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, December 14, 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. Rich Stenner, Member
Mrs. Kathy Dayhoff-Dwyer, Member

Virtual: Mr. James Persinger, Member
Dr. Julie Bilz, Member
Mr. Chris Monroe, School Attorney

Administration: Dr. Jim Roberts, Superintendent
Ms. Teresa Heiny, Assistant Superintendent for Human Resources
Mr. Chad Phillips, Assistant Superintendent for Business Services
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

Absent: Dr. Laura Hack, Director of Elementary Education

REGULAR SESSION

Mr. Caldwell shared reflections.

Following the pledge of allegiance and determination of quorum the meeting was called to order at 6:34 p.m.

Mr. Caldwell referenced the Mission and Vision statements as well as noted the high expectation objectives.
**Recognitions:**

Dr. Roberts recognized the 2020 State Spell Bowl participants from Central Middle School, Northside Middle School and Columbus North High School. He acknowledged their tremendous effort and explained the virtual process of the spell bowl competition. Dr. Roberts commended Central Middle School and North High School for their state placement. Central Middle School finished as the 2020 State Runner-Up and Columbus North High School as the 2020 State Champion.

**Presentations:**

Mr. Charles Edwards, Columbus East High School Assistant Principal, and Ms. Kimberly Easton, BCSC Multi-Cultural Coordinator, shared the work that is taking place within BCSC on Diversity, Inclusion and Equity. Mr. Edwards opened the presentation sharing the differences between diversity and inclusion and noting the challenges and opportunities that are present within the school corporation. He recognized that inclusion is the goal, but diversity is the starting point. He shared, as a school corporation, we have to first recognize, value and appreciate the differences before we reach the concept that everyone deserves to be included, and has the right to be included. We do not want BCSC to be just diverse, we want every student and staff member to feel included regardless of their differences. He stated that the council’s charge is to provide equity of access, by providing a seat at the table for every student, regardless of the student’s identity. Mr. Edwards reviewed the mission of the BCSC Diversity Council, “To ensure that no BCSC student’s success or failure is ever determined by any part of his or her identity.” Mr. Edwards shared that one of the first ways the council began to address the needs of every student was through an evaluation of the High Ability Program. The council started by identifying the number of students of color and the number of underrepresented students within the school corporation. The council found there to be high ability students in every demographic area of every BCSC building, but the council found not all students were represented.

Mr. Edwards shared that the data allowed the council to identify the issues that affect equity of access. The questions allowed the council to look at processes, personnel and their own values. Once the issues were identified, the council was able to have better conversations as to how to address those issues. The council meets every other month with the primary focus on identification and studying issues that affect equity of access for all students, but with a strong focus on the equity piece, as it relates specifically to our underrepresented populations. Mr. Edwards shared the council has learned that when learning is made better for some it is made better for all. He also noted each conversation has turned into an opportunity to improve practices for those marginalized students. Mr. Edwards concluded, at the end of the day, as a council, it is our job to solve complex problems so that more of our students have more opportunities to be more successful.

Ms. Easton, BCSC’s Multi-Cultural Coordinator, continued the presentation and shared the Multi-Cultural Diversity District Directives. She shared that all guide teams use the BCSC stakeholder processes for all of their work.
• Family Academic Achievement Network (FAAN)
  o Supports the Underrepresented through an organic engagement network.

• Underrepresented Teacher Recruitment and Retention
  o Focuses on administration and teaching to reflect our diverse student population.

• Diverse Curriculum
  o Strives to ensure instructional practices are culturally responsive.

• Restorative Justice
  o Uniform Process of Discipline (Hate Speech) for Grades K-12.

She gave an update on each guide team’s virtual session and the work that is currently being conducted within BCSC.

Ms. Easton shared that each guide team has about ten to twelve members from within BCSC, including community stakeholders. All guide team meetings occur every Thursday except when school is not in session. Each team is currently working within the third quadrant of the stakeholder progress wheel.

She concluded with an update on the Family Academic Achievement Network (FAAN). They currently are working on “The Gateway to a Connected Community”, with the mentorship and partnership of the NAACP. She shared one particular item being addressed is the systemic gaps in academic achievement, particularly with African American males. The NAACP plans to introduce parents to “The Gateway to a Connected Community” on December 15 and December 22.

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

Conversations continue to be held with elementary level principals and curriculum coordinators in regards to how students are being tested into the high ability programs. Not all students were being tested in the past and now testing is available for all elementary students.

Continuation of marketing strategies for recruiting and retaining underrepresented teachers. There is strong consideration to mentor and coach those individuals currently substituting in a teaching position, as well as attending recruitment fairs in larger cities where those underrepresented teachers might be greater in number. Ms. Easton added that, once we get them to our school corporation, we want to keep them here.

Ms. Easton spoke on behalf of the four different guide teams. One of the greatest needs, within the teams, is to have the resources to implement the work being planned. She also desires to see available funding to attend recruiting fairs in larger cities and universities. She also shared her desire to see a diverse pool of volunteers, so that student needs can be met immediately.
Dr. Roberts thanked Mr. Jensen, Mr. Edwards, Ms. Easton and the BCSC Diversity Council for their efforts in making important decisions and changes within BCSC.

WHO/WHY

COVID-19 Plan of Action for 2020-2021 (Dr. Roberts)

Dr. Roberts briefly reviewed the COVID-19 Plan of Action path that has occurred since March 2020 and also reviewed the eLearning timeline to date. He gave recognition to Ms. Kelly Thompson, Director of Health Care Services for her continuous efforts to lead our COVID-19 efforts and provide necessary COVID-19 data to track positive cases within BCSC. Dr. Roberts shared data indicating the rise of cases as well as the number of cases in both the elementary and secondary levels. He noted the spike in positive COVID-19 cases occurred the week after Halloween, which in turn proposed a challenge in keeping students in the classroom. The number of staff members out of the buildings due to COVID-19 eventually became the driving force for the eLearning decision. Dr. Roberts shared that the main challenge was not only staffing classrooms but also having adequate staff to prepare and serve meals as well as run bus routes.

Dr. Roberts reviewed the local COVID-19 indicators and the Indiana State Department of Health Map. He made note that Bartholomew County’s weekly score continues to be at the orange level, indicating the weekly cases per 100,000 residents is between 100 to 199 new cases and the 7-day All Tests Positivity Rate falls between 10% to 14.9%.

Dr. Roberts also reviewed the BCSC Operating Model Chart. This chart is designed to help make decisions about school operations based on the level of COVID-19 spread in Bartholomew County. He highlighted the orange level, which indicates moderate to high community spread, since this level is the current status of Bartholomew County. He shared at the orange level extracurriculars may be postponed or have limited activities. He noted currently bus service is being provided to roughly one thousand BCSC students on a daily basis. Those programs serving students in person are Pre-K, C4, Legado and the Special Education Department. Meals continue to be provided at BCSC school sites as well as several established community distribution stops. The C4 students are in session and secondary buildings are open for Wi-Fi access, as well as Mt. Healthy Elementary School.

Dr. Roberts shared as the school corporation moves forward in determining a potential return to in-person learning for students, a continual review of data and information will be needed to make that transition. He noted the following data:

Since Monday, August 10, the first student day, there have been 305 positive cases.

- 178 students
- 95 support staff members
- 32 teachers

He shared that since October 30 there have been 223 positive test cases. This is an
average of 37 per week. He added that of the 223 positive test cases reported, thirty nine of those cases were reported on Friday, December 11.

Dr. Roberts concluded by presenting the next steps to help determine potential return to in-person learning on Tuesday, January 5. Part of the planning process in returning to in-person learning is making a determination of how many students as well as teachers plan to participate in-person. Surveys have been made available to help gather this information from teachers, parents and students. Continued dialogue with state and local medical health professionals will help in making a determination of return as well.

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

The school corporation’s Health Services Department reports weekly the COVID-19 positive case information to the State Department of Health.

There continues to be many challenges with staffing. Balancing the hybrid model with proper staffing will be challenging. Monday and Tuesday, last name A-K students will have in-person learning and on Thursday and Friday, last name L-Z students will have in-person learning. All secondary students will have eLearning on Wednesday.

BCSC Technology Director Nick Williams and Coordinator of Instructional Technology, Brenny Kummer continue to organize and provide support staff and certified staff opportunities for professional development. With the availability of ZOOM, learning opportunities continue to be available to all staff at their convenience. UDL Coordinators Rhonda Laswell and Tina Greene are working with building principals to network professional development opportunities so that all staff members are connected.

Dr. Roberts took the opportunity to thank the teachers and administrators as well as parents and students for their efforts as we prepare to be back in school on January 5.

Public Comments:

No one signed in to speak.

WHAT

1) Board Commendations -

Mr. Stenner acknowledged and thanked all administrators and staff who are “keeping the wheels going” during this unprecedented time, as well as those contributing to Diversity, Inclusion and Equity efforts.

Dr. Shedd commented on the CSA, Legado and Pre-K applications that are currently available on the BCSC website for the 2021-2022 school year. She shared how reassuring it felt to see applications being made available for next school year.
Dr. Roberts commended Nick Williams and Josh Burnett for their continuous technology efforts in live streaming the school board meetings. He also acknowledged Josh Burnett, BCSC Communications Director, for his efforts mentoring local high school students with the live streaming process for athletic events.

2) School Board Member Reports –

Mrs. Dayhoff-Dwyer provided an update for the Education Hall of Fame Committee. She shared that the committee met on Friday, December 4 to discuss the nominations. She thanked those on the committee for their time and input. The individual was chosen and the winner will be notified the first of the year and recognized prior to the February 8 board meeting.

3) Cabinet Reports -

Mr. Phillips reported the Final Local 2021 Tax Rate to be 1.0110.

4) Requests for Approval: (Dr. Roberts)

Dr. Roberts reviewed the following items for the Board.

a. Minutes of the Regular School Board Meeting of November 9, 2020
b. Supplemental Contracts (Dr. Hack/Mr. Jensen)
c. Field Trips/Professional Leaves (Dr. Hack/Mr. Jensen) – no requests
d. School Fundraisers (Dr. Hack/Mr. Jensen) – no requests
e. Claims and Payroll (Mr. Phillips)
f. 3-year Calendar Approval (Ms. Heiny)
g. Revision to Board Policy 3112 (Dr. Roberts)
h. 2021 Tax Anticipation Warrants (Mr. Phillips)
i. To Award Bids for E-Rate internet Access Category 1 (Dr. Boezeman / Mr. Williams)

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-i and Mr. Persinger seconded the motion.

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

6) Request for Approval of Human Resources Recommendations:
Ms. Heiny requested approval for the Human Resources recommendations as presented.

Mr. Bryant made a motion to approve the recommendations, Dr. Shedd seconded the motion.

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

BOARD INPUT/REVIEW

Mr. Bryant thanked Mr. Persinger and Mr. Caldwell for their service to the community as school board members, as well as the opportunity to serve alongside of them as board members.

Ms. Dayhoff-Dwyer thanked both Mr. Persinger and Mr. Caldwell for their length of service on the school board and for their leadership.

Mr. Stenner thanked both parting school board members for their service as well as the opportunity to learn from them.

Dr. Jill Shedd shared that she had learned so much from both James and Jeff. She shared appreciation to both of them as leaders. She acknowledged the board to be a very diverse group and feels that has helped them to be a very strong school board.

Dr. Roberts acknowledged Columbus East Football Coach, Bob Gaddis, his retirement and his success as the only the second football coach in history for Columbus East High School. He also noted Columbus East Football Coach Eddie Vogel as his replacement, as the third East football coach, wishing him and his family well.

Dr. Roberts also noted Kimberly Easton will now be serving BCSC full time and the value of this position to the school corporation.

Mr. Caldwell thanked the other board members for their support, mutual learning experience and for the opportunity to serve on the school board. He also welcomed the two new board members, Ms. Nikki Wheeldon and Mr. Todd Grimes.

SCHOOL BOARD MEMBERS RECOGNITION:

Dr. Roberts recognized departing school board members Mr. Jeff Caldwell and Mr. James Persinger for their service to the school corporation. He shared that each board member brings diverse thought and challenging questioning. Dr. Roberts shared his appreciation for their perspective.
Next School Board Meeting:

Regular Board Meeting, January 11, 2021, 6:30 p.m., Administration Building, Terrace Room.

There being no further business, the meeting adjourned at 8:04 p.m.

__________________________________Secretary

Attest: __________________________________President