6:30 p.m. REGULAR SESSION

- The business meeting was opened with the Pledge of Allegiance to the Flag.
- Five (5) Elected School Board Members were present.
- Dr. Shedd, President, called the meeting to order at 6:37 p.m.

WHO/WHY:

Affirmation of BCSC Mission and Vision and High Expectation Objectives

BCSC will ensure a balanced, intentional and forward looking approach to meet the following objectives:
- Provide a welcoming and diverse learning culture of respect, fairness and trust
- Advance a deep community commitment to all learners’ health, personal and academic success
- Enable achievement of core academic knowledge and varied levels of critical thinking
- Foster multiple perspectives to develop global citizens
- Provide multiple pathways that intellectually engage all learners
- Promote and support agile, collaborative learning environments
- Cultivate a commitment to a life-long learning process for all

WHO/WHY

Recognize: BCSC Retirees (Ms. Heiny)

Ms. Heiny recognized twenty-eight (28) retirees for the 2020-2021 school year; seven (8) certified staff and twenty (20) support staff. Ms. Heiny recognized them individually as follows:
Beverly Asbury, Custodian at Rockcreek Elementary; Robert Bell, Custodian at Columbus East; Rita Brodfuehrer, Media Tech Specialist at CSA Fodrea; Robin Cain, C4 Industrial Tech at Columbus North; Robin Campbell, Restart TA at McDowell Education Center; Sandra Carr, Food Service at Southside Elementary; Kenneth Cave, Plumber, Maintenance Department; Michelle Critzer, Kindergarten at Parkside Elementary; Bruce Dailey, Bus Driver, Transportation Department; Pat Dailey, Bus Driver, Transportation Department; Jeff Friedgood, PE/Health at Columbus North; Sherry
WHO/WHY (cont.)

Elementary; Teresa Heiny, Assistant Superintendent of Human Resources, Administration Building; Carol Heitman, Food Service at Columbus North; Talara Henry, Media Tech Specialist at Rockcreek Elementary; Virginia Huntsman, Bus Driver, Transportation Department; Hedwig Jordan, Bus Monitor, Transportation Department; Jane Karriger, Title I TA at Smith Elementary; Pam Maschino, Custodian at Rockcreek Elementary; Guy Nentrup, Grounds, Maintenance Department; Dave Parker, Custodian at Mt. Healthy Elementary; Anthony Romanski, Special Ed at Parkside Elementary; Jan Shultz, 2nd Grade Teacher at Southside Elementary; Randy Surface, Project Manager, Transportation and Maintenance Department; Susan Scott, Assistant Principal at Columbus North; and an “in memory of” recognition for Tony Pottorff, Social Studies at Columbus East. Ms. Heiny stated that the support staff retirees have 390 combined years of service and the certified staff retirees have 223 combined years of service for a total of 613 years of service with BCSC.

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

Dr. Roberts noted that students of ALL grade levels remain in five (5) days of in-person learning. This model began on Monday, March 22, which was the first time that all students had been in the buildings since Friday, November 6. All mitigation strategies (temperature screenings, mask wearing, physical distancing, hand washing) remain in effect. At the last meeting, the physical distancing requirement for identifying close contacts was changed from six (6) feet to three (3) feet when students are in a classroom setting only. Prom was held on Saturday, May 1 at Northside Middle School and it went extremely well. We are now at a 6.3 per capita rate which is up from 6.1 a few days ago. We are at our lowest numbers since prior to Fall Break. The percent positive test rate is down to 11.6%, the test turnaround time has remained at 1.7 and COVID related hospitalizations are at six (6). Bartholomew County remains at a 0.5 which is in the blue from a State standpoint. Dr. Roberts also noted that some counties throughout the State of Indiana have increased in numbers and are now in orange. Within the corporation, since Monday, August 10 (the first student day), there have been 662 positive test cases (428 students, 162 support staff members and 72 teachers). 4% of the student population has had a positive test, 17% of support staff members, and 9% of certified staff members. There have been twenty (20) positive cases since the last school board meeting that was held on Monday, April 19. Of those twenty (20) cases, nineteen (19) were students. Dr. Roberts also provided the following information (which was also presented at the last board meeting) regarding graduation ceremonies for the 2020-2021 school year:

- CSA New Tech: Thursday, May 27 at 7:00 p.m. on Columbus East Football Field (rain=May 28)
- Columbus East: Saturday, May 29 at 9:00 a.m. on Columbus East Football Field (rain=later in the day)
- Columbus North: Saturday, May 29 at 11:00 a.m. on Columbus North Football Field (rain=later in the day)

PUBLIC COMMENTS

Dr. Shedd stated that no one signed up for public comments.

WHAT

1) Board Commendations

Mr. Grimes commended the middle school academic teams from both Central Middle School and Northside Middle School. He first acknowledged the coaches for the teams from both schools who are as follows:

- Math - Amy Dixon, Principal at Northside and Elizabeth Flamion, Math at Central
- Science - Deborah Gaff, Computer/Coding at Northside and Kate Slabosky, Science at Central
- English - Amy Rosenberg, Language Arts at Northside and Melinda Summers, English at Central
- Social Studies - Danielle Bonam, Social Studies at Northside and Karla Eudy, Social Studies at Central

Mr. Grimes stated that both Central and Northside teams placed in the top ten (10) in Interdisciplinary and both teams also placed in the top ten (10) in Math. Central’s team placed in the top ten (10) in Science and Northside’s team placed in the top ten (10) in English. Central’s English Team is the State Champions and the students on the team are as follows:
Mr. Stenner commended everyone who was a part of the prom committee this year and all the volunteers who helped make prom a safe and successful event for all the students. Dr. Shedd added to Mr. Stenner’s commendation to thank the Prom sponsors, Tonya Cruiser at North, Stephanie Meyer at East and Veronica Buckler at CSA New Tech as well as some key support workers, Dr. Brett Boezeman, John Green, Bridgette Van Horn and Kelly Thompson, for their efforts to make it an exceptional night for everyone.

Dr. Shedd commended Charles Edwards and Kimberly Easton. They will be presenting in a statewide workshop (a webinar) entitled “Child Psychological Maltreatment Training of Trainers” on Tuesday, May 11 and Wednesday, May 12. They will be talking about the topic of racism and its impact on psychological maltreatment of Indiana youth. Dr. Shedd also commended the students in the C4 program that were a part of our Future Healthcare Professional State Leadership conference. In total, the individual students in C4 who participated earned fifty-two (52) medals (first, second or third place) and they earned thousands in scholarships.

2) School Board Member Reports

Mr. Stenner stated that the Districting and Facilities Committee Meeting was held last week and they went through the same process that the school board recently did during the strategic planning meeting.

Dr. Bilz stated that she attended the Health Trust meeting with MJ consultants on April 28. Some options were discussed in regards to claims and vendors. Further discussions were held in regards to providing the best and most effective health care in our district at the lowest cost for both BCSC and employees. Dr. Bilz also stated that the Diversity Council met on April 21 and Kimberly Easton presented on diversity, equity and inclusion. There are four (4) subcommittees of the Diversity Council:

- Diverse Curriculum
- Restorative Justice
- Underrepresented Teachers
- Family Academic Achievement Network

On May 19, the Diversity Council will be meeting again to discuss strategic planning and what the future direction of the Council is to be.

Mr. Grimes stated that on Wednesday, May 12, he will be attending the Spring Seminar of the Indiana School Boards Association in order to obtain the most recent information in regards to the last legislative session.

3) Cabinet Reports

403b/401a Vendor (Mr. Phillips)

Mr. Phillips presented the 403b/401a Vendor Review and Selection Process. He stated that the 403b/401a benefit has not been revisited in 12-13 years (2007-2008). However, it is an incredibly valuable benefit that is offered to all benefits-eligible employees and can lead to multiple thousands of dollars per year going towards someone’s retirement account. He listed the following reasons why it was deemed appropriate to revisit 403b/401a vendors at this time:

- Market changes since 2007-2008
- Improve employee experience
- Simplify the process (remove barriers)
- Improve Participation
- Fiduciary responsibility

A review committee was formed consisting of the following members:

- Tess Bannister- Support Staff
- Jodi Brown- Support Staff
- Kirsten Loftis- Teacher
- Chad Phillips- Administration
- Scott Seavers- Teacher
The district also hired a consultant, Chris Cazaes with Huntington Bank, who has done RFPs with other school districts in the past. In February, initial meetings were held with both the committee and the consultant. During the course of the meetings, there were rigorous evaluations of all vendors, and committee members focused on the best option for the staff and district while utilizing an independent consultant to assist in the process. After the committee met and talked with other employees, the following five (5) criteria were utilized for vendor selection:

- Superior employee experience
- Attractive investment options - variety and performance
- Competitive fees
- Comprehensive, integrated services
- Firm with the appropriate size and experience

In March, an RFP was issued and it was available for a couple of weeks. Eleven (11) responses to the RFP were received which was narrowed down to five (5) finalists. Those five (5) finalists were then interviewed either in person or via Zoom and the references they provided were contacted as well. The committee then narrowed it to two (2) finalists and follow up calls were done with those two (2) finalists. The final unanimous recommendation of the committee was that we select CSI Advisory Services to serve as the fiduciary for the plan. Their primary role will be to oversee the plan to ensure that we never again go 13 years without revisiting the market to determine if employees are receiving the best benefit options possible. The committee will now be a standing committee and they will meet only once or twice per year in order to review options that employees have and look at the fund lineup to ensure that it is performing as it should be. CSI Advisory Services will also serve the committee in the district and the 403b/401a plan from an employee standpoint, Equitable is the platform and the advisors. For CSI, the fee is a flat dollar amount per year ongoing with an additional amount not to exceed $10,000.00 in year one; $30,000.00 per year with $10,000.00 for the first year knowing that there will be extensive work in the fall as employees begin to transition to the new platform. The total fees for CSI is about one third of the fees for the three (3) current vendors. All 401a accounts will transition to the Equitable platform then all future contributions to the 403b accounts, employees will be allowed to leave any 403b dollars they have with their current vendor if they choose to do so. All new contributions will only go to Equitable for both the 403b and the 401a. Mr. Phillips stated that the committee is seeking the Board’s approval to move forward with the following implementation timeline:

- May: Board approval
- May-July: planning and setup
- Late July: enroll all new teachers in new platform
- August-December: employee information/education meetings and transitioning of existing accounts

As a result of the process, the committee is confident that employees will receive an improved, simplified experience, an integrated platform (one login and one website), a fiduciary advisor and reduced fees (variable based on current provider). Mr. Phillips also provided examples that CSI created for the district based on the new fee structure which all show that employees will have at least $10,000.00 more in their 403b/401a accounts when they reach retirement age as a direct result of the lower fee structure. The average annual savings will be somewhere close to $900,000.00 that employees will not pay in fees. For employees, this is what is important:

- 401a vendor changes to Equitable
- Reduces 403b choices from 3 to 1 (Equitable)
- Simple, integrated service with dramatically lower fees
- To do:
  - Sign up with Equitable
  - Advisors in buildings in fall 2021
  - Instructions for online process will be coming
  - Decide whether to transfer existing 403b assets from current vendor to Equitable

The following questions were asked:

“What’s the default? Meaning, if the employee does nothing and doesn’t respond to your emails or memos, what happens to the 403b assets?”

“Is there a way for the default to be that the assets move to the new vendor?”
“About what percent of certified employees participate in the match plan?”

“Would you anticipate a fairly smooth transition from MetLife to Equitable or do you feel that you will be met with a lot of resistance from MetLife?”

Mr. Phillips responded stating that the 403b assets will stay where they are. All new contributions will be contributed via the new platform based on a fund similar to what the employee has used in the past. Kelly with CSI (who attended the School Board meeting via Zoom) answered the second question with the following response:

“With the 403b assets, the way they’re currently positioned with the three (3) vendors that are currently being used, those are considered individual contracts, and because of that, the employee controls where the money goes which is why we can’t default those employees and force them to move their funds into the new program.”

Mr. Phillips responded to the third question by stating that about 600 out of 700 teachers and almost all Administrators, so about 770 certified employees participate in the match plan. He also indicated that future consideration will be given to default enrollment meaning that all employees are enrolled automatically unless they opt out in writing. This has been shown to be a much more effective way of getting employees to participate by eliminating those barriers for them. Mr. Phillips then answered the fourth and final question by indicating that he does not anticipate resistance from MetLife because of the good professional relationship and based on conversations that have been held with MetLife after they were informed that Equitable was chosen to meet the district’s future needs. He also stated that there will always be some bureaucratic problems that come with giant systems trying to work with one another, but he doesn’t believe it will be because MetLife doesn’t want to be cooperative; but, rather, because we are moving more than a thousand people from one platform to another.

**HOW**

4) Requests for Approval (Dr. Roberts)

Dr. Roberts first reminded the board that the presentation that Mr. Phillips gave regarding the 403b/401a vendor change will also be a part of the requests for approval. He then reviewed the following items for the board:

- a. Minutes of the Regular School Board Meeting of April 19, 2021
- 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. Elementary English and Language Arts Adoption (Dr. Hack)
- g. Secondary English and Language Arts Adoption (Mr. Jensen)
- h. Student Handbooks (Dr. Hack/Mr. Jensen)
- i. 403b/401a Vendor (Mr. Phillips)
- j. Teacher and Support Staff 2nd semester Stipends and Additional 1/2 Day Pay for Teachers (Mr. Phillips)

Dr. Shedd requested approval of items 4) a-j. Mr. Grimes made a motion to approve the presented items and Dr. Bilz seconded the motion.

A question was asked about the school handbooks. Dr. Bilz asked if they were updated every year and she also asked when and how often are they made available to students and parents. Dr. Roberts stated that they are updated every year and that there are both printed and electronic versions available to families via the school front offices and the school websites. The question was also asked if the handbooks are provided in different languages. Dr. Roberts stated that they are not available in Spanish nor other languages but that, per Nick Williams, translation tools outside of the school websites can be utilized to translate the handbooks if needed. Dr. Shedd also thanked all who worked on the handbooks and commended all the work that goes into those updated versions each year.
The Board approved a change to CSI Advisory Services as the BCSC 403b/401a plan fiduciary and Equitable Advisors, LLC as the sole provider for the BCSC 403b/401a services.

Upon the call for the vote, items a-j were unanimously approved.

5) Request for Approval of Human Resources Recommendations (Ms. Heiny)

Ms. Heiny requested approval of the Human Resources Recommendations and Dr. Roberts also requested the approval of the Board for Mr. Charles Edwards to be appointed to a cabinet level position as the Director of Title Services. Ms. Heiny also stated that the retiree list presented tonight was only through last week so there will likely be some additions to that list throughout the summer and she proactively requested approval of those as well.

Mr. Bryant made a motion to approve the Human Resources Recommendations and the motion was seconded by Dr. Bilz.

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

BOARD INPUT/REVIEW

Mr. Grimes again congratulated all the retirees for the 2020-2021 school year.

Mr. Stenner also congratulated the retirees, Mr. Phillips and Mr. Edwards.

Dr. Bilz echoed Mr. Grimes and Mr. Stenner and also added a welcome to all the new employees that will be joining the district. She also thanked Ms. Heiny for all the work that she has done over the years.

Mr. Bryant thanked Mr. Edwards for moving us forward and he congratulated all the retirees as well.

Dr. Shedd thanked Mr. Edwards for moving us forward and he congratulated all the retirees as well.

Dr. Shedd thanked and congratulated everyone and made mention of the bus driver hiring event at the Bartholomew County Fairgrounds on Saturday, May 15 from 10:00 a.m. until 2:00 p.m.

Dr. Roberts gave one additional commendation to Mr. Grimes for all the hard work he did along with the school foundation in regards to the recent 5k that was held at Southside, the Good, Better, Best 5k and award ceremony in which Roth Lovins and Rachel McCarver were celebrated for their innovation and creativity in their work.

ADJOURNMENT

Dr. Shedd adjourned the meeting at 7:38 p.m.

UPCOMING DATES:

Next Regular School Board Meeting: Monday, June 14, 2021, 6:30 p.m., Administration Building, Terrace Room

The Board’s meeting site is fully accessible to all persons. Any person requiring further accommodations should contact the School Corporation’s Administrative Office at 812-376-4220.