

The Board of School Trustees of Madison Consolidated Schools conducted a Regular Meeting on Wednesday, November 9, 2016, at the Administration Building, 2421 Wilson Avenue, Madison, Indiana, at 6:30 p.m.

The following members of the Board of School Trustees were present:

Mrs. Joyce Imel, President
Mr. Carl Glesing, Vice-President
Mrs. Lee Ann Imel, Secretary
Mr. Rob Kring, Member
Mrs. Linda laCour, Member

The following Central Office Administrators were present:

Dr. Ginger Studebaker-Bolinger, Superintendent
Dr. Katie Jenner, Senior Director of Learning and Title Programs
Mr. Mike Frazier, Director of Systems, Operations, and Auxiliary Services
Mrs. Bonnie Hensler, Director of Finance and Human Resources
Mrs. Angela Vaughn, Director of Special Education and Student Services
Mr. Jason Pattison, Corporation Attorney

RECOGNITION OF FAMILY FRIENDLY SCHOOL DESIGNATION – RYKERS' RIDGE ELEMENTARY SCHOOL

The Board recognized Rykers' Ridge Elementary School for being selected as a Family Friendly School Designation from the Indiana Department of Education. (Certificate states: "Congratulations on the high level of priority you have placed on efforts aimed at engaging your families and community in the education of students") Signed by Glenda Ritz, Superintendent of Public Instruction. Mrs. J. Imel introduced Principal Missy Demaree who introduced teachers Ms. Amanda Asher, Mrs. Jodi Denton and Mrs. Annlena Ferguson.

Opening Statement by Board President:

"All school board meetings are open to the public and all discussions will be held in the open, with the exception of executive sessions. There is time on the meeting agenda for public comments. If you have questions about specific procedures, please check with us prior to the meeting. Involved and informed parents and citizens are our best guarantee of excellence in our public schools.

School board members receive a full agenda several days prior to the board meeting. The agenda may deal with curriculum, budget, hiring of personnel, facilities, school transportation, or long-range planning. The agenda usually includes written support material that helps us with our decision making. If it appears that we take quick action on an item, it may be because we have been studying the topic for several weeks or that we have had our questions answered in advance of the meeting."

CONSENT AGENDA

Upon the recommendation of Dr. Bolinger and a motion by Mrs. laCour, seconded by Mr. Kring, the Board voted, 5-0, and the motion carried to approve the Consent Agenda.

APPROVAL OF AGENDA – NOVEMBER 9, 2016, REGULAR BOARD MEETING

**APPROVAL OF MINUTES – OCTOBER 5, 2016, REGULAR MEETING AND OCTOBER 19, 2016,
EXECUTIVE SESSION**

APPROVAL OF CLAIMS

APPROVAL OF CONSTRUCTION PAYMENT

APPROVAL OF PERSONNEL ITEMS

Employment(s)

Madison Consolidated Early Development Center

Taryn Thomas – Instructional Support – effective October 24, 2016

Administration

Marsha Foley – Bus Driver – Remediation – effective October 5, 2016 – October 7, 2016

Anna Johnson - Bus Driver – Remediation – effective October 5, 2016 – October 7, 2016

Keith McDonald – Bus Driver – Remediation – effective October 5, 2016 (1/2 day)

Rich Longville - Bus Driver – Remediation – effective October 5, 2016 – October 7, 2016

Robin Gray - Bus Driver – Remediation – effective October 5, 2016 – October 7, 2016

Mark Wilkerson - Bus Driver – Remediation – effective October 5, 2016 – October 7, 2016

Ron Marshall – Bus Driver- Remediation – effective October 6, 2016 (1/2 day)

E.O. Muncie Elementary School

Elizabeth Patton – Student Advisory Board – ½ stipend – effective October 4, 2016

Dawn Turner - Student Advisory Board – ½ stipend – effective October 4, 2016

Susan Smith – Homebound Instructor – effective October 27, 2016

Madison Junior High School

Yarnelle O’Banion – Assistant Wrestling Coach – effective October 6, 2016

Kelsey Block – 7th Grade Girls Basketball Coach – effective October 6, 2016

Madison Consolidated High School

Deek Knotts – Archery Club Sponsor – effective August 31, 2016

Tyson Skinner – Varsity Wrestling Coach – effective October 1, 2016

Matt Traylor – Freshman Boys Basketball Coach – ½ stipend – effective October 6, 2016

Mike Abel – Percussion Director – ½ stipend – effective August 1, 2016

Tim Armstrong – Varsity Head Baseball Coach – effective October 10, 2016

Change of Position

Madison Junior High School

Robert Maust – from Cafeteria Aide to Cafeteria Cook – effective October 17, 2016

Madison Consolidated High School

Betty Sebree to Interventionist/Counselor – M.A.P. – effective August 1, 2016

Retirement

Deputy Elementary School & Rykers’ Ridge Elementary School

Terrie Slack – Art and Music Teacher – effective December 20, 2016

Resignation

E.O. Muncie Elementary School

Desiree McKay – Custodian – effective November 11, 2016

Change of Rate

Administration

Anna Johnson – Bus Driver – from \$87.16 per day to \$89.16 per day (extra route time)

