

The Board of School Trustees of Madison Consolidated Schools conducted a Regular Meeting on Wednesday, August 17, 2022, 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:

Mr. David Storie, President
Mrs. Jodi Yancey, Vice-President
Mrs. Lori Slygh, Secretary
Mr. Larry Henry, Member
Mr. Jay Roney, Member

The following Central Office Administrators were present:

Dr. Teresa Brown, Superintendent
Mr. Kevin Yancey, Director of Facilities and Special Projects
Mrs. Tara McKay, Assistant to the Superintendent
Mrs. Danica Houze, Chief Financial Officer

CALL TO ORDER

VERIFY QUORUM

PLEDGE OF ALLEGIANCE

STUDENT RECOGNITION

The Board recognized the following MCHS Band students who participated in the ISSMA State Band competition:

ISSMA State Qualifier

Ruby Massie
Ava Thomas
Elizabeth Jung
Ashley Mirelez-Nunez
Anni Kempton
Claira Kempton
Gabe Gil
Autumn Bladen
Aaron Brown
Victoria Gil
Mitchell Adams
Nicholas Biallas
Sarah Jung
Lief Estes
Ali Burch
Preston Kuppler
Carson Nelson
Eann Thacker
Emily Curl
Luke Wigren
Max Way
Joe Weaver

Nicole Weghorst
Lincoln Sheets
Dakota Perry
Lily Callis
Kylie Shields
Madison Worley
Makenzie McCleery
Emma Katerberg
Nancy Hernandez
Jazmine Bell
Lillian Jung
Hannah Johnston, Band Director

CONSENT AGENDA

Upon the recommendation by Dr. Brown and a motion by Mrs. Yancey, seconded by Mrs. Slygh, the Board voted, 5-0, and the motion carried to approve the Consent Agenda.

APPROVAL OF AGENDA – NOVEMBER 9, 2022, REGULAR MEETING

APPROVAL OF MINUTES OF THE OCTOBER 6, 2022, WORK SESSION; AND OCTOBER 12, 2022, REGUAR MEETING

APPROVAL OF CLAIMS

APPROVAL OF FINANCIAL REPORT

APPROVAL OF CONSTRUCTION PAYMENT(S)

1.	Johnson-Melloh Solutions, LLC	Pay App #12-Ph VI-Anderson	\$207,060.00
2.	Johnson-Melloh Solutions, LLC	Pay App #8-CM Anderson\$	16,004.71
3.	Poole Group, Inc.	Pay App #8-Anderson	\$217,206.72
4.	Poole Group, Inc.	Pay App #7-Anderson	\$117,711.65

APPROVAL OF PERSONNEL REPORT

Employment(s)

Administration

Shannon Allman – Director of Human Resources - \$90,000.00 – effective December 5, 2022

Christian Academy of Madison

Rachel Dixon – Interventionist - \$30.00 per hour – effective November 10, 2022*

District

Sara Grigsby – Nurse - \$22.00 per hour – effective October 24, 2022

Jentry Sever – Health Room Assistant - \$15.00 per hour – effective October 31, 2022

Lydia Middleton Elementary School

Ann Meister – Cafeteria Cook - \$11.00 per hour – three hours per day - (also bus driver) Full-time Hybrid – effective October 24, 2022*

Madison Junior High School

Justin Davis – Instructional Support (Full-time) - \$14.00 per hour – effective November 7, 2022*

Katie Grill – Instructional Support (Part-time) - \$17.00 per hour – effective October 24, 2022*
Jackson Bear – Volunteer Basketball Coach – effective September 27, 2022

Madison Consolidated High School

Donald Collings – Homebound Instructor - \$30.88 per hour – effective October 10, 2022
Brandon Brawner – Assistant Wrestling Coach - \$1,208.00 – 50% - effective September 27, 2022
Ireland Falconberry – Assistant Girls Basketball Coach - \$3,037.60 – 80% - effective September 27, 2022
Brian Sachleben – Assistant Varsity Boys Basketball Coach - \$3,797.00 – effective September 30, 2022
Kristen Kozenski – Homebound Instructor - \$35.14 per hour – effective October 25, 2022
Brianna O’Brien – Cafeteria Cook - \$11.00 per hour – effective October 24, 2022
Joe Stewart – Assistant Wrestling Coach (1/2 stipend) - \$1,208.00 – effective September 27, 2022

*Rates adjusted based on approved salary scale (11/9/22)

Change of Rate and Position(s)

Administration

Janet McCreary – from Principal at Deputy Elementary School to Director of Curriculum, Instruction and Assessment and from \$85,000.00 to \$98,000.00 – effective December 5, 2022

Rykers’ Ridge Elementary School

Angie Edwards – Instructional Support – from four days per week at Rykers’ Ridge Elementary School and Madison Consolidated High School to three days per week at Rykers’ Ridge – effective October 14, 2022
Shauna Reilman – STEM/Instructional Support – from five days per week at Anderson Elementary School and Rykers’ Ridge Elementary School to three days per week at Rykers’ Ridge – effective October 24, 2022

Madison Junior High School

Stacie Shelton – from Cafeteria Cook at Lydia Middleton Elementary School to Cafeteria Cook at Madison Junior High School – effective October 12, 2022

Madison Consolidated High School

Kyle Harsin – Varsity Baseball Coach (Interim) from \$1,208.00 to \$5,056.00 – effective October 26, 2022

Unpaid Leave of Absence

Anderson Elementary School

Kendra Tilley – Instructional Support (Behavioral) – requesting unpaid leave effective October 12, 2022 through October 31, 2022

Resignation(s)

Christian Academy of Madison

Maria Lee – Title I Interventionist – effective September 26, 2022

APPROVAL OF DONATION(S)/GRANTS

Madison Junior High School

1. An anonymous donation of \$200.00 to be used towards the 8th grade Washington, DC trip.

Madison Consolidated High School

1. SEI Communications donated \$250.00 to the Archery team to be used to support the archery club.
2. Vettes of Madison donated \$200.00 to the Student Emergency Fund (Pantry) to be used to support the student pantry and needs.

3. Neil & Jennifer Clayton donated \$50.00 to the French Club.

PUBLIC COMMENTS

There were no public comments.

ACTION

APPROVAL OF COLLECTIVE BARGAINING AGREEMENT WITH MADISON TEACHERS ASSOCIATION

Upon the recommendation of Dr. Brown and a motion by Mrs. Slygh, seconded by Mrs. Yancey, 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:

1. Base Salary Increases: The current salary scale will be increased across the board in the amount of \$5,000. All returning teachers will receive the \$5,000 increase to their base salary due to the across the board increase to the scale.
2. New Hire Salary Readjustment: New hires employed prior to the ratification of the contract will have their starting salary readjusted upward in the amount of \$5,000.
3. The following ECAs will be added to the ECA schedule:
 - * Asst. Golf Coach – girls and boys - \$1,445
 - * Boys volleyball club – mirror the amount in the contract now for girls' volleyball
 - * Girls wrestling club – mirror the amount in the contract now for boys' wrestling
4. If a teacher is at his/her applicable sick leave accumulation cap and the teacher has unused sick leave days at the end of the school that exceed the cap, then the unused days above the cap will be bought out at \$100 a day, which amount will be deposited into the teacher's 403b account.
5. 403b Plan: The Board will contribute to a teacher's 403b plan at the rate of a quarter of a percent (.25%) of the teacher's base salary.
6. MTA Days: Will be increased from 6 days to 10 days.
7. Class coverage when the administration cannot get a sub: A teacher who forfeits his/her preparation period at the direction of an administrator to cover the class of another teacher will receive the following compensation:
 - * \$25 per period up to 60 minutes.
 - * \$75 for ½ day.
 - * \$150 for full day.

This benefit only applies when the Administration is asking for the coverage. This benefit only applies in circumstances when the Administration would otherwise have to obtain a sub to cover the class.

8. Health Insurance for Married Couples Employed by the District: When two employees are married with children and are enrolled on a family plan offered by the district, then the Board will pay toward the married couple's family plan health insurance premium an amount equivalent to the Board's contribution of a member plan plus a member/child plan. The married couple's HSA contribution from the Board will be equivalent to the HSA contribution amount paid by the Board for a single plan plus a member/child plan.

9. Use of Personal Leave Days Around Holidays and School Breaks:

If a teacher desires to use personal leave time (whether in half-day or full-day increments) the day immediately preceding or the day immediately following a school break and/or holiday, then the teacher must submit a request via e-mail to the Superintendent and request specific approval to take such personal leave time on such date. The Superintendent will determine whether the teacher's request will be granted or denied subject to the rules stated herein. A maximum of ten (10) teachers Corporation-wide may take personal leave on a day immediately preceding or immediately following a school break or holiday. If more than ten (10) teachers request to take personal leave under this provision, then the Superintendent will grant the request on a first come first served basis, except those teachers who have been granted the opportunity to use personal leave on a day immediately preceding or immediately following a school break or holiday within the three-year time period preceding the teacher's current request will have his/her request denied unless the number of teachers who have requested to be off on the same day falls below the ten teacher maximum for that day. The Superintendent may, in her sole discretion, deviate from the rules set forth herein if she determines that unusual or unique circumstances warrant an exception being made.

APPROVAL OF MCHS COURSE CURRICULUM GUIDE FOR 2022-2023 SCHOOL YEAR

Upon the recommendation by Dr. Brown and a motion by Mr. Roney, seconded by Mrs. Slygh, the Board voted, 5-0, and the motion carried to approve the MCHS Course Curriculum Guide for 2022-2023 School Year.

APPROVAL TO PURCHASE OVEN FOR MADISON JUNIOR HIGH SCHOOL CAFETERIA

Upon the recommendation by Dr. Brown and a motion by Mr. Henry, seconded by Mrs. Yancey, the Board voted, 5-0, and the motion carried to approve the purchase of a Combi oven at Madison Junior High School from C&T Design in the amount of \$39,962.00 for the oven and electrical upgrade.

APPROVAL OF PAY INCREASES FOR CLASSIFIED HOURLY, CLASSIFIED SALARIED, AND CERTIFIED SALARIED EMPLOYEES

Upon the recommendation by Dr. Brown and a motion by Mrs. Yancey, seconded by Mrs. Slygh, the Board voted, 5-0, and the motion carried to approve the pay increases for classified hourly, classified salaried, and certified salaried employees, a copy of which is attached hereto and made a part of these minutes.

Dr. Brown said all positions in the Madison Consolidated Schools will now have a starting wage of at least \$15.00 an hour and offer additional compensation for years of experience, advanced or specialized degrees, and certifications or prior experience. She said she was pleased we had the funding available and the school board prioritized improving compensation so we were able to adjust salaries of certified and classified staff significantly. Dr. Brown said it is important for us to be able to hire and retain quality staff in our school district and in this community. She said it is also important to find ways to let people know they are valued, respected and appreciated!

APPROVAL OF PAY INCREASE FOR ADMINISTRATORS

Upon the recommendation by Dr. Brown and a motion by Mr. Roney, seconded by Mrs. Slygh, the Board voted, 4-0-1, with Mrs. Yancey abstaining, and the motion carried to approve the pay increase for administrators.

REPORTS

STUDENT REPRESENTATIVE

Miss Molly Armbrecht gave the following report:

Arts

Big Fish the Musical is the weekend – 11/11-11/13
Beauty and the Beast Jr – 12/1-12/3
Junior High class plays – 12/14-12/15

Sports

Girls basketball is in full swing. The team is currently 1-1 and will play at Switzerland County on Friday and both basketball programs will be showcased as Cub Chaos on Saturday. Doors open at 6:00 and admission is free although if you are able please try and bring a canned food item.

Most other winter sports are practicing and gearing up for their games, meets, or matches.

Once again, the day before Thanksgiving we will be hosting Turkey shootout. This will be the first one Madison has hosted on the correct date in four years so get there early to see both the boys and girls basketball programs take on Southwestern.

Junior High Student Council

MJHS has formed a student council and is in the process of leading a food drive.

Virtual Learning Day

My personal experience: Overall good experience, was not overloaded with work and was able to stay engaged better with the shorter intervals.

Improvements: Allowing 3-5 minutes in between classes to reorganize, switch classes, quick restroom break, etc. as some classes went bell to bell.

MADISON CONSOLIDATED HIGH SCHOOL PRESENTATION

Mr. Don Cowper, MCHS Principal, gave the following presentation:

Madison Consolidated High School..... CUB Nation!!!

Celebrations

	<u>Attendance</u>			
Year	August	September	October	1 st Quarter
2021	84.64%	86.88%	89.20%	86.59%
2022	90.66%	92.14%	90.35%	90.82%

Academics

- Four seniors commended by National Merit Corporation based on their Junior PSAT scores

- 415 students currently earning dual credit (in-house)
- 90 students enrolled in Dual Enrollment courses (IT)
- 2022 AP Scores: 106/185 testers earned qualifying scores on AP exams
 - All students who took AP Art History exam earned a qualifying score

Engage

- 8 students graduated last year fulfilling all three requirements for graduation (only 1 received a waiver)
- Students merging into the MCHS entity has not had a significant negative impact on MCHS data (discipline or attendance)
- 81% of students are pushed out into other classes and not receiving discipline referrals
- Students that have been reintegrated into the high school setting have received very few referrals except for tardy/truancy
- Current placements:
 - Virtual Learning = 4 students (2 for discipline; 2 due to having children)
 - Shortened day = 3 (2 for behavior; 1 for childcare so mom can work)
 - Hybrid schedule – 1 (discipline/mental health)

