

**Minutes of the  
Salem Community Schools  
Board of School Trustees  
April 9, 2018**

The Board of School Trustees of Salem Community Schools met in executive session on Monday, April 9, 2018 at 5:30 p.m. at the Salem Administration Building 500 N. Harrison Street, Salem, IN 47167. This meeting was held in accordance to **IC 5-14-1.5-6.1 (b)(7)** For discussion of records classified as confidential by state or federal statute. **IC 5-14-1.5-6.1(b)(9)** to discuss a job performance evaluation of individual employees. This subdivision does not apply to a discussion of the salary, compensation, or benefits of employees during a budget process. **IC 5-14-1.5-6.1(b)(2)(B)** Initiation of litigation or litigation that is either pending or has been threatened specifically in writing. As used in this clause “litigation” includes any judicial action or administrative law proceeding under federal or state law. **IC 5-14-1.5-6.1(b)(C)** The implementation of security systems.

Those present for the executive session were President Becky White, Vice-President Ron Haendiges, Secretary Monika Spaulding, and board members, Mark Abbott and Steve Motsinger. Also in attendance were Dr. Lynn Reed, Superintendent, Dr. Kim Thurston, Assistant Superintendent and School Attorney David Allen. Dr. Tricia Wheeler and Erika Garloch were absent.

President White asked all in attendance to stand and join the board in saying the Pledge of Allegiance.

President Becky White called the regular meeting to order at 6:30 p.m. Those in attendance with President White were Superintendent Dr. Lynn Reed, Assistant Superintendent Dr. Kim Thurston, Vice-President Ron Haendiges, Secretary Monika Spaulding and board members Steve Motsinger and Mark Abbott. Also in attendance were School Attorney David Allen and Recording Secretary Jana Hayes. Board members Dr. Tricia Wheeler and Erika Garloch were absent.

President White stated a quorum was present.

**Approval of Consent Agenda:**

Steve Motsinger made a motion to approve the minutes of the Special Meeting on March 9, 2018, Executive and Regular Session of March 12, 2018 and Work session of April 5, 2018. Monika Spaulding made a second to the motion. Motion passed 5-0.

Monika Spaulding made the motion to approve the agenda as presented. Mark Abbott made a second to the motion. Motion passed 5-0.

Steve Motsinger made a motion to approve the claims to date. Ron Haendiges made a second to the motion. Motion passed 5-0.

Minutes of the Board of School Trustee

April 9, 2018

Page 2

<b>Resignations/Retirement</b>	<b>ECA Hires/Volunteers</b>	<b>Transfers/Contracts/ Personnel/ Hires</b>	<b>Other</b>
	Savannah Hartsfield/ Assistant Varsity Cheer Coach  Rachel Huffaker/Varsity Cheer Coach  Jessica Batt/Volunteer Assistant Soccer Coach  David Wells/Volunteer Assistant Trach Coach  Jeffrey Burch/Volunteer Assistant Baseball Coach  Jason Pepmeier/Volunteer Assistant Baseball Coach		Stefanie Chumbley/ Michelle Medlock Maternity leave. Time split between SHS and SMS

Mark Abbott made a motion to approve the Personnel & ECA Recommendations as presented. Monika Spaulding made a second to the motion. Motion passed 5-0.

**Donation:** Approval of a donation to Bradie Shrum Elementary School for \$51.00 from an anonymous donor. Donor has requested funds help to assist a 5<sup>th</sup> grade student to attending the upcoming Chicago trip which is scheduled for May 10-11.

**Donation:** Approval of a donation to Bradie Shrum Elementary School from Donors Choose Organization for Mrs. Bower’s Classroom. Her project is called Exploring “Engineering with STEM Bins”

**Overnight and Out of State Field Trip:** Approval of an Overnight and Out of State Field Trip to Morehead State University in Morehead, Kentucky for the Salem High School Volleyball Team on July 11-13, 2018. Straton Thomas & Megan Napier.

