

# MARION COMMUNITY SCHOOLS

MARION, INDIANA

MINUTES OF THE REGULAR MEETING OF THE BOARD OF SCHOOL TRUSTEES

July 22, 2015

The Board of School Trustees of Marion Community Schools met for a regular meeting on Wednesday, July 8, 2015, in room 4-4 of Marion High School, 750 W. 26<sup>th</sup> St., Marion, Indiana, at 6:04 pm.

Board members present:

Mr. Scott Murphy	President
Dr. Harry Hall	1 <sup>st</sup> Vice President
Mr. Aaron Vermilion	2 <sup>nd</sup> Vice President
Mrs. Cathy Moritz	Secretary
Mrs. Pam Hutchison	Member
Mrs. Katie Morgan	Member
Mr. Greg Kitts	Member

Board members absent:

None

Also present:

Mr. Brad Lindsay	Superintendent
Dr. Robert Schultz	Assistant Superintendent/Business Affairs
Mrs. Brenda Mcvicker	Director, Elementary Education
Mrs. Shelley Preston	Director, Human Resources
Mr. Keith Burke	Principal, Marion High School
Mr. Brad Powell	Facilities Manager
Mr. Mike Ripperger	Director, Tucker Career & Technology Center
Mrs. Lisa Graham	Director, Special Services
Mrs. Michele Kelsay	Instructional Coordinator

Media/Distinguished Guests:

Ms. Jillian Fellows	Reporter, Chronicle-Tribune
Ms. Alicia Kelly	Reporter, News Herald
Mr. David Horner	Reporter, WBAT-WCJC-WXXC

Spectators/Patrons

**I. CALL TO ORDER**

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

**II. CONSENT AGENDA**

Mr. Lindsay requested approval of the Board for the Consent Agenda Items as follows:

- 15-160 MINUTES OF THE EXECUTIVE SESSION HELD JULY 8, 2015
- 15-161 MINUTES OF THE REGULAR MEETING HELD JULY 8, 2015
- 15-162 PERSONNEL REPORTS
- 15-162.1 ADDENDA PERSONNEL REPORTS
- 15-163 MARION COMMUNITY SCHOOLS EXPENDITURE APPROVAL LIST

- 15-164 FINANCIAL REPORTS
- 15-165 RESOLUTION AUTHORIZING THE SUPERINTENDENT TO OFFER EMPLOYMENT
- 15-166 REVISIONS TO STATEMENT OF BENEFITS
- 15-167 REVISIONS TO NON-CERTIFIED EMPLOYEE HANDBOOK
- 15-168 OVERNIGHT FIELD TRIP REQUEST – MARION HIGH SCHOOL CROSS COUNTRY
- 15-169 OVERNIGHT FIELD TRIP REQUEST – JROTC NATIONAL COMPETITION
- 15-169.1 CHANGES TO 2015-16 FEE SCHEDULE – MARION HIGH SCHOOL

Any Board member may request to breakout any consent agenda item and conduct a separate vote.

**15-160 MINUTES OF THE EXECUTIVE SESSION HELD JULY 8, 2015**

The Superintendent recommended approval of the minutes of the executive session held Wednesday July 8, 2015 at 5:30 pm.

**15-161 MINUTES OF THE REGULAR MEETING HELD JULY 8, 2015**

The Superintendent recommended approval of the minutes of the regular meeting held Wednesday, July 8, 2015 at 6:00 pm.

**15-162 PERSONNEL REPORTS**

The Personnel Reports consisted of:

**MARION COMMUNITY SCHOOLS  
 PERSONNEL REPORTS**

7/22/15

**ADMINISTRATIVE REPORT**

**Resignation**

Name	Building and Assignment	Effective Date
Anna Murphy	MHS, Assistant Principal	TBD

**BARGAINING UNIT REPORT**

**Change in Assignment**

Name	Building and Assignment	Effective Date
KaMeshia Baskin	From MHS, Guidance Counselor to McCulloch, Guidance Counselor	8/10/15
Rachel Lynn	From MHS, Physical Education to McCulloch, Physical Education	8/10/15

**New Employee**

Name	Building and Assignment	Effective Date
Jason Stewart	MHS, Physical Education	8/10/15 – pending successful completion of the hiring process

**Resignation**

Name	Building and Assignment	Effective Date
Sarah Bergsieker	MHS, English	7/6/15
Matt Wiseman	Allen, Grade 4	7/11/15

**Addenda Position Recommendation**

Name	Building and Assignment	Effective Date
Christina Huff	MHS, Assistant Band Director (shared stipend)	7/20/15
Clair Miller	MHS, Color Guard Sponsor	7/20/15

**Addenda Position Resignation**

Name	Building and Assignment	Effective Date
Steve Swinson	MHS, Head Varsity Wrestling Coach	6/29/15

**Summer School Recommendation**

Name	Building and Assignment	Effective Date
Carie Mottweiler	MHS, Secondary Teacher	7/6/15 – 7/31/15

**CLASSIFIED REPORT**

**New Employee**

Name	Building and Assignment	Effective Date
Misty Bartholomew	Transportation, Special Needs Bus Aide	8/5/15

**Resignation**

Name	Building and Assignment	Effective Date
Kimberly Black	Frances Slocum, Secretary (half-time)	7/22/15
Mike Forshey	Riverview, Permanent Substitute	7/15/15
Pam Kaylor	McCulloch, Academic Specialist	7/8/15
Aubrie Wickham	Kendall, Library Coordinator	7/6/15

**Change in Assignment**

Name	Building and Assignment	Effective Date
Karen Cox	From MHS, Instructional Educational Assistant to McCulloch, Instructional Educational Assistant	8/11/15
Robert Cassidy	From Transportation, Bus Driver to Transportation, Substitute Bus Driver	8/3/15

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

**15-162.1 ADDENDA PERSONNEL REPORTS**

The Addenda Personnel Reports consisted of:

**MARION COMMUNITY SCHOOLS  
 PERSONNEL REPORTS  
 ADDENDA**

**7/22/15**

**BARGAINING UNIT REPORT**

**Addenda Position Recommendation**

<b>Name</b>	<b>Building and Assignment</b>	<b>Effective Date</b>
Nathan Larson	MHS, Head Varsity Boys Track Coach	2/15/16
Jason Stewart	MHS, Assistant Varsity Football Coach	7/23/15

**New Employee**

<b>Name</b>	<b>Building and Assignment</b>	<b>Effective Date</b>
Michael Halliwell	McCulloch, English/Language Arts	8/10/15
Arielle Castanon	Justice Marshall, Little Giants Preschool Teacher – Title I	8/10/15 – pending successful completion of the hiring process

**Resignation**

<b>Name</b>	<b>Building and Assignment</b>	<b>Effective Date</b>
Rachel Brown	Frances Slocum, Grade 4	7/16/15
Ashley Thomas	Justice Marshall, Life Skills	7/22/15
Lolita Reigles	MHS, Math	8/1/15

**CLASSIFIED REPORT**

**Change in Assignment**

<b>Name</b>	<b>Building and Assignment</b>	<b>Effective Date</b>
Krishna Adams	Justice Marshall, Instructional Educational Assistant to Kendall, Library Coordinator	8/11/15

**New Employee**

<b>Name</b>	<b>Building and Assignment</b>	<b>Effective Date</b>
Stacy Thompson	MCS Early Childhood Center, Full-Day Supervisor	8/10/15 – pending successful completion of the hiring process
Amber Johnson	Justice Marshall, Instructional Educational Assistant	8/11/15
Kathryn Duncan	Tucker, Head Start Instructional Educational Assistant	8/11/15

Emily Raver	Justice Marshall, Instructional Educational Assistant	8/11/15
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The Superintendent recommended approval of the Addenda Personnel Reports, as presented.

**15-163 MARION COMMUNITY SCHOOLS EXPENDITURE APPROVAL LIST**

The Expenditure Approval Lists for 6/1/15 through 7/22/15 was presented. The report included accounts payable claims #96,004 to #96,121 for a total of 130 accounts payable claims. The total dollar amount of claims was \$694,378.97; of that amount \$276,716.53 was expended from the General Fund. The Superintendent recommended approval of the expenditure approval list. (**Exhibit "A"**)

**15-164 FINANCIAL REPORTS**

Dr. Schultz, Assistant Superintendent, presented an Analysis of the 2015 Local Tax Revenue as well as the Fund Summary report and a 2015 Expenditure report.

**15-165 RESOLUTION AUTHORIZING SUPERINTENDENT TO OFFER EMPLOYMENT**

The Board of School Trustees of Marion Community Schools is not in regular session from July 22, 2015 through August 11, 2015. Since it is in the best interest of Marion Community Schools to hire the most qualified candidates when previously allocated positions become available during July and August, the administration recommended that the Board approve a Resolution Authorizing the Superintendent to Offer Employment. (**Exhibit "B"**)

**15-166 REVISIONS TO STATEMENT OF BENEFITS**

The administration recommended the Board approve revisions to the 2015-16 Non-Certified Statement of Benefits, as follows:

1. Update all references to the dates the Statement of Benefits covers.
2. Pages 1 -- 11 -- Level A, B, and C Benefits
  - a. All insurance premiums updated to list 2015 rates only
3. Page 14 & 15-- Administration
  - a. Addition of Head Start Coordinator to Group VII
    - i. Kerri Wortinger -- duties consistent with Elementary Principal
  - b. Deletion of Head Start Coordinator from Group XII
4. Page 18 -- Clerical
  - a. -- Delete MHS Receptionist
    - i. Position eliminated due to budget reductions -- Debbie Enyeart
  - b. Changes to Intermediate School Secretaries Duties and Titles
    - i. This is a combination of three positions due to budget reduction
  - c. Delete High School Data Coordinator
    - i. Position eliminated due to budget reduction-- Renate Cober
  - d. Delete Intermediate School Principal's Secretary
    - i. Position eliminated due to budget reduction -- Anita Horn
  - e. Delete Personnel Receptionist
    - i. Position eliminated -- Ashley Stitt -- position was not filled
  - f. Add Title I Clerk/Resource Clerk
    - i. Moving Resource Clerk duties and salary to grant funding
  - g. Delete Resource Center Clerk
  - h. Add Special Services Medicaid Trainer/Data/Receptionist
    - i. Grant-funded duties for Medicaid compliance
  - i. Delete Special Services Project Clerk
  - j. Delete Assistant HR Director/Safety Coordinator
5. Page 21 -- District Supervisors

- a. Add Assistant HR Director/Safety Coordinator
  - i. Align this with similar positions – Justine Pond
6. Page 24 and 25 – Food Service
  - a. Revision to Hazardous Day language
    - i. Revised at the request of Food Service
7. Page 29 – Other
  - a. Add Clinical Preceptors
    - i. For CTE Health Careers requirements
  - b. Delete Food Service Delivery Driver
    - i. Position was not replaced
  - c. Delete Math-in-CTE (position eliminated)
  - d. Add Intermediate School Technology Support Specialist
    - i. This is a combination of two positions due to budget cuts
8. Page 31 – Professional
  - a. Delete Building Safety Support Strategist
    - i. Position was moved to Title I Grant
  - b. Delete Building Support Strategist
    - i. Position was moved to Title I Grant
  - c. Add Title I Secondary Student Support Specialist
    - i. See 7. a. above – David Anderson
  - d. Add Title I Elementary Student Support Specialist
    - i. See 7. b. above – Jack Marshall
  - e. Add SIG Technology Coach
    - i. Grant-funded position at McCulloch – Steve Turner
  - f. SIG Behavior Support Specialist increase in salary
    - i. Additional duties including Parent University – Lawrence Jordan
  - g. Reduction in the number of days for the Director of Student Activities/Assistant Athletic Director
    - i. Reduced to 210 from 220 days - Todd Chin

**(Exhibit “C”)**

**15-167 REVISIONS TO NON-CERTIFIED EMPLOYEE HANDBOOK**

The administration recommended the Board approve revisions to the 2015-2016 Non-Certified Employee Handbook, as follows:

1. Changes to the Lockdown procedures – Pages 38-39
  - a. Changes reflect the implementation of new response to dangerous intruder procedures that district staff and students have received training on and are aligned with the recommendations of the US Dept. of Education and the US Dept. of Homeland Security, among others. The use of three separate levels of lockdown has been discontinued. We will now have a lockdown procedure and a shelter-in-place procedure.
2. Changes to the Tobacco Policy – Page 56
  - a. Changes reflect wording that includes the prohibition of “any nicotine delivering devices” such as e-cigarettes.

**(Exhibit “D”)**

**15-168 OVERNIGHT FIELD TRIP REQUEST – MARION HIGH SCHOOL CROSS COUNTRY**

The administration recommended approval of the overnight field trip request from Marion High School for the boys and girls Cross Country Teams to visit the Indiana Dunes in Cheston, Indiana. The group will leave Marion

High School on Monday, August 3, 2015 at approximately 9:30 a.m. and return on Thursday, August 6, 2015 at approximately 3:00 p.m. Transportation will be provided by Marion Community Schools. There will be approximately 20-25 students participating and 3 adult chaperones.

Board Policy #2340 requires Board approval for school sponsored out-of-state student trips and/or overnight field trips. The Superintendent recommended approval of the field trip request as part of the Consent Agenda Items.

#### **15-169 OVERNIGHT FIELD TRIP REQUEST – JROTC NATIONAL COMPETITION**

The administration recommended approval of the overnight field trip request from Marion High School for JROTC cadets to attend the JROTC Raider National Competition in Molena, GA. The group will leave Marion High School on Thursday, November 5, 2015 at approximately 2:00 p.m. and return on Monday, November 9, 2015 at approximately 10:00 p.m. Transportation will be provided by Marion Community Schools. There will be approximately 12 students participating and 6 adult chaperones.

Board Policy #2340 requires Board approval for school sponsored out-of-state student trips and/or overnight field trips. The Superintendent recommended approval of the field trip request as part of the Consent Agenda Items.

#### **15-169.1 CHANGES TO THE 2015-16 FEE SCHEDULE – MARION HIGH SCHOOL**

The administration recommended the Board approve changes to the high school textbook fee schedule as follows:

- Social Studies: We are recommending for adoption the following Social Studies textbook for Introduction to American Politics DC: Keeping the Republic - \$18.56

The cost of the U.S. History Textbook has decreased from \$24.78 to \$20.22

- Science: The cost for the AP Biology Workbook has decreased from \$22.80 to \$14.25

(Exhibit "E")

Mrs. Moritz entered a motion to approve the Consent Agenda items 15-160 through 15-169.1. After a second by Mr. Vermilion, the motion passed. Dr. Hall voted no on item 15-169.1 and Mr. Kitts voted no on item 15-163.

### **III. DISCUSSION/INFORMATION**

#### **15-170 PHASE II STUDY TEAM – OPTIONS FOR RESTRUCTURING**

At the July 8<sup>th</sup> Board meeting, the Superintendent presented three proposed scenarios for restructuring of the district. The administration requested the Board's permission to take the three scenarios to a broader group of community members and staff, for further discussion and consideration.

Mr. Vermilion asked that we look at the bussing costs when considering the differences between the three scenarios and have this information available when we take the information to the public. Mrs. Morgan has heard from some community members with concerns regarding the sharing of athletic facilities and bussing. Mr. Powell indicated that the bussing for Scenario A and C are very similar in cost. Scenario B is a little more costly. Mrs. Morgan asked that the restructuring information be made available on the website before the public forums begin. We should also include FAQ's. Mrs. Hutchison asked why three (3) P-2 buildings? Mrs. McVicker stated that this option would make it easier for parents of preschoolers to get their students to school, since the schools would be located in three different parts of the city. Marion Community Schools does not provide transportation for PK children. Mr. Vermilion expressed concerns about athletics and the use of facilities. Is there enough room for all extracurricular activities if we add grades 7 and 8 to the high school? Mr. Kitts commented that having the district office in a standalone building might be expensive.

After much discussion, the Board's consensus was to move forward with taking the information to the public.

### **15-171 DISTRICT TARGET #2: PRODUCING LEARNING RESULTS UPDATE**

- **IREAD3/AP UPDATE – from Mrs. Kelsay**

A total of 66 students were retested. Across the board, we increased 10% over the spring scores to a total of 76% for the year. Allen increased 11% to 73%; Slocum increased 6% to 68%; Kendall increased 7% to 78%; and Riverview increased 18% to 86%. Of the students who did not pass, 97% of those are free/reduced; 37% have an IEP; 7% are English Language learners (ELL); 58% are eligible for a waiver from the state and 32% have been previously retained. We have a plan in place for each student who did not pass. The plan includes parent conferences, immediate intervention when they start back to school, and continual monitoring through the RTI process.

- **AP UPDATE – from Mr. Burke**

Overall testers at Marion High School scored above the national average. Highlights: AP Calculus national average was 2.92 and our average was 4.05. 15 out of 17 testers passed. Our Spanish AP scores saw an increase over last year from 2.01 to 3.02. 2-D and 3-D Art – the national average is 2.87 and our average is a 4.05. English Literature national average is 2.27 and our average is 3.95. We are so proud of our students. We are out performing most schools across the state. Our college and career readiness is one of the top in the state.

### **15-172 DISTRICT TARGET #4: FACILITIES AND OPERATIONS**

- **UPDATE ON SUMMER PROJECTS – from Mr. Powell**

Justice parking lot is 98% complete. HVAC project is on course and should be completed by next Friday. The Walton Center roof is making progress now that the rain has stopped. It is about 20% complete. Roofers are working Saturdays to make up for the lost days. There are no schedule problems with the auditorium at this time. Work on the Walton Center roof will continue past the start of school. The parking lot, however, where the roofers are storing the materials will be cleared so there will be no disruptions with the bus hub.

### **15-173 DISTRICT TARGET #5: COMMUNICATIONS/COMMUNITY**

- **GIANT CHALLENGE REPORT – from Mr. Fauser**

The Giant Challenge weekend was a huge success. There were over 552 athletes who participated and \$17,000 was raised in one weekend. The local media did a great job of promoting the weekend and supporting our efforts. Mr. Fauser thanked everyone for their help with this event.

## **IV. PUBLIC COMMENTS**

There were no public comments.

## **V. MARION TEACHERS ASSOCIATION COMMENTS**

Mr. Simpson commented that as with the AP testing and summer school, behind the scenes are hard working teachers that sacrifice and give up their time, including extra hours, to support our kids. School starts in a few weeks and he's looking forward to it.

## **VI. SUPERINTENDENT COMMENTS**

The Superintendent welcomed Mr. Simpson as the MTA President and stated he looks forward to working with him. Registration is wrapping up today and it has gone well. August 10<sup>th</sup> will be the first day for all staff and August 11<sup>th</sup> is the first day for students. We are in the business to serve students. Mr. Lindsay asked for help from staff and parents with recruiting students to our district. He introduced and welcomed Mr. Jason Stewart and his wife. Mr. Stewart will be teaching PE and health as well as coaching as an assistant coach for our football team.



**VII. BOARD COMMENTS**

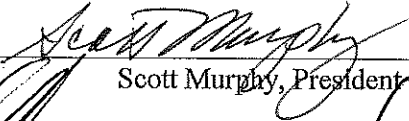
Mr. Kitts welcomed Mr. Simpson as the new MTA President.

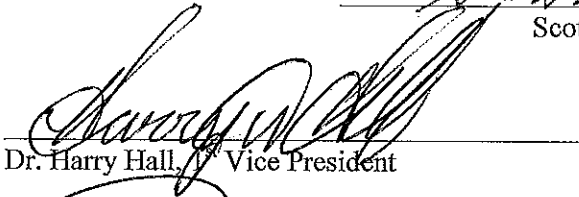
Mr. Vermilion stated that the Giant Challenge weekend expectations were unknown. We had almost 600 alumni and students participating in lots of activities and there was a lot of excitement. This really was a great experience. There were many alumni in attendance, who have not been here in a long while. He believes that they may be willing to support Marion Community Schools in the future.

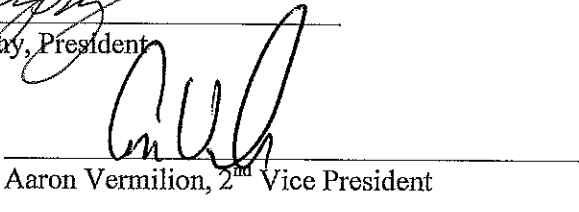
Mr. Murphy thanked Mr. Simpson and welcomed him to his new position. He also thanked Mr. Fauser and everyone involved in the great weekend events.

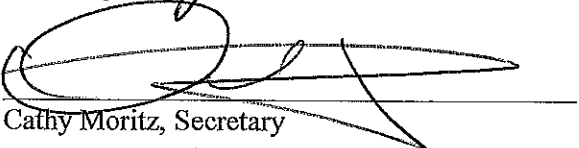
**VIII. ADJOURNMENT**

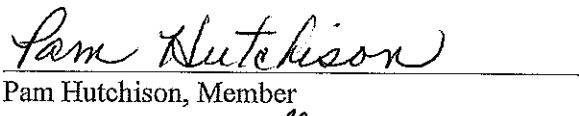
The next scheduled meeting of the Board of School Trustees will be a regular meeting to be held on Wednesday, August 12, 2015, at 6:00 p.m. in Room 4-4 of Marion High School. There being no further comments, President Murphy adjourned the meeting at 7:08 p.m.

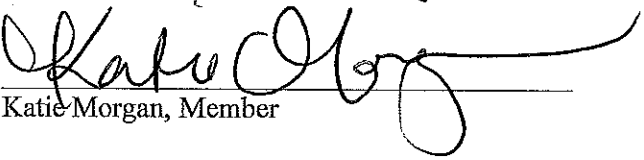
  
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Scott Murphy, President

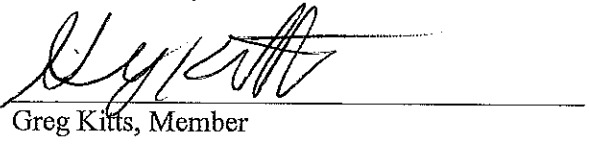
  
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Dr. Harry Hall, Vice President

  
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Aaron Vermilion, 2<sup>nd</sup> Vice President

  
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Cathy Moritz, Secretary

  
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Pam Hutchison, Member

  
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Katie Morgan, Member

  
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Greg Kitts, Member

