

The Board of School Trustees of Madison Consolidated Schools conducted a Regular Meeting on Wednesday, November 10, 2021, 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
Mr. David Storie, Secretary
Mrs. Lori Slygh, Member
Mr. Jay Roney, Member

The following Central Office Administrators were present:

Dr. Jeffery Studebaker, Superintendent
Ms. Shelli Reetz, Director of Student Services
Mrs. Bonnie Hensler, Director of Finance and Human Resources
Mr. Kevin Yancey, Director of Facilities & Special Projects
Mrs. Lindsay Black, Assistant Director of Student Services

CALL TO ORDER

PLEDGE OF ALLEGIANCE

CONSENT AGENDA

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

APPROVAL OF AGENDA – NOVEMBER 10, 2021, REGULAR BOARD MEETING

APPROVAL OF MINUTES – OCTOBER 7, 2021, WORK SESSION; AND OCTOBER 13, 2021, REGULAR MEETING

APPROVAL OF CLAIMS

APPROVAL OF FINANCIAL REPORT

APPROVAL OF CONSTRUCTION PAYMENT(S)

1.	Johnson-Melloh Solutions, LLC	Pay App #2 (Phase VIII-AES)	\$183,436.00
2.	Johnson-Melloh Solutions, LLC	Pay App #2 (Phase VII MEP)	\$63,652.00
3.	Johnson-Melloh Solutions, LLC	Pay App #6 (Phase V-Dep)	\$55,820.00
4.	Johnson-Melloh Solutions, LLC	Pay App #6 (Phase IV)	\$143,261.00
5.	Johnson-Melloh Solutions, LLC	Pay App #6 (Construction Mgt)	\$19,439.00
6.	Poole Group, Inc.	Pay App #6 (MHS-Fitness)	\$263,815.00

APPROVAL OF PERSONNEL ITEMS:

A. APPROVAL OF NEW JOB DESCRIPTION: STUDENT SERVICES ASSISTANT

B. APPROVAL OF PERSONNEL REPORT

Employment(s)

Corporation

Shelley Lovato – OT Homebound - \$35.21 per hour – effective November 10, 2021
Emily Schafer – Special Education Homebound Teacher - \$34.44 per hour – effective November 10, 2021
Kristen Fish – PT Homebound - \$50.00 per hour – effective November 10, 2021
Emily Studebaker – SLP Homebound - \$46.95 per hour – effective November 10, 2021

Anderson Elementary School

Vanessa Hobson - eLeader - \$650.00 – effective November 10, 2021
Miranda Adams - eLeader - \$650.00 – effective November 10, 2021
Ashley Reardon - eLeader - \$650.00 – effective November 10, 2021

Deputy Elementary School

Kathy Stoner - eLeader - \$650.00 – effective November 10, 2021

Lydia Middleton Elementary School

Jennifer Colen - eLeader - \$650.00 – effective November 10, 2021
Lee Ann Hall - eLeader - \$650.00 – effective November 10, 2021

Rykers' Ridge Elementary School

Erin Thomas - eLeader - \$650.00 – effective November 10, 2021
Jordan White - eLeader - \$650.00 – effective November 10, 2021
Ann Motenko - eLeader - \$650.00 – effective November 10, 2021

Madison Junior High School

Carson Roark – 8th Grade Boys Basketball Coach - \$2,416.00 – effective October 14, 2021
Sheila Garlinghouse – Custodian (Full-time) 2nd Shift - \$12.05 per hour – effective November 11, 2021
Sherri Moore – CARES Team Social Worker - \$52,000.00 – effective December 6, 2021
Jill Banks - eLeader - \$650.00 – effective November 10, 2021
Ron Couch - eLeader - \$650.00 – effective November 10, 2021
Jackie Thurston - eLeader - \$650.00 – effective November 10, 2021

Madison Consolidated High School

Kenton Mahoney – eLeader - \$650.00 – effective November 10, 2021
Tyson Skinner – eLeader - \$650.00 – effective November 10, 2021
Shayla Shepherd - eLeader - \$650.00 – effective November 10, 2021
Derek Herrick - eLeader - \$650.00 – effective November 10, 2021
Hannah Johnston – Pep Band Director - \$1,381.00 – effective 2021-2022 school year
Hannah Johnston – Marching Band Director - \$2,762.00 – effective 2021-2022 school year
Steve Satterfield – Assistant Band Director - \$1,381.00 – effective November 11, 2021
Marlene Orrill – Bookkeeper (Administrative Clerk) - \$16.00 per hour - effective November 29, 2021
DeAnn Klindedinst – Homebound Teacher - \$50.00 per hour – effective November 5, 2021
Megan Sprong – Homebound Teacher - \$42.95 per hour – effective November 5, 2021
Sarah Webster – Homebound Teacher - \$36.29 per hour – effective November 5, 2021

E.O. Muncie Jr-Sr High School

Donald Collings – ELA/Social Studies Teacher - \$37,000.00 – effective November 11, 2021

Change of Position

Anderson Elementary School

Lisa Ward – from Cafeteria Cook to Instructional Support (Full-time) -- \$10.20 per hour – effective November 1, 2021

Madison Consolidated High School

Tina Leas – Instructional Support – from Part-time to Full-time \$15.44 per hour – effective November 11, 2021

Change of Rate

Administration Building

Jessica Shelton – Student Services Assistant – from hourly non-exempt to salary exempt and to \$37,000.00 per year – effective July 1, 2021

Resignation(s)

Christian Academy of Madison

Donna Taylor – Interventionist – effective July 12, 2021

Bus Garage

Montana Kennett – Bus Aide – effective October 15, 2021

Angela Buxton – Bus Aide – effective October 10, 2021

Anderson Elementary School

Melissa Guzzo – Instructional Support (Full-time) – effective October 15, 2021

Madison Junior High School

Michael Hadden – Custodian – effective October 18, 2021 (Decided not to take the job)

Tierra Brierly – Custodian (Full-time) – effective October 27, 2021

Retirement(s)

Anderson Elementary School

Cindy Robinson – Elementary Teacher – effective May 27, 2021

Madison Junior High School

Kerri Mock Bedingham – Science Teacher – effective May 27, 2021

Mark Stewart – Science Teacher – effective May 27, 2021

Madison Consolidated High School

Maria Stewart – Science Teacher – effective May 27, 2021

Unpaid Leave of Absence(s)

Rykers' Ridge Elementary School

Lacy Shepherd – Instructional Support – requesting unpaid leave effective August 30, 2021 through September 3, 2021

Madison Junior High School

Bonnetta Barnes – Cafeteria Cook – requesting unpaid leave effective October 25, 2021 through November 15, 2021

Madison Consolidated High School

Ron Snipes – Cafeteria Cook – requesting unpaid leave effective September 13, 2021 through at least November 1, 2021

FMLA Leave

Rykers' Ridge Elementary School

Jordan White – Elementary Teacher – requesting FMLA leave effective October 25, 2021 through February 4, 2022

APPROVAL OF GRANTS/DONATIONS

Lydia Middleton, Rykers' Ridge, Anderson and Deputy Elementary Schools

1. Dow Corning awarded a \$2,500.00 STEM grant to Jennifer Colen and Brenda Strassell to be used to build STEM schools for the future.

Madison Junior High School

1. HUGS PTO donated \$2,000.00 to be used for the Outdoor Classroom (Eric Phagan).

Madison Consolidated High School

1. The Community Foundation awarded a \$500.00 grant to the Bowling team to be used for the purchase of equipment.
2. John and Ashley Schutte donated \$5,000.00 to the Swim team to be used for team expenses, equipment, etc.
3. Nucor Gallatin donated \$250.00 to the Bowling team to be used for expenses.
4. Jefferson County Farm Bureau donated \$500.00 to the FFA to be used for expenses.

E.O. Muncie Jr-Sr High School

1. Dow Corning awarded a \$2,500.00 STEM grant to Melinda Gammons to be used to build STEM schools for the future.

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 Mr. Storie, seconded by Mr. Henry, 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 will cover the 2% premium increase on the health insurance. This increase amounts to approximately 0.4% raise overall.
- Teacher will see the following increases:
 - Base pay average 6.3% ranging from 1.5% to 19.25%
 - Base pay average is \$2,947 ranging from \$822 to \$7,200
 - Stipend average of 1.0% ranging from 0.0% to 4.57%
 - Stipend average of \$2 ranging from 0.0% to \$2,178
 - Total base, stipend, and health insurance is 7.6%
 - Total base, stipend, and health insurance is \$615,654
- A new placement scale has been created to resolve compression and will be used as a mirror scale for new hires.
- Teacher increases have been calculated by:
 - Placing existing and new teachers on the new placement scale.

