

## School Board Meeting – November 7, 2023 Regular & Executive Session

CALL TO ORDER AND ROLL CALL – 7:00 P.M.

ESTABLISH A QUORUM AND PLEDGE OF ALLEGIANCE

The Board of School Trustees of the John Glenn School Corporation met in regular session at 7:00 p.m. on November 7, 2023, at the John Glenn Administration Building. Board members present were Bob Borlik, Christine Carson, Jared Egger, Ryan Knowlton, Christian Mattix and Carissa Smith. Todd McGaughey was absent. Superintendent Christopher Winchell and twenty observers were present through consent agenda, twelve observers were present through the business portion of the meeting.

DONATIONS & FUNDRAISERS (WES, NLES, UMS, JGHS)

### Walkerton Elementary School

➤ Donations

- |                 |       |                                   |
|-----------------|-------|-----------------------------------|
| • WES PTA       | \$100 | Minds in Motion Supplies          |
| • WES PTA       | \$499 | Novel Study                       |
| • Laurie Seifer |       | Misc. used coats, hats and gloves |

### Urey Middle School

➤ Donations

- |  |          |                    |
|--|----------|--------------------|
| • Indiana PGA Growth of the Game Grant | ▪ \$788  | Athletics – Golf   |
| • Falcon 500                           | \$208.10 | STEM Drone Program |

### John Glenn High School

➤ Donations

- |                               |           |               |
|-------------------------------|-----------|---------------|
| • 1 <sup>st</sup> Source Bank | \$1000    | Falloween     |
| • American Legion Post 365    | \$100     | Falloween     |
| • Edward J White Inc.         | \$250     | Falloween     |
| • Ellis Hardwoods             | \$150     | Cross Country |
| • Gibson Lewis, LLC           | \$1000    | Falloween     |
| • Roger and Shirley Hamilton  | \$260     | Drama         |
| • Lincoln Twp. Trustee        | \$1984.14 | Falloween     |
| • Majority Builders           | \$250     | Drama         |
| • Richard and Linda Parker    | \$500     | Drama         |
| • Tri Kappa – North Liberty   | \$100     | Drama         |

➤ Fundraisers

- |                          |                           |               |
|--------------------------|---------------------------|---------------|
| • National Honor Society | Costume Day               | 10/31/23      |
| • Wrestling              | Pin-a-thon Donation Drive | 10/1-10/27/23 |

Mr. Ryan Knowlton made a motion to approve Donations and Fundraisers and Mr. Bob Borlik seconded the motion. The motion carried with a vote of six to zero.

PUBLIC COMMENT

No members of the public made comment at this time.

CONSENT AGENDA ITEMS #1 – 4

1. Approve Minutes – October 17, 2023 – Regular & Executive Session
2. Approve Voucher #'s 101573 through 101721
3. Approve Employee Recommendations

***Retirements/Resignations***

- |    |                 |  |
|----|-----------------|--|
| a. | Heather Boyer   | Cheer Sponsor, Walkerton Elementary School                               |
| b. | Traci Lenig     | Cafeteria Staff, John Glenn High School                                  |
| c. | Brian Laskowski | 8 <sup>th</sup> Grade Girls A-team Basketball Coach, Urey Middle School  |
| d. | Sarah Chapman   | 7 <sup>th</sup> Grade Girls B-team Basketball Coach, Urey Middle School  |
| e. | Clell Cole      | Custodian, North Liberty Elementary School                               |
| f. | Joseph Ross     | Custodian, John Glenn High School  |
| g. | Candice Binkley | Cheer Coach, Urey Middle School  |
| h. | Celia Ennis     | Cafeteria Staff, John Glenn High School                                  |
| i. | Tim Davis       | Director of Learning and Student Services, John Glenn School Corporation |

***Appointments***

- |    |                |   |
|----|----------------|---|
| a. | Hannah Parker  | Instructional Aide, Walkerton Elementary School   |
| b. | Hannah Ciula   | Temporary PE/Health Teacher, Urey Middle School<br>7 <sup>th</sup> Grade Boys B-team Basketball Coach, Urey Middle School |
| c. | Renee Hensler  | Winter Cheer Coach, John Glenn High School  |
| d. | Jodi Bowers    | Winter Cheer Coach, John Glenn High School  |
| e. | Mike Clark     | Winter Activities Event Coordinator, John Glenn High School   |
| f. | Billy Harness  | Boys Freshman Basketball Coach, John Glenn High School  |
| g. | Aaron Nicks    | Boys JV Basketball Coach, John Glenn High School  |
| h. | Bob Porter     | Boys 6 <sup>th</sup> Grade B-team Basketball Coach, North Liberty Elementary School                                       |
| i. | Chasity Adkins | Boys 5 <sup>th</sup> Grade A-team Basketball Coach, Walkerton Elementary School   |
| j. | Anthony Hatton | Wrestling Assistant Coach, John Glenn High School   |
| k. | Devin Becker   | Wrestling Assistant Coach, John Glenn High School   |
| l. | Deanna Reed    | Wrestling Assistant Coach, John Glenn High School   |

4. Approve Transfer Student Requests

To date we have had 114 new out-of-district student requests for the 2023-24 school year, including the most recent 5 requests tonight, to bring the current out-of-district student count to 622.

Mr. Winchell noted that the Board approves vouchers at each board meeting. When we updated our accounting software, there was a slight discrepancy in the voucher numbering and as a result, we have been approving a date range and total dollar amount for the last few months. Now that the accounting system has been adjusted and righted itself, we are back to approving voucher numbers that are in consecutive numerical order.

Mr. Bob Borlik made a motion to approve Consent Agenda Items 1 – 4 and Mr. Jared Egger seconded the motion. The motion carried with a vote of six to zero.

Mr. Winchell took the opportunity to introduce new team members present.

## NEW BUSINESS

### 1. Approve Master Teacher Contract

Mr. Winchell noted that we have worked through the official collective bargaining process and conducted all the pre and post public hearings that are required by state statute. What you have before you tonight is a joint recommendation from the administration team and teacher's union for the 2023-24 Collective Bargaining Agreement. There was a lot of hard work but the process went very smoothly thanks to the hard work collegiality on both sides. This is a substantial compensation increase and a substantial contract language update to address ideas from both teams and to streamline the operating process. What you are approving with this action item is the contractual language and the new hiring pay scale that will be used when we bring on new licensed teachers. Pending your approval of the contract, we also have a recommendation for you to approve updated salaries for a lot of different employees, including the teachers. All current teacher salaries may not live on the new hire scale so it is appropriate for all salaries to be updated in a separate action item. Mrs. Christine Carson made a motion to approve Master Teacher Contract and Ms. Carissa Smith seconded the motion. The motion carried with a vote of six to zero.

### 2. Approve Updated Salaries for Certified Staff (Teachers), Central Office Staff and Administrators

Mr. Winchell reminded the Board that we get our budget from the General Assembly every two years that represents new money. Then we sit with the teachers association and negotiate a new teacher contract with those new monies. A portion of that new money goes to the teachers and lots of other needs beyond licensed teachers. We use the teacher's negotiation as the starting point for compensation increases. Licensed teaching staff will receive between \$4300 - \$5425 raise. There are a few teachers who, due to increased degrees, will receive an additional \$2000 - \$4500 depending on where they were compressed on the scale when the laws changed back in 2009. Using that as a starting point, we look at our other employees, principals and administrators that are also recognized as licensed teachers on extended contracts. Those individuals are being recommended for a similar raise that will be prorated for their days. They will received \$5425 similar to a teacher with a master's degree, based on the days they work, they will received an additional \$750-\$2200. We also have a group of year round, salaried employees who are not licensed teachers but they are year-round salaried teammates, some who are on-call for different reasons, they are being recommended for salary increase of \$4300-\$4900. The action item before you is to update everyone's salary at John Glenn who is a licensed teacher, a licensed administrator and administration directors such as Tom Bendy who has admin duties but is not a licensed teacher and then other twelve month employees who work for the school corporation who are salaried and not hourly. Mr. Jared Egger made a motion to approve Updated Salaries for Certified Staff (Teachers), Central Office Staff and Administrators and Mrs. Christine Carson seconded the motion. The motion carried with a vote of six to zero.

### 3. Approve Updated Salaries for Classified Staff (Updated Hourly Classified Staff Wage Scale)

Mr. Winchell explained that there are two portions of the motion before you now. We are recommending a 4% raise for all of our hourly teammates. We have some hourly teammates who work 9 months a year, some who work 10.5 months a year and some hourly teammates who work 12 months a year. The other thing we have done similar to the teacher contract, we are updating the document that lives in the Classified Staff Handbook. We removed the salaried positions from that scale and added them to the action item you previously approved and we wanted to clarify/simplify things for the business operations. What you are approving in this action item is the updated language in the updated title and you are also approving the updated wages which reflect a 4% wage increase. Mr. Bob Borlik made a motion to approve Updated Salaries for Classified Staff (Updated Hourly Classified Staff Wage Scale) and Mr. Ryan Knowlton seconded the motion. The motion carried with a vote of six to zero.

### 4. Approve Overnight Field Trip – Urey Football

Mr. Winchell informed the Board that we are seeking retroactive approval for the trip that the Urey football team just took this last weekend. You are familiar that we have let the cross country and track teams take advantage of some stronger competition by competing in Indianapolis and this was an opportunity for the football team. They went down this past Saturday and went 1-2 for the weekend. This was a great opportunity for our kids, some of our kids may never travel to Indianapolis outside of a school field trip. That is what this opportunity is all about. We appreciate the board support and it is appropriate for the Board to approve overnight field trips. Mr. Jared Egger made a motion to approve Overnight Field Trip Request – Urey Football and Mrs. Christine Carson seconded the motion. The motion carried with a vote of six to zero.

#### 5. Approve Special Education Cost Sharing Agreement between Union-North and John Glenn

Mr. Winchell noted that everyone is aware of the dissolution of JESSE that will take place at the end of the current school year and everyone is also aware that we currently share some special education services with Union North. It makes sense for John Glenn and Union North to continue this partnership to share costs in regards to special education expenses as JESSE dissolves. In front of you tonight is the most updated version of the cost sharing agreement. This is very similar to the draft that was in your packet with a couple of additional language updates, for example in places it referenced “the school” and we have updated that to reflect if it was John Glenn or Union North. The most important thing for the Board to understand is the cost sharing that is outlined in 6.2 and 6.3. Previously we shared expenses with Union North at a 60-40-ish cost sharing agreement. This outlines that the shared staff that we have to take on due to the dissolution of JESSE, we will share at a 50/50 cost sharing. Staff members like the director, assistant director and data coordinator will work for both districts, and those costs will be shared at 50/50 between the districts. The shared programs that have already existed will continue to be shared at 60/40 split for now. We felt this was a fair arrangement because we already have budgeted it this way for the next year. We will no longer be sending money to JESSE, but will be employing new people, we felt we share these costs at 50/50. There is a potential that this language may need to be updated a little more before the dust is settled. If so, we will bring the update before the board. Pending your approval tonight, you are establishing this legally binding cost sharing agreement with Union-North. Union-North is prepared for their Board to hear this Monday, November 13<sup>th</sup>. Pending their approval, we will be contractually bound to share these expenses and work together on Special Education. You are also empowering the superintendents to work together to post these “new jobs” and then empowering us to work together to hire the best individuals to provide services to our special education students beginning July 1 when JESSE is dissolved. Mr. Mattix asked if it will be challenging to hire the necessary staff since all of the schools who currently belong to JESSE are hiring for the same positions. Mr. Winchell noted that it will be challenging for those districts who cannot afford to attract the people that need to be attracted. Rest assured, John Glenn has been working behind the scenes to get all of the people we need to provide services. Also, rest assured, people want to work at John Glenn. It is not about the exact price tag, we want to provide great salaries and benefits, but sometimes the team you work on being able to count on support from their administration and co-workers means a lot. It is wise to realize that we will be competing for employees in areas and there is already a teacher shortage. Pending your approval tonight, and the Union North approval on Monday, we will start the advertising and hiring process. This agreement is not necessarily designed to save money. This is designed for us to project what our expenses are and to be able to absorb unforeseen expenses and is not necessarily the cheapest possible scenario. We want to provide great services to our kids and prepare for unforeseen needs students may have. This agreement has been drafted by the Special Education Attorneys and it is currently under review by both of our insurance providers. After a brief discussion regarding how services are currently shared, Mr. Ryan Knowlton made a motion to approve Special Education Cost Sharing Agreement between Union-North and John Glenn and Mr. Jared Egger seconded the motion. The motion carried with a vote of six to zero.

#### REPORTS

## 1. Superintendent's Report

Mr. Winchell reported the following:

- I want to reemphasize the FFA horse judging team. They were in Ohio for the National Championship and they lost to a team from Texas that wasn't like a John Glenn team. They had their four best individuals in the entire state of Texas become a team and brought them to compete in Ohio. It took the entire state of Texas to beat the John Glenn Horse Judging Team! We are so fortunate to have Mr. McLochlin on our team and we are so glad he is back. Mr. McLochlin is really proud of how this program is running and is doing a great job mentoring Mr. Spencer, similarly how Mr. Thomas (former art teacher) worked with Mrs. Stoner prior to his complete retirement. This type of leadership shows pride in our programs and leaves them in excellent hands when it is time to change teachers/sponsors. It is so special to see these bonds built, not only between students, but between mentors/mentees. Mr. Reese started a really neat tradition years ago that when a team made a big accomplishment, he would take them out to supper. I was honored to be able to meet up with the FFA while they were at the State Convention and take them out to supper to celebrate the horse judging team. Sometimes it is hard to pin teenagers down to take them out but that was exciting for all of us to be able to celebrate.
- The football team was able to participate in the Sectional Final game last week for the first time in a decade. When we hired Coach Barron, we gave him a list of goals for things we would like to see. He hit every single goal, minus two wins. We are extremely proud of the work of our entire team of kids and coaches. They have done some great things under Coach Barron's leadership and the support of the community. That brought the fall season to a close with the exception of the fall play that is coming up November 17<sup>th</sup> through 19<sup>th</sup>.
- We are excited to start the winter activities. The girls' basketball team is off to a great start at 2-0. Mr. Reese is hitting the ground running as the new head coach. We will hold our first girls wrestling match tomorrow night. You may or may not know that girls wrestling is an emerging sport with the IHSAA and we have had some interest that has been expanding over the last couple of years. We have supported this by hiring some additional coaches. I appreciate the coaches and their work to make additional opportunities for our students. This is a great example of our commitment to expand student programming. After all, it is the duty of the Board and Administration to protect and expand programming.
- I want to recognize the John Glenn Education Foundation. They donated a little over \$15,000 to give each certified staff member a \$100 bill. This was a great gesture and we appreciate the way they rolled that out to trust the teachers to use the money in the best way they can in their classroom. Teachers are then reporting back to the "Captain" at each building on how they are using their funds. It is a goal of the foundation to not only support teachers, but also have marketing opportunities to drum up additional donations to further support the teachers and innovative learning in the classroom.
- The high ability field trip was a great success. Mr. Dreessen brought in souvenirs for the board. This field trip was covered by the corporation and the girls had a great time. Purdue is really trying to promote girls in the fields of math, science and engineering. We were excited that a group of 10 John Glenn students could attend.
- The high ability team is also getting ready for another great project and will be holding a pumpkin drop. Mrs. Dreibelbis will be taking the pumpkins up the band tower at the high school and dropping their pumpkins.
- We are super excited and proud of the Spell Bowl teams.
- We are still plugging along with the building project. There is a fake wall down the high way and it feels like you have no idea what is happening on the other side of the wall....when you go around the wall, you see dirt and gravel. It is slow moving, but we knew it would be with the way it was designed. For all intents and purposes we are still on schedule.

3. Conference Requests
  - a. Ron Brown
  - b. Glenda Smith
  - c. Katy Plencner

### BOARD COMMENTS/QUESTIONS

Mrs. Christine Carson asked for an update on the auction. Mr. Groves noted that the buses sold for more than we were going to get the three in trade in value. They will be picked up later this week. The other items are being picked up and we should see the check from Kasers soon. We are already gathering items for our next auction, more information will follow. We will bring the third bus transfer paperwork to the next board meeting.

As a follow up to a few board members asking for updated solar projections, Mr. Winchell reported that from April 2023 through September 2023 we are slightly below the predicted production. This could have been attributed to the fact that we had two panels damaged. We really don't know when the panels are not running at top production because they are monitored in Indianapolis, we just know when they show up to fix something. Please remember that if at the end of the year and production was not met, this is a guaranteed energy savings project, the solar company will cut us a check for the difference.

Mr. Mattix asked how the fuel stations are working. Mr. Winchell said it is great. It took a while to work out some of the hiccups, but now that we have, everyone loves it. We have a great partnership with the town. In the end, it was very wise to couple the project how we did. They have their tanks and their pumps, and we have our separate tanks and pumps which prevented an accounting nightmare. It was great of the TIF Board to support that project and cover the complete startup costs. It is saving all of us money by being able to purchase fuel at a wholesale rate.

Mr. Knowlton put on his parent hat and noted that his daughter was one of the students who got to attend the space camp at Purdue. She wants to be an aerospace engineer and the first thing she said was that she was going to put in her application to NASA. It really energized her and I wish Mr. Dreessen was here to thank him in person and I also want to thank the corporation for their support of this.

### UPCOMING EVENTS

11/10/23 – Veteran's Day Program at JGHS – 10am  
11/11/23 – State Spell Bowl Competition at Purdue  
11/13/23 – Elementary Spell Bowl Competition at NLES  
11/17-19 – JGHS Fall Play – 7pm, 2pm, 7pm and 7pm  
11/22-24 – Thanksgiving Break – NO SCHOOL

NEXT MEETING DATE:     December 5, 2023     7:00 P.M.   Admin Building   Regular Session

### ADJOURNMENT

Mr. Christian Mattix called the meeting adjourned at 8:05 PM.

PRES. \_\_\_\_\_

SEC'Y. \_\_\_\_\_

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\_\_\_\_\_