

**NOTE: These are “proposed” minutes and will not be approved until the August 8, 2017 School Board Meeting**

4:00 p.m.  
Administration Center

Tuesday  
July 25, 2017

## BOARD MINUTES

CALL TO ORDER – President David Black called the July 25, 2017 meeting of the Board of School Trustees to order at 4:00 p.m. All Board Members were present. Others in attendance included Jane Allen, Superintendent, Mark Snyder, Director of Business Services, Michelle Willey, Director of Transportation and Jeff Palmer, Director of Buildings and Grounds.

### SUPERINTENDENT’S REPORT-

Report from Northridge High School regarding the IB program. Mrs. Wogoman, IB Coordinator, and two IB graduates, Alyssa Hochstetler and Camden Koch came to tonight’s board meeting to talk about how the IB program is working at NHS.

- The diploma is split into 6 groups. The groups are:
  - English
  - History
  - Spanish, German and Chinese
  - Biology or Physics
  - Math studies – Math SL (standard level or Math HL2 (higher level)
  - Arts – Visual Arts – offering SL and HL
  - Music – SL
- Students get to pick and choose their programs. They can customize the program for what their strengths are.
- The idea is that we are going to develop a well-rounded student.
- Mrs. Wogoman took an IB group tobogganing at Pokagon State Park this past winter. The kids tried to figure out the physics of how they could go faster.
- Eighty-three exams were taken by forty-two different students. NHS had four full diploma candidates this year and all four received their diploma. The other students were taking IB to get an Honors Diploma or get a college credit for it. Students have to earn twenty-four points in their exams. NHS had kids earning up to thirty-two points. This was a great achievement.
- Statistics that IB gives back to NHS - they look at the world average and then to see how our school compares. NHS’s average was better than the world average in history, the various math programs, visual arts and music. We did very well compared to the rest of the world.
- Two IB graduates, Camden Koch and Alyssa Hochstetler were present to answer any questions board members may have about the IB program.
- In the 2017-2018 school year there are 11 full candidates (seniors) and 7 juniors.
- Mrs. Wogoman is starting to put parents on an Advisory Committee to help support the kids.
- Mrs. Wogoman meets with the IB teachers monthly.

Mr. Gayler asked what SL and HL stand for. Mrs. Wogoman said HL is a 2 year course and covers 240 hours and SL covers 150 hours. Mrs. Allen asked how many students take IB classes that are not full diploma (on the average). Mrs. Wogoman said approximately half of the students at NHS are in at least 1 IB class or another but just aren’t taking the tests. They are getting the same curriculum - just not taking the test at the end. Mrs. King questioned the cost of the IB program. Mrs. Wogoman said last year it was \$116 per exam and \$169 to register. If a student did everything it would cost approximately \$900. The last couple of years the state has allowed students to use free and reduced lunch money (if they qualify) and then get a reimbursement of some of the funds. Mrs. King

