

NOTE: These are “proposed” minutes and will not be approved until the April 11, 2017 School Board Meeting

4:00 p.m.
Administration Center

Tuesday
March 21, 2017

BOARD MINUTES

CALL TO ORDER – President David Black called the March 21, 2017, meeting of the Board of School Trustees to order at 4:00 p.m. All Board Members were present with the exception of Paul Gayler. Others in attendance included Jane Allen, Superintendent, Robby Goodman, Assistant Superintendent, James Bromley, Assistant Superintendent, Michelle Willey, Director of Transportation and Jeff Palmer, Director of Buildings and Grounds.

SUPERINTENDENT’S REPORT - Mrs. Allen introduced Mrs. Grant, Guidance Director at NHS, who gave the following report regarding new courses that will be offered in 2017-2018.

- Adv. 2 – Dimensional Art 9-12 – Adding an Advanced 2D Art Class. Students will be doing a variety of different art activities.
- Visual Communications 9-12
- Principals of Business Management 10-12 – What is management all about?
- Principals of Marketing 10-12 – Identifying a product, determining who your audience might be, promoting, distributing, financing, and pricing those products and services.
- Preparing for College and Career 9 – This will be for all incoming freshmen, focusing on types of careers and colleges. What is it the student wants to do and what kind of education is required.
- Computer Integrated Manufacturing (CIM) Engineering Technology (used to be Industrial Technology) – offering computer integrated manufacturing CIM (which involves CNC (Computer Numerical Control Router) , constructing models using the 3D printer and doing robotic things. This will be a dual credit with Ivy Tech.
- Advanced Manufacturing 10-12 – Intro to Manufacturing class – usually 9th & 10th graders attend this class and then go on to the Career Center to study construction. The seniors at the Career Center actually build a home from top to bottom (mechanical, electrical, etc.) during the school year.
- Technology Enterprises – applying technology, engineering, and managerial principals.
- Project Lead The Way Human Body Systems, Science, 10-11 – Primary focus on that class will be human health, examining the body systems of the circularly, respiratory and nervous system under stress.

These are helping students towards their career pathways and some classes are getting NHS the CTE (Career Technology Education) funding which brings money into the school. Mr. Wood said the CTE piece for funding is helping us get more money for students (\$350 to \$500 per student). Mrs. King questioned why we get funding only for the 1st semester and was told that you do not get the money unless you start a class in the 1st semester. Mrs. King said that is “old school” as Northridge does block scheduling. Mr. Wood said he does appreciate Mrs. Grant and her team who helped figure out the CTE funding. We are moving in the right direction. Parents have talked to Mrs. King saying we need more real-to-life classes and more business classes. This is very exciting to see the direction they are going. She asked if we have any class that deals with entrepreneurship. Mrs. Grant said we used to have a class “Intro to Entrepreneurship” but we are removing that class to bring these other classes in. The new classes seem to be more hands-on, focused and specific, and there isn’t any funding on that type of class.

Annual Performance Report – Dr. Goodman presented the Annual Performance Report. Lots of information with most of the information correct. The state gives us a week window in draft format to go thru and make corrections. Mr. Bromley and Dr. Goodman corrected the errors and when the state made it live there were errors. Dr. Goodman did call to correct our report and was told “those errors are across the state” and couldn’t get any other response.

- On page 1, the top number of national board certified teachers is three – we have had three for several years (Rob Nisen, Nancy Hannah and Ellen Augustine). It was not printed in years past but we have had three for several years.
- Middle School – some data did change overnight and it was changed inaccurately. On page 4, near the bottom, in 2014-15 there was 100% pass rate on ECA math and 0 last year. That is because of the cohort, they are no longer taking ECA’s - they are taking high school ISTEP for graduation. Those students are held to a different standard now.
- The correct information was sent to the state. On page 4, the number of students suspended was 93, the day before it was corrected to 67 (which is the correct number). On page 5, number of students expelled or suspended for drug, weapons or alcohol, the state listed 10, we had corrected this number to 5; number of out of school suspensions the state listed as 129, the number corrected by MCS was 48. We don’t know why the differences but were told by the state “it is what it is”.
- On page 9, the state omitted the number of IB diplomas – we had 6 and the state reported we had “0”.

Mrs. King said what is unfortunate thing for us is parents use information like this to decide where they are going to send their children to school and if our information is incorrect, she's sure there are other schools that are incorrect. This is the resource they are using to make those decisions and that seems disingenuous.

