

The Board of School Trustees of Madison Consolidated Schools conducted a Regular Meeting on Wednesday, August 8, 2012, 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:

Mr. Carl Schaum, President  
Mr. Todd Bass, Vice-President  
Mr. Carl Glesing, Secretary  
Mr. Andy Lytle, Member

The following Central Office Administrators were present:

Dr. Ginger Studebaker-Bolinger, Superintendent  
Mr. Michael Robinson, Director of Operations  
Mr. Darrell Auxier, Corporation Attorney

#### **ROUTINE MATTERS**

#### **PRESENTATION BY DENISE CORBIN – EDUCATION EXPERIENCE**

Mrs. Denise Corbin, High School Economics and Government Teacher informed the Board of an educational experience she was afforded: “Last school year, in the fall, I received an email that announced an opportunity to go to South Africa for five weeks the next summer. The email came from the National Endowment for the Humanities. The trip was an opportunity to enhance teachers and their teaching of that portion of the world. I applied for this opportunity in March and found out in April that out of 250 applicants I had been selected to be one of twenty-five teachers from throughout the United States to be chosen for this experience.

I have copied of few of my 3000+ pictures for you to look at as I speak.

The experience included reading about the history of South Africa, reading stories about life in South Africa before, during, and after Apartheid. Apartheid was a 40+ year governing practice of separateness. The main reason for Apartheid was to control the advancement of certain groups and to enhance the advancement of certain other groups. The main reason for this experience was for teachers in the United States to be exposed to where the country has been and where they want to go in the future with the new non-Apartheid government. This was done by exposing the teachers to the educational systems of the country through educating us on the culture, religions, geography, ethnic groups, and history of the country. We learned from local university professors at the Nelson Mandela Metropolitan University for a week and we were then immersed in a field study of the country for four weeks. The field study meant that we would be in major cities of the country such as Durban, Johannesburg, Pretoria, Port Elizabeth, Cape Town and Kimberley. We also would see smaller towns such as Grahams town, which has a National Arts Festival every June, and Umtata, the town that Nelson Mandela calls home again. During the field study we also went to many museums dealing with the struggle against Apartheid. One of the museums was in the township known as Soweto. Soweto in 1976 became famous in the world for having twenty some of its young people killed during a non-violent protest march against a ruling in education. Today it is one of the areas that has a school for teaching teachers in the country. It is also where I got to meet a fantastic teacher of Geography that was working with very limited supplies, but was making sure that her students still were doing work to learn the material. She and many of the other teachers that we met were very inspired that we would want to meet them and discuss teaching practices with them and their students.

Some of the other places that we traveled to were game reserves. In order to see native wildlife you have to go to the game reserves. In order to see how the native ethnic people live you have to go to some sort of reserve. The first game reserve was the Addo Elephant Park. It houses over 500 elephants, a number of zebras, rhinos, cape buffalo, ostriches, and other African animals, but it only has nine lions, and on the day we came to the park we saw five of them. We learned that was an unusual thing, because they usually hide from the cars in the park. One of the elephants that we saw was only eight days old. In the Kingdom of Swaziland we were treated to ethnic dances and a glimpse of how an ethnic Swazi family would have lived in times past. Since Swaziland is its own country, to get to that country we had to leave South Africa and walk across the border to Swaziland and do it again when we left and went back to South Africa. That was an interesting experience because many of the Swazi people do not speak English, even those working at the border.

There were many highlights of my trip, but I will try to give a few that stand out. One is the diversity of the people. The people of South Africa are classified by their race and ethnicity. They are proud to be from certain ethnic groups. They also want you to know that what has happened in the past is just that, in the past. The schools that we got to visit were each one unique and special to the students that attended them. But lack of government funding was finding some of these schools either being reduced in size or being shut down all together. Children have to pay to go to school. Another highlight was Robben Island. This was the prison for government dissidents. The island lies off the coast of Cape Town. It is a 45 minute hour boat ride to the island. When Apartheid was coming to an end, the prison was scheduled to be shut down so the prisoners that were still there were either released or sent to another prison to eventually be released from there. Nelson Mandela and the two presidents since him were all housed at one time at the prison.

Before I conclude I have one funny story about a certain little monkey. The monkeys are Vervet monkeys and they like to come in to places and find food. We had no more than moved into our cabin at Addo Elephant Park when one of these little creatures came to visit. We promptly went into our cabin and then realized that we were trapped inside until it left. Realizing that we had no food it left and went to another cabin to search for food. Sometimes it is interesting to be on the other side of things.

