

MARION COMMUNITY SCHOOLS

MARION, INDIANA

MINUTES OF THE REGULAR MEETING OF THE BOARD OF SCHOOL TRUSTEES

NOVEMBER 7, 2017

The Board of School Trustees of Marion Community Schools met for a regular meeting on Tuesday, November 7, 2017, Room 2-29, Marion High School, 750 W. 26th St., Marion, Indiana, at 5:04 p.m.

Board members present:

Aaron Vermilion	President
Cathy Moritz	1 st Vice President
Greg Kitts	2 nd Vice President
Chuck Griffin	Member
Todd Nicholson	Member
Katie Morgan	Member
Scott Murphy	Secretary

Also present:

Brad Lindsay	Superintendent
Bob Schultz	Asst. Superintendent of Business Affairs
Shelley Preston	Human Resources Director
Michele Smith	Elementary Education Director
Lynn Gosser	Director of Exceptional Learners
Olivia Wright	Director of Special Education
Mike Ripperger	Director, Marion Regional Career Center
Keith Burke	Principal, Marion High School
Gwen Lavert	Principal, Frances Slocum Elementary School
Patricia Gibson	Director of Communications

Media/Distinguished Guests:

Stephanie Holcomb	Marion Teachers Association
Spencer Durham	Chronicle-Tribune

Spectators/Patrons: none

I. CALL TO ORDER

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

II. CONSENT AGENDA

17-182 MINUTES OF THE EXECUTIVE SESSION HELD OCTOBER 24, 2017
 17-183 MINUTES OF THE REGULAR MEETING HELD OCTOBER 24, 2017
 17-184 PERSONNEL REPORTS
 17-185 APPROVAL OF PAYMENT OF CLAIMS
 17-186 MARION COMMUNITY SCHOOLS FINANCIAL REPORT
 17-187 APPROVAL OF OUT OF STATE FIELD TRIP

17-182 MINUTES OF THE EXECUTIVE SESSION HELD OCTOBER 24, 2017

The Superintendent recommended approval of the minutes of the executive session held Tuesday, October 24, 2017, at 6 p.m.

17-183 MINUTES OF THE REGULAR MEETING HELD OCTOBER 24, 2017

The Superintendent recommended approval of the minutes of the regular meeting held Tuesday, October 24, 2017, at 7 p.m.

17-184 PERSONNEL REPORTS

The Personnel Reports consisted of:

**MARION COMMUNITY SCHOOLS
PERSONNEL REPORTS**

11/07/17

ADMINISTRATIVE REPORT

BARGAINING UNIT REPORT

Addenda Position Assignment

Name	Building and Assignment	Effective Date
Ronikka Drake	MHS, Freshman Assistant Boys Basketball Coach	10/1/17
Jerry Freshwater	MHS, Freshman Boys Basketball Coach	10/1/17
Nate McNeeley	MHS, Assistant Varsity Boys Coach	10/1/17
Nick Lewis	MHS, Assistant Varsity Boys Coach	10/1/17
Tyler Greathouse	MHS, Assistant Boys Coach	10/1/17
Steve Turner	MHS, Assistant Varsity Boys Coach	10/1/17
Christina Huff	Justice, Choral Director	10/1/17
Kevin Alsup	Justice, 6 th Grade Boys Basketball	11/1/17

CLASSIFIED REPORT

New Employee

Name	Building and Assignment	Effective Date
Glendill McBroom	Lakeview, Educational Assistant	TBD, upon successful completion of the hiring process.

Unpaid Leave of Absence

Name	Building and Assignment	Effective Date
Nikki Nealis	Riverview, Educational Assistant	10/19/17-10/25/17, 11/3/17
Michele Uncapher	Allen, Librarian	10/30/17-11/3/17

Family Medical Leave

Name	Building and Assignment	Effective Date
Sarah McGibbon	Justice, Educational Assistant	10/30/17-11/17/17
Tonya Bishop	District, Accounts Payable Bookkeeper	10/24/17-11/8/17

Change in Assignment

Name	Building and Assignment	Effective Date
Kimberly Straley	Riverview, From 2 hours to 2.75 hours	11/15/17
Curtis McClung	Allen, Additional duties/hours	11/15/17

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

17-185 APPROVAL OF PAYMENT OF CLAIMS

Because of the change to the board meeting schedule (the Nov. 14 meeting having been moved up a week, to Nov. 7), the Business Office requested approval to pay bills as scheduled on Nov. 14. Detailed financial reports would still be provided to the board.

17-186 MARION COMMUNITY SCHOOLS FINANCIAL REPORT

An analysis of the 2017 Local Tax Revenue as well as the Fund Summary Report and a 2017 Expenditure report was presented to the board for review.

17-187 APPROVAL OF OUT OF STATE FIELD TRIP

A request for an out-of-state field trip for the Aviation program of the Marion Regional Career Center was presented for approval.

Greg Kitts entered a motion to approve the consent agenda. Cathy Moritz seconded the motion. Aaron Vermillion abstained from 17-182 and 17-183, voted aye to the rest. Chuck Griffin was absent for this portion of the meeting. All other board members voted aye to all. Motion passed.

III. ACTION

17-188 APPROVAL OF SCHOOL IMPROVEMENT PLANS

Elementary Education Director Michele Smith presented the School Improvement Plans for approval, in order to submit them to the IDOE by their deadline. She noted there had been adjustments made to elucidate tech and CCR portions, and a glossary of terms (acronyms) had been added. Michele also noted IDOE Title I reviewers here for an on-site review recently called the Frances Slocum SIP "exemplary"; a common template is used for all MCS schools.

Greg Kitts noted that he would be abstaining from vote because he had not yet been able to review all of the SIPs, not because he was opposed.

Katie Morgan entered a motion. Scott Murphy seconded the motion. Greg Kitts abstained. Chuck Griffin was absent for this portion of the meeting. All other board members voted aye. Motion passed.

17-189 APPROVAL OF 2017-18 AND 2018-19 CONTRACT WITH THE MARION TEACHERS ASSOCIATION

Shelley Preston presented the contract for approval by the board. She noted that the contract includes incentives in the form of sick day buybacks and loyalty incentives. Teacher compensation was also increased by a minimum of \$950; beginning teacher pay is raised to \$39,000, other levels see other increases too. She noted the negotiating team was great to work with, she's thankful for an amicable relationship with the MTA. We don't necessarily always agree, but we are always able to discuss and come to a consensus. She also noted that Greg Kitts has been a great leader for the board in negotiations. She also recognized MTA's Scott Simpson and the cross section of teachers who were involved as well. She said it has been as positive an experience as possible, and she's happy that we've come to a 2-year agreement.

Brad Lindsay said he appreciates a win-win contract within fiscal constraints we have.

Katie Morgan thanked Greg Kitts, Scott Murphy, Chuck Griffin, and the administrators and MTA for the time and work put into this.

Greg Kitts said he wanted to thank teachers for working collaboratively. He was happy that we could improve pay, and that we could thank teachers who have been here a while. He's also grateful for the 2-year agreement. He agreed that there is good teamwork, and he thanked Scott and Chuck for joining him on the negotiating committee.

Stephanie Holcomb, MTA rep, said the MTA and teachers appreciate that when they sit down with administrators and board, they feel listened to.

Shelley thanked Bob Schultz for his financial expertise and insights, and thanked Brad for fighting for teachers and students throughout the year.

Aaron Vermilion said he appreciates the trust and relationships that allow negotiations to proceed successfully.

Katie Morgan entered a motion. Cathy Moritz seconded the motion. Motion passed unanimously.

IV. DISCUSSION/INFORMATION

17-190 DISTRICT TARGET #2: PRODUCING LEARNING RESULTS UPDATE

- **COLLEGE & CAREER READINESS PERFORMANCE**

MHS Principal Keith Burke mentioned Anne Marie Conrad emceed dual credit awards ceremony at Statehouse the previous day and put MHS in the spotlight in a very, very positive light with her more than 90 college credits earned before leaving high school. Great highlight for us. Sen. Greg Taylor, MHS alum, was there showing us support.

Marion High School is a state leader in college and career readiness, according to the Indiana Department of Education.

MHS's CCR rate for 2015 (the latest year for which certified data is available) is 89.29 percent, reflecting the percentage of our students who earned early college credit, passed an AP exam, or earned a workplace certification. This is one of the highest rates in the state, surpassing many well-known and well-respected schools.

The purpose of PK-12 education is to prepare students for success in life beyond high school. This rate reflects in a very real way a student's potential for such success.

“Preparing our students to be productive citizens after they leave us, ready to attend college or enter the workforce, is a main component of the mission of Marion High School,” MHS Principal Keith Burke said. “The CCR rate is one of the most important numbers to us, because it is an indicator that we are preparing our students for success not just in the halls of Marion High School, but in their life beyond high school.”

The graduating classes since 2015 at MHS have increasingly exceeded, establishing new highs in the data points the CCR tracks (though those numbers are not yet certified and released by the IDOE). The CCR is one of the requirements included in accountability grades issued by the IDOE.

"There is something for every student in Marion Community Schools," MCS Superintendent Brad Lindsay said. "We provide real-world and life-ready training so every student can become the best they were created to be for the world."

We are proud of our students, and of our teachers and staff who work hard to provide these opportunities through Marion High School and Marion Regional Career Center. We are also grateful for partnerships locally with Ivy Tech Community College, Indiana Wesleyan University, and Taylor University, as well as partnerships statewide with colleges including Indiana University and Vincennes University, along with various industry certification organizations and area businesses who offer internship opportunities.

Here's a look at some of the IDOE-reported CCR rates:

Marion: 89.29%

Carmel: 83.73%

Fort Wayne Carroll: 72.23%

Homestead: 71.59%

Noblesville: 69.80%

Zionsville: 69.34%

Westfield: 66.25%

Hamilton Heights: 65.61%

Hamilton Southeastern: 60.44%

Greg Kitts said we should be crowing about this, suggested considering billboards.

Keith noted that it's a community effort. He added that the goal is 100 percent of students receiving college credit or a workplace certification before they graduate, and we're working to get there.

V. PUBLIC COMMENTS

None

VI. MARION TEACHER ASSOCIATION COMMENTS

None

VII. SUPERINTENDENT COMMENTS

Superintendent Brad Lindsay noted the recent MHS musical *Bye Bye Birdie*, calling it "fantastic". He also noted JROTC's recent success at Raider Nationals, landing in the top 10 for both girls and boys teams. He also reminded people of the Veterans Day ceremony coming up on Friday, led by JROTC.

He again congratulated Keith Burke and Mike Ripperger (MRCC Director) for their success on the College and Career Readiness rating.

VIII. BOARD COMMENTS

Todd Nicholson said he appreciates the contract being in place, and he appreciates the work done by all.

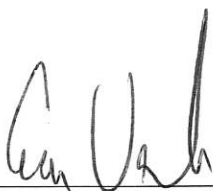
Scott Murphy echoed that, thanked Greg Kitts for leadership, thanked teachers. Everyone is focused on one goal, he said, and that is the betterment of our kids. That's never in doubt, even when conversations and negotiations are difficult, and even when there's not enough money to pay teachers what they're truly worth, in his opinion. And this CCR is just one piece of evidence of that dedication and teamwork.

Chuck Griffin thanked teachers, MTA, said he appreciated being involved in contract negotiations. He's glad it turned out well.

Aaron Vermilion thanked board negotiators, admin, said it is a team effort. He said in the past trust and respect was not always there, teachers and admin and board may not have always been working together; now they are, and that deserves praise and thanks.

IX. ADJOURNMENT

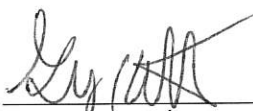
The next scheduled meeting of the Board of School Trustees will be a regular meeting to be held on Tuesday, November 28, 2017, at 7 p.m. in the Room 2-29 at Marion High School. There being no further comments, Aaron Vermilion adjourned the meeting at 7:22 p.m.



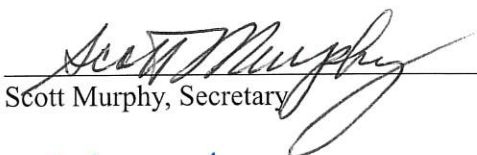
Aaron Vermilion, President



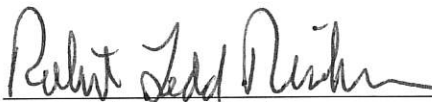
Cathy Moritz, 1st Vice President



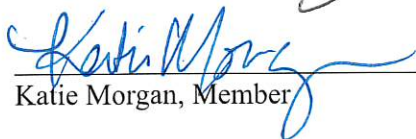
Greg Kitts, 2nd Vice President



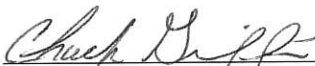
Scott Murphy, Secretary



Todd Nicholson, Member



Katie Morgan, Member



Chuck Griffin, Member