EXPRESSIONS FROM PATRONS – None.

CONSENT AGENDA –

- Minutes from the March 7, 2017 school board meeting
- Claims Lists
- Personnel List
- Financial Statement for February 2017

EMPLOYMENT:

Northridge High School

Certified: Taryn Schneider, School Librarian, Replacing: Dan Shroyer, Start Date: August 7, 2017
Alexis Holthues, Concession Manager, 3325-1, Replacing: Laura Vincent
Start Date: March 8, 2017

Classified: Carolyn Petty, Assistant Concession Manager, 3325-1, Replacing: Laura Vincent
Start Date: March 8, 2017

Blake Fry, Assistant Baseball Coach, 43290-1, Replacing: Mike Broulette
Start Date: March 22, 2017

Gary Martin, Assistant Volleyball Coach, 43205-1, Start Date: March 22, 2017

Transportation Department

Classified: Wilbur Miller, Bus Driver, Start Date: March 7, 2017

Middlebury Elementary School

Classified: Elizabeth Hochstetler, 5.75 Hour Special needs One-to-One Para
Replacing: Jayme Davis, Start Date: March 22, 2017

Sarah Snyder, 5.75 Hour Special Needs One-to-One Para

Replacing: Mackenzie Bontrager, Start Date: March 22, 2017

RESIGNATION:

Northridge Middle School

Certified: Jaime Stacy, Academy Teacher, Effective Date: May 30, 2017

York Elementary School

Classified: Leah Robinson, 5.5 Hour Instructional Assistant, Effective Date: March 10, 2017

Mary Rodino, 3.5 Hour Cafeteria Worker, Effective Date: March 2, 2017

Northridge High School

Certified: RaShella Wilfong, Assistant Principal, Effective Date: April 28, 2017

Classified: Amanda Adkins, 6.5 Hour Special Needs One-to-One Para, Effective Date: March 17, 2017

EMERGENCY LEAVE:

Middlebury Elementary School

Certified: Lori Hochstetler, Math Coach, .5 Day, March 9, 2017

Northridge Middle School

Classified: Teri Schmidt, Media Center, 6 Days; March 3, 6, 7, 8, 9, 10, 2017

TRANSFER:

Northridge Middle School

Classified: Shawn Yoder, 6.5 Hour Special Needs One-to-One Para, to: 6.5 Hour Autism Para
Replacing: Lisa Nixon, Start Date: March 20, 2017

Orchard View Elementary School

Classified: Meredith Haag, 5.75 Hour Special Needs One-to-One Para, to: 5.75 Hour Autism Para
Replacing: Alissa McClane, Start date: March 14, 2017

TERMINATION:

Transportation Department

Classified: Robert Fink, Bus Driver, Effective Date: March 13, 2017

Mr. Miller moved and Mr. Souder seconded a motion to approve the Consent Agenda as presented. The motion was approved with a vote of 4-0.

APPROVAL OF LUNCH PRICES FOR 2017-2018 – Mr. Bromley requested approval to increase the school meal pricing for the 2017-2018 school year to be as follows:

- Grades K-3 – lunch – increase of \$.05, from \$2.10 to \$2.15
- Grades K-3 – breakfast – increase of \$.05 from \$1.45 to \$1.50
- Grades 6-12 – lunch – increase of \$.10, from \$2.45 to \$2.55
- Grades 6-12 – breakfast – increase of \$.05, from 1.45 to \$1.50
- Adult price will go from \$3.40 to \$3.50 (lunch) and breakfast \$1.75 to \$1.85

Prices have not been increased for 3 years. Mr. Souder moved and Mrs. King seconded a motion to approve the increase for school meal pricing for the 2017-2018 school year as presented. The motion was approved with a vote of 4-0.

APPROVAL OF HIS MIXED ABILITY CLASSROOM FOR 2017-2018 – The success of the GR 1-5 Mixed Ability Classroom at OVES has caused a concern about enrollments for next year. Right now, the GR 1-5 class (we want to include Kindergarten students next year) and the 6-8 are almost at capacity because of the increase in students and us having to send next year's 5th graders to the middle school from the OVES class. Mrs. Allen requested approval to add a Heritage Intermediate Mixed Ability Classroom to allow the GR 4-5 students to stay with their peers at the intermediate building. Because of the remodeling of the space at HIS, there will be an available classroom. We want these kids to have a learning environment which will meet their needs. Mr. Souder questioned the numbers for this change/addition. Mrs. Allen said if we start out with no classroom at the 4/5 building, the OVE classroom will start at 9 (and they are only allowed 12 and would not give them any space with kids starting new and the K class coming in). The middle school would start out at 11 students (and they are only allowed 15). It does impose a financial situation but Mr. Snyder has assured her it would not be a burden. This would provide our kids with more help and putting them in the right place. Parents and teachers have seen the success of these classrooms.

- Mr. Black questioned how long has this program been at the middle school. The answer was 5 years. In a 5 year period our school corporation has gone from one class to two classes and now are needing 3 classes. We as a community have an issue that is continuing to build. This is not going to get better as we go forward. We have special students that need a different environment for them to learn in. We have to look at this as it's not going way. If the board wanted to table this agenda item for discussion at another time we could do that. He is convinced we are going to have to do something. You can't load these classes up with kids – it's not an environment that is good for their learning. Mrs. Allen said the 4th and 5th grade students do spend ½ of their day in the regular classroom. We've had students like this before and a lot of the times they have gone to another district for another classroom or have been worked with individually and pulled out of the classroom. The numbers are getting larger.
- Mr. Miller asked what the challenge is to making this decision going forward. Mrs. Allen said it's the cost. He also questioned if we have the space at HIS. What would this classroom be used for if it wasn't for the Mixed Ability students. Mrs. Dyer said it would just be an extra room, with a goal to be a "flex" classroom space. Mrs. Allen said the difference in the kids is "then and now". It's wonderful and has been a very positive thing.
- Mrs. King asked how this would impact the other elementary schools. Mrs. Allen said it would allow more students to come to the classroom. There are not enough in each building to have their own classroom. Parents make the decision if they want their child to go to the new classroom.
- Mr. Black asked if we have students in our other elementary schools that are not coming to this classroom that could. The answer was yes. Mrs. Allen said that is what the number issue is. Mr. Black said that class is already over-loaded. Mrs. Dyer said there are kindergarten students (this year) that we looked at placing in that classroom but decided to just have 1st through 3rd grade. Mr. Black said we already have a class that is full at Heritage and we haven't even added that class yet. Mrs. Dyer said we could start the year with the kids that we have and have 8 students, but there is also a 4th grader that moved in late. We don't want to overload the middle school either.
- Mrs. King would love to hear from some of the parents whose families has been affected by this classroom. She thinks the way we help children in our community says a lot about each one of us. The differences we can make with them are probably more transformative than most of our students...not that we aren't doing a good job with other students. Doing the things with these students is something most of us take for granted. To think of how much a difference this will make in their lives is remarkable. When board members visit these classrooms everything the teacher does is remarkable. To see these kids thriving is a wonderful thing. She knows the board should never make decisions based on what it will cost, but that is something we need to be very mindful of. We need to make sure that we are being responsible of what we've been entrusted with.

Mrs. King moved and Mr. Miller seconded a motion to approve a new Heritage Intermediate School Mixed Ability Classroom for the 2017-2018 school year as presented. Mr. Miller said we can't do it all as much as we want to and thinks in any entity like this that is the

frustrating thing. As we study this it's another opportunity to meet the needs of the students where they are at. To help teach them on the level of where they are at so they somehow don't get lost in the system. He thinks that's a great idea. Mr. Souder asked about parents coming it – is that possibility or not? If they would not like to meet in a public setting that would be ok (maybe Executive Session). He is in favor of it – it's a wonderful program. Mrs. Allen said it's a matter of student confidentiality issue with parents. The motion was approved with a vote of 4-0. Mr. Black said sometimes having to understand what the board is voting on is as important as the issue itself. There were a lot of things that came to light with this – thank you very much for your help.

APPROVAL OF SCIENCE OLYMPIAD SUMMER CAMP – Mrs. Allen requested board approval of a Science Olympiad Summer Day Camp. This will be on Thursday, June 1st. thru Friday, June 2nd. The class will be from 9 a.m. to 12:00 (noon) each day and is offered to students grades 3-5. The cost is \$45 per student and would include all materials, a t-shirt and a pair of safety glasses. Mr. Souder moved and Mr. Miller seconded a motion to approve the Science Olympiad Summer Camp as presented. The motion was approved with a vote of 4-0.

APPROVAL OF AMENDMENT TO THE ST. JOSEPH & ELKHART COUNTY HEAD START CONSORTIUM INTER LOCAL AGREEMENT -
This request comes from Head Start for school boards to approve of the amendment to the Head Start Inter Local Agreement. The agreement states that participating school district superintendents are the governing board members and if a district wants to send a designee, it must be the same person for every meeting. If a district wanted to send a different person to every meeting it would make decision-making with any knowledge very difficult. Especially if they had no knowledge of Head Start regulations, procedures, and history. This amendment prevents that from happening. Mrs. King moved and Mr. Souder seconded a motion to approve an amendment to the St. Joseph & Elkhart County Head Start Consortium Inter Local Agreement, assigning Jane Allen as representative, as presented. The motion was approved with a vote of 4-0.

UNFINISHED BUSINESS –

APPROVAL OF BOARD POLICIES ON 2ND READING – Mrs. Allen requested approval of the revisions/additions/deletions to the following school board policies on 2nd reading.

- 1521; 3121; 4121; 8120; 8121; 8340 – Personal Background Checks and Mandatory Reporting of Convictions and Substantiated Child Abuse and Arrests Revised. The changes in all of these policies change reflect the new requirements that expand the required background check to include a child protection index check. The change also indicates that school corporations disclose to another school seeking a reference any known incident in which the employee committed an act resulting in a substantiated report of child abuse or neglect. That would also make any confidentiality agreement entered into or amended after June 30, 2016 unenforceable.
- 1619 – Group Health Plans (Administrative) NEW
- This new policy basically is now in the administrative section of the policies and reflects that we are in compliance with the Affordable Care Act. It will read the same as policy 3419.
- 1619.01 – Privacy Protections of Self-Funded Group Health Plans NEW
This policy puts the wording in place from the 3419.01 policy with revisions to match the new language of the
- 1619.03 – Patient Protection and Affordable Care Act NEW
This is a new policy that notifies employees of health insurance options.
- 3419 – Group Health Plans (Certified Staff) Revised
- The revision in this policy changes the wording of the old policy to reflect the Affordable Care Act and minimum value coverage.
- 3419.01 - Privacy Protections of Self-Funded Group Health Plans Revised
This policy clarifies the duties and responsibilities of the Privacy Official (Director of Personnel) and Security Official (Director of Business) for MCS.
- 3419.03 – Patient Protection and Affordable Care Act NEW
This is a new policy that notifies employees of health insurance options.
- 3420 – Health Insurance Benefit DELETE
This policy no longer applies.
- 4419 – Group Health Plans (Classified Staff) Revised
The revision in this policy changes the wording of the old policy to reflect the Affordable Care Act and minimum value coverage.
- 4419.01 - Privacy Protections of Self-Funded Group Health Plans Revised
This policy clarifies the duties and responsibilities of the Privacy Official and Security Official (Director of Personnel for MCS).
- 4419.03 – Patient Protection and Affordable Care Act NEW
This is a new policy that notifies employees of health insurance options.
- 4420 – Health Insurance Benefit DELETE
This policy no longer applies.
- 2623 – Student Assessment Revised

This policy changes what we currently call ISTEP to the “State Board approved state-wide achievement test”. It also changes the way Algebra 1 is written.

- 3124 – Employment Contracts with Professional Employees Revised
This policy change adds a section that describes the 30 day stipulation for hiring an employee that is currently under contract in another public school.
- 5340.01 – Student Concussions and Sudden Cardiac Arrest Revised
This policy ensures that we follow all of the statutory requirements for hiring and training our coaches.
- 8455 – Coach Training Revised
This policy ensures that we follow all of the statutory requirements for hiring and training our coaches.
- 5460 – Graduation Requirements Revised
The revision of this policy incorporates the statute from House Enrolled Act 1219 that protects the rights of students with disabilities. It does not allow districts to deny a diploma because students did not complete credits that exceed State requirements.
- 5530 – Drug Prevention Revised
The policy revision refers to the Safe School Committee for addressing and implementing the Safe and Drug Free Schools and Communities Act.
- 5830 – Student Fundraising Revised
This revisions in this policy address and regulate the growing interest in “Crowdfunding” options available on the internet (Donors Choose, Go Fund Me, etc.) for school purposes. It places the Superintendent in charge of determining approval of such options.
- 6605 – Crowdfunding NEW
This new policy addresses and regulates the growing interest in “Crowdfunding” options available on the internet (Donors Choose, Go Fund Me, etc.) for school purposes. It places the Superintendent in charge of determining approval of such options.
- 9700 – Relations with Special Interest Groups Revised
The revisions to this policy address and regulate the growing interest in “Crowdfunding” options available on the internet (Donors Choose, Go Fund Me, etc.) for school purposes. It places the Superintendent in charge of determining approval of such options.
- 6700 – Fair Labor Standards Act (FLSA) Revised
These policy revisions allows us to be compliant with exemptions for employees from minimum wage and overtime with the changes in the FLSA that changed January 1.
- 7540 – Technology Revised
The substantive changes in this policy change the title of the policy to a term that is more expansive and inclusive. The changes also clarify information concerning the corporation Technology Plan, social media, students and staff use of resources.
- 7540.01 – Technology Privacy Revised
Changes update the current policy to reflect the changes in the bylaws and other Technology policies.
- 7540.02 – Web Content, Services, and Apps Revised
Changes update the current policy to reflect the changes in the bylaws and other Technology policies. It also draws attention to the compliance requirements for the corporation website from the Office of Civil Rights.
- 8330 – Student Records Revised
This policy revision reflects the addition of the statute from House Enrolled Act 1209 which provides the requirements for students to earn a functional and practical workplace Spanish designation on the student’s high school transcript.
- 8405 – Environmental Health and Safety Issues – Indoor Air Quality, Animals in the Classroom, and Idling Vehicles on School Property
Technical Correction. ¶There is a technical correction to omit references to guidelines that do not exist in Indiana.

Mr. Miller moved and Mr. Souder seconded a motion to approve school board policies on 2nd reading as presented. The motion was approve with a vote of 4-0.

FIELD TRIPS – The school board reviewed the list of field trips.

ANNOUNCEMENTS AND CORRESPONDENCE –

- Science Olympiad team went to Bloomington last weekend. The high school received 9th place and the middle school received 18th. This is the 15th year in a row that our high school has been in the top ten in the state. Congratulations!
- NHS Starlights received 2nd place after competing in the small show choir competition this past weekend. Northern Lights won the State competition!! It was amazing to watch – wonderful. Congratulations to those groups!
- Tonight the Winter Sports Awards program is at the high school and there is a fundraiser dinner before the program.
- NHS also had a relay team that qualified to go to state in Indoor Track & Field. There is a boys and girls relay team going. The teams are starting the season out well.

REQUESTS FOR TRAVEL – Board members reviewed the list of travel requests.

EXPRESSIONS FROM BOARD MEMBERS –

- Mrs. King said coming up is the very last quarter for seniors, including her daughter. She wanted to encourage students to continue to work just as hard as they have in the past. Senioritis has hit her home. Also a shout-out to Mike Molohon, director of the pep band, who was really fun to watch the band (and him) perform and interact with the kids at all the basketball games. After watching Northern Lights perform today at the high school she said it's pretty amazing seeing the auditorium filled with all of kids. Mr. Barker comes out and thanks the kids for coming and hopefully someday if this is inspiring to them, they can do this too. She remembers when she was in elementary school and watching the Sounds of Friends and she began to have a dream of doing something like that. She had fun today watching the kids and realizing to get education done the right way it's about building relationships. Thanks to the teachers who do that so well – we are so thankful for their hard work.
- Mr. Black said some of their board meetings go pretty quickly – tonight it was talking about needs. He appreciates the staff that came to talk about the needs of our school community – some of our special kids in our classes. It's easy to look at the kids that are IB or AP students and see how good these kids are doing. It's just as important for us to look at the other students that are really trying hard but need another environment to be able to do it. The discussion tonight was one of the best board meetings he has been in a quite a while. We are actually able to find out some things that he hadn't know about, but not to the degree that they were able to share. He thanked the teachers and administration for that information.

OTHER BUSINESS – None.

ADJOURNMENT – Mrs. King moved and Mr. Miller seconded a motion to adjourn the March 21, 2017 meeting of the School Board of Trustees at 5:05 p.m. The motion was unanimously approved with a vote of 4-0. The next scheduled school board meeting will be on April 11, 2017 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