

**NORTHWESTERN SCHOOL CORPORATION
BOARD OF SCHOOL TRUSTEES**

NOVEMBER 14, 2019, 7:00 P.M.
NORTHWESTERN HIGH LIBRARY
3431 N 400 W, KOKOMO IN 46901

The Board of School Trustees met in regular session at 7:00 P.M. All Board members except Steve Jones were present, as well as corporation administrative staff including Kristen Bilkey, Jeff Layden, Jamie Bolser, and Michele Short, and 56 interested parties. President Jonathan Underwood called the meeting to order and opened with prayer. The minutes of the Oct. 10, Oct. 21, and Nov. 8, 2019 meetings were presented and reviewed. Janet Lovelace made the motion to approve minutes as presented. Jonathan Eller seconded; motion passed. The agenda was then presented. Mr. Merrell made the motion to approve the agenda, with ratification of the Master Agreement being moved to the first action item following student of the month recognition. Janet Lovelace seconded and motion passed unanimously.

STUDENT OF THE MONTH

The following students were recognized as Students of the Month:

Howard Elem School – **Oct: Jace Rooze**, son of Kregg and Shelby Rooze. Jace is in Mrs. Warner's fourth-grade class.

Nov: Matthew Seagrave, son of Brant and Treanna Hughes. Matthew is in Mr. Burkhalter's sixth-grade class.

Northwestern Elementary – Oct: **Sidney Overstreet**, daughter of Robert and Erica Overstreet. Sidney is a first grader in Mrs. Kucholick's class.

Nov: **Nicole Prifogle**, daughter of Bradley Prifogle. Nicole is a fifth grader in Mr. Ward's class.

Northwestern Middle School- **Lydia Keiter** – daughter of Joshua Keiter and Heather Lybrook and a 7th grader at the middle school.

Northwestern High School – **Dominique Beaty**, daughter of Ian and Athena Beaty. Dominique is also a senior at the high school.

TOP TIGER

Linda Bishop – Northwestern High School – Athletic Department Secretary

I. CONSIDER ACTION TO RATIFY THE MASTER AGREEMENT BETWEEN THE NORTHWESTERN CLASSROOM EDUCATION ASSOCIATION AND THE SCHOOL CORPORATION

Mrs. Bilkey reported that Association Representatives, including Karalee Graves, Kurt Koetter, Alex Pier, Ryan Ward, Steve Wilson, and ISTA UniServe Director Heidi Miller collaborated with District Leadership, including Kristen Bilkey, Jamie Bolser, Rhonda Lanie, Tim Shoaff, Scott Simmons, and Board Member Ted Merrell to negotiate the 19-20 and 20-21 Master Agreement. Goals from both groups included veteran teacher catch-up pay, a Title IX adjustment, and insurance stipend increase. The total increase of this package is \$354,556.68. The average teacher increase in year one is \$2,955.47, with a minimum of an \$1,100 increase.

In 20-21, an additional goal will be met, increasing starting teacher pay to the county-high \$40,000. With the starting pay increase, lane steps, and \$40 per hour ancillary duties pay, the total increase in year two is \$192,875.09. The average teacher increase in year two is \$1,677.17.

The total increase for the two year contract is \$547,431.77. The Master Agreement was a collective effort between the association and administration.

Ted Merrell, school board representative to the negotiation team commented that he was very pleased with the process and to be able to catch veteran teachers up on the salary schedule. He commended teaching staff for their commitment and dedication. He also commended the committee and staff for their hard work and commitment to responsible spending that allowed for the funds needed to provide the compensation package.

President Jonathan Underwood asked for public comment with regard to the proposed Collective Bargaining Agreement. There being no comments, Ted Merrell then made the motion to ratify the Master Agreement as presented. Janet Lovelace seconded and the motion passed unanimously.

II. SUPERINTENDENT'S REPORT

- A. Parent-Teacher Conference Participation Reports** – Principals submitted reports with regard to participation at recent parent-teacher conferences. Participation continues to be very high, and we believe this parent involvement, is reflected in the high performance of Northwestern students.
- B. Treasurer's Report:** CFO Jamie Bolser reported that Teacher Appreciation Grant funds have been received in the amount of \$68,453.30 and will be paid to teachers on November 15th. The average teacher stipend with benefits is \$684.53. She also reported that auditors from Indiana State Board of Accounts as well as federal auditors are expected in the very near future for routine audits.

Mrs. Bolser also commented with regard to the Master Agreement approved earlier in the meeting, reporting that in 2019-20 prior to ratification, the average teacher salary was \$46,829.46. With the lane adjustments made the average teacher salary will be \$49,401.07. In 2020-21, the average teacher salary will be \$50,850. She also commented that beginning in 2020-21, she is pleased that the beginning teacher salary of \$40,000 will be the highest in Howard County.

III. CLAIMS AND FINANCIAL

Claim vouchers in the amount of \$793,468.77 and 3 payroll claim listings totaling \$1,099,117.79 were unanimously approved for payment on a motion made by Janet Lovelace and seconded by Jonathan Eller.

IV. PERSONNEL

Jonathan Eller made the motion to approve personnel recommendations. Ted Merrell seconded and the following were approved unanimously.

- A.** Accept the resignation of **Jake Everetts**, elem art and MS theatre instructor, effective Nov. 16, 2109. Also, accept the resignation of **Amy Wilson**, MS Language Arts teacher, effective Nov. 27, 2019.
- B.** Approve the employment of the following support staff, per the current support staff salary and benefits schedule to include: **Sierra Butler** - part-time food service at Howard Elementary, and **Brian Perkins** – second shift 'B' custodian at 2 years experience on salary and benefits schedule.

- C. Grant the request of **Lauren Merrell** for FMLA and unpaid leave of absence beginning February 10 through the end of the 19-20 school year. Also, grant the request of **Nancy Mumaw** for FMLA leave beginning second semester for approximately 6 weeks.
- D. Grant the request for unpaid leave from the following: Brittany Daily – ½ day family medical on Oct 31; Amiee Hale – 1 day personal leave on Feb 21, 2020, Trina Yager – 1 day personal on Nov 25, and Ciara Lovelace – 1 day personal leave on Oct 11, 2019.
- E. Approve homebound services, per the Master Agreement, for the following: Cindy Harshbarger - for up to 4 hours per week for a high school special ed student, and up to 8 hrs/week for an elementary 504 student; Also, from Nov. 13-Dec 20 - Delroy Ortmann – 4 hrs/wk and Jennifer Bowen – 2 hrs/wk.
- F. Approve the following individuals as substitute teachers for the 2019-20 school year: Michele DeVault
- G. Approve coaching recommendations from Mr. Armstrong per Appendix B to include: resignation of Ellie Hendrickson as MS Swim Coach and Wade Roberts – Var Swimming Asst. Approve employment of the following: Jeff Trueblood & Dan Butcher – ½ Var Asst Baseball each; Nathan Kirk – JV Baseball, Tristan Kivett – JV Asst Baseball, Jake Ridgeway & Cody Yeakel – ½ MS 8th B-Basketball each and ½ 8th MS Asst B Basketball each; Kylan Dubbels – MS 7th B-Basketball, Kyle Condon –MS 7th-B BB Asst; Drew Laughner- B Asst Sw Coach; Aaron Bumgardner - .8010 of WR Asst Coach and Gabriel Retz .199 of WR Asst Coach; Zach Rumschlag .4445 of WR Asst, Austin Robison & Amanda Koetter-G MS Basketball, Amanda Russell & Heather Racine – G MS Asst Basketball, Ashley Miller – Var Gymnastics, Drew Laughner & Beth Harrison – ½ G SW Coach each. Also, approve Kelsey Donson for ½ stipend of Elem Drama sponsor.

V. CONSIDER ACTION WITH REGARD TO INDIANA RETIRED TEACHER FOUNDATION ACTIVE TEACHER GRANT

Mrs. Heather Dubbels is the recipient of a \$250 grant for classroom projects and resources from the retired teachers organization. Mr. Charlie Short, Area 3 Director, as well as Mr. Dan Carter, Northwestern retiree were present to award the grant. Following the presentation, Janet Lovelace thanked the retired teacher's organization and presenters and made the motion to accept the grant. Jonathan Eller seconded the motion and it passed unanimously.

VI. CONSIDER ACTION TO ADOPT RESOLUTION(S) TO TRANSFER APPROPRIATION AND/OR TRANSFER(S) OF FUNDS

Mrs. Bolser requested the resolutions be tabled until the December meeting. Jonathan Eller made the motion to table as requested; Janet Lovelace seconded and motion passed unanimously.

VII. CONSIDER ACTION WITH REGARD TO AN OUT-OF-STATE AND/OR OVERNIGHT TRIP REQUEST(S)

Mr. Shoaff submitted a request for German Club students to travel to Chicago to the Christkindlmarket on Dec. 9. He also requested permission for the Choir to plan a trip during Spring Break 2021 to New York City to perform, tour landmarks and experience a Broadway Musical. Ted Merrell made the motion to approve both trip requests. The motion passed unanimously following a second from Janet Lovelace.

VIII. CONSIDER ACTION WITH REGARD TO A SPORTS CLINIC REQUEST

Mr. Armstrong submitted a request from Cheerleading sponsors to conduct a cheer clinic on Jan 31, 2020. The clinic was unanimously approved on a motion made by Janet Lovelace and second from Jonathan Eller.

IX. CONSIDER ACTION WITH REGARD TO THE PURCHASE OF 2 SCHOOL BUSES

Mr. Layden recommended the purchase of 2 school buses, one with immediate delivery and the other to be delivered in July 2020, at a total cost of \$213,935. The first purchase will replace a current route bus, while the later purchase will be a trip bus and will include air conditioning.

Jonathan Eller made the motion to purchase the two buses as recommended; Ted Merrell seconded and the motion passed unanimously.

X. PUBLIC COMMENTS – none

XI. BOARD COMMENTS - none

There being no further business, Ted Merrell made the motion to adjourn. Janet Lovelace seconded and the Board adjourned at 7:48 p.m.

President

Vice President

Secretary

Next Meeting – Dec.12, 2019 –Northwestern High School Library – 7:00 P.M.

DRAFT