

MARION COMMUNITY SCHOOLS

MARION, INDIANA

MINUTES OF THE REGULAR MEETING OF THE BOARD OF SCHOOL TRUSTEES

May 8, 2018

The Board of School Trustees of Marion Community Schools met for a regular meeting on Tuesday, May 8, 2018, in room 2-29 of Marion High School, 750 W. 26th St., Marion, Indiana, at 7:05 pm.

Board members present:

Mrs. Cathy Moritz	President
Mr. Todd Nicholson	1 st Vice President
Mr. Aaron Vermilion	2 nd Vice President
Mr. Scott Murphy	Member
Mrs. Katie Morgan	Member

Board members absent:

Mr. Chuck Griffin	Secretary
Mr. Greg Kitts	Member

Also present:

Dr. Brad Lindsay	Superintendent
Mrs. Shelley Preston	Human Resource Director
Mrs. Michele Smith	Director Elementary Education
Mrs. Lynn Gosser	Director of Exceptional Learners
Mr. Mike Ripperger	Director of Marion Regional Career Center
Mr. Tyson Mock	Chief Technology Officer
Mrs. Kerri Wortinger	Preschool Director
Mrs. Robin Peterman	Justice Intermediate Principal
Mr. Anthony Williams	Allen Elementary Principal
Mrs. Gwen Lavert	Frances Slocum Elementary Principal
Mr. Lendon Schwartz	Riverview Elementary Principal
Mr. Larry Norris	Kendall Elementary Interim Principal

Media/Distinguished Guests:

Mr. Scott Simpson	President, Marion Teachers Association
Ms. Carolyn Muyskens	Chronicle-Tribune

Spectators/Patrons

42

I. CALL TO ORDER

Mrs. Moritz, President, called the meeting to order. The Pledge of Allegiance to the Flag was given. There was a moment of silence.

BOARD HONORS

The Mary Clark Hanley Teaching Excellence Award was initiated in the spring of 2000 and has become known as a symbol of excellence and a coveted award in our elementary buildings.

This year's Award Nominees were:

Kathy Faust-Satterlee – Allen Elementary School
 Vicky Lakes – Frances Slocum Elementary School
 Jennifer Miller – Kendall Elementary School
 Amy Wood – Riverview Elementary School
 Vicki Lindsay – Justice Intermediate School
 Rebecca Amyx – Little Giants Preschool

The recipients for 2017-18 Mary Clark Hanley Award were:

Vicky Lakes – Frances Slocum
Vicki Lindsay – Justice
Kathy Faust – Allen

Mrs. Rachel Slater, Principal's Secretary at Allen Elementary, was recognized for her recent award as Secretary of the Year from the Indiana Association of School Principals.

II. CONSENT AGENDA

Dr. Lindsay requested approval of the Board for the Consent Agenda Items as follows:

- 18-073 MINUTES OF THE REGULAR MEETING HELD APRIL 24, 2018*
- 18-074 MINUTES OF THE EXECUTIVE SESSION HELD APRIL 24, 2018*
- 18-075 PERSONNEL REPORTS*
- 18-075.1 ADDENDA PERSONNEL REPORTS*
- 18-076 MARION COMMUNITY SCHOOLS EXPENDITURE APPROVAL LIST*
- 18-077 FINANCIAL REPORTS*

Any Board member may request to breakout any consent agenda item and conduct a separate vote.

18-073 MINUTES OF THE REGULAR MEETING HELD APRIL 24, 2018

The Superintendent recommended approval of the minutes of the regular meeting held Tuesday, April 24, 2018 at 7:00 p.m.

18-074 MINUTES OF THE EXECUTIVE SESSION HELD APRIL 24, 2018

The Superintendent recommended approval of the minutes of the executive session held Tuesday, April 24, 2018 at 6:00 p.m.

18-075 PERSONNEL REPORTS

18-075.1 ADDENDA PERSONNEL REPORTS

The Personnel Reports consisted of:

**MARION COMMUNITY SCHOOLS
PERSONNEL REPORTS**

5/8/18

ADMINISTRATIVE REPORT

BARGAINING UNIT REPORT

Retirement

Name	Building and Assignment	Effective Date
Denise Stanley	Riverview, Teacher	5/29/18
Brenda Thurman	Justice, Teacher	7/20/18

Unpaid Leave of Absence

Name	Building and Assignment	Effective Date
Carey Byrd	McCulloch, Teacher	4/23/18-1/2 day

Addenda Recommendation

Name	Building and Assignment	Effective Date
Natalie Wierenga	MHS, Educators Rising	8/10/17
Tyler White	MHS, Educators Rising	8/10/17

CLASSIFIED REPORT

New Employee

Name	Building and Assignment	Effective Date
Josh Cason	McCulloch, Custodian	5/13/18

Unpaid Leave of Absence

Name	Building and Assignment	Effective Date
Christal Young	Justice, Food Service Assistant	4/25/18 through 4/27/18
Paige Bockover	McCulloch, Food Service Assistant	5/1/18 through 7/29/18
Melissa Rogers	Justice, Food Service Assistant	4/23/18 & 4/24/18
Wendy Morrell	Justice, Little Giants EA	4/18/18-3hrs, 4/26/18/-5.5 hrs
Courtney Pherson	Justice, Little Giants EA	4/23/18, 4/24/18
Kim Straley	Riverview, Food Service Assistant	4/6/18, 4/26/18 & 5/10/18 through 5/11/18

Change in Assignment

Name	Building and Assignment	Effective Date
Mary Davis	From Food Service Assistant to Sub	5/29/18
Debra Goins	From Food Service Assistant to Sub	5/29/18

**ADDENDA
 PERSONNEL REPORTS**

5/8/18

ADMINISTRATIVE REPORT

BARGAINING UNIT REPORT

Summer School Assignment

Name	Building and Assignment	Effective Date
Nancy Price	Summer School Teacher	6/4/18 through 6/28/18
Gina Burke	Summer School Teacher	6/4/18 through 6/28/18
Brenda Cooper	Summer School Teacher	6/4/18 through 6/28/18
Elizabeth Rittenhouse	Summer School Teacher	6/4/18 through 6/28/18
Rianne Aguilar	Summer School Teacher	6/4/18 through 6/28/18
Carina Castillo	Summer School Teacher	6/4/18 through 6/28/18
Vicky Lakes	Summer School Teacher	6/4/18 through 6/28/18
Courtney Etherington	Summer School Teacher	6/4/18 through 6/28/18
Maria Rowe	Summer School Teacher	6/4/18 through 6/28/18
Krista Barsha	Summer School Teacher	6/4/18 through 6/28/18
Jonathan Riegler	Summer School Teacher	6/4/18 through 6/28/18
Jacqueline Scott	Summer School Teacher	6/4/18 through 6/28/18
Kristina Quinn	Summer School Teacher	6/4/18 through 6/28/18
Stephanie Hickman	Summer School Teacher	6/4/18 through 6/28/18
Michelle Faulkner	Summer School Teacher	6/4/18 through 6/28/18
Stacy James	Summer School Teacher	6/4/18 through 6/28/18
Vicki Brown	Summer School Teacher	6/4/18 through 6/28/18
Vicki Lindsay	Summer School Teacher	6/4/18 through 6/28/18
Deb Butts	Summer School Teacher	6/4/18 through 6/28/18
Karen Harvey	Summer School Teacher	6/4/18 through 6/28/18
Deb Seeler	Summer School Teacher	6/4/18 through 6/28/18
Mary Miller	Summer School Teacher	6/4/18 through 6/28/18
Cara Oliver	Summer School Teacher	6/4/18 through 6/28/18
Erin Vermilion	Summer School Teacher	6/4/18 through 6/28/18
Becky Fenwick	Summer School Teacher	6/4/18 through 6/28/18
Jacob Boggs	Summer School Teacher	6/4/18 through 6/28/18
Erica Farmer	Summer School Teacher	6/4/18 through 6/28/18
Kurtis Rumble	Summer School Teacher	6/4/18 through 6/28/18
Kimberly Queen-Townsend	Summer School Teacher	6/4/18 through 6/28/18
Lisa McCune	Summer School Teacher	6/4/18 through 6/28/18
Jessica McGibbon	Summer School Teacher	6/4/18 through 6/28/18
Vickie Linehan	Summer School Teacher	6/4/18 through 6/28/18

Summer employment will be based on enrollment and need

Addenda Recommendation

Name	Building and Assignment	Effective Date
Sarina Lashbrook	MHS, Cross Country Varsity Head Coach	5/9/18

CLASSIFIED REPORT

Resignation

Name	Building and Assignment	Effective Date
Seth Harshman	Justice, Academic Lab College and Career Specialist	5/25/18

Unpaid Leave of Absence

Name	Building and Assignment	Effective Date
Ronikka Drake	MRCC, EA	4/30/18
Zoeann Lassiter	MRCC, Executive Assistant	5/3/18

Family Medical Leave Act

Name	Building and Assignment	Effective Date
Jamie Ensor	MHS, Custodian	4/26/18-4/30/18

The Superintendent recommended approval of the Personnel Reports, as presented.

18-076 MARION COMMUNITY SCHOOLS EXPENDITURE APPROVAL LIST

The Expenditure Approval Lists for 4/24/18 through 5/8/18 was presented. The report included accounts payable claims #17,045 through #17,060 and #10,761 through #10,904 for a total of 160 accounts payable claims. The total dollar amount of claims was \$1,649,599.35; of that amount \$775,365.98 was expended from the General Fund. The Superintendent recommended approval of the expenditure approval list. (Exhibit "A")

18-077 FINANCIAL REPORTS

An Analysis of the 2018 Local Tax Revenue as well as the Fund Summary report and a 2016 Expenditure report was presented to the board for review.

Mr. Murphy entered a motion to approve the Consent Agenda items 18-073 through 18-077. After a second by Mr. Vermilion, the motion passed with a unanimous vote. Mrs. Morgan abstained from items 18-073 and 18-074.

III. ACTION

18-078 STUDENT HANDBOOKS FOR 2018-19

Changes to the 2018-19 student and district handbooks were reviewed with the Board at the April 24th Board meeting. Mrs. Smith asked the Board to approve the changes to the 2018-19 handbooks. (Exhibits "B", "C", "D", "E", "F", "G" and "H")

Mrs. Morgan entered a motion to approve the 2018-19 student and district handbooks as presented. After a second by Mr. Vermilion, the motion passed with a unanimous vote.

18-079 SCIENCE TEXTBOOK ADOPTION – GRADES 5 THROUGH 8

During the 2017-18 school year, teachers in grades 5-8 reviewed and piloted two textbook options from Discovery Education and Pearson. After many discussions and a thorough review of effectiveness and options, including cost, the team selected Discovery Education for grades 5-8. Discovery Education is a digital “techbook” and includes many options for online, paper/pencil, and investigation activities. (Exhibit “I”)

Mrs. Smith recommended the Board approve the science textbook adoption with Discovery Education.

Mr. Murphy entered a motion to approve the textbook adoption as presented. After a second by Mr. Nicholson, the motion passed with a unanimous vote.

18-080 WAGE ADJUSTMENTS AND STIPENDS

As a result of a review of food service employee wages in the Grant County area schools, Dr. Lindsay stated that Dr. Schultz recommended a change in the Statement of Benefits listing of MCS Food Service Workers to the following levels beginning July 1, 2018:

Position

• Elementary Supervisor	\$13.88
• Intermediate/Jr High/Asst. High Supervisor	\$14.66
• High School Supervisor	\$15.29
• High School Dept. Head	\$11.81
• Food Service Assistant	\$11.56
• Summer Food Service Assistant	\$11.56
• Temporary Food Service Asst. (Grant Fund)	\$11.56
• Food Service Substitute	\$10.54

All current food service workers would receive the same \$1/hour increase, placing their salaries \$0.50 above those positions listed above. The current Food Services Coordinator and Food Services Administrative Assistant would also receive increases of \$1/hour as contracted with no change in the Statement of Benefits.

In addition to the salary increases for the 2018-19 school year (effective July 1, 2018) Stipends for the 2018-19 school year are recommended in the amounts of \$1,000 for food services supervisors and \$800 for food services assistants.

A stipend in the amount of \$2,500 is recommended for Overlook Productions to recognize the outstanding service and support of MCS programs by Mark Fauser.

Dr. Lindsay recommended the Board approve the increases in wages and stipends as presented.

Mr. Murphy entered a motion to approve the wage adjustments and stipends as presented. After a second by Mr. Vermilion, the motion passed with a unanimous vote.

18-081 VISION FOR STUDENT LEARNING THROUGH TECHNOLOGY EXPANSION

Dr. Lindsay commented that in March a year ago the administration presented a technology plan and the board supported that plan, to provide extended devices to students, but also to provide extended devices to our teachers and staff so that we could get good at that and to utilize those tools to adjust our instructional strategies, among other things. We presented to the Board in March 2017, have had communications since March, and Dr. Lindsay recommended that the Board now move forward with the vision for learning through technology expansion.

Phase I of that plan is a four year lease with Apple that would obligate the school corporation to pay \$150,699.29 annually for the next four years. In return, we get 1200 new iPads. This lease agreement will allow us to remove

older, problematic equipment that needs to be replaced. With these and existing devices, we would be able to provide devices for all K-8 students and add more numbers to the existing devices in grades 9-12.

Mr. Nicholson asked if what we were planning, if it would be scalable based upon what we have experienced with the pilot program? Mrs. Smith commented that yes she believed it is. We have had several years with devices in the elementaries so they are familiar with utilizing those tools. Now they will just have access all the time and it will allow them to do more. Having the tools in the teachers' hands all year has made a tremendous difference. They are more comfortable now with using technology in their classroom. It changes your approach to instruction when you have access to it all day long.

Mr. Nicholson asked if it was the plan that devices will be with students or in classrooms? Mrs. Smith stated that they will be with the students throughout the day. At the elementary level it's easy because it's one class. In the buildings where students move from classroom to classroom, they will have a home base where they pickup their device and at the end of the day they drop off their device. We are letting the buildings decide the logistics for their building. Mr. Mock commented that we will have carts where the devices will sit and be recharged.

Mr. Nicholson asked if we would have enough band width and through put that everybody can be using them at the same time without loss of speed, etc.? Mr. Mock commented yes and that it was his primary objective to make sure we had that in motion. We are going to have 10 times as much horse power to serve the equipment. He is confident we will have all the bandwidth we will need. The only place you might run into a problem is in large areas like the cafeteria and we will monitor that. We have the ability to increase our capacity as well. We have the ability to go up to 40 times the horse power with the existing equipment.

Mr. Vermilion thanked Mrs. Smith and Mr. Mock for all the hard work they have done on this plan. He stated that he is a no vote tonight and the reason why is because we are running a budget deficit and the pilot you put together, until in his mind we figure out how we pay for this, we would be in the several hundred thousand dollars range per year for the next several years and he struggles with that, thinking what else would we be able to do with that money. For him it's about budget and other things that could be used with this money.

Mrs. Smith stated she appreciates and shares that concern. That's why she has worked closely with Dr. Schultz and Mr. Tyson. Dr. Schultz has planned for this and we have choices to make as to how we can replenish some of the cost to us through textbook fees, as we move to more digital curriculum. There are paper hard book copy costs that will go down as those textbook cycles fall off. We won't replace those with the high cost of thick text books because we will have access to a digital version of that. There will be times when we have things that go in the textbook fee, but over time the amount we can use in textbook fees will increase.

Mr. Mock stated that we are asking for your support on this one lease. His hope is next year we will ask for additional support and we would be able to answer the question you have concerning terms of additional funding but we have a need now for new equipment and for additional and this is going to satisfy this need now. Mr. Mock asked the Board to give strong consideration to how much money we really need to spend now on existing devices to replace them to make them usable for teachers to use. This one four year lease would allow us to replace that equipment.

Mrs. Morgan's thoughts are that she believes that we first sent Mrs. Smith and a team on a journey to look into where we needed to go as far as our technology in the district and the Board supported that. And then followed that up with support by hiring a technology leader and now we are being presented with where we need to go over the next four (4) years and stated that when we hired Mr. Mock she made a decision we needed to invest in that and that's where we are going. Mrs. Morgan stated that she understands the financial concerns, but we've made major general fund contributions to projects in this district, that maybe don't have an immediate classroom direct impact on education the way I heard those teachers from Justice share with us that this did, and it blew her mind and that's what you are asking us to invest in. Right now we are doing that in a couple of classrooms and a couple of buildings where a couple of kids get to experience that awesomeness, and we are not giving that to

every single student and that's what you are asking from us. Mrs. Morgan commented that she gives her support, and she feels like we laid the ground work for this to know what we were getting ourselves into.

Mr. Nicholson shares and understands about the cost of this. In four years we are going approve \$120 million worth of expenditures and finding \$600,000 to do this, he feels we can get this done.

Mrs. Moritz commented in this day and age where you can go wherever you want to school, you have to look at what your competition is doing as well and make the playing field even. She acknowledged that it's a lot of money but she has great confidence that we have saved a lot of money over the years, and we have made some money off our investments. She believes it's an investment in our teachers and students.

Mr. Murphy commented that one of his biggest challenges in his day job is to figure out how to reinvent their training and orientations and get folks on board quickly and what they have landed on is a lot of technology usage because as they hire 19 to 25 years olds, that's exactly what they expect. You go to do anything today it's pull up a You Tube and figure out how to do it. He thinks a ton of our kids are already there and we need to have all of them there. He is concerned about the expense of it but thinks we are behind where we should be and with the infrastructure we have in place, he is definitely very supportive of it. (Exhibit "J")

Mrs. Morgan entered a motion to approve the Apple lease agreement, as presented. After a second by Mr. Murphy, the motion passed with a 4 to 1 vote, with Mr. Vermilion voting no.

IV. DISCUSSION/INFORMATION

18-082 DISTRICT TARGET 2: PRODUCING LEARNING RESULTS UPDATE

Mrs. Smith discussed the plans for summer school. The theme this year for the Giant Summer Academy is traveling the world. We will be showing students glimpses of the world. Academic sessions will be tailored to each student's academic needs. These will not necessarily be grade-level groups. Rather, each student will be guided and challenged to grow from whatever their starting point is, and will have the chance to interact with others who are at a similar level. Enrichment sessions will be part of every day, but this year they will be staggered throughout the day, like specials (music, art, etc.) are during the regular school year.

Location

- Incoming 1st through 4th grade students will be at Frances Slocum Elementary
- Incoming 5th- and 6th-graders will be at Justice Intermediate School
- Incoming 7th- and 8th-graders will be at McCulloch Junior High School.

Enrollment so far is 373 elementary through junior high students. We have 360 for the high school so far. Numbers are continuing to increase. We will provide breakfast, lunch and transportation.

V. MARION TEACHER ASSOCIATION COMMENTS

Mr. Simpson stated that it was fantastic to see our teachers in the spot light tonight. A lot of the teachers that were nominated aren't tooting their own horns but they quietly impact student lives. Thank you for voting for technology for our students and for our teachers to increase. We've worked on the infrastructure, but one thing that has been missing in the classroom is the devices. This is the way teaching needs to evolve. We have support systems in place for our teachers who might not be quite as comfortable with technology.

Mr. Simpson appreciates the fiscal concerns. Marion Community Schools has had a cash balance and we are in no way being in financial distress at this time but the legislators continue to hound on that. Mr. Simpson urged board members to contact our legislators and tell them how dead set against House Bill 1315 you are.

VI. SUPERINTENDENT COMMENTS

The Superintendent will provide the Board with more information regarding HB 1315. Dr. Lindsay thanked Mr. Simpson and really appreciates him and Dr. Schultz being the point leaders regarding a lot of what's happening with legislation and how that impacts us. He also appreciates our collective school board. Their hearts are with our children. It's a challenge with declining revenue, ever changing legislation, constant changing state testing. So many things that are challenging, but with our children it all matters. What we provide them during the day matters. Tonight another one of those things is we are expanding the opportunities to have access and user friendly access that works with a vision for teaching and learning for students and how that's going to impact them to give them every opportunity to be competitive and more important make a significant contribution when they are beyond Marion High School. The Hall of Distinction induction is coming up. It's always amazing of all the alumni that have graduated, the unbelievable significant contribution they have made globally. Marion is special.

VII. BOARD COMMENTS

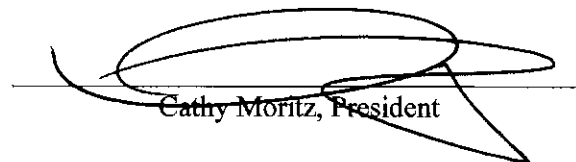
Mr. Nicholson commented that he appreciates the honorees tonight and the achievements they have accomplished and the things that they have done for our school system. They are certainly well earned. Mr. Nicholson recognized Superintendent Lindsay who just finished his requirements for a doctorate degree. He appreciates that Dr. Lindsay accomplished that.

Mr. Murphy echoed that. The teaching profession just gets tougher and tougher. To be able to recognize our teachers the way we are each year, it is a pleasure to be able to do that and sometimes long overdue. He remembers taking a trip to Mooresville a few years ago, and Mr. Kitts and he visited with a number of different folks. While they spoke well about Dr. Lindsay, they raved about his wife and kids. They have been exactly right. Congratulations on your doctorate.

Mrs. Moritz had the opportunity to attend the 3.5 banquet and the JROTC banquet. She was very impressed with the JROTC banquet and it was great to have Susan Brooks at that event. If you ever have the opportunity to attend, she would recommend it. She is proud of all our kids at the 3.5 banquet and several JROTC students who's GPA are above 3.0. Very impressive group of kids.

VIII. ADJOURNMENT

The next scheduled meeting of the Board of School Trustees will be a regular meeting to be held on Tuesday, May 22, 2018 at 7:00 p.m. in Room 2-29 of Marion High School. There being no further comments, President Moritz adjourned the meeting at 8:09 p.m.


Cathy Moritz, President

Todd Nicholson, 1st Vice President


Chuck Griffin, Secretary

Aaron Vermilion, 2nd Vice President


Greg Kitts, Member

Katie Morgan, Member

Scott Murphy, Member