thinks sometimes there is a disconnect for our students and even for the parents to understand the value of what this brings them. What could we do to help get more kids and parents see what value this brings to the students? She thought about students who have already been thru this program going onto college. Bringing them back to talk to students and parents about how it helped them. Camden and Alyssa can't tell us how taking IB classes will impact them in college but prior graduates can. Helping tell their stories would be a good thing for our students. Boot camp is a great idea and she hopes they are talking to freshmen and sophomores. Mrs. Wogoman said that they were talking to the students in grades 9 and 10. When the 8<sup>th</sup> graders come over to the high school for registration night she usually talks to about 50 sets of parents where she obtains names and email addresses to follow-up with them about IB. Mrs. King thinks there is so much value to this. It is an expensive program and we spend a lot of money in training every year. She is very proud of those students who obtained an IB diploma this year and would love to see those numbers become much bigger. Mr. Black said one of the most interesting thing (which goes along with what Mrs. King was saying) is about roughly half the kids taking the classes that have the same curriculum. His thought pattern is that some of those kids might have wanted to be in IB but really can't because they are athletes or in band or choir, etc. These students can't take all the IB classes yet they are still getting the same instruction. Obviously it sets them up for study habits going onto college. He would like those students to come back and say because they took those classes (even though they didn't take the test) if this helped them – yes or no? All kids are different, some are athletes that are carrying a 4.0, etc. that can't take the IB classes but they still may be benefiting greatly from this. He didn't know if data would even show that. In years past (5 to 7 years ago) he knows students went off to college and the one thing they said was they felt like they weren't prepared for college. This is different because the course of study is more rigorous. He believes it is preparing a lot more students but we don't have the data to back it up nor have we had any feedback from any of these kids. That would be interesting just to know. Mrs. Wogoman said Mrs. Hannah has some graduated students that she has personally kept track of and who have come back to her biology class. One of her students came back and talked to biology students about what they were learning in biology (in college) and what she was doing with that information. Mrs. King would like to know how this has helped the college application process and how has it helped a student earn college credits. Camden is going to Colgate University this fall. Taking IB classes and getting the IB diploma helped him get into Colgate. Three of the IB classes he'll receive credit for. Alyssa is attending the University of Alabama in the fall. She stressed her getting accepted was a big thing. She got credit for her IB classes that she scored a 5 on and there were only 2 she didn't get credit on. Mrs. King said one of the challenges is as we continue to move in education we continue to give kids opportunities to excel where they feel comfortable excelling. Taking the IB program is certainly one of those high levels of excelling. The challenge she see moving forward is seeing how the Higher Learning Commission continues to kind-of work against what we are doing here up to 12<sup>th</sup> grade. That is frustrating to her because she thinks young adults who work hard and who accomplish a lot in high school should be rewarded. For some students that means getting a bachelor's degree in 3 years and they are fighting against those kind of things. It's all about the money and that to her is really sad. The school board tries to make decisions that are based on what are what are good for kids in education and they try to give kids these opportunities. Her daughter had some challenges getting some of her high school classes transferred to a college credit. It could be a whole year of college that her daughter wouldn't have to attend. That is frustrating. What could we do to help encourage kids in 8<sup>th</sup> grade to start looking ahead and by the sophomore year to be committed to IB and be ready to go for it in their junior year. What could we do differently to help get kids to see the value. Alyssa had an older sister that went through the program which helped her and she had that advantage. Mr. Black said that you have to start early looking at this. It's not "ok, now I'm a sophomore maybe I can start next year." That's too late. He's not sure that parents understand that. When their child is leaving the 8<sup>th</sup> grade parents need to be looking at it then. They can't wait 2 years and say "what can we do now?" It's too late at that time. Students may need classes that they can't fit into their schedule, and they have to take summer courses. Mrs. King asked is it a possibility for all our students to take TOK (Theory of Knowledge)? Mrs. Wogoman said she would love it if that would happen and they have had that discussion before. Academically she would love everybody to have the curriculum but she doesn't know if it would be the best for all the kids. Mrs. Allen said they have explored (about 10 years ago) and did training in Indianapolis about the early years IB program and the middle years IB program that leads to the IB program at the

high school. With the time taken for training and commitment and the shifting – it would be like having 1 elementary school for IB. Then it was what do you decide and the cost for training the teachers. At that time it was not something feasible for us to do in that realm. We have always thought about it. The teaching has improved over the years because the scores have gone up. It has to do with the teaching as well as the kids. It's a combination. Mr. Gayler asked if we had any data that compares results and participation vs similar schools in this area as well as throughout the state. He is curious to know what other schools have the program and what their participation rate and their what their scoring is compared to ours. Mrs. Wogoman said there is a whole spectrum of schools within the state. Middlebury Community Schools, Goshen Community Schools, and South Bend Adams are the only schools in Northeastern IN that have IB. The closest training sites they have for IB are in Indianapolis or Chicago. Mrs. Allen asked Camden and Alyssa if it was hard and they said "yes". She asked how much challenge had they had before IB. When Camden was a freshman and sophomore he could put together a 500 to 1000 word paper the night before. When he got into IB his papers had to go more in-depth and it was harder. Board members thanked the students and Mrs. Wogoman for coming tonight.

EXPRESSIONS FROM PATRONS – Mr. Matthew Lentsch of 121 Wabash Avenue, Mishawaka IN. Mr. Lentsch addressed the school board supporting the school system and the IB program. He had two daughters that attended NHS and were IB students. IB is what drew him and his wife to transfer their daughters to Middlebury Schools. When they were looking at making a decision, they looked at schools, school grades, IB, and gifted & talented programs. The years at Middlebury Schools for his children were just fantastic. They loved the culture and the academic excellence, especially the IB program. Both of his daughters were challenged with one going to Notre Dame. He just wanted to thank the school board, teachers, and administrators for his children's positive learning experience. Mr. Black added Mr. Lentsch's daughters had great parents to help them along. Sometimes we don't give the parents enough credit for helping their kids make those decisions. They are reaping the benefits from that. He thanked Mr. Lentsch for being the foundation of that.

BACK TO SCHOOL INFORMATION – A reminder that August 2<sup>nd</sup> is registration day at all the Middlebury Community School buildings. **One of the most important things is when they go to the schools the students will get their bus information! If they don't go to registration they will NOT get bus information!** A reminder message is being sent to parents for grades K-5 tonight about registration day.

The schedules are as follows:

**Orchard View Elementary**

- August 2: Kindergarten Walk-In 9:30 a.m. to 12:00 p.m. AND 2:00 p.m. to 4:30 p.m.
- August 2<sup>nd</sup>: Fall Registration 9:00 a.m. to 12:00 p.m. AND 3:00 p.m. to 7:00 p.m.
- August 7<sup>th</sup>: Back to School Night 5:00 p.m. to 6:00 p.m.

**Middlebury Elementary**

- August 2: All School Registration 9:00 a.m. to 12:00 p.m. AND 3:00 p.m. to 7:00 p.m.
- August 7<sup>th</sup>: Back to School Night 5:15 p.m. to 6:30 p.m.

**York Elementary**

- August 2: All School Registration 9:00 a.m. to 12:00 p.m. AND 3:00 p.m. to 7:00 p.m.
- August 7<sup>th</sup>: Meet the Teacher Night 4:30 p.m. to 5:30 p.m.

**Jefferson Elementary**

- August 2: All School Registration 9:00 a.m. to 12:00 p.m. AND 3:00 p.m. to 7:00 p.m.
- August 7<sup>th</sup>: Back to School Night 5:00 p.m. – 6:30 p.m.

### Heritage Intermediate

- August 2: Fall Registration 9:00 a.m. to 12:00 p.m. AND 3:00 p.m. to 7:00 p.m.
- August 7<sup>th</sup>: Back to School Night
  - 4<sup>th</sup> Grade: 6:00 p.m. to 6:45 p.m.
  - 5<sup>th</sup> Grade: 6:45 p.m. to 7:30 p.m.

### Northridge Middle School

- August 2<sup>nd</sup>: Registration 12:00 p.m. to 4:00 p.m. and 5:30 p.m. to 7:30 p.m.
- August 3<sup>rd</sup>: Registration 8:00 a.m. to 12:00 p.m. AND 1:00 p.m. to 4:00 p.m.
- August 8<sup>th</sup>: Back to School Night 5:30 p.m. to 7:00 p.m.

### Northridge High School

- August 2<sup>nd</sup>: Registration 8:00 a.m. to 8:00 p.m.
- August 4<sup>th</sup>: Freshman 12:30 p.m. to 2:30 p.m.  
(NO PARENTS)

### CONSENT AGENDA –

- Minutes from the July 11, 2017 school board meeting
- Claims Lists
- Personnel List
- Financial Report for June 2017

### EMPLOYMENT:

#### Northridge High School

- Certified: Heidi Wood, Business Teacher, BL3, Replacing: Mary Shroyer  
Start Date: August 4, 2017  
Micah Detweiler, Band Teacher, BL1, Start Date: August 4, 2017  
Jessica Brewer, Special Education Teacher, BL1, Replacing: Jane Milewski  
Start Date: August 4, 2017, Pending IDOE license approval  
Haley Plikerd, Temporary Biology Teacher, ML2, Covering Dawn Engle Leave  
Start Date: August 4, 2017, Pending IDOE license approval
- Classified: Kevin Crowder, 9<sup>th</sup> Grade Football Coach, 33300-2, Start Date: July 26, 2017  
Sven Johnson, 9<sup>th</sup> Grade Football Coach, 33300-1, Start Date: July 26, 2017  
Bruce Grevengoed, Assistant Boys Tennis Coach, 43220-2, Start Date: July 26, 2017  
Kierstin Gannon, Color Guard Instructor, Replacing: Brittany Rogers  
Start Date: July 26, 2017  
Casey Nordman, Head Cheer Coach, 23198-1, Start Date: July 26, 2017  
Bryan Fisher, Assistant Football Coach, 23200-3, Start Date: July 26, 2017  
Kathleen Kelly, 6.5 Hour Autism Para, Start Date: August 9, 2017  
Kayla Kessler, 6.5 Hour Autism Para, Start Date: August 9, 2017  
Joel Sienicki, Assistant Football Coach, 23200-1, .5, Start Date: July 31, 2017  
James Greensides, Assistant Football Coach, 23200-1, .5, Start Date: July 31, 2017

#### Northridge Middle School

- Classified: Robert (Bobby) Lloyd, 7<sup>th</sup> Grade Assistant Football Coach, 22700-1  
Replacing: Gregg Cole, Start Date: July 26, 2017  
Daniel Herber, Middle School Pool Manager, Replacing: Charles Grace  
Start Date: July 26, 2017

Administration Center

Classified: Lisa Stutsman, Corporation Treasurer, Start Date: July 31, 2017

Middlebury Elementary School

Classified: Melissa Osborn, 3.5 Hour Cafeteria Worker, Replacing: Amy Kauffman  
Start Date: August 9, 2017

York Elementary School

Classified: Eva Schlabach, 6 Hour Special Education Assistant, Replacing: Kim Yoder  
Start Date: August 9, 2017

RESIGNATION:

Middlebury Elementary School

Certified: Heidi Brohm, Physical Education Teacher, Effective Date: July 17, 2017

York Elementary School

Classified: Patricia Mast, Media Assistant, Effective Date: July 12, 2017

Northridge High School

Classified: Jessica Brewer, 7.5 Hour Special Education Assistant, Effective Date: July 17, 2017  
Micah Detweiler, 7.5 Hour Instructional Assistant, Effective Date: July 19, 2017  
Lisa Stutsman, Bookkeeper, Effective Date: July 30, 2017

Jefferson Elementary School

Classified: Angela Studebaker, 5.75 Hour Autism Para, Effective Date: July 24, 2017  
Natalie Mares, 7.5 Hour Building Assistant, Effective Date: July 24, 2017

Heritage Intermediate School

Classified: Coleen Prough, 6.25 Special Needs One-to-One Para, Effective Date: June 1, 2017

LEAVE 3430:

Northridge High School

Certified: Dawn Engle, Biology Teacher, 2017-18 School Year

TRANSFER:

Northridge Middle School

Certified: Cody Norwood, half-time Choir Teacher, to: Full-time Choir Teacher  
Start Date: August 7, 2017

Classified: Autumn Gray, 5.5 Hour Special Needs One-to-One Para, to: 4 Hour Building Assistant  
Start Date: August 9, 2017  
Kim King, 7.5 Hour Special Education Assistant, to: 7 Hour Special Education Assistant,  
Mixed Ability, Start Date: August 9, 2017  
Jordan Elliot, 6.5 Hour Autism Para, to: 7 Hour Special Education Assistant  
Replacing: Kim King, Start Date: August 9, 2017  
Ann Parker, 6.5 Hour Autism Para, to: Northridge High School, 6.5 Hour Autism Para  
Start Date: August 9, 2017  
Anzhelika Pavlenko, 6.5 Hour Special Needs One-to-One Para, to:  
Northridge High School, 6.5 Hour Special Needs One-to-One Para  
Start Date: August 9, 2017  
Jon Mater, 6.5 Hour Autism Para, to: Northridge High School, 6.5 Hour Autism Para  
Start Date: August 9, 2017

York Elementary School

Certified: Angie Frey, Title 1 Teacher, to: MES School, Physical Education Teacher  
Replacing: Heidi Brohm, Start Date: August 7, 2017  
Betsy Rogusta, Title 1 Teacher, to: Jefferson Elementary School, Title 1 Teacher  
Replacing: Brandon Schwartz, Start Date: August 7, 2017

Jefferson Elementary School

Certified: Brandon Schwartz, Title 1 Teacher, to: York Elementary School, Title 1 Teacher

Replacing: Betsy Rogusta, Start Date: August 7, 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 5-0.

CONSIDER APPROVAL TO PUBLISH 2017 ANNUAL FINANCIAL REPORT – This is an annual routine item. Mr. Black said he wanted to point out something that is not necessarily noted regarding the expenditures comparisons for the calendar year 2016. When you look at our budget expenditures, which were \$29,671,357 and compare that to what we spent, which was \$28,092,537, that's a difference of approximately \$1,600,000. The administration was able to be frugal and not spend past the budget. He wanted to give recognition to the administration for doing such a good job with the finances that we have. Mr. Miller moved and Mr. Gayler seconded a motion to approve the 2017 Annual Financial Report as presented. The motion was approved with a vote of 5-0.

CONSIDER APPROVAL OF FINMARS - This is an annual routine item.

Corporation Goals for Expenditure Categories in Indiana Code 20-42.5-3-5

Middlebury Community Schools shall strive to increase the percentage for the student instructional expenditure categories as compared to other expenditure categories as described in IC 20-42.5-3-5 for the fiscal year 2017-18 by continuing to identify efficiencies in all expenditure categories.

Middlebury Community Schools firmly believes the focus of all expenditures is successful student instruction. Support staff and support services contribute to student achievement in today's learning environment. Maximizing total instructional learning is as important as total instructional expenditure.

Middlebury Community Schools is a growing school corporation; as such, it encounters the following:

1. New teacher hires that have a lower salary level than more experienced teachers.
2. School construction debt obligation.
3. Increased transportation cost because we are a growing rural school corporation in which most of our students live outside communities with sidewalks for easy access to schools for students.
4. Increased water and sewer billing because the majority of our buildings are outside the town of Middlebury and as a result they must pay a fifty percent premium for water and sewer services.
5. As a result of the change in the state funding formula since 2009 which lowered our per pupil funding in general fund, the expenses for debt service, transportation, cafeteria, maintenance, technology, and bus purchases becomes an exaggerated part of our total aggregated expenditures.

The circumstances stated above dramatically skew the percentage of student instructional expenditure compared to other expenditure categories in our school corporation. Middlebury Community Schools will continue to target its resources to achieve high student achievement. Mr. Gayler moved and Mr. Souder seconded a motion to approve the approval of Fin Mars as presented. The motion was approved with a vote of 5-0.

UNFINISHED BUSINESS – None.

FIELD TRIPS – None.

ANNOUNCEMENTS AND CORRESPONDENCE –

- Mrs. Allen said as of today we have around 330 transfer tuition students with around 50 new transfers. One of the things we noticed over that past couple of years is a lot of our transfer tuition kids are now moved into the district.
- The board is welcome to have a short tour of the improvements to Heritage Intermediate School directly after tonight's board meeting. The changes/improvements were to the cafeteria and the industrial tech area which was shifted into classrooms.

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

EXPRESSIONS FROM BOARD MEMBERS –

- Mrs. King thanked Mrs. Wogman for coming this evening and bringing the IB students. It helps to hear from our educators and especially our students on how the decisions we make impact their lives. It helps the board make better decisions. She also thanked Mr. Lentsch for coming to tonight’s meeting. It’s always great to hear the good things that are happening because of the leadership Mr. Wood and Mrs. Allen do for our school corporation. We know they are doing a good job and it’s great to hear that from the parents also.
- Mr. Souder thanked Mr. Lentsch for coming and speaking to the board also. He appreciates the availability of the IB program here when the only other schools who have this program are near Indianapolis.
- Mr. Miller liked the idea that our schools try new ideas and pushes to excel and thinks that’s a noble thought. When he thinks about IB he thinks it’s a great idea. We’ve been doing it for a few years now and he thinks it was the right decision.
- Mr. Black asked if they could have an Executive Session after the next board meeting.

OTHER BUSINESS – None.

ADJOURNMENT – Mr. Souder moved and Mrs. King seconded a motion to adjourn the July 25, 2017 meeting of the School Board of Trustees at 4:50 p.m. The motion was unanimously approved with a vote of 5-0. The next scheduled school board meeting will be on August 8, 2017 at 4:00 p.m. at the Administration Center.

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David Black, President

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Joanna King, Vice President

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Robert Souder, Secretary

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Scott Miller, Member

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Paul Gayler, Member