

The Charles A. Beard Memorial School Corporation Board of School Trustees called a Regular Session to order at 7:04 pm. The meeting was held at Knightstown High School located at 8149 W. US 40, Knightstown, IN 46148. Those in attendance were:

**Attendance:**

- **Board Members:** Wade Beatty, Steve Dalton, Mark Fort, Leah Kopp, Kevin Knott, Melissa Toth, Timothy Wehr
- **Central Office Staff:** Gary Storie, Superintendent; Jena Schmidt, Administrative Assistant; Stephanie Madison, Corporation Treasurer
- **Administrators:** Scott Ritchie, Jediah Behny, Christopher Bundy, Shirley Heck
- **Media:** Knightstown Banner, New Castle Courier Times
- **Patrons:** Approximately 25 patrons

I. Call to Order

The Board President called the meeting to order at 7:04 pm. All members were present. The Pledge to the American Flag and a moment of silence was observed.

II. Minutes

The minutes from November 16, 2011 were previously submitted for board approval. Leah Kopp moved to accept the minutes as presented with a second by Steve Dalton. With no corrections noted, motion carried 7-0.

III. Claims

Steve Dalton gave a financial report and then moved to accept the claims as previously submitted. Timothy Wehr gave the second and the motion carried 7-0.

- At this point in the meeting Board President introduced Casie Conley, Indiana State FFA President. Casie is a 2011 graduate of Knightstown High School. She gave a short presentation on her journey to becoming State FFA President and her duties once she was given the office. She travels all across the nation in her capacity as a state officer. She speaks to students, classrooms, and businesses about FFA and leadership. She stated she would not be where she is today without the support and guidance she received at Knightstown. She wanted all patrons to know what a wonderful opportunity this experience has given her and to thank the school and community for preparing her for these responsibilities. Wade Beatty thanked her for being a great ambassador for our community.

IV. Public Comments

There were no public comments.

## V. Old Business

- Balanced Calendar for 2012-2013 – The Superintendent stated the 2012-2013 calendar had been discussed with the Classroom Teachers Association and they would like to see the calendar match New Castle School Corporation with one exception of a semester teacher work day. There was also discussion regarding the use of the first four days of Spring Break (March 25-28, 2013) as weather make-up days if needed. Kevin Knott moved to approve the calendar with the inclusion of using March 25-28, 2013 for weather make-up days. Leah Kopp gave the second. Motion carried 7-0.
- Board Policies – The Board President asked that By-laws be addressed separately. Wade Beatty moved to approve policies listed below on first reading. Melissa Toth gave the second. There was some discussion and motion carried 7-0. Policies listed below were approved on first reading.
  - #0100 Bylaws – Definitions
  - #0140 Bylaws – #0144.3 Conflict of Interest
  - #0140 Bylaws - #0144.4 Defense and Indemnification of Board Members
  - #0140 Bylaws - #0167.1 Voting
  - #1411 Required Reports and Protection of Whistleblowers
  - #1613 Student Supervision and Welfare
  - #1615 Use of Tobacco by Administrators
  - #2370 Educational Options
  - #2460 Child Find and Special Education
  - #3139 Staff Discipline
  - #3211 Required Reports and Protection of Whistleblowers
  - #3213 Student Supervision and Welfare
  - #3215 Use of Tobacco by Professional Staff
  - #4211 Required Reports and Protection of Whistleblowers
  - #4213 Student Supervision and Welfare
  - #4215 Use of Tobacco by Support Staff
  - #5120 Assignment Within the Corporation
  - #5320 Immunization
  - #5512 Use of Tobacco
  - #6460 Conflicts of Interest and Vendor Relations
  - #6550 Travel Payment and Reimbursement
  - #7434 Use of Tobacco on School Premises
- Board Policy #8600 through #9160 – Melissa Toth moved to approve the remaining policies except #7540 on first reading. Mark Fort gave the second. After some discussion, Kevin Knott moved to table #8600-Transportation; with a second by Steve Dalton. With no further discussion, motion carried 7-0. After more discussion on policies #9150 and #9160 Melissa Toth retracted her original motion. There were no further motions on the table.

- Policy #7540 Computer Technology and Networks – Wade Beatty moved to approve policy as presented. Leah Kopp gave the second. The Superintendent stated many sample policies have been presented and a major concern is balancing social media against student safety. He stated there are legal challenges and first amendment rights that several schools are facing. The possibility of scheduling a board work session and bringing in an expert would help work through some concerns. It was also noted that a corporation lawyer, Seamus Boyce, is a leading expert in this area. There was also discussion to have input from principals and possibly creating a task force including students and teachers as well. It was also noted that the internet and technology is very much a part of the culture and in the lives of our students we want to move forward with caution. Steve Dalton moved to table this policy with a second from Mark Fort. With no further discussion, motion carried 7-0.

## VI. New Business

- Administrator Contracts - The Superintendent stated evaluations of Scott Ritchie and Steven Wherry has been completed and he recommended extending their contracts through June 30, 2014. Leah Kopp moved to approve the recommendation of the Superintendent with a second by Melissa Toth. After some discussion, motion carried 4-3 with Steve Dalton, Mark Fort and Timothy Wehr casting the negative votes.
- Transfer of Appropriations – Steve Dalton moved to approve a resolution to transfer appropriations as necessary. Mark Fort gave the second, motion carried 7-0.
- Board Appointments for Knightstown Library Board – A letter was received from the Knightstown Public Library requesting to reappoint Ross Miller, Jane Selvidge, and David Steele for another four-year term. Kevin Knott moved to approve the recommendation with a second from Melissa Toth. Motion carried 7-0.
- Graduation Date – Knightstown High School principal requested the Board to approve Sunday, June 3, 2012 as the date of graduation. Wade Beatty moved to approve the recommendation with a second by Leah Kopp. Motion carried 7-0.
- Disposal of Equipment – Recommendation was received from Technology Director, pursuant to procedures from State Board of Accounts to dispose of worthless equipment. He provided a listing of all equipment deemed to have no value. The Superintendent asked the Board to declare the listed items worthless. Melissa Toth moved to approve the recommendation with a second from Leah Kopp. Motion carried 7-0.
- The Board wanted to publically thank Mike Womack (owner of a nursery in Carthage) and Mark Haase (owner of Knightstown Elevator) for their donation of trees and their time to plant the donations at the high school. Nine oak trees, and various other hardwoods were all donated and Mark Haase donated his time to plant those items.
- 21<sup>st</sup> Century Scholars – Liz Farris, coordinator for East Central Indiana, gave a presentation on this worthwhile program. Her office is located at IU East Richmond. The program is available during the middle school years. Don Scheumann is currently working with middle school students to ensure they are aware of the program and keeping on target with the pledge they

made. He spoke briefly about his interaction and support of this program to help fund scholarships for students in need. The Knightstown High School Guidance Counselor also talked about her experience with this program. She is a product of the scholarship program and was a student ambassador at Purdue University. She expressed her strong ties and stated she would not be where she is today without that type of program. She also said she is quick to tell students her story so they understand the many benefits. There was some discussion. Timothy Wehr moved to formally approve Don Scheumann to be a volunteer sponsor for the 21<sup>st</sup> Century Scholars Program. Mark Fort gave the second and motion carried 7-0.

- Chad Leakey, Leakey Insurance – Gave a presentation on the insurance coverage and a proposal for the renewal policy for the upcoming year. He explained the policy and change in premiums. There was some discussion regarding an increase in deductible to lower premiums. Steve Dalton moved to increase deductible to \$5000 and renew the policy with Leakey Insurance. Mark Fort gave the second and motion carried 7-0. There was some discussion regarding policy of social medial. Chad Leakey stated he would get some information gathered from Indiana Insurance on this matter and make available to the Board.

#### VII. Personnel –

- Maternity Leave – Melissa Toth moved to approve the maternity leave of Susan Logan for the second semester of the 2011-2012 school year. Leah Kopp gave the second and the motion carried 7-0.
- Terminations – Michael McKillip, Facilities Director & Terri Driesbach, Carthage Title I Aide
  - The Board requested to address these recommendations separately. The Superintendent stated Michael McKillip had been on paid administrative leave since December 1 and asked the Board to ratify this leave and approve termination. Leah Kopp moved to approve the recommendation of the Superintendent with a second by Wade Beatty. There was much discussion and motion carried 4-2-1 with Steve Dalton and Mark Fort casting the negative vote and Kevin Knott with the abstention.
  - Leah Kopp moved to approve the recommendation of Shirley Heck and the Superintendent on the termination of Terri Driesbach. Timothy Wehr gave the second and the motion carried 7-0.
- Superintendent – Dr. Gary Storie asked the Board to consider advancing the date of his retirement to January 31, 2012. Kevin Knott moved to approve the request as long as someone was in place to assume the duties prior to that date. Leah Kopp gave the second. There was much discussion and motion carried 6-1 with Mark Fort casting the negative vote.
- Resignation – Steve Dalton moved to accept the resignation of Darla Armstrong, KIS Instructional Assistant. Mark Fort gave the second and motion carried 7-0.
- New Hire & ECA Appointments
  - Keitha Hollars – Special Education Aide – Knightstown Elementary
  - Shea Idlewine – Boys Assistant Track Coach - \$2583
  - Nathan Price – Girls Assistant Track Coach - \$2583

- Alicia Chew – Girls Junior High Track Coach - \$866.50
- Monica Lumpkin – Girls Junior High Track Coach - \$866.50

Steve Dalton moved to approve all above recommendations with a second by Leah Kopp. With no discussion, motion carried 7-0.

- Settlement – A settlement agreement was presented based on negotiations with Michelle White, her attorney and Jack Hittle the Board Attorney. Steve Dalton moved to approve the settlement as presented with a second by Timothy Wehr. After some discussion, motion carried 6-1 with Kevin Knott casting the negative vote.

#### VIII. Superintendent Report –

- Financials were presented to the Board for their review as well as information regarding upcoming ISBA opportunities.

#### IX. Other

- Corporation Nurse – The Superintendent recommended increasing the salary for the Corporation Nurse to \$41,500 annually and increasing the number of days worked per year. This would bring her hourly wage to approximately \$28.00 per hour which is more in line with private sector. Steve Dalton moved to increase her annual salary to \$49,700 and keep work days the same at 184. This is an increase in the exact amount of family medical coverage as she has not enrolled in the health care plan provided by the Board. This increase will be effective January 1, 2012. Mark Fort gave the second. The Board stated the increase would decrease if and when she accepted the health care coverage. There was much discussion regarding adjustments of salary based on acceptance of health care coverage and how many employees this affected. Motion carried 4-3 with Wade Beatty, Kevin Knott and Melissa Toth casting the negative votes.
- Superintendent Vacancy Posting – The Board President presented a posting to all members for their approval. There was much discussion where this would be posted. Steve Dalton moved to approve the posting as presented with a second by Mark Fort. Motion carried 7-0.

#### X. Public Expression

- Gerald Leonard, Grant City Road, Knightstown – Asked if the corporation employed two nurses. The Board indicated one registered nurse and one assistant. He then stated he continues to hear from this Board that the corporation has no money. He is amazed that money is found when the Board wants something. He also said there are administrators who have not seen raises in quite some time; custodians who have seen hours cut and support staff who also have not had any raises. He questioned the rationale.
- Tom Crawford, US 40, Knightstown – Stated as a past CTA President he was told that insurance could not be lumped in to salary and must remain a separate issue to avoid taxes on all fringe benefits. This was reiterated at every bargaining table session. This Board is not stipulating that someone is getting a raise because they do not take the insurance. He said this is an IRS violation. He asked the Board to check into this to avoid forcing all employees to pay taxes on

board contributions to health insurance. Steve Dalton stated this is a straight raise, and not tied to insurance. The Superintendent stated he will check in to this question.

XI. Board Comments

- Melissa Toth asked what the proper procedure would be to develop a committee or group of people to look at the Social Media Policy. She asked if this required Board action. The Board President stated no and the Superintendent will look at the best possible way to put this committee in place.

XII. Adjournment

With no further business meeting adjourned at 9:32 pm.

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PRESIDENT

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MEMBER

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VICE PRESIDENT

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