- If existing teacher placement did not result in a minimum of 1.5% base increase, 1.5% was added to the base.
- If existing teacher placement did not result in a minimum of \$3,000, the difference was calculated as a stipend for teachers with years of experience 0-20.
- Existing teachers with experience of 21 years or more will receive a base increase of \$2,250. If existing teacher placement did not result in a minimum of \$3,500, the difference was calculated as a stipend for teachers with years of experience over 21 or more.
- There are some minor additions to the ECA schedule.

Dr. Studebaker said he was very proud of this package. He said this package is great for the district.

APPROVAL OF PAY INCREASE FOR NON-CERTIFIED EMPLOYEES, INTERVENTIONISTS AND CERTIFIED PRESCHOOL TEACHERS

Upon the recommendation of Dr. Studebaker and a motion by Mr. Storie, seconded by Mrs. Slygh, the Board voted, 5-0, and the motion carried to approve the pay increase for Non-Certified Employees, Interventionists and Certified Preschool Teachers, a copy of which is attached hereto and made a part of these minutes.

Dr. Studebaker said this is a great package. He said this is a good day for employees.

Dr. Studebaker said this increase will retroactive for all employees with the exception of the bus drivers due to the new pay schedule for the bus drivers. Their new pay schedule will be effective January 1, 2022.

APPROVAL OF TRANSPORTATION JOINT AGREEMENT TO INDIANA SCHOOL FOR THE BLIND AND THE INDIANA SCHOOL FOR THE DEAF FOR THE 2021-2022 SCHOOL YEAR

Upon the recommendation of Dr. Studebaker and a motion by Mr. Roney, seconded by Mr. Henry, the Board voted, 5-0, and the motion carried to approve the Transportation Joint Agreement to the Indiana School for the Blind and the Indiana School for the Deaf for the 2021-2022 School Year.

APPROVAL OF AGREEMENT FOR APPLIED BEHAVIOR ANALYSIS (ABA) SERVICES

Upon the recommendation of Dr. Studebaker and a motion by Mrs. Slygh, seconded by Mr. Storie, the Board voted, 5-0, and the motion carried to approve the Agreement with Methodology for Applied Behavior Analysis (ABA) Services.

APPROVAL OF AGREEMENT WITH VOVOVISION FOR VIRTUAL SPEECH THERAPY SERVICES

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 the Agreement with Vocovision for virtual speech therapy services.

REPORTS

STUDENT REPRESENTATIVE

Miss Taylor Lynch gave the following report:

High School

- Transitional Period
- Moving away from fall break and diving into the second term.

- National Honor Society wrapped up the hygiene drive with help from the elementary schools Mrs. Helen Cope was able to deliver most of those items to Camp Atterbury over fall break.
- The Student Council ran a bake sale last week. They were able to raise \$300.00 in three days for those affected by the fire at the Windridge Apartments.
- Positives
 - Winter Sports are starting up (Boys and Girls Basketball, Wrestling, Swimming).
 - Theatre program is putting on Shakespeare in Love this week Thursday-Saturday. Make sure to go out and support our theatre program with this awesome production.
 - Nearing the finished product of the new weight room. Students are stoked to see the final product.

Junior High School

- Talked with the Peer Counseling Representatives at the Junior High on November 5th: Ellie Whitaker and Jacob Slade.
- One area of concern – Substitute teachers
 - Mr. Grill subbed for a Spanish class at one point
- Nothing to report for COVID-19
- Positives
 - FFA students received their jackets at the Junior High
 - Rehearsals for *Peter Pan* in December are in full swing
 - Canned food drive in December

Elementary Schools

- Met with the Student Representatives at Lydia Middleton on November 3rd.
 - Students are happy with how the school year is going so far.
 - I talked with the students more about eLearning days. I believe I located the problem with students wishing they were with their friends. Zoom meetings help solve this dilemma.
- We discussed the different community projects they have participated in such as: the food drive, hygiene drive, and raising money for those in need of clean water in Africa.
- We also discussed an idea to invite all of the students across the district to have a “clean the river” day where we can work with the city to plan a day of giving back on the riverfront.
- Nothing to report for COVID-19.
- Plan to meet with either the students at Anderson or Deputy Elementary if not both before the next meeting.

