

MARION COMMUNITY SCHOOLS
MARION, INDIANA
MINUTES OF THE REGULAR MEETING OF THE BOARD OF SCHOOL TRUSTEES
DECEMBER 11, 2018

The Board of School Trustees of Marion Community Schools met for a regular meeting on Tuesday, December 11, 2018, in Room 2-29 of Marion High School, 750 W. 26th St., Marion, Indiana, at 7:03 p.m.

Board members present:

Mr. Todd Nicholson	President
Mr. Aaron Vermilion	2 nd Vice President
Mr. Chuck Griffin	Secretary
Mr. Scott Murphy	Member
Mrs. Dana Gault	Member
Ms. Serafina Salamo	Member
Mrs. Katie Morgan	Member

Board members absent:

None

Also present:

Dr. Brad Lindsay	Superintendent
Dr. Bob Schultz	Assistant Superintendent of Business Affairs
Mrs. Michele Smith	Education Director
Mrs. Shelley Preston	Director of Human Resources
Mr. Keith Burke	Principal, Marion High School
Mr. Craig Chambers	Varsity Football Coach, Marion High School
Mrs. Lynn Gosser	Principal, McCulloch Junior High School
Mrs. Tawny Wood	Assistant Principal, McCulloch Junior High School
Mr. Lendon Schwartz	Principal, Riverview Elementary School
Mrs. Sue Nicholson	District Head Nurse

Media/Distinguished Guests:

Ms. Stephanie Holcomb	Marion Teachers Association President
Ms. Carolyn Muyskens	Chronicle-Tribune Reporter
Mr. Alan Beck	Incoming School Board Member
Mr. Bruce Weatherspoon	Incoming School Board Member
Mr. Greg Kitts	Past School Board Member

Spectators/Patrons:

75

I. CALL TO ORDER

Mr. Nicholson, Board President, called the meeting to order. The Pledge of Allegiance to the Flag was given. There was a moment of silence.

RECOGNITION

CITIZENS OF THE MONTH – MCCULLOCH JUNIOR HIGH SCHOOL

Mrs. Wood, Assistant Principal at McCulloch, recognized the following McCulloch students for their Citizens of the Month honors:

Kiera Reynolds, 7th Grade
 Evan Ray, 8th Grade

Molley Steenbergh, 7th Grade
Jordan Ault, 8th Grade
Janea Love, 7th Grade
Joseph Delgado, 8th Grade

HOLIDAY CARD CONTEST – MARION COMMUNITY SCHOOLS

The Marion Community Schools Holiday Card Contest is an annual tradition since 2005. The following students were recognized:

Winners

Jazzmyne Nuncio, 3rd Grade, Allen
Shaylee Vermilion, 8th Grade, McCulloch
Sarah Ault, 12th Grade, MHS

Finalists

Kaelynn Ellis, 3rd Grade, Allen
Halo Riddle, 2nd Grade, Allen
Aliya Cruz, 4th Grade, Riverview
Cora Topping, 3rd Grade, Riverview
Nevaeh Copeland, 5th Grade, Justice
Andrew Hancock, 6th Grade, Justice
Rebecca Harris, 6th Grade, Justice
Emily Wilkes, 5th Grade, Justice
Deissy Gunyon, 7th Grade, McCulloch
Elijah Maki, 7th Grade, McCulloch
Adolfo Marin, 8th Grade, McCulloch

II. CONSENT AGENDA

18-200 MINUTES OF THE EXECUTIVE SESSION HELD NOVEMBER 27, 2018
18-201 MINUTES OF THE REGULAR MEETING HELD NOVEMBER 27, 2018
18-202 PERSONNEL REPORTS
18-202.1 ADDENDA PERSONNEL REPORTS
18-203 MARION COMMUNITY SCHOOLS EXPENDITURE APPROVAL LIST
18-204 FINANCIAL REPORTS
18-205 MCS EMPLOYEE STATEMENT OF BENEFITS
18-206 RESOLUTION TO OFFER EMPLOYMENT
18-207 APPROVAL OF HEAD START POLICIES (2)

18-200 MINUTES OF THE EXECUTIVE SESSION HELD NOVEMBER 27, 2018

The Superintendent recommended approval of the minutes of the executive session held Tuesday, November 27, 2018, at 6:00 p.m.

18-201 MINUTES OF THE REGULAR MEETING HELD NOVEMBER 27, 2018

The Superintendent recommended approval of the minutes of the regular meeting held Tuesday, November 27, 2018, at 7 p.m.

18-202 PERSONNEL REPORTS

18-202.1 ADDENDA PERSONNEL REPORTS

The Personnel Reports consisted of:

**MARION COMMUNITY SCHOOLS
PERSONNEL REPORTS**

12/11/18

**ADMINISTRATIVE REPORT
BARGAINING UNIT REPORT**

Addenda Recommendation

Name	Building and Assignment	Effective Date
Kaylan Newcomb	MHS, JV Head Softball Coach	12/21/18

Resignation

Name	Building and Assignment	Effective Date
Leslie Cryderman	Little Giants, Teacher	12/14/18
Jason Carter	Riverview, Teacher	1/23/19

CLASSIFIED REPORT

Resignation

Name	Building and Assignment	Effective Date
LaQuerita Tibbs	Transportation, Bus Driver	12/6/18

New Employee

Name	Building and Assignment	Effective Date
Robert Bragg	Transportation, Bus Driver Trainee	12/3/18
Brandee Meyer	Kendall, Little Giants EA	12/3/18
Steven Pierce	MHS, Custodian	12/16/18
Corey Ward	District, Security Officer	12/3/18

Family Medical Leave

Name	Building and Assignment	Effective Date
Ann Marie Ferguson	McCulloch, Food Service	11/2/18

12/11/18

ADMINISTRATIVE REPORT

BARGAINING UNIT REPORT

Addenda Recommendation

Name	Building and Assignment	Effective Date
Jordan Rife	MHS, Assistant Head Coach JV Girls Basketball	10/15/18
Atoya Mays	MHS, Assistant Girls Basketball Coach	10/15/18

New Employee

Name	Building and Assignment	Effective Date
Greg Miller	Frances Slocum, Teacher	12/10/18
Rebecca Blair	Kendall, Teacher	1/2/19 (pending successful completion of the hiring process)

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

18-203 MARION COMMUNITY SCHOOLS EXPENDITURE APPROVAL LIST

The Expenditure Approval Lists for 11/1/18 through 12/11/18 were presented. The report included accounts payable claims #19,714 through #19,860 for a total of 147 accounts payable claims. The total dollar amount of claims was \$1,131,238.51; of that amount \$484,403.62 was expended from the General Fund. The Superintendent recommended approval of the expenditure approval list. (Exhibit "A")

18-204 FINANCIAL REPORTS

Dr. Bob Schultz, Assistant Superintendent Business Affairs, presented an Analysis of the 2018 Local Tax Revenue as well as the Fund Summary report and a 2018 Expenditure report.

18-205 MCS EMPLOYEE STATEMENT OF BENEFITS

The following changes to the Marion Community Schools Employee Statement of Benefits were recommended for approval:

- Delete Group XIII in Administrative Group and include Dean/Football Coach in Group X with Dean/Basketball Coach
- Move Superintendent Executive Assistant position from Clerical Group to District Supervisor/Coordinator Group
- Update Employee Contribution for Medical Coverage to 2019 plan year costs.

(Exhibit "B")

18-206 RESOLUTION TO OFFER EMPLOYMENT

The Board of School Trustees of Marion Community Schools is not in regular session from December 12, 2018 through January 7, 2019.

Since it is in the best interest of Marion Community Schools to hire the most qualified candidates when previously allocated positions become available, the administration recommended that the Board approve a Resolution Authorizing the Superintendent to Offer Employment during the months of December 2018 and January 2019. (Exhibit "C")

18-207 APPROVAL OF HEAD START POLICIES (2)

Transition to Kindergarten and Enrollment Process Policies for the Head Start Program were presented to the Board for approval. These policies are in compliance with the New Performance Standards for Head Start. The policies were approved by the Little Giants Preschool Head Start Policy Council on December 6, 2018.

Mr. Vermilion entered a motion to approve the Consent Agenda items 18-200 through 18-207. After a second by Mr. Murphy, the motion passed with a unanimous vote.

III. ACTION

18-208 2019-20 MHS COURSE DESCRIPTION GUIDE

The Superintendent recommended the Board take action to approve the following changes to the CDG for next school year:

New Courses Include:

PE: Life guarding 1 and 2

FACS: Adv. Child Development

World Languages: German I, II, III

Math: Adv. Math

CC: Quantitative Reasoning Ivy Tech

MRCC: Computer Science overhaul of names because of state name changes and Computer Science III: Software Development, Informatics, Cybersecurity

Mrs. Morgan entered a motion to approve the 2019-20 MHS Course Description Guide, as presented. After a second by Mr. Vermilion, the motion passed with a unanimous vote.

18-209 2019-20 AND 2020-21 SCHOOL CALENDARS

The Superintendent made the recommendation that the Board approve the school calendar that included a full week off at fall break. The membership of the Marion Teachers Association supported this calendar. (Exhibit "D")

Mr. Griffin entered a motion to approve the Superintendent's recommendation for the the 2019-20 and 2020-21 School Calendars, as presented. After a second by Mr. Murphy, the motion passed with a unanimous vote.

18-210 NOTICE OF CONSIDERATION OF NON-RENEWAL OF CONTRACTS

Indiana law requires that administrators who are assistant superintendents, principals or assistant principals be given written preliminary notice that the School Board is considering non-renewing their administrative contract. Mr. Lindsay, on behalf of the Board of School Trustees of Marion Community Schools, moved that the Superintendent issue written preliminary notice of the Board's consideration of non-renewal to those administrators in the school corporation whose contracts may not be renewed as recommended by the Superintendent.

Mr. Murphy entered a motion to approve the notice of consideration of non-renewal of contracts, as presented. After a second by Mr. Griffin the motion passed with a unanimous vote.

18-211 RESOLUTION TO AUTHORIZE TEMPORARY TRANSFER OF FUNDS

Dr. Schultz recommended the Board approve a Resolution authorizing the corporation to transfer \$25,000 from the cash balance of the Transportation Fund to the cash balance of the Bus Replacement Fund.

This transfer is necessary because the property tax collections received on December 10th from the Grant County Auditor were short over \$500,000. This shortage caused the Bus Replacement Fund to be short approximately \$25,000. (Exhibit "E")

Mrs. Salamo entered a motion to approve the resolution, as presented. After a second by Mrs. Gault the motion passed with a unanimous vote.

IV. MARION TEACHER ASSOCIATION COMMENTS

Mrs. Holcomb said thank you to the Board for listening and being the partners they always are. The MTA values that a lot. Specifically, Mrs. Morgan, Mr. Murphy and Mr. Kitts. Thank you for your dedication. Even when we've gone head to head, it has always been looking out for what's best for our students and the MTA appreciates that.

V. SUPERINTENDENT COMMENTS

We are at the end of semester already. The Superintendent is thankful for our students and their families first and foremost. He is also thankful for our staff, administrators, and Board. We will continue to make it better for our students. Five and a half years ago he was given the opportunity to serve Marion Community Schools. On that original Board were Mr. Kitts, Mr. Murphy and Mrs. Morgan. The Superintendent thanked them and said he had learned from each of them. He expressed his gratitude for their service on the Board and for caring about our students, families and staff. At Marion Community Schools our students needs are extra ordinary because our students are extra ordinary. The work over the last 12 years has been extra ordinary.

VI. BOARD COMMENTS

Mrs. Salamo said thank you to Mr. Kitts, Mr. Murphy, and Mrs. Morgan for their dedication and years of work. It has not gone unnoticed. This Board has worked hard to turn around the school corporation. We were not so far away from where Muncie was. She appreciates the choice in Dr. Lindsay coming on board and he has brought a different type of enthusiasm to the district. Everything feels like we are on a good track.

Mrs. Gault thanked the retiring Board members as well and said she wished she had more time to work together. She thanked the community for giving her the opportunity to share and learn. She is excited for 2019 and on. The Board has paved the way to make it great and successful and they should be proud.

Mr. Griffin thanked Mr. Kitts, Mrs. Morgan and Mr. Murphy for all the knowledge and dedication they have put forth. It does take a lot of time and effort to do this position. Their service is greatly appreciated.

Mr. Vermilion commented that when we all came on the board, 8 years ago we might have been Muncie Community Schools. Mrs. Moritz and Mr. Kitts then joined the board and said we had to do something different. The Board became a group of people who wanted to work with the teachers. What he realized is, if we treat each other right, we don't have to agree, but if you treat each other how we should, we can ultimately solve almost anything. That started the process.

There is a trust built up now and Mr. Vermilion thanked all four retiring Board members for their hard work, passion, and hours spent. This isn't a glamorous position, but it's an important position. You are trying to help shape the future of our kids. Mr. Vermilion is proud to serve with all the Board.

Mr. Nicholson knows they made contributions through all those years and he appreciates that. We've had a great string of successes. He is thankful to Mrs. Morgan and Mr. Murphy for finishing strong at the end of their term. He appreciates that and the service of Mr. Kitts and Mrs. Moritz as well.

Mr. Murphy reflected on the visit he and Mr. Kitts made to Mooresville when they were looking for a new Superintendent. People in Mooresville said good things about Dr. Lindsay, but the best part of him they said was his wife and kids. They are outstanding. And, Mr. Murphy said they have been outstanding.

Mrs. Lindsay is an outstanding teacher and Dr. Lindsay has become a good superintendent. It has been a privilege for him to serve on the Board. It has been a humbling experience.

He reflected on past boards and what each member brought to the Board at that time. The new leadership on the Board has been phenomenal. The new Board members will do great.

There were times when we had disagreements, but for the success of the team, you have to work together and be honest and have thick skin. At the end of the day, the two things he would point to, even though we had disagreements, everybody always considered how do we serve kids the best? Everything was always in the best interest of kids and how do we change the culture. It's a group effort and it's been a privilege to serve and work with teachers. Mr. Murphy said, before he got on the Board, he never really knew how hard teachers worked. He wished everyone a Merry Christmas.

In May 2009 Mrs. Morgan had a teacher tell her that there was an opening on the school board and maybe she should think about doing it. She was a stay at home Mom that loved Marion Community Schools and wanted the best for her kids and every kid in this district. All of her children have received an incredible education from Marion Community Schools. Mrs. Morgan stated that she has sat beside some of the most incredible people in our community who are so focused on our kids having the best opportunity they can have. She has learned so much working beside these Board members and administrators. It helped make her the leader she is today.

She is so proud of many moments that she will forever treasure. Mr. Tippey standing on stage talking with Dr. Bennett is a moment she will always treasure. The continued strength of the relations with the Marion Teachers Association is something she's proud of.

For her, the greatest moment of knowing it was okay to go, and to not continue to do this, was walking in the homecoming parade. There is a change in culture and spirit in our community from 2009 until now that she is proud of.

She is proud of the kids in these buildings, this community, the building leaders and the teachers and proud of their families for saying this is a really great place to be and we're proud of it and we're celebrating it. She hopes that continues.

Mrs. Morgan is looking forward to enjoying the inside of a school building as a different experience as a parent. She is thankful for Marion Community Schools. It is the best for her kids and all the kids in this community. She believes Dr. Lindsay will continue to put leaders in place that will see us to success. He has become a good superintendent. She's proud of being part of that hire as President of the Board.

To the new board members, if MCS is the center of every decision you make, the best thing for Marion Community Schools and for the kids within it, and sometimes that's hard, if you are making that without any arrogance, without any other reasons but because that's why you are here, to make the best decisions for MCS and their kids, then she believes you always make the best decisions for MCS. As long as we stay focused on that, that's how we continue to see success in the future.

Mr. Kitts commented that from the time Mrs. Moritz and he decided to serve it really was a whirlwind. It started in May or June before he was elected, sitting in the board room with Mr. Henderson. The relationship with the

Marion Teachers Association started then. When the school board, teachers, and administrators started working together, that's when everything came together and we went to a whole other level.

He is grateful for the new board members who stepped up and wanted to run for the Board. Mr. Kitts commented that he decided it was a good time to resign, and let Mrs. Salamo and Mrs. Gault work with the Board members who more than likely weren't going to run again. It made sense to him for them to serve with Mrs. Morgan and Mr. Murphy for a few months before the new Board was seated.

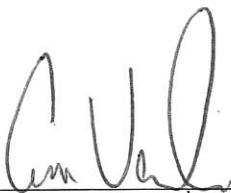
We are on a great streak. He thanked the teachers for everything and the administration as well. There's no better place in the county to be.

Mr. Kitts thanked all the Board. It has been a pleasure to serve with you and Dr. Hall, who is no longer on the Board. Mr. Kitts believes that Dr. Hall is the reason we were able to get the JROTC program so quickly. Sometimes you have a little bit of magic at Marion Community Schools. He looks for that to continue.

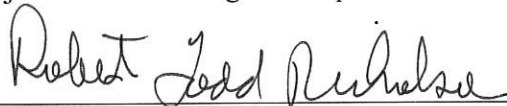
Mr. Kitt's next job, which starts after the first of the year, will be working with MCS because he plans to be the new juvenile prosecutor. He will do what he can to help the kids. Kids have to see the fact that an education is where you have to go and that's what will help build our community.

VII. ADJOURNMENT

The next scheduled meeting of the Board of School Trustees will be the organizational and regular meeting on January 8, 2019 at 7:00 p.m., in the District Board Room, Room 2-29 of Marion High School. There being no further comments, Mr. Nicholson adjourned the meeting at 8:12 p.m.



Aaron Vermilion, 2nd Vice President



Robert Todd Nicholson, President



Chuck Griffin, Secretary



Dana Gault, Member



Serafina Salamo, Member



Alan Beck, Member

Bruce Weatherspoon, Member