

NOTE: These are “proposed” minutes and will not be approved until the March 20, 2018 School Board Meeting

4:00 p.m.
Administration Center

Tuesday
March 6, 2018

BOARD MINUTES

CALL TO ORDER – President David Black called the March 6, 2018, 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, Assistant Superintendent, Mark Snyder, Director of Business Services, Michelle Willey, Director of Transportation and Jeff Palmer, Director of Buildings and Grounds.

SUPERINTENDENT’S REPORT – The State medal winners from NHS Girls Swimming and Wrestling are being honored tonight. Mrs. Allen said this is exciting! We have the first ever State runner-up Championship for Girls swimming. Coaches Kyle Hembree and Hannah Deak were present and introduced the 11 girls who came with their medals. Coach Hembree said this was the first time in NHS history that the girls were State runner-ups! It was the most successful season in swimming and diving they have ever had at Northridge! The team was undefeated during the regular season....beating Penn and Chesterton (first time ever). Our 200 Free Relay beat Carmel, who hadn’t lost any of the relays since 2012, which is a pretty big deal to win. The girls did a heck of a job. Coach Hembree had the swimmers introduce themselves.

- Lauren Miller-200 Yard Medley Relay, 5th; 200 Freestyle Relay, 1st; 400 Yard Freestyle Relay, 2nd
- Sara Troyer-1 mtr Diving, 1st
- Mary Grossman-1 mtr Diving, 5th
- Sydnee Emerson-200 Yard Medley Relay, 5th; 200 Yard IM 6th; 100 Yard Butterfly 8th; 400 Yard Freestyle Relay, 2nd
- Caitlin Clark-500 Yard Freestyle 19th
- Jenna Miller-Alternate
- Jenna Nethercutt-200 Yard Medley Relay, 5th; 200 Yard Freestyle Relay 1st;
- Elsa Fretz, 200 Yard Freestyle, 2nd; 100 Yard Freestyle, 2nd; 200 Yard Freestyle Relay, 1st; 400 Yard Freestyle Relay 2nd;
- Haley Dygert, 100 Yard Breaststroke, 10th
- Hailey Clark-500 Yard Freestyle 27th
- Kenzie Weber, 400 Yard Freestyle Relay, 2nd; 200 Yard Freestyle Relay, 1st; 200 Yard Medley Relay, 5th

Mrs. Allen said when Lauren took off in the 200 relay she thought that even the concession stand workers were leaning out the window yelling for us! She was standing on the deck when Mr. Harms was handing out the 2nd place medals and one of the photographer leaned over to her and said “you know, that relay was the best thing that happened in the last 10 years”. The girls need to be proud of that accomplishment! We are so proud of you – you made history for all your hard work. Mrs. King is so proud of all of the swimmers. In your life there is going to be defining moments, this was that moment. When she graduated from high school there was a group of girls that were State Softball champions. Those girls still get together today. She hopes these girls stay connected to each other because what they did as a team was history making – it was huge. All the pictures she has seen that Russ Draper has taken of Sara Troyer makes her wonder, “how does she do that?” For Elsa, who is nervous, she has three more years to not be nervous when she comes to a board meeting. She hopes to see her back again next year. Mr. Souder asked if any of the girls have time or do other sports. Yes, they do softball, cross-country and track. He also said they have set the bar high now and others will try to match it. Mr. Black said they have done something that no one else has accomplished and like what Mrs. King said they are going to have memories. The one thing that they did is they gave memories to their families too. He has those memories of the events that his children were involved in and they gave their parents something that they will cherish for the rest of their life. He congratulated the girls for putting in the effort and thanked the parents for giving everything they needed to get to this point. Mr. Gayler said Mr. Black talked about effort and we have a wrestler here and he knows they have the most demanding practices than any athletes here at Northridge. He knows the sacrifices they have made with all the early morning practices and late after school, so kudos and congratulations! Coach Hembree was also honored being named “Coach of the Year” for the State of Indiana. Congratulations to Coach Hembree!

Mrs. Allen introduced Mr. Highley and Mr. Graber, Wrestling coaches at NHS and Conner Graber, Northridge High School’s first wrestler to earn a State title. Mr. Highley said there was only one other wrestler at NHS that has gone to state competition and that was Drew Graber, Conner’s cousin. This is the best wrestling season for NHS with 23-1 record. Northridge also won their first Regional this year. The team finished 14th in the State. The student that Conner wrestled was highly ranked and Coach Highley went thru the stats on that student and he only gave up 3 take-downs thru the entire state tournament (from sectional thru state). Conner took him down four times. That’s pretty special when a wrestler doesn’t get taken down and Conner did it 4 times. Conner was also Academic All-State honorable mention and captain of the team. The coaches have nothing but great things to say about Conner. Mrs. King said there were wrestlers that wrestled 30 years ago have come back to watch because of where the program has headed. They have taken the program this

year, the leadership and the athletes they have come back to see what is happening Northridge wrestling. She comes from a wrestling family and it's something she loves to follow and love to watch you on the mat. But what you are going to outside of that is going to be remarkable. Being an academic all-state honorable mention is a big deal. We are very proud of Conner and she hopes this is just the beginning of some pretty big steps for him. Congratulations! Mr. Black said contrary to what Mr. Gayler said about all the work the ladies went thru he knows what Conner went thru to get to this point because he wrestled 4 years also and he had three boys that wrestled. He remembers all the trips up to Michigan and the tournaments, late night practices, morning practices and all that kind of stuff. Maybe between all of you 11 girls and one boy are probably pretty even in putting in time. We appreciate what you put yourselves through. He thinks wrestling is not an easy sport. He thinks wrestling is the best sport in high school because you have mind, body and will and you have to control them all. Some sports you can kind of get a little wild. He has done an excellent job – he has represented the school very graciously and proudly. Thank you.

EXPRESSIONS FROM PATRONS – None.

CONSENT AGENDA –

- Claims Lists
- Minutes from the February 20, 2018 School Board Meeting
- Personnel

EMPLOYMENT:

Administration Center

Classified: Melvin Smartt, Traffic Control Officer, Effective Date: March 7, 2018

Northridge Middle School

Classified: Tammie Brown, 3.5 Hour Cafeteria Worker, Replacing: Renee Schlabach
Start Date: March 7, 2018

Northridge High School

Certified: Shelby Weeks, Temporary English Teacher, Replacing: Nicole DuBois
Start Date: March 5, 2018

Middlebury Elementary School

Certified: Cathy Brandenberger, Art Teacher, Replacing: Emily Holt
Start Date: February 14, 2018

Jefferson Elementary School

Certified: Linda Swihart, Art Teacher, Replacing: Emily Holt
Start Date: February 14, 2018

Classified: Natalie Mares, 7.5 Hour Building Assistant, Replacing: Angela Otto
Start Date: March 7, 2018 PENDING SUCCESSFUL BACKGROUND CHECK

RESIGNATION:

Northridge Middle School

Certified: Jamie Halfast, 8th Grade A Volleyball Coach, Effective Date: February 27, 2018
Kristina Adams, Assistant Boys Soccer Coach, Effective Date: February 28, 2018
Classified: Renee Schlabach, 3.5 Hour Cafeteria Worker, Effective Date: February 20, 2018

Northridge High School

Classified: Amy Zook, School Nurse, Effective Date: March 29, 2018

Middlebury Elementary School

Classified: Joshua Bell, Head Custodian, Effective Date: June 2, 2018

Transportation Department

Classified: Tracy LeDuc, Bus Driver, Effective Date: March 24, 2018

EMERGENCY LEAVE:

Northridge Middle School

Classified: Elnora Yoder, Building Secretary, 16 Hours: March 15, 2018, 8 Hours; March 19, 2018, 8 Hours

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

CONSIDER APPROVAL OF NORTHRIDGE MIDDLE SCHOOL ASSISTANT PRINCIPAL – Mrs. Allen recommended Kyle Martin for the position of Northridge Middle School Assistant Principal. He comes from Northwood Middle School. He has been a teacher for 10 years, and an Asst. Principal for 5 years. Mr. Souder moved and Mrs. King seconded a motion to approve Kyle Martin as an Assistant Principal at Northridge Middle School for the 2018-2019 school year as presented. The motion was approved with a vote of 5-0.

CONSIDER APPROVAL OF SUMMER SCHOOL – Dr. Goodman presented the following proposed 2018 Summer School Courses. There has to be a minimum number of 15 students enrolled in each class for state reimbursement

- K-5
 - I-READ Summer remediation
 - Grade 1 Science
 - Grade 2 Math
 - Grade 3 Science
 - Grade 4 Math
- NMS
 - Grade 6-8 Math
- NHS
 - Health and Wellness
 - Government
 - PE
 - Math Credit Recovery
 - English Credit Recovery
 - Biology Credit Recovery
 - Life Science
 - PLTW Intro to Engineering and Design (Semester 1)

Mr. Miller moved and Mr. Gayler seconded a motion to approve the summer school classes as presented. Mr. Souder questioned the I-READ remediation – does that have to have a minimum of 15 students? Dr. Goodman said no, that doesn't necessarily have to have 15 students in the classroom. If we have 15 or more students, depending on how they title the course, we might be able to get reimbursement. Title has paid in the past. It would be nice if Title doesn't have to pay for that but we won't know until a couple of weeks when we get the numbers. The motion was approved with a vote of 5-0.

CONSIDER APPROVAL OF RESOLUTION – Mrs. Allen asked for approval to authorize Ruby Fuentes to represent the school corporation in small claims court for the purpose of book rental collection. Mrs. King moved and Mr. Souder seconded a motion to approve Ruby Fuentes to represent the school corporation in small court for the purpose of book rental collection as presented. The motion was approved with a vote of 5-0.

CONSIDER REQUEST TO APPLY FOR TITLE 1 FUNDS – Mr. Souder moved and Mr. Miller seconded a motion to apply for Title 1 Funds as presented. The motion was approved with a vote of 5-0.

CONSIDER APPROVAL OF CLASSIFIED PAYROLL SCHEDULES – Mrs. Allen indicated the approval of classified payroll schedules is required by the State Auditors so we have recognition that the board has approved these salaries. If any changes are made the board would have to approve of the changes at that time. Mr. Gayler moved and Mr. Miller seconded a motion to approve the classified payroll schedules as presented. The motion was approved with a vote of 5-0.

CONSIDER APPROVAL OF AWARDING BIDS FOR THE ROOF PROJECT AND ADMINISTRATION BUILDING PROJECT – Mr. Palmer reported the following information:

- On February 27, 2018, bids were received, opened and read aloud for the additions and renovations to the Middlebury Administration Center and the re-roofing projects at Jefferson and York Elementary Schools.
- A total of 5 general construction bids were received for the Administration Center. The base bid of \$1,560,000 to perform general construction work from Shawnee Construction was the apparent low bid submitted for that work. Four alternate bids to add work to the scope, primarily new finishes, of the project were accepted also. The four alternate bids total \$30,030 in additional cost. At this time, our recommendation is to accept the base bid and all four alternate bids from Shawnee Construction for a total contract amount of \$1,590,030.
- Three (3) roofing bids were received for the elementary schools. The base bid of \$535,700 from Fort Wayne Roofing & Sheet Metal was the apparent low bid submitted for that work. One alternate bid in install metal roofing in place of shingles at York Elementary was also accepted. That alternate is in the amount of \$307,300 of additional cost. At this time, our recommendation is to accept the base bid only from Fort Wayne Roofing & Sheet Metal for a total amount of \$535,700.00

Mrs. King moved and Mr. Souder seconded a motion to approve the roof projects and Administration Building project bids as presented. The motion was approved with a vote of 5-0.

CONSIDER APPROVAL OF ADVERTISING FOR BIDS FOR THE NORTHRIDGE MIDDLE SCHOOL PROJECT – Mr. Palmer indicated this project was renovating the shop classrooms and art rooms at NMS. Mr. Souder moved and Mr. Gayler seconded a motion to approve the approval of advertising for bids for the NMS project as presented. The motion was approved with a vote of 5-0.

CONSIDER APPROVAL OF SCIENCE OLYMPIAD SUMMER CAMP – Mrs. Allen asked for approval of the Science Olympiad Summer Camp. Mr. Miller moved and Mr. Gayler seconded a motion to approve the Science Olympiad Summer Camp as presented. The motion was approved with a vote of 5-0.

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

ANNOUNCEMENTS AND CORRESPONDENCE –

- Congratulations to our Boys Basketball team on a great season! We are very proud of them.
- March 13th is Ability Day at NMS. We have had great donors for that program.
- Science Olympiad is heading to state finals in Bloomington on March 17th.
- The NHS Dance Team is in the state competition this weekend. Go Raider Dance Team!!

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

EXPRESSIONS FROM BOARD MEMBERS -

- Mr. Miller: He thinks there is some emotion considering the school security topic and he wanted to give his perspective. The first time he came to a school board meeting (before he was on the board) and it was after Sandy Hook. He'll never forget having a student at the time in the Intermediate school. He felt like he had to do something so he took some Whoopi Pies the next day to say "we love you guys" – he felt like that morning he had to respond somehow. One of the things that has blown him away, on the school board, is the importance our administrators take concerning safety. He thought the number one thing administrators would say was they wanted to educate the kids but he's hearing it's to keep them safe and then educate them. It's too bad in our society that's where we are at. For those that might think that our schools (especially talking about Middlebury now) that we don't take security safety, seriously and that we aren't doing anything to protect our kids, he thinks those people are wrong. There is always things they can look at. The more they can keep an open mind to other options and things that we can do to keep our kids safe. Our greatest resource are sitting in our classroom every single day. He thinks our administration is doing a good job and obviously, there are always things we can improve on but a lot of those things take finances. He thinks even in the business world, some of our companies and our community, private entities could find it in their hearts to step in and help our public schools. To finance maybe some other enhancements we could do. That would be very unique and very rewarding for those businesses in our community as well as for the schools having that partnership when it comes to that specific thought about security. He's been thinking these things about the last couple of weeks.
- Mr. Souder: It was really good for him to hear how much the students work hard, participate. He just can't fathom that numerous other schools have problems, but he knows we have some as well. So many times he's seen so many positive choices making and good choices and working hard. That has something to say about our teachers and administrators. How well they are working with students and it's a pleasure for him to hear all those wonderful things. There's other things he could say but he's not going to. It's not about school but about what is happening in our community in reference to individuals who aren't officially residents of the United States.
- Mrs. King: She is encouraged by the number of people, she has talked to who are talking about what Mr. Miller talked about. The first thing she hears educators talk about is the safety and security issues and building relationships. It's very hard to teach someone if you don't already have a relationship established and understanding why those are so important. That is one of the things she is so proud of our staff and how they work very hard at building those relationships above all. If you look at the things that have taken place in the last 10 years, in that realm, it has been that there have been relationships that have broken down and a lot of them have happened outside the classroom. Family relationships that have broken down. There are many dynamics that go into what brought that moment in that time. She thinks it's important for all of us to take a step back and have those conversations, really listen to other people. But remember, we have a job to do here and she takes it very seriously. She knows Mrs. Allen takes it very seriously and every educator in our school system takes it very seriously. She wants to be a part of helping find that solution, but it's not going to be easy, there are so many dynamics involved that are outside what happens on this property. That being said she still wants to be part of that solution. It's been an interesting couple of weeks. She has talked with Mrs. Allen a couple of times when other events have happened. She appreciates the thoughtfulness and the amount of thinking that goes through this process. There is no quick answer. She wants to encourage everyone to be part of the solution and work together to make sure this doesn't ever happen again.
- Mr. Gayler: He enjoys when we have success in athletics. It's nice to celebrate that with our athletes. What he will say, it makes him more proud is watching our teams and coaches when we lose. It's really tough – the girls had a tough loss in basketball sectional and the boys had a very tough loss in sectional. When that's happening, he's watching our players and coaches to see if they are losing the right way. Of course, you can read their quotes in the paper the next day – he just wanted to say he's proud to be a parent, be on the school board and to have athletes in this school corporation. Because we are doing it the right way. We have a lot of success; we are doing great in all sports. It's about how you lose with class and he is very proud to be a Raider for how all our athletes act on the field as well.

- Mr. Black: One of the interesting things, if you think about all the discussions we have had here. They kind of all tie together and it all has to talk about community, that family structure. It starts and home then it comes to school and the staff we have here kind of orchestrates all this together. That's the interesting thing about this is at time it seems like it's easier but we know it's not. It just seems like it is, because those gears are working together, probably better than some other places. That's the pleasure of being on this board to make all that happen. Thank you very much. To our athletes, staff and to our Administration, thank you very much.

OTHER BUSINESS – None.

ADJOURNMENT – Mrs. King moved and Mr. Souder seconded a motion to adjourn the March 6, 2018 meeting of the School Board of Trustees at 5:02 p.m. into Executive Session. The motion was unanimously approved with a vote of 5-0. The next scheduled school board meeting will be on March 20, 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