OPEN PUBLIC COMMENTS

There were no open public comments.

BOARD MEMBER COMMENTS

Mr. Roney said he loves Taylor’s reports. He commended the Lady Cubs for the great comeback win last night.

Mr. Roney gave his condolences to the families to two of his previous students who had passed away.

Mr. Roney congratulated the Fall Academic All-State athletes.

Mr. Roney said he was pleased with the teacher agreement.

Mrs. Slygh wished the winter athletes a great season.

Mrs. Slygh thanked those who served on the MTA negotiating team.

Mrs. Slygh pointed out the baskets in the back of the boardroom stating they are a part of the Education Foundation fundraiser. She said this will be a virtual auction. Mrs. Slygh said the monies raised go toward grants, scholarships and support the academic teams.

Mr. Storie thanked Taylor for her report.

Mr. Storie reminded everyone of the Christmas Parade to be held on December 4, 2021.

Mr. Storie said Thursday, November 11th was Veteran's Day and if you know a veteran please thank them for their service to our Country.

Mr. Henry said he was glad things are going well with our sports teams.

Mr. Henry said it is good to see the projects nearing completion.

Mr. Henry encouraged everyone to attend the play this weekend. He said the auditorium is amazing.

Mr. Henry said Cub Chaos is this weekend.

Mr. Henry thanked the teachers and staff for all they do.

Mr. Henry thanked Taylor for her report.

Mrs. Yancey thanked Taylor. She said she loves the positives in her report.

Mrs. Yancey thanked Mrs. Cope and the Student Council for their part in helping others in need.

Mrs. Yancey thanked Mr. Grill and the administrators for subbing in the classrooms.

Mrs. Yancey thanked the MTA; she said the contract is a good product and we are headed in the right direction.

Mrs. Yancey said tomorrow is Veteran's Day and said to reach out to the Veteran's and thank them for their service to our Country.

SUPERINTENDENT REPORT

Dr. Stuebaker congratulated the girls' basketball team for their comeback victory the night before.

Dr. Stuebaker congratulated every athlete who participated in the Fall.

Dr. Stuebaker thanked Mr. Joe Bronkella, Mr. Yancey and Mr. Tim Armstrong for the jobs they have done assisting with the projects. He said several projects are nearing completion: auditorium, weight room (flooring with Cub head is amazing), baseball and softball fields, football/track locker room area and the football pressbox.

Dr. Stuebaker said the Anderson project is almost ready to begin.

Dr. Stuebaker thanked the staff at Deputy Elementary School for receiving the National Blue-Ribbon award. He said attending the National Blue-Ribbon ceremony in Washington, D.C. was very humbling. Dr. Stuebaker said Deputy Elementary School was one of 325 schools to achieve the recognition. Dr. Stuebaker said the Board would recognize the Deputy staff at an upcoming Board meeting.

Dr. Stuebaker thanked the Board and the MTA negotiating team for the contract. He said it is hard to talk about money. Dr. Stuebaker said this is an outstanding teaching contract.

Dr. Stuebaker said he was pleased as well for the non-certified employees.

Dr. Stuebaker thanked our corporate partners: SuperATV, Royer, VSG, and Arvin Sango. He said we have interns with the businesses. Dr. Stuebaker said next week Cub Enterprises would begin producing a line for Royer.

Dr. Stuebaker urged everyone to be patient and persevere with COVID. He said the numbers are coming down but we must continue with the mask policy until we receive notification from the Indiana Department of Health and the Governor. Dr. Stuebaker said a student from Rykers' Ridge Elementary School is currently in the hospital with COVID. Dr. Stuebaker said he encourages vaccinations.

Dr. Stuebaker said he is proud to be at MCS!

ADJOURNMENT

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

Secretary
BY: ps

ATTEST:
