

**APPROVED**  
**WARRICK COUNTY SCHOOL CORPORATION**  
**SCHOOL BOARD MINUTES**  
**August 21, 2017**

The Warrick County Board of School Trustees met in regular session on August 21, 2017, at 7:00 p.m. in the Board Room of the Central Services Building with all members present, except Dorothy Kroeger. President Thomas Welch called the meeting to order. A moment of silence was followed by the Pledge of Allegiance.

**Patron Concerns**

**Tammy Recob**, parent of a preschool student at the Warrick Education Center, comes before the Board with a request that her child continue to be transported to and from school from her current daycare. She stated that last year the Transportation Department could accommodate this, but was told that would not be possible this school year. She does not want to move her child to the school district in which the daycare falls, as the child is already established at WEC.

Mr. Schneider stated that he would be glad to discuss the issue with Mr. Gentry, Manager of Transportation, but that he could not make any promises.

**Reports**

Dr. Walter Lambert came forward with a presentation on the staff performance evaluations. He stated that the evaluations are required annually for any certified employees who have a license.

Below are highlights from his presentation:

**Objective Measures of Student Achievement and Growth**

- Annual performance evaluations are conducted for all certificated employees in the WCSC – this includes teachers, administrators, counselors, etc.
- Student achievement is weighted in the final summative evaluation for all certificated employees.
- Student growth data is incorporated into the evaluations (Math and ELA in grades 4-8) and Student Learning Objectives in tested and non-tested subjects is utilized.

**Rigorous Measures of Effectiveness and Designation in Rating Category**

- Observation Rubrics are used to detail performance levels of certificated staff.
- Summative ratings given as Highly Effective, Effective, Improvement Necessary, or Ineffective.
- Final summative rating will be modified if a teacher negatively affects student growth.
- All evaluation components are factored into the final summative rating.

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### Evaluation Feedback and Evaluation Plan Discussion

- Observations and summative evaluations are discussed with the certificated employee in a timely manner.
- If improvement is expected, then a plan is put into place for the certificated employee.
- The evaluation plan is discussed with the association before each school year as well as during the school year during discussion meetings as well as W.A.R.E. committee meetings.
- The evaluation plan is presented in a public meeting before evaluations are conducted.

### Evaluators

- All evaluators are trained in the process. This includes all principals, assistant principals, and central office administrators.
- All evaluators are continually trained throughout the year and discussions amongst the evaluators are held on a monthly basis.

### Feedback and Remediation Plans

- All certified employees will receive their completed evaluation and documented feedback within seven business days of its completion.
- Remediation plans (Employee Improvement Plans) are assigned to certificated employees rated as ineffective or improvement necessary. The plan lasts for 90 days.
- Remediation plans include the use of Professional Growth Points.
- Ineffective employees may request a private conference with the superintendent.

### Instruction Delivered by Teachers Rated Ineffective

- A process is in place to ensure that students do not receive instruction from ineffective teachers two years in a row.
- A process is in place to notify parents if the above situation is unavoidable.

### Warrick County School Corporation

- Teachers and Administrators utilize software from Netchemia called Perform (since fall of 2013).
- The corporation follows the RISE model for teacher evaluations, but it is modified to fit our needs.
- Modifications are mainly around the weights of certain components such as classroom observations.
- The W.A.R.E. Committee will meet this year to look at possible changes that were discussed when the INTASS group met with the corporation.

Ms. Candace Nance asked how many observations are done on each teacher.

Dr. Lambert said that each teacher is observed at a minimum of two times. One long observation lasting approximately 45 minutes and one short observation lasting approximately 15 minutes is given to each teacher. New teachers are given 4

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observations, and if there is a teacher having some deficiencies, they are observed more often to get those deficiencies corrected.

Mr. Neff asked if a plan needed to be adopted. Dr. Lambert said that the state does not require an adoption; just that a presentation be made annually.

### Consideration of Routine Items

A motion was made by Candace Nance and seconded by Lynda Glover to approve the following Routine Items, as listed:

- A. Approve the minutes of the School Board meeting held on August 7, 2017
- B. Approve Claims 1-229 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 Candace Nance and seconded by Brenda Metzger to appoint Mr. Tad Powless to the Boonville-Warrick County Public Library Board to fill the open position left by Mr. Brett Roy's resignation, as presented. Motion carried.
- B. A motion was made by Jeff Baker and seconded by Brenda Metzger to approve the requests of Loge Elementary School Principal, Lynn Pierce and Elberfeld Elementary School Principal, Holly Arnold to enter into a contract with an approved vendor to provide inflatables for the 2017-2018 school year, as presented. Motion carried.
- C. A motion was made by Candace Nance and seconded by Brenda Metzger to accept a cash donation of \$7,295.35 to Boonville Middle School as restitution for lost school funds, as presented. Motion carried.
- D. A motion was made by Candace Nance and seconded by Brenda Metzger to accept a cash donation of \$7,054.17 from the Read-a-Thon, as well as 6 I pads valued at \$1,765.83 from the OPT, as presented. Motion carried.
- E. A motion was made by Candace Nance and seconded by Lynda Glover to accept a cash donation of \$2,500.00 from a Monsanto Grant nominated by Anthony Baehl, as presented. Motion carried.

### Consideration of Personnel Recommendations

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

- A. A motion was made by Candace Nance and seconded by Lynda Glover to employ the following Certified Staff:

**Kelsea Bogan**, Temporary First Grade Teacher at Lynnville Elementary School

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**Kara Payne**, Temporary Fourth Grade Teacher at Chandler Elementary School  
**Patricia Herin-Garcia**, Temporary First Grade Teacher at Newburgh Elementary  
**Ashley Kinsey**, Temporary First Grade Teacher at JH Castle Elementary School

Motion carried.

- B. A motion was made by Brenda Metzger and seconded by Candace Nance to employ the following Support Staff:

**Anita Susott**, Temporary Program Assistant at Elberfeld Elementary School  
**Shanna Smith**, Temporary Program Assistant at Lynnville Elementary School  
**Brynn Trentham**, Temporary Program Assistant at Sharon Elementary School  
**Katie Rasche**, Temporary Program Assistant at Sharon Elementary School  
**Nannette Angel**, Temporary (1<sup>st</sup> Semester) Program Assistant at Sharon Elementary School  
**Samantha Bucur**, Temporary Program Assistant at Newburgh Elementary School  
**Elysia Carmona**, Temporary Program Assistant at Newburgh Elementary School  
**Caitlyn Smith**, Temporary Program Assistant at Yankeetown Elementary School  
**Katie Brown**, Program Assistant at Chandler Elementary School  
**Kim Tirb**, Program Assistant at Chandler Elementary School  
**Samantha Blackburn**, Program Assistant at Castle North Middle School  
**Beth Sears**, 4 hour Custodian at Castle High School  
**Christina Meyers**, 4 hour Custodian at JH Castle Elementary School  
**Deniece Morris**, transfer from 3.0 to 5.5 hours at Newburgh Elementary Cafeteria  
**Amanda Hart**, transfer from 5.5 to 6.0 hours at Newburgh Elementary Cafeteria  
**Debbie Leslie**, transfer from 6.0 hours at Newburgh to 6.5 hours at Castle South Middle School Cafeteria

Motion carried.

- C. A motion was made by Lynda Glover and seconded by Candace Nance to approve the following leave requests:

**Sandra Andrews**, Oasis and ESL instructor, a medical leave of absence beginning September 19, 2017 with a return date of October 2, 2017.

**Brooke Summers**, Custodian at Sharon Elementary School, an extension to her previously approved medical leave of absence that began March 1, 2017. The new anticipated return date will be September 1, 2017.

**Patricia Herin-Garcia**, Program Assistant at Newburgh Elementary School, a one-year leave of absence to work as a Temporary teacher at Newburgh Elementary School.

**Yvonne Ash**, Cafeteria employee at Boonville High School, a personal leave of absence beginning July 31, 2017 with a return date of September 5, 2017.

**Cheryl Hedges**, Custodian at Castle High School, an extension to her previously approved medical leave of absence that began on June 30, 2017 with a return date of August 14, 2017. The new anticipated return date is September 1, 2017.

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**Charlotte Aylsworth**, Health Aide at Loge Elementary School, a maternity leave of absence beginning November 6, 2017 with a return date of January 3, 2018, using sick/personal days and FMLA.

**John Kroeger**, Custodian at Castle South Middle School, an extension to his previously approved medical leave of absence that began July 5, 2017. The new anticipated return date is September 6, 2017.

**Donna Driskell**, Program Assistant at Loge Elementary School, an extension to her previously approved medical leave of absence that began August 7, 2017 with a return date of August 28, 2017. The new anticipated return date is August 30, 2017.

**Kim Eidson**, Cafeteria employee at Newburgh Elementary School, a personal leave of absence beginning August 6, 2017 with a return date of September 6, 2017.

**Edyth Ford**, Cafeteria employee at Boonville High School, a medical leave of absence beginning September 18, 2017 with a return date of October 9, 2017.

**Katie Larramore**, 2<sup>nd</sup> Grade teacher at Newburgh Elementary School, an extension to her previously approved maternity leave that began August 7, 2017 with a return date of September 4, 2017. The new return date will be September 18, 2017.

**Katelyn Powless**, Kindergarten teacher at Sharon Elementary School, a maternity leave beginning November 21, 2017 with a return date of January 8, 2018 using sick/personal days and FMLA.

Motion carried.

Mr. Powless reported on the following resignations:

- A. **Macy Lamey**, Program Assistant at Lynnville Elementary School, effective August 8, 2017
- B. **Patty Swallow**, 4 hour Custodian at Castle High School, effective August 9, 2017
- C. **Jennifer Stowe**, Health Aide at CNMS/CSMS, effective August 25, 2017
- D. **Brynn Threntham**, Program Assistant at Chandler Elementary School, effective August 14, 2017
- E. **Cindy Deffendoll**, Custodian at JH Castle Elementary School effective August 9, 2017

### Other Board Business

Ms. Nance asked if the Corporation was looking for any more teachers due to class sizes.

Mr. Schneider informed her that all of the teachers have been hired for this school year. We have added four elementary teachers and six Program Assistants with enrollment about the same as last year.

Mr. Schneider informed the Board of the ISBA Fall Conference to be held on October 1 – 3, 2017.

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Mr. Schneider also informed the Board that all of the Eclipse activities at the schools went smoothly and without any injuries.

Mr. Baker asked if a meeting could be set for September 14, 2017 to collect information regarding expanding Vocational Education.

Mr. Schneider said that would be great and that he would also like to set a date to tour the Vocational school in Evansville. He said that they will be impressed with the programs our students have access to. He stated that we need to do a better job of presenting vocational education as a real career-path option for our students.

**Construction, Technology & Maintenance Committee Meeting** – Tuesday, September 5, 2017, at 7:30 a.m. at the Administration Building.

**Transportation & Special Education Committee Meeting** – Tuesday, September 12, 2017, at 8:15 a.m. at the Administration Building.

**Personnel, Food & Nutrition, and Custodial Committee Meeting** – Tuesday, September 12, 2017, at 7:45 a.m.

**Policy and Curriculum Committee Meeting** – Tuesday, September 5, 2017, at 6:00 p.m. at the Central Services Building.

**Adjournment**

A motion was made by Jeff Baker and seconded by Lynda Glover to adjourn. Motion carried. Meeting adjourned.

These minutes were approved by the Warrick County Board of School Trustees on the 5th day of September.

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Candace Nance, Secretary of the Warrick County  
Board of School Trustees

Attested:

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Thomas Welch, President of the Warrick County  
Board of School Trustees