Athletics

- Had numerous Student-Athletes be named Academic All-State, that we will recognize at the December Board Meeting
- Girls Golf advanced as a team to the IHSAA Golf Regionals
- Boys Cross Country advanced as a team to the IHSAA Cross Country Regionals
- Cadence Traylor and Will Laufer advanced to the IHSAA Cross Country Semi-State
- Colin Yancey broke the school record for career receptions in football
- Kyra Ayler broke the school record for goals in a season in Women's soccer
- Madison Consolidated High School was 1 of 18 schools in the State to receive the IHSAA Sportsmanship Award at the Fall Principals meeting
- Grace Bronkella was named Madison Courier Girls Golfer of the Year
- Lastly, it has been nice to see attendance numbers back up this fall, and we recorded two of our largest gates at football in the past four years

School Culture Goals Impacting Student Climate

Vape Alarms

- High point of 100 in 2nd floor men's restroom on 9-12-22
- 52 high since, most days under 20, lost of single digits

Discipline Referrals

- 504 to end of the first quarter (averaged 12 per day)
- Second quarter average down significantly (9 per day)
- Majority of referrals are truancy/tardy related

Supporting Student Growth

- Reward Day (10-12-22 after ASVAB/PSAT)
 - A/B grades, no referrals, 3 or less absences
 - 250+ students were able to attend (30% of student body)
- Pep assembly/parade/dance for football homecoming
 - Went very well
 - More events in the future
- Developmental Reading/Algebra I Block
 - Incoming 9th grade students
 - Capped at 50 students (two sections)

- Selected on a five-point criteria (3 of 5 qualify)
 - iLearn scores from 7th and 8th grade
 - Course grades from 7th and 8th grade
 - EOY assessment
 - Teacher recommendation with rationale
 - NWEA average from 7th and 8th grade
- Piloting program Exact Path (from Edmentum) for both reading and algebra
 - Provides growth data
 - Supplemental exercise that meets students at their levels
- ESED (Every Student, Every Day) meetings
 - Preventative conferences
 - Five referrals student meets with counselor, plan set, ongoing conversation
 - 8-10 referrals student meets with administration, counselor and parents are called

Building Community Success: The Cub Pantry

Cub Pantry: In-House Partnerships

- Cub Spirit Store > The Cub Pantry
 - Facilities: shelves up, room painted
 - Staff members: Helen Cope, Jessica Hodge, Kelly Massie
 - JAG: Cup of Jag starting soon
 - Sell Lotus drinks 7:30 a.m. – 8:00 a.m.
 - Help with attendance
 - Donate to Cub Pantry
 - 93.9% said improve school spirit
 - We already help students with food during the day and send food home to families for the weekend. We plan to expand.
 - Go to Helen Cope
 - Partnered with House of Hope to help procure items
 - Working on future donations (Turkeys for Christmas, maybe Thanksgiving)
 - Gleaners
 - Working on survey to show need
 - Show need, find space, deliver pallets to school

Future Plans at MCHS

For a glimpse into future plans in store at MCHS, I am going to turn it over to Whitney Mathews, Debi Brim, LeAnne Blackerby and the Culinary team.

Thank you for your time!

Enjoy the Cub Culinary presentation!

Mrs. Debi Brim and Mrs. LeAnne Blackerby gave the following presentation:

Mrs. Brim gave the code word “cheese ball” for the students unable to attend the meeting but are to watch the meeting for extra credit.

MCHS Cub Culinary

Chefs' Menu.....

- The “NEW” Intro to Hospitality
- Ingredients to Culinary Pathways
- Sweet Certs & Dual Credit Opportunities
- The Proof is in the Pudding

- Eat Drive and Gain Exposure
 - (What's next for Cub Culinary)

The "NEW" Intro to Hospitality:

Principles of Hospitality & Culinary Arts

- Relatively new class issued by the State
- Still teach basic cooking
- Prepare for Ms. Blackerby's culinary classes
- OSHA certification makes the student the preferred job candidate in the job market
- More about restaurants/hotels/hospitality industry
- Utilize local examples for learning
- Economic impact of tourism via Regatta and Chautauqua vs "tourism in general"
- Use articles in Madison Courier as lessons (i.e. Jefferson County innkeeper's tax - what it is, how much it generates for the county, how all the air bnbs/hotels contribute)
- Semester project of creating promotional materials to bring visitors to Madison, utilizing their year-long learning
- State standards married with Ivy Tech standards
 - We teach at the college level, whether the student is enrolled as dual credit or not
- Class is written as full digital
 - Ready to go in care of virtual or weather-related shut down
 - This makes it a self-study/collaboration/student-led type of learning
 - They explore on their own to find the information
- There are no "yes-no-A-B-C-D answers"
- Critical and higher-level thinking

EdPro

- Under the CTE/FACS umbrella
- Some students are here tonight to observe a school board meeting

Ingredients to Culinary Pathways 2023-2024

- Principles of Hospitality & Culinary Arts
 - Nutrition – Culinary
 - Capstone Culinary – Capstone Baking & Pastry

Sweet Certifications & Dual Credit Opportunities

- Certifications
 - OSHA Certification
 - 118 certifications
 - 96% completion rate
 - Serve Safe Certification
 - Culinary 2 & Capstone
- Dual Credit
 - 145 students
 - 323 college credit hours
 - Nutrition – 3
 - Safety and Sanitation – 1
 - Basic Food Theory – 3
 - Intro to Baking – 3

The Proof is in the Pudding

What's new with C2

- Ivy Tech Partnership

- Cookies, Credits, and more
- Catering Opportunities (internal)
 - WBL event
 - MJHS event
- Chef Coat Ceremony
 - Who & What
- Food for the Soul & Staff
 - Staff Breakfast
 - All-Sides Thanksgiving
 - Chef's Dinner (Spring 2023)
- Holiday Sales
 - Thanksgiving Pies
 - Christmas Pumpkin Rolls

Eat Drink and Gain Exposure

What's to expect

- Cooking UP with Industry
 - Early Spring
- Internship opportunities
 - Capstone classes
 - Earn an income & credit
 - Red Inc.
 - Fairfield Marriott
- New Established SBE
 - Skills to sell
 - Growing student program financials

OPEN PUBLIC COMMENTS

Mr. Tim Whitaker, 310 Quail Ridge Lane, addressed the Board regarding teacher ratification. He thanked the Board and Dr. Brown for the way they handled teacher negotiations. Mr. Whitaker said this was the most pleasant teacher negotiations he has been a part of. He commended Dr. Brown's leadership for the way she handled negotiations. Mr. Whitaker thanked the Board for their commitment to our employees. He thanked and commended the Board for giving raises to all employees as all employees are part of the educational process. Mr. Whitaker said Dr. Brown and the Board are taking steps for people wanting to be a part of our Corporation.

BOARD MEMBER COMMENTS

Mr. Roney said when he ran for School Board he was asked why was he running and he would answer he didn't think teachers were valued or appreciated enough. Mr. Roney said he was really proud to be on the Board with these four. He thanked and commended Dr. Brown for her leadership. Mr. Roney said Dr. Brown did a great job during teacher negotiations. He said he was really proud of his fellow Board members and Dr. Brown.

Mr. Henry said he was involved with MCS a couple of years prior to getting on the Board. He said things are getting better.

Mr. Henry did remind everyone to watch what happens in Indianapolis.

Mr. Henry thanked everyone.

Mrs. Slygh reiterated what Mr. Roney said.

Mrs. Slygh thanked Mr. Cowper, Mrs. Brim, Mrs. Blackerby and the culinary students for their presentation.

Mrs. Yancey thanked Molly for her presentation.

Mrs. Yancey congratulated the Band for their accomplishments.

Mrs. Yancey thanked Mr. Cowper, Mrs. Brim, Mrs. Blackerby and the students for their presentation and said she appreciates the school presentations.

Mrs. Yancey thanked Mr. Whitaker and the negotiating team adding it was a great “one” night and things went very smoothly.

Mrs. Yancey said it was great to be able to compensate employees.

Mrs. Yancey thanked everyone for voting.

Mr. Storie asked Mrs. Brim if “cheeseball” was the correct word for extra credit.

Mr. Storie congratulated Mr. Mike Scott, newly elected Board member and thanked him for attending the last few board meetings. Mr. Storie congratulated Mr. John Wallace and Mrs. Yancey for being elected to the Board.

Mr. Storie said the Board would conduct a Work Session on Thursday, December 8, 2022, at 4:00 p.m. and the next Regular Board meeting would be Wednesday, December 14, 2022, at 6:00 p.m.

SUPERINTENDENT REPORT

Dr. Brown said she was pleased with the salary increases and thanked the Board for making this happen. She said this will be life changing for some employees.

Dr. Brown said she and finance staff members would be meeting with employee groups next week to review their pay increases.

Dr. Brown thanked the high school for their presentation.

Dr. Brown said she was thankful for being here in this community.

Dr. Brown told the Board they were the best Board ever.

ADJOURNMENT

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

Secretary
BY: ps

ATTEST:
