

**Minutes of the
Salem Community Schools
Board of School Trustees
October 1, 2018**

5:15 p.m.-Executive Session: This meeting will be held in accordance to **IC 5-14-1.5-6.1(b)(7)** for discussion of records classified as confidential by state or federal statute **.IC 5-14-1.5-6.1(b)(2)(B)** Initiation of litigation or litigation that is either pending or has been threatened specially in writing. As used in this clause “litigation” includes any judicial action or administrative law proceeding under federal or state law. **IC 5-14-1.5-6.1(b)(C)** The implementation of security systems.

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

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 6:37 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, Erika Garloch, Steve Motsinger and Mark Abbott. Also in attendance was Recording Secretary Jana Hayes. School Attorney David Allen And Board President Monika Spaulding were absent.

President White stated a quorum was present.

Approval of Consent Agenda:

Dr. Wheeler made a motion to approve the minutes of the Executive and Regular Session of September 10, 2018. Steve Motsinger made a second to the motion. Motion passed 6-0.

Dr. Reed asked the board to approve the agenda as presented along with the change of date from 10/21/18 to 11/1/18 for the Spanish Club Trip with Mr. Souder. Dr. Wheeler made the motion to approve the agenda with the date change as presented. Steve Motsinger made a second to the motion. Motion passed 6-0.

Ron Haendiges made a motion to approve the claims to date. Dr. Wheeler made a second to the motion. Motion passed 6-0.

Minutes of the Board of School Trustee
October 1, 2018
Page 2

Resignations/Retirement	ECA Hires/Volunteers	Transfers/Contracts/ Personnel/ Hires	Other
Brenda Vaughn/ Resignation from Salem High School Custodian	JD Wade-Swift/ SHS Swim Coach Jami Walker/ SHS Girls Swim Coach Brock Chastain/ Volunteer Assistant JV Baseball Coach	Julie Harris/ Transfer from Sub to Full Time Employee of the BSE Cafe Crystal Carroll/ Transfer from Sub to Full Time Employee of the BSE Cafe Deanna Weller/ New Hire (Maternity Leave) Tina Ransom/ New Hire/ SCS Bus Monitor	Karen Albert/SHS Homebound Instructor Sara Russell/ BSE Homebound Instructor Patricia Burdine/ Termination from SCS Bus Monitor

Steve Motsinger made a motion to approve the Personnel & ECA Recommendations. Erika Garloch made a second to the motion. Motion passed 6-0.

Approval of a donation to Bradie Shrum Elementary from Grand Canyon Education for \$500.00. The donor has requested these funds be used for the 5th Grade Chicago Trip for Students.

Approval of a donation to Bradie Shrum Elementary from Salem Family Dental LLC for \$320.00. The donor has requested these funds be used for the Kindergarten Real Men Read Program for Students.

Approval of a donation to Salem Middle School from Terry Adams for \$360.00. This donation has been requested to be used for the Sisters Circle group at Salem Middle School.

Approval of a donation to Salem High School for \$325.00 from Fox Purlee. This money will be used for production costs of a Park Bench through the plastic bottle caps recycling program.

Approval of a donation to Salem High School Science Club for \$325.00 from the Washington County Retired Teachers Association. This money will be used for production costs of a Park Bench through the plastic bottle caps recycling program.

Minutes of the Board of School Trustee

October 1, 2018

Page 3

Approval of a donation to Salem High School for \$550.00 from Dowling Family Photos. This is a share of student picture sales. This money will be used for yearbook production costs and student incentives.

Approval of a donation to the Salem Band of four custom-built Percussion Carts, courtesy of Mr. James Gumaelius. These carts are valued at \$4000 each for a combined total value of \$16,000.

Approval of a donation to Salem High School Science Club for \$250.00 from Kim Kiefer. This money will be used for production costs of a Park Bench through the plastic bottle caps recycling program.

Approval of a donation to Salem High School Science Club for \$325.00 from Paul Bosley and \$325.00 from Canton Christian Church. This money will be used for production costs of a Park Bench through the plastic bottle caps recycling program.

Approval of a donation to Salem High School Cheerleaders for \$100.00 from John Jones Auto Group. This money will be used for uniforms.

Dr. Wheeler made a motion to approval all donations presented. Ron Haendiges made a second to the motion. Motion passed 6-0.

Steve Motsinger made a motion to approve an Out of State Field Trip for the Spanish Club to University of Louisville & Havana Rumba Cuban Restaurant on 11/1/2018/ Mr. Souder. Ron Haendiges made a second to the motion. Motion passed 6-0.

Erika Garloch made a motion to approve an Out of State and Overnight Field Trip for the Senior Class of 2019 to Chicago, IL on March 14-17, 2019/ Mr. Troy Albert-Principal Salem High School. Mark Abbott made a second to the motion. Motion passed 6-0.

No comments from the audience

ROAR Awards: Amelia Pellman & Bree Warren

Action Items:

Steve Motsinger made a motion to approve Hank Weedin's Professional Development request to attend the National AD Conference in San Antonio, TX on December 15-18, 2018. Dr. Reed is requesting the registration fee of \$255.00 to be paid by the School. Dr. Wheeler made a second to the motion. Motion passed 6-0.

Minutes of the Board of School Trustee

October 1, 2018

Page 4

Approval of final drawings and submitting bids for the SMS Pool Renovation:

John Hawkins from Kovert Hawkins Architects presented the board with the final drawings for the Salem Middle School Pool Renovation. The Bid date is set for November 7, 2018 and the Pre-Bid is set for October 23, 2018. Steve Motsinger made a motion to approve the final drawings for the Salem Middle School Pool Renovation and also for permission to submit for bids for the project. Dr. Wheeler made a second to the motion. Motion passed 6-0.

Adoption of the 2019 Budget and Accompanying Resolutions:

During the September 10, 2018 School Board Meeting, a public hearing was conducted for the 2019 Budget. No community member asked questions or formally objected to the advertised rates and levies during the hearing or filed a petition during the seven days following the hearing with the officers of the political subdivision. Given that, the recommendation before the Board is to approve and adopt the 2019 Budget, Following approval and adoption Jana Hayes will have resolutions and forms requiring Board signatures for submission to the Indiana Department of Local Government Finance. Please see Jana before leaving the meeting to sign these. The resolutions and forms include;

1. The resolution to adopt the 2019-2021 Capital Projects Fund Plan.
2. The resolution to adopt the 2019-2023 Bus Replacement Plan.
3. A resolution to authorize Dr. Thurston to reduce appropriations from July 1, 2018 to December 31, 2019 if needed. It is not anticipated this will be needed.
4. Budget Form 4. Resolution of Appropriations and Levies (Signatures and check box for voting).
5. Resolution to Establish Education and Operations Fund
6. Resolution to Establish Initial Funding for Education Fund
7. Resolution to Establish Initial Funding for Operations Fund
8. Resolution to Allocate Local Income Tax Revenue
9. Resolution to Not Expend Line 2 of Current Year Budget Rainy Day Fund
10. Resolution to Transfer From Operations Fund to Rainy Day Fund

Steve Motsinger made a motion to adopt the 2019 Budget and all the accompanying resolutions.

Erika Garloch made a second to the motion. Motion passed 6-0.

Approval to Advertise for an Additional Appropriation:

We are requesting permission to advertise for an additional appropriation in the General Fund for the remainder of calendar year 2018. Expenses in the General Fund are tracking slightly higher compared to last year's budget with nine months of the budget year completed, however projections indicate expenses might exceed the certified appropriations for the fund by the close of 2018. We are seeking an additional appropriation of \$250,000.00 in the General Fund. The General Fund shows a sufficient operating balance (Line 11. amount) in the Department of Local Government Finance 2018, 1782 Notice or Budget Order. We have \$476,406.00 on Line 11 available but are requesting only 52.48% of that amount to close out 2018. The advertisement will appear twice in the local newspaper in October, a public hearing will be conducted at the November School Board meeting, and paperwork will then be sent to the Department of Local Government Finance for approval.

Dr. Wheeler made a motion to approve to advertise for an Additional Appropriation

Erika Garloch made a second to the motion. Motion passed 6-0.

Approval Request to Pay Any Invoices/ Claims Received Between October 1 and November 8, 2018:

With the October meeting a week earlier than usual, we anticipate receiving bills and invoices between then and the November meeting, i.e. utility bills, fuel bills, etc. We are seeking permission to pay those prior to the November meetings in order to prevent the vendors from have to wait a longer period for payment. Ron Haendiges made a motion to approve to pay any invoices/claims received between October 1 and November 8, 2018. Mark Abbott made a second to the motion. Motion passed 6-0.

Approval of Pool Rental Agreement:

Everyone is aware the SCS swimming pool will not be available for the 2018-19 swim season for practice or competition. In order to provide an opportunity for the Varsity Swim Team to practice between meets, we contacted neighboring schools with pools to see if we could rent their facility. We were unsuccessful in that endeavor and began looking locally for a solution. Mark Caron and his family currently own the residence Teresa Smedley formerly resided in which has a lap pool Teresa occasionally used for individual swimmers to practice when she was the Varsity Swimming Coach. After Athletic Director Hank Weedon and Dr. Thurston discussed a possible arrangement with Mr. Caron to rent his swimming pool, the attached proposed agreement evolved. Dr. Thurston showed this to David Allen. David believed it will meet our purposes if Mr. Caron agreed. We have added a property casualty insurance rider discussed in the agreement through our agent, Shepherd Insurance. The coverage costs the school district \$39.00 and Dr. Thurston has a copy. In order for Mr. Caron to prepare for the extra usage of the pool he has requested the sum of the contract up front to purchase chemicals. Dr. Thurston negotiated this to half the amount up front in fairness to the owner to acquire the needed chemicals for water treatment and leave the school district a little leverage. Mr. Caron agreed to half the contract amount up front. Based on Mr. Allen's guidance and the school district's need, we believe this is a good arrangement. Steve Motsinger made a motion to approve the pool agreement. Mark Abbott made a second to the motion. Motion passed 6-0.

Superintendent's Report:

Dr. Reed gave a presentation to the board of student numbers and special education numbers from data she had compiled from the each school and from the state. The report showed how many students the County has lost in the last 10 years. The report showed where every student that has left Salem Community Schools has gone. The Exit Data shows that we are down 72 students this year but we exited 290 from Salem Community Schools students last year. 62 students either moved or transferred somewhere in the county. 132 moved their residence out of the county and entered a school in their county of residence. 37 students moved out of state. 3 sets of parents decided to keep their kindergarten student home shortly after they started for another year. We lost 18 students to virtual school. 16 students dropped out or were expelled for behavior problems. 22 students went to home school. Over the last decade we have lost 11.36 % of our student body. East Washington School has lost

Minutes of the Board of School Trustee

October 1, 2018

Page 6

19.79% West Washington has lost 20.7%. That is a total for all 3 County Schools of 16.34 %. This chart is from the IDOE Accountability Report. Entry Data: we had 37 students enter this year from other schools in the county. Out of the county we enrolled 95 kids. Out of state we enrolled 56.16 students returned to Salem. 2 Co-op students transferred to Salem Community Schools. There were 10 Virtual School Students that came back. 8 Students that were home schooled entered Salem Community Schools. 16% of our county schools have left. Dr. Reed said that is very concerning to her. She said we are losing families out of the county. Dr. Reed said we currently offer 31 College courses at Salem High School.

Ron Haendiges asked the question we are down 72 students? And 62 of those students have stayed in the county but have gone to one of the other county schools. Ron asked if we know how many of those still live in the Salem city limits but go to one of the other county schools. Dr. Reed said that 30 have transferred. Ron asked how much of the funding we have lost for students. Ron asked what we are doing about this. This is a considerable amount of money that we are losing. He wants to know what is causing this. Steve Motsinger said a lot of it is discipline. Jennifer Martin stood up and asked if she could speak about the loss of students. She said there is a huge drug problem in this county that is affecting students and where they live. It is a family problem. She told the board that this is a county problem that is affecting all three of the schools. Ron said he understands that there is a drug problem and a family problem but that he does not find this acceptable, and will never find it acceptable. Ron said he wants to go on record saying that this is a very real concern that he has as an individual, who loves this community school and as a board member I am not happy at where we are at and where we are trending. We have excellent teachers in this school system and he asked not to be painted as anti-teacher. Mark Abbott says he understands about the problems in the school and you can't fix their home life. He wants to know what we are going to do as a board to fix this problem of losing students. He said maybe we get in the game and start offering some counseling and some help for these students. Jennifer Martin told Mr. Abbott that they had received \$189,000 from the Lily Grant and they have an agreement with Life Springs for counseling for any students that need it. Mark Abbott said he had talked to a parent yesterday that had moved their child to West Washington because of problems at Salem schools that could not be resolved and they felt they were not getting the help they needed. Ron said that the drug problem is not unique to just Salem Schools it is all over the place and that is not acceptable to say we have a drug problem, but he said it is his responsibility as a board member with oversight of what is going on in this school system he has a concern that is not being addressed and if it is being addressed there is no evidence that it is and we are moving backwards to have lost 100 kids is unacceptable. Ron asked about the kids that are being home schooled. He said they are being home school because of self-inflicted wounds that we did based upon what we do here. We cannot handle self-inflicted wounds at the time that we are struggling to retain our students and we are doing that and we have done it. Jennifer Martin told Ron she would like to talk to him about the self-inflicted wounds that he is talking about. Ron said he would be glad to talk with her at any time. Erika Garloch spoke up and said that we need to move on to the Joint Session Meeting to discuss this further.

Minutes of the Board of School Trustee
October 1, 2018
Page 7

Next Meeting November 12, 2018

Dr. Wheeler made a motion to adjourn the meeting at 7:48 p.m. Steve Motsinger made a second to the motion. Motion passed 6-0.

Rebecca White – President

Ron Haendiges- Vice-President

Monika Spaulding - Secretary

Steve Motsinger

Dr. Tricia Wheeler

Erika Garloch

Mark Abbott