

# MARION COMMUNITY SCHOOLS

MARION, INDIANA

MINUTES OF THE REGULAR MEETING OF THE BOARD OF SCHOOL TRUSTEES

FEBRUARY 13, 2018

The Board of School Trustees of Marion Community Schools met for a regular meeting on Tuesday, February 13, 2018, Room 2-29, Marion High School, 750 W. 26<sup>th</sup> St., Marion, Indiana, at 7 p.m.

**Board members present:**

Cathy Moritz	President
Todd Nicholson	1st Vice President
Chuck Griffin	Secretary
Scott Murphy	Member
Katie Morgan	Member

**Board members absent:**

Aaron Vermilion	2nd Vice President
Greg Kitts	Member

**Also present:**

Brad Lindsay	Superintendent
Bob Schultz	Assistant Superintendent for Business Affairs
Shelley Preston	Human Resources Director
Michele Smith	Elementary Education Director
Lynn Gosser	Director of Exceptional Learners
Olivia Wright	Director of Special Education
Patricia Gibson	Director of Communications
Tyson Mock	Chief Technology Officer
Robin Peterman	Principal, Justice Intermediate School
Erin Vermilion	ELA teacher, Justice Intermediate School
Erica Farmer	ELA teacher, Justice Intermediate School

**Media/Distinguished Guests:**

Scott Simpson	Marion Teachers Association
Spencer Durham	Chronicle-Tribune
Heather Cox	GrantCOnnected.net

Spectators/Patrons: none

## **I. CALL TO ORDER**

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

## **II. CONSENT AGENDA**

*18-037 MINUTES OF EXECUTIVE SESSION HELD FEBRUARY 13, 2018*

*18-038 MINUTES OF REGULAR MEETING HELD FEBRUARY 13, 2018*

*18-039 PERSONNEL REPORTS*

*18-039.1 ADDENDA PERSONNEL REPORTS*

*18-040 MARION COMMUNITY SCHOOLS EXPENDITURE APPROVAL LIST*

*18-041 FINANCIAL REPORT*

*18-042 REQUEST TO APPROVE OF OVERNIGHT FIELD TRIPS – MHS BLACK HISTORY CLUB and BPA*

**18-037 MINUTES OF EXECUTIVE SESSION HELD FEBRUARY 13, 2018**

The Superintendent recommended approval of the minutes of the executive session held Tuesday, February 13, 2018, at 6 p.m.

**18-038 MINUTES OF REGULAR MEETING HELD FEBRUARY 13, 2018**

The Superintendent recommended approval of the minutes of the regular meeting held Tuesday, February 13, 2018, at 7 p.m.

**18-039 PERSONNEL REPORTS**

**18-039.1 ADDENDA PERSONNEL REPORTS**

The Personnel Reports consisted of:

**MARION COMMUNITY SCHOOLS  
PERSONNEL REPORTS**

**3/13/18**

**ADMINISTRATIVE REPORT**

**BARGAINING UNIT REPORT**

**Resignation**

<b>Name</b>	<b>Building and Assignment</b>	<b>Effective Date</b>
Diana Gough	Justice, Teacher	3-8-18

**Addenda Position Resignation**

<b>Name</b>	<b>Building and Assignment</b>	<b>Effective Date</b>	<b>Effective Date</b>
Darlyne Bridgeman	MHS, Assistant Cross Country Coach	2/19/18	

**Unpaid Leave of Absence**

<b>Name</b>	<b>Building and Assignment</b>	<b>Effective Date</b>
Carey Byrd	McCulloch, Teacher	2/1/18 and 2/2/18

**Addenda Position Recommendation**

<b>Name</b>	<b>Building and Assignment</b>	<b>Effective Date</b>
Marsha Vermilion	MHS, Assistant Speech Coach	8/10/17
Jerry Freshwater	MHS, Freshman Class Sponsor	8/10/17

**CLASSIFIED REPORT****Resignation**

<b>Name</b>	<b>Building and Assignment</b>	<b>Effective Date</b>
Victoria Contreras	Riverview, Educational Assistant	3/2/18
Jeffery Guenin	Riverview, Educational Assistant	3/9/18
Nikki Nealis	Riverview, Educational Assistant	2/28/18

**Change in Assignment**

<b>Name</b>	<b>Building and Assignment</b>	<b>Effective Date</b>
Matthew Lakes	From Title I EA to Sp. Ed. Resource EA at McCulloch	2/22/18
Angie Kirby	From Food Service Sub to Food Service Asst. 4.5 hours at Allen	2/21/18
Levi Moore	From Full Time Driver to Sub Driver	2/19/18
Steven Ward	From EA to Academic Specialist Riverview	2/26/18

**Unpaid Leave of Absence**

<b>Name</b>	<b>Building and Assignment</b>	<b>Effective Date</b>
Curtis McClung	Allen, Food Service Assistant	2/1/18 through 5/1/18
Joey Baker	MHS, Food Service Assistant	2/14/18
Kim Straley	Riverview, Food Service Assistant	2/12/18 & 3/1/18
Beth Hamilton	MHS, Support Secretary	2/14/18-4 hours, 2/15/18-1.5 hours, 2/22/18-1/2 hour, 2/23/18-7 hours
Tiffani Dunica	Kendall, Food Service Assistant	3/15/18 & 3/23/18
Melissa Rogers	Justice, Food Service Assistant	1/8/18, 2/2/18 & 2/22/18

**New Employee**

<b>Name</b>	<b>Building and Assignment</b>	<b>Effective Date</b>
Lauren Ruple	Frances Slocum, Special Ed Resource EA	2/20/18
Jennifer Cruz	Riverview, Instructional EA	2/21/18
Danielle Millikan	Justice, Sp Ed EA	2/20/18
Amy Johnson	Justice, EA	2/26/18
Giselle Saathoff	MRCC, ABE EA	3/5/18
Jenny Click	Riverview, Sp Ed EA	TBD, upon successful completion of the hiring process
Annette Downing	Justice, Academic Specialist	3/5/18

Karen Nichols	Justice, EA	4/9/18
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**Family Medical Leave**

Name	Building and Assignment	Effective Date
Tonya Bishop	District, Business Office Specialist	2/19/18

**Termination of Employment**

Name	Building and Assignment	Effective Date
Laura Reiter Smith	Kendall/Frances Slocum, Student Support Specialist	3/9/18

**MARION COMMUNITY SCHOOLS  
ADDENDA  
PERSONNEL REPORTS**

3/13/18

**ADMINISTRATIVE REPORT**

**Change in Assignment**

Name	Building and Assignment	Effective Date
James Bell	From Interim Athletic Director to Assistant Principal at MHS	TBD

**BARGAINING UNIT REPORT**

**Addenda Position Resignation**

Name	Building and Assignment	Effective Date
Dale Gearheart	MHS, Head Volleyball Coach	3/1/18

**CLASSIFIED REPORT**

**New Employee**

Name	Building and Assignment	Effective Date
Shalay Stevens	MHS, Instructional EA	3/14/18, upon successful completion of the hiring process.

**Unpaid Leave of Absence**

Name	Building and Assignment	Effective Date
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Tonya Bishop	District, Business Office Specialist	3/26/18-3/30/18
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**Change in Assignment**

<b>Name</b>	<b>Building and Assignment</b>	<b>Effective Date</b>
Brenda Reed	From sub to Food Service Assistant 2.75 hours and Fresh fruit and vegetable grant employee 3 hours	3/14/18

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

**18-027 MARION COMMUNITY SCHOOLS EXPENDITURE APPROVAL LIST**

The Expenditure Approval Lists for 2/1/18 - 2/28/18, 2/15/18 - 2/21/18, 2/21/18 - 2/23/18, 2/1/18 - 2/27/18, 3/1/18 - 3/4/18, 3/1/18 - 3/13/18, were presented. The report included accounts payable claims #16279 through #16568 for a total of 290 accounts payable claims. The total dollar amount of claims was \$1,807,154.28; of that amount \$772-778.75 was expended from the General Fund. The Superintendent recommended approval of the expenditure approval list. (Exhibit "A")

**18-041 FINANCIAL REPORT**

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

**18-042 REQUEST TO APPROVE OF OVERNIGHT FIELD TRIPS – MHS BLACK HISTORY CLUB and BPA**

Requests to approve overnight field trips was presented.

Scott Murphy entered a motion to approve the consent agenda. Chuck Griffin seconded the motion. Motion passed unanimously.

**IV. ACTION**

**18-043 DISTRICT WELLNESS POLICY**

Dr. Bob Schultz recommended that the policy presented at the last meeting for discussion be approved. This policy is required by the state.

Todd Nicholson entered a motion to approve. Scott Murphy seconded the motion. Motion passed unanimously.

**IV. DISCUSSION/INFORMATION**

**18-044 DISPOSAL OF OBSOLETE CAFETERIA EQUIPMENT**

Dr. Bob Schultz stated that there are a few dealers interested in taking the equipment to part out. We will be trading them in for credit. We are asking permission to do so. Request will be brought back for approval next meeting.

**18-045 BANKING SERVICES RENEWAL**

Dr. Bob Schultz, stated that we still have one of the best interest rates around. We now have proposals from our bank to increase our return even further. We are very pleased with our banking services, and we think an extension is the right way to go. A detailed proposal will be brought back at next meeting and approval will be requested.

**18-035 DISTRICT WELLNESS POLICY**

Dr. Bob Schultz noted this policy is required to be in place, and we are currently undergoing a regular audit, which will require this to have been approved for the year. MCS has also convened a committee to review as required. This will be a

living document, Bob noted, with changes being made as needed. The policy will be brought back at the next meeting for approval.

## **18-046 DISTRICT TARGET 2: PRODUCING LEARNING RESULTS UPDATE - TECHNOLOGY**

Chief Technology Officer Tyson Mock presented an update to the Board regarding technology updates. He noted we have \$500,000 in e-rate funds that will help us modernize our tech infrastructure. This will be at 85 percent discount, which means previously approved funds + e-rate funds will go much much further. We are doing a complete overhaul of network infrastructure throughout the school system. We will also be upgrading back end of our website, and front end will get a facelift as well.

This upgrade and cost savings will enable us to consider how soon we can get more devices into the hands of the students, and how we want to utilize them.

Superintendent Brad Lindsay pointed out that district curriculum administrators and teacher leaders have been integral in the process of finding the right tech fit for our district, and will continue to be deeply involved as we consider how to move closer to 1-to-1 for classroom devices.

Chuck Griffin asked about facilities, and whether that is adequate to house new network devices. Tyson said new equipment will actually reduce footprint to some extent, and new devices run cooler as well. Chuck asked if 10 gigs is adequate. Tyson said equipment has capacity to expand to up to 40 gigs, so easily scalable for next decade.

Todd asked how close we will be to 1-to-1, Tyson said within a few hundred at the high school. Currently we have more devices at K-4, but some of them are older and do need to be replaced. Additionally there are desktops and laptops.

Next year we will have 1-to-1 devices available at school K-8, and the following year we will be working to get close to this at the high school level.

Katie asked for an overview of what's planned for each year, and additionally a general look at 5-year plan, 10-year plan.

Tyson said now that we're upgrading infrastructure, we will be able to flex as tech continues to evolve, and more specific information can be provided.

Elementary Education Director Michele Smith then introduced a look at tech upgrades from the academic side. She said she already sees improvements in user experience this year. Specifically she mentioned that testing this year has been virtually problem-free, and that is largely due to the tech department's work.

Progression of tech-augmented learning: Substitution, augmentation, modification, redefinition. It is a process to get there. We are mostly in augmentation and modification at this point, but we are starting to see some redefinition.

Michele introduced Erin Vermillion (5th) and Erica Farmer (6th), ELA teachers at Justice. Both are tech pilot program teachers, have iPads available in their classrooms full time.

Erin said she's seen huge reduction in paper usage. This is also a time-saver (passing out paper). Consistency is a huge thing — having a device always available to every student changes the possibilities. This is also allowing the student to use the same type of device every day. This is a time saver too. Increases usage fluency for students. Apple classroom allows her to instantly deliver information and items to students from anywhere. Students can also do the same in reverse. Can also project from any device onto Apple TVs - teacher AND student devices.

Erica says Apple classroom gives her classroom management tools to control device utilization. She can open apps, close apps, lock devices remotely. She can do to all, or a single device at a time. She can also view a screen remotely, see in real-time how the student is working. Can then assist them immediately without interrupting other group they're working with.

Brad Lindsay commented this aids differentiation to each student according to their needs.

Erica said Apple classroom also enables better data management - all files in the same spot for her to review after class is over.

These are all efficiency improvement, time savers.

In addition, when all students can be taking same quiz or test at the same time (like in Reading Counts), this gives immediate feedback.

Katie Morgan emphasized that teachers are using tech to augment what they're doing. Tech isn't replacing our teachers. It is opening up new possibilities as to HOW they teach their lessons. Students still getting the benefit of great teachers, and tech is just allowing us to do even more.

Both Erin and Erica pointed out how devices can improve not only individual student work, but group work as well. Some programs are great to use to promote teamwork, interaction, and friendly competition that helps everyone strive further.

Erin said it also offers them "rewards" when they succeed, badges and awards that they understand and own.

Also offers differentiation to meet students where they are, help them grow.

Both looking ahead to next year and get even deeper into the possibilities, since students have basic skills down already from their work this year.

Brad pointed out that the pilot teachers will also be able to help their colleagues with the basics, those who aren't in pilot this year.

Katie asked if they are seeing colleagues utilizing to this level. Erin said yes, things are improving ... but the consistency and device availability is the key to getting this level of integration. In addition, we are learning from each other.

Scott Murphy asked whether a student can work from home on their own devices. Erin said airdrop is dependent on proximity, so that's still not an option right now for students to use other devices at home.

Brad said this is a good question to consider options in the future. Right now devices primarily will stay in the classroom. Scott expressed he hopes we get to the point where devices can be used from home.

Todd Nicholson asked if students are more engaged with this tech in classroom. Erin said definitely. She also said students have become more responsible because they take task of caring for devices seriously. Erica said increase in learning is also noticeable when students are learning with tech that they find engaging.

Todd asked if there is risk that work will be lost if something goes wrong with device. Tyson said most things are in cloud storage, which means they're not dependent on specific device.

Robin Peterman addressed Katie's question about usage consistency. She said ELA teachers are helping to train other teachers on how to utilize tech. They've worked hard to make expectations clear. Though comfort level with tech may vary, we're working hard to bring literacy and numeracy into every subject and tech is helping greatly with that.

Michele noted this is just 2 of the 32 pilot teachers, and there is much more going on, lots of exciting development. She noted PowerSchool Learning can be utilized for assignment storage.

CRITICAL to this: ongoing professional development. Pilot teachers were tasked with exploring and pushing the limits. When we move to a more systemic program, PD is going to be even more key. We are planning multiple layers of support: PD sessions; tech lead teachers (go-to person for instructional needs) who will get more focused PD, and will be able to

provide focused PD to other teachers.

She also noted that pilot program connotes temporary status, and we are changing that language to call these initial teachers e-learn teachers, because this is NOT a temporary program.

Also considering what is reasonable expectation across the board, and what can be specialized. This initial learning period has helped us begin to explore those questions, and make our plans for the future.

Todd asked about standardization - do we still have that, or is it the wild west at this point, when it comes to apps. Michele said both. We have digital textbooks and resources, but we also have options to tailor and direct to specific uses. Michele said we are developing a core list of apps that will be standard and supported, and then we will have many more that are used for more specialized purposes.

Brad expressed he was happy at the progress over the school year, and is looking forward to more growth.

#### **VI. MARION TEACHER ASSOCIATION COMMENTS**

Scott Simpson thanked Erin and Erica for being teacher leaders in technology. He noted that even in aviation, technology is the foundation. Devices are controllers for airplanes at this point. He thanked Tyson for investigating and engaging teachers.

Scott also noted that MTA would be giving at least two \$500 scholarships again this year. Always hope that those young teachers return to Marion.

He congratulated MJHS for fourth All-Department All-Music Award - again only school in the state to earn this many years in a row.

He noted that IREAD and ISTEP has gone smoothly thus far.

Graduation pathways continue to be discussed at state level. Expressed continued concern over HB1315, because of the precedent this could set and because of the vagueness that is in the bill over "distressed schools".

Todd asked if Legislature addressed budget shortfall. Scott said yes, we would be getting \$15 per student approx to address the shortfall in the previously budgeted amount.

#### **VII. SUPERINTENDENT COMMENTS**

Superintendent Brad Lindsay noted that tomorrow is National Pi Day, and our schools had some great events planned for that.

He also noted it was great to see Bill Green Arena packed for the boys basketball regional tournament.

#### **VIII. BOARD COMMENTS**

Scott Murphy asked when ISTEP results will be available. Michele Smith said June or possibly July. Brad Lindsay pointed out growth data wouldn't be out until August.


Katie Morgan expressed thanks to all for work in technology. It is changing how our students are experiencing school and our world.

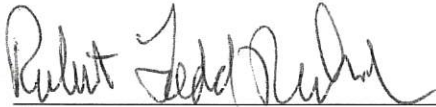
Scott Murphy and Todd Nicholson also expressed thanks for update, said they learned a lot.

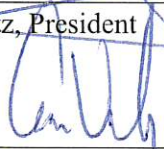



**IX. ADJOURNMENT**

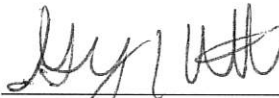
The next scheduled meeting of the Board of School Trustees will be a regular meeting to be held on Tuesday, March 20, 2018, at 7 p.m. in the Room 2-29 at Marion High School. There being no further comments, Cathy Moritz adjourned the meeting at 8:16 p.m.

  
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Cathy Moritz, President

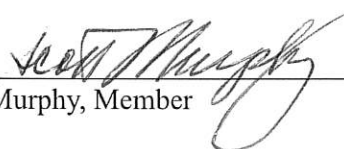
  
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Todd Nicholson, 1st Vice President

  
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