BARTHOLOMEW CONSOLIDATED SCHOOL CORPORATION
SCHOOL BOARD MEETING
MONDAY, October 19, 2020 MINUTES

The regular meeting of the Board of School Trustees of the Bartholomew Consolidated School Corporation was held at the Administration Building, 1200 Central Ave, Columbus, IN 47201, on Monday, October 19, 2020 at 6:30 p.m., pursuant to notice having been duly given to the media and to all members of the Board in accordance with the rules of the Board.

The members of the Board were shown to be present or absent as follows:

Present: Mr. Jeff Caldwell, President
         Dr. Jill Shedd, Vice President
         Mr. Pat Bryant, Secretary
         Mr. James Persinger, Member
         Mrs. Kathy Dayhoff-Dwyer, Member
         Mr. Rich Stenner, Member

Absent: Dr. Julie Bilz, Member

Administration: Dr. Jim Roberts, Superintendent
                Ms. Teresa Heiny, Assistant Superintendent for Human Resources
                Mr. Chad Phillips, Assistant Superintendent of Business Services
                Dr. Laura Hack, Director of Elementary Education
                Mr. William Jensen, Director of Secondary Education
                Dr. Gina Pleak, Director of Title Services
                Dr. Brett Boezeman, Director of Operations
                Dr. George Van Horn, Director of Special Education

School Attorney: Mr. Chris Monroe

REGULAR SESSION

Mrs. Dayhoff-Dwyer shared reflections.

Following the pledge of allegiance and determination of quorum the meeting was called to order at 6:42 p.m.

Mr. Caldwell referenced the Mission and Vision statements as well as noted the high expectation objectives.
Public Meeting

- BCSC/CEA Tentative Agreement (Mr. Phillips)

Mr. Caldwell gavelled out of the regular board meeting and opened the Public Hearing at 6:43 p.m.

Mr. Phillips explained the process of collective bargaining and thanked the members of both bargaining committees.

Mr. Phillips noted the successes from the past two contracts. The two-year contract for 2017-2019 reinstated the salary schedule, raised starting salary from $36,720 to $38,750 (5.5%), implemented a permanent Master’s Degree step increase for existing teachers, and built in permanent increases for teachers. Mr. Phillips shared that the 2019-2020 contract was probably one of the most challenging contracts, with the worst health care year for the Health Trust Fund since 2006, as well as a decrease in the ADM count. In spite of those challenges, BCSC was able to provide a pay increase for teachers, raise the starting salary again, and stabilize the health trust reserves.

He shared the multiple challenges that came into bargaining for the upcoming agreement. He noted the Fall ADM count is up, but still down from 2018. There continues to be questions about the state funding for virtual student attendance after January 1, 2021, a trend of losing ADM from the fall to spring, difficult challenges coming in the spring with lower tax collections for state legislators, as well as the need to restore staffing levels.

Mr. Phillips reviewed the teacher salary increases, operating referendum increases and additional compensations for the 2020-2021 agreement. He also explained the timeline for pay out for those additional compensations as well as a corrective solution for the 27-pay period issue for the 2021-2022 contract.

Mr. Phillips noted that the teachers are in the middle of their contract vote. Pending the results of the CEA vote, the School Board will meet Friday, October 23 at 4:00 p.m. for a Special School Board Meeting to potentially grant approval of the tentative agreement. He shared again, if it was not for the help of the community and the approved operating referendum the teachers and staff would not be receiving this increase in January 2021.

The following information was provided from questions from the board.

Mr. Phillips clarified the points to determine the teachers’ increases are determined from the start of the school year.

He noted the proposed contract has the 27-pay period solution that the school corporation would use going forward any time an extra pay would fall within a calendar year.
Dr. Roberts concluded by noting that during a year in which COVID-19 has adversely impacted the lives of many in our community, BCSC is fortunate to have the ability to continue its efforts to appropriately compensate its nearly 2,000 staff members. A significant portion of the good fortune is owed to the community, as it overwhelmingly supported a referendum that will assist in providing additional salary increases to BCSC teachers and support staff members.

Mr. Caldwell gavelled out of the Public Hearing and into the regularly scheduled School Board meeting at 7:00 p.m.

**WHO/WHY**

**Presentation: Social Emotional Learning (SEL) (Ms. Sarah Frazier)**

Ms. Frazier began her presentation with a quote from edutopia.org, “Educating the mind without educating the heart is no education at all.” She shared that we often educate students academically, but we need to make sure we are educating the whole child which includes both emotionally and socially preparing the student to be ready to engage in the classroom.

She shared that according to CASEL (The Collaborative for Academic, Social and Emotional Learning), SEL is the process through which all young people and adults acquire and apply the knowledge, skills, and attitudes to develop healthy identities, manage emotions and achieve personal and collective goals, feel and show empathy for others, establish and maintain supportive relationships, and make responsible and caring decisions. She added the benefits of SEL support students as well as teachers and staff.

The benefits of SEL research confirms that social and emotional competencies can be taught, modeled, practiced and lead to positive student outcomes that are important for success in school and in life.

Ms. Frazier noted the importance of SEL during the COVID-19 pandemic and shared the Reopening Plan prioritized the need for safety, connection and relationships in all BCSC buildings.

She thanked all the partners within our local community for supporting Developmental Relationships. She shared the school corporation has been able to think differently in terms of SEL because of the partnerships of Heather Carson with the Council for Youth Development, Elwood Dollars, Heritage Fund Dollars, as well as Counseling Counts. These partnerships provide student support, expand possibilities for students, challenge students’ growth, share power and express care for our students.

Ms. Frazier reviewed the importance of supporting student SEL needs which emphasize the safety, connection and relationship piece. She explained the need for students to develop and identify their SPARKS. She shared that studies show that students with SPARKS, and the
support for developing them, have better results developmentally and academically.

Ms. Frazier also presented ways SEL supports new teachers. Some of the ways include: providing resources on self-care, promoting job retention, providing a regulation tool for the classroom, providing a children’s book that promotes social and emotional skills as well as providing tips and tricks for successful implementation of BCSC initiatives.

She shared the importance of supporting the SEL needs of staff. A few of those ways are through a Health and Wellness Newsletter, activity ideas and help with implementing those ideas into the classroom, as well as professional development.

The following information was provided from questions from the board.

A pre and post survey is used as a measure to assess each school year to see if the student needs are being addressed and met.

Newsletters go out to families as well as SEL activities to provide that overall sense of community within the buildings.

Ms. Frazier concluded she is hopeful that laying the groundwork on the elementary level will carry out throughout their secondary adolescent years.

**Update: Reopening Plan for 2020-2021 (Dr. Roberts)**

Dr. Roberts gave an update on mask compliance. He shared the percentages of compliance, both at the elementary and secondary level over the last two weeks.

- Elementary = 97.1%
- Secondary = 92.9%
- Overall = 95.5%

He also noted since the last regular scheduled School Board meeting, BCSC received additional masks for students, including many in small sizes. Dr. Roberts noted that data continues to be gathered from a combination of ways; unannounced visits to classrooms, other observations, input from teachers, surveys and discipline referrals.

Physical distancing continues to be a challenge. Dr. Roberts shared that a hybrid model could be a possibility due to community spread of COVID-19 and could reduce building student population by 50%.

Students participating in the remote options were asked to make a commitment to the option for the second nine weeks or return to in-person learning. Approximately 81% of enrolled students are back in the school buildings, this is up from 72% from the beginning of the school year.
Dr. Roberts provided an update on the Bartholomew County COVID-19 Indicators as well as the Indiana State Department of Health County Metrics Map. Currently, Bartholomew County has a weekly score of 0.5, indicating less than 10 new cases and the 7-Day All Tests Positivity Rate is less than 5%. Dr. Roberts indicated the graph is changing and he believes it is possible those numbers could continue to rise.

Dr. Roberts reviewed the flow chart on community spread. He stated the school corporation continues to work with the local and state health departments, as well as local health professionals to determine the COVID-19 spread. He noted that each Friday the positive test case information for the school corporation is provided to the School Board and local media.

Dr. Roberts shared a BCSC Operating Model. The information is designed to help schools make decisions about school operations based on the level of COVID-19 spread within Bartholomew County. He broke down each color column and gave an explanation of how schools would operate within each level of spread. This model also allows adjustments for extracurricular and other instructional operational services.

Dr. Roberts presented the Hybrid Model Proposal for both the elementary and secondary levels. The first document is an effort to align potential instructional operations decisions with the color coding levels from the state. The state releases these levels each Wednesday, providing additional information to help make operational decisions. He shared we will not stop using our local red/yellow/green accounting metrics, but we know that our stakeholders are also paying close attention to what is happening at the state level.

The second document depicts the approved hybrid model(s). If a decision is made to utilize a hybrid model, the middle schools and high schools would immediately begin an alternating day schedule. Elementary schools would operate in either Phase I or Phase II based on the level of community spread. Phase I for elementary schools is a continuation of five-day in-person instruction and Phase II mirrors the attendance schedule of the secondary schools. This approach with elementary schools aligns with state recommendations.

Dr. Roberts noted that adding these hybrid models to our reopening plan simply adds "more tools to our toolbox" as we continue to address the challenges of COVID-19.

The following information was shared in regards to questions from the board:

The local health department and state board of health conduct the contact tracing and BCSC identifies close contacts.

Dr. Roberts noted the current positive test cases has risen slightly.

Mr. Caldwell asked if there are additional COVID-19 cases that have occurred because of positive tests within the school corporation. Dr. Roberts noted that it is difficult to identify patient zero. Mr. Caldwell noted according to the data it appears students are safer in-person at school than in any other learning option. He shared that the same mitigation strategies might not
be being used out in the community as within the BCSC buildings.

Dr. Shedd asked for clarification, if the hybrid plan was implemented would there still be space available in the buildings for students who need additional resources. Dr. Roberts shared we will be maintaining those resources for students.

Mr. Persinger shared his concerns with the continuous increase of positive COVID-19 cases as we approach Halloween, Thanksgiving and Christmas.

Mr. Stenner asked what have we learned about counties being listed in the red. Dr. Roberts stated that the local county health officials monitor those locations and meet regularly to understand the data and learn from what is occurring in those particular counties. Dr. Roberts shared continued dialogue with the local health department and health professionals will remain and we will react accordingly.

Mr. Caldwell noted to the board that Dr. Roberts is proposing a hybrid plan. The two additional pages will be new pages within the Reopening Plan and used in consideration as a guideline to moving into a hybrid model.

**Public Comments:**

Tami Iorio, a parent of three BCSC students and a local pediatrician, shared her concerns in regards to how BCSC addresses COVID-19 potential exposure, as well as contact tracing. She shared a particular situation involving the boys’ soccer team at Columbus North High School and as to whether all potential exposures had been contacted. She stated she feels enhanced communication is needed in regards to those who might have potentially been exposed to the virus.

**WHAT**

1) NEOLA First Reading, COVID-19 Related Policies and Volume 32.2.
   - First Reading
2) Board Commendations - No commendations noted
3) School Board Member Reports
   - Dr. Roberts noted there will be a District and Facility Committee Meeting on Thursday, October 22 at 8:00 a.m.
4) Cabinet Reports
   - ADM Update (Mr. Phillips)

   Mr. Phillips gave a Fall ADM Update. Enrollment is up from 11,275 to 11,307.

The following information was shared in regards to questions from the board:

Dr. Shedd noted Schmitt’s growth. Mr. Phillips shared each year we track the trends in building growth and there is nothing at this point for concern.
Q3 Financial Report (Mr. Phillips)

Mr. Phillips provided a quarterly update for both the Education and Operation Funds and noted the few changes within the quarter with revenue and expenditures.

HOW

4) Requests for Approval: (Dr. Roberts)

Dr. Roberts reviewed the following items for the Board.

a. Minutes of the Regular School Board Meeting of September 28, 2020
b. Supplemental Contracts (Dr. Hack/Mr. Jensen)
c. Field Trips/Professional Leaves (Dr. Hack/Mr. Jensen)
d. School Fundraisers (Dr. Hack/Mr. Jensen)
e. Claims and Payroll (Mr. Phillips)
f. Adopt the 2021 Budget: Form 4 Resolution; Bus Replacement Plan; Capital Projects Plan; Resolution to Authorize Reductions; LIT Resolution (Mr. Phillips)
g. Revisions to 2020-2021 Reopening Plan (Dr. Roberts)
h. 2021 Budget Approval:
   o Education Fund (3101) - $71,484,909
   o Operations Fund (3300) - $27,554,209
   o Debt Service Fund (0180) - $13,274,005
   o Pension Debt (0186) - $312,438
   o Referendum Debt (0187) - $6,281,100
   o Operating Referendum (0022) - $7,476,750

Dr. Roberts shared additional information on the reviewed items and requested approval.

Mrs. Dayhoff -Dwyer made a motion to approve the reviewed Items 4) a-f and Mr. Bryant seconded the motion.

Upon a call for the vote, Items 4) a-f were unanimously approved.

Dr. Jill Shedd made a motion to approve Item 4) g and Mr. Bryant seconded the motion.

Upon a call for the vote, Item 4)g was passed with a 5-1 vote. Mr. Persinger voted nay.

Mr. Caldwell gaveled back out of the regular scheduled meeting at 8:29 p.m. for public comments in regards to the CEA tentative agreement.

No comments were made.
Mr. Caldwell gavelled back into the regular scheduled meeting at 8:30 p.m.

6) Request for Approval of Human Resources Recommendations:

Ms. Heiny requested approval for the Human Resources recommendations as presented.

Ms. Dayhoff-Dwyer made a motion to approve the recommendations, Mr. Persinger seconded the motion.

Upon a call for the vote, the motion was carried unanimously.

BOARD INPUT/REVIEW

Dr. Jill Shedd shared her appreciation in seeing that BCSC is always growing, learning and getting better.

Mr. Bryant commented that he would like to see our SROs and DARE Officers participating in the SEL program.

Jeff Caldwell applauded the community for the support on the referendum.

Next School Board Meeting:

Special School Board Meeting, October 23, 2020, 4:00 p.m.

- 2020-21 Employee Salary Increases and Collective Bargaining Agreement Ratification, Administration Building Terrace Room.

Strategic Planning Session, October 30, 2020, 9:00 a.m., Administration Building Terrace Room.

Regular Board Meeting, November 9, 2020, 6:30 p.m., Administration Building Terrace Room.

There being no further business, the meeting adjourned at 8:37 p.m.

__________________________________ Secretary

Attest: _________________________________ President