worrisome thing to think that my daughter would miss a school day and then have a window to make it up. So, not only would she participate in school, 6 hours a day, then have

to do potential homework and then have to catch up on eLearning. Even though you are giving a window it's still adding extra schoolwork into shorten time. Does that make sense? To me, that is overwhelming to someone who already has to work so hard during the school day and then do extra. Fitting another school day into other evenings, potentially, or a weekend, when that's a time to play. The other concern for me is it's a lot of excess for staff to do after school – offer labs. I know some people want to make up their income, but you're asking them to stay until dinnertime. For kids that have already had a full day of school and then have them stay after school and do more school work, I don't think it's very realistic thing, to get quality education from kids at that time. So, it's not really making up that day, kind of putting a bandage on the issue. We all know that snow days aren't great but I'm not sure that this replaces that any better, necessarily. Also, I have a few concerns about the survey that was given. It was an on-line survey, first of all, and you're trying to find out if people have access to the internet. I question that a little bit – that's not the best way to go about it. It would have been better to even send out pen and paper. I mean, if a mom is hearing this one call saying, take this survey, write this down and go here, they are most likely not going to do it. Really, what I caught wind of is only 15% of the parents in the district completed that survey, so if 80% of the people said yes, I have internet access while only 15% completed the survey that's not really a good indicator of how much internet access our community has. We have a high level of Amish people while the library is maybe an option, but for children who are in poverty or have single parent homes. Taking your kids to the library on top of letting them be in extra-curriculars is not always easy. So, I just have concerns with that as well. There are a few other things, but I am running out of time, I know. So, ultimately, I just want what is best for kids and I think you guys do too. I am concerned. I will go to the parent meeting and will see what you guys come up with, I'm not sure it will change my opinion on it at this time. I just don't think our corporation is there yet. If it was one-to-one and you could replace it that day and we could guarantee that kids would have access, will somehow be able to make it up. I just think you'll see more absences, because in all honestly, depending on what the assignments are I'd probably will let my child take an absence. I'll try to do it, you know what I'm saying, but I can see what depending on my Lucy especially, I can see myself weighing the options. Seeing if this is really beneficial, can I do other things with her that don't – potentially, and I'm not saying that I will for sure but I see that happening if I'm seeing that that's an option for me, I can see people just taking absences. People take absences for a snow day too sometimes. So, those are my basic concerns and am willing to answer any other questions that might be allowed to ask, thank you.

Mr. Black: In speaking for the board I would appreciate that you would go to the parent meeting, there may be more information there and any other friends you might have. That would be a good place to gather all the information. What has been put together here is because of past situations that we have had to deal with as a school board. To try to look at taking care of the time when you have 12 snow days in the school year. How do you make up 12 snow days? You can't make-up and do it right. You're in a worst situation there, like we were 2 years ago than where we are right now. So, again, you are talking about weighing things, we also have to do that. That's why it is coming to us to even take a look at this, because we have to weigh those things.

Mrs. Graber: In response to that, if I may, the times that we've had more than 5 snow days is fair, I can see like a school system in Minnesota, this being something that is beneficial, but when we have to cross that bridge and deal with it, I understand that it is difficult and I hear what you're saying, I do.

Mr. Black: I appreciate your time in coming in. Thank you.

Mrs. Allen: We are going to send out the message about the parent meeting, just so you know.

CONSENT AGENDA –

- Claims Lists
- Minutes from the April 10, 2018 School Board Meeting
- Personnel List
- 2018 March Financial Statement

EMPLOYMENT:

Northridge Middle School

Certified: Stephanie Sizemore, Cheerleading Coach, 22198-1, Replacing: Carol Fearnow
Start Date: April 25, 2018

Classified: Craig Adams, Intramural Coach 32497-1, Replacing: Megan Stanton
Start Date: April 25, 2018

Dawn Zmuda, 7 Hour Instructional Assistant, Start Date: August 15, 2018

Sarah Heverling, 3.5 Hour Cafeteria Worker, Replacing: Samantha Dance
Start Date: August 15, 2018

Northridge High School

Certified: Jen Purviance, Temporary Social Studies Teacher, Replacing: Ronnie Thomas
Start Date: April 26, 2018

Classified: Rebecca McKenna, 3.5 Hour Cafeteria Worker, Replacing: Jessica Lett
Start date: May 2, 2018

York Elementary School

Classified: Joy Miller, 6 Hour Special Education Assistant, Replacing: Eva Schlabach
Start Date: August 9, 2018

Middlebury Elementary School

Classified: Lisa Imel, 6 Hour ELL Assistant, Start Date: August 10, 2018

RESIGNATION:

Northridge High School

Certified: Ronald Thomas, Social Studies Teacher, Effective Date: May 2, 2018
Ronald Thomas, Head Boys Varsity Basketball Coach, Effective Date: May 2, 2018
Alex Roth, Boys JV Basketball Coach, Effective Date: April 16, 2018
Haley Plikerd, Temporary Biology Teacher, Effective Date: May 25, 2018

Classified: Kelli Squires, 3.5 Hour/2 days/week Cafeteria Worker, Effective Date: May 25, 2018

Jefferson Elementary School

Certified: Maribeth Friesen, Art Teacher, Effective Date: May 29, 2018

Middlebury Elementary School

Certified: Catherine Brandenberger, Art Teacher, Effective Date: May 25, 2018

Orchard View Elementary School

Classified: Ashley Edlund, 6.5 Hour Life Skills Para, Effective Date: April 13, 2018

Northridge Middle School

Classified: Joy Miller, 7 Hour Instructional Assistant, Effective Date: May 31, 2018

EMERGENCY LEAVE:

Administration Building

Classified: Carlie Davis, Payroll and Benefits Coordinator, .5 Day: April 20, 2018

Jefferson Elementary School

Classified: Lizbeth Mendez, 5 Hour ELL Assistant, 10 Hours: April 23, April 24, 2018

Northridge High School

Certified: Crystal Brewster, FL/English Teacher, 2 Days: 4/19/18, .5 day; 5/3/18, .5 day; 5/17/18,
.5 day; 5/24/18, .5 day

LEAVE 3430:

Northridge High School

Certified: Jessica Bontrager, Spanish Teacher, First semester, 2018-19 school year

York Elementary School

Certified: Laura Chapman, Art Teacher, 2018-19 School Year

Northridge Middle School

Certified: Judith Mantyla, 8th Grade Language Arts Teacher, 2018-19 School Year

TRANSFER:

Administration Building

Classified: Derek Brunt, 12 Month Grounds Worker, to: Middlebury Elementary School: Head Custodian
Replacing: Josh Bell, Start Date: May 21, 2018

Transportation Department

Classified: Desiree Blosser, Sub Bus Driver, to: Bus Driver
Start Date: January 26, 2018

Jefferson Elementary School

Certified: Alex Gonzales, Third Grade Teacher, to: Art Teacher, Jefferson Elementary and Middlebury Elementary, Replacing: Maribeth Friesen and Cathy Brandenberger
Start Date: August 15, 2018

York Elementary School

Classified: Laura Greensides, 3 Hour Cafeteria Worker, to: 4 Hour Cafeteria Worker,
Replacing: Jackie Rentfrow, Start Date: August 15, 2018

Classified: Jackie Rentfrow, 4 Hour Cafeteria Worker, to: 3 Hour Cafeteria Worker
Replacing: Laura Greensides, Start Date: August 15, 2018

Mr. Miller moved and Mrs. King seconded a motion to approve the Consent Agenda as presented. The motion was approved with a vote of 5-0.

CONSIDER APPROVAL OF THE MIDDLEBURY COMMUNITY SCHOOLS MISSION STATEMENT – Mrs. Allen said we had Strategic Planning meetings this fall with the board and administration. A new mission statement was created: “Inspiring Students to Shape the World.” Mr. Souder moved and Mr. Gayler seconded a motion to approve the Middlebury Community Mission Statement as presented. The motion was approved with a vote of 5-0.

CONSIDER APPROVAL OF 2018-2019 K-5 TEXTBOOK RENTAL - Dr. Goodman discussed the Textbook Rental Fees for the 2018-2019 school year. There are very little changes. The high school (for many years) has been itemized because of the different costs of courses that students choose. NMS is also itemizing their book fees. Technology fees are as follows:

- Elementary technology fee is unchanged at \$35.00
- NMS and grade 9 are going to use Chrome books in the 2018-2019 school year. That fee will be \$65.00.
- Grades 10-12 technology fees will remain at \$150.00

Mrs. Allen requested the following K-5 2018-2019 Textbook Rental fees.

- Grades K-5 book rental fees will be \$112.00 per year (no change from the previous year)

Mr. Gayler moved and Mr. Souder seconded a motion to approve the 2018-2019 K-5 Textbook Rental Fees as presented. The motion was approved with a vote of 5-0.

CONSIDER APPROVAL OF EXTRA-CURRICULAR BUS DRIVER RATE OF PAY - Mrs. Allen requested the extra-curricular bus driver rate of pay be raised from \$13.39 per hour to \$15 per hour. Mrs. King moved and Mr. Gayler seconded a motion to approve the Extra-Curricular Bus Driver Rate of Pay as presented. The motion was approved with a vote of 5-0.

CONSIDER APPROVAL TO ADD 9 MONTH 5 HOUR CUSTODIAL POSITION AT YORK ELEMENTARY – Mrs. Allen requested approval to add a 5 hour per day, 9-month custodian position at York Elementary. We used to have the position when the former custodian retired and we did not replace her. The enrollment and need has increased since then so we are requesting that we bring the position back to York Elementary. Mr. Miller moved and Mr. Souder seconded a motion to approve the additional 9 month, 5 hour per day custodial position at York Elementary as presented. The motion was approved with a vote of 5-0.

CONSIDER APPROVAL OF DONATION TO NORTHRIDGE HIGH SCHOOL – The Junior Optimist Club at NHS created an account for students at the high school who don't have enough money to eat. This account is called “No Raider Goes Hungry”. They recently received a \$10,000 check from the 100 Women Who Care Organization. We have a HUGE thank you to the 100 Women Who Care Organization. It will be distributed through a process involving the principal, guidance counselors and the bookkeeper. Mr. Black asked that Mrs. Allen to tell the process of how the funds will be administered and the protocol.

- Everything will be run thru the principal's office. The money will be stored in the extra-curricular account at the high school.
- Mr. Wood (Principal at NHS), Mr. Snyder (Corporation Treasurer) and the Treasurer at NHS, Mrs. Riegsecker will work with Dr. Goodman (Food Service Director) to make sure this doesn't go to students with free lunch or we possibly could help with students with reduced lunch, that are struggling as well. Mostly it comes from students that talk to teachers, guidance counselors about situations in their family. This will be on an as needed basis for a short period of time. We will contact the parents and the funds will go directly into their mealtime account. They can't buy a la carte, it's the regular meal.
- Mr. Black said this is going to be sustainable for some time because we aren't going to go thru it like hotcakes. It's not designed for that. Mr. Black asked Mrs. Allen if we have sent thank-you cards to the women who donated and Mrs. Allen said they have done some and will do more.

Mrs. King moved and Mr. Gayler seconded a motion to approve the donation to Northridge High School as presented. The motion was approved with a vote of 5-0.

UNFINISHED BUSINESS - None.

FIELD TRIPS – Dr. Goodman reviewed and answered questions regarding the list of field trips.

ANNOUNCEMENTS AND CORRESPONDENCE -

- We had 48 students attend the Indiana Counsel Teachers of Mathematics State Math Contest at St. Mary's College on Saturday. This test is given across the state at 12 different sites. Of all three contests that we participated in; Pre-Algebra, Algebra 1 and Geometry, Northridge Middle School swept the top three spots!
 - In the Geometry contest, 8th grade,
 - Drew Stahly placed 1st
 - Kevin Wang placed 2nd
 - John Keyser placed 3rd
 - In the Algebra 1 contest, 7th Grade,
 - Jaxon Miller placed 1st
 - Brock Reschly, placed 2nd
 - Sharan Suthaharan, placed 3rd
 - Pre-Algebra contest, 6th grade
 - Camden Hershberger, placed 1st
 - Grant Carrington, placed 2nd
 - Chris Beechy and Carson Simmons tied for 3rd

Congratulations to the Northridge Middle School Math students!
- Reminder to the school board members there is an ISBA spring meeting in Plymouth, tomorrow, May 2, 2018.

REQUESTS FOR TRAVEL – Dr. Goodman reviewed and answered questions of Requests for Travel with board members.

EXPRESSIONS FROM BOARD MEMBERS –

- Mr. Souder: To Mrs. Dyer and Mrs. Welker - Appreciates all your efforts and enthusiasm. That just works so well and the kids are doing great so far! Thank you.
- Mrs. King: Thanked both Kari's for coming and the rest of your staff that came too. It is always informative to hear what is going on in the classroom; she appreciates what you brought tonight. She wanted to thank Mrs. Graber for coming as well. When we make decisions at the school board level we can only make the very best decisions when we have parents that are engaged in that process. So, thank you for what you brought tonight. She also wanted to thank Jenny Welch and Sheila Turlep, who are the two women that organized the 100 Women event. They have given over \$150,000 back to this community, just by inviting women to tea at a restaurant who meet together and figure out who they are going to give those funds to. Thanks to Kris Mueller, who nominated the No Raider Goes Hungry who gave a very compelling and passionate speech. The thing about Kris, if you don't know, is she works down at the Trustees office and helps families from our community through-out the year. She's very in-tune with what's happening in our community and the needs that are there. On the first vote that they took that evening it went to this organization. We are very thankful. When she was recently at a "Meet and Greet" meeting, someone asked her "why does it cost so much to educate a child of poverty?" She remembered when she first came on the board having that same conversation with Mrs. Allen. Over the years of having learned so much from each of you, especially from Mrs. Allen, is why we need to make sure the bellies are full and take care of everything we can. We want to make sure we do everything we can to help our children. It takes all of us to do our part. A big shout-out to Jenny and Sheila to what they have done. It's just another piece of the puzzle for helping MCS give a quality program and help each child. Thank you.
- Mr. Gayler: He wanted to thank the staff for sharing. We are not in education and we're not in the schools every day to see all the good things that you are doing. It really helps motivate us to do what is best. But it also helps when concerned parents come to the board and we see it from their perspective. He really appreciates that. At times when we do things, it looks good on paper but we don't think about how it's going to affect our families. Thank you for coming and bringing that to us tonight.
- Mr. Black: Thank you for bringing the presentation. We always have maintained an idea of every child can learn. The interesting part is, I've heard two kind of different examples of that today. From Mrs. Graber talking about her daughter and the Mixed Ability going from here to here in growth. They can learn, you just need to find how that child can learn. He has six children and none of them learned the same way. Some are good at this and some are good at that, some hated this, some loved that. If you have kids, you have seen that because they are not the same. However, when you have the number of students we have in school with all of that dynamic that is going on, it is great to hear the progress in that. Kari, thank you for putting that room together. It takes the thought to get it started, Mrs. Dyer saw the need.

OTHER BUSINESS – None.

ADJOURNMENT – Mr. Souder moved and Mrs. King seconded a motion to adjourn the May 1, 2018 meeting of the School Board of Trustees at 5:03 p.m. . The motion was unanimously approved with a vote of 5-0. The next scheduled school board meeting will be on May 15, 2018 at 4:00 p.m. at the Administration Center.

David Black, President

Joanna King, Vice President

Robert Souder, Secretary

Scott Miller, Member

Paul Gayler, Member