

Executive Session

The Board of School Trustees of the Southwest School Corporation met in Executive Session on Thursday, October 24, 2019, at 4:30 p.m. in the Southwest School Corporation Board Room, 1502 N. Section St., Sullivan, Indiana as per I.C. 5-14-1.5-6.1(b)(1), Where authorized by federal or state statute; I.C. 5-14-1.5-6.1(b)(2)(D)(3), For discussion of the assessment, design, and implementation of school safety and security measures, plans, and systems; I.C. 5-14-1.5-6.1(b)(6), With respect to any individual over whom the governing body has jurisdiction; I.C. 5-14-1.5-6.1(b)(9), To discuss a job performance evaluation of individual employees; I.C. 5-14-1.5-6.1(b)(10)(B), Consider applications; and I.C. 5-14-1.5 – Section 6.1(c), A final action must be taken at a meeting open to the public. All Board Members were present except Jon Bobbitt and Mike Eslinger. Others present were Superintendent Chris Stitzle, Assistant Superintendent Jon Stuckey, and Attorney Katie Springer. The Executive Session was adjourned at 5:53 p.m.

No other items were discussed other than those advertised.

A T T E S T :

Jon Bobbitt, Secretary

Jerry Wilson, President

Public Hearing – Request for Additional Appropriation

President Wilson opened the Public Hearing at 6:01 p.m. Superintendent Stitzle informed the Board he advertised to increase our appropriations by \$600,000 in the Education Fund from 10,000,000 to 10,600,000. Tonight the Board needed to conduct a Public Hearing to allow for public comment. After the September 2019 monthly reports, the Corporation was on pace to be \$200,000 over on appropriations by a monthly analysis. By the 26-pay analysis, we were projected to be under our \$10,000,000 appropriation by approximately \$50,000. Under New Business tonight he would ask the Board to approve the additional appropriation as a safeguard to ensure we will have enough appropriation at year-end. He projected that we will have around \$1,700,000 in our Education Fund at year-end, which is where we started after all the changes to the funds. He provided the Board with all of the information for the additional appropriations request with DLGF in the Board Packet.

President Wilson asked for public comment. There was none. President Wilson closed the Public Meeting at 6:03 p.m.

Call to Order

The Board of School Trustees of the Southwest School Corporation met in Regular Session on Thursday, October 24, 2019, at 6:05 p.m. in the Southwest School Corporation Board Room, 1502 N. Section St., Sullivan, Indiana. All Board Members were present except Jon Bobbitt and Mike Eslinger. Others present included Superintendent Chris Stitzle; Assistant Superintendent Jon Stuckey; Attorney Katie Springer; Principal Glenda Jones; teachers Lisa Ridge, Lynn Norris, Audrey Badger, Lana Powell, and Lauren McKinley; Lynne Arnett from Sodexo; school patron Julie Killion; and Cassy Tiefel representing the Sullivan Daily Times.

Consideration of any Additions or Deletions to the Agenda

A. Addition - Under Routine Business Items By Consent – Letter J – Request – Mr. Samarzea – SHS Choir Trip – Disney World – May 25, 2019 – May 30, 2019.

B. Addition – Under New Business – Letter H – Request from Dr. Jenkins - Amended Policy for Vaping.

These two items were approved to be added upon a motion by Barb Rotramel, second by Mitzie Badger, and 3-0 vote of the Board.

Approval of Minutes

Minutes for the Regular Meeting on September 18, 2019 and the Special Meeting on October 21, 2019, were approved upon a motion by Mitzie Badger, second by Barb Rotramel, and a 3-0 vote of the Board.

Treasurer's Report and Approval of Claims

The Treasurer's Report for the period ending September 30, 2019, was presented to the Board. Superintendent Stitzle read the Treasurer's Report. Claims in the amount of \$445,115.55 for the period of September 19, 2019 to September 30, 2019 and claims in the amount of \$728,851.53 for the period of October 1, 2019 to October 24, 2019 for a total of \$1,174,768.08 for the period of September 19, 2019 to October 24, 2019 were presented. The Treasurer's Report and Claims were approved upon a motion by Barb Rotramel, second by Mitzie Badger, and a 3-0 vote of the Board. Claim #100285 in the amount of \$801.00 was approved upon a motion by Mitzie Badger, second by Barb Rotramel, and a vote of 3-0 by the Board.

Disposition of Routine Business Items by Consent

Mr. Stitzle presented the Board with the following Routine Business Items by Consent:

A. Personnel Recommendations

Sullivan Elementary School

Harley Hubbell	Instructional Aide
Julie Killion	Instructional Aide
Brent Kelley	6 th Grade Girls Basketball Volunteer

Carlisle Elementary & Middle School

Alliana Hayes	7 th & 8 th Grade Asst. Girls Basketball Coach
Alliana Hayes	5 th & 6 th Grade Girls Basketball Coach
Jenna Smith	5 th & 6 th Grade Asst. Girls Basketball Coach

Sullivan Middle School

Gary Pirtle	Interim 7 th & 8 th Grade Boys' Basketball Coach
Lance Ellett	Assistant Boys Basketball - Volunteer
Brianna Whitman	Leave of Absence – Janice Smith

Sullivan High School

Becky Scott

Assistant Cheer Coach

Southwest School Corporation

Tim Roberts

Assistant Technology Director

B. Student Transfer Requests – 5 Requests

C. Approval of Substitute Teachers

- Terence Gambill
- Rachelle Newton
- Hannah West

D. Resignations

- Ryan Vernelson – PE Assistant effective November 1, 2019

E. Donations

Carlisle Elementary School

- Anonymous - Science Olympiad \$40.00

Sullivan Elementary School

- Ryan & Jamie Brashear - \$250 for lunch accounts.

Sullivan Middle School

- Duke Energy \$41.68

Sullivan High School

IN MEMORY OF JOHN PIRTLE TO THE ATHLETIC DEPARTMENT

- Claudia Hancock -- \$100.00
- Cary & Paula Sparks -- \$100.00
- SCCH -- \$150.00
- John & Linda Meng -- \$50.00
- John & Jeanie Ridge -- \$50.00
- Thomas & Susan Ridge -- \$100.00
- SMS 8th Grade Basketball Team -- \$100.00
- Harold & Carol Allison -- \$100.00
- Gary & Ann Sparks -- \$100.00
- Martin & Lori Drummond -- \$75.00
- Jr & Suzanne Gilham -- \$50.00
- Todd & Shannon Austin -- \$50.00
- Darrell & Arlene Shorter -- \$40.00
- Katherine Rotramel & Julie Meeks -- \$25.00
- John & Sondra Ulrey -- \$50.00
- Cash Donation -- \$10.00

DONATION TO AUTOMOTIVE DEPT.

- Sullivan Co. Shifters Car Club -- \$750.00

F. Approval of Summer Band Camp – August 3-8, 2020

- G. Request – Allyson Wegner – Leave of Absence
- H. Request – Tracy Greggs – Journalism Trip – Washington D.C. – November 21-24, 2019
- I. MOU Between Southwest School Corporation and Vincennes University for Student Classroom Experiences
- J. Request – Mr. Samarzea – SHS Choir Trip – Disney World – May 25, 2019 – May 30, 2019

These items were approved upon a motion by Barb Rotramel, second by Mitzie Badger, and a 3-0 vote of the Board.

Consideration of Ratification of Contract for Certified Staff Between the Southwest Sullivan Education Association and Southwest School Corporation July 1, 2019 – June 30, 2021

Superintendent Stitzle informed those present that the teachers ratified the contract on Wednesday, October 9, 2019 by a vote of 66-3. Key points of this contract are as follows:

1. Length of Contract – 2 years – Reopeners on salary and insurance in 2020-21
2. Salary – Each teacher shall receive \$500 per unit for 2019-2020 - \$4,000 per teacher, this amount will be added to the base; 2020-2021 – reopen for salary. The salary range shall be updated in accordance with IEERB guidance. The new hire salary schedule shall be updated in accordance with this increase. (See attached.)

Teachers will receive raises ranging from 6.3% to 9.5% depending on their current contract.

3. Recognition – Based on IEERB requirements – Post Title 1 Director to be removed from the bargaining unit.
4. Insurance – The Bargaining Unit Members shall pay 100% of any insurance premium increases for 2019-2020. This shall be for a 2% increase. Any additional increases during 2019-2020 shall be paid by the Board. 2020-21 reopen for insurance.
5. Illness Leave – Reduce number of sick days to 14 from 20, upon approval of a short-term disability policy paid for by the board. This begins with the 2020-21 school year. The short-term disability policy must be approved by the SSEA insurance committee.
6. Illness Leave, Letter B – Redefine immediate family to spouse and dependent children for Illness Leave only. Limit of 60 days annually for other immediate family defined as non-dependent children, parent, brother, sister, grandparent, grandchild, and each similar relationship established by marriage or living in the same household as a legal dependent, guardian, executor, or foster child. Begins with 2020-21 school year.
7. Illness Leave – Reduce maximum sick days to a cap of 170; grandfathering for those at 170 to accumulate up to a cap 270.

8. Section 10 – Leave of Absence – A teacher shall be allowed to take a leave of absence for a designated time of either one (1) semester or one (1) year without pay. Such leave shall be granted upon proper notice of at least sixty (60) days. Reasons for such leave shall include, but not be limited to illness, travel, and education. This leave cannot be used for other employment opportunities. Notification of intent to return must be received by the Superintendent by February 1st of the school year in which the leave is taken.
9. Retirement Severance Pay – Upon retirement, increase the dollar amount for unused sick days to \$40 from \$25 for up to 270 days. Retirement Severance Pay deposited into a teacher's 401(a) account.

Add Early Retirement Incentive – If Teacher notifies the Superintendent in writing prior to the start of the school year they are retiring at the end of that school year, \$3,000 dollars will be added to teacher's contract for that school year. Any teacher wanting to retire at the end of the 2019-20 school year will be given 30 days from ratification to notify the Superintendent.

Teachers may rescind their early retirement notification prior to the end of that school year if the following catastrophic events occur: death of a spouse, loss of employment by spouse, a qualifying financial hardship, or a loss of insurance coverage by a spouse. The deadline for a teacher rescinding their retirement under this agreement shall be the last day of that school year.

The teacher shall not be required to return the \$3000 incentive, however they will no longer be eligible to participate in this Early Retirement Incentive and their contract for the following school year will be reduced by \$3000.

10. Retirement notification shall be made by April 15th of each year.

11. Change/Add the following coaching stipends:

- a) Tennis (Boys and Girls) Increase to \$3,040 from \$2,100
- b) Golf (Boys and Girls) Increase to \$3,040 from \$2,100
- c) Head Cheer Increase to \$3,040 from \$2,100
- d) Assistant Cheer Increase to \$1,725 from \$785
- e) Add Middle School Soccer (Boys) at \$1,380
- f) Add Middle School Soccer (Girls) at \$1,380
- g) Out of High School profits, add a stipend for Drama of \$250 per semester, for a total of \$500.
- h) Out of High School profits, add a stipend for the Musical of \$1,000 annually.
- i) Change Summer Agriculture to Agriculture Extended Contracts
One position – 40 days. Two positions – 25 days each and an additional 15 days per position to be reimbursed to the corporation by the state; any shortfall will be reimbursed to the corporation by the FFA account.

NOTE: IF NO PROFIT OCCURS – NO STIPEND WILL PAID for Letters g, h, & i.

Superintendent Stitzle thanked the Southwest Sullivan Education Association for the working relationship that is evident between both parties. It was greatly appreciated.

Mr. Stitzle asked the Board to ratify this contract at this time. This was approved upon a motion by Mitzie Badger, second by Barb Rotramel, and a 3-0 vote of the Board.

Consideration of Non-Certified Salary Increases

Superintendent Stitzle asked the Board to approve a total of 3% increase effective January 1, 2020 for all Non-Certified staff. This request was approved upon a motion by Mitzie Badger, second by Barb Rotramel, and a 3-0 vote of the Board.

Consideration of Non-Certified Staff Stipends for the 2019-2020 School Year based on Prior Year's Evaluation

Superintendent Stitzle presented the Board with suggested stipends for the non-certified staff. These stipends would range from \$200 to \$1000 based on role, responsibility, length of work day, and number of days worked. This is based on last year's evaluation and will not be given to new employees.

These stipends will be paid from the rainy day fund. With this stipend non-certified employees total compensation would also range from 6% to 9%. This request was approved upon a motion by Mitzie Badger, second by Barb Rotramel and a 3-0 vote of the Board.

Consideration of Administrative and Central Office Contracts for 2019-2020

Mr. Stitzle stated the Board has been presented with an Administrative Compensation Model and recommendations for Administrative Salaries and Central Office Staff. Salary increases for administrative staff and central office staff also range from 6.3% to 9.5% depending on their current contract. This was approved upon a motion by Barb Rotramel, second by Mitzie Badger and a 3-0 vote of the Board.

Consideration of Additional Appropriations for the Education Fund for the 2019 Budget

Superintendent Stitzle asked the Board to approve the increase in our appropriations by \$600,000 in the Education Fund from \$10,000,000 to \$10,600.00. This was approved upon a motion by Mitzie Badger, second by Barb Rotramel and a 3-0 vote of the Board.

Consideration of Substitute Pay for Nurses

Mr. Stitzle asked for approval of the following substitute rates for nurses:

Registered Nurses -- \$20.00 per hour
Licensed Practical Nurses -- \$14.00 per hour

This was approved upon a motion by Barb Rotramel, second by Mitzie Badger and a 3-0 vote of the Board.

Consideration of Capital Improvements

Superintendent Stitzle asked for approval of the following equipment/vehicle purchases:

- Corporation Vehicle – Sullivan Auto - 2018 Dodge Durango – 12,975 miles - Cost - \$27,879 – Operations Fund

- Bus Purchase – Rear Engine Transit - 72 Passenger Special Education Bus
 - Thomas (Kerlin's) - \$134,012
 - IC/Collins - \$ 136,847
 - Blue Bird - \$139,314

This bus purchase will be paid from Operations Fund and will come from the 2020 Budget. The Board approved the Thomas bus from Kerlin's.

This was approved upon a motion by Barb Rotramel, second by Mitzie Badger and a 3-0 vote of the Board.

Request – Dr. Tara Jenkins – Amended Policy for Vaping

The Hamilton Center has a new vaping cessation program. It is free to students with parent permission. SHS would like to implement this program in place of 3 days ISS. Failure to complete the program will result in suspension. This was approved upon a motion by Mitzie Badger, second by Barb Rotramel and a 3-0 vote of the Board.

Miscellaneous Business

A. Reports by Administrators and/or Board Members

- Sodexo Update – Lynne Arnett & Mike Caton
- Science Renovation Update – Mr. Stuckey

Up-Coming Dates: Meetings, School Activities, Community Activities, Other

- November 1-2, 2019 – Beta Club Convention
- November 20, 2019 – Board Meeting
- November 27-29, 2019 – Thanksgiving Vacation

Adjournment

Upon call for further business and there being none, the meeting was adjourned at 6:37 p.m.

A T T E S T :

Jon Bobbitt, Secretary

Jerry Wilson, President