

The Board of School Trustees of Madison Consolidated Schools conducted a Regular Meeting on Wednesday, November 11, 2020, at the Administration Building, 2421 Wilson Avenue, Madison, Indiana, at 6:00 p.m.

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

Mrs. Jodi Yancey, President
Mr. Larry Henry, Vice-President
Mrs. Jeanne Dugle, Secretary
Mrs. Joyce Imel, Member
Mrs. Lori Slygh, Member

The following Central Office Administrators were present:

Dr. Jeffery Studebaker, Superintendent
Mr. Kevin Yancey, Director of Facilities and Special Projects

CALL TO ORDER

Mrs. Yancey welcomed new Board member, Mrs. Lori Slygh.

Mrs. Yancey asked everyone on this Veteran's Day to remember all veterans past and present.

Mrs. Yancey asked for a moment of silence in memory of Mr. Keith McDonald, bus driver, who passed away this past week.

PLEDGE OF ALLEGIANCE

CONSENT AGENDA

Upon the recommendation of Dr. Studebaker and a motion by Mrs. Dugle, seconded by Mr. Henry, the Board voted, 4-0-1 with Mrs. Slygh abstaining, and the motion carried to approve the consent agenda.

APPROVAL OF AGENDA – NOVEMBER 11, 2020, REGULAR BOARD MEETING

APPROVAL OF MINUTES – OCTOBER 7, 2020, REGULAR MEETING, OCTOBER 29, 2020, EXECUTIVE SESSION AND WORK SESSION AND NOVEMBER 2, 2020, EXECUTIVE SESSION

APPROVAL OF CLAIMS (OCTOBER 7, 2020)

APPROVAL OF CLAIMS (NOVEMBER 11, 2020)

APPROVAL OF FINANCIAL REPORT

August 2020 Fund Balance:
Education: \$3,708,327.62
Operations: \$4,049,134.37
Debt Service: \$2,163,139.02
Rainy Day: \$4,018,000.00
Misc: \$4,464,808.83
Total: \$18,403,409.84

September 2020 Fund Balance:
Education: \$3,527,182.47
Operations: \$3,568,669.02
Debt Service: \$2,793,920.17
Rainy Day: \$4,018,000.00
Misc: \$8,606,024.55
Total: \$22,513,796.21

August 2020 Bank Balance: \$18,456,762.14

September 2020 Bank Balance: \$22,392,006.67

APPROVAL OF CONSTRUCTION PAYMENT(S)

- | | | | |
|----|-------------------------------|------------|--------------|
| 1. | Johnson-Melloh Solutions, LLC | Pay App #7 | \$926,146.00 |
|----|-------------------------------|------------|--------------|

APPROVAL OF FALL EDUCATION FOUNDATION GRANTS

The Education Foundation awarded the following grants:

- Jared Kempton, MCHS -- Meteorological Program, \$1,000
- Gretchen Smith, Anderson -- Headphones for Classroom, \$380
- Linda Cole/Ruthi McGarry, MJHS -- Lit Circles with a Dash of Diversity, \$840
- Hannah Righthouse, MCHS -- Nonfiction Books to Foster Interest, Creativity, and Reading Skills, \$720

APPROVAL OF GRANTS/DONATIONS

Madison Consolidated Schools

1. VSG – Dover Corporation donated 2,000 disposable masks to be used by students and staff for COVID safety measures.

Madison Junior High School

1. Richard and Angela Skirvin donated \$200.00 to be used in the Bear Care Den for student hygiene products for students in need.

Madison Consolidated High School

1. Kasper Insurance donated \$250.00 to the Bowling team to be used for expenses.
2. K C Paint & Body donated \$300.00 to the Archery team to be used for expenses.
3. Helton Eye Care donated \$500.00 to the Archery team to be used for expenses.
4. LaVerne Kelley donated a 2610 Long Tractor valued at \$7000.00 to the Diesel program.

PUBLIC COMMENTS (ALL COMMENTS MUST ADDRESS LISTED ACTION ITEMS)

There were no public comments.

ACTION

APPROVAL OF COLLECTIVE BARGAINING AGREEMENT WITH MADISON TEACHERS ASSOCIATION

Upon the recommendation of Dr. Studebaker and a motion by Mrs. Slygh, seconded by Mrs. Dugle, the Board voted, 5-0, and the motion carried to approve the Collective Bargaining Agreement with Madison Teachers Association.

Highlights of the new Collective Bargaining Agreement:

- MCSC and MTA have agreed to remove coordinators, specialists, and interventionists from the Bargaining Unit.
- MCSC and MTA have agreed to revise the incentive to retire provision. The new deadline to qualify for the revised amount of \$3500 is January 1 and is limited to the first 10 teachers who notify the District.
- A new compensation model for Virtual Teachers has been added.
- MCSC and MTA have agreed to create a Certification Program that will help offset the cost to employees for gaining needed teaching certification areas.
- MCSC and MTA have agreed to adjust the New Hire Salary Placement language slightly to adjust for “Difficult to Fill” salaries impacting the mirror placement salary.
- MCSC and MTA have agreed to a 1.5% stipend to be paid to all eligible teachers. The total expenditure for this stipend will be \$120,726.

- MCSC and MTA have agreed to a compensation model that addresses the Salary Compression issue. The total number of teachers receiving a base salary increase is 28 and amounts to a total expenditure of \$63,400.
- MCSC will cover the premium increase on the health insurance. This increase amounts to approximately 0.67% raise overall.
- The Attendance Incentive language has been adjusted so that during a declared health emergency, the incentive can be waived.
- Three new ECA positions were added to the ECA schedule.
 - FCCLA
 - Program Leader: World Languages
 - USAskills

APPROVAL OF 1.5% STIPEND FOR ADMINISTRATORS

Upon the recommendation of Dr. Studebaker and a motion by Mr. Henry, seconded by Mrs. Slygh, the Board voted, 5-0, and the motion carried to approve a 1.5% stipend for Administrators. The 1.5% stipend matches the performance stipend for eligible collective bargaining members. Eligible employees must still be currently employed and have received an evaluation rating of effective or highly effective for the 2019-2020 school year

APPROVAL OF EMERGENCY PERSONAL LEAVE DAYS

Upon the recommendation of Dr. Studebaker and a motion by Mrs. Imel, seconded by Mrs. Dugle, the Board voted, 5-0, and the motion carried for approval for the Superintendent and the Director of Finance and Human Resources to grant additional personal leave days as needed for non-certified employees. This is including but not limited to snow days and health related emergency circumstances.

APPROVAL OF EXEMPT PROFESSIONAL HYBRID JOB DESCRIPTION

Upon the recommendation of Dr. Studebaker and a motion by Mr. Henry, seconded by Mrs. Slygh, the Board voted, 5-0, and the motion carried to approve the Exempt Professional Hybrid job description.

APPROVAL OF NON-EXEMPT HYBRID JOB DESCRIPTION

Upon the recommendation of Dr. Studebaker and a motion by Mrs. Slygh, seconded by Mrs. Dugle, the Board voted, 5-0, and the motion carried to approve the Non-Exempt Professional Hybrid job description.

APPROVAL OF PERSONNEL REPORT

Upon the recommendation of Dr. Studebaker and a motion by Mrs. Dugle, seconded by Mrs. Slygh, the Board voted, 5-0, and the motion carried to approve the personnel report.

Employment(s)

Pope John Elementary School

Kasie Doherty – Title I Tutor – effective November 12, 2020

Morgan Werner – Title I Tutor – effective November 12, 2020

Bus Garage

Angie Buxton – Bus Aide – effective November 12, 2020

Anderson Elementary School

Byron Gorrell – Custodian (Part-time) – effective October 19, 2020
Kindsey Mahoney-Duncan – 2nd Grade Teacher – effective November 9, 2020

Deputy Elementary School

Kim Mahoney – After School Title I Tutor (2 hours per week) – effective October 7, 2020
Meghan McVey - After School Title I Tutor (2 hours per week) – effective October 7, 2020
Kathy Stoner - After School Title I Tutor (2 hours per week) – effective October 7, 2020

Rykers' Ridge Elementary School

Laurie Hatton – Title I Tutoring – effective October 26, 2020
Gretchen Manaugh – Title I Tutoring – effective October 26, 2020
Erin Thomas – Title I Tutoring – effective October 26, 2020
Jodi Denton – Title I Tutoring – effective October 26, 2020
Heather Toomey – Title I Tutoring – effective October 26, 2020
Hilary Scroggins – Title I Tutoring – effective October 26, 2020
Amanda Laufer – Title I Tutoring – effective October 26, 2020
Jordan White – Title I Tutoring – effective October 26, 2020

Madison Junior High School

Debbie Bennett – Science Bowl Coach – 6th Grade – effective August 10, 2020
Debbie Bennett – Math Bowl Coach – 5th Grade – effective August 10, 2020
Lindsay Bullock – Dramatics (Fall Production) – effective August 10, 2020
Lindsay Bullock – Dramatics (Spring Production) - effective August 10, 2020
Jeanna Carter – Peer Counselor Assistant Advisor (1/2 stipend) - effective August 10, 2020
Ruthi McGarry – Peer Counselor Assistant Advisor (1/2 stipend) - effective August 10, 2020
Ruthi McGarry – Junior Superbowl English Coach - effective August 10, 2020
Ruthi McGarry – Team Leader – Language Arts - effective August 10, 2020
Ruthi McGarry – High Ability Program Leader (1/2 stipend) - effective August 10, 2020
Emily Cotner – Band - effective August 10, 2020
Dariel Courtney – Team Leader – Grade 6 - effective August 10, 2020
Dariel Courtney – Peer Counselor Assistant Advisor (1/2 stipend)- effective August 10, 2020
Joe Dempler – Archery Club Sponsor - effective August 10, 2020
Julie Dwyer – Junior Superbowl Social Studies Coach - effective August 10, 2020
Cassidy Hearn – Spell Bowl – Elementary - effective August 10, 2020
Kim Hicks – Newspaper - effective August 10, 2020
Kim Hicks – Spell Bowl Junior - effective August 10, 2020
Kim Hicks – High Ability Program Leader (1/2 stipend) - effective August 10, 2020
Adam Jones – Math Bowl – 6th Grade - effective August 10, 2020
Adam Jones – Science Bowl Coach – Elementary - effective August 10, 2020
Adam Jones – Future Problem Solvers (1/2 stipend) - effective August 10, 2020
Kenton Mahoney – Academic Team Coordinator - effective August 10, 2020
Kenton Mahoney – Junior Superbowl Science Coach - effective August 10, 2020
Kenton Mahoney – Science Olympiad - effective August 10, 2020
Kenton Mahoney – Future Problem Solvers (1/2 stipend) - effective August 10, 2020
Kim Mahoney – Digital Ambassador - effective August 10, 2020
Kim Mahoney – Academic Team Coordinator – Elementary - effective August 10, 2020
Kerri Bedingham – Team Leader - Science - effective August 10, 2020
Kerri Bedingham – Peer Counselor (Team Lead) – ½ stipend - effective August 10, 2020
Jackie Thurston – Peer Counselor (Team Lead) ½ stipend - effective August 10, 2020
Jackie Thurston – Junior Superbowl Math Coach - effective August 10, 2020
Jackie Thurston – Team Leader – Math - effective August 10, 2020

Chuck Nunan – Team Leader – Social Studies - effective August 10, 2020
Janelle O'Brien – Team Leader – Special Education - effective August 10, 2020
Kelli Schmidt – Yearbook - effective August 10, 2020
Betsy Sullivan – Team Leader – Counseling - effective August 10, 2020
Susan Thevenow – Team Leader – Grade 5 - effective August 10, 2020
Angel Traylor – Team Leader – Grade 5 - effective August 10, 2020
Heather Vaughn – Team Leader – Grade 6 - effective August 10, 2020
Amy White – Peer Counselor Assistant Advisor (1/2 stipend) - effective August 10, 2020
Cody Stephens – 8th grade Boys Basketball Coach – effective October 25, 2020
Cliff Davis – 8th grade Girls Basketball Coach – effective October 25, 2020
Seth Wainscott – Assistant Wrestling Coach – effective October 27, 2020

Madison Consolidated High School

Marlayna Pieratt – Summer Band – effective Summer 2020

Resignation(s)

Corporation

Yian Li – Interpreter – effective September 1, 2020

Anderson Elementary School

Caitlyn Carey – 2nd grade Teacher – effective November 6, 2020

Madison Junior High School

Amy White – Robotics Coach – effective September 10, 2020
Adam Jones – Science Olympiad Coach – effective September 21, 2020
Connie Dietrich – Custodian – effective November 13, 2020
Amy Birchfield – School Nurse – effective December 1, 2020

Retirement

Madison Junior High School

Cindy Burchfield – LPN – effective December 21, 2020

Madison Consolidated High School

Jennifer Hensler – College and Readiness Coordinator – effective end of the 2020-2021 school year

Change of Position

Bus Garage & Maintenance

Robert Kennett – from Maintenance to Hybrid Non-Exempt and to \$95.00 per day bus driver and to \$16.24 per hour for maintenance – effective November 1, 2020

Anderson Elementary School

Matthew Studebaker – from Instructional Support to Hybrid Exempt Professional and to \$24,687.00 – effective August 11, 2020

Rykers' Ridge Elementary School

Janet Hertz - from Instructional Support to Hybrid Exempt Professional and to \$27,470.00 – effective August 11, 2020

Madison Junior High School

Chad Ison – from 8th grade Boys Basketball Coach to 7th grade Boys Basketball Coach- effective October 25, 2020

Chad Ison – from Instructional Support to Hybrid Exempt Professional and to \$25,118.00 – effective August 11, 2020

Kevin Baker – from Assistant Wrestling Coach to Head Wrestling Coach and from \$863.00 to \$1,726.00 – effective October 27, 2020

Madison Consolidated High School

Kelly Dirksen – Cafeteria Cook – from 3.5 hours per day to 4 hours per day – effective October 19, 2020

Request for Unpaid Leave of Absence

Bus Garage

Judy Parker – Bus Aide – requesting unpaid leave effective September 1, 2020 – November 30, 2020

Anderson Elementary School

Holly Robinson – Cafeteria Manager – requesting unpaid leave effective September 28, 2020 – November 16, 2020

Other

Bus Garage

Keith McDonald – Bus Driver – effective November 6, 2020

APPROVAL OF CHANGE ORDER #6 WITH TETON CORPORATION

Upon the recommendation of Dr. Studebaker and a motion by Mrs. Slygh, seconded by Mr. Henry, the Board voted, 5-0, and the motion carried to approve change order #6 with Teton Corporation in the credit amount of -\$7,685.00.

DEDUCT	PR 65 Credit for metal panels	(-\$16,4330.00)
ADD	PR 66 Polish the existing Lobby terrazzo floor	\$4,802.00
ADD	Misc items from invoice #3588	\$2,680.00
ADD	Misc items from invoice #3589	\$1,266.00
	Total	(-\$7,685.00)

APPROVAL OF RESOLUTIONS TO TRANSFER AMOUNTS FROM EDUCATION FUND TO OPERATIONS FUND-MONTHLY

Upon the recommendation of Dr. Studebaker and a motion by Mrs. Imel, seconded by Mrs. Slygh, the Board voted, 5-0, and the motion carried to approve the resolution to transfer amounts from Education Fund to Operations Fund-Monthly, a copy of which is attached hereto and made a part of these minutes.

Resolution to Transfer Amounts from Education Fund to Operations Fund

(Recurring Basis: Monthly)

For the Period January 1, 2021 through December 31, 2021

WHEREAS, the Board of School Trustees is the governing body of Madison Consolidated Schools, Jefferson County, Indiana, and

WHEREAS, HB 1009 required the governing body of each school corporation to establish an education fund for the payment of expenses allocated to student instruction and learning under IC 20-42.5, and

WHEREAS, HB 1009 required the governing body of each school corporation to establish an operations fund for the payment of expenses that are not allocated to student instruction and learning under IC 20-42.5, and

WHEREAS, HB 1009 requires that distributions of tuition support be received in the education fund.

THEREFORE, BE IT RESOLVED, that the Board of School Trustees authorizes the Treasurer of Madison Consolidated Schools to transfer the amount of \$175,000 from the education fund to the operations fund, to reimburse the operations fund for expenses that are not allocated to student instruction and learning under I.C. 20-42.5 on a monthly basis.

APPROVAL OF CONTRACT WITH DANT CLAYTON

Upon the recommendation of Dr. Stuebaker and a recommendation by Mr. Henry, seconded by Mrs. Dugle, the Board voted, 5-0, and the motion carried to approve the contract with Dant Clayton in the amount of \$254,500.00 for the construction of a new pressbox. Dr. Stuebaker said this amount does not include demolition of the current pressbox.

APPROVAL TO PURCHASE DIGITAL DISPLAYS FOR CONNOR K. SALM GYMNASIUM

Upon the recommendation of Dr. Stuebaker and a motion by Mrs. Imel, seconded by Mr. Henry, the Board voted, 5-0, and the motion carried to approve the purchase of digital displays for Connor K. Salm Gym in the amount of \$186,353.00 from Daktronics, Inc. This will also include video display boards and video display panel scorer's table.

APPROVAL OF CHANGE ORDER FOR JOHNSON MELLOH SOLUTIONS

Upon the recommendation of Dr. Stuebaker and a motion by Mrs. Dugle, seconded by Mrs. Slygh, the Board voted, 5-0, and the motion carried to approve the change order from Johnson Melloh Solutions in the amount of \$9,070.39 for engineering and contractor procurement services for MCHS HVAC system for science classrooms and diesel mechanic classroom. Dr. Stuebaker said change orders for Johnson Melloh Solutions only occur if we ask for them.

REPORTS

STUDENT REPRESENTATIVE

Mr. Jacob Smith gave the following report:

- White House down!
 - First abbreviated break from school
 - Very well prepared for this, went over the scenario multiple times in all classes
 - As of now the online learning will last this week and next
 - Red/White schedule
 - White day we attend periods 2,4,6 via google meet
 - Red day 1,3,5,7 via zoom
- 3 positive cases occurred immediately after fall break.
 - Quarantine immediately and now all 3 cases are back to school
 - Handled well by the staff with swiftness and the necessary actions

- Anastasia (Play)
 - November 12-15 (Thursday-Sunday)
 - Online tix \$15- adults and \$5 student
- Over the past month Student Council put on a school board member forum
 - Went very well

Sports

- Swimming and Wrestling just beginning practices
 - Swimming first meet Monday Nov. 23 @ Seymour
 - Wrestling's first meet Nov. 16 @ home
- Girls and Boys basketball is underway
 - Girls Basketball is 2 games in
 - Next game is Friday Nov. 13 @ Switzerland County
 - Jade Nutley scored her 1,000 points last night, big congrats
 - Boys basketball began practice Monday
 - First game is Tuesday Nov. 24 against the bad guys 10 miles west
 - Capacity limited to 2500
 - Girls JV/V will play the following day

End

- Today during our 1st period zoom class ALL students watched our schools' veteran's day program. The program was put on by the Madison Cons. Fine arts programs, as well as the FFA. It was nice to be able to celebrate those who served as well as those who are fighting for our freedom, even in a virtual setting.

SUPERINTENDENT

Dr. Stuebaker discussed our actual COVID date:

- MCHS & EOM 0.007% positive student rate
- MJHS 0.003% positive student rate
- Anderson 0.003% positive student rate
- Rykers' Ridge 0.005% positive student rate
- Lydia Middleton 0.0000% positive student rate
- Deputy 0.01% positive student rate

He said the State COVID numbers are awful. Dr. Stuebaker said our county is orange and beginning November 15th school events must comply with 25% capacity. He said we haven't heard from the IHSAA. Dr. Stuebaker said per the State guidance in order to close a building we would have 20% positive student rate. He said he wouldn't allow us to go to that space. Dr. Stuebaker said the High School is using the virtual option at this time due to staffing issues. He said the building was prepared and are using the red/white format. Dr. Stuebaker asked that everyone please be personally responsible and make smart choices.

Dr. Stuebaker said "Today is November 11, Veteran's Day. Originally, this day was called Armistice Day and commemorated the end of World War I. On this day we remember and honor those that served in our armed forces. Two presidents' thoughts on our veterans sum up today's significance:

"The willingness with which our young people are likely to serve in any war, no matter how justified, shall be directly proportional to how they perceive the Veterans of earlier wars were treated and appreciated by their nation."
– President George Washington

"We remember those who were called upon to give all a person can give, and we remember those who were prepared to make that sacrifice if it were demanded of them in the line of duty, though it never was. Most of all, we remember the devotion and gallantry with which all of them ennobled their nation as they became champions of a noble cause."—Ronald Reagan

The Madison Schools thank all of the veterans in our schools and in our community for their sacrifice and service. I encourage everyone to take time to look at how our schools honored our Veterans on our social media platforms.”

BOARD MEMBER COMMENTS

Mrs. Imel said she missed attending the High School Veteran’s day program.

Mrs. Imel said that Mr. Keith McDonald was an outstanding gentleman and loved our students.

Mrs. Slygh she was glad to see teachers received a stipend.

Mrs. Slygh said as a parent she appreciated the student wake up call.

Mrs. Slygh encouraged everyone to attend the theatre presentation this weekend.

Mrs. Slygh thanked the Board for appointing her to the Board. She said she has a vested interest in students in the county as a Counselor for Southwestern and Madison as her children attend MCS.

Mrs. Slygh said after meeting with Dr. Studebaker she and Dr. Studebaker share the same academic vision.

Mrs. Dugle said Mr. Smith’s comments are the highlight for her at the meetings.

Mrs. Dugle said her heart goes out to the McDonald family.

Mrs. Dugle congratulated Mrs. Slygh.

Mr. Henry commended the grade schools for their Veteran’s days online videos.

Mr. Henry said he hopes everyone will be safe.

Mrs. Yancey said the virus is progressing. She asked that everyone keep the students and teachers in their prayers. Mrs. Yancey said this is a stressful time.

Mrs. Yancey asked that everyone be kind and do for others.

OPEN PUBLIC COMMENTS

There were no open public comments.

ADJOURNMENT

Mr. Henry moved to adjourn the regular meeting, seconded by Mrs. Dugle, the Board voted, 5-0, and the meeting was adjourned.

Secretary
BY: ps

ATTEST:
