

be willing to put together a proposal on how to fix the problem and what the needs are. This way the Board would have something to start with when they meet to discuss. Michael Murphy said he can work on a proposal.

II. CELEBRATING SUCCESS

A. Celebrating Success – Beth Waterman, Principal, Roachdale Elementary (Honorees: Nancy King and Carrie Strain); Jason Chew, NPHS (Honoree: Kathy Sykes):

Nancy King and Carrie Strain, Teachers at Roachdale Elementary, and Kathy Sykes, Teacher at North Putnam High School, are the recipients of the Excellence in Teaching Award for January. Beth Waterman noted that these three teachers represent over 69 years of education experience. This year, they had to step into a new role and become virtual school teachers. They have worked tirelessly. They have Google Meets with students and have helped in situations they have not done before. They are organized and do extra instruction outside of the virtual school. They are so appreciated.

Jason Chew commented that these teachers can teach life lessons. Kathy Sykes works well with students and making them learn real life skills. All three of them have had to learn everything and they have done a great job. Nicole Singer-Allee commented that they have backgrounds in Special Education and have been asked to teach outside of that. They are great role models for staff and students.

Nancy King graduated from Valparaiso University and Indiana State University. She has taught students at North Putnam for 28 years. She enjoys reading and attending high school football games coached by her husband and college football games coached by her son. Congratulations to Nancy King. We are very proud of her.

Carrie Strain has taught students at North Putnam for 20 years. She enjoys sewing, cooking, and painting. Congratulations to Carrie Strain. We are very proud of her.

Kathy Sykes graduated from Indiana Wesleyan University and Indiana State University. She has taught students at North Putnam since 2007. She enjoys board games, camping, and fishing. Congratulations to Kathy Sykes. We are very proud of her.

III. FINANCIAL PRESENTATION

A. Financial Presentation – Chad Blacklock, Stifel:

Chad Blacklock, Stifel, put together a financial overview for the corporation. He has been Vice President of Public Finance with Stifel since July 2017. He works with K-12 schools all over Indiana on budgeting, long range fiscal forecasting, strategic planning, fiscal reviews, tax rate management and capital finance. He provided our school finance information and discussed sustainability planning, state funding, property tax, funds, enrollment, and transfer students. Next month he will present to the Board again on assessed value, property tax rates, historical revenue and expenditures, future financial outlook, and DUAB and state fiscal indicators. Rachel Mandeville asked if he knew of any companies that have done enrollment marketing. Chad Blacklock does not know of any firms that work specifically on this, but he will check on this. Nicole Singer-Allee noted that we have done some marketing things over the last few years including advertising on shopping carts at the Kroger store in Danville, sending out mailers, and updating the website as well as created an app for mobile use. We have received good feedback.

IV. BOARD ORGANIZATION

A. Oath of Office:

Darren Chadd, Corporation Attorney, noted that the Oath of Office has been completed for Rachel Mandeville, Eric Oliver, and Amber Greene.

B. Election of Officers – President, Vice President, Secretary (Newly elected President will preside at the meeting):

The floor was opened for nominations for President of the Board. Amber Greene nominated Travis Lambermont. Joanie Knapp nominated Ron Spencer. There were no other nominations. Travis Lambermont received a 5 – 2 vote (Ron Spencer and Joanie Knapp nay). Ron Spencer received a 2 – 5

vote (Travis Lambermont, Mark Hoke, Amber Greene, Rachel Mandeville, and Eric Oliver nay). Travis Lambermont was elected President of the Board.

The floor was opened for nominations for Vice President of the Board. Travis Lambermont nominated Mark Hoke. There were no other nominations. Mark Hoke received a 7 – 0 vote. Mark Hoke was elected Vice President of the Board.

The floor was opened for nominations for Secretary of the Board. Amber Greene nominated Rachel Mandeville. There were no other nominations. Rachel Mandeville received a 7 – 0 vote. Rachel Mandeville was elected Secretary of the Board.

C. Establishment of Date, Time, and Place of Meeting:

Board meetings will be held on the third Thursday of each month in the Large Group Instruction Room at North Putnam High School at 7:00 p.m. with the Special Budget Hearing to be held on October 7, 2021.

Ron Spencer motioned to approve the above date, time, and place of meeting as presented. Mark Hoke seconded the motion and it carried with a 7 – 0 vote.

D. Adoption of Board Salary (\$2,000 Annually):

Currently Board members are paid \$2,000 annually.

Amber Greene motioned to approve the above Board salary. Joanie Knapp seconded the motion and it carried with a 7 – 0 vote.

E. Appointment of Corporation Treasurer and Assistant Treasurer:

Ron Spencer motioned to approve the appointment of Tanya Pearson, Corporation Treasurer, and Heather Lawson, Assistant Treasurer. Joanie Knapp seconded the motion and it carried with a 7 – 0 vote.

F. Appointment of Extra Curricular Treasurers:

Amber Greene motioned to approve the appointment of ECA treasurers Katrina Watson-BB; Patty Jones-RD; Mandy Keslar-MS; and Linda Stewart-HS. Rachel Mandeville seconded the motion and it carried with a 7 – 0 vote.

G. Approval of Bonds for Treasurers:

Joanie Knapp motioned to approve the bonds for treasurers as presented. Eric Oliver seconded the motion and it carried with a 7 – 0 vote.

H. Appointment of Corporation Attorney:

Amber Greene motioned to approve Taylor, Chadd, Minnette, Schneider, and Clutter at their present rate. Joanie Knapp seconded the motion and it carried with a 7 – 0 vote.

I. Appointment of Board Members as Representatives to the Collective Bargaining Process:

In late summer, we will begin informal bargaining and in the fall the collective bargaining will begin with the North Putnam Teacher's Association. We usually have three Board members on the committee. Travis Lambermont asked for volunteers. Ron Spencer, Joanie Knapp, and Rachel Mandeville volunteered.

Amber Greene motioned to approve the above representatives to the Collective Bargaining Process. Ron Spencer seconded the motion and it carried with a 7 – 0 vote.

J. Forms for Conflict of Interest Statements (Distributed for Return at February Board Meeting):

The Conflict of Interest Statements need to be returned to April Lambermont at the February Board meeting.

The Board recessed at 8:31 p.m. for the Board of Finance meeting.

V. RECESS – Board of Finance Meeting

A. Elect President and Secretary:

The committee consists of members of the Board. They need to elect a President and a Secretary. Last year, they kept the present Board officers in these positions. Tanya Pearson provides our financial status every month.

Mark Hoke motioned to keep the same officers as the Board officers. This would be Travis Lambermont, President, and Rachel Mandeville, Secretary. Joanie Knapp seconded the motion and it carried with a 6 – 1 vote (Ron Spencer nay).

B. Review Corporation Investments:

Tanya Pearson noted that Tri-County Bank is where all of our business is conducted. Vendor and payroll checks are paid out of Tri-County. We have a money market account at North Salem State Bank.

The Board of Finance meeting was closed at 8:36 p.m.

VI. CONSENT AGENDA (*All Board Approvals for Personnel are Pending an Expanded Criminal History Check and completion of appropriate new hire paperwork*)

- A. Approval of Minutes-December 17, 2020, Regular Session Board Minutes**
- B. Approval of Minutes-December 29, 2020, Special Session Board Minutes**
- C. Approval of Claims for Payment and Payrolls**
- D. Donation Report**
- E. Personnel Report**

Joanie Knapp motioned to approve the above consent agenda as presented. Amber Greene seconded the motion and it carried with a 7 – 0 vote.

VII. ACTION ITEMS

A. Disposition of Outstanding Checks:

Tanya Pearson noted that outstanding checks can be cashed for up to two years according to Indiana Code. We have vendor checks from 2018 that we need to receipt back in.

Mark Hoke motioned to approve the above disposition of outstanding checks as presented. Rachel Mandeville seconded the motion and it carried with a 7 – 0 vote.

B. Approval of Extra-Curricular Funds:

Each year, the Board is asked to approve the extra-curricular funds for every building. They are not standard across the board because each building has different needs.

Travis Lambermont motioned to approve the extra-curricular funds as presented. Joanie Knapp seconded the motion and it carried with a 7 – 0 vote.

C. EPSLA for Certified Staff:

The Expanded Paid Sick Leave Act (EPSLA) for 10 paid leave days to employees who were unable to work due to COVID-19 issues expired on December 31, 2020. Recent legislation passed by the Congress allows employers to continue providing EPSLA leave to employees through March 31, 2021. Employees will receive five days for COVID-19 leave from January 1, 2021 through March 31, 2021. The additional five days will extend the total number of days to fifteen. Any unused days from last year will carry over and be added to the five new days. Proof of quarantine, testing, and/or dependent care will need to be provided.

We incurred the following fall 2020 expenses for COVID wages due to absences. August through December wages were \$63,212.16 (does not include FICA, TRF, or PRF), and \$4,200 (no benefits

included) for subs covering during that time. We were able to utilize staff in other areas including food service. They were assigned to an area and had to report to work.

Ron Spencer motioned to approve Items C and D as presented. Joanie Knapp seconded the motion and it carried with a 7 – 0 vote.

D. EPSLA for Non-Certified Staff:

Ron Spencer motioned to approve Items C and D as presented. Joanie Knapp seconded the motion and it carried with a 7 – 0 vote.

VIII. REPORTS

A. Superintendent:

The financial information will be finished up in February. We have opportunities to do some strategic planning. We will want to spend time over the next several months to establish goals. Micro credentialing has started. Due to a large number of staff being positive or being a close contact, we are returning to hybrid learning for the last two weeks in January for middle school and high school students. Students will follow an orange and blue schedule attending school in person on designated days. This has been communicated to students and parents. Elementary schools will remain in person. Pick up times will return to normal next week. We are hearing great feedback from parents and staff and the students are doing a great job so far with at home learning. She communicates with the Health Department regularly. She thanked staff and parents for being so flexible. Please keep your child home if they are sick or someone in the home is being tested.

B. Treasurer:

Our 1782 Notice for our budget came in. It increased from 2020, but we appropriated more money for Rainy Day. The tax rate went up eight cents. Our assessed value did drop by approximately \$23,000,000. When the value drops, our rate goes up. She provided the DLGF budget sheet for their reference. Other schools around our district also increased the tax rate.

C. Director of Operations:

We have continued through the COVID process and have been able to feed children who are not in school. The conversion to our electronic entry security system is complete at the high school and middle school. The elementary schools will be done next week. It has been a great system and we are able to correct issues immediately.

D. Administrators:

Beth Waterman said the administrators have been so helpful in sharing extra staff with them while their students are out. They are getting ready to do the high ability assessment. They were able to use the high ability fund to purchase robotic items, art kits, and other academic instructional supplies.

Rodney Simpson noted the students will be collecting pledges to raise money for a shelter outside. This would be used for outside instruction. They are analyzing the benchmark scores. They are getting ready to start Math Bowl. He appreciates the teachers and all of the students.

Scott Miller commented they have had a great couple of weeks and have improved the process for learning. The staff have worked so hard. The Special Education staff has been great organizing things and getting students in that need assistance. He is very proud of the teachers and how they have had to navigate when different situations arise.

Jason Chew knows it has been a difficult time for teachers, but they understand the significance of these moments. It's challenging and the teachers have done a great job. They have also improved learning since spring of last year. The instructional assistants have been flexible and have helped out where needed. He thanked Mr. Miller and the middle school administrators for helping with some scheduling conflicts. They have been flexible and he appreciates them working with him. He appreciates everyone's support.

IX. BOARD COMMENTS:

Eric Oliver is glad to be here serving on the Board. Ron Spencer congratulated and wished good luck to the new Board President. The teachers and administrators have done a great job. Amber Greene congratulated the new Board officers. She thanked everyone for all they do. Joanie Knapp is excited to have the new Board members. She thanked everyone for being so flexible during this time. Rachel Mandeville thanked the Board members and Dr. Singer-Allee for helping her have a great start. She thanked the administrators and commented the communication has been remarkable. Mark Hoke is looking forward to getting the year going. He is happy we continue to do the right things to take care of employees and make sure the students are safe. Travis Lambermont appreciates all the support during this time.

X. ADJOURNMENT

There being no further business to come before the Board, Joanie Knapp moved for adjournment of the meeting. Eric Oliver seconded the motion and it carried with a 7 – 0 vote. The next meeting will be held at the high school.



Travis Lambermont, President



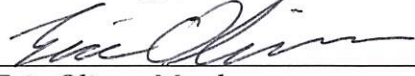
Mark Hoke, Vice President

Rachel Mandeville, Secretary



Amber Greene, Member

Joanie Knapp, Member



Eric Oliver, Member

Ron Spencer, Member