

The Board of School Trustees of Shelbyville Central Schools met in Regular Session at 7:00 P.M. on Tuesday, November 10, 2009, at the Education Center in Conference Room "C", 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. Board Members in attendance were Mr. John C. DePrez, IV, Mr. Dennis Hearne; Mr. Wade Lewis; Dr. James Rees; Ms. Gayle Wiley, who arrived at 7:13, and Mr. Michael Vaught. Mrs. Judith Montgomery, Board Member; was absent. Mr. David Adams, Superintendent; Mrs. Mary Harper, Assistant Superintendent; and Mr. Michael Shreves, Business Manager; were also in attendance. Mr. Dennis Harrold, School Board Attorney, was also in attendance. Mr. Michael Vaught, President of the Board, opened the Board Meeting with the Pledge of Allegiance to the U.S. Flag.

## **LEADERSHIP AND STRATEGIC PLANNING**

### **SCS Mission and Objectives**

Mr. Michael Vaught welcomed all who were present to the Regular November Meeting of the Board. He then reviewed, for the Board and public, the Shelbyville Central Schools' Mission Statement and Fundamental Objectives, which will help to guide the Board in the evening's meeting.

#### **SCS Mission:**

To provide a quality education and educational leadership to the community.

#### **SCS Fundamental Objectives:**

We must establish a partnership involving students, staff, families, and community;

- Vision of corporate-wide cooperation and civility.
- Effective communication.
- Good public relations.

We must have a corporate-wide, on-going strategic planning process;

- Outline of the process.
- Needs assessment and data gathering.
- Measurement of Mission.

We must have a positive learning environment;

- Readily available resources: Quality technology, furniture, materials and supplies.
- Happy buildings.
- Students prepared to learn.

We must promote/support high student achievement in all areas;

- Tracking of individual achievement.

- Vertical and Horizontal articulation.
- A philosophy that every child can learn.

**SCS Fundamental Objectives Continued:**

We must have quality employees;

- Training and Professional Development.
- Well compensated.
- Rewards and recognition.
- Recruit, retain, and nurture new employees.

We must have an effective communication system for all stakeholders;

- Marketing program.
- Communication training for all staff.
- Regular staff meetings.

**ADOPT AGENDA**

Mr. Michael Vaught asked the Board to review the Agenda that has been prepared and provided and asked for approval of the document as presented.

Dr. James Rees made the motion to adopt the Agenda of the November 10, 2009, Meeting as presented. Mr. Dennis Hearne seconded the motion, at which time Mr. Michael Vaught called for discussion. There was no discussion, and the motion carried: 5-0.

**PUBLIC INPUT**

Mr. Michael Vaught welcomed anyone from the public who would like to address the Board to do so at this time. No one came forward.

**CONSENT ITEMS**

- Minutes – October 13, 2009

Dr. James Rees made the motion to approve Minutes of the October 13, 2009, Meeting as presented. Mr. Dennis Hearne seconded the motion, at which time Mr. Michael Vaught called for discussion. There was no discussion, and the motion carried: 5-0.

- Accounts Payable Voucher Register

Dr. James Rees made the motion to approve the Accounts Payable Vouchers in the amount of \$503,216.35 as presented. Mr. Dennis Hearne seconded the motion, at which time Mr. Michael Vaught called for discussion. There was no discussion, and the motion carried: 5-0.

➤ Personnel Report (Appendix "A")

Mr. David Adams presented the following personnel items and asked for Board approval:

- *Resignations and Retirement* (Previously Accepted by the Superintendent)
- Grant Peters – SMS Head Golf Coach, resignation effective October 28, 2009
  - Darah Knopp – SHS Credit Lab Instructional Assistant, resignation effective November 2, 2009
- *Leaves*
- Sarah Owens – SMS Language Arts Teacher, requests maternity leave effective April 20, 2010 through the end of the 2009-2010 school year
  - Katrina Adams – SMS 8<sup>th</sup> Grade Science Teacher, requests maternity leave effective March 8, 2010 through April 23, 2010
  - Linda Coon – Hendricks Instructional Assistant, unpaid medical leave October 9, 13, 15, 15, & 16, 2009
  - Barbara Manning – Hendricks Instructional Assistant, requests unpaid leave days for November 12 & 13, 2009
  - Jamie Fletcher – Coulston Kitchen Helper, unpaid leave day, October 2, 2009
  - Mary Patton – SMS Kitchen Helper, unpaid leave days, September 28, October 6, 26, 27, 28, 29, & 30, 2009
  - Maggie Markley – SMS Kitchen Helper, unpaid leave day, October 7, 2009
  - Theresa Emerson – SMS Kitchen Helper, unpaid leave days, October 26, 27, 28, & 29, 2009
  - Krista Wicker – SMS Kitchen Helper, unpaid leave days, October 28, 29, & 30, 2009
  - Patti Feller – SHS Kitchen Helper, unpaid leave day, October 16, 2009
  - Nancy Horton – SHS Kitchen Helper, unpaid leave day, October 15, 2009
  - Lana Newland – SHS Kitchen Helper, unpaid leave days, October 15 & 16, 2009
  - Beth Brown – Loper Kitchen Helper, unpaid leave day, September 22, 2009
  - Joni Shaw – Loper Kitchen Helper, unpaid leave days, October 6, 14, & 28, 2009
  - Brittany Leffler – Loper Kitchen Helper, unpaid leave day, October 27, 2009
  - Teresa Ernstes – Hendricks Kitchen Helper, unpaid leave days, October 27, 28, 29, & 30, 2009
  - Barbara Marshall – SHS Athletic Secretary, requests unpaid leave day for November 25, 2009

- Personnel Report (Appendix "A")
  - *Transfers*
    - Rose Wurtzbaugh – Transfer from Full-Time Bus Driver to Substitute Bus Driver Aide
    - Steve Schoentrup – Transfer from Substitute to Full-Time Bus Driver
  
  - *New Contracts/Assignments*
    - Katrina Adams – 8<sup>th</sup> Grade "B" Girls' Basketball Coach effective for the 2009-2010 season
    - Cleo Ray Sutherland – Substitute Teacher
    - Kimberly Clark – Temporary Coulston Instructional Assistant replacing Stephanie Rice, effective November 11, 2009, through January 15, 2010: Substitute Teacher & Substitute Secretary
    - Rella Huesman – Substitute Teacher
    - Cindy Murphy – Substitute Teacher & Substitute Secretary
    - Brian Droste – Substitute Teacher
    - Heather Wagner – Substitute Teacher
    - Brandy Craig – Substitute Teacher
    - Kelly Wolf – Substitute Teacher
    - M. Lee Kramer – SHS Part Time Custodian effective November 2, 2009
    - Paul Quante – SHS Part Time Custodian effective November 2, 2009
    - Sherry Pardue – SHS Part-Time Custodian effective November 2, 2009 pending successful fulfillment of all pre-employment conditions
    - Melissa Napier – SHS Temporary Credit Lab Instructional Assistant effective, replacing Darah Knopp, extended to the end of the 2009-2010 school year
    - David McKee – SHS Volunteer Wrestling Coach
    - Alison Guide – Coulston Girls' Basketball Coach
    - Jeff Bate – Coulston Girls' Basketball Coach pending successful fulfillment of all pre-employment conditions
    - Pete Wethington – Coulston Boys' Basketball Coach
    - John Taylor – Coulston Boys' Basketball Coach
    - Natalia Ulloa – SHS Assistant Academic Coach
    - Brian Kuchaes – SHS Assistant Academic Coach
    - Russ Smith – SHS Assistant Academic Coach, will split stipend
    - Angie Parmer – SHS Assistant Academic Coach, will split stipend
    - Vince Bradburn – SHS Assistant Academic Coach, will split stipend
    - Douglas Schultz – SHS Assistant Academic Coach, will split stipend

- Personnel Report (Appendix "A")
  - *New Contracts/Assignments Continued*
    - Todd Crabill – SHS Assistant Academic Coach, will split stipend
    - Chris Lux – SHS Assistant Academic Coach, will split stipend
  - *Other*
    - Angela Swain – Hendricks Health Assistant, job abandonment
    - Venessa Heineman – Coulston Kitchen Helper, job abandonment effective October 2, 2009

Dr. James Rees made the motion to approve the Personnel as presented by Mr. Adams. Mr. Dennis Hearne seconded the motion, at which time Mr. Michael Vaught called for discussion. There was no discussion, and the motion carried: 5-0.

### **PRESENTATIONS/REPORTS**

- *Fund Report*

Mr. Michael Shreves reported that he received good news from the County. SCS received one of the advance draws on the collections received thus far. The County indicated that SCS would receive another one near the first of December and the last one would be received in January. Mr. Shreves stated if the County meets the indicated deadlines he would not need to request permission from the Board to borrow money. (Appendix "B")

### **Action Items**

#### Proposal to Re-Design the Food Service Pay Scale

Ms. Betsey Flores presented a proposal to Re-Design the Food Service Pay Scale. Aspects of the re-design include eliminating the pay scale for the position of "Department Head" because that position no longer exists; elimination of cashiers receiving the extra \$0.20 per hour above their classification for hours of cashiering daily; cooks at all buildings would be on the "Cook" pay scale; Satellite Cashiers would be renamed Head Cashiers; and the equalization of pay rates for all managers. Dr. James Rees asked what the total impact would be on the budget. Ms. Flores responded that the changes would balance out on the budget. (Appendix "C")

Dr. James Rees made the motion to approve the Proposal to Re-Design the Food Service Pay Scale as presented by Ms. Betsey Flores. Mr. Wade Lewis seconded the motion, at which time Mr. Michael Vaught called for discussion. There was no discussion, and the motion carried: 5-0.

#### Indiana Reading Academy Trainers Compensation Time

Mrs. Mary Harper explained that the Department of Education offers a program called Indiana Reading Academy and the Academy keeps track of all K-3 teachers who go through this training. Mrs. Mary Harper stated that SCS has been approached by the East Central Service Center with an offer to train a selection of our K-3 teachers to become trainers. It is a benefit to SCS because it allows us to train additional teachers at no cost to the Corporation. In addition, it is "kudos" to SCS because we are the only corporation, within the East Central Service Center, that has a trainer in Kindergarten and 1<sup>st</sup>, 2<sup>nd</sup> & 3<sup>rd</sup> grades. Mrs. Harper went on to explain that when these teachers are being trained, which can be no more than two times per semester, they are paid by East Central Service Center and SCS did not know quite how to handle this. If SCS approves a professional development day, the teacher is actually being paid by SCS and therefore paid twice. SCS considered requiring them to take a personal day; but many of them need their personal day and Mrs. Harper did not think they should have to use a personal day when the training would benefit the Corporation. Ms. Harper asked the board to allow comp time for teachers who are participating in the Indian Reading Academy Trainers Training. She stated that she would be personally responsible for keeping track of the comp time and Mrs. Harper assured the Board she would have the Reading Academy teachers work on grants or summer school activities during the summer.

Mr. John C. DePrez, IV, made the motion to approve comp time for teachers being trained as trainers in the Indiana Reading Academy as presented by Mrs. Mary Harper. Mr. Dennis Hearne seconded the motion, at which time Mr. Michael Vaught called for discussion. There was no discussion, and the motion carried: 5-0.

#### Approval of Policies except Wireless Communications Policy 7530-01

Mr. Michael Vaught recommended for board approval the packet of polices that was presented at the October board meeting for first reading with the exception of the Wireless Communications Policy 7530-01. Mrs. Mary Harper asked the Board if there were questions regarding any of the policies. Mrs. Gayle Wiley stated there was a question at last month's school board meeting regarding whether it was posted at SHS that there was assigned security on the premises.

Mrs. Harper understood that the signs have been ordered and are posted on the front door and the main sports entrance; however, she will verify this with Mr. Earsel Smith.

Mrs. Mary Harper asked that the Board approve the policies as presented with the exception of the Wireless Communications Policy 7530-01. Ms. Gayle Wiley moved that the motion be approved as presented. Dr. James Rees seconded the motion, at which time Mr. Michael Vaught called for discussion. There was no discussion and the motion carried: 6-0

#### PERF Resolution Authorizing an Agent

Mr. Shreves reported that Sue Kester, as well as himself, was an authorized signing agent on behalf of PERF. Due to her retirement, Mr. Shreves asked that the Board pass a resolution approving himself and Sharon Pearce as an authorized signing agent for PERF documents on behalf of the School Corporation. Dr. James Rees motioned to approve the resolution as presented. Mr. Wade Lewis seconded the motion, at which time Mr. Michael Vaught called for discussion. There was no discussion and the motion carried: 6-0

#### Donations

Mr. Michael Shreves requested permission to accept the following donations:

- Drum Set, Hardware, & Percussion Accessories – Kurt Kruger (Appendix “D” )
- Two Office Desks – PK USA Executive Team (Appendix “E” )
- \$50.00 – Kappa Kappa Kappa (Appendix “F” )

Mr. John DePrez, IV, made a motion to accept the donations as presented. Ms. Gayle Wiley seconded the motion which carried: 6-0.

#### Other

Mr. Wade Lewis stated that he recently accompanied Mr. Scott Hughes and forty-five 7<sup>th</sup> graders on the Space Camp Trip to Huntsville, Alabama. Mr. Lewis reported it is a fabulous program and that Mr. Hughes is to be commended for doing such a great job.

Adjournment

There being no further business to come before the Board, Mr. Michael Vaught adjourned the meeting at 7:17 P.M.

The Minutes of the November 10<sup>th</sup> Regular Board Meeting can be heard in its entirety on tape 111009

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Mr. Michael Vaught  
President

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Mrs. Judith Montgomery  
Secretary

***Executive Session***

An Executive Session was held prior to the Regular Session of the School Board Meeting in the Shelbyville Central Schools' Conference Room, at the Education Center, beginning at 6:30 P.M.:

To Discuss Prior to any Determination, that  
Individual's Status as an Employee, Student or  
Independent Contractor Who is a Physician.

IC 5-14-1.5-6.1(b)(5)

We hereby certify that only the topics listed above were discussed during this Executive Session.

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Mr. Michael Vaught  
President

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Mrs. Judith Montgomery  
Secretary