The Board of School Trustees of the Anderson Community School Corporation met at the Administration Center, 1600 Hillcrest Avenue, Anderson, Indiana 6:00 p.m.

REFLECTION

Dr. Hill asked the attendees to pause for a moment of silent reflection.

PLEDGE OF ALLEGIANCE

The Pledge was led by Dr. Hill.

ROLL CALL

All board members were present with the exception of Mr. Timothy Long.

Patrick Hill ..........................Board President
James Wright............................Board Vice President
Holly Renz......................................Board Secretary
Jean Chaille..............................Board Assistant Secretary
Jeff Barranco ..............................Board Trustee
Robert Bookhart ......................Board Trustee
Timothy Long..........................Board Trustee

Dr. Hill called the meeting to order.

APPROVAL OF AGENDA

Dr. Smith requested that the agenda be approved as presented. Mrs. Renz made the motion to approve the agenda, and it was seconded by Mr. Barranco. It was unanimously approved.

APPROVAL OF MINUTES (April 10, 2018 and April 30, 2018)

MOTION:  Upon a motion by Mr. Wright and a second by Mrs. Renz, the Board unanimously approved the April 10, 2018 and April 30, 2018 board minutes as presented.

The minutes can be viewed at the following site: http://www.acsc.net/apps/pages/index.jsp?uREC_ID=619555&type=d&pREC_ID=1094423

SUPERINTENDENT’S COMMENTS

Dr. Smith called upon Ms. Koeniger and the elementary principals to introduce the students who had perfect IREAD scores. It was a record setting number of 40 students! A standing ovation followed.

Since the voting polls are now closed, Dr. Smith thanked everyone who has been a part of the push to pass the referendum. He recognized those who had participated in the walks as well as Thonja Nicholson who lead the PAC group for the referendum.

Mr. Suchocki acknowledged members from the Northview Church, Anderson campus, who have “adopted” Tenth Street Elementary School. He recognized Bethany Rizzo and Adam Hiatt, as well as
Jennifer Tanksley, the school’s social worker. They have made a significant impact on the quality of life for the students and teachers.

Mrs. Storm shared an update on the 21st Century Grant. She announced that ACS has been awarded a $1 million 21st Century Grant. It will serve Eastside Elementary School beginning the 2018-2019 school year. Hopefully, Eastside Intermediate School, will also be a recipient of the grant funds as well (if the referendum is passed). The grant money will be distributed in increments of $250,000.00 each year for at least four years. Currently, Highland Middle School has about $1.3 million. Kelli Ruble, the current director for the 21st Century Grant at HMS will also be the director of the grant at Eastside Elementary School. In addition to Ms. Ruble, there will be site coordinators in each building. At HMS, there are about 400 students who participate in the various after school activities funded by the grant. HMS teachers and AU students provide the group leadership. The various clubs/activities meet Monday through Thursday, 2:30 p.m. to 5:00 p.m. and academics are also part of this program.

Last month, the AHS Rube Goldberg team presented, via video, its machine that the team created to compete in the regional Rube Goldberg competition at Purdue University. After winning first place there, the team competed in the national competition in Chicago and placed 2nd in the nation! Dr. Smith pointed out that Purdue’s Rube Goldberg team won the top level in the college competition, and its lead captain, is a 2014 AHS grad.

Dr. Smith shared that he attended the 2018 Debutante Cotillion Beautillion Ball in April. Thirteen of the 14 students honored at this event are AHS students.

Dr. Smith announced that the AHS graduation is Tuesday, June 5, 2018, 6:30 p.m. at Anderson High School.

He also announced the summer hours for the administration office. Beginning Monday, June 4 through Friday, July 27, the office hours will be 7:30 a.m. to 4:00 p.m., Monday through Thursday, and 7:30 a.m. to 12:30 p.m. on Fridays.

Dr. Smith recognized those ACS teachers who were nominated for the annual Max Beigh award which is a county wide program: Dana Dickerson (AES), Tammy Blalock (Eastside), Colleen Murphy-Prange (Edgewood), Shalimar Foster (Erskine), Sara Filler (Killbuck), Jaami Bailey (TES), Carlynn Malone (VG), Diane Hird (HMS), Alan Landes (AHS).

Dr. Smith also recognized the 2017-18 retirements: Cathy Hilligoss, Custodian, HMS; Tim Hird, 6th grade teacher, HMS; Barb Hitz, dean, AHS; Joanne Maddox, 6th grade teacher, HMS; Carlynn Malone, 2nd grade, Valley Grove, Charlene Mannies, resource teacher, Edgewood; Shirley McClintock, custodian, 10th Street; Marian Palmer, secretary, HMS; Alberta Pettigrew, 4th grade teacher, 10th Street; David Renz, social studies teacher, HMS; Roger Shockley, Director, Facilities; Diana Stanley, 2nd grade, Valley Grove; Don Volk, advanced manufacturing teacher, D26; Mary Ann Wildman, 6th grade teacher, HMS; Julie Wood, choral director, AHS; Teresa Yates, school nurse, Eastside. We are losing 507 years of experience in education. Of these years, only 21 years were teaching years outside of Anderson Community Schools.

**BOARD PRESIDENT’S COMMENTS**

Dr. Hill expressed Happy Teacher Appreciation Week to all the educators. He announced that the Anderson Education Foundation’s Hall of Fame will be May 12, 6:00 p.m. The foundation will be honoring 13 ACS graduates. A golf tournament will also be on the schedule to help raise funds.
COMMENTS FROM PATRONS

Mr. Terry May, 1028 W. 6th Street, Anderson – Mr. May read a poem, “Anderson What Schools”.

Rev. Manual Hunt, 5008 Dawn Street, Anderson – Rev. Hunt is the president of the Anderson/Madison County Black Chamber of Commerce as well as a past school board member. Rev. Hunt stated that the first year that Mr. Thompson was the superintendent, a diversity council was established. The second year of Mr. Thompson’s term, they attended the Indiana Black Expo Educational Conference as a team and a group of community leaders. The speakers from this event were invited to speak at an event held at Tanglewood. Rev. Hunt said that when the superintendent’s position became open, the diversity council never got a phone call, nor was the council contacted in regards to the referendum. He recognized Dr. Smith as the new superintendent and stated, “We are going to be part of the solution and not the problem. I want you to know that.” Secondly, Rev. Hunt said that he would like to see the diversity council go back into focus. Thirdly, Rev. Hunt plans to set up a meeting with himself, Dr. Smith, and Dr. Hunter (the Afro-American gentleman who did not get the job (superintendent)); he has a resume of turning schools around. Rev. Hunter believes that Dr. Hunter can provide input into keeping our schools from being taken over by the state. With Dr. Smith’s permission, Rev. Hunt will set up the meeting.

Joe Carney, 2428 Northshore Blvd., Anderson – Mr. Carney stated that for about 20 months, he has watched the board as it has faced many challenges: contracts, finding a replacement for a board trustee, hiring a superintendent, the referendum. Mr. Carney has encouraged the board to make the meetings more public friendly and to encourage more public participation and communication. He then read a section of the board policy, 0123, Philosophy of the Board. It basically states that the board has the authority to exercise their best judgement in making decisions and approving procedures for carrying out their responsibilities. Mr. Carney said that he could not find any bylaw stating that the board needed to consult organizations (ex: League of Women Voters, Kiwanis Club, Chamber of Commerce, and the Black Chamber of Commerce). Mr. Carney feels that the board has followed the bylaws on these issues. Public meetings were conducted and allowed public input in a fair and impartial way. He commended the board. Mr. Carney added that if a person wants to know what is going on, come to the meetings. Then Mr. Carney referred to a statement printed in the newspaper that Dr. Smith has done nothing for the black students. If the referendum fails, all of the students, regardless of the color of their skin, will not see the benefits that the referendum would bring.

Mr. Dixon asked to speak, but arrived late and was not able to sign up to speak. Dr. Hill asked the board’s permission for him to speak. The board gave approval.

Sam Dixon, 1611 Morton St., Anderson - Mr. Dixon is a retired ACS teacher. He commended the school board for its deliberations in regards to the many things with which it has had to face. He appreciates the due diligence that was taken. There is no reason for anyone to fight about that. He asked what the vote was (for transparency). Secondly, he would like to submit 11 questions for the superintendent and the board to answer. He wants to work things out together. He would like the answers made public or at least to the concerned ministers and concerned citizens for whom he is representing.

Dr. Hill informed Mr. Dixon that the board would not state who voted for whom. Later in the meeting, there will be a vote on the superintendent’s contract. If the board members wish to make their feelings known, they can do it at that time. We abide by the majority of votes as do most organizations. Dr. Hill did accept the 11 questions.
Mr. Dixon concluded by stating that we all want Anderson Community Schools to be number one in the state.

ANDERSON FEDERATION OF TEACHERS

Mr. Harrison began by stating that those in the super majority in the Indiana General Assembly have done a good job at attempting to divide and destroy a great school district such as Anderson Community Schools. We are doing what we need to do as shown by our IREAD scores. No school district is perfect. He feels that people do not understand how close ACS is to being like Muncie Community Schools, and it has nothing to do with the academic success of our students. It has to do with what the General Assembly has done. It has taken funding from us, labeled us unfairly, changed the target of testing, and expect schools to meet it. The General Assembly has forgiven $90 million in charter school debt. Mr. Harrison said that he saw a lot of educators dedicate a lot of time to the referendum for every student. They were out with their spouses, children, and grandchildren. He commended them. He recognized teacher, Jaami Bailey, for taking on the campaign portion of the PAC; she did a great job. The General Assembly has called a special session for May 14 to bring back HB 1315 (from the dead) and will not take any testimony on it. They will bypass committee hearings which will also bypass any public testimony. Two particular areas of concern to teachers are: 1.) Currently, this bill only applies to the school districts of Gary and Muncie; however, other school districts may see it as a threat if they have a school grade of C or less. At some point, this could affect any Indiana public school. The first concern is the language that changes contract termination notice from July 1 to a new window that is open from September 30 through November 1. This could make teachers feel that they do not have a job for an entire school year. In a time where there is a teacher shortage, this language could serve as a deterrent to excellent teachers from going into the field of teaching. The students are ultimately the losers. When calling the General Assembly back for the special session, the only parts of this bill that Governor Holcomb wanted to address was the funding and the loan for Muncie Community Schools. We do support this; however, the full bill is back on the docket. The second part of the bill which is extremely troublesome states that the governing body or school board as we know it of the Gary Community School Corporation is downgraded to advisory capacity. In regards to Muncie Community Schools, Ball State will appoint the governing body. Mr. Harrison believes in public education and is a third generation teacher, and he will not let someone who cannot step into his classroom for one week, let alone one year, destroy it.

Dr. Hill asked the public to please call its legislators on HB 1315 and make your thoughts be known.

TOPICS FOR DISCUSSION - NONE

BOARD ACTIONS

A. CONSENT ITEMS

1. FINANCIAL REPORT
Mr. Brown asked for approval for payment of claims numbered 67287 to 67654 inclusive, and also the accompanied Resolution #R-2018-21.
ANDERSON COMMUNITY SCHOOL CORPORATION
Board Meeting at 6 pm on May 8, 2018 at the
Administration Center
1600 Hillcrest Avenue
Anderson, IN

RESOLUTION #R-2018-21

This is a monthly consent agenda on financial items including all revenues and expenditures including pending payments to vendors.

WHEREAS, the Board of School Trustees of the Anderson Community School Corporation is responsible for the financial health of the school district;

NOW, THEREFORE, BE IT RESOLVED that the Board of School Trustees of the Anderson Community School Corporation approves the financial items as presented.

Proposed by: Kevin Brown  May 3, 2018
Chief Financial Officer  Date

ADOPTED AND APPROVED BY the Board of School Trustees of the Anderson Community School Corporation, this 8th day of May, 2018.
Ayes:
Nays:
Abstention:

MOTION: Upon a motion by Mr. Barranco and a second by Mrs. Chaille, the Board unanimously approved the financial report as presented.

2. HUMAN RESOURCES REPORT
Mr. Lennon Brown presented the Human Resources report and asked for approval of the report, and also the accompanied Resolution #R-2018-22. He also pointed out that there are two administrative changes: Mrs. Illuzzi is the principal at Valley Grove Elementary School, and Erin Smith is the new administrator at the Southview Preschool Center.

II. Human Resources

A. Action

CERTIFIED

RESIGNATION

Amber Baker – Special Education Intense Intervention Teacher, Valley Grove Elementary School, Effective the end of the 2017-2018 school year

Mackenzie Hart – First Grade Teacher, Erskine Elementary School, Effective the end of the 2017-2018 school year

Paige Pohlmann – Third Grade Teacher, Edgewood Elementary School, Effective the end of the 2017-2018 school year
B. Action

CERTIFIED

RETIREMENT

Alberta Pettigrew – Fourth Grade Teacher, Tenth Street Elementary School, Effective the end of the 2017-2018 school year

Julie Elder Wood – (Change from Resignation to Retirement) Choral Teacher, Anderson High School, Effective the end of the 2017-2018 school year

C. Action

CERTIFIED

NEW HIRE

Brittany Muhlenkamp – Special Education Teacher, Anderson Elementary School, Effective July 30, 2018

Brittany Sylvia – English Teacher, Anderson High School, Effective July 30, 2018

D. Action

NONCERTIFIED

RESIGNATIONS

Abigail Escobar – Special Education Paraeducator, Southview Preschool Center, Effective April 16, 2018

E. Action

NONCERTIFIED

NEW HIRES

Patricia Cosby-Wilkins – GAP Paraeducator, D26 Career Center, Effective April 13, 2018

F. Action

NONCERTIFIED

RETIREMENTS

Teresa Yates – School Nurse/Coordinator – Eastside Elementary School, Effective the end of the 2017-2018 school year
G. Action

CHANGE OF ASSIGNMENT

Jeff Sells – Assistant Director of Facilities, Operations Division, Administration Building, Effective June 18, 2018

H. Action

COACHES

RESIGNATION

Richard Geisler – Assistant Swim Coach, Anderson High School, Effective May 8, 2018

II. Human Resources – Additional Items

I. Action

CERTIFIED

CHANGE OF ASSIGNMENT

Melissa Illuzzi – Principal, Valley Grove Elementary School, Effective July 12, 2018

Erin Smith – Director, Southview Preschool Center, Effective July 12, 2018

J. Action

CERTIFIED

NEW HIRE

Cole Haro – Sixth Grade Teacher, Highland Middle School, Effective July 30, 2018

Jackie Merica – Sixth Grade High Ability Teacher, Highland Middle School, Effective July 30, 2018

Aaron Olinger – Special Education Intense Intervention Teacher, Valley Grove Elementary School, Effective July 30, 2018, Contingent on obtaining an Emergency License

Ron Qualls – Head Football Coach, Effective starting with the 2018-2019 school year

Megan Steinberg – Sixth Grade High Ability Teacher, Highland Middle School, Effective July 30, 2018

Jessica Swisher – Sixth Grade Teacher, Highland Middle School, Effective July 30, 2018
K. Action

NONCERTIFIED

RESIGNATIONS

Eren Davis – Special Education Paraeducator, Anderson High School, Effective May 1, 2018

L. Action

NONCERTIFIED

NEW HIRES

Devin Lane – Custodian, 3-11 PM, Erskine Elementary School, Effective May 14, 2018

Martin May – Senior Naval Science Instructor, Anderson High School, Effective July 30, 2018

M. Action

COACHES

RESIGNATION

Casey Langendorfer – Assistant Girls’ Soccer Coach, Anderson High School, Effective May 7, 2018

N. Action

COACHES

NEW HIRES

Mia Goins – Co-Cheerleading Sponsor, Anderson High School, Effective for the 2018-2019 school year

Sarita Terrell – Co-Cheerleading Sponsor, Anderson High School, Effective for the 2018-2019 school year

ANDERSON COMMUNITY SCHOOL CORPORATION

Board Meeting at 6 pm on May 8, 2018 at
Administration Center
1600 Hillcrest Avenue
Anderson, IN

RESOLUTION #R-2018-22

This is a monthly consent agenda on personnel recruitments, re-calls, re-assignments, personal and professional leaves, layoffs, resignations, retirements, and terminations.

WHEREAS, the Board of School Trustees of the Anderson Community School Corporation is responsible for all personnel decisions;
NOW, THEREFORE, BE IT RESOLVED that the Board of School Trustees of the Anderson Community School Corporation approves the personnel items as presented.

Proposed by: Mr. Lennon Brown
Interim Assistant Superintendent
Human Resources

ADOPTED AND APPROVED BY the Board of School Trustees of the Anderson Community School Corporation, this 8th day of May, 2018
Ayes: 4
Nays: 2
Abstention:

MOTION: After the motion for approval was made by Mrs. Chaille, Mr. Bookhart stated that he adamantly disagrees with the hiring of the new high school football coach. The motion for approval of the human resource report was seconded by Mrs. Renz, the Board approved the Human Resources report as presented by a vote of 4 – 2 (for the approval).

3. FIELD TRIPS AND/OR CONFERENCE LEAVES

Dr. Joe Cronk, in Mr. Glaze’s absence, asked for approval of the Field Trips and Conference Leaves Report, and also the accompanied Resolution #R-2018-23. Dr. Smith added that Mr. Glaze is recuperating well at home and that he hopes to return next month.

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<td>REWARD TRIP FOR THOSE STUDENTS WHO SUCCESSFULLY COMPLETED THE YEAR IN BAND</td>
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ANDERSON COMMUNITY SCHOOL CORPORATION  
Board Meeting at 6 pm on May 8, 2018 at the  
Administration Center  
1600 Hillcrest Avenue  
Anderson, IN  
RESOLUTION #R-2018-23  

This is a monthly consent agenda on field trips and/or conferences for students and staff.  

WHEREAS, the Board of School Trustees of the Anderson Community School Corporation is responsible for the explicit approvals of student field trips that are out of  

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<th>SUB</th>
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ADDITIONAL ITEMS  

| AP SUMMER INSTITUTE | 7/9-12/18 | MUNCIE, IN | NONE | | $996.20 | 6840.17.22.130.5 80.0000 | MAIRISZA VASQUEZ | AHS |
| AP SUMMER INSTITUTE | 7/10-18/18 | INDIANAPOLIS | NONE | | $889.89 | 6840.17.22.130.5 80.0000 | LYDIA IVY | AHS |
state, overnight, and/or out of regular school calendar as well as for staff professional
development conferences;

NOW, THEREFORE, BE IT RESOLVED that the Board of School Trustees of the
Anderson Community School Corporation approves the field trips and/or conference
requests as presented.

Proposed by: Ryan Glaze                       May 3, 2018
                Director of Curriculum                         Date

ADOPTED AND APPROVED BY the Board of School Trustees of the Anderson Community
School Corporation, this 8th day of May, 2018
Ayes:  
Nays:  
Abstention:

MOTION: Upon a motion by Mr. Barranco and a second by Mr. Wright, the Board unanimously
approved Resolution # R-2018-23, Field Trips and Conference Leaves report.

B. Board Policy #5630.01V2-Use of Seclusion & Restraint for Students, R-2018-24

Dr. Smith requested approval of the resolution for the second reading of this board policy.

MOTION: Upon a motion by Mrs. Chaille and a second by Mrs. Renz, the Board unanimously
approved R-2018-24, Use of Seclusion & Restraint for Students

C. Adoption of School Calendars, 2018-19 & 2019-20, R-2018-25

Dr. Smith asked for the approval of the school calendars in this second reading.

MOTION: Upon a motion by Mr. Wright and a second by Mr. Bookhart, the Board unanimously
Anderson Community Schools 2018-2019
School Calendar

JULY 2018
30 Teacher PD Day
31 Teacher Work Day

JANUARY 2019
1-4 Winter Break
7 Beginning 3rd 9 Weeks
21 M.L. King Day
No School

AUGUST 2018
1 First Student Day

FEBRUARY 2019
18 Presidents’ Day-Flex Day (eLearning Flex Day if needed)

SEPTEMBER 2018
3 Labor Day-No School
eLearning Day PD
12

MARCH 2019
15 End 3rd 9 Weeks
18-29 Spring Break

OCTOBER 2018
5 End of 1st 9 Weeks
8-19 Fall Break
22 Start 2nd 9 Weeks

APRIL 2019
1 Begin 4th 9 Weeks
eLearning Day PD

3419603_1
### Student/Teacher Instructional Days

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<th>Teachers</th>
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### eLearning Days

- **Wednesday, September 12, 2018** (Teacher PD Day)
- **Thursday, November 1, 2018** (Parent Teacher Conference Day)
- **Monday, February 18, 2019** (Flex Day for Snow Make-up if needed)
- **Tuesday, April 9, 2019** (Teacher PD Day)

### No School

- **Labor Day** : September 3, 2018
- **Fall Break** : October 8-19, 2018
- **Thanksgiving Break** : November 21-23, 2018
- **Winter Break** : December 24-January 4, 2019
- **MLK Day** : January 21, 2019
- **Spring Break** : March 18-29, 2019

### Flex Day

- **President’s Day** : February 18, 2019 (eLearning Make-up Day if Needed)
Student/Teacher Instructional Days

<table>
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<tr>
<th></th>
<th>Students</th>
<th>Teachers</th>
<th>Students</th>
<th>Teachers</th>
</tr>
</thead>
<tbody>
<tr>
<td>First 9 Weeks</td>
<td>42/47</td>
<td>44/49</td>
<td>Third 9 Weeks</td>
<td>48</td>
</tr>
<tr>
<td>Second 9 Weeks</td>
<td>42</td>
<td>42</td>
<td>Fourth 9 Weeks</td>
<td>49/44</td>
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<tr>
<td>First Semester</td>
<td>84/89</td>
<td>86/91</td>
<td>Second Semester</td>
<td>97/92</td>
</tr>
<tr>
<td>Total</td>
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<td>184</td>
<td></td>
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</tbody>
</table>

eLearning Days

Wednesday, September 11, 2019 (Teacher PD Day)
Wednesday, October 30, 2019 (Parent Teacher Conference Day)
Monday, February 17, 2020 (Flex Day for Snow Make-Up if Needed)
Tuesday, April 7, 2020 (Teacher PD Day)

No School
Labor Day: September 2, 2019
Fall Break: October 7-18, 2019
Thanksgiving Break: November 27-29, 2019
Winter Break: December 23-January 3, 2020
MLK Day: January 20, 2020
Spring Break: March 16-27, 2020

Flex Day
President’s Day: February 17, 2020 (eLearning Make-up Day if Needed)
D. The Consideration of the Adoption of the Proposed Superintendent Contract

MOTION: Upon a motion by Mr. Wright and a second by Mrs. Chaille, the Board approved the Superintendent’s contract with a vote of 4 – 2.

Ayes: 4
Nays: 2
Abstention:

ANDERSON COMMUNITY SCHOOL CORPORATION
ADDITION TO THE
SUPERINTENDENT OF SCHOOLS BASIC CONTRACT

The Board of School Trustees of the Anderson Community School Corporation ("Board of School Trustees") and Timothy W. Smith, Superintendent of Schools ("Superintendent"), based on the mutual interest of the Anderson Community School Corporation ("School Corporation") and of the Superintendent, to more completely and precisely define the employment relationship of Timothy W. Smith with the School Corporation, the Board of School Trustees, and the Superintendent agree to this Superintendent of Schools Basic Contract Addendum which supplements The Superintendent of Schools Basic Contract set forth on the Teacher Regular Contract Form and which provides as follows:

1. The term of agreement will be July 1, 2018 and expiring June 30, 2021, except for those provisions which have vested benefits which are to continue.

2. The School Corporation agrees to pay and/or credit the Superintendent a base salary equal to the sum of the following:

   a) The School Corporation shall pay the Superintendent an annual compensation of the following:

      i) Effective July 1, 2018, the annual base salary will be One Hundred Forty-five Thousand Dollars ($145,000.00);

      ii) Effective July 1, 2019, the annual base salary will be One Hundred Fifty Thousand Dollars ($150,000.00); and

      iii) Effective July 1, 2020, the annual base salary will be One Hundred Fifty-five Thousand Dollars ($155,000.00).

   b) The School Corporation shall pay the Superintendent One Thousand Dollars ($1,000.00) per month for personal and business travel rather than providing an automobile as with some past Superintendents of Schools.

The total of the foregoing amounts and the amounts set forth in paragraph 3 and
paragraph 8 are together in the aggregate intended to represent the Superintendent's basic salary as defined by I.C. 5-10.2-4-3, and such amounts shall be used to determine the average annual compensation defined in I.C. 5-10.2-4-3 and reported to the Indiana Public Retirement System ("INPRS").

3. a) The Superintendent, as well as the Superintendent's spouse and other qualified dependents, if any, may participate in the School Corporation's group medical, dental, and vision insurance plan(s) maintained from time to time by the School Corporation, but otherwise subject to the eligibility requirements of such plans.

If the Superintendent enrolls in the insurance plan(s) as defined in the above paragraph, then the School Corporation shall credit or pay the Superintendent an amount equal to the same amount it, the School Corporation, contributes toward the health insurance program(s) (medical, dental, and vision) as the School Corporation pays on behalf of other administrators or teachers which the Superintendent may, but need not, elect to contribute to the School Corporation's Section 125 Flexible Spending Plan in order to pay for the premiums of the School Corporation's group medical, dental, and vision insurance programs. This cost will reflect the current premiums in effect each month.

b) Additionally, at the end of this contract, or earlier if there is employment separation before that date, the Superintendent as well as the Superintendent’s spouse and other qualified dependents (assuming such dependents are eligible for coverage pursuant to the plan) immediately have the right to participate in the School Corporation’s group medical plan post-employment until such time eligibility for Medicare occurs. The Superintendent and/or the Superintendent’s spouse will pay the insurance premiums post-employment.

4. All terms and conditions set forth in the Administrative Fringe Benefits Book ("Administrative Book") are applicable to the employment of the Superintendent of Schools and that Administrative Fringe Benefit Book is incorporated into this Addendum except for those specific provisions of the Administrative Book which are in conflict with the specific provisions of this Addendum and in such a case the specific provisions of this Addendum shall prevail. The Administrative Book which was in effect when this Addendum was approved by the Board will be a guaranteed minimum for the duration of this Addendum and incorporated here into.

5. The employer shall pay on behalf of the employee, the employee's obligation to the Indiana Public Retirement System ("INPRS") fund.
6. The employee shall be granted thirteen (13) days of paid sick leave annually and four (4) days of paid personal leave annually. After the use of the fourth (4th) personal business leave day in any one school year, that absence will be deducted from sick leave. Unused sick leave days and personal leave days may accumulate in the same manner as provided for all certified employees.

7. The Superintendent shall receive term life insurance equal to four (4) times the Superintendent's annual base salary as defined in Paragraph 2(a) of this Addendum.

8. The School Corporation shall credit or pay the Superintendent with an additional amount equal to Five Thousand Dollars ($5,000.00), which the Superintendent may, but need not, elect to be contributed to an Internal Revenue Code Section 457 plan for each calendar year of employment for the Superintendent for each calendar year of employment starting on 2019.

9. The School Corporation's annual contribution to the (1) 401(a) plan and the contributions to the VEBA (501(c)(9)) shall be fully vested after the fifth year of the Superintendent's first employment as an employee with the School Corporation.

10. The employee shall have access to a corporation credit card for the use of Corporation Business. The Superintendent may also submit business expenses by claim. The use of this card will be logged and reviewed for approval by the Corporation Business Manager and be reported to the Board of Education upon request.

11. All of the terms and statutory provisions in effect at the time of the signing of the contract, commonly known as the Indiana Teachers' Retirement System ("INPRS"), shall be in full force and effect with respect to said employer and said employee and shall be construed as part of this Contract.

If after opportunity for hearing with the benefit of legal counsel, the Superintendent shall be held by the employer to be guilty of incompetence, immorality, insubordination or other offense recognized according to law as just cause for cancellation of contract of a permanent status teacher, the Superintendent shall be deemed to be dismissed and shall thereafter hold no claim for further compensation. That dismissal decision is subject to appeal pursuant to state law.

An Indiana Superintendent's license is a precondition to the present contract and if the Superintendent does not hold such a license or the Indiana Department of Education (Professional Standards Board) revokes
May 8, 2018

the Superintendent's license, Superintendent will be deemed to be incompetent pursuant to the above paragraph and shall be subject to dismissal as above described. The phrase “Superintendent's license” shall be interpreted for this contract to include any statutorily approved process by which the Indiana Department of Education approves an individual to be authorized to serve as the Superintendent of Schools of an Indiana Public School District.

The parties further agree hereto that all laws governing the employment and termination of superintendents shall be construed to be a part of this contract.

The employee shall be subject to written annual evaluations by the Board of School Trustees.

This Superintendent of Schools Basic Contract Addendum agreed upon and entered into this __________ day of __________________, 2018.

SUPERINTENDENT OF SCHOOLS THE BOARD OF SCHOOL
TRUSTEES OF THE ANDERSON COMMUNITY SCHOOL CORPORATION

By TIMOTHY W. SMITH By its President and Secretary

(Signature of Superintendent) Dr. Patrick Hill, Board President

Ms. Holly Renz, Board Secretary

Old Business – None

New Business:
First Reading, Board Policy #2330, Homework (Update) – Ms. Koeniger introduced the homework committee. Misty Adams explained that the committee did some researching and there was no strong evidence found for an association between homework and achievement in the elementary grades. The decision was made to “ditch homework”. Other situations that support the no evidence include parents not being available in the evenings to provide support the students may need with homework. Homework can be a source of stress and fighting for families. Also, it isn’t known as to whom is really completing the homework assignments. An overabundance of homework can reduce the level of learning. We want are students to be motivated, curious, and creative. Suggestions to replace homework include reading for 20 minutes. Misty Bowers explained another suggestion which is to provide families with helpwork packets at the beginning of the school year. She also encouraged parents to read with their students for 20 minutes, nightly. Reading does impact one’s scholastic ability, and reading for 20 minutes each night indicates that children score within the 90% range. Also included in the helpwork packet would be basic things that parents can use with their children: alphabet and phonics charts, sight words, and
comprehension questions. Websites are also provided in the packet for the areas of reading, language arts, and math.

http://www.acsc.net/apps/pages/index.jsp?uREC_ID=619680&type=d&pREC_ID=1094460

First Reading, Board Policy #5410, Promotion, Placement, & Retention.
Before speaking about this board policy, Marisa Graham thanked the school board for allowing committees to be formed so that teachers can participate and have input. This committee found that there are no long term positive effects on student achievement with retention. National known research indicates that retention can lead to students dropping out of school. At ACS, there have been times that students have been retained three times. At this point, the research showed that ACS was doing them a disservice. This committee believes that retention should be looked at very closely, and there are a lot of things that should be considered when making a decision about retaining a student. The committee is not stating that there shouldn’t be any retention; however, each student needs to be evaluated individually by all those who are connected to the student.

Mr. Bookhart asked what happens to students who are not retained (buy maybe should be) when they get into high school? Mrs. Graham responded that some of the suggestions to help students include resources such as reading specialists, lower class size, or an extended day.

Mr. Barranco asked what recommendations does the committee have? Mrs. Graham responded that although the committee cannot make the decisions about what to do to help these students, they would like to be a part of the decision making process.

Mrs. Buchanan added that the committee also spoke in depth about the initial quality of instruction that students receive. She explained that benchmarking helps target those students who need help. She suggested that professional development be provided for those teachers to give them what they need to help the students. She stated that Christy Moore has provided this kind of professional development. Teachers need more training to help the students.

Items for Future Agendas – None

Mr. Bookhart informed the attendees that he would be glad to explain why he voted against two earlier recommendations if people came and asked him individually.
May 8, 2018

ADJOURNMENT

There being no further business to come before the Board, the meeting was adjourned at 7:11 p.m. with a motion by Mrs. Chaille.

The next public meeting of the Anderson Community School’s Board of School Trustees will convene on Tuesday, June 12, 2018, at 6:00 p.m. at the Administration Center, 1600 Hillcrest Avenue, Anderson, IN.

BOARD OF SCHOOL TRUSTEES
ANDERSON COMMUNITY SCHOOL CORPORATION

_____________________________________________
Patrick Hill, President

_____________________________________________
James Wright, Vice President

_____________________________________________
Holly Renz, Secretary

_____________________________________________
Jean Chaille, Assistant Secretary

_____________________________________________
Jeffrey M. Barranco, Board Trustee

_____________________________________________
Robert Bookhart, Board Trustee

_____________________________________________
ABSENT
Timothy Long, Board Trustee