

**Minutes of the
Salem Community Schools
Board of School Trustees
Salem Administration Building
November 14, 2022**

The Board of School Trustees of Salem Community Schools met in executive session on Monday, October 3, 2022 at 5:30 p.m. at the Salem Administration Building 500 N. Harrison Street, Salem, IN 47167. This meeting was held in accordance to **IC 5-14-1.5-6.1(b)(2)(3)** for discussion of the assessment, design, and implementation of school safety and security measures, plans, and systems and **IC 5-14-1.5-6.1(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 Rodney Brough, Vice-President/Secretary Becky White board Members Mark Day, Allison Ezzell, Ray Oppel, Steve Motsinger and Becky Humphrey. Also in attendance were Superintendent Dr. Richard Rutherford, and Assistant Superintendent Dr. Kim Thurston and School Attorney Tom Scifres. No other business was discussed and the meeting adjourned at 6:30 p.m.

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

President Brough called the regular meeting to order at 6:35 p.m. those in attendance with President Brough were Vice-President/Secretary Becky White, Becky Humphrey, Mark Day, Allison Ezzell, Ray Oppel and Steve Motsinger. Also in attendance were Superintendent Dr. Richard Rutherford, Assistant Superintendent Dr. Kim Thurston, School Attorney Tom Scifres and Recording Secretary Jana Hayes.

President Brough stated a quorum was present.

Minutes:

Becky White made a motion to approve the minutes of the Executive and Regular Session of October 3, 2022. Allison Ezzell made a second to the motion. Motion passed 7-0.

Agenda:

President Brough asked the board to approve the agenda as presented. Allison Ezzell made the motion to approve the agenda as presented. Becky Humphry made a second to the motion. Motion passed 7-0.

Claims:

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

Approval of ECA and Personnel Recommendations:

Chandra Snelling/ Resignation from BSE Instructional Assistant

Alexis Fleming/New Hire BSE Instructional Assistant

Danielle Schocke/ New Hire BSE Instructional Assistant

Amy Crane/ New Hire BSE 4th Grade Teacher

Chassity Broady/ Transfer from BSE Cafeteria to SHS Special Ed Inst. Assistant

Gary Smith/ 3rd Grade Maternity Leave/Beginning Jan 4, 2023

Liz Bundy/ Volunteer HS Cheer Coach

Angie Buchanan/ Volunteer 5th Grade Girls Basketball Coach

Peyton Garloch/ Volunteer SHS Cheer Coach

Corey Wells/ Volunteer Swim Coach

Kyle Stewart/Volunteer 5th Grade Boys Basketball Coach

David Wells/ Volunteer Assistant Track Coach

Josh Sebastian/Volunteer Assistant Wrestling Coach

Roger Pennington/Volunteer Assistant Football Coach

Austin Roberts/Volunteer Assistant Football Coach

Tyler Sizemore/Volunteer Assistant Football Coach

JD Wade-Swift/Volunteer Assistant Girls Basketball Coach

Ryan Steepleton/Volunteer Assistant MS Wrestling Coach

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Kurtis Walters/Volunteer Assistant MS Wrestling Coach

Brooklyn Brown/ Volunteer Assistant 5th Grade Basketball Coach

Rebecca Ragsdale/ Maternity Leave

ECA Recommendations

Megan Elgin/REACH program instructor

Retirement Letter/ Dr. Kim Thurston

Dr. Kim Thurston read his letter of retirement. Dr. Thurston is retiring December 31, 2022.

Becky White made the motion to approve the ECA and Personnel Recommendations as presented. Steve

Motsinger made a second to the motion. Motion passed 7-0.

DONATIONS:

Consider Approval of a donation to Salem Middle School for \$500.00 from John Jones Auto Group for the Cubs Care Closet

Consider Approval of a donation to Salem Middle School for \$120.00 from Dowling Family Photos for the SMS Football ECA Account.

Consider Approval of the following donations to Salem High School. \$200.00 from Eddie Gilstrap Motors and \$500.00 from John Jones Auto Group. These donations are to be used toward the Disney Imagination Campus trip in the spring.

Consider Approval of a donation to Salem High School for \$1,000.00 from Cooley's Heating and Air for the Disney Imagination Campus trip.

Consider Approval of a donation to Salem High School FCA for \$134.00 from Karen Cody. This donation is to be used for student FCA T Shirts.

Consider Approval of a donation to Bradie Shrum Elementary for \$20.00 from the Salem Presbyterian Church. Donation to be used for student needs.

Consider Approval of a donation to Bradie Shrum Elementary for \$85.00 from Rosanne Quatroke Art Gives Back

Allison Ezzell made a motion to approve the donations as presented. Becky White made a second to the motion. Motion passed 7-0

Comments from the Audience:

John Hawkins from Kovert Hawkins addressed the board about the installation of an Elevator for the Saferoom at the High School. He told the board they looked at doing that two different ways. One was going inside the building which would require them to take over two classrooms. Also it would require them to cut through two structural floors and cut through the roof as well. It was decided that the best place to put it would be next to the existing stairwell next to the vestibule. They received an estimate from an elevator company and from Koetter. The price not including the rock removal was \$392,600.00. With the cost of the rock removal which would probably be around \$10,000.00. The cost would be in the neighborhood of around 400,000.00- 410,000.00. John told the board there are sufficient funds to cover the cost. Also we have built in contingency money to cover some other things that are unforeseen such as rock, utility changes and some others upcoming. The city is going to redo the storm drain on Harrison Street which we could connect on to that. Also 14 additional parking spaces are being added at the Middle School. Also pricing on Security cameras that we had an allowance for. The board discussed the proposal and agreed the Elevator was a necessity.

Becky White made a motion to approve the installation of the elevator. Steve Motsinger made a second to the motion. Motion passed 7-0.

ACTION ITEMS:

Consider Approval of an Out of State Field Trip for the 8th Grade PCC on November 21 & 22, 2022 to Finance Park in Louisville, KY/ Monika Spaulding

Consider Approval of an Out of State Field Trip for the Boys and Girls HS Soccer Team to LouCity in Louisville, KY on October 15, 2022/ Corabelle Tally

Consider Approval of an Out of State Field Trip for the Salem FFA to the Rodeo in Louisville, KY/ November 11, 2022/ Seth Purlee

Allison Ezzell made a motion to approve the Out of State Field Trips as Presented. Becky Humphrey made a second to the motion. Motion passed 7-0.

FUNDRAISERS:

Consider Approval of the following Fundraisers:

Disney Club/November-February 2023
Disney Club/ November 14-24, 2022
BSE 3rd Grade T-Shirt Fundraiser/ Upon Approval-Nov. 18th
Lions Helping Lions Soup Dinner/November 23, 2022
Art Club Fundraiser/ December 9, & 10, 2022

Steve Motsinger made a Motion to approve the Fundraisers as presented. Becky White made a second to the motion. Motion passed 7-0.

Conduct a public hearing and ask for approval from the Board for an additional appropriation of \$2,600.00 in the Debt Service Fund.

Becky White made a motion to close the meeting and open up the Public Hearing. Becky Humphrey made a second to the motion. Motion passed 7-0.

The steps leading to a public hearing for an additional appropriation to the 2022 Debt Service Fund have been completed. These include:

Permission from the School Board to Advertise and
Advertising A Notice to Taxpayers in both newspapers, and
Posting the Notice to Taxpayers in three public locations in Salem.

The step left is for the school board to conduct a public hearing during the meeting Monday night. Following the public hearing, Dr. Thurston asked the board to approve and adopt a resolution for the additional appropriation. All materials will be mailed to the Department of Local Government Finance in Indianapolis and uploaded to the Gateway site.

Becky Humphrey made a motion to reopen the regular School Board Meeting. Allsion Ezzell made a second to the motion. Motion passed 7-0.

Request permission to advertise for an additional appropriation in the 2022 Operations Fund.

As we approach the end of calendar year 2022, we are projecting a slight shortage in appropriations in the Operations Fund for the remainder of the year. Appropriations are the authority to spend available cash in a fund. As an example, you could have \$100,000.00 cash in a fund but if the remaining appropriation is \$30,000.00, you are not able to spend to remaining \$70,000.00 regardless of your circumstance without approval. Our approval comes from the Department of Local Government Finance as with the additional appropriation in Debt Service the board just completed.

The challenges we are facing in the Operations Fund are largely the result of increasing prices in utilities, fuel, and building supplies. The 2022 budget was developed and adopted eighteen months ago. We are asking the school board to approve advertising for and additional appropriation of \$175,000.00 to cover the increased costs. We will follow the same steps as with the Debt Service Fund. We will advertise during November and conduct a hearing and seek approval during the December board meeting. We expect DLGF approval back prior to the end of the 2022 calendar year.

Steve Motsinger made a motion to approve permission to advertise for additional appropriation in the 2022 Operations Fund. Ray Oppel made a second to the motion. Motion passed 7-0

Consider Approval of Inter Funds Transfers and Loans Prior to December 31, 2021.

We are requesting Ms. Chrissie Albertson, SCS Treasurer be granted permission to make inter-fund transfers of appropriations. This process is completed toward the end of the calendar year to balance each of the school district's funds. Granting Ms. Albertson this authority eliminates the need for a special board meeting between Christmas and January 1st.

Allison Ezzell made a motion to approve the inter funds transfers and loans prior to December 31, 2021. Becky Humphrey made a second to the motion. Motion passed 7-0.

Consider Approval of Permission to Issue an Extra Claim Docket in December.

In the event the school district receives a bill at the end of the calendar year needing to be paid prior to December 31st but, is received after the school board meeting permission to issue an extra claim docket avoids the need for an additional meeting in December. This is a circumstance similar to the one described above. Our intent is to avoid asking the school board to conduct an additional meeting over the holidays.

Mark Day made a motion to approve permission to Issue an extra claim docket in December. Becky White made a second to the motion. Motion passed 7-0.

Consider Approval of an Overnight Stay at Salem High School for the ESports Club on November 19, 2022:

Allsion Ezzell made a motion to approve the overnight stay at Salem High School for the Esports Club. Ray Oppel made a second to the motion. Motion passed 7-0.

Consider Approval of an Affidavit for Payment:

The Indiana State Board of Accounts recommends the School Board approve affidavits for payments prior to submission to U.S. Bank in Louisville. This affidavit for payment will be paid from the remaining funds from the 2018 Construction Fund. The affidavit is payment for Equipment Purchase (Hand Held Radios) for the buildings. Total is \$15,000.00.

Allison Ezzell made a motion to approve the affidavit. Becky Humphrey made a second to the motion. Motion passed 7-0.

Consider Approval of the recommendation of the Houchin Insurance Group for Health, Dental, and Vision Insurance starting January 1, 2023:

Dr. Rutherford told the board that we are no longer in the Southern Indiana Trust as of December 31, 2022. He told the board that last year we saw a 10.5 % increase in the premiums. This year we were projected to see a 7.82 % increase if we had stayed with the trust. Dr. Rutherford told the board that we are very excited that with the Houchin Insurance Group we are going to see a 14% decrease in our premiums starting January 1, 2023 That is a 21.82 % swing by going with the Houchin Group We are all very excited about this. Dr. Rutherford gave a special thanks Liz Bundy who is a teacher and also a Rep on the Insurance Committee. She was also on the Board of Trustees with the Southern Wellness Trust. Dr. Rutherford said it has been a process over the last few months. Also a big thank you to Chrissie Albertson and Tracy Stone with all their hard work helping with the transition of the Insurance Companies. Dr. Rutherford stated Tracy has a lot of hard work ahead of her to get everyone switched over but that she is excited for the change.

Allison Ezzell made a motion to approve the Houchin Insurance Group. Becky White made a second to the motion. Motion passed 7-0.

New Board Business:

President Brough said that Safety and Security is something that we talk about every month, and It is something that will we continue to talk about every month. How we can get better and capitalize on the people that we have and the resources we have. Also how can we provide better benefits and pay for our staff. President Brough said that is something that the board is very passionate about.

Superintendent's Report:

Congratulations to Crystal Mikels and Emily Johnson on the BSE Robotics Team they will be headed to State on December 10th. There were 26 teams and they placed in the top ten overall. They also won the core values award for being the best at demonstrating the 6 virtues of the Lego inspires which is Fun,

Discovery, Impact, Inavasion, Inclusion, and Team Work. They also jumped from 21st place to 8th in the table games. And they will be at our December board meeting to show off their talents.

Congratulation to some of our Fall Sports participants Maggie Gibson Lady Lions Soccer Team she was ranked 5th nationally with an average of over 22 saves per game. Also to the Band for their 3rd place finish and to Cross Country Lainy Roberts for qualifying for Semi-State. Ivy Harris qualified for Regionals and Vance Tefft qualified for regionals. Madi Erwin and Grayson Hunt were named to the Heiser High School Award Winners. All-Conference Football was Kellan Humphrey and Devan Bowling. Honorable Mention Football was Grayson Hunt and Justin Stephenson. Nate Henry was All Conference for Boys Soccer and Jonathan Tally was Honorable Mention for Boys Soccer. Maggie Gibson All Conference in Girls Soccer. All-Conference for Tennis was Cameron Alberston and Honorable Mention was Jacob Rose. Sidney Burton was all Conference in Volleyball and Lainy Roberts was All Conferecne in Cross Countrny.

Positive Praises

The board gave all their Positive Prasises

Next Regular Monthly Meeting – December 12, 2022

Motion to Adjourn

Becky White made a motion to adjourn the meeting at 7:23 p.m. Mark Day made a second to the motion. Motion passed 7-0.

Rodney Brough – President

Becky White-Vice-President/Secretary

Steve Motsinger

Allison Ezzell

Becky Humphrey

Mark Day

Ray Oppel