Monika Spaulding made a motion to approve the Donations and Overnight and Out of State Field Trip as presented. Mark Abbott made a second to the motion. Motion passed 5-0.

**ROAR Awards:** Loralee Potter and Sidney Smith

**Comments from Audience:**

**Action Items:**

At 6:43 p.m. Mark Abbott made a motion to close the meeting and move to the Bradie Shrum Elementary Safe Room due to the large number of people attending the meeting. Ron Haendiges made a second to the motion. Motion passed 5-0.

Mark Abbott made a motion to open the meeting in the Bradie Shrum Elementary Safe Room. Monika Spaulding made a second to the motion. Motion passed 5-0.

The meeting resumed at the Bradie Shrum Elementary Safe Room at 7:00 p.m.

**Approval for 8<sup>th</sup> graders from Girl Scout Troup 249 to help with the Kindergarten Garden Project:**

Abby Boling, Madison Heckman, Emilee Brown, Madison Sapcut and Katie Hobbs with Girl Scout Troop 249 spoke to the board about volunteering 50 hours of community service to assist in the creation of the Kinder Garden Project in order to achieve their Silver Award. They told the board they would like to add butterfly and bird houses. Monika Spaulding made a motion to approve the 8<sup>th</sup> grade Girl Scout Troup 249 to help with the Kindergarten Garden Project and to donate bird and butterfly houses. Ron Haendiges made a second to the motion. Motion passed 5-0.

**Work Ethic Certificate to the class of 2019:**

Salem High School Counselor Jennifer Martin addressed the board about the Work Ethic Certificate. Jennifer told the board that they have met with the Washington County Economic Growth Partnership group and different business owners in town to take a look at this certificate. Mrs. Martin told the board that this is something that the State is heading toward. Mrs. Martin said they are just trying to get ahead of the game. In the future when the Pathways will be one of the graduation requirements this is just another part of that. A student meeting the requirements of the certificate would have this piece of paper to take with them to show potential employers that they would be a good employee to hire. The work ethic certificate includes Attendance, Respectfulness, Dependability, Teamwork, and Certification/ Training. Additional Documentation includes two official endorsements and, as an option, completion of a 10 hour internship/job shadow. Steve Motsinger made a motion to approve to offer Work Ethic Certificate for the class of 2019. Ron Haendiges made a second to the motion. Motion passed 5-0.

**Approval to purchase additional tables and chairs for the High School Café:**

Karen Libka Food Services Director told the board that they have more students eating in the cafeteria this year and they need to purchase more table and chairs for the High School Cafeteria. Mrs. Libka told the board the money to purchase this equipment is coming out of the Cafeteria ECA account. Mark Abbott made a motion to approve the purchase of additional tables and chairs for the High School Café. Monika Spaulding made a second to the motion. Motion passed 5-0.

**Approval for a proposed Pre-K program at Bradie Shrum Elementary:**

Kristy Purlee CEO of the Washington County YMCA along with Chelsea Miller Youth First Director, Robin Deaton, Preschool Director and Jason Wade Vice –President of the YMCA board. Jason Wade told the board that the YMCA board is going to ask tonight to help them establish a 4 and 5 year old preschool program at the Bradie Shrum Elementary. Kristy Purlee told the board that they currently have a preschool program at West Washington School that has been very successful. They are currently trying to get licensed. The YMCA is asking for 3 classrooms at Bradie Shrum Elementary. They hope to serve 2 classrooms of full day programs and one classroom of a ½ day program that will run 3 days a week. They would like to max these classes at 24 students due to ratios of state license. They want to offer financial assistance to anyone that would need it. They want to become a licensed facility and can't do that because of the size of their facility. Kristy told the board that this program would not cost them a dime. She said as far as transportation the school already has bus routes to the families they hope to serve. Equipment and supplies they would bring most of what they need, use of the school nurse, and the use of the school library. Cooks would prepare meals and bring them to the kids every day. President White asked Kristy how the 4 and 5 year olds do on the bus with older children. Kristy told her that a new law had been passed and they are required to be in 3 point harnesses on the bus. Mark Abbott made a motion to approve a Pre-K program at the Bradie Shrum Elementary. Monika Spaulding made a second to the motion. Motion passed 5-0.