To conclude, I want to say that I am excited about what I have learned and what I will be able to teach my students. The experience will be invaluable to my students this year and in many years to come. I again want to thank the school corporation for continuing to give the teachers support any time we want to enrich ourselves and our teaching through different and familiar avenues. It is a pleasure to work at a corporation that supports its people.”

### **5253 DESIGN GROUP PRESENTATION – JUNIOR HIGH POOL OPTIONS**

Mr. Brad Noe, 5253 Design Group, Mr. Scott Sutcliff, Ker-Greulich Engineers and Mr. Marv Trietsch, Aquatic and Recreation Design presented options for the Junior High Pool.

Option #1 – Included are a new viewing area and modifying the pool to accommodate diving - \$1,993,547.02  
Option #2 – Included is a new viewing area and the pool floor raised in the existing diving end - \$1,913,906.21  
Option #3 – Raising the pool floor - \$1,397,351.44 (additional \$80,000.00 – diving end)  
Option #4 – No modifications made to the layout of the Natatorium or to the depth of the pool - \$1,249,632.83  
Option #5 – Minimal Renovations - \$72,468.00 (quick and temporary fix option) (target date for ready for usage October 16, 2012)  
New Natatorium - \$4,944,791.04

Mr. Schaum said he was concerned as swimming is an integral part of the P.E. curriculum for Junior High students.

Dr. Bolinger explained the funds for the pool renovation would come from the Capital Projects Fund or the Debt Service Fund.

### **APPROVAL OF AGENDA FOR THE AUGUST 8, 2012, REGULAR MEETING**

Upon the recommendation of Dr. Studebaker-Bolinger and a motion by Mr. Bass, seconded by Mr. Glesing, the Board voted, 4-0, and the motion carried to approve the agenda.

### **APPROVAL OF MINUTES FOR THE JULY 11, 2012, REGULAR MEETING**

Upon the recommendation of Dr. Studebaker-Bolinger and a motion by Mr. Glesing, seconded by Mr. Lytle, the Board voted, 4-0, and the motion carried to approve the minutes.

### **APPROVAL OF PAYMENT OF CLAIMS**

Upon the recommendation of Dr. Studebaker-Bolinger and a motion by Mr. Glesing, seconded by Mr. Bass, the Board voted, 4-0, and the motion carried to approve the payment of claims.

### **PUBLIC COMMENTS**

Mr. Pat Dryden, 318 Green Road, addressed the board regarding displaced teachers being forced to work on non-contractual days with no compensation. He said the decision to close schools was made three days before the end of school, teachers had no time for packing, and they weren't notified of new placements until June 13<sup>th</sup>. He said Madison has dedicated teachers. Mr. Dryden asked why the Director of Operations was given a \$5,000.00 stipend for extra duties and why the Superintendent was given 5 days in June and nothing given to the displaced teachers. He said the "we don't have money excuse" is getting old. Mr. Dryden said all teachers and staff go above and beyond the call of duty.

Mr. John Uhl, 127 Cherry Trace, stated he appreciates the cooperation between MCS and Madison Gymnastics World for allowing MGW to use the high school gym facilities. He said in the past over 500 gymnasts have competed in this meet.

### **APPROVAL OF PERSONNEL RECOMMENDATIONS**

#### **APPROVAL OF EMPLOYMENTS, ETC.**

Upon the recommendation of Dr. Studebaker-Bolinger and a motion by Mr. Bass, seconded by Mr. Glesing, the Board voted, 4-0, and the motion carried to approve the following personnel items:

#### Employment(s)

Roger Williams – Volunteer Girls Soccer Coach- High School – effective July 30, 2012  
Randy Allen – Volunteer Assistant Cross Country Coach – High School – effective July 30, 2012  
Beth Allen - Volunteer Assistant Cross Country Coach – High School – effective July 30, 2012  
Lee Downey – Assistant Varsity Football Coach – ½ stipend – High School – effective July 30, 2012  
Jordan Fish – Volunteer Assistant Football Coach – High School – effective July 30, 2012  
Ed Stigall – Varsity Assistant Football Coach – ½ stipend – High School – effective July 30, 2012  
Tyson Skinner – Assistant Football Coach – ½ stipend - High School – effective July 30, 2012  
Chris Grossen – Varsity Assistant Football Coach – ½ stipend – High School – effective July 30, 2012  
Dennis Kilgore – Junior Varsity Volleyball Coach – High School – effective July 30, 2012  
Ron Wells – Varsity Assistant Football Coach – High School – effective July 30, 2012  
Ava Smith – Custodian – Temporary – 2<sup>nd</sup> Shift – 9 months – High School – effective August 6, 2012  
Kelly Culp – Instructional Support – Title I – Temporary – E.O. Muncie Elementary School – effective August 8, 2012  
Loretta Bailey – Instructional Support – Title I – Temporary – Deputy Elementary School – effective August 8, 2012

Phil Whelan – Instructional Support – Title I – Temporary – E.O. Muncie Elementary School – effective August 8, 2012  
Ashley Schirmer – Instructional Support – Temporary – E.O. Muncie Elementary School – effective August 8, 2012  
Nicole Ferris – Instructional Support – Temporary – E.O. Muncie Elementary School – effective August 8, 2012  
Heidi Saunders – 8<sup>th</sup> Grade Science Teacher – Junior High School – effective August 6, 2012  
Shannon Barger – History Teacher – High School – effective August 6, 2012  
Shannon Barger – Varsity Baseball Coach – High School – effective August 6, 2012  
Charles Cosby - Varsity Assistant Football Coach – ½ stipend – High School – effective July 30, 2012  
Richard Bagienski – Chemistry/Biology Teacher – High School – effective August 6, 2012  
Kim Mahoney – Primary Spell Bowl Coach – Deputy Elementary School – effective 2012-2013 school year  
Kristi Fulton – Intermediate Spell Bowl Coach – ½ stipend - Deputy Elementary School – effective 2012-2013 school year  
Janet McCreary - Intermediate Spell Bowl Coach – ½ stipend - Deputy Elementary School – effective 2012-2013 school year  
Kathy Stoner- School Improvement Chair - Deputy Elementary School – effective 2012-2013 school year  
Lori Palmer – Special Olympics Coach - Deputy Elementary School – effective 2012-2013 school year  
Lindsay Lee – Instructional Support – Preschool/Daycare – Anderson Elementary School – effective August 7, 2012  
Hollie Collins - - Instructional Support – Preschool/Daycare – Anderson Elementary School – effective August 7, 2012

Change of Position(s)

Lisa Reverman – from E.O. Muncie to Lydia Middleton Title I Instructor – effective August 6, 2012  
Betsy Sullivan-Hearn – from At-Risk Counselor at High School to Guidance Counselor at Junior High School – effective July 31, 2012  
Erin Thomas – from ISP at Junior High School to Preschool Instructor/Coordinator – effective August 6, 2012  
Annlena Ferguson – from Classroom Teacher to EL Teacher – E.O. Muncie Elementary School – effective August 6, 2012  
Amy Gatke – from EL Teacher to Resource Teacher – E. O. Muncie Elementary School – effective August 8, 2012  
Karen Edwards – Cafeteria Cook – Junior High School – from 4 hours a day to 4 ½ hours a day – effective August 6, 2012  
Shilo Maack – from Adm. Clerk to Data Management Specialist – Salary - \$28,500.00 – 220 days per year

Resignation(s)

Wanda Povaleri – Instructional Support – E.O. Muncie Elementary School – effective July 30, 2012  
Betsy Sullivan-Hearn – CUB Mentor Sponsor – High School – effective July 30, 2012

Mr. Ken Brunner, High School Athletic Director introduced Mr. Shannon Barger, new High School History Teacher and Varsity Baseball Coach.

**ACTION ITEMS**

**APPROVAL OF REDUCTION IN FORCE**

**SHELLY MURPHY**

Dr. Studebaker-Bolinger withdrew the recommendation for reduction in force for Ms. Shelly Murphy.

**JOE ELLIOTT**

Upon the recommendation of Dr. Studebaker-Bolinger and a motion by Mr. Glesing, seconded by Mr. Bass, the Board voted by roll call vote, 3-1, with Mr. Lytle opposing and the motion carried to approve the reduction in force of Mr. Joe Elliott, a copy of the Findings of Fact and Conclusion of Law are attached hereto and made a part of these minutes.

BEFORE THE BOARD OF SCHOOL TRUSTEES OF  
MADISON CONSOLIDATED SCHOOLS

IN THE MATTER OF THE )  
CONSIDERATION OF THE )  
CONTINUATION OF THE )  
TEACHING CONTRACT OF )  
JOSEPH ELLIOTT )

**FINDINGS OF FACT AND CONCLUSIONS OF LAW**

**Findings of Fact**

1. Madison Consolidated Schools (the "Corporation") has experienced a steady decline in enrollment, primarily at the elementary school level, and has lost approximately 300 students over the last 7 years.
2. The Corporation has been spending more revenue than it has been receiving. It will receive \$450,000.00 less revenue for school year 2012/2013 than it did for school year 2011/2012.
3. In 2011/2012, the Corporation employed fourteen employees using \$675,000.00 in federal stimulus funds. These funds are exhausted and will not be renewed for school year 2012/2013.
4. The factors set forth in findings 2 and 3 above have resulted in an immediate shortfall of approximately 1.2 million dollars.
5. In addition, there is a possibility that the Corporation may lose an additional 30 to 100 students to other schools for the 2012/2013 year, thereby resulting in a further substantial loss in State revenue.
6. The Corporation's cash balance on December 31, 2011 was approximately 2.6 million dollars. If no reduction in expenditures is made, the Corporation will become a distressed school in approximately 18 months. To be fiscally sound and to protect the Corporation's financial integrity, it has become necessary to close elementary schools and decrease the teaching force.
7. The student teacher ratio at the Corporation, particularly in grades K-5, was less than 20 to 1. Studies have indicated that there is no significant educational difference in class sizes ranging from 16 to 1 to 25 to 1. A class size of 24 to 1 was used to determine the number of necessary teaching positions. Interim Superintendent, Mr. R. Stephen Gookins, recommended a reduction in teaching force of 15 to 20 teachers to achieve the such ratio.
8. The following methods were used to reduce the size of the teaching force:
  - (a) Some positions were eliminated due to resignations;
  - (b) Some positions were eliminated due to retirements. A cash incentive to retire was offered by the Corporation; and
  - (c) The Corporation had too many elementary schools and, as a result, Anderson and Dupont Elementary Schools were closed.
9. After resignations, retirements, and the closing of the two elementary schools, the Corporation's Administration team reviewed the data and determined that the actual reduction in force which needed to be made by the Corporation was 6 employees. Based upon the findings set forth above, the same is a justifiable decrease in the number of teaching positions.
10. The Master Contract between the Corporation and the Madison Teacher's Association was not settled until after July 1, 2011. The Master Contract in place for the 2011/2012 school year ultimately contained no

- provisions regarding the methodology of selecting teachers for non-continuation in the event of a justifiable decrease in teaching positions and the Corporation had no policy in place regarding the same. The Master Contract had previously provided for selection based on seniority. The Corporation drafted a reduction in force policy, had several discussion meetings with the Madison Teacher's Association regarding the same, and ultimately adopted MCS Policy 6.20, Reduction in Force (RIF) Policy. The criteria for determining which employees would be reduced was set forth in Section B of the Policy.
11. The elementary principals met and conferred regarding the criteria set forth in Policy 6.20 and its application to the teachers in their buildings. Since several principals and teachers had moved among the elementary schools over recent years, principals who had supervised the same teachers evaluated those teachers collectively. Principals who had contact with teachers in other school contexts also provided input for decision making purposes. The principals were instructed and did follow Policy 6.20. They had multiple meetings at which they reviewed evaluations, reviewed rankings, and discussed the weaknesses and strengths of the various elementary teachers.
  12. Joseph Elliott is an established teacher employed by Madison Consolidated Schools under a Regular Teacher Contract.
  13. Joseph Elliott holds a license issued by the State of Indiana enabling him to teach children in Kindergarten through the eighth grade. He has taught at Dupont Elementary School for his entire 19 year career at the Corporation.
  14. During the 2011/2012 school year, Alvin Sonner served as principal at Dupont Elementary School where Mr. Elliott was assigned as a teacher in Madison Consolidated Schools.
  15. Mr. Elliott was one of the 6 teachers selected for non-continuation of his teacher's contract due to the justifiable decrease in the number of teaching positions.
  16. On June 7, 2012, Mr. Elliott received a letter from Mr. Sonner notifying him that Mr. Sonner had made a preliminary decision to decline to continue Mr. Elliott's teaching contract at the end of the 2011/2012 school year. The notice informed Mr. Elliott that the reason for the preliminary decision was a justifiable decrease in teaching positions.
  17. On June 11, 2012, Mr. Elliott tendered a letter to Interim Superintendent Mr. R. Stephen Gookins requesting a conference with the Interim Superintendent.
  18. On June 13, 2012, pursuant to Mr. Elliott's request, a conference between the Interim Superintendent and Mr. Joseph Elliott and his representative, ISTA UniServe Director, James Singer was held.
  19. Following such conference, the Interim Superintendent submitted to the School Board a recommendation to discontinue Mr. Elliott's contract effective the end of the 2011/2012 school year.
  20. Mr. Elliott requested a conference with the School Board, which request was granted. The conference was held on August 2, 2011 beginning at 5:30 p.m.
  21. The parties agreed to and did exchange witness lists and copies of exhibits at least 7 days prior to the conference.
  22. At the conference, 4 members of the Board of School Trustees were present for the duration of the conference and Mr. Darrell M. Auxier, Board Attorney, served as the hearing officer.
  23. At the conference, the school administration was represented by attorney Mr. Larry Eaton. Mr. Elliott was represented by Mr. James Singer, ISTA UniServ Director and Ms. Janet Abrams, ISTA UniServ Director.
  24. Evidence was presented by both parties with both parties being allowed full cross examination of the other party's witnesses.
  25. Joe Elliott is sometimes too hard on students and is too rigid. His classroom is sterile and his students do not speak unless spoken to. This creates a negative effect on education due to the children's fear of being ridiculed. There are parents who insist that their students be placed in other classrooms because of Mr. Elliott's rigidity.
  26. Joe Elliott is moody. He creates turmoil, makes sarcastic comments towards other people, and is not respectful towards others at times. He does not get along well with others and sometimes gives certain teachers and administrators the silent treatment.
  27. A past evaluation indicated that Mr. Elliott needs improvement in the following areas: demonstrating effective interpersonal relationship with students; demonstrating effective personal relationship with others; and promoting positive self-concept of students.

28. A past evaluation suggested that Mr. Elliott make improvements by being compassionate and nurturing and by working on fostering teamwork and comradery with all Dupont staff members.
29. A past evaluation suggested that Mr. Elliott make improvements by always demonstrating compassion for students indicating that he was not demonstrating appropriate compassion for students.
30. A past evaluation noted that Mr. Elliott has, at times, difficulty accepting graciously a different point of view.
31. The Board sees no reason that the comments in the evaluations referred to above would have been made if not true and accepts and finds the same to be true.
32. Mr. Elliott has had difficulties working well with at least one consultant.
33. Mr. Elliott coordinated the Spell Bowl program for several years. Coaches involved in the program had difficulty getting materials from Mr. Elliott and Mr. Elliott would not meet with the coaches as requested. When he was relieved from the position, he disposed of materials which had been developed for the program. It was difficult to find a replacement for Mr. Elliott because prospective teachers were afraid of Mr. Elliott's wrath.
34. At various times, Mr. Elliott made comments to at least 3 teachers which so upset the teachers that they came to the principal and cried.
35. Collegiality and collaboration are required for a good school and discourse among employees has a negative effect on students. Future ventures will require the staff to get along and cooperate to reach goals.
36. Principals who testified were of the opinion that Mr. Elliott would create poor morale in their buildings and supported the recommendation that his contract not be continued.

#### **Conclusions of Law**

This Board concludes that:

1. This Board has jurisdiction of this matter pursuant to Indiana 20-28-7.5 et seq. and/or the parties' agreement to submit the issue to the Board.
2. This Board has the right to make a decision regarding the refusal of the continuation of a teacher's contract pursuant to Indiana 20-28-7.5 et seq. and/or the parties' agreement to submit the issue to the Board.
3. A justifiable decrease in the number of teaching positions is a proper reason for declining an established teacher's contract.
4. All procedures requisite to the proper submission of this matter were performed by the administration and the matter is before the Board pursuant to the request of Mr. Elliott.
5. No contractual obligation exists requiring the Corporation to conduct a justifiable reduction in force on the basis of seniority.
6. The Corporation has validly adopted Policy 6.20, which policy sets forth the criteria for determining which employees shall be included in the reduction in force.
7. The testimony and exhibits presented at the conference held on August 2, 2012 support and establish that the refusal to continue the contract of Joseph Elliott meets the criteria set forth in 6.20(B).
8. Any Finding of Fact which states a Conclusion of Law is hereby adopted as a Conclusion of Law and any Conclusion of Law which states a Finding of Fact is hereby adopted as a Finding of Fact.

#### **ORDER**

IT IS THEREFORE ORDERED AND DETERMINED by the Board of School Trustees of the Madison Consolidated Schools that, because of a justifiable decrease in the number of teaching positions, the indefinite teaching contract of Joseph Elliott is cancelled effective the end of the 2011/2012 school year. SO DETERMINED this 8<sup>th</sup> day of August, 2012.

Mr. Lytle said this has been a difficult decision for all. He said the reason is the change in the Law. Mