

APPROVED
WARRICK COUNTY SCHOOL CORPORATION
SCHOOL BOARD MINUTES
August 19, 2019

The Warrick County Board of School Trustees met in regular session on August 19, 2019, at 7:00 p.m. in the Board Room of the Central Services Building with all members present. President Tim Mosbey called the meeting to order. A moment of silence was followed by the Pledge of Allegiance.

Reports

Mr. Brad Scales and Mr. Nate Mominee from Warrick County Trails, reported on their newest grant opportunity to build the Lincoln Brackenridge Trail. As part of this grant, they would like partner with local schools to conduct service-learning projects to research and create posters for interpretive signage as well as historical signage for each of the trailheads.

Mr. Scales and Mr. Mominee informed the board that the projected plans for this trail will run along the North edge of the Boonville High School property to First street, as well as along the South edge of the Loge Elementary School property to N. 7th Street. In conclusion; they come to the Board to request a commitment letter supporting a service-learning project for Boonville High School Students with Indiana DNR Next Level Trails, and ask that WCSC provides the requested land corridors at BHS and Loge as a donation while also providing an affidavit detailing the terms of land support for this project.

Dr. Walter Lambert came before the Board to present information regarding the yearly evaluation process on all certified employees. WCSC has to have student achievement weighted into the final rating, as well as student growth data. Student Growth Data will come from ILEARN, as well as class observations. Two observations are required per year; a long and a short. Growth data and observations are factored into a summative rating scale using Highly Effective, Effective, Improvement Necessary, Ineffective. Once an observation is complete, administrators must discuss the findings in a timely manner. At the end of the year a TER, (Teacher Evaluation Rubric), is completed and finalization is only completed once a school letter grade and all growth data is considered. If any teacher is rated as Improvement Necessary or Ineffective, the school administrators must have a 90-day improvement plan in place; and the employee will be re-evaluated at the end. Any teacher rated as Ineffective also has the opportunity to request a conference with the Superintendent. All administrators are trained to assess our certified employees. Every evaluation rubric is available to employees to view. WCSC must have a meeting with the WCTA to discuss the evaluation process every year. This meeting has already taken place and no changes were made. The presentation tonight is required by state law.

Mr. Schneider stated that it is important to remember that the stated observation times are minimum requirements; and a building administrator has the right to as many observations as they deem necessary. Mr. Schneider also recognized that these observations cause a significant increase in the workload of our Principals, and are extremely demanding. He also stated that our number one goal with these observations is to improve instructional practices, and methods in our classrooms.

Mr. Schneider also added that in some cases, certified employees that are placed on an improvement plan decide to resign or retire to avoid the final Needs Improvement or Ineffective rating, making our numbers skewed.

Mrs. Wilhelmus asked Dr. Lambert when to expect the ILEARN results, and if WCSC would be getting a Federal letter grade this year.

Dr. Lambert stated that we have the results, but they are embargoed, and we should expect another letter grade this year.

Mr. Schneider reminded the Board and the public that this is the first year with the new test with different cut scores; so the pass percentages will be down. He also stated that Dr. Lambert and Mrs. Redmon will present the scores once the state allows us to release the information.

Consideration of Routine Items

A motion was made by Jane Wilhelmus and seconded by Brenda Metzger to approve the following Routine Items, as listed:

- A. Approve the minutes of the School Board meeting held on August 5, 2019
- B. Approve Claims 1-155 dated August 19, 2019 and sign the docket
- C. Approve the Requests for Professional Leave

Motion carried.

Consideration of Items for Board Action

- A. A motion was made by Jane Wilhelmus and seconded by Jeff Baker to approve the amended version of Policy 2435- Teacher Appreciation Grant, as presented. Motion Carried.
- B. A motion was made by Brenda Metzger and seconded by Stephanie Gerhardt to approve the amended version of Policy 3901- "Criminal History Checks; Expanded Criminal History Checks for Applicants and Contractors; Duty to Report Charges and Crimes", as presented. Motion carried.
- C. A motion was made by Brenda Metzger and seconded by Stephanie Gerhardt to approve the request of Dr. Holly Arnold, Principal at Newburgh Elementary School, to enter into a contract with an approved vendor for inflatables, as presented. Motion carried.
- D. A motion was made by Jane Wilhelmus and seconded by Jeff Baker to accept a \$7,000 cash donation from the Oakdale OPT to Oakdale Elementary School, as presented. Motion carried.
- E. A motion was made by Lynda Glover and seconded by Jane Wilhelmus to accept a \$1,000 cash donation to Castle High School from LNB community Bank to be used for Teacher/Staff Appreciation events, as presented. Motion carried.

Consideration of Personnel Recommendations

Mr. Tad Powless presented recommendations for employment and requests for leave of absence. Upon his recommendation:

A. Consideration of Employment:

1. A motion was made by Lynda Glover and seconded by Jeff Baker to employ the following certified positions:
 - **Lacey Marsh - Temporary 4th Grade Teacher at Chandler Elementary**
 - **Caitlyn Harding - Temporary 5th Grade Teacher at Sharon Elementary**
 - **Michael Emerson - Temporary Science Teacher at Castle High School**
 - **David Wantland - Temporary Band Teacher at Castle North Middle School**
 - **Brenda Dunn - Temporary 4th Grade Teacher at Sharon Elementary**
 - **Amy Hayhurst - Temporary Speech Language Pathologist**
 - **Abbey Frazier - Temporary Special Education ABS Teacher at Newburgh Elementary**

Motion Carried.

2. A motion was made by Stephanie Gerhardt and Jane Wilhelmus to employ the following support-staff positions:
 - **Lauren Dial - Temporary Bookstore Manager at Castle High School**
 - **Kristi Vinson - Temporary Program Assistant at Newburgh Elementary**
 - **Brittany Coomer - Temporary Program Assistant at Sharon Elementary**
 - **Andrea Yeager - Program Assistant at Tecumseh Middle School (currently employed as a Program Assistant at Loge Elementary)**
 - **Tricia Finger - Temporary Program Assistant at Loge Elementary**
 - **Nikki Biggs - Temporary Program Assistant at Castle High School**
 - **Sandy Freeman - Temporary Program Assistant at Sharon Elementary**
 - **Corinne Lemaster - Temporary Program Assistant at Boonville High School**
 - **Michelle Brookman - Temporary Program Assistant at John H Castle Elementary**
 - **Kari Jenkins - Temporary Program Assistant at John H Castle Elementary**
 - **Sarah Wongler - Temporary Program Assistant at Boonville High School**
 - **Courtney Howton - Temporary Clerical Aide at Newburgh Elementary**
 - **Beverly Morgan - Temporary High School Alternative to Expulsion Program at Warrick Education Center**
 - **Lisa Lukens - Temporary Program Assistant at Chandler Elementary**
 - **Trilby Fultz - Temporary Program Assistant at Chandler Elementary**
 - **Teresa Cron - Program Assistant at Chandler Elementary**
 - **Kristina Dalton - Temporary Program Assistant at Boonville High School**

Motion carried.

B. Leave Requests:

A motion was made by Lynda Glover and seconded by Stephanie Gerhardt to approve the following leave requests:

- **David Wantland**, Program Assistant at Castle North Middle School- a leave of absence for the 2019-2020 school year to take the Temporary Band Teaching position at Castle North Middle School.
- **Lacey Marsh**, Program Assistant at Chandler Elementary- a leave of absence for the 2019-2020 school year to take the Temporary 4th Grade Teaching position at Chandler Elementary.
- **Melissa Lester**, 3.25 hour Cafeteria Employee, an unpaid medical leave of absence beginning August 19, 2019 with an anticipated return date of September 16, 2019.
- **Anita Conapinski**, Program Assistant at Castle South Middle School, an unpaid medical leave of absence beginning August 13, 2019 with an anticipated return date of September 18, 2019.
- **Michael Emerson**, Credit Recovery and Alternate to Expulsion Instructor, a leave of absence for the 2019-2020 school year to take the Temporary Science Teaching position at Castle High School.
- **Caitlyn Harding**, Program Assistant at Sharon Elementary, a leave of absence for the 2019-2020 school year to take the Temporary 5th Grade Teaching position at Sharon Elementary.
- **Lauren Dial**, Program Assistant at Sharon Elementary, a leave of absence for the 2019-2020 school year to take the Temporary Bookstore Manager at Castle High School.
- **Brenda Dunn**, Program Assistant at Sharon Elementary, is a leave of absence for the 2019-2020 school year to take the Temporary 4th Grade Teacher at Sharon Elementary.
- **Andrea Goebel**, English Teacher at Castle High School, a maternity leave beginning October 7, 2019 with an anticipated return date of January 2, 2020; using sick days and FMLA.
- **Sara Cobb**, Program Assistant at Castle High School, a leave of absence for the first semester of the 2019-2020 school year to take the long term substitute Special Education English Teach at Castle High School.
- **Kevin Oxley**, English Teacher at Tecumseh High School, a medical leave beginning September 26, 2019 with an anticipated return date of October 30, 2019; using sick days and FMLA.
- **Gladys Cundiff**, Full Time Custodian at Boonville Middle School a medical leave beginning August 9, 2019 with an anticipated return date of September 26, 2019; using sick days and FMLA.
- **Amanda Etienne**, Language Arts Teacher at Castle North Middle School, a maternity leave beginning January 20, 2020 with an anticipated return date of August 1, 2021; using sick days and FMLA.
- **Sonja Busing**, Custodian at Loge Elementary, an extension to her previously approved medical leave that began July 2, 2019 with a return date of August 27, 2019. The new anticipated return date will be September 3, 2019.

C. Mr. Powless reported on the following resignations:

1. **Natalie Heuring**, Program Assistant at Tecumseh Middle School, resignation effective August 5, 2019
2. **Jennifer Bennett**, Special Education Teacher at Newburgh Elementary, resignation effective August 6, 2019
3. **Jennifer Ryan**, 1st Grade Teacher at Newburgh Elementary - resignation effective August 7, 2019

4. **Matthew Nunn**, Program Assistant at Boonville High School - resignation effective August 7, 2019
5. **Travis Turpen**, 4th Grade Teacher at Sharon Elementary - resignation effective August 12, 2019
6. **Marla Scott**, 6.5 hour Cafeteria employee at Oakdale Elementary - resignation effective August 7, 2019
7. **Emily Turpen**, Program Assistant at Boonville High School - resignation effective August 13, 2019
8. **Kyah Lowe**, Program Assistant at Chandler Elementary - resignation effective August 12, 2019

Mr. Powless added that we had several staff resign before the start of the school year.

D. Mr. Powless reported on the following retirement:

1. **Cindy Day**, Custodian at Boonville High School, retirement effective August 16, 2019

Reports

Mr. Schneider shared with the Board a donation agreement from Ray and Jann Allen, detailing a donation of 17.51 acres of land to the Warrick County School Corporation. He stated this land is centrally located with many adequate access points, just West of Boonville and North of the Wal-Mart building. He further stated that this is a very generous donation, and allows the corporation to continue looking forward at ways to improve upon, and provide our students with Vocational and Career Pathways education in Warrick County. Mr. Schneider also acknowledged that part of that discussion is to build a vocational type school.

Mr. Schneider recommended that the Board accept this donation agreement.

A motion was made by Jeff Baker and seconded by Jordan Aigner to accept the donation agreement.

Mrs. Wilhelmus stated that this is a very generous gift that will provide an immeasurable amount of opportunities to the students of the Warrick County School Corporation for years to come.

Mr. Schneider said this is a great beginning to the process of adding to our vocational programs, and he is very excited to provide these opportunities to the current and future students of Warrick County.

Motion Carried.

Mr. Schneider stated school is back in session and off to a great start. He added that Mr. Gentry is still working on balancing transportation routes and is still in need of certified drivers.

Mr. Mosbey asked if the new State Law regarding drop off on State Highways has affected our Transportation department.

Mr. Schneider said he assumed it has, but Mr. Gentry has done a great job, and added that we have always done this even before it was a state law

Other Board Business

Policy and Curriculum Committee Meeting – Tuesday, September 3, 2019, at 6:00 p.m. at the Central Services Building.

Transportation & Special Education Committee Meeting – Tuesday, September 17, 2019, at 7:30 a.m. at the Administration Building.

Personnel & Contracts, Food & Nutrition, Custodial, and Safety Committee Meeting – Tuesday, September 3, 2019, at 6:00 p.m. at the Central Services Building.

Construction, Technology, & Maintenance Committee Meeting – Tuesday, September 3, 2019, at 7:30 a.m. at the Administration Building.

With no further discussion, the meeting was adjourned.

These minutes were approved by the Warrick County Board of School Trustees on the 3rd day of September, 2019.

Lynda Glover, Secretary of the Warrick County
Board of School Trustees

Attested:

Tim Mosbey, President of the Warrick County
Board of School Trustees