**Approval of an overnight stay at BSE/Mrs. Mikels and Ms. Johnson's Class:**

Ms. Johnson and I have a mock economic system in our classroom where we pay/fine students for a variety of things. This year the students have been in the process of trying to save \$2,000 to purchase an overnight stay at BSE. Our plan is to do this on Friday, May 18<sup>th</sup> 7:00p.m. – 8:00 a.m. We plan on giving the parents an opportunity to stay with their child if they so desire and have a criminal background check on file. During this overnight stay we plan on doing a variety of activities such as games, movie, dinner and snacks. It is our plan to have the boys sleep in one location and the girls in another location with a male chaperone to be with the boys. We will also supply a small breakfast. We will ask the students to be picked up no later than 8:00 a.m. on Saturday, May 19<sup>th</sup>. We kindly ask for board approval on this fun opportunity for a select number of students.

Steve Motsinger made a motion to approve an overnight stay at BSE/ Mrs. Mikels and Mrs. Johnson's class on May 18, 2018. Monika Spaulding made a second to the motion. Motion passed 5-0.

Minutes of the Board of School Trustee

April 9, 2018

Page 5

**Approval of revised 2018-2019 School Calendar:**

Mark Abbott made a motion to approve a revision of the 2018-2019 School Calendar. Ron Haendiges made a second to the motion. Motion passed 5-0.

**Approval of a Retirement Incentive for 2017-2018 School Year:**

Dr. Thurston told the board that last year we offered a retirement incentive to the staff and we had two individuals to take the incentive. Dr. Thurston asked the board if they would like to offer the \$25,000 Incentive again this year. He said that he would send out information to the staff after board approval. Ron Haendiges made a motion to approve the Retirement Incentive for 2017-2018 school year Mark Abbott made a second to the motion. Motion passed 5-0.

**Approval for SMS Graduation Coach- internal posting:**

Dr. Reed told the board that for the last two years Ivy Tech has provided the school with a Graduation Coach to us free of charge. Due to their budget cuts they are no longer going to provide this service. ROI (Regional Opportunities Initiative) out of Bloomington felt so bad that we were losing this position that they offered \$20,000 to a similar position. This position would be our employee. Dr. Reed asked the board for permission to post this position internally only. She is hoping to capture one of our teacher/staff that would have the qualifications needed for this job and that maybe we would not have to replace their position. Dr. Reed told the board that we need additional counselor services at the Middle School at this time we only have one counselor. Dr. Reed read the qualifications needed for this job. Dr. Reed told the board we would like to explore this possibility and see who we may have on our staff that would meet these qualifications. Steve Motsinger made a motion giving permission to Dr. Reed to post this position internally for the SMS Graduation Coach. School Monika Spaulding made a second to the motion. Motion passed 5-0

**Approval of an E-Rate Provider for July 1, 2018- June 30, 2021:**

Dr. Reed told the board that this is a 3 year contract. She said that they obtained 3 bids. We had a bid from Windstream, ENA and Mainstream. Mainstream was the low bidder at \$2175 per month which E-Rate pays 80% of that cost so it would be \$435.00 a month. The next lowest bid was ENA at \$2300 a month and Windstream at \$2593 a month. Ron Haendiges made a motion to approve Main Stream as our E-Rate provider for July1, 2018 thru June 30, 2021. Steve Motsinger made a second to the motion. Motion passed 5-0.

**Conduct a hearing for an additional appropriation to the 2018 Rainy Day and Transportation Operating Funds:**

A motion was made by Steve Motsinger to close the meeting and open the public hearing for the additional appropriation. Monika Spaulding made a second to the motion. Motion passed 5-0.

Minutes of the Board of School Trustee

April 9, 2018

Page 6

Dr. Thurston explained to the board that all the steps leading to a public hearing for an additional appropriation to the 2018 Rainy Day Fund and 2018 Transportation Operating Fund have been completed. These include;

Permission to Advertise,  
Advertising a Notice to Taxpayers, and  
Posting of a Notice to Taxpayers in 3 Locations.

The School board conducted a public hearing during the meeting Monday night. Dr. Thurston asked the board to approve and adopt a resolution for the additional appropriations. All materials will be mailed to the Department of Local Government Finance in Indianapolis. If the school district does not need to utilize the additional appropriations in 2018, nothing will change from the current status of the funds. However, if needed this is in place and ready to implement. Steve Motsinger made a motion to approve the Additional Appropriation and the Rainy Day and Transportation Operating Funds. Monika Spaulding made a second to the motion. Motion passed 5-0.

Monika Spaulding made a motion to close the public hearing with Steve Motsinger making a second to that motion. Motion passed 5-0.

A motion was made by Ron Haendiges to re-open the School Board meeting with Mark Abbott making a second to the motion. Motion passed 5-0.

A motion was made by Ron Haendiges to close the meeting. A second to the motion was made by Mark Abbott. Motion passed 5-0.

**Conduct a 1028 Hearing regarding proposed school facility projects:**

Steve Motsinger made a motion to open the 1028 Hearing. Ron Haendiges made a second to the motion. Motion passed 5-0.

Approximately 125 members from the community attended the meeting to hear about the proposed projects the school is considering. One person spoke in favor of all the projects, even the ones that have been cut from the proposal. Several members of the community spoke against the projects stating that they could not afford the tax increase the projects would incur.

Dr. Kim Thurston introduced Erik Long Legal Counsel from Ice Miller along with Belvia Gray and Tyler Loeffelholz from Umbaugh and Associates the school district's financial advisor, along with David Allen, school attorney to walk the board members through the resolutions required under the Indiana Code to conduct a 1028 hearing regarding the proposed school facility projects.

Minutes of the Board of School Trustee

April 9, 2018

Page 7

Erik Long explained that a recommendation to conduct a 1028 hearing is based upon Title 20 of the Indiana Code. Whenever a School Corporation proposes to finance more than 1 million dollars to build, alter, or construct or renovate a building a public hearing must be held in order to provide information to the public and to receive comment on a proposed project.

Dr. Reed told the audience that the proposed projects are the renovation and repair work of the Salem Middle School Pool and safety upgrades.

John Hawkins from Kovert-Hawkins Architects explained the numbers he provided at the work session have changed some after some recalculation. He also explained that it is not possible for an architect to give exact figures on a project that hasn't been designed. Mr. Hawkins explained he cannot be low on his costs, rather he has to estimate on the high side regarding the cost of these projects.

Ron Haendiges asked Mr. Hawkins if he had an itemized sheet illustrating the cost of the projects. Mr. Hawkins explained the process in Indiana is to hold a hearing and approve a bond and the bond has to be a set number. There are two ways you can go about continuing after the hearing. You can either hire Mr. Hawkins to prepare a complete set of bid documents for the entire project and pay him several hundred thousand dollars. Following that Mr. Hawkins will send the design out for bids, then we will get a price for the project and the amount needed for the bond issue. Or we can pay the architect a small initial fee, and he will develop an educated guess of the cost of the project.

Monica Spaulding asked Mr. Hawkins how long he thought the pool project would take. He estimated at about 9 months to a year to complete. Monica Spaulding also asked Mr. Hawkins about the water that is leaking out of the pool and if he had any idea where the water was going. Mr. Hawkins replied when the pool was built there was an underground spring underneath it. Some of the water may be going into that spring. There is a pump system in the pool designed to pump water out if the water level of the spring rises. Mr. Hawkins said he has no idea where water pumps to. That is one thing needing investigation before they start the engineering phase. Some of the water gets pumped back into the pool.

President White told the audience she, Dr. Reed, Ron Haendiges, and Dr. Thurston met with J.R. Davis regarding the security system. She explained that they were not sure what the pilot program was. They did find out the system is not free. It meant they were trying to get the system into as many schools in Indiana as they could. Being a pilot program means that they will put it in our schools but at a cost. President White explained the security system is needed in all three schools but the recommendation is to start with the Middle School since it would be the lowest on the dollar amount and see how it works. Following that it is the school district's hope to get it in the other two schools. President White explained how the system worked. Each teacher would have a fob that would automatically lock the doors if activated. The kids would learn the procedure just like any other drill concerning what they need to do. Also, as a shooter looks into a classroom, the windows are off set so it appears that the room is empty. The doors and the glass in the doors are bulletproof. If a fob was activated the dispatchers at the Sheriff's Department would have a camera that could see the exact location of the shooter. At that

Minutes of the Board of School Trustee

April 9, 2018

Page 8

time there would be a mist activated in the area causing the shooter to exit the building where the police would be waiting.

Dr. Reed explained that they are anticipating the cost to be around \$600,000 dollars if we didn't have any of the elements. She thought that we will have a lot of the elements already but we have to have a site survey to determine what parts and pieces are actually needed. She said that they are hoping that cost will be drastically reduced.

Questions were taken at this time from the audience at this time about the cost of the security system. Dr. Reed said that we haven't gotten to that point yet. She said that the owner of the company told her that they could rely on about \$1,300.00 per student. However, we need to get a site survey first of our building to tell us exactly what we need to make this work. Dr. Reed said that there are so many schools interested in this program we are lucky to have been chosen as one of those schools. She also told the audience that the company Net Talon is associated with the Indiana Sheriffs Association and will also work with our local law enforcement agencies to implement the program in our school.

Belvia Gray showed a chart of the debt that the school district currently has and how the projects would impact the taxpayers. Belvia did say that the maximum bond amount would be 4.3 million dollars and she explained that if less money is needed for the project, the bond amount may be lowered however you cannot increase the amount so it is always good to be on the higher side of estimating. Ms. Gray said it would be paid off over a 7 year period.

Ms. Gray answered questions from the audience.

Erik Long explained the resolutions required by the board to issue the bond.

Attorney Allen asked Board President White to entertain a motion to adopt Resolution Exhibit A. No motion was made so Exhibit A failed due to lack of motion.

Erik Long advised the board to table Exhibit A until the May meeting.

Monika Spaulding made a motion to close the 1028 Hearing. Ron Haendiges made a second to the motion. Motion passed 5-0.

Monika Spaulding made a motion to re-open the School Board Meeting. Mark Abbott made a second to the motion. Motion passed 7-0.

**Items from Staff:**

Dr. Reed congratulated Mr. Brent Minton principal of Bradie Shrum Elementary. Mr. Minton wrote and received Duke Energy Grant for the sounds of summer reading program for the amount of \$18,560.00.

Dr. Reed also told the board that the next E-Learning day will be April 21<sup>st</sup>. Staff will be available from 8-11 either by email or however the teacher has arranged it. Labs will be open for the students.

Next meeting will be May 14, 2018

Steve Motsinger made a motion to adjourn the meeting at 10:15 p.m. Monika Spaulding made a second to the motion. Motion passed 5-0.

Minutes of the Board of School Trustee

April 9, 2018

Page 10

---

**Rebecca White – President**

---

**Ron Haendiges- Vice-President**

---

**Monika Spaulding - Secretary**

---

**Steve Motsinger**

---

**Dr. Tricia Wheeler**

---

**Erika Garloch**

---

**Mark Abbott**