

NOTE: These are “proposed” minutes and will not be approved until the October 24, 2017 School Board Meeting

4:00 p.m.
Administration Center

Tuesday
October 10, 2017

BOARD MINUTES

CALL TO ORDER – President David Black called the October 10, 2017 meeting of the Board of School Trustees to order at 4:00 p.m. All Board Members were present except Mr. Gayler. 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- Mrs. Rachel Vallance, Principal at Northridge Middle School, brought Erin Wagner who teaches science to talk about a new class, Medical Detectives, that she is teaching this year. This is a Project Lead the Way (PLTW) class.

- There were a couple of problems that needed to be solved for the 2017-2018 school year. Because of the accelerated math classes the science classes grew to 40+ students, especially in the 8th grade. The Expressive Arts class in period 1 in the 7th grade was packed with students too.
- Project Lead the Way curriculum was added which created a class called Medical Detectives.
- Mrs. Wagner went to PLTW training over the summer. Over the course of the year there will be approximately 100 students in that class.
- Mrs. Wagner showed a power-point presentation outlining what and how the students learn. They are learning a lot more technology because the curriculum is on-line. Students don’t get a textbook. They get their curriculum through an on-line source which takes them to websites, videos, and difference sources of information. Students do get a lab book which they fill out pulling resources on-line. This is how the teacher gives tests and information to students regarding assignments.
- Mrs. Wagner teaches an 8th grade Science Class with thirty students. The curriculum for those students includes the math piece of science but still accelerates the science curriculum.
- Seventh grade Science concentrating on strong reading skills through non-fiction. Thirty kids are in this science class. Mrs. Wagner is focusing on the non-fiction reading and getting those skills using the science content.

Mr. Black questioned how this would tie into high school. Josh Dueweke teaches a PLTW Biomedical class at NHS. These NMS classes filter into the Gateway of the high school classes. A lot of NMS labs are mini versions or scaled down versions of the NHS labs. Mrs. Allen said all of this is wonderful because the NMS teachers have taken themselves out of the “known” and have gone into the “unknown”. Elementary teachers know how to teach reading and science. These middle school teachers are making it exciting for the kids. Mrs. Allen looked at how these teachers are grading and for someone who doesn’t teach writing, they are doing a great job! Science teachers are very driven by facts and requirements and things like that. They jumped out of that box and Mrs. Allen thinks that is wonderful!

EXPRESSIONS FROM PATRONS – None.

CONSENT AGENDA –

- Minutes from the September 19, 2017 school board meeting, Budget Hearing and Project Hearing.
- Claims Lists
- Personnel List

EMPLOYMENT:

Northridge High School

Certified: Andrea Kerr, Blended Learning Math Extra Duty Teacher, Start Date: October 11, 2017

Classified: Doris Lett, 7 Hour Cafeteria Worker, Replacing: Mary Jo Thomas
Start Date: October 11, 2017

Michael Price, Assistant Wrestling Coach, 43260-3, Start Date: October 11, 2017

Robert Burns, Assistant Swim Coach, 43270- Start Date: October 11, 2017

Jeremy Mahan, 9th Grade Boys Basketball Coach, 33350- Start Date: October 11, 2017

Gareth Troyer, 9th Grade Girls Basketball Coach, 33355- Start Date: October 11, 2017

Marie Bontrager, 3.5 Hour Cafeteria Worker, Replacing: Jennifer McFarland
Start Date: October 11, 2017

Jefferson Elementary School

Classified: Danielle Miller, Noontime Assistant, Replacing: Paige Palmer
Start Date: October 11, 2017

Administration Center

Classified: Desiree Blosser, Sub Bus Driver, Start Date: October 6, 2017

Northridge Middle School

Certified: Timothy Magnuson, 8th Grade Boys B Basketball Coach, 22850-3
Replacing: Rick Lengacher, Start Date: October 11, 2017

Classified: Angela Sherwood, 3.5 Hour Cafeteria Worker, Replacing: Tamara Rumschlag
Start Date: October 11, 2017

York Elementary School

Classified: Paige Bardo, 3 Hour Cafeteria Worker, Replacing: Paige Webb
Start Date: October 11, 2017

Heritage Intermediate School

Classified: Kristin Speed, 3.5 Hour Cafeteria Worker, Replacing: Steven Rose
Start Date: October 11, 2017

RESIGNATION:

Heritage Intermediate School

Classified: Steven Rose, 3.5 Hour Cafeteria Worker, Effective Date: August 25, 2017

Jim Reeves, 12 Month, 2nd Shift Custodian, Effective Date: September 29, 2017

Northridge Middle School

Classified: Carol Fearnow, Cheer Coach, Effective Date: October 4, 2017

Jefferson Elementary School

Classified: Angela Otto, 7.5 Hour Building Assistant, Effective Date: September 29, 2017

EMERGENCY LEAVE:

Northridge Middle School

Classified: Patsy Stauffer, Nurse, 2 Hours: September 14, 2017

FMLA LEAVE:

Jefferson Elementary School

Certified: Jamie Van Daele, Kindergarten Teacher, From January 8, 2018 to April 9, 2018

Heritage Intermediate School

Classified: Lisa Cortes, 6.5 Hour Special Education Assistant, Mixed Ability
From September 26, 2017 to October 6, 2017

Mr. Souder moved and Mrs. King seconded a motion to approve the Consent Agenda as presented. Mrs. King wanted to point out with schools going to all laptops she's had parents ask her "are you going to have any books in the school room?" On this month's claim report we have spent over \$1000 on library books. So books are always going to be a part of education. Mr. Black said with the weight of the computer and the books that kids put in their book bags (he's tried to pick up a student's book bag) he's glad they aren't going to have a lot of books. The motion was approved with a vote of 4-0.

UNFINISHED BUSINESS – None.

CONSIDER APPROVAL OF THE 2018 BUDGET –

- Mrs. King moved and Mr. Souder seconded a motion to approve the 2018 Capital Projects Plan as presented. The motion was approved with a vote of 4-0
- Mr. Miller moved and Mr. Souder seconded a motion to approve the 2018-2029 Bus Replacement Plan as presented. The motion was approved with a vote of 4-0.
- Mrs. King moved and Mr. Miller seconded a motion to approve the 2018 Budget Resolution as presented. Mrs. King asked for a short synopsis of how the 2018 Budget compares to the 2017 Budget. Mrs. Allen said it was pretty much the same. The advertised always sounds a lot higher but it will probably end up to close to what it is this year. The motion was approved with a vote of 4-0.

CONSIDER APPROVAL OF THE 2017-2019 MASTER CONTRACT - Mrs. Allen outlined the following information regarding the 2017-2019 Master Contract.

- Mrs. Allen said they were very fortunate to have the MTA working together with them in all the arenas of education at Middlebury Community Schools. Their willingness to continue working together is what sets us apart from other districts that are less fortunate. They have given us ideas to help with programs and help us be more effective. We also feel very lucky that they are able to work with all of them. She wanted to thank personally Kim Cammenga, Tim Luken and Clint Borntreger as our MTA negotiation representatives. They spent the past year or more going over all the points' issues and ideas for us to help determine what is the best agreement for everyone.
- We are still working to have our contract in compliance because of the switch-over because of the changes in the laws. Every year we get a little bit better. We have exceptional people in leadership and MTA.
- She also wanted to thank the board members who participated in the negotiations process.
- The major points that would change our contract are:
 - New teachers are to receive 9 sick days (instead of 10) and the regular teachers are going to receive 7 sick days (instead of 8). Those days that are lost are now going to be personal days. In the past teachers have received 3 personal days and now they will receive 4.
 - Funeral Leave – previously in the death of an aunt, uncle, grandparent, niece, nephew, 1st cousin, brother-in-law/sister-in-law only 1 day of paid leave was allowed. They now allow 2 days.
 - The past 2 years there has been an attendance stipend of \$200 for teachers that have at least 98% attendance. We have had the same number of teachers for both years receive the stipend. Now the contract reads people with more than 2 days but less than 4 days absence, they will get a stipend of \$300, Teachers that have 2 days or less absence will receive a stipend of \$450.
 - Changes to the curricular schedule. The Middle School Activities Director's salary was changed to match the Activities Director at the High School.
 - Added an Assistant Senior Class Sponsor.
 - Added extra money for the teachers who participate in Kindergarten Round-up.
 - The biggest switch for the school corporation was to change the salary scale. Previously we had a Bachelors scale and a Masters scale and the state did not like that. This year, thanks to the MTA and Dr. Goodman and Mr. Snyder (Administration Center personnel), we put the 2 scales together. It is one scale and there is no definition by degree. Teachers will get an increment when they are labeled "highly effective" or "effective" and have a year of experience. Until they get to Level 1 in the middle

(if they don't have a master's degree) they can't go beyond that line. That would be the top salary they could earn. The beginning salary is \$34,827 (which was the same) and the highest salary was \$63,500 and now it is \$64,788.00. Another thing that the state made sure we had (which we didn't have in the past) is the difference between the levels have to be the same either in dollar amount or percentage. We came to the agreement to have the in-between the same - which will be 3% different each time that increment is earned. This year we moved everyone into the scale where we thought they would fit, the closest we could where they wouldn't lose any money. This is a 2 year contract, therefore, this scale will be used for 2 years.

- In January and February 2018 all of the teachers that were "effective" or "highly effective" rated will receive a 1% stipend in addition to being put in the salary range where they are. In 2018-2019 the same thing will happen. Because this is the same scale for next year the people that don't have a Master's Degree would be getting the same amount of money, instead of bumping up. So, in addition to them getting a 1% stipend (and not a bump on the scale) they will receive an additional 1% stipend as well as the level V (which is the top of the scale).
- Changed the insurance plan – it's an increase of 7%. Out-of-pocket (in Network) to \$3,000 and family \$6,000, (out-of-Network) to \$4,000 and family \$8,000.

Mrs. Allen said we are so thankful to have the staff that we do and the teachers who work so well with their students. Mr. Souder moved and Mrs. King seconded a motion to approve the 2017-2019 Master Contract as presented. The motion was approved with a vote of 4-0. Mr. Black thanked the MTA and Mrs. Allen and her staff for all the hard work that they have put in.

CONSIDER APPROVAL OF DONATION OF FUNDS TO MIDDLEBURY ELEMENTARY - The Middlebury PTO has generously offered to donate \$4,600 to the school to help fund class activities, field trips, guest speakers for classrooms, etc. Mr. Miller moved and Mr. Souder seconded a motion to approve the donation as presented to Middlebury Elementary School. The motion was approved with a vote of 4-0.

CONSIDER APPROVAL OF DONATION OF FUNDS TO YORK ELEMENTARY - A private donor has donated \$18,850 to York Elementary School for staff development for Expeditionary Learning (EL Education) at York. This couple has local roots and wants to see more children in our area grow skills that improve their lives and life in Elkhart County. They have generously supported the past three years of York's journey in EL education. The funds will provide the training, travel to institutes and site visits for the York teachers this year. The funds also support a small stipend for teachers who attend summer staff development. This gift, if approved, will only be used for the two purposes just stated and will not be used in any other way. Mrs. King moved and Mr. Miller seconded a motion to approve the donation as presented to York Elementary School. The motion was approved with a vote of 4-0. Mr. Black mentioned to Mrs. Buller that this donor should receive a thank you from the school corporation.

FIELD TRIPS – Board members reviewed the list of field trips.

ANNOUNCEMENTS AND CORRESPONDENCE –

- The ISBA Fall II Fall Conference is October 25, 2017 in Plymouth.
- Big wins for the Boys and Girls Cross Country Teams. Both won their sectional titles. Congratulations!
- The girls Soccer team won their sectional. Congratulations!
- The NHS Football team has 1 more game to play and win to clinch the NLC Conference Title.
- NHS's performance of the play Charlotte's Webb was wonderful!

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

EXPRESSIONS FROM BOARD MEMBERS –

- Mrs. King – She wanted to talk about several things. The NHS Band went to Penn a couple of weeks ago and tried to compete and couldn't. Saturday night they went to watch them at Memorial and the sky started getting dark – the bottom line is they didn't get to compete. When she looks at the seniors and all the years of hard work that they put in, not just for this year's show but for all their crowning moments. They haven't really had their opportunity to do that yet. It's pretty cool. She is hoping when they get to compete the next time they get to do it (the entire show). It's great when they do it on our football field and we appreciate that but sometimes competition is something they work very hard for. They are seeing huge successes with our band program. She hopes that the kids don't lose heart and are able to compete again. She is excited about that. The NHS Girls Cross Country team won their sectional on Saturday and they didn't have their top 5 girls running. They have won the sectional championship 25 times out of the last 26 years. That doesn't happen unless you have a lot of great things happening. She thinks it's a combination of a lot of different things. That's just one example of what happens here at MCS. When we talk about teachers and working with them putting a plan together for their contract for the next 2 years. It's a lot moving parts. One of the things that she thinks is so important (she wishes every parent could hear this) is the involvement and what a parent does to help their kids succeed in our school corporation. She says that because she sometime thinks parents think they don't think they play an active role and they do. Having them encourage their kids before they get to school, having them respect our educators, how they help them stay on task (whatever we do in our homes) is so important. She also wanted to say – regarding the donation to York Elementary School that this is not the first time this family has donated to our schools. It's a great example of not just public schools doing things well but our families understanding and partnering with us. In that partnership there are exciting things that can happen, especially of kids today (at York) will have the opportunity to do things because they are supported outside of what we can do. She really wanted to let that family know how much we appreciate that gift.
- Mr. Souder – he said it takes a team to make things work. It's pretty exciting and also wanted to thank all those who worked together on the budget and contracts. It's so positive to see how that worked out. Thank you very much.
- Mr. Miller – he said he loves the partnership from the private sector. There are some things that you only get so much that the State gives and the school system gets. Someone to see the need and step-up personally, he loves that idea. Thank you to everyone. Before he came onto the school board he had never been thru contract negotiations or been a part of that. It's just so out of the sphere of what he does. He didn't volunteer for every contract negotiation meeting but he has really enjoyed watching behind the scene in Jane's office and then how the MTA comes back. The back and forth. Then seeing somehow we end up with something that everyone comes together. He thinks it's healthy and he had enjoyed that process. Thank you.
- Mr. Black wanted to add one thing to Mr. Miller's comment - it was very difficult to sit in those meetings and keep his mouth zipped shut. Sometimes he'd like to say something but no, he can't say anything but he has appreciated working with the MTA and the Administration for several years. It has always been enjoyable. There have been some contentious times years back (when he first came on the school board) but that's what it's all about. We got thru every bit of it and it's a great experience at this point and time. One thing he wanted to add to Mrs. King and the band and them not being able to perform. They do have a Community Performance a week on October 26 at 7:00 p.m.

OTHER BUSINESS – None.

ADJOURNMENT – Mr. Souder moved and Mrs. King seconded a motion to adjourn the October 10, 2017 school board meeting at 4:54 p.m. The motion was approved with a vote of 4-0. The next scheduled school board meeting will be October 24, 2017 at 4:00 p.m.

David Black, President

Joanna King, Vice President

Robert Souder, Secretary

Scott Miller, Member

Paul Gayler, Member