

**BARTHOLOMEW CONSOLIDATED SCHOOL CORPORATION
SCHOOL BOARD MEETING, MONDAY, NOVEMBER 14, 2022 MINUTES**

The regular meeting of the Board of School Trustees of the Bartholomew Consolidated School Corporation was held at Columbus North High School, 1400 25th Street, Columbus, Indiana, on Monday, November 14, 2022, 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.

On call of the roll, the members of the Board were shown to be present or absent as follows:

Present: Dr. Jill Shedd, President
 Mrs. Nikki Wheeldon, Vice President
 Mr. Rich Stenner, Secretary
 Mrs. Kathy Dayhoff-Dwyer, Member
 Dr. Julie Bilz, Member
 Mr. Todd Grimes, Member
 Mr. Pat Bryant, Member

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

Attorney: Mr. Michael McIver, School Attorney

REGULAR SESSION

Dr. Bilz provided Reflections.

The business meeting was opened with the Pledge of Allegiance to the Flag.

Dr. Shedd, President, called the meeting to order at 6:34 p.m.

WHO/WHY

RECOGNITIONS:

Columbus North High School Athletics

Principal Mr. David Clark and Athletic Director Mr. Brian Lewis thanked the school board for recognizing the hard work of the CNHS athletes. The following teams and coaches were introduced and recognized for their IHSAA podium placements:

- 2nd Place State finish, Girls Cross Country Team – Coach Rick Sluder
- 4th Place State finish, Boys Cross Country Team – Coach Andy Keffaber
- 2nd Place State finish, Boys Soccer Team – Coach Andy Glover
- 2nd Place State finish, Boys Tennis Doubles Team – Coach Kendal Hammel
- State Championship, Individual Girls Golf – Coach Scott Seavers

Coach Sluder introduced the girls' cross-country team noting the 4-year academic and athletic achievements of the senior class. Coach Keffaber noted some of the obstacles the boys' cross-country team overcame throughout the season to continually improve and achieve their 4th-place finish. Coach Glover noted the boy's soccer team's athletic success and shared that over half of the team received academic honors by meeting required academic standards. He congratulated senior Flynn Keele for being the recipient of the IHSAA Mental Attitude Award. Coach Hammel noted the successful season for boys' tennis. The doubles tennis team of Amrit Kar and Anvay Atram finished the season with a 29-1 record and as State Runners-Up. Coach Seavers shared some of the highlights of freshman Ava Bunker's golf season. Ava became only the second freshman ever to win medalist honors at the Girls' Golf State Finals. Her nine-shot win ties for the second-biggest margin of victory in the 50-year history of the State Tournament. Ava is the second CNHS female golfer to win state medalist honors.

PRESENTATIONS:

Best Practice – Mt. Healthy Elementary (Mrs. Amy Sprong)

Principal Mrs. Sprong alongside her teaching staff and a set of parents presented opportunities for family engagement for Mt. Healthy Elementary parents. The goal is to engage families in their student's education by informing them about a typical school day, the curriculum, and end-of-year expectations, and by showing them ways to support learning at home. Mrs. Sprong shared that one of the ways the staff is working to better inform parents is through Eagle-Information Nights. The teaching staff of Robin Anderson, Kim Smith, Emily Harris, Courtney Foremen, Ashley Shuffett, and Pete Law each shared, by grade levels and subjects, different ways to encourage learning at home. The teachers provided goals and how each grade level works to achieve those goals. This opportunity provides positive interaction with parents and guardians. Kindergarten parents, Steve and Lindsay Heck, shared that the Eagle-Information Nights provided insight into the daily routine of the classroom, expectations for parents, and, as first-time parents, it helped them feel comfortable and confident that their child was having a positive learning experience.

Mrs. Sprong noted that strong efforts are underway to revitalize the PTO, and several events are being scheduled to engage students and their families.

The following information was given in response to questions from the board:

The students in the 5th and 6th grades conduct student-led conferences. The report card data and testing assessment are reviewed with students and both academic and non-academic goals are discussed. A little over half of the student population has attended the Eagle-Information Nights. Based on student data, the staff chose to invest in Number Talks. The students and staff will host a musical and art show on Friday, December 16, 2022.

BOARD COMMENDATIONS:

Dr. Bilz gave commendations to Principal Dr. Michael Parsons for providing a movie night for Clifty Creek students and their families, CSA Fodrea students for creating pictures and cards for Veterans Day, and CEHS retired teacher, Mr. Bob Kasting, for his continued efforts with the planetarium.

Mrs. Kathy Dayhoff-Dwyer gave commendations to the Central Middle School students for recognizing those staff members who are or have been part of the military on Veterans Day.

Dr. Shedd gave commendation to the Central Middle School Spell Bowl team for their recent first-place regional placement and wished them well in the state competition.

Mr. Grimes thanked SRO (Student Resource Officer) Julie Quesenbery and her team for their efforts in keeping our students and staff safe. Mr. Grimes echoed Secondary Education Director, Mr. Bill Jensen, for his commending and supporting the Indiana Department of Education and the State Board of Education's efforts to evaluate the accountability metrics for high school performance. Mr. Grimes gave commendations to CSA New Tech High School American History teachers Mr. Joe Steele and Ms. Hope Alexander and the junior class for their efforts in organizing the first Veterans Day program for the high school. Commendations were given to retired BCSC teacher Mr. Greg Lewis for being named the Indiana Academic Coach of the Year; Central Middle School student Owen Sullivan for being named the 250cc Grand National Cross-Country Champion; Central Middle School Spell Bowl Team and Coach Mrs. Mindy Summers; and Dr. Gene Hack, who was recently named the Indiana ACTE (Association for Career & Technical Education) Administrator of the Year.

Mr. Stenner gave commendations to the Sound of Spirit of Columbus and their representation in the recent Bands of America competition.

PUBLIC COMMENTS:

No one signed in to provide public comment

WHAT

1) School Board Member Reports

Mrs. Dayhoff-Dwyer noted that the Education Hall of Fame Committee will meet on Tuesday, November 29 to review the submitted nominations for the 2023 upcoming award.

Mr. Grimes noted BCSF (Bartholomew Consolidated School Foundation) will host a Cookies with Santa fundraiser Saturday, December 10. The event will be held at the old Jeep dealership across from Kroger from 9 a.m. to 11 a.m.

Dr. Shedd reported that the CCIC met on Wednesday, November 9. A discussion was held regarding the Monday, November 28 Professional Development Day. The committee also received an update on facility construction projects.

2) Cabinet Reports

Q3 Financial Report (Mr. Phillips)

Mr. Phillips reported the Education Fund revenues to be up 5.9% (\$3.5M) from 2021. This was expected with the increase in state tuition support and assessed value. He shared the notable variance in the Education Fund expenditures to be with salaries and benefits. He noted that this is due to the second 3-pay month falling in December of this calendar year.

The Operations Fund salaries and benefits expenditures are up 8.7% over 2021 categories but remain within budget. This increase was expected with the two substantial increases for support staff (9% July 2021, in addition to 6% and the increase of the minimum wage to \$14 July 1, 2022). This is an average 11% increase for support staff. The Operations Fund expenditures outside of salaries and benefits are up about \$1.3M over 2021. This is due to increases in utilities and fuel and the timing of some expenditures.

Mr. Phillips reported that the Operating Referendum Fund expenditures are as expected with no notable variances. The teacher salaries are up due to a larger number who qualify for the Referendum Retention Pay increases. He shared that a delay in the delivery of new buses has affected the Safety & Security expenditures.

Mr. Phillips noted that the Cash Balances remain up except for the Health Trust Fund. He explained that while cash balances are up, much of this variance will correct itself in the second half of the year with the payroll timing.

The following information was given in response to questions from the board:

The retention rate is around 89% for this school year. The referendum is helping us attract experienced teachers. The retention rate was approximately 91-92% in the prior year.

Employee Assistance Program (Dr. Pleak/Mrs. Kristin Beck)

Dr. Pleak and Wellness Director Mrs. Kristin Beck presented information on the new proposed Employee Assistance Program (EAP), LifeWorks. This resource service is available for all employees as well as their dependents and household members, regardless of whether individuals are covered on a BCSC insurance plan. Dr. Pleak noted that the previous EAP program mainly focused on counseling and mental health services and through the LifeWorks program there will be many more easily accessible options.

Mrs. Beck reviewed the available services. The platform is available online or via an app and also offers self-guided programs and informational resources in 51 languages. The program includes a work-life services component which includes referrals if necessary on elder care, child care, financial services, and legal services. She shared there are also resources in areas such as fitness, communication, anxiety, depression, divorce, and grief. The LifeWorks toll-free number provides 24-hour assistance, and live chat and texting via the mobile app are available 24/7, 365 days a year. Mrs. Beck noted that if an employee is in crisis an assessment is completed immediately and then they will be connected to a provider to make sure that those needs are being addressed. For someone seeking counseling services, LifeWorks is typically able to arrange sessions in about three to five days. The cost is comparable to the previous EAP and is approximately \$1.99 per employee per month.

The following information was given in response to questions from the board:

Previous quarterly reports indicated an EAP utilization rate of about 2%. With the help of the transition and the multiple services offered by LifeWorks, BCSC hopes to increase the number of employees that utilize the program.

The feedback Dr. Pleak received from other school corporations with the LifeWorks program was positive.

LifeWorks provides an Implementation Manager to help with guidance and assistance with bringing awareness to the program.

HOW

3) Requests for Approval (Dr. Roberts)

Dr. Roberts reviewed the following items for the Board.

- a. Minutes of the Regular School Board Meeting of October 24, 2022
- 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. Approval of the Employee Assistance Program (Dr. Pleak)
- g. Approval of the Guaranteed Maximum Price (GMP) for Educational Improvements (Dr. Boezeman)
- h. Approval of Agreement to Participate in the Motor Fuel Budgeting Program of the Indiana Bond Bank (Dr. Boezeman)
- i. Approval to Donate Obsolete Chromebooks to the Transportation Department
- j. Resolution for the 2023 Tax Anticipation Warrant (Mr. Phillips)
- k. Approval of the Health Trust Broker/Consultant Services Agreement (Mr. Phillips)

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

Mr. Pat Bryant made a motion to approve the reviewed items and Mrs. Kathy Dayhoff-Dwyer seconded the motion.

Upon a call for the vote, Items 3) a-k were unanimously approved.

4) Human Resources Recommendations (Dr. Pleak)

Dr. Pleak requested approval of the Human Resources Recommendations as presented.

Mrs. Wheeldon made a motion to approve the Human Resources Recommendations and the motion was seconded by Mr. Grimes.

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

BOARD INPUT REVIEW

Mr. Bryant congratulated the CNHS fall athletic teams on their successful season and state-level achievements.

Dr. Bilz thanked Principal Amy Sprong and her staff for their Best Practice presentation on parent engagement and congratulated the CNHS athletes for a successful season. She wished her best to the senior class in their upcoming Senior Projects Presentations.

Mrs. Wheeldon thanked the parents for their attendance at the meeting.

Mr. Grimes thanked the Principal, Mr. Clark, and his staff for hosting the school board meeting. He congratulated the CNHS athletes for their recent achievements. He thanked Dr. Bilz for her insightful reflections and Mrs. Sprong, her staff, and parents for their parent engagement presentation. Mr. Grimes congratulated the recently elected school board members and shared an encouraging moment from Rockcreek Principal, Mrs. Jennifer Dettmer, noting how encouraging it is to watch a student grow and mature.

Mrs. Dayhoff-Dwyer shared her appreciation for Mr. Grimes recognizing student and staff achievements through his board commendations.

Mr. Stenner thanked those involved with preparing for the school board meeting.

Dr. Shedd noted that not only are students excelling athletically, but their academic achievements are well noted too.

NEXT BOARD MEETING

The next regular School Board Meeting will be on Monday, December 12, 2022, at 6:30 p.m. in the Terrace Room of the Administration Building.

There being no further business, the meeting was adjourned at 8:08 p.m.

R A Stenner Secretary

Attest: Ju Shedd President