

**Scott County School District 2
School Board of Education Meeting
Central Office Board Room
375 East McClain Avenue
Scottsburg, IN 47170**

**Board Minutes
August 6, 2018**

Regular Board Meeting - noon

- I. Call to Order
Mr. Kendall called the meeting to order with all members present.

- II. Pledge of Allegiance

- III. Recognition of Visitors

- IV. Superintendent's Report
 - A. [Enrollment Update](#)

Dr. Slaton updated the Board on current enrollment numbers, stating that SHS is registering this week, so those numbers will change. The Board asked for a breakdown of the number of students per teacher along with the number of IEP's in each room. They want a better balance this year in the number of students/IEP's between teachers and want to make a plan to address the issue if there are gaps. Dr. Slaton will forward that information to the Board.

 - B. [Waterford UPSTART Kindergarten Readiness Program](#)

Dr. Slaton and Mr. Marshall informed the Board of an opportunity for low-income families to access an in-home kindergarten readiness program which has been approved through the State of Indiana. Qualifiers will receive a free computer, which they can keep if they complete the program. Internet will be provided free of charge while they are enrolled in the program. The program is geared to give children a fun start in reading, math and science and is five days a week for 20-30 minutes. It is for children who are not enrolled in preschool or OVO. The only responsibility of the District is to have the beginning registration, get word to the families, and to have an ending meeting to look at data and share with the DOE. There is no cost to the District. If the data proves the program is beneficial, it is possible that the State could fund the program further.

Mr. Riley will update the Board on the summer projects at the next Board meeting. Lines are being painted on the elementary gym floors this week and the volleyball equipment will be installed immediately after lines are finished. All equipment has been ordered.

V. Consideration of Modification to the Agenda and Approval

Dr. Slaton asked permission to add these items to the agenda:

- 1) Permission to pay 50% portion to the city for the equipment start up costs for the School Resource Officer Program (not to exceed \$60,000);
- 2) Permission to implement Plan B for the first semester for the district schools for an SRO at all district campuses (not to exceed \$155,000);
- 3) Remove Allyssa Elam Recommendation;
- 4) Repost JES 5.5 Hour Title I Instructional Assistant;
- 5) Permission to Split Elementary Sports Coordinator Position into four separate sport specific coordinator positions and to post those positions (would also like consideration to have permission to hire the volleyball position in consultation with Jamie, Kevin, and DJ Zipp no later than August 14th meeting).
- 6) Recommendation for Kara Baker as JES 8 Hour Custodian
- 7) Recommendation for Pam Morris as VFES 5.75 Hour Duty Aide
- 8) Bobby Riley asked permission to table his salary increase

Mrs. Soloe made a motion to approve modifications, seconded by Mrs. Roberts. Motion carried 5-0.

Mr. Kendall asked if anything needed to be removed from the Consent Agenda or if there were any questions. Mr. Moore asked to have names printed under the signatures on the concession contracts. Mrs. Roberts questioned Mr. Brewster and Dr. Slaton both being out of the building to attend the ISBA/IAPSS Fall Conference so early in the school year. Mrs. Roberts made a motion to approve the Consent Agenda with the exception of Items 8 (c) and 7 (d). Mr. Mays seconded and motion carried 5-0.

VI. Consent Agenda

A. Consideration of Board Minutes

1. [July 23, 2018 Regular Meeting](#)
2. [August 2, 2018 Executive Session](#)

B. Financial Considerations

1. [Payroll Claims 7-19-18](#)

C. 2018-19 Concession Contracts

1. [Meyer Gym & SMS Indoor Concessions](#)
2. [SMS Outdoor Concessions](#)

D. Personnel Recommendations

1. Retirement(s)
 - a. [Darkus Robbins as SES Preschool Aide - End of 2018-19 School year](#)
2. Resignation(s)
 - a. [Shelby Boley as SMS Drama Club Co-Sponsor](#)
3. Certified Recommendation(s)
 - a. [Tiffany Copples - SMS Jump Start ELA](#)
 - b. [Ryan Heacock SMS Art Teacher](#)
 - c. [Crista Steier - SMS 6th Grade Language Arts Teacher](#)

Note: Mrs. Steier is also replacing Ms. Rairdon who was previously approved for the 6th Grade ELA Remediation Prep Period Pay (spring 2018), we would like to allow Mrs. Steier to offer this for her team in Grade 6 just as Ms. Shuler will be doing for the other Grade 6 team).

4. Support Recommendation(s)
 - a. [Deborah Guffey - SMS 5.5 Hour Sp. Ed. Instructional Aide](#)
 - b. [Amanda Albertson - SMS 6.75 Hour/4 Day ED Instructional Aide](#)
 - c. [Allyssa Elam - JES 5.5 Hour Title I Instructional Assistant](#) - **Removed 8-6-18**
 - d. [Lisa Eadler - SES 4 Hour/7 Day ED Aide](#)
 - e. [Stefanie Chumbley - Elementary 7 Hour Music Aide](#)
5. ECA Recommendation(s)
 - a. [Richard Cooper - SMS Assistant Football Coach](#)
 - b. [Barry Thompson - SHS Assistant Football Coach](#)
 - c. [Kris Bachmann - SHS Summer Band Assistant](#)
 - d. [Eric Cople - SMS Boys' Tennis Co-Coach](#)
 - e. [Deanna Schafer - SMS 7th Grade Volleyball Co-Coach](#)
 - f. [Tori Clemmons - SMS 7th Grade Volleyball Co-Coach](#)
6. Transfer Request(s)
 - a. [Rosa Putoff from SHS 5.5 Hour Custodian to SHS 8 Hour Custodian](#)
 - b. [Regina Helton from SES 4 Hour Duty Aide to SES 5.75 Hour Duty Aide](#)
 - c. [Darkus Robbins from JES 7 Hour/5 day PK Aide to SES 7 Hour/5 Day PK Aide](#)
 - d. [Meghan Jourden from JES 7 Hour/4 day PK Aide t SES 7 Hour/4 Day PK Aide](#)
7. Leave Request(s)
 - a. [Elizabeth Brown - 4-6 Week Medical Leave beginning July 25](#)
 - b. [Jeff Cox - Indiana School Safety Specialist Academy, Indianapolis, IN, Nov. 5-6 & Feb. 25](#)
 - c. [Chris Routt - DOE Safety Conference, Indianapolis, IN, Sept. 9-11](#)
 - d. [Marc Slaton & Casey Brewster - ISBA/IAPSS Fall Conference, Indianapolis IN, Sept. 10-11](#) - **Removed 8-6-18**
8. [Contract Recommendation\(s\)](#)
 - a. Jamie Lowry - 230 days @ 62,500 (Add 10 days)
 - b. Sue Hart - 220 days @ \$41,500 (Add 10 days)
 - c. Bobby Riley - \$76,887 - **Removed 8-6-18**
9. [Permission to Post](#)
 - a. SMS 6th Grade B-Team Volleyball Coach
 - b. SMS Drama Club Co-Sponsor
 - c. SES 4 Hour Duty Aide

In regard to Dr. Slaton and Mr. Brewster attending the ISBA/IAPSS Fall Conference, Dr. Slaton suggested that they attend one day each. Mrs. Roberts made a motion to approve, seconded by Mrs. Soloe. Motion carried 5-0.

Mr. Kendall explained the rationale for adding 10 days each to the contracts of Athletic Director Lowry and Food Service Director Mrs. Hart stating that they are still paid lower than the person they replaced years ago. He added that the Board wanted to adjust the salary of Maintenance and Transportation Director, Mr. Riley, who already works 261 plus days and is on call 24/7, however, Mr. Riley asked that his raise be tabled until the non-certified support staff pay raises are addressed. Mr. Mays made a motion to approve with the understanding that Mr. Riley's raise be retroactive from the time non-certified pay raises are instated back to this date. Mrs. Roberts seconded and motion carried 5-0.

Mr. Mays added that he appreciates all that Mr. Riley does and felt his concern for his staff spoke volumes about his character. He stated that Mr. Riley puts a lot of miles on his personal vehicle and does not turn in receipts for mileage, that he is on call 24/7 and is up early on snow days to check roads. Mr. Mays added that he realizes his crew and all non-certified are due for a raise too, but that is a much bigger monster to deal with and the Board is working towards that also.

Mr. Moore suggested that Mr. Riley should be involved in determining fair pay increases for his staff. Mr. Kendall asked that Mr. Riley prepare a proposal for the Board and that each Director do the same for their staff. He asked that Directors include the reasons they believe their proposals are warranted, that they consider skill level and what each person does, and that they use dollar amounts rather than percentages. Mr. Mays added that comparisons should be made to see where the District aligns with local salaries.

Mr. Kendall explained that part of the reason non-certified raises had been overlooked was due to the fact that they use to be considered when teacher contracts were renewed every four years, however this time it was an eight year contract. He agreed that it is time to address non-certified staff pay. He added that the Board might also consider not capping raises at ten years.

Mr. Bobby Miles was also in attendance and added that though anything would be appreciated, the non-certified staff had been overlooked for a long time and hoped the Board would be generous and start addressing raises annually.

VII. Other Business

A. FYI

The Board received two thank you cards, one from [Mayor Graham](#) after the passing of his wife, Helene, and one from [SMS Cafe Manager Nancy Couch](#) for remembrances sent after the passing of her mother, Delores Wooten.

B. Permission to pay our 50% portion to the city for the equipment start up costs for the School Resource Officer Program (not to exceed \$60,000) - **added 8-6-18**

Mrs. Soloe made a motion to approve, seconded by Mr. Moore. Motion carried 5-0.

C. Permission to implement Plan B for the first semester for district schools for an SRO at all district campuses (not to exceed \$155,000) - **added 8-6-18**

Dr. Slaton stated that there is now an agreement with the City, which could actually put officers in the buildings earlier than expected and that they are in discussions with the County Commissioners and County Council to provide officers for the outlying schools. Plan B would address hiring off duty and/or reserve officers to cover schools from day one until the agreement is made and the City plan begins.

Mr. Moore asked if the Board had discussed doing this for the first semester, Mr. Kendall stated that it was discussed during Executive Session. Mr. Mays stated that though he was in favor of it, he would like to see Plan B and the financing details. Dr. Slaton stated that he would re-share Plan B with the Board but that the basic plan was to pay \$35 per hour to the officers and that the city coordinator, Brian Hall, would coordinate the officers for all six buildings for the first semester. Both Mr. Hall and Chief Zellers have no problem covering this responsibility and there are no administrative costs. He added that the reason Scott 2 would pay more per hour than Samtech (whose security protocol the District is modeling) is due to the fact that their security officers patrol in their cars and ours will be much more active in the school buildings. They will patrol the buildings, be visible for morning entry, lunches, hallways, recess, etc. Mr. Kendall asked that the

Board be notified if anyone outside our community is used as an officer. Mrs. Soloe made a motion to approve, seconded by Mrs. Roberts. Motion carried 5-0.

- D. Permission to split Elementary Sports Coordinator position into four separate, sport specific Coordinator positions and to post those positions - **added 8-6-18**

Mr. Lowry proposed splitting the Elementary Sports Coordinator position, which pays \$5,000 per year, into four sport-specific positions: volleyball, boys' basketball, girls' basketball and track/cross country. A stipend would be paid separately for cheerleading. There have been no applicants so far for the position as originally posted and the hope is that splitting would make it more attractive. This plan would also give the varsity coaches more input at the elementary level. Mr. Lowry added that more elementary sports could be added in the future and at that point, a proposal would be brought to the Board for consideration. Mrs. Roberts made a motion to start with volleyball paying \$1,425. Mrs. Soloe seconded and motion carried 4-1 (Mr. Mays voted against). After more discussion, Mrs. Roberts rescinded her first motion. Mr. Moore seconded and motion carried 5-0.

Mr. Mays made a motion to approve Option B as requested by Mr. Lowry. Mrs. Soloe seconded and motion carried 4-1. (Mr. Kendall voted against)

- Elementary Volleyball Coordinator - \$1413
- Elementary Boys' Basketball Coordinator - \$1413
- Elementary Girls' Basketball Coordinator - \$1413
- Elementary Track & Cross Country - \$1413
- Elementary Cheerleading - \$604

- E. [Recommendation of Kara Baker - JES 8 Hour Custodian](#) - **added 8-6-18**
- F. [Recommendation of Pam Morris - VFES 5.75 Hour Duty Aide](#) - **added 8-6-18**
- G. Post JES Title I Instructional Assistant - **added 8-6-18**
- H. Post Elementary Coordinator Positions - **added 8-6-18**

Mrs. Roberts made a motion to approve Items E, F, G and H. Mrs. Soloe seconded and motion carried 5-0.

VIII. Adjourn

Mr. Mays made a motion to adjourn at 1:04 p.m. Mrs. Roberts seconded and motion carried 5-0.

Executive Session - Cancelled

- I. IC 5-14-1.5-6.1 For discussion of strategy with respect to (3) the assessment, design, and implementation of school safety and security measures, plans, and systems; (6) any individual over whom the governing body has jurisdiction: (A) to receive information concerning the individual's alleged misconduct; and (B) to discuss, before a determination, the individual's status as an employee.

Mr. Jason Kendall, President

Mrs. Andrea Soloe, Secretary

Mr. Josh Mays, Vice President

Mrs. Christy Roberts, Member

Mr. Ron Moore, Member