

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

**Minutes  
September 11, 2018**

**Executive Session - 5:00 p.m.**

- 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.

The Executive Session started at 5:00 p.m. with all members present with the exception of Mr. Mays. Dr. Slaton and Mr. Brewster were also in attendance. There was no subject discussed other than that specified on the agenda. The meeting adjourned at 6:05 p.m.

**Regular Board Meeting - 6:00 p.m.**

- I. Call to Order  
Mr. Kendall called the regular meeting to order at 6:07 p.m.
- II. Pledge of Allegiance
- III. Recognition of Visitors
- IV. Superintendent's Report
  - A. [Scott County School District 2 Evaluation Plan](#) and [Teacher Rubric](#)  
Dr. Slaton shared the Scott 2 Certified Employee Evaluation Plan and Teacher Rubric as required by state statute. He noted that two of the biggest adjustments from last year were: 1) the change to make sure the letter grade part of the evaluation plan is the greatest influencing factor; and 2) the adjustment to two long evaluations (at least 40 minutes in length) with an unlimited number of classroom walkthrough visits. Last year it was one 40 minute long and two 20 minute shorts for a total formal observation time of 80 minutes. It is the opinion of both the teachers and the administration that two longs are much more valuable than having the shorts. He also advised that the formal classroom walk through process will be ironed out within the next week. They are encouraging more classroom visits by the administration team which would allow more immediate feedback.

Mr. Moore asked for clarification on the school wide learning measures and other factors that will determine teacher grades. Dr. Slaton stated that the schoolwide letter grade applies to every teacher in the building. It is smaller percentage of the score for teachers who teach in math or English areas, however, for teachers

who do not teach in those areas it is a larger percentage of their grade, so is a much bigger concern for them. Mr. Moore stated that an ineffective teacher could adversely affect the entire school grade. Mr. Kendall added that in those cases administrators will be under pressure to hold those teachers accountable.

Mr. Moore also questioned the impact one student not performing well would have on a teacher's grade. Dr. Slaton stated that he did not believe that a couple of low performing students would severely impact a grade, however if data indicated that multiple students were not successful, that would impact the grade. He noted that 65 % of a teacher grade is determined on their individualized rubric based on observations.

Mr. Kendall asked if some of the areas need to be more clearly defined to give teachers a better idea of what is expected, using the example that a teacher could have 200 sick days, use all of them and still score well in that area. Dr. Slaton stated that the bullet points gave the attendance issue more teeth.

Mr. Moore asked about the section stating that students cannot have ineffective teachers two years in a row and what we do with ineffective teachers. Dr. Slaton noted that a plan is in place to prevent this from happening with students, however in some cases it could happen if teachers switch grades, students are retained, etc. He added that ineffective teachers should be on an improvement plan and if improvements are not made, steps should be taken to remove them from employment.

B. [Staff Exit Surveys](#)

The latest staff exit surveys were provided for Board review.

C. [Scott County Partnership Invitation](#)

The Scott County Partnership invited the Board to attend a dinner celebrating their 20 years of service. Dr. Slaton noted that the Partnership does a lot of great things for our schools and this dinner is also a fundraising event. He encouraged everyone to attend and show their support.

V. Consideration of Modification to the Agenda and Approval

Dr. Slaton asked permission to add two items to the agenda: 1) Request for the FFA to attend the Leadership Development Workshop in Trafalgar on Sept. 14-16, and 2) Approval of the Juvenile Detention Center agreement with Clark County. Mrs. Roberts made a motion to approve, seconded by Mrs. Soloe. Motion carried 4-0.

VI. Consent Agenda

A. [Consideration of Board Minutes 8-28-18](#)

B. Financial Considerations

1. [Payroll Claims 8-30-18](#)

2. Regular Claims

a. [AP Invoice Report 9-5-18](#)

b. [Regular Claims Aug. 23-Sept. 5](#)

C. [Permission to Purchase Camera for Football Field Area - \\$3,190.14](#)

D. Personnel Recommendations

1. Retirement(s)

a. [Tracy Lucas - Elementary Art Teacher](#)

2. Resignation(s)

a. [Megan Early as SES 4 Hour Duty Aide](#)

3. Support Staff Recommendation(s)

a. [Vickie Bush - Scott 2 Bus Driver](#)

b. [Jennifer Jennings - SES 5.75 Hour Instructional Aide](#)

4. ECA Recommendation(s)
  - a. [Tim Patton - SHS Fall Guard Director](#)
  - b. [Jason Cox - Interdisciplinary Academic Team Advisor](#)
  - c. [Angela Ray - SMS Destination Imagination Sponsor](#)
  - d. [David McGowen, Jr. - Volunteer Varsity Cheer Coach](#)
  - e. [Allison Rademacher - Elementary Boys' Basketball Coordinator](#)
  - f. [Hope Strobl - JES Math Bowl Coach](#)
5. Transfer Request(s)
  - a. [Grace Hargis from SHS 6 Hr/4 Day Sp. Ed. Aide to SES 5.75 Hr. Instructional Aide](#)
  - b. [Maxine Rembusch from SHS 8 Hour Admin. Asst. to SHS 8 Hour Athletic Admin. Assist.](#)
6. Leave Request(s)
  - a. [Ondra Couch & Brandon Jerrell - IN Foreign Lang. Conference, Indianapolis, Nov. 1-2](#)
  - b. [Jane Naugle - Crises & Loss Conference, Fort Wayne, IN, Sept. 8](#)
  - c. [Scott Borden & Eric Cople - Filewave User Conference, Indianapolis, Oct. 4-5](#)
  - d. [Shannon Davis Unpaid Leave Request](#)
7. Field Trip Request(s)
  - a. [SHS Band - Walt Disney World, Orlando, FL, Nov. 18-24](#)
8. [Permission to Post](#)
  - a. Bus Aide
  - b. SES 4 Hour Duty Aide
  - c. Elementary Itinerant Art Teacher (2019-20)
  - d. SHS 8 Hour/198 Day Administrative Assistant
  - e. SHS 5.5 Hour Custodian (2) - **pulled from Consent Agenda**

Mr. Moore asked that Item 8 (c) be pulled for further discussion. Mrs. Roberts made a motion to approve the Consent Agenda with the exception of Item 8 (c). Mr. Moore seconded and motion carried 4-0.

Mr. Moore asked for more information about the need for two SHS 5.5. hour custodians. Dr. Slaton explained that there have been a lot of issues at SHS with custodial positions changing frequently with subs being used for long periods of time without the positions being officially replaced in a timely manner which has led to some confusion. He added that recently after looking at the number of custodial positions at the high school over the last several years, it was determined that they are short two 5.5 hour custodians. Mr. Brewster also did a comparison between SHS and SMS custodians and the work required for each building which indicated that SHS did need more custodians. The plan is to try to use subs for shorter periods of time and fill these positions sooner. Mr. Moore made a motion to approve the two custodial postings. Mrs. Soloe seconded and motion carried 4-0.

Dr. Slaton noted that Ms. Tracy Lucas has decided to retire at the end of the 2018-19 school year. He stated that she was hired in 1988 fresh out of college and has served her entire 30.5 year career as the Elementary Art teacher for Scott 2. He added that Ms. Lucas is a talented artist and singer and has used her talents to touch the lives of children in all four elementary schools. Ms. Lucas will be missed by her students and colleagues alike. He wished her many years of health and happiness in retirement and stated that he hoped all retirees would attend the banquet in their honor next May to celebrate and be formally recognized.

## VII. Policy

- A. Volume 30, No. 2
  - a. [1422 - Nondiscrimination & Equal Employment Opportunity](#) (Admin)

- b. [1662 - Anti-Harassment](#) (Admin)
- c. [2260 Nondiscrimination & Access to Equal Educational Opportunity](#) (Program)
- d. [2700 - Annual Performance Report](#) (Program)
- e. [3120.04 - Employment of Substitutes](#) (Professional Staff)
- f. [3122 - Nondiscrimination & Equal Employment Opportunity](#) (Professional Staff)
- g. [3131 - Reduction in Force \(RIF\) in Certified Staff](#) (Professional Staff)
- h. [3362 - Anti-Harassment](#) (Professional Staff)
- i. [4122 - Nondiscrimination & Equal Employment Opportunity](#) (Support Staff)
- j. [4162 - Drug & Alcohol Testing of CDL Holders & Other Employees](#) (Support Staff)
- k. [4362 - Anti-Harassment](#) (Support Staff)
- l. [5517 - Anti-Harassment](#) (Students)
- m. [5630.01V1 - Use of Seclusion & Restraint with Students](#) (Students)
- n. [5630.01V2 - Use of Seclusion & Restraint with Students](#) (Students)
- o. [6610 - Extra-Curricular Funds](#) (Finances)
- p. [7520 - Use of School Facilities](#) (Property)
- q. [7530.02 - Staff Use of Personal Communication Devices](#) (Property)

Dr. Slaton advised that the policies will be taken to District Discussion again on the 17th and brought back for a second reading at the next Board meeting. He asked Board members to let him know if they had any questions about the policies prior to the next meeting.

B. [Metal Detector Wand Policy](#)- First Reading

#### VIII. Other Business

A. [Thank You Cards](#)

The Board received thank you cards from Veronica McIntosh and Casey McIntosh for remembrances sent after the passing of their mother and grandmother, Gora Mullins. Dr. Slaton asked that everyone also remember Lori Smith and her family as they cope with the loss of her mother, Thelma Cathcart.

B. [FFA Leadership Development Workshop Request](#) - added 9-11-18

Mrs. Roberts made a motion to approve, seconded by Mrs. Soloe. Motion carried 4-0.

C. [Juvenile Detention Center Agreement](#) - added 9-11-18

Dr. Slaton stated that the Brownstown Juvenile Detention Center had closed and asked for approval of the agreement with the Clark County Juvenile Detention Center to use as needed going forward. Mrs. Roberts made a motion to approve, seconded by Mr. Moore. Motion carried 4-0.

Mr. Kendall mentioned the Active Shooter Full Scale Exercise at SHS on September 13. Dr. Slaton stated that all campuses will initially be locked down during this practice drill. The other five schools will be released to continue with their regular school day shortly. SHS will have actors portraying victims, parents, staff, students and intruders to simulate what could happen in an event of this nature. He stressed that there will be no cap guns, blanks, etc., used during this exercise. Law enforcement will respond; EMS/Fire will triage, treat and transport victims to the local hospital; and remaining students will be evacuated. Students will be transported back to school for the remainder of the school day. Dr. Slaton added that the hope is that a lot will be learned by everyone during this event.

Mr. Kendall asked if any Board members had anything else before adjourning the meeting. Mr. Moore stated that when openings are posted in the District, fair hiring processes need to be followed. He has concerns that sometimes it is known right away who will get a job, adding that recently he was told the very next day after a job was posted who would get that job. He added that he was not making a judgement on that person's qualifications, but just pointing out that this is a bad perception.

Mrs. Roberts asked about the status of getting a larger flag and flagpole for Warrior Field. Everyone was in agreement that the facility looks nice but the flag and flagpole are too small and not as patriotic as wanted. Dr. Slaton stated that they are looking in to partnering with the Lions' Club due to the cost involved. Mr. Riley noted that installation cost would also need to be considered. Mr. Kendall asked if perhaps a shorter, less expensive pole could be put on top of SMS or the score board. Mr. Riley answered that he would look into those possibilities but wasn't sure if it would be possible to have proper lighting for the flag.

IX. Adjourn

Mrs. Soloe made a motion to adjourn at 6:50 p.m. Mrs. Roberts seconded and motion carried 4-0.

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Jason Kendall, President

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Andrea Soloe, Secretary

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Ron Moore, Member

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Christy Roberts, Member