

February 12, 2019

The Board of School Trustees of the Anderson Community School Corporation met
at the
Administration Center, 1600 Hillcrest Avenue, Anderson, Indiana
February 12, 2019, 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. Long.

Patrick Hill.....	Board President
Jeff Barranco.....	Board Vice President
Holly Renz.....	Board Secretary
Diane Airhart.....	Board Assistant Secretary
Jean Chaille.....	Board Trustee
Robert Bookhart.....	Board Trustee
Tim Long.....	Board Trustee

Dr. Hill called the meeting to order.

APPROVAL OF AGENDA

Dr. Smith requested that the agenda be approved as presented.

MOTION: Upon a motion by Mr. Barranco and a second by Mrs. Chaille, the Board unanimously approved the agenda as presented (6-0).

APPROVAL OF MINUTES (January 8, 2019)

Dr. Smith requested that the minutes be approved.

MOTION: Upon a motion by Mrs. Chaille and a second by Mr. Barranco, the Board unanimously approved the January 8, 2019, minutes as presented (6-0).

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 introduced Mike Montgomery of KRM Architecture Firm to give an update on ACS’ construction projects.

Mr. Montgomery reported:

- Anderson Intermediate School – Most of demolition is complete. Interior walls, duct work, plumbing, and electrical work are progressing. The foundations for the new addition have

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been installed, and new walls could start soon. The budget for the project is working out well. There have been a few things come up, but they all fit well within the contingency. The July 1 completion date is looking good.

- A second wave of work that is currently out for bid – This includes work at Eastside Elementary on a new security entrance; at D26 on a security entrance, lighting, and overhead doors; at Tenth Street on the cafeteria expansion; and at Anderson High School's security entrances on the north and south. Those bids are due on March 7. We hope to be able to approve them at the next board meeting.
- Ongoing planning of Anderson High School – We have met with staff and we're continuously updating those plans. Those designs are intended to be complete by the end of May and go out to bid.

Dr. Smith noted these items:

- Show choir is in the middle of their competition season. They have been placing very well. At the recent Bishop Dwenger Invitational, both Elegance and Infusion were Grand Champions. Karl Byrd was named best soloist in two competitions.
- Sixth, seventh, and eighth grade boys' basketball teams have all three won the county championships. Girls' season is now underway.
- Anderson and Edgewood Elementary Schools hosted a thirty-team robotics competition on Saturday. One of Edgewood's teams placed third overall.

BOARD PRESIDENT'S COMMENTS

Dr. Hill invited to stand those involved in clubs. (Applause) He asked for updates on other recent ACS events and competitions. He noted that clubs are an integral part of students' learning experiences. We appreciate everyone that contributes.

Dr. Hill asked Dr. Treva Bostic to share about some upcoming events.

- Teen Brain – April 20, 2019, a three-day workshop in collaboration with the juvenile justice system. It is free and open to the public, parents, teachers, and students.
- Social Status of Black Males – February 21, 2019, featuring James Garrett of the Indiana Commission on Black Males. It is free and open to the public.

Dr. Hill noted that recently we narrowly escaped on a couple bills, one that would allow students to go to work and not report to school, but still hold schools accountable for their grades. That is going to a summer study committee, so it may come up again. Another bill that was modified this morning would take the referendum money that public schools raised and give half of it to charter schools. Others - School accountability that would eliminate the ability to run a referendum in a primary or special election. Another bill infringes on students with disabilities and federal rights, so affecting those who deal with IEPs. It may affect the cost parents would have to pay for extra services. I hope that you are politically aware. The attack on public education is something that concerns us all. If you would like more information, I'll be happy to make copies for you of the information I have.

Dr. Smith noted that we recently underwent a school corporation safety audit. It was done by Dr. Cronk with the Department of Education and the state. He invited Dr. Cronk to give a review.

Dr. Cronk stated that, as a result of the school shooting in Noblesville last year, the state required all public schools to go through a security audit, auditing safety plans, drill logs, and training for staff. We received an A rating. None of our buildings achieved less than 91%, and several were at

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100%. There are markdowns, for instance, if a school fails to have a drill within a specified period of time. We were with 80% of other schools in missing a drill within the first ten days of school. We were told that we needed to share the good news. We also received special recognition for the work we've been doing with active threats. We drill with blank gunfire in buildings, and the state recognized that we have gone above the mark on that. We will continue this.

COMMENTS FROM PATRONS

Joseph Carney, 2428 North Shore Blvd, Anderson, IN – The Center for Disease Control did a study on bullying from 2007-2017. They reported that 17% of high school students reported that they had been bullied. Seven percent had considered suicide. Bullying is complex and multifaceted. Schools aren't to blame for bullying, but schools are society, and schools have to deal with issues in society for people to get along. When you have a statehouse that is so intent on micromanaging public schools and changing the parameters, and educators are putting all their energies into the state mandates, a lot of times these issues get pushed to the background. About a year ago, when the board had a public meet-and-greet at the former Ebbertt Education Center, a parent attended that was frustrated with administrators, teachers, and bus drivers. Now there is probably another parent trying to figure out how to stop the hurt and pain of their child attending school and the bullying. They are considering another school system, private school, home school. It can be a real challenge when that's happening to your child. When [ACS] did the surveys of the families that had left ACS, you found a lot of them were leaving after the elementary experience, right? Now, with the Intermediate School, here is a golden opportunity to show the community that things have changed and are changing at ACS. I think it's also an opportunity to address this issue. I hope you saw the news release from Lebanon Schools where they partnered with another entity to bring enhanced psychological services into their schools. Great for them. Bullying is different in the first and second grade than in high school. It evolves as they grow. Fifth and sixth graders are at a perfect point to have some impact in changing some of that evolution. Fifth graders are so smart and have at their fingertips so much information, and they are sophisticated about getting it. We can create a culture that emphasizes empathy, respect, diversity, inclusion, self-esteem, conflict resolution. That would take resources (money), planning, time, training, but the benefits could be outstanding. Think of the child that in their home situation has never developed self-esteem, and now they are empowered and have the courage to go to an adult and talk about molestation in their life. You can't put a price tag on that. I know when you move on to other business, this will probably pass by, school will open, and it will be status quo. You can put resources into positive things or negative things.

It isn't fiction that ten- through twelve-year-olds have committed suicide. Often there is a bullying component involved in that. We need to face it, and I think we can do better.

Dr. Smith noted that we have six meetings scheduled for families of fourth and fifth grade students who will be attending Anderson Intermediate. Within the last 24 hours, we've had numerous families stating that opening this building has made them decide to keep their children at ACS. Educationally, we are doing the right thing by opening this building. We're confident that building will open very successfully. Thank you for your comments; very well-put.

Dr. Hill stated that the last four years on the board we've talked a lot about discipline and mental health, so much so that one of our strategic goals was assessing and helping the mental health of our students. Some good things have started to transpire. We now have Center Stone that [Assistant Superintendent] Jan Koeniger has brought to some schools, with a master level therapist, life coaches, and behavioral specialists. Adding those things to the repertoire, seeing what works and what doesn't. I assume it will be very high on our strategic plan when we meet this summer to

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develop that plan going forward. We look for public input; we have another meeting on February 26, 6:00 PM, at Erskine Elementary. It is open for the public to talk to us. We had a discussion with Rev. (Samuel) Jackson in January, and he has agreed to work with us to put together a committee to work on the area of bullying. Too much goes unreported. We want to put the resources and efforts behind this. We appreciate all the work that teachers, administrators, and support staff do.

ANDERSON FEDERATION OF TEACHERS

Mr. Harrison stated that he was thankful for these things:

- Central Committee reconvened after a two-year hiatus.
- Observation Evaluation Committee which is one of the best-functioning things we've ever done
- Dr. Smith and others put together the staffing process for next year. That will be distributed to everyone.

An area of concern is that the employee handbook is almost done, though we wish it had been ready earlier.

In the State General Assembly, as of now they have removed the part from the bill about the referendum that says that charter schools can use it. Did they remove the part that says if you close any buildings, we have to sell them at 50% value to local schools? That could impact us. We have a good observation system in PAR. They are looking to revamp that. Accountability letter grades with the school, fixing the salary problem – we need to pay attention. In West Virginia, 55 counties walked out for the public school students. It included school boards, superintendents, and families. I hope to see 92 counties rise up for public education, the cornerstone of democracy. If you haven't been paying attention, it's time to wake up and you might decide to write a letter or two. If not, we'll have limited funding.

I'm speaking on behalf of our paraeducators. I know I can't bargain for them. They work hard, some of them volunteer for additional activities, and they are very valuable. We now do eLearning days so that we don't lose spring or summer vacation days. Some paras have asked me to speak because they don't have any income on eLearning days. I know funds are limited. At one time the paras came in for professional development on eLearning days. Is there anything like that we can do in the future? Just something to prevent a loss of income; they are the only employees harmed by less compensation because of eLearning days. I hope we can figure something out.

Dr. Hill stated that paras were part of the discussion in executive session. We haven't forgotten you.

BOARD ACTIONS

A. CONSENT ITEMS

1. FINANCIAL REPORT

Mr. Kevin Brown asked for approval for payment of claims numbered 71260 to 71755 inclusive, and also the accompanied Resolution #R-2019-5.

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**ANDERSON COMMUNITY SCHOOL CORPORATION
Board Meeting at 6 pm on February 12, 2019, at the**

**Administration Center
1600 Hillcrest Avenue
Anderson, IN**

RESOLUTION #R-2019-5

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
Chief Financial Officer

February 8, 2019
Date

ADOPTED AND APPROVED BY the Board of School Trustees of the Anderson Community School Corporation, this 12th day of February 2019

Ayes: 6

Nays: 0

Abstention: 0

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 then asked for approval of the report, and also the accompanied Resolution #R-2019-6.

II. Human Resources

A. Action

CERTIFIED

NEW HIRES

Jared Bourff - K-2 Alternative Teacher (Temporary position), Erskine Elementary School, Effective January 23, 2019

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Kasey Dannelley - Fifth Grade Teacher (Temporary position),
Anderson Elementary School, Effective February 6, 2019

Sonja Lozado - Sixth Grade Alternative Teacher (Temporary
position), Highland Middle School, Effective January 25,
2019

B. Action

CERTIFIED

LEAVE OF ABSENCE

Carly Gannom - Fifth Grade Teacher, Tenth Street
Elementary, Maternity Leave, Effective approximately
January 28, 2019 - April 1, 2019

Staci Miller - Music Teacher, Edgewood Elementary/Killbuck
Kindergarten, Maternity Leave, Effective approximately
January 18, 2019 - May 20, 2019

Logan Niccum - Third Grade Teacher - Erskine Elementary,
Maternity Leave, Effective approximately March 15 - end of
school year 2018-2019

C. Action

CERTIFIED

RESIGNATION

Katelyn Lee - Seventh Grade Math Teacher, Highland Middle
School, Effective January 18, 2019

D. Action

CERTIFIED

RETIREMENT

Randall Stomps - Art Teacher and Athletic Director,
Highland Middle School, Effective June 3, 2019

Diane Walker - Office Counselor, Anderson High School,
Effective February 24, 2019

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E. Action

NONCERTIFIED

NEW HIRES

Eric Cooper - Paraprofessional, Southview Preschool Center,
Effective February 4, 2019

Greg Hervey - Instructional Assistant, Erskine Elementary
School, Effective January 14, 2019

Tiffany Hudson - Instructional Assistant, Erskine
Elementary School, Effective January 18, 2019

Aja Jackson - Paraeducator, Tenth Street Elementary,
Effective January 28, 2019

Cheyenne Johnson - Paraeducator, Killbuck, Effective
January 7, 2019

Jay Leibovitz - Paraeducator, Erskine Elementary School,
Effective January 22, 2019

Rayanna Ogburn - Custodian (5pm-1am shift), Anderson High
School, Effective January 22, 2019

Shantell Trueblood - Paraeducator, Killbuck, Effective
January 22, 2019

F. Action

NONCERTIFIED

Leave of Absence

Gabrielle Gooding - Paraeducator, Edgewood Elementary,
Maternity Leave, Effective approximately January 7, 2019 -
March 4, 2019

G. Action

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NONCERTIFIED

RESIGNATIONS

Christy Ballard - Paraeducator, Southview Preschool Center,
Effective January 7, 2019

Colin Short - Director of Athletics, Anderson High School,
Effective June 30, 2019

H. Action

NONCERTIFIED

RETIREMENT

Donna Curtis - Food Service Director, Administration,
Effective June 30, 2019

I. Action

COACHES

NEW HIRES

Jared Bourff - Assistant Baseball Coach, Anderson High
School, Effective Spring Season 2019

Robert Brown - Assistant Boys Track Coach, Anderson High
School, Effective Spring Season 2019

Janna Ferguson - Head Volleyball Coach, Anderson High
School, Effective Fall Season 2019

Chris Spolyar - Head Boys Soccer Coach, Anderson High
School, Effective Fall Season 2019

J. Action

ADMINISTRATORS

CONTRACT NON-RENEWALS TO RETURN TO THE CLASSROOM

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Jeff Brandes
Sharon Buchanan
Matt Goen
Scott Merkel

**ANDERSON COMMUNITY SCHOOL CORPORATION
Board Meeting at 6 pm on February 12, 2019, at the**

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Anderson, IN**

RESOLUTION #R-2019-6

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

February 8, 2019
Date

ADOPTED AND APPROVED BY the Board of School Trustees of the Anderson Community School Corporation, this 12th day of February, 2019

Ayes: 4

Nays: 0

Abstention: 2 (Bookhart and Renz)

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

3. FIELD TRIPS AND CONFERENCE LEAVES

Dr. Glaze noted the field trips presented for approval; it is a great honor for our students to be able to attend the Calculus event at Clemson and we appreciate the funding for that. Mr. Glaze asked for approval of the Field Trips and Conference Leaves Report, and also the accompanied Resolution #R-2019-7.

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FIELD TRIPS SCHOOL	DESTINATION	DATE	EVENT	TRAVEL	NO. STUDENTS	COST TO STUDENTS
AHS Science Club	Chicago, IL	4/5/2019	Museum of Science and Industry/Adler Planetarium	ACS Mini Bus	12	\$80.00
AHS	Clemson, SC	4/7 - 10/2019	Clemson University Calculus Competition	Southwest Airlines	9	Food only
AHS US History	Chicago, IL	5/22/2019	"Hamilton" at CIBC Theater	Charter Bus	38	\$160.00

CONF 2/12/2019	DATE/S	LOCATIO N	SU B	SUB ACCT. #	COS T	COST ACCT. #	ACC T. NAM E	NAME	GRANT REQUIR E.	BLD G.
Best Evidence-Based Interventions for Emergent, Chronic, & Mental Health Conditions	2/6/2019	Carmel, IN	1 day	0100.0021340.611.046	\$294.52	0100.0021340.611.046		J. Ann Poole		EDG
Best Evidence-Based Interventions for Emergent, Chronic, & Mental Health Conditions	2/6/2019	Carmel, IN	1 day	0100.0021340.611.046	\$269.00	0100.0021340.611.046		Laura Smith		VGE
PLC	2/7/2019	Indianapolis	NA	NA	\$37.00	6840.18.22130.580.0028		Kathy McCord		ERK
National Reading Recovery & K-6 Literacy Conference	2/9-12/2019	Columbus, OH	2 days	6840.18.22130.580.0005.00	\$730.00	6840.18.22130.580.0005.00		Jackie Merica	Title II	HMS
Understanding Students with Mental Health Needs	#####	Indianapolis	1 day	5230.19.12950.135.0000	NA	NA		Kelly Benson		HMS
Understanding Students with Mental Health Needs	#####	Indianapolis	1 day	5230.19.12950.135.0000	NA	NA		Lesli Lemons		HMS
HASTI	2/18-19/2019	Indianapolis	2 days	6840.18.22130.580.0003	\$215.00	6840.18.22130.580.0003		Douglas Conner		AHS
NAEYC Public Policy Forum	2/24-26/2019	Washington, DC	NA	NA	NA	NA		Angie Vickery		ADMIN

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ACP Literature Seminar Review	3/1/2019	Bloomington, IN	1 day		NA	NA		Dena Thornburg	AHS
I AM Test Administration Training	3/1/2019	Richmond, IN	NA	NA	NA	NA		Lisa Reichart	HMS
I AM Test Administration Training	3/1/2019	Richmond, IN	NA	NA	NA	NA		Char Peak	HMS
I AM Test Administration Training	3/1/2019	Richmond, IN	1 day	5230.19.12950.135.0000	NA	NA		Mariko Tsujimoto	HMS
I AM Test Administration Training	3/1/2019	Richmond, IN	1 day	5230.19.12950.135.0000	NA	NA		Julia Keifer	ERK
Edulog Transportation Conference	3/18 - 22/2019	Las Vegas, NV	NA	NA	\$571.92	0410.0027010319001.00		Mary Ann Heinemann	ADMIN
ISHA Convention	4/4-6/2019	Indianapolis	NA	NA	\$240.00	0100.00.21890.810.0000		Nancy Blocher	AHS
ISHA Convention	4/4-6/2019	Indianapolis	NA	NA	\$210.00	0101.21890.810.0000		Angie Pantos	AES
ISHA Convention	4/4-6/2019	Indianapolis	NA	NA	\$375.00	0101.00.21890.810.0000		Tori Stanley	ERK
ISHA Convention	4/4-6/2019	Indianapolis	NA	NA	\$240.00	0101.00.21890.810.0000		Valerie Robertson	TSE
ISHA Convention	4/4-6/2019	Indianapolis	NA	NA	\$210.00	0101.00.21890.810.0000		Kristen Boros	AES
ISHA Convention	4/4-6/2019	Indianapolis	NA	NA	\$200.00	0101.00.21890.810.0000		Nancy Horvath	ERK
Indiana State School Safety Adv. Training	5/13-14/2019	Indianapolis	NA	NA	NA	NA		Joseph Cronk	ADMIN

**ANDERSON COMMUNITY SCHOOL CORPORATION
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RESOLUTION #R-2019-7

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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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: Dr. Ryan Glaze
Assistant Superintendent
Secondary Education

February 8, 2019
Date

ADOPTED AND APPROVED BY the Board of School Trustees of the Anderson Community School Corporation, this 12th day of February, 2019

Ayes: 6

Nays: 0

Abstention: 0

MOTION: Upon a motion by Mrs. Chaille and a second by Mrs. Renz, the Board unanimously approved the Field Trips and Conference Leaves report as presented.

Old Business: None

NEW BUSINESS

Dr. Hill stated that we have asked for a seat on the Redevelopment Council. He asked that the board make a motion and vote to affirm that Jeff Barranco is our intended person for that seat.

ADOPTED AND APPROVED BY the Board of School Trustees of the Anderson Community School Corporation, this 12th day of February, 2019

Ayes: 5

Nays: 0

Abstention: 1 (Barranco)

MOTION: Upon a motion by Mr. Bookhart and a second by Mrs. Renz, the Board approved the motion.

Items for Future Agendas: None

ADJOURNMENT

There being no further business to come before the Board, the meeting was adjourned at 6:39 p.m.

The next public meeting of the Anderson Community School's Board of School Trustees will convene on Tuesday, March 12, 2019, at 6:00 p.m. at the Administration Center, 1600 Hillcrest Avenue, Anderson, IN.

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**BOARD OF SCHOOL TRUSTEES
ANDERSON COMMUNITY SCHOOL CORPORATION**

Patrick Hill, President

Jeff Barranco, Vice President

Holly Renz, Secretary

Diane Airhart, Assistant Secretary

Jean Chaille, Board Trustee

Robert Bookhart, Board Trustee

ABSENT

Timothy Long, Board Trustee