Termination

E.O. Muncie Elementary School

Lindsay Lee – Instructional Support – effective October 31, 2016

Madison Junior High School

Megan Sammons – Cafeteria Cook – effective October 20, 2016

Leave of Absence in Accordance with Collective Bargaining Agreement

Deputy Elementary School

Camille Crim – Elementary Teacher – effective February 6, 2017 – March 16, 2017

Unpaid Leave

Madison Junior High School

Melissa Taylor – Instructional Support – Madison Junior High School – requesting unpaid leave effective October 31, 2016 – November 4, 2016

Madison Consolidated High School

Kimberly Schultz – Cafeteria Cook – Madison Consolidated High School – requesting unpaid leave effective November 3, 2016 – December 20, 2016

APPROVAL OF TRAVEL REQUESTS AND REIMBURSEMENT FORMS

<u>Date</u>	<u>Name</u>	<u>Day</u>	<u>Grant</u>	<u>Sub Needed</u>	<u>Place</u>	<u>Reason</u>
Oct. 18, 2016	Angela Vaughn	Full	Yes	No	Indianapolis	Career Counseling Taskforce
Oct. 19-21, 2016	Kelsey Eisert	Full	Yes	Yes	Indianapolis	FFA National Convention
Oct. 21, 2016	Tracy Ahlbrand	Full	N/A	No	New Albany	Regional Meeting INALI
Oct. 25, 2016	Missy Demaree	Full	N/A	No	Owenton, KY	Community Coaching Day The Leader in Me
Oct. 26, 2016	Theresa Scroggins	Full	No	No	Nashville, IN	Extracurricular Account Training
	Karen Hall	Full	No	No		
Nov. 3, 2016	Jill Mires	½	N/A	No	Indianapolis	IDOE ESSA Workgroup

Nov. 3-4, 2016	David Campbell Betsy Sullivan	Full Full	Yes Yes	No No	Indianapolis	Indiana Youth Institute
Nov. 3-5, 2016	Michael Heitz	Full	Yes	Yes	Indianapolis	Indiana Foreign Language Conference
Nov.4-7, 2016	Amanda Briggs	Full	Yes	Yes	Indianapolis	American Angus Convention
Nov. 6-7, 2016	Lee Strassell Mark Overturf Kenneth O'Brien Jackie Thurston Rebecca Consley	Full Full Full Full Full	Yes Yes Yes Yes Yes	Yes Yes Yes Yes Yes	Indianapolis	Indiana Council of Math Teacher Conference
Nov. 11-13, 2016	Tianhao Hou	Full	Yes	Yes	Lexington, KY	Chinese Guest Teacher Program
Nov. 17, 2016	Tara McKay	Full	N/A	Yes	Indianapolis	Grant Finance Meeting
Nov. 20-22, 2016	David Horvath	Full	Yes	No	Indianapolis	Indiana School Principal Conference
Nov. 21, 2016	Rich Bagienski	Full	Yes	Yes	Butler University	AP Workshop
Dec. 4-6, 2016	Ginger Bolinger	Full	Yes	No	Indianapolis	IAPSS Annual Meeting
Dec. 7-9, 2016	Angela Vaughn Katie Jenner Dan Grill Bryan DeWitt Jill Mires Ruthi McGarry David Horvath Janet McCreary Tracy Ahlbrand Nichole Lohrig	Full Full Full Full Full Full Full Full Full Full	Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes	No No No Yes No Yes No No No No	Atlanta, GA	Ron Clark Academy Education Training
Dec. 9, 2016	Ginger Bolinger	Full	No	No	Plainfield	School Law Seminar
Dec. 11-13, 2016	Melissa Mathews	Full	Yes	No	Indianapolis	Indiana Association for The Gifted Conference
Jan. 12, 2017	Ginger Bolinger	Full	Yes	No	Butler University	Executive Education
March 9, 2017	Ginger Bolinger	Full	Yes	No	Butler University	Executive Education
May 4, 2017	Ginger Bolinger	Full	Yes	No	Butler University	Executive Education
July 13, 2017	Ginger Bolinger	Full	Yes	No	Butler University	Executive Education

Sept.14, 2017	Ginger Bolinger	Full	Yes	No	Butler University Executive Education
Nov. 16, 2017	Ginger Bolinger	Full	Yes	No	Butler University Executive Education

APPROVAL OF DONATIONS TO MCHS

- 1) Dean Ford donated \$89.00 to the FFA to be used for convention expenses.
- 2) Jennifer Hensler donated \$50.00 to JAG to be used for expenses.
- 3) Madison Tool and Die donated \$500.00 to the Softball team to be used towards the purchase of a windscreen.
- 4) Midwest Gym Supply donated \$267.50 to the Softball team to be used towards the purchase of a windscreen.
- 5) Riverside Contracting donated \$250.00 to the Softball team to be used towards the purchase of a windscreen.
- 6) Diversified Services donated \$330.00 to the FFA to be used for convention expenses.
- 7) Cubs Booster Club donated \$750.00 to the Cheerleaders for the purchase of pom poms.
- 8) Ashley Schutte donated \$150.00 to the Swim team for banquet expenses.

APPROVAL OF EDUCATION FOUNDATION GRANTS

- Aaron Kelsey -- \$580 (High School) To be used for AP Art History to purchase reusable LEGO kits showing historic architectural buildings.
- Amanda Briggs & Kelsey Eisert -- \$760 (High School) To be used to send members to Indianapolis for National convention.
- Kim Hicks, Kindsey Mahoney, Kerri Bedingham, Kenton Mahoney, Mark Stewart --\$500 (Junior High) To be used for a resources unit of study
- Amanda Asher -- \$660 (Rykers Ridge) To be used for STEM project, WE CAN BUILD IT module.
- Jennifer Hartman -- \$750 x 2 = \$1,500 (Deputy) To be used to purchase headphones for the entire school.

PUBLIC COMMENTS (ALL COMMENTS MUST ADDRESS LISTED ACTION ITEMS)

There were no public comments.

ACTION

FIRST READING OF NEW MCS POLICIES:

MCS POLICY 6112 – CASH MANAGEMENT OF GRANTS
MCS POLICY 6114 – COST PRINCIPLES – SPENDING FEDERAL FUNDS
MCS POLICY 6116 – TIME AND EFFORT REPORTING
MCS POLICY 6325 – PROCUREMENT – FEDERAL GRANTS/FUNDS
MCS POLICY 8606 – BUS DRIVERS AND CELLULAR TELEPHONE USE

Dr. Bolinger presented the new MCS policies for the first reading.

FIRST READING OF REVISED MCS POLICIES:

MCS POLICY 0120 – POWERS AND PHILOSOPHY
MCS POLICY 1130 – CONFLICT OF INTEREST
MCS POLICY 1662 – ANTI-HARASSMENT
MCS POLICY 2271 – COLLEGE AND UNIVERSITY PROGRAMS
MCS POLICY 2421 – CAREER AND TECHNICAL EDUCATION PROGRAM
MCS POLICY 2510 – ADOPTION OF CURRICULAR MATERIALS
MCS POLICY 3113 – CONFLICT OF INTEREST

MCS POLICY 3362 – ANTI-HARASSMENT
MCS POLICY 4113 – CONFLICT OF INTEREST
MCS POLICY 4120.08 – EMPLOYMENT OF PERSONNEL FOR EXTRACURRICULAR ACTIVITIES
MCS POLICY 5111 – DETERMINATION OF LEGAL SETTLEMENT AND ELIGIBILITY FOR ENROLLMENT OF STUDENTS WITHOUT LEGAL SETTLEMENT IN THE CORPORATION
MCS POLICY 5200 - ATTENDANCE
MCS POLICY 5460 – GRADUATION REQUIREMENTS
MCS POLICY 5461 – CREDIT FOR COURSES COMPLETED BEFORE STUDENTS ENTER GRADE 9
MCS POLICY 5540 – THE SCHOOLS AND GOVERNMENTAL AGENCIES
MCS POLICY 5840 – CRIMINAL GANGS AND CRIMINAL GANG ACTIVITIES IN SCHOOLS
MCS POLICY 6110 – GRANT FUNDS
MCS POLICY 6111 – INTERNAL CONTROLS STANDARDS AND PROCEDURES
MCS POLICY 6152 – STUDENT FEES AND CHARGES
MCS POLICY 6320 - PURCHASING
MCS POLICY 6460 – CONFLICTS OF INTEREST AND VENDOR RELATIONS
MCS POLICY 6550 – TRAVEL PAYMENT AND REIMBURSEMENT
MCS POLICY 7300 – DISPOSITION OF REAL PROPERTY
MCS POLICY 7310 – DISPOSITION OF SURPLUS PROPERTY
MCS POLICY 7450 – PROPERTY INVENTORY
MCS POLICY 8500 – FOOD SERVICES
MCS POLICY 8531 – FREE AND REDUCED-PRICE MEALS
MCS POLICY 8540 – VENDING MACHINES
MCS POLICY 8600 – TRANSPORTATION

Dr. Bolinger presented the revised MCS policies for the first reading.

SECOND READING AND APPROVAL OF REVISED MCS POLICIES:

MCS POLICY 1623 – SECTION 504/ADA PROHIBITION AGAINST DISABILITY DISCRIMINATION IN EMPLOYMENT
MCS POLICY 2260.01 – SECTION 504/ADA PROHIBITION AGAINST DISCRIMINATION BASED ON DISABILITY
MCS POLICY 3123 – SECTION 504/ADA PROHIBITION AGAINST DISABILITY DISCRIMINATION IN EMPLOYMENT
MCS POLICY 4123 – SECTION 504/ADA PROHIBITION AGAINST DISABILITY DISCRIMINATION IN EMPLOYMENT

Upon the recommendation of Dr. Bolinger and a motion by Mr. Glesing, seconded by Mrs. L. Imel, the Board voted, 5-0, and the motion carried to approve the following Revised MCS policies:

Dr. Bolinger said policy revisions will continue as we must be in compliance with State and Federal Guidelines and State Board of Accounts. Mrs. laCour said until recently board policies hadn't been changed in many years.

APPROVAL TO DONATE BUS #48 TO SOUTHEASTERN CAREER CENTER

Upon the recommendation of Dr. Bolinger and a motion by Mrs. laCour, seconded by Mr. Kring, the Board voted, 5-0, and the motion carried to donate Bus #48 to the Southeastern Career Center.

Mrs. J. Imel said she was pleased our corporation is able to donate the bus.

APPROVAL OF REVISED STATEMENT OF BENEFITS AND COMPENSATION FOR NON-CERTIFIED EMPLOYEES

Upon the recommendation of Dr. Bolinger and a motion by Mr. Kring, seconded by Mr. Glesing, the Board voted, 5-0, and the motion carried to approve the revised Statement of Benefits and Compensation for Non-Certified Employees.

Dr. Bolinger said this document will continue to be revised and updated.

APPROVAL OF REVISED SUBSTITUTE TEACHERS' HANDBOOK AND REVISED EMPLOYEE HANDBOOK

Upon the recommendation of Dr. Bolinger and a motion by Mr. Glesing, seconded by Mrs. L. Imel, the Board voted, 5-0, and the motion carried to approve the Revised Substitute Teachers' Handbook and Revised Employee Handbook.

APPROVAL OF LOYALTY STIPENDS FOR INTERVENTIONISTS

Upon the recommendation of Dr. Bolinger and a motion by Mr. Glesing, seconded by Mrs. laCour, the Board voted, 5-0, and the motion carried to approve the Loyalty Stipends for Interventionists in the amount of \$500.00 each.

APPROVAL OF SKYWARD SOFTWARE FINANCE AND STUDENT DATABASE MERGER

Upon the recommendation of Dr. Bolinger and a motion by Mrs. laCour, seconded by Mrs. L. Imel, the Board voted, 5-0, and the motion carried to approve the Skyward Software Finance and Student Database Merger at the cost of \$4,860.00.

APPROVAL OF VISION AND DENTAL INSURANCE RENEWAL FOR 2017

Upon the recommendation of Dr. Bolinger and a motion by Mr. Kring, seconded by Mrs. laCour, the Board voted, 5-0, and the motion carried to approve the Vision and Dental Insurance renewal for 2017.

APPROVAL TO PURCHASE GOOGLE EXPEDITION KITS

Upon the recommendation of Dr. Bolinger and a motion by Mrs. laCour, seconded by Mrs. L. Imel, the Board voted, 5-0, and the motion carried to purchase four (4) Google Expedition Kits in the amount of \$27,996.00.

APPROVAL TO APPLY FOR CATEGORY TWO E-RATE FUNDS

Upon the recommendation of Dr. Bolinger and a motion by Mr. Glesing, seconded by Mrs. L. Imel, the Board voted, 5-0, and the motion carried to approve to apply for Category Two E-Rate Funds.

APPROVAL OF APPOINTMENT TO JEFFERSON COUNTY PUBLIC LIBRARY BOARD OF TRUSTEES

Upon the recommendation of Dr. Bolinger and a motion by Mr. Kring, seconded by Mrs. L. Imel, the Board voted, 5-0, and the motion carried to approve the appointment of Mrs. Mary Kay Butler to the Jefferson County Public Library Board of Trustees.

APPROVAL OF SUBSTITUTE SCHOOL PSYCHOLOGIST AGREEMENT

Upon the recommendation of Dr. Bolinger and a motion by Mrs. laCour, seconded by Mr. Glesing, the Board voted, 5-0, and the motion carried to approve a Substitute School Psychologist Agreement with Mr. David Ziegler, effective November 1, 2016 – June 1, 2017.

APPROVAL OF FACILITIES

Mrs. J. Imel said she asked approval of facilities be on the agenda. Dr. Bolinger distributed proposed options for the elementary schools.

Mrs. laCour said she has thought a lot about this issue. She said the community has said no to a referendum. She said Option 1 is the best option: Close E.O. Muncie Elementary School and reconfigure attendance areas to create a three section building at Lydia Middleton and move remaining E.O. Muncie students to Anderson Elementary, Deputy Elementary, and Rykers' Ridge Elementary. Mrs. laCour said students need to attend school close to their home. She said she would like to see preschool in each of the elementary schools. Mrs. laCour said the community doesn't want a referendum.

Mr. Kring said he wanted to look at the options for E.O. Muncie. He said the decision is up to the people. Mr. Kring said he would like the preschool housed at E.O. Muncie. Mr. Kring asked what happens if the 5th grade move to the Junior High doesn't work and we have closed E.O. Muncie. Mr. Kring asked if the options would be sent to ThoughtExchange. Dr. Bolinger said the options were originally shared at the March 9th meeting and there are nine different proposed options for E.O. Muncie. Dr. Bolinger said the information was being prepared for the ThoughtExchange Platform.

Mrs. Ashley Schutte, Communications Coordinator, said 582 participants in the first ThoughtExchange email blast. Mrs. Schutte said the link was sharable.

Mrs. J. Imel said the options are confusing and need to be narrowed down.

Mrs. laCour said it needs to be clear that some options would require a petition remonstrance or referendum.

Mrs. J. Imel said she was approached at a forum and was told "for your information if you try a remonstrance we have a plan worked out to shut it down". She said this was very discouraging. Mrs. J. Imel said we are very limited on what can be done. She said if there is no support we will have to close a school.

Mr. Kring said if the opposition gets 500 signatures during a petition remonstrance the process then moves to a referendum.

Dr. Bolinger said this doesn't include the issues at the high school. She said there are major issues with the facilities. Dr. Bolinger said we could spend two million dollars every year for the next 10 years. She reminded the Board there is no sprinkler system in the high school or E.O. Muncie, and major renovations would require a sprinkler system.

Mr. Casey Williams, student representative, said when he tried to log into ThoughtExchange it was blocked by Lightspeed. He said option 1 or 3 are the most logical. He said the other options are like putting band aids on a sore.

Mr. Williams said the people don't want a referendum.

Dr. Bolinger thanked Mr. Williams for his input.

Mrs. J. Imel said we only have one high school. She said there are other options at the elementary level.

Mr. Williams said he spends a good part of his day at the high school and doable is not good enough. He said the facilities need to be better than doable they need to be exceptional.

Mr. Glesing said we owe it to the public to do a petition remonstrance or referendum. He said people don't want E.O. Muncie closed and don't want their taxes raised.

Dr. Bolinger said ThoughtExchange could get the next questions out soon. Mrs. J. Imel asked the Board to email Dr. Bolinger narrowed down options.

DISCUSSION INFORMATION

COLLEGE AND CAREER READINESS PRESENTATION – DR. JENNER AND MRS. VAUGHN

College and Career Readiness Update

Dr. Jenner presented the following:

Objectives

- Career Pathways Expansion
 - K-14 overview
 - Ivy Tech/MCS Partnership

- Counseling Initiative

Graduating with Purpose

K-14 Education – where we were – Workforce needs
NOW....Competitive, Skilled Workforce

Partnership: Silo Destruction

K-12 Post-Secondary Employer Local Government Support

Madison Career Pathways (2013)

<u>Medical/Health Sciences</u>	<u>Advanced Manufacturing</u>	<u>Entrepreneurship</u>	<u>Engineering</u>
High Level Sciences: AP Chemistry (*) Biology II*	Conexus Indiana HIRE Technology: Intro to Adv. Manufacturing and Logistics	Business: Business Law & Ethics* AP Statistics Information, Communication and Technology	High Level Math & Science Adv. Math & Trig* AP Calculus AB* AP Calculus BC* Physics
High Level Math: Adv. Math & Trig* AP Calculus AB* AP Calculus BC*	Advanced Manufacturing I	Art Academy Courses: 2-D & 3-D Art/Sculpture/Ceramics Theatre/Acting Band/Jazz/Piano/Choir Choreography/Dance Music Appreciation*	PLTW Engineering: Intro to Engineering Design* Principles of Engineering* Digital Electronics* Engineering Design & Development
PLTW Biomedical Sciences (*) Principles of Biomedical Sciences Human Body Systems	Southeastern Career Center: Precision Machining I and II Welding I and II Diesel Technology		

Agriculture:
Agribusiness
Ad. Life Science Animals*
Food Science*

Progress (Today)

Medical/Health Sciences

Elementary

Spanish language, Gr. K-5
STEM/MakerSpace course, Gr. K-5
Project Lead the Way (PLTW) Launch

Middle School

PLTW Medical Detectives
College and Career Readiness
Spanish and Chinese Languages
High Level Math & Science:
Algebra I (H.S. credit)
Geometry (H.S. credit)
Biology I (H.S. credit)

High School

High Level Sciences:
AP Chemistry
Biology II*
High Level Math:
Adv. Math & Trig*
AP Calculus AB*
AP Calculus BC
PLTW Biomedical Sciences:
Principles of Biomedical Sciences
Human Body Systems
Professional Career Internship

Ivy Tech while in High School

Anatomy and Physiology I
Anatomy and Physiology II
Medical Terminology
Technology Cert. or TGEC coursework

H.S. Graduation & Ivy Tech Certificate

Workforce Ready:

Technical Cert. (Medical Assisting)
Associate of Applied Science (Pre-nursing)

4-year College Ready:

Transfer General Education Core (TGEC)

Entrepreneurship

Elementary

Spanish language, Gr. K-5

Advanced Manufacturing

Elementary

Spanish language, Gr. K-5
STEM/MakerSpace course, Gr. K-5
Project Lead the Way (PLTW) Launch

Middle School

Construction
College and Career Readiness
Spanish and Chinese Languages

High School

Conexus Indiana HIRE Technology:
Intro to Advanced Manufacturing
and Logistics
Advanced Manufacturing I
Cub Manufacturing
Automotive
Southeastern Career Center:
Precision Machining I and II
Diesel Technology

Ivy Tech while in High School

Welding I and II
Technical Certificate or TGEC
coursework

H.S. Graduation & Ivy Tech Certificate

Workforce Ready:

Industrial Technology – Welding
Industrial Technology – Electrical
Industrial Technology – Mechanical

4-year College Ready:

Transfer General Education Core (TGEC)

Engineering

Elementary

Spanish language, Gr. K-5

STEM/MakerSpace course, Gr. K-5
Project Lead the Way (PLTW) Launch

Middle School

Computer Coding and Web Design
PLTW Energy and the Environment
Financial Literacy
2-D & 3-D Art (business perspective)
Theatre/Dramatics (communication)
College and Career Readiness
Spanish and Chinese languages

High School

Business:

- Business Law & Ethics*
- Entrepreneurship
- Principles of Marketing
- AP Statistics

Computer Science

- PLTW Intro to Computers
- PLTW Computer Science

Hospitality (e.g., Culinary Arts)

Art Academy Courses:

- Fine Arts/Theater/Music
- Music Appreciation

Agriculture:

- Agribusiness
- Adv. Life Science Animals*
- Food Science*

Ivy Tech while in High School

Technical Certificate or TGEC coursework

H.S. Graduation & Ivy Tech Certificate

Workforce Ready:

Vertical articulation currently in

Development

4-year College Ready:

Transfer General Education Core (TGEC)

Transform....

RANDOM ACTS OF a la carte DUAL CREDIT ~COMPLETIONS – CERTIFICATES, CERTIFICATIONS & DEGREES

Current State of Partnership

Among the highest rate of TGEC completion in State of Indiana

1 students earns TGEC in May 2015

52 students earn TGEC in May 2016

50 Indiana Industry leaders from Indiana will visit Madison Consolidated High School on December 6th with the Region 9 Board visiting December 15th.

STEM/MakerSpace course, Gr. K-5
Project Lead the Way (PLTW) Launch

Middle School

PLTW Robotics
PLTW Gateway to Technology
PLTW Design and Modeling
High Level Math and Science:
Algebra I (H.S. credit)
Geometry (H.S. credit)
Biology I (H.S. credit)
College and Career Readiness
Spanish and Chinese languages

High School

High Level Math & Science:

- Adv. Math & Trig*
- AP Calculus AB*
- AP Calculus BC*

Physics

PLTW Engineering:

- Intro to Engineering Design*
- Principles of Engineering*
- Digital Electronics*
- Engineering Design & Development*

Ivy Tech while in High School

Technical Certificate or TGEC coursework

H.S. Graduation & Ivy Tech Certificate

Workforce Ready:

Vertical articulation currently in

Development

4-year College Ready:

Transfer General Education Core (TGEC)

Program Growth

Number of Dual Enrollment Students

MCHS:

2015-2016 127 students
2016-2017 162 students

Switzerland County:

2015-2016 27
2016-2017 31

Shawe Memorial:

2015-2016 22
2016-2017 15

Financial Value to Families

_ \$20,000 = Tuition, Room and Board at a public Indiana University
+ 52 students = Class of 2016 students will complete TGEC

\$1 M savings for Class of 2016

\$1 M savings for Class of 2017

= **Over \$2 Million**

Phase 2: MCS-Ivy Tech Career Pathways ('16-'17)

- Healthcare Pathway
 - TGEC (+) program specific coursework
 - Courses may include:
 - Anatomy and Physiology (APHY 101/102)
 - Medical Terminology (HLHS 101)
- Manufacturing Pathway
 - Industrial Technology Technical Certificate
 - Courses include:
 - Welding

An Example: Dual Enrollment Welding

OUTCOME		ITCC WELDING PROGRAM				SOUTHEASTERN CAREER CENTER			
Credential		34 credit hour Technical Certificate				9 hours of college credit			
Industry-recognized Certification		3 AWS certifications "Job-Ready" classification				AWS SENSE certification "Entry-level" classification			
Workforce Classification		DWD "Job-Ready" classification				OSHA 10 certification DWD "Entry-Level" classification			
Wage	Job Title	Mean Hourly	Entry Level Hourly	Experienced Hourly	10% Hourly	25% Hourly	50% Hourly	75% Hourly	90% Hourly
	Welder Cutter Solderer Brazer	\$16.53	\$11.58	\$19.00	\$10.60	\$12.48	\$15.88	\$19.05	\$23.46

An Example: Wage Impact

Annual Salary	
Entry-level	\$11.58
Job-ready	\$16.53
Experienced	\$19.00
90% Hourly	\$23.46

Phase 3: MCS-Ivy Tech Career Pathways ('17-'18)

- Healthcare Pathway
 - TGEC(+) program specific coursework
 - Coursework built around:
 - Certifications for occupations supporting nursing
 - Exploratory: Stackable credits for transition to IUS
- Manufacturing Pathway
 - Industrial Technology Technical Certificate
 - Courses include:
 - Welding (continuation)
 - Exploratory: Electrical, Mechanical, Industrial Maintenance
- Engineering Pathway
 - TGEC option
 - Engineering Academy (Derrick Herrick)
- Entrepreneurship Pathway (strategic development)
 - Agriculture (Amanda Briggs)
 - Computer Science
 - Fine Arts Academy
 - Hospitality (“Cub Culinary”)
 - Business (international or just supports pathways)

Mrs. Vaughn presented the following:

The WHO?: Student Services Rule (511 IAC 4)

- Elementary Educational and Career Services
 - **1 school counselor: 600 students**
 - **MCS recommended ratio = 2.375 total counselors**
- Secondary Educational and Career Services
 - **1 school counselor: 300 students**
 - **MCS recommended ratio = 4.6 total counselors**
- Student Assistance Services
 - **1 school counselor: 700 students**
 - **MCS recommended ratio = 4.0 total counselors**
- Madison Consolidated Schools
 - Recommended Ratios: Actual Ratio
 - 10.975:11

The WHAT?: Student Services Rule (511 IAC 4)

- IDOE: School Counseling Competencies for Students (Dec. 2015)
- “What do Indiana students need to know and be able to do in the three guidance areas in order to become successful learners, responsible citizens, and productive members of a global economy?”
 - Academic Development

- Career Development
- Social/Emotional Development

Indiana School Counseling Research Review ('14)

	2010	2011	2013	2013*
Counseling	20.0%	23.1%	17.1%	15.4%
Guidance	32.0%	29.9%	21.9%	21.4%
Advocacy	13.0%	13.1%	10.8%	10.6%
Program Management	19.0%	16.8%	13.3%	13.0%
Non-Counseling	18.0%	18.2%	36.8%	39.5%

Resources – SkillUp Grant

SkillUp grant:

Funding via the Indiana Department of Workforce Development was awarded to support expansion of high school success/dropout prevention programs

- Individual Student Counseling
- Graduation Plan – Indiana Career Explorer
- Curriculum
- Data Analysis

Resources – Lilly Endowment

Comprehensive Counselling Initiative for K-12 Students

- Planning Grant (Dec. 2016)
Technical Assistance Facilitators, Evaluation Plan, Site Visits, Professional Development, Substitutes/Stipends
- Implementation Grant (May 2016)
Resources, Professional Development, Personnel

Resources – Governor’s Work Ethic Certificate

Governor’s Work Ethic Certificate Grant

- Connect employers to their local school district
- Provide students with an understanding of necessary employability skills and allow them an opportunity to demonstrate these skills while in high school
- Provide employers with potential workers who understand the values and importance of responsibility and perseverance in the workplace

Mrs. laCour asked what are non-counseling duties? Mrs. Vaughn said administer assessments, clerical, and student supervision to name a few.

FAIR LABOR STANDARDS ACT – CHANGES – MRS. HENSLER

FLSA Update

Fair Labor Standards Act (FLSA)

- Created and enforced by the federal Department of Labor’s Wage and Hour Division
- The FLSA separates employees into two groups: exempt from overtime regulations or non-exempt from overtime regulations, meaning the employee is either eligible for overtime pay or not.
 - In order to be exempt, an employee must pass a duties test and be paid above a salary threshold—only passing the duties test or only being paid above the salary threshold does not qualify an employee to be exempt from overtime rules. Both tests must be passed.

Exempt Status

- Duties Test
 - Executive exemption
 - Managing, hiring, firing (or recommend)
- Administrative exemption
 - Office or non-manual work directly related to management or general business operations
- Profession Exemption
 - Advanced work in a field of science or learning such as teaching, computer, engineering
- Salary Threshold
 - From \$23,660 to \$47,476, or
 - \$455 to \$913 per week, or
 - More than double the previous threshold

Educational Administrative Exemption (Code 29 CFR 541.204)

- Exempt
 - Teachers
 - Superintendent or head of elementary or secondary school system
 - Assistants responsible for administration such as curriculum, methods of instruction, measuring and testing, grading standards, department heads
 - Academic counselors who perform work such as administering school testing programs, assisting students with academic problems and advising students concerning degree requirements
- Non-Exempt
 - Building management or maintenance
 - Jobs relating to the health of students
 - Academic staff such as social workers
 - Psychologists
 - Dieticians

Salary Threshold

- We cannot prorate the salary threshold for education institutions or for working less than a full year position
 - Example using an at-risk counselor:
 - $\$47,476/260 \text{ days} = \$182.60 \text{ per day or } \22.83 per hour
 - $\$39,000/185 \text{ days} = \$210.81 \text{ per day or } \26.35 per hour

MCS Employees

- 23 or less than 5% of MCS employees will be impacted
 - At-risk counselors
 - District clerical/administrative employees
 - District coordinators (not all coordinators are impacted)
 - Data management
 - Nurses
 - SROs
- Salary will be converted to an hourly rate
 - Example: At-risk counselor makes a salary of \$39,000 working 185 days, 8 hours per day
 - $\$39,000/185/8 = \26.35 per hour
 - The at-risk counselors will still make the same amount of money annually as long as he/she works the hours and days in accordance with the Board approved Statement of Benefits
- Employees will be required to submit time cards

- Increase the annual pay for one employee and combine the duties of regular duties and ECA
 - Employee has required overtime
 - Employee holds an ECA position
 - Overtime impact between regular and ECA position would result in approximately \$4,200 or
 - Increase salary by \$399

Preparing for the Changes

- Updates to FLSA were released May 18, 2016, effective December 1, 2016
- Human Resources
 - Seminars
 - Webinars
 - Consult with expert legal counsel
 - Reviewed all employee types
 - Held meetings with non-certified in September; follow up meeting in October
 - Practice timecards beginning October 1, 2016

Challenges

- We value and appreciate all employees and their contributions to our schools
 - We have shared this is simply a categorization of pay and not a reflection of importance or contribution
 - We currently have many hourly employees with advanced degrees and they must use a time card to record their hours worked
- Companies cannot afford to increase salaries or pay overtime
 - Service may need to be cut or companies may see an increase in personnel costs through overtime or adding staff

Benefits

- Changes are designed to protect the employee
- If the employer wants more than 40 hours of an employee's time, they must properly compensate by paying overtime
- Employers may need to consider adding additional staff

Other

- Schools are not the only entities impacted
- Our technology service provider has indicated that they do not plan to allow overtime unless the schools pay for the additional overtime
- Extra-curricular positions for non-certified employees are a challenge
- 21 states, including Indiana, are suing the federal government to fight FLSA changes
- This is not optional, these are federal labor laws
- Failure to follow may result in fines, penalties, and settlements

Mrs. Hensler thanked Miranda Adams, Benefits Specialist, for her work on the FLSA changes.

REPORTS

STUDENT REPRESENTATIVE

Mr. Williams gave the following report:

- The eLearning Day went very well.
- Invited everyone to attend the Veteran's Day Program on November 11th at 8:20 a.m.
- MCHS will be hosting the Turkey Shootout this year with hopes of keeping the bell and bucket.

- Theatre students will be performing *Meet Me in St. Louis* on November 18-20, 2016.
- The Christmas Parade will be December 3rd with a lot of participation by the Art students.
- Winter sports have begun, please support all sport teams.
- Progress in construction – entrance to the high school
- New Learning Commons looks very neat and dandy

Mr. Williams thanked the Board for the support they give to the high school students.

SUPERINTENDENT

Dr. Bolinger thanked High School students Hunter Liter, Katie Sego and Nyla Dugle for attending and staying the entire board meeting.

Dr. Bolinger commended Mr. Williams for the job he did on Time Out News and Mr. Bryan DeWitt for being so active and helpful in the high school.

Dr. Bolinger said there are construction meetings every two weeks. She said the front entrance is being completed. Dr. Bolinger said construction would continue for the new Learning Commons area; adding the glass will arrive in mid-December. She said construction would then begin on the new ADA restrooms.

Dr. Bolinger invited all to view the holiday artwork on display. She said each board member would select five holiday cards and those would be presented at the December board meeting.

Dr. Bolinger said the High School Veteran's Day Program is one of the best programs she has seen.

Dr. Bolinger reminded those attending the International School Visit on Monday, November 14 departure time would be 7:15 a.m.

Dr. Bolinger said the Junior High School 8th graders would be hosting a "Let Us Serve You" breakfast on Monday, November 21st from 8:00 a.m. – 10:00 a.m.

Dr. Bolinger said 5th grade Parent and Student Orientation Open House dates are:
Sunday, December 4, 2016 between 1:00 – 2:00 p.m. or
Tuesday, December 6, 2016 between 6:00 – 7:00 p.m.

Dr. Bolinger said Thanksgiving break will be November 23-25.

LEGISLATIVE UPDATE

There was no legislative update.

BOARD MEMBER COMMENTS

Mr. Kring commended Mr. Williams for his report.

Mr. Kring thanked the donators and presenters.

Mr. Kring congratulated Rykers' Ridge for the award.

Mrs. L. Imel congratulated Mrs. J. Imel and Mrs. Jeanne Dugle for winning the school board election.

Mr. Glesing thanked the participants in the Education Foundation fundraiser ball game. He said the games were very competitive but would like to see a bigger crowd attend.

Mrs. J. Imel thanked the community for electing her to another four year term. She said she is not finished. Mrs. J. Imel said she is very proud of MCS academically but our facilities must be fixed.

Mrs. J. Imel congratulated and introduced Mrs. Dugle.

ADJOURNMENT

Mrs. laCour moved the meeting be adjourned, seconded by Mr. Glesing, the Board voted, 5-0, and the meeting was adjourned.

Secretary
BY: ps

ATTEST:
