

NOTE: These are “proposed” minutes and will not be approved until the August 22, 2017 School Board Meeting

4:00 p.m.
Administration Center

Tuesday
August 8, 2017

BOARD MINUTES

CALL TO ORDER – President David Black called the August 8, 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, Robby Goodman, Asst. Superintendent, Mark Snyder, Director of Business Services, Michelle Willey, Director of Transportation and Jeff Palmer, Director of Buildings and Grounds.

SUPERINTENDENT’S REPORT- First day of school is tomorrow, August 9, 2017!

EXPRESSIONS FROM PATRONS – Mr. Jason Goorhouse, 18634 Madison Court, Goshen, IN addressed the school board regarding bus stops and pick-ups.

Mr. Goorhouse – “We have a concern because we have a split family with 2 separate households and 2 different schedules. The bus schedule arranged for this year is turning our whole world upside down, not only ours but our kids. They are going to be waking up earlier than what they should on school days and I’m afraid it will affect their performances at school. We are afraid it will affect their whole mentality of getting up, is it worth it. Oh...I’m tired, I don’t want to get up. If we could keep our schedule that we have right now the children would be able to keep their schedules, it wouldn’t be turning their world upside down. It wouldn’t be upsetting them. It’s a very difficult thing to make 2 households that have completely different work schedules have 1 general bus stop and 1 general time to get up in the morning. Everything has to be on a perfect schedule for that to happen. It’s just not possible.”

Mrs. Goorhouse – “We currently do a week on, week off schedule, it’s pretty simple for the buses. They know which week is what. They pick up at our house in the morning and they pick up at their mom’s house in the morning. In the afternoon we, my husband and I, have both our kids go to the Boys & Girls club and were told that is not an option for them to walk there. Even though in the subdivision they have to walk to a bus stop so we don’t see how that is different than walking to the Boys & Girls club. For an alternate route you are paying a bus driver to literally drive them around a building. Our oldest can actually walk out the door to the Boys & Girls club. They are going to be in sports and activities so they are already going to be going there. When they are at their house that’s someplace that we know while we are at work. I work at Interra, with Paul, and have late hours and my husband is a volunteer fireman with late hours. All these things play into effect that can change our schedule and we need to know our kids are at a spot on our days and that they know what’s going on with them. If we have to have a shared spot it’s not possible. Yes, they could be with their mom but that is disrupting their routine from when they are with us. We have specific routines laid out for our kids when they are at each house. We have been doing this since our daughter was in kindergarten. She is now in 6th grade and it’s always worked. There is no reason that I have to get up and take both my older kids to 2 separate stops and then my other child has to go to a 3rd stop. There’s no reason they can’t get on at our house. Our oldest will have to wait for the bus by herself when she is at our house. It will be a half-hour and there are neighbors that will be there. There is no reason I have to go drop her off at her mom’s house and leave her there. We are citizens of this township and pay taxes. All 4 of us, as parents, work and try to do the best to provide for our children and bring the message to them about the best education. But it is not going to be the best education when they do not have a set routine that follows or works best for our household.

Mr. Black - “Mrs. Allen would respond to everything they have per board policy and he understands their predicament. The only thing he would address back to them is a statement the board gave back in March of 2017 when this all came up. He doesn’t know if they realize the situation as far as what we deal with as a

school corporation. We don't have bus drivers to make all of these routes anymore. At that point and time we were down about 8 bus drivers (in March). We knew going into this school year we were going to be down that much more. Now, not only were we down 8 bus drivers but our transportation secretary and our Director of the transportation department were driving buses full time. So, when you add those 2 in, that is 10 bus drivers we were down at that time. Now, do we have buses? Yes, we have buses but we don't have the bus drivers. We don't get bus drivers coming in to apply anymore because our economy in Elkhart County is so great, sitting at 2.8% unemployment, you can't get people to come and drive buses anymore. We were forced at that time to make a decision based on what was the best for the whole corporation. We knew there were going to be inconveniences for people. I appreciate that. I have 6 children of my own. I have been through a lot of these kinds of things. I am part of a blended family and I understand your concerns but as a corporation we had to look at the whole thing and not what was hurting who or helping who. We had to do what was best for the whole corporation and that decision had to be made back in March. I understand what they are going thru and wish there was something I could do to say we could make a change but I don't know we can make that change at this point.

Mrs. Goorhouse - "So what you are saying (to our children) is because we are a blended household is that we do not matter, and her children are plenty old enough to know this. They have said this school doesn't care about us, they don't care if we come to school because they are not willing to pick us up at our homes. That is what is coming across to my 6th and 4th grader. This is their own words. In the afternoon they have the option of going to the Boys & Girls club and you are saying you don't have bus drivers and yet you are going to bus them around the school? That doesn't make any sense, you are paying someone to drive them around the school when they could walk. In the subdivision they walk to the bus stop, what's the difference?"

Mr. Goorhouse - "It's actually a further walk from the house to the bus stop as it is to the Boys & Girls club. From school to the Boys & Girls club."

Mr. Black - "As far as the Boys & Girls club, Mrs. Allen will take a look at that and she can address that part of it."

Mrs. Goorhouse - "That would at least help us with our afternoon situation."

Mr. Black - "She will take a look at that and get back with you as a determination as to what that can be."

Mrs. Goorhouse - "I did call the Boys & Girls club directly and they said no, the kids can walk over, no problem. Then when they went to get our bus routes from the school, they said no. That we cannot do that."

Mrs. Allen - "First of all she'd like to speak to the board saying that Mr. Goorhouse has already spoken with me and he has been very respectful and pleading, and rightfully so. I understand and I explained to him as well that I can't let one family or who knows how many other families that are doing a shared custody do the same thing. We can't do for one what we can't do for all. We don't have enough bus drivers, and I explained that to you. The Boys & Girls club and Heritage is trying to figure out a way to walk kids over to the club. Buses go by the club. They aren't making a special route. They are picking up kids at Heritage and taking them home and dropping off the Heritage kids that go to the club, on the way. It's not an additional route. So we're trying our best to accommodate all of our parents. I am as distressed as you are, as I was when I spoke to you. We don't have a choice, we can't do for one that we can't do for all. We just can't do it, not this way."

Mrs. Goorhouse - "I understand the whole idea of the process and some parents would set up their kids for an additional stop that they never use, but when you look at the families that truly do need it, I think there should be some accommodations made."

Mrs. Allen - "I think I told Mr. Goorhouse, if you could get a court order, we'll follow the law."

Mr. Goorhouse - "There is a money cost to filing a court order."

Mrs. Allen - "I apologize for that. Right now, I can't say, ok, I'll let you do this and I won't let everyone else do this." If I do that we are in real trouble. We have 24 drivers driving the routes of 35 buses, right now. We have everything down to the second and that one stop is what saved us."

Mrs. Goorhouse - "The kids are to get on at our stop so the buses are already stopping, that's not changing that at all."

Mrs. Allen - "I understand and appreciate the Goorhouse families for being respectful."

Mrs. Goorhouse – “Even anything related to school, I had to take off time from my job to come here to be a part of this to be involved in my kid’s lives. They aren’t even my biological kids, they are my step kids, that’s how much this means to me. They say we are two families and so nobody cares about us.”

Mrs. Allen – “I really wish you wouldn’t feel that way and that they didn’t feel that way.”

Mr. Goorhouse – “My son has been crying at night over this. This past week has been hell for him because he has literally cried because he doesn’t know what is going on. Any 9 year old that knows and understands that something is different – there is something wrong there.”

Mr. Black thanked the Goorhouses.

CONSENT AGENDA –

- Minutes from the July 25, 2017 school board meeting
- Claims Lists
- Personnel List

EMPLOYMENT:

Northridge High School

Certified: Joel Sienicki, Special Education Chair, Replacing: Kelly Sienicki, Start Date: August 9, 2017
Micah Detweiler, Percussion Director, 2301-2, Start date: August 7, 2017
Ryan Mayden, Science Olympiad Assistant, 4310-2, Start date: August 7, 2017
Preston Shafer, Vocal Director, 1305-1, Start Date: August 7, 2017
Julie Shyposki, Super Bowl Coach, 7360, Replacing: Judith Becker-Rohrer
Start Date: August 7, 2017

Classified: Meela Hines, 6.5 Hour Autism Para, Start Date: August 9, 2017
Teresa Riegsecker, Bookkeeper, Replacing: Lisa Stutsman
Start Date: August 9, 2017
Laura Anderson, 3.5 Hour Cafeteria Worker, Replacing: Sheila Miller
Start date: August 9, 2017

York Elementary School

Certified: Diana Bunger, Temporary Title 1 Teacher, Replacing: Angie Frey
Start Date: August 8, 2017
Classified: Paige Palmer, Media Assistant, Replacing: Patricia Mast
Start Date: August 4, 2017
Susan Booth, 5.5 Hour Instructional Assistant, Replacing: Bonnie Kidder
Start date: August 9, 2017

Administration Center

Classified: Sandra White, Sub Bus Driver, Start Date: August 9, 2017
Jamie Miller, Bus Driver, Start Date: August 9, 2017
Karen Jones, Bus Driver, Start Date: August 9, 2017
Steven Rose, Bus Driver, Start Date: August 15, 2015 (Dependent upon passing skills test)
Autumn Gray, Technology Administrative Assistant, Start Date: August 9, 2017

Jefferson Elementary School

Classified: Brittany Peacock, 3.5 Hour Cafeteria Worker, Replacing: Kathy Fackelman
Start Date: August 9, 2017
Angela Otto, 7.5 Hour Building Assistant, Replacing: Natalie Mares
Start Date: August 8, 2017 PENDING SUCCESSFUL BACKGROUND CHECK

Northridge Middle School

Classified: Debra Holds, 3.5 Hour Cafeteria Worker, Replacing: Jo Alderman
Start Date: August 9, 2017
Rosemary Kirkdorffer, 3.5 Hour Cafeteria Worker, Replacing: Roxalyn Barron
Start Date: August 9, 2017

Matt Holloway, Wrestling Coach, 22160-3, Start Date: August 9, 2017

Heritage Intermediate School

Certified: Amber Baker, 4th Grade Teacher, Replacing: Heidi Mathews

Start Date: August 7, 2017

Classified: Nicole Mast, 6.5 Hour Special Education Assistant, Mixed Ability

Start Date: August 9, 2017

Steven Rose, 2.5 Hour Cafeteria Worker, Start Date: August 9, 2017

Cynthia Troxell, 6 Hour Special Needs One-to-One Para, Replacing: Mary Reitz

Start Date: August 9, 2017 PENDING SUCCESSFUL BACKGROUND CHECK

Middlebury Elementary School

Certified: Tara Marks, School Counselor, Replacing: Eric Lemmon

Start Date: August 7, 2017

Classified: Kelley Hunnings, 6 Hour ELL Assistant, Replacing: Diana Bunger

Start Date: August 9, 2017

Amanda Knox, 5.5 Hour Instructional Assistant, Replacing: Crystal Christner

Start Date: August 9, 2017

Madison Sonner, 5.5 Hour Temp 2nd Grade Instructional Asst., Start Date: August 9, 2017

Orchard View Elementary School

Classified: Monica Eshleman, 6 Hour Instructional Assistant, Reading, Replacing: Diana Bunger

Start Date: August 9, 2017

Classified: Crystal Christner, 5 Hour Speech Para, Start date: August 18, 2017

RESIGNATION:

Northridge High School

Classified: Sheila Miller, 3.5 Hour Cafeteria Worker, Effective Date: July 25, 2017

Dawn Covey, 9 Month, 5 Hour Custodian, Effective Date: July 26, 2017

Teresa Riegsecker, 7.5 Hour Media Assistant, Effective Date: August 8, 2017

Northridge Middle School

Classified: Myra Bontrager, 12 Month Custodian, Effective Date: July 20, 2017

Kathy Robinson, Bookkeeper, Effective Date: August 11, 2017

Autumn Gray, 4 Hour Building Assistant, Effective Date: August 3, 2017

Cynthia Ingling, 2.5 Hour Cafeteria Worker, Effective Date: August 8, 2017

York Elementary School

Classified: Jamie Gregory, 6 Hour Cafeteria Worker, Effective Date: July 27, 2017

Orchard View Elementary School

Classified: Diana Bunger, 6 Hour Instructional Assistant, Reading

Effective Date: July 27, 2017

Middlebury Elementary School

Classified: Sarah Zentz, 6 hour Special Education Assistant, Effective Date: July 26, 2017

Mary Enfield, 9 Month/8 Hour Custodian, Effective Date: August 8, 2017

Crystal Christner, 5.5 Hour Instructional Assistant, Effective Date: August 4, 2017

Jefferson Elementary School

Certified: Valerie Lambert, Temporary Art Teacher, Effective Date: July 31, 2017

Classified: Paige Palmer, 3 Hour Noon Time Assistant, Effective Date: July 28, 2017

FMLA LEAVE:

Orchard View Elementary School

Certified: Elizabeth Manly, Kindergarten Teacher, From August 21, 2017 to September 18, 2017

TRANSFER:

Northridge High School

Certified: Catherine Yoder, 60% Choir Teacher, to: Full-time Choir Teacher

Start Date: August 9, 2017

Classified: Nate Chupp, 6.5 Hour Autism Para, to: 7.5 Hour Special Education Assistant

Replacing: Jessica Brewer, Start Date: August 9, 2017

Darla Hostetler, 5 Hour Special Education Assistant, to: 7.5 Hour Media Assistant

Replacing: Teresa Riegsecker, Start Date: August 9, 2017

Northridge Middle School

Classified: Tammy Rumschlag, Assistant Manager, 8 Hours, to: 3.5 Hour Cafeteria Worker

Replacing: Erica Beachy, Start Date: August 9, 2017

Roxalyn Barron, 6 Hour Cafeteria Worker, to: Assistant Cafeteria Manager, 8 Hours

Replacing: Tammy Rumschlag, Start Date: August 9, 2017

Erica Beachy, 3.5 Hour Cafeteria Worker, to: 6 Hour Cafeteria Worker

Replacing: Roxalyn Barron, Start Date: August 9, 2017

Middlebury Elementary School

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

5.5 Hour Temporary 2nd Grade Instructional Assistant, Start date: August 9, 2017

EMERGENCY LEAVE:

Administration Center

Classified: Desiree Blosser, 12 Month Custodian, 8 Hours; August 11, 2017

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

CONSIDER APPROVAL OF HIPPA EXEMPTION – This agenda item is a routine item and is done every year. Mrs. King moved and Mr. Souder seconded a motion to approve the HIPPA Exemption for Self-funded and Non-Federal Group Heal Plans starting October 1, 2017 as presented. The motion was approved with a vote of 5-0.

CONSIDER AUTHORIZATION OF NOTICE OF HEARING PROJECTS – Mrs. King moved and Mr. Souder seconded a motion to table agenda item 5.3 until the next school board meeting on August 22, 2017.

CONSIDER APPROVAL OF DONATION TO NORTHRIDGE HIGH SCHOOL – Mr. Souder moved and Mr. Miller seconded a motion to approve the donation of \$3,644.00 (School Spirit Donation) from First State Bank. Mr. Miller asked what this money is used for. Mr. Wood said anything for sports or educational programs. The funds go into an account titled “First State Bank”. Mr. Black clarified that everything we get in, as far as monies, has to go in as a line-item. Each one of the schools had their own line-item. So, he is sure that is going into a line-item for student development, or whatever it would be. That is where that money would go – not into the General Fund. The motion was approved with a vote of 5-0.

UNFINISHED BUSINESS – None.

FIELD TRIPS – None.

ANNOUNCEMENTS AND CORRESPONDENCE –

- School starts tomorrow and our last strategic planning activity will be September 26th from 1:30 to 4:30 p.m. Hopefully all board members would be able to participate.
- We have approximately 380 transfer tuition students. Around 90 are new students. We are up a little bit from last year.

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

EXPRESSIONS FROM BOARD MEMBERS –

- Mr. Miller – “When we made these changes to the buses we knew there was going to be some situations like this – it breaks my heart when you say your kids don’t feel like they don’t matter. I know talk is cheap but, I think I can speak on behalf of all the board that your kids are very, very important, not just to the school corporation but to the community. I am sorry and I wish there was a better solution, but with what Mrs. Allen said I don’t think there is. The most important thing for you to know is your kids do matter to us.”
- Mrs. Souder – “Yes, I’m sad about that too. It seems like we don’t care but we are tight and hopefully can work something out with at least the afternoon with the Boys & Girls’ club. It’s sad, I’m sorry.”
- Mrs. King – “I just want to thank you for coming tonight to talk to us. When we make decisions, here, we make a lot of decisions in a year’s time and for myself, personally – I think I can speak for the board, we try to make every decision we can looking at how this affects kids first and foremost. Because that’s the business we are in – trying to make kids successful. Making these decisions can be very difficult for us sometimes and really it was a decision that was made for us. We just don’t have the employees at this point to be able to all the routes we wish we could do. I am confident, however, that there can be a good solution to this. I don’t know what it is yet. I’d love to see your kids go to the Boys and Girls club, there are a lot of wonderful activities, robotics, etc. that I think your kids would really enjoy. It might be something that will give them something fun to do after school. So, I hope that works out and more than anything I would like to thank you for coming and sharing with your heart what you are dealing with as a family. We can’t make better decisions if we don’t hear from people, so thanks for coming today. Also I wanted to make a comment about First State Bank and the \$3600 we accepted in donations. This is a local bank that has chosen to give back to the people in this community, not just to Middlebury Community Schools but to all the area schools can have these Spirit cards (debit cards). If my recollection is right, they have given over \$10,000 to our school corporation. This is a significant contribution they give back to the kids. I just want to thank First State Bank for finding a really creative way to give back to our kids. It’s important and we thank them for that.”
- Mr. Gayler - “I wanted to thank everyone for coming tonight . It’s not easy sitting in front of the board. We do value that and it was a very difficult decision and we knew there were going to be some unfortunate situations. Don’t give up on Middlebury Community Schools, there’s some great teachers, great staff and if we can find a solution and find more bus drivers, we’ll make it happen. Thank you for voicing your concern.”
- Mr. Black – “One of the things that I found before I got on this board was I would come to board meetings and it was very difficult to stand up in front of people and express your feelings. I have to thank you, greatly, for the way you have come in. It shows the integrity that you have, not only in the concern, I could hear the concern in your voice and see the concern in your face. But he can see the integrity that you have in bringing it forward in such a way that it makes it easy for us to hear that. That doesn’t always happen so I thank you for doing that today. Like Mrs. Allen says, she’s going to look into some things and hopefully we can get back to you with somewhat of a help in some way, shape or form. Maybe not all, but if it’s a little bit, it’s better than what you have now. “

OTHER BUSINESS – None.

ADJOURNMENT – Mrs. King moved and Mr. Gayler seconded a motion to adjourn the August 8, 2017 school board meeting at 4:21 p.m. into Executive Session. The motion was approved with a vote of 5-0.

David Black, President

Joanna King, Vice President

Robert Souder, Secretary

Scott Miller, Member

Paul Gayler, Member