

**Minutes of the  
Salem Community Schools  
Board of School Trustees  
December 10, 2018**

**5:30 p.m.-Executive Session:** This meeting will be held in accordance to **IC 5-14-1.5-6.1(b)(2)(B)** Initiation of litigation or litigation that is either pending or has been threatened specifically in writing. As used in this clause, “litigation” includes any judicial action or administrative law proceeding under federal or state law. **IC 5-12-1.5-6.1(b)(2)(3)** For discussion of the assessment, design, and implementation of school safety and security measures, plans, and systems. **IC 5-12-1.5-6.1(b)(2)(6)(A)** to receive information concerning the individual’s alleged misconduct. **IC 5-12-1.5-6.1(b)(2)(9)** to discuss a job performance evaluation of individual employees. This subdivision does not apply to a discussion of the salary, compensation, or benefits of employees during a budget process.

Those present for the executive session were President Becky White, Vice-President Ron Haendiges, Board members, Erika Garloch, Steve Motsinger and Monika Spaulding, Dr. Tricia Wheeler and Mark Abbott. Also in attendance were Dr. Lynn Reed, Superintendent and Dr. Kim Thurston, Assistant Superintendent and School Attorney David Allen.

President White asked all in attendance to stand and join the board in saying the Pledge of Allegiance.

President White called the regular meeting to order at 6:30 p.m. Those in attendance with President Becky White were Superintendent Dr. Lynn Reed, Assistant Superintendent Dr. Kim Thurston, Vice-President Ron Haendiges and board members Dr. Tricia Wheeler, Steve Motsinger, Erika Garloch, Monika Spaulding and Mark Abbott. Also in attendance were School Attorney David Allen and Recording Secretary Jana Hayes.

President White stated a quorum was present.

President White told the audience that she was sorry for the boards past actions and that she wanted to read Policy #1310 **PUBLIC PARTICIPATION AT BOARD MEETINGS**. How the policy reads is that if anyone wants to approach the board they have to sign up to speak before the meeting. And when the board holds a meeting it is a meeting that is held in front of the public but is not a public forum for the audience to interact with the board during the meeting unless they are called on to speak.

**Approval of Consent Agenda:**

Dr. Wheeler made a motion to approve the minutes of the Executive and Regular Session of November 12, 2018. Monika Spaulding made a second to the motion. Motion passed 7-0.

President White asked the board to approve the agenda as presented. Steve Motsinger made the motion to approve the agenda as presented. Dr. Wheeler made a second to the motion. Motion passed 7-0.

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Steve Motsinger made a motion to approve the claims to date. Ron Haendiges made a second to the motion. Motion passed 7-0.

<b>Resignations/Retirement</b>	<b>ECA Hires/Volunteers</b>	<b>Transfers/Contracts/ Personnel/ Hires</b>	<b>Other</b>
Kim Gilbert/ Resignation from BSE Café	Steve Crane/ Middle School Girls Tennis Coach		Shasta Cox/ Maternity Leave April 18, 2018
Michelle Davisson/ Resignation From Alternative Supervisor at BSE	Mark Collins/ Volunteer Assistant High School Swim Coach		Samantha Green/ Extended Medical Leave until 1/2/19
Richard Trueblood/Resignation from Color Guard, Winter Guard & Drama	Davon Gant/ Volunteer Assistant Wrestling Coach		Amy Abner/ Extended Medical Leave (Retroactive)

Dr. Wheeler made a motion to approve the Personnel & ECA Recommendations. Monika Spaulding made a second to the motion. Motion passed 7-0.

Approval of a donation to Bradie Shrum Elementary from Ansert Foot & Ankle Center for \$320.00. The donor requested these funds be used for the Real Men Read Program for the Kindergarten students.

Approval of a donation to Bradie Shrum Elementary from Washington County Farm Bureau, Inc. for \$150.00 the donor requested these funds be used for Christmas Assistance for the Students in need.

Approval of a donation to Salem Middle School from Katelyn Trees for \$100.00, Carol Brough \$50.00, Nancy Walton \$50.00 and Salem Community Church for \$100.00 these funds will be used to help purchase items for students at SMS whose families are in need of Christmas Assistance.

Approval of a donation to Salem Middle School from James & Iva Lee Horner for \$100.00 for the Tie Guys.

Approval of a donation to Salem High School SADD for \$200.00 from the Salem Exchange Club. This donation is to be used as needed.

Approval of a donation to Salem High School Art Club for \$125.00 from Art Gives Back/ Chris Quinlin. This money is to be used as needed by the SHS Art Club.

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Approval of a donation to Salem High School Athletics of \$500.00 from Blue River Wood Products. This donation is to be used as needed for the Wrestling Team.

Approval of a donation to Salem High School from First Christian Church Women's Fellowship. It has been deposited to help fund student lunches.

Ron Haendiges made a motion to approval all donations as presented. Dr. Wheeler made a second to the motion. Motion passed 7-0.

**Comments from the audience:** Anne Terrell spoke to the board about her concerns. She told the board that she is concerned with the way that they are treating teachers and students. She told the board that there are rumors going around about what has happened at the last two board meetings. She reminded the board that their Code of Ethics says Student's First.

Dr. Reed presented Dr. Tricia Wheeler and Monika Spaulding with engraved boxes with a Lifetime Activity pass enclosed for their years of service on the School Board. This is their last board meeting. The new board members will take over in January 2019

**ROAR Awards:** Evan Shelby and Lyndon Suvak were given ROAR awards for Tennis

**Discussion Items:**

**Compensation increase for support staff and for building administrators:**

Steve Motsinger began the discussion by asking Dr. Thurston to give the board an insight on what kind of money we are talking about with this increase and is the money there to be able to do this. Dr. Thurston told the board that with the increase and making it retroactive the cost would be around \$70,000.00 dollars. Dr. Thurston told the board can we do this? Yes will we have a little less revenue? Yes. Are we not going to be able to pay people? No. Dr. Thurston said he feels the support staff, and the building administrative staff work very hard and deserve an increase just like we awarded the teachers last year. Steve Motsinger said this is a cost of living increase and at this time he would like to make a motion to give the 2% increase to the support staff and building administrators retroactive. Ron Haendiges asked for more discussion. Ron Haendiges asked to table the discussion until the two new board members come on in January. Also, we are down 72 kids which is \$400, 00.00 dollars that we lost this year. He finds it very difficult at this time to give a wage increase across the board without being where we want to be. President White said that we need to live with the vote and that we shouldn't have to wait until two new members come on. Erika Garloch said that we have two veteran board members that know what all is going on and why would you want to put that burden on the two new board members. Ron Haendiges asked Erika if she was happy with where we are right now. Erika said that she has been looking at this differently and that we are maintaining. Erika said that she has looked up the enrollment numbers from

the last 4 years for all 3 county schools and that the enrollment is a roller coaster for all three county schools.

President White said no matter what the numbers are at this time we need to take care of our employees. Monika Spaulding and Dr. Wheeler both spoke up and said they were in favor of giving the raises to the employees while they were still on the board. Steve Motsinger said again he made a motion to give the raises to the support staff and building administrators Monika Spaulding made a second to the motion. 6 were in favor and Ron Haendiges voted against the motion. Motion passed 6-0.

**Action Items:**

**Approval of extension of Out of District Enrollment Date Deadline for 2018-19 School Year to May 23, 2019:**

Monika Spaulding made a motion to approve an extension of Out of District Enrollment Date Deadline for 2018-19 School Year to May 23, 2019. Dr. Wheeler made a second to the motion. Motion passed 7-0

**Approval to declare equipment useless and obsolete:**

After conferring with Ms. Suvak and Mr. Davis, BSE Facility Manager Matt Gorman is requesting the school board declare the following items useless and obsolete;

- 1 Kimball piano model 953203
- 1 Yamaha piano model 244908
- 2 Clavinovas model CVP-103 serial numbers 614617 and 614619

Steve Motsinger made a motion to approve the equipment useless and obsolete. Monika Spaulding made a second to the motion. Motion passed 7-0.

**Approval of conflict of Interest Forms:**

Dr. Wheeler made a motion to approve the Conflict of Interest forms for Steven R. Motsinger, Rodney Brough and Ron Haendiges. Monika Spaulding made a second to the motion. Motion passed 7-0.

**Items from Staff:**

Dr. Reed asked the board for their approval of the resignations of one coach Rodney Brough from Assistant Softball Coach and Richard Trueblood from Drama, Winter Guard and Assistant Band

Director. And also the approval of two volunteer coaches: Rodney Brough, Volunteer Assistant Softball Coach and Richard Trueblood volunteer Drama, Guard and Winter Guard and Assistant Band Director. When you become a School Board Member you cannot be an employee or get paid for services. Monika Spaulding made the motion to approve the resignations from Rodney Brough and Richard Trueblood and approve them to become volunteers. Dr. Wheeler made a second to the motion. Motion passed 7-0.

**Overnight and Out of State Field Trip:** Dr. Reed asked the board for their approval for an overnight and out of state field trip for the girls basketball team to East Central and they are staying overnight but the hotel is in Kentucky. Mark Abbott made a motion to approve the overnight and out of state field trip. Steve Motsinger made a second to the motion. Motion passed 7-0

**Education for Success:** Salem Middle School: Principal Jennifer Lawyer, Assistant Principal Clinton Blankenbaker, and Technology Coach Angelica DeGrasse presented to the board some good things that happening at the Salem Middle School. Ms. Lawyer told the board they are working on STEM Stations and gave the board a link to go look at the stations that they are working on. They are working really hard to get Salem Middle School STEAM or STEM Certified. Angelica DeGrasse told the board that they have submitted the application to be STEM Certified and if they get it we will be the 1<sup>st</sup> school to be certified in the Southeastern Indiana.

Vice- Principal Clinton Blankenbaker told the board they participated in the first round of the Amazing Shake he said they asked for some board members and school employees to come in and help. They had 4 judges at one time. The kids had to come “Dressed to Impress” they had to make a good first impression. They got it down to 5 finalists from each grade level. Mr. Blankenbaker told the board they are going to do beyond the shake this coming Thursday. Lunch will start at 11:00 a.m. and they are going to discuss how to be a professional and they are also going to have an etiquette lesson for the kids.

**Non-Action Items:**

**Health Care Information.** Dr. Thurston told the board that Salem Community Schools belongs to the Southern Wellness Trust Agreement for our Health Insurance along with several other schools. Those Schools included are Mitchell Community Schools, Scott County One Community Schools, Springs Valley Community Schools, Brownstown Central Community Schools, Lanesville Community Schools, Perry Central Community Schools, and North Harrison Community Schools. Dr. Thurston told the board that when he came here Salem Community Schools was a fully self-insured Entity. We have had different carriers in the past and some years we experienced a 19% increases and other years less increases. In 2014 we aligned with West Clark, Lanesville, and ourselves to begin a trust to protect ourselves that group existed through 2014, 15 and 16 calendar years. We currently have 4 plans but he listed the Highest and the lowest plans. Dr. Thurston said we are trying to keep our premium downs. The higher burden of the cost is on the employee and Dr. Thurston explained it will take 20 years to turn it around. Ron Haendiges asked if we wanted to remove ourselves from the trust what that process is. Dr. Thurston told him that we have to submit a letter after the second year of membership so we can't do anything until September 2019. Each school year is represented by J.A. Benefits and Attorney Jim

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Hamilton. Dr. Thurston said he will have Jim Hamilton come and talk to the board in February and answer any questions that they might have.

### **Superintendents Report:**

**2018 Multi-Hazard Mitigation Plan:** we have a couple of copies of the Multi-Hazard Mitigation Plan to pass out. Dr. Reed reminded the board that 5 years ago we had our first mitigation plan. This enabled us to apply for FEMA money and to apply for the Safe Room Grants. Now we have another plan to be approved at the January Board meeting in order to apply for the FEMA money so we can apply for the Safe Room Grant for the High School and Middle School.

Dr. Reed told the board that she has secured Cheryl Clemmons for January 7<sup>th</sup>. She will be coming to Bradie Shrum Elementary in conjunction with the PTO meeting to speak to parents at 6:30 p.m. in the Presentation Room.

Mr. Minton told the board that he has been working with the M.A. Rooney Foundation and we have training coming in June for anyone that wants to do it. We will use Title 1 funds to help pay for this training.

Dr. Reed told the board that on December 13<sup>th</sup> we will be having White Bus Training at 8:30 a.m. and 10:00 a.m. anyone who drives an activity bus is going to have to take this training we are also going to be offering this training at 6:00 p.m. on the December 20<sup>th</sup> in the High School Presentation Room.

Dr. Reed told the board that in December we always talk about election of board officers. The nomination committee consists of the Superintendent and two board members who are randomly chosen to nominate the slate of officers for the New Year this committee will consult with interview and survey all board members with the purpose of presenting a slate of candidates. Dr. Reed said that she doesn't care how we pick the committee, it can be a random computer drawing or however they want to do it. But the committee must be chosen in December.

Next Meeting January 14, 2019

Dr. Wheeler made a motion to adjourn the meeting at 7:52 p.m. Monika Spaulding made a second to the motion. Motion passed 7-0.

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**Rebecca White – President**

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**Ron Haendiges- Vice-President**

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**Monika Spaulding - Secretary**

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**Steve Motsinger**

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**Dr. Tricia Wheeler**

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**Erika Garloch**

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**Mark Abbott**