

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

**Board Minutes
December 11, 2018**

Executive Session - 5:00 p.m.

- I. IC 5-14-1.5-6.1 For discussion of strategy with respect to (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 along with Dr. Slaton, Mr. Brewster and incoming Board member Mrs. Jennifer Craig. There was no subject discussed other than that specified on the agenda. The Executive Session ended at approximately 6:00 p.m.

Regular Board Meeting - 6:00 p.m.

- I. Call to Order
Mr. Kendall called the Regular meeting to order at 6:00 p.m.

- II. Pledge of Allegiance

- III. Recognition of Visitors
Mr. Kendall announced to the standing room only crowd that anyone who wanted to address the Board would be allowed to speak for three minutes (each) until 6:30 p.m. at which time the window to speak would be closed.

Mr. Al Riggle, representing the Kiwanis, spoke in support of Dr. Slaton stating that the Kiwanis have worked closely with him to improve community through improving our kids. He listed many areas of continued growth through Dr. Slaton's leadership, including: student academic success, LES Blue Ribbon Award, the implementation of technology in our schools, Apple School Recognition, recognized as tech model for other schools, expansion of dual credit opportunities for students, partnering with business and service organizations to provide counseling for students, formed partnerships with SCSD 1 and Ivy Tech, strong supporter of CEASE and drug prevention programs, implementation of the summer meal program, character development programs, Life Literacy Academy, extended vision screenings, and has initiated improved security in all of our schools, going so far as to have a mock shooting scenario to provide a training exercise with first responders (medical, law enforcement, etc.) which serves as a model for other schools. Mr. Riggle stated that he is not aware of issues the Board has with Dr. Slaton, but he does know that Dr. Slaton has done an outstanding job in the District and in the community and that we have something special here that doesn't happen by accident.

Mr. Tim Payne stated that he wanted to introduce himself in order to validate his opinion. He is a former teacher, coach and administrator in Clark County (40 years). After retirement he went to ISU & IUS as lecturer and supervisor

of student teachers. He stated that he has worked in all of our schools as a supervisor of student teachers and has worked with some of our students. He stated that Dr. Slaton has innovated several programs and has continued several programs. Mr. Payne suggested that the Board go to the DOE to see what they say about Dr. Slaton and about our schools since they are the ones that give the grade and they are concerned about the educational progress of our students rather than ballgames or band or anything else. He added that if they give him a good grade, the Board should consider giving Dr. Slaton an increase in salary and if that is not possible, consider extending his contract tonight.

Mrs. Lori Croasdell, stated that she teaches District 2 students for Ivy Tech at MASP. She complimented the students' behavior and work ethic and thanked the Board for the opportunity to teach those classes. She added that she had children in Scott 2 for 21 years and has known every superintendent since Dr. Amick. She said that she has been concerned about the lack of Board support for superintendents for over two decades. She questioned what goals the Board has for Dr. Slaton that he has not met. She added that many are confused as to why he only has a one year contract, stating that she sure works better not having to worry constantly about whether she has a job. Mrs. Croasdell asked how the staff can function when they know their leader has only a one year contract, adding that employees can thrive when they know who they will be working with and asked how a leader can lead if they are worried about the Board working with them. She stated that she has worked with Dr. Slaton longer than all of them had been on the Board and had never heard one negative thing about his integrity, leadership, etc. She believes him to be a remarkable leader for our community and that removing him would be devastating for Scott 2 and the entire community.

Mr. B.J. Best, said that he has been a part of Scott 2 for a long time, and the reason everyone was here was for Dr. Slaton. He cited the concern about declining enrollment referenced in past Board minutes and questioned whether not renewing Dr. Slaton, who has led the District in a good direction, would make parents or students want to come here. He added that the Board's decisions should not be based on whether or not they like an individual, or on any personal issue. He commented that not only is Dr. Slaton a good leader who has helped every one of us, but Mrs. Slaton is also a huge asset to Scott 2. Mr. Best questioned if the Board felt that something had to be done, why it hadn't been addressed in other ways. He closed by thanking Dr. Slaton for his support over the years and said he would hate to see him and his wife leave this district.

Mr. Chuck Rose, retired administrator for Scott 2, stated that he could go on and on about how much he appreciated working with Dr. Slaton and how much he respects him as a person, but didn't think that would be beneficial for the Board to hear over and over. He noted that he had been contacted by several community leaders asking questions about what was going on in the District. He said he could answer some of the questions, such as whether the District was in bad shape financially, to which the answer was "no" and how the schools were performing under Dr. Slaton's leadership. He agreed with Mr. Payne about seeing what the state thinks of Scott 2. Mr. Rose provided data showing Scott 2 grades from the state compared to surrounding districts. Scott 2 scored a 3.0 g.p.a. with all other surrounding schools' grades being lower. He added that in 2014-15 the state transitioned to more rigorous standards and since that time Scott 2 was the only district that did not have a "C." He said that though he doesn't see this as the be all end all, this is what people who are looking for school districts see. He acknowledged how hard it is to sit on that side of table and make decisions as a Board and stated that he appreciates and respects that. He urged the Board to look at the data and listen to the community, stating that Dr. Slaton is the face of Scott 2.

Mayor Bill Graham spoke about the strong partnership the City has formed with the county schools and area manufacturers. Area industries need highly trained people and both Dr. Slaton and Mr. Manns have been an integral part of bringing Ivy Tech, Vincennes University and Indiana University to the Mid-America Science Park to provide

this training, not only to our students but also to adults. He stated that this is the first time we have had that kind of presence in Scottsburg and that the relationships that have been built between the businesses and schools requires trust. He is concerned that with the retirement of the Scott 1 superintendent this partnership would definitely be in danger without Dr. Slaton.

2018 Lilly Scholarship recipient and SHS Senior Madelyn Shelton, stated that she represented the most important perspective, which is that of the students. Miss Shelton said that Dr. Slaton's leadership has provided students with many opportunities that they would not have had otherwise. She asked the Board to support Dr. Slaton to allow him to continue to lead students.

Mr. Kyle Mullins spoke as a teacher, coach, parent, and friend of Dr. Slaton. He thanked Dr Slaton for his vision for Career and Technical Education in Scott 2 and all of the developments at MASP, adding that he is thankful for Dr. Slaton's support of programs, including football, that help reach students who may otherwise not be met and ensuring that each student has a pathway for success. Mr. Mullins went on to say that as a parent he feels safe sending his kids here and is happy with the number of ECA's and classes his children have access to at Scott 2. He ended by thanking Dr. Slaton for all of his support, stating that as his family is struggling with some health issues and Dr. Slaton has kept in close contact with him, sending him scriptures and daily texts. Mr. Mullins said these are things that are not seen but are crucial, adding that he is fortunate to be under Dr. Slaton's leadership.

Mrs. Shelby Boley has taught at SMS for 15 years and worked at SSU for 8 years prior to that. She felt that she could speak for many teachers in saying that they feel supported by Dr. Slaton and have a good working relationship with him. She said that Dr. Slaton had visited her classroom more than any past superintendent and that he does a great job interacting with students. She added that Dr. Slaton is also very active and strong in our community. Mrs. Boley stated that as a parent, she felt very secure sending her daughter to Scott 2 and was grateful that she went to college with 36 credit hours right out of high school. She closed by saying that when you cut the leader out of a district, you are voting against our district and she feels that Dr. Slaton is a strong superintendent who deserves our support.

Sheriff Kenny Hughbanks stated that what Dr. Slaton does for students on a day to day basis is above and beyond, adding that what he has done with school safety is unheard of. He stated that as a parent of a child with special issues it was always easy to get to Dr. Slaton, the principal or even the Board. He closed by saying that he firmly believes Dr. Slaton has the kids' best interest at heart.

First Christian Church Pastor Matthew Craig stated that his family had returned to the area a year ago and having raised children elsewhere, could say that Scott 2 has a great system. He said that two of his adopted children have only been speaking English for 2 years and the support they have received has been awesome. He thanked Dr. Slaton, Mr. Brewster and all of the teachers they have been involved with adding that there is always room for improvement, but his kids have excelled and been supported here.

IV. Superintendent's Report

A. Recognition

1. Jason Kendall

Dr. Slaton presented outgoing Board president Jason Kendall with a plaque in appreciation of his eight years of service to Scott County School District 2, serving the last five years as Board

President. He noted that during Mr. Kendall's time on the Board there have been many accomplishments that have transformed Scott 2 into a 21st Century teaching and learning school district and he thanked him for his commitment to students, their families, and our community.

2. Bass Fishing Volunteers

Dr. Slaton recognized the men who volunteered with the bass fishing program for all they did to allow students the opportunity to be involved in something positive. He added that they gave not only of their time, but also shared their equipment to teach these students, spent time with them and developed bonds that may well endure. Those involved were coach Bill Buckner and aides, Bobby Crane, Frank McClain, Jerry Zollman, Jr., Jeremy Hagan, and Clint Anderson.

3. Band of Warriors

Dr. Slaton congratulated the Band of Warriors for another successful season and for representing Scott 2 in such great style at the Disney parade in Orlando over Thanksgiving break. He thanked directors Tim Johnston and Curtis Turner along with all of the volunteers who helped make the trip such a success for our students.

4. SMS/SHS Choir

Dr. Slaton congratulated the SMS/SHS Choir, Director Ashley Kruth and chaperone Shelby Boley for representing the District so well as they marched in the Christmas parade in Nashville, Tennessee.

Last, he shared that the [Indiana Basketball Hall of Fame Board of Directors announced the 2019 Women's Induction Class](#) to be honored on Saturday, April 27, 2019, and SHS graduate Sheryl Bonsett will be honored. Sheryl was a 1985 Indiana All-Star after totaling 1,011 points and 361 assists under Hall of Fame coach Donna Cheatham. A four-year letterwinner on Warriorettes teams that were 71-12, she was a two-time team MVP, led the team in assists for three seasons and in steals two seasons. She averaged 17.3 points and 5.2 rebounds senior season and was a member of the Warriorettes' 1983 regional championship team. In four years at Eastern Illinois University, she started 96 of 116 career games played, graduating 8th in program history with 1,012 points, 2nd in career assists with 435 and 5th in program history with 166 steals. He offered congratulations to Sheryl on this outstanding accomplishment.

B. [1782 Notice Update- 2019 Budget](#)

Dr. Slaton provided a side by side snapshot of the 1782 Notice concerning the 2019 advertised budget and approved budget versus the 2018 estimated expenditures noting that they will take another look at this in January.

C.. [Proposed 2019 Board Meeting Dates](#)

D. [Homebound Report](#)

E. [Virtual School Report](#)

Proposed Board meeting dates for 2019 were provided along with the Homebound and Virtual School reports.

F. [Elementary School ISTEP Presentations](#)

1. Vienna-Finley Elementary - Tiffany Barrett

2. Scottsburg Elementary - Chris Marshall

Principals Barrett and Marshall shared Spring 2018 ISTEP+ data for VFES and SES. Mrs. Barrett shared that VFES had 68.9 performance points and 92.5 growth points, giving them an overall score of 80.6 for a letter grade of "B." She outlined their school improvement focus areas which included school culture and climate, writing/phonics/comprehension, targeted focus groups, RTI changes to improve student growth, and integrated flex grouping. Mrs. Barrett credited Mr. Jordan Warner as being extremely instrumental in gathering data, working with staff to use the data for student achievement improvement and attending RTI

meetings along with Mr. Dustin Marshall. She added that they could not do what they do without them.

Mr. Moore asked if there were any plans to address the space issues with Title I. Mrs. Barrett answered that they have tried to be creative in finding appropriate space for Title I, speech and hearing, and at this time feel they have the best solution available.

Mr. Marshall shared that SES had 63.7 performance points and 104.8 growth points, giving them an overall score of 84.2 for a letter grade of "B." He also outlined what they are doing to improve as flex grouping during core instruction and targeted intervention groups, using GoMath, computation math fact mastery, ILEARN test blueprints, increased writing practice, focusing to non-fictional reads, RTI meetings, accountability/data driven instructional meetings, vertical alignment review, lesson plans, internal grade-level computation proficiency tests, master schedule reallocation, collegiate partnership with Hanover College, STEM, and change of culture/accountability for data driven retentions.

Mrs. Roberts asked if Mr. Marshall could report back to the Board at the end of the school year with data showing how the flex grouping has worked or not worked so this information could be shared across the district.

V. Consideration of Modification to the Agenda and Approval

Mrs. Roberts made a motion to approve the agenda as presented. Mrs. Soloe seconded and motion carried 5-0.

Mr. Kendall asked if anything needed to be discussed or pulled from the Consent Agenda prior to approval. Mr. Mays

questioned why the recommendation for the 7th grade boys' B team basketball coach was just being voted on since basketball started a couple of months ago. Dr. Slaton answered that Mr. Smith just realized that he hadn't sent the paper work. Mr. Mays stated that he is fine with Mr. Clancy, but concerned that we find a way to make sure that others do not slip through the cracks.

VI. Consent Agenda

A. Consideration of Board Minutes

1. [November 27, 2018](#)
2. [November 30, 2018 Executive Session](#)

B. Financial Considerations

1. [Payroll Claims 11-22-18](#)
2. Regular Claims
 - a. [AP Invoice Report 11-15-18](#)
 - b. [Regular Claims Nov. 15 - Dec. 6, 2018](#)

C. Permission to Pre-Write through December 31, 2018

D. Personnel Recommendations

1. Resignation(s)
 - a. [Sabrina Vires - SHS 8 hr/198 Day Guidance Administrative Asst. \(effective Dec. 7\)](#)
 - b. [Sarah Petty - SHS 4 day/week Special Ed Mild/Moderate Aide](#)
 - c. Jim Shelton - 8 hr/261 Day Maintenance
2. Certified Recommendation(s)
 - a. [Alexandra Johnson - SHS Science Teacher \(HSTW\)](#)
3. Support Staff Recommendation(s)

- a. [Kaitlyn Sims - LES 5.5 Hour/170 Day Title I Instructional Assistant](#)
- 4. ECA Recommendation(s)
 - a. [Kristen Richardson - JES Student Council Sponsor](#)
 - b. [Deonna Puckett - SHS Science Olympiad Coach](#)
 - c. [Brent Paris - Volunteer SHS Football Coach](#)
 - d. [Jason Cox - Science Olympiad Director](#)
 - e. [Jason Cox - Science Club Co-Sponsor](#)
 - f. [Jason Clancy - SMS Boys' 7th Grade B-Team Basketball Coach](#)
 - g. [Patty Clancy - SHS Girls' Varsity Track Coach](#)
 - h. [Nick South - LES Math Bowl Coach](#)
- 5. Student Teacher Recommendation(s)
 - a. [Rachel Miller \(Hanover College\) - JES 1st Grade](#)
 - b. [Christa Luper \(Hanover College\) - JES 5th Grade](#)
- 6. Field Trip Request(s)
 - a. [FFA - Murray State University Field Days, Murray, KY, Apr. 9-10](#)
- 7. Professional Leave Request(s)
 - a. [Anna Hall - Murray State University Field Days, Murray, KY, Apr. 9-10](#)
 - b. [Anna Hall - CASE Institute, Doyle, TN, July 20-31](#)
 - c. [Shelby Sebastian & Kia Humphrey - Focus on Inclusion, Indianapolis, Mar. 11-12](#)
- 8. [Permission to Post](#)
 - a. 8 hr/261 Day Maintenance
 - b. SHS 8 hr/198 Day Guidance Administrative Asst.
 - c. SHS 4 day/week Special Ed Mild/Moderate Aide

Mr. Moore made a motion to approve the Consent Agenda. Mrs. Soloe seconded and motion carried 5-0.

VII. Curriculum, Instruction & Grants

A. [Permission to Apply - 2018 National School Lunch Program Equipment Assistance Grants](#)

Mrs. Hart requested permission to apply for an equipment grant for SES to replace an electric steam kettle for \$13,000. Mr. Mays made a motion to approve, seconded by Mr. Moore. Motion carried 5-0.

VIII. Other Business

A. Permission to Accept/Award Bids

1. [McClain Hall Gutter Repair/Replacement](#)

- a. [South Central Roofing](#) \$31,480
- b. Royalty Roofing - No Bid
- c. Tom Hinshaw Roofing & Sheet Metal - No Bid

Mrs. Roberts made a motion to accept the bids, Mr. Mays seconded and motion carried 5-0. Mr. Mays made a motion to award the bid to South Central Roofing in the amount of \$31,480. Mrs. Roberts seconded and motion carried 5-0.

2. Wrestling Mat

- a. [Dollamur Sport Surfaces](#) \$7,155
- b. [Tiffin Holdings, Inc.](#) \$8,085
- c. [Resilite](#)- \$13,008

Mrs. Soloe made a motion to accept the bids, Mr. Mays seconded and motion carried 5-0. Mr. Mays followed the recommendation of Mr. Lowry and made a motion to award the bid to Dollamur Sport

Surfaces for \$7,155. Mrs. Roberts seconded and motion carried 5-0.

B. Permission to Remodel SHS FACS Kitchens (6 stations)

The FACS classroom needs to be updated and Mr. Riley estimated the cost would be \$15,600 for the Maintenance Department to do and they could begin the 4-6 week project over Christmas break. SHS CPF for 2019 would be utilized for this project. Mr. Moore made a motion to approve, seconded by Mr. Mays. Motion carried 5-0.

C. Consideration of Superintendent's Contract

Mr. Moore thanked the community stating that they had been helpful. He wanted to assure Mr. Best, who alleged that decisions were being made based on personal issues rather than performance, that this was not the case. He stated that the Board does not vote according to whether they like someone or not, but rather on whether or not they are doing a good job. He added that it is the job of the Board to challenge the superintendent. He noted that the Board appreciates all Scott 2 employees.

Mr. Mays agreed, adding that if it was personal it would be an easy decision. He stated that he appreciated everyone coming in, but knew how he was going to vote when he came in the door. Mr. Mays also stated that he did not think anyone felt threatened with a one year contract and that if they did feel threatened they didn't have to sign a contract. He closed by saying he was on the Board when Dr. Slaton was hired and whether good or bad, Dr. Slaton always knows how he feels.

Mrs. Roberts stated that she felt the Board was completely transparent with where they stand but it may not be communicated because it is confidential. She stated that they have goals and Dr. Slaton knows what those goals are and just like with any other business everyone goes through performance appraisals and all strive to get better. She added that the Board has the same level of expectations across the levels of administration and the intent of the Board is to continue to improve and to challenge the administration and Superintendent to improve. She closed by saying that the public cannot know all of the conversations that take place during executive sessions, and that none of it is personal.

Mrs. Soloe made a motion to renew Dr. Slaton's contract for 2019-2020. Mr. Mays seconded and motion carried 5-0.

D. FYI

The Board received thank you cards from [Karen Anderson](#) for remembrances sent after the passing of her mother, Maebell Charley, and from the families of [Stacy & Bobby Doriot](#), [Eric & Lyddia Mullins](#) and [Rhonda & Phil LaMaster](#) for remembrances sent after the passing of their grandmother and mother, Geneva Alsup. Also, Amy Noble lost her mother, Brenda Allen; Chris Haven who lost his mother, Victoria Kittrell; Brenda Bright's brother, Freddie Coomer passed away; and Mary Baker's grandmother-in-law, Doris Coomer, passed away. Mr. Brewster asked that everyone remember these families who are grieving.

Dr. Slaton thanked Melinda Sparkman for her five years as Business Manager and wished her well in retirement. He noted that when Ms. Sparkman was named Business Manager/Treasurer in December of 2013, the District's financial picture was bleak and that she is leaving us in much better shape financially. Dr. Slaton added that we are excited to have Christy Corum and he thanked the Board for allowing her to start training with Ms. Sparkman six months ago to insure a smooth transition.

Mr. Kendall asked if any of the Board members had anything to add.

Mr. Moore stated that although the Board appreciated the community and the public input, they do not make decisions based on public opinion because so many things go on that the public does not know about.

Dr. Slaton thanked the Board for their support and stated that he knows there are things to improve and vowed to continually strive to get better every day. Dr. Slaton addressed the large crowd, stating that it is was humbling to see all of the faces in the room, some of whom he has worked with for 18 years and community leaders we have partnered with to improve the schools and community. He added that we have a great community and a great school system and that it was on display tonight. He voiced excitement about other communities looking to us because of the great things we are doing. He closed by saying that he couldn't say enough good about Scott 2 and the community and that he appreciated both.

Mr. Brewster asked for clarification for the record about whether Dr. Slaton's contract was for one year or longer. The response being that it was for one year.

IX. Adjourn

Mrs. Roberts made a motion to adjourn at 7:25 p.m. Mr. Mays seconded and motion carried 5-0.

Jason Kendall, President

Josh Mays, Vice President

Andrea Soloe, Secretary

Ron Moore, Member

Christy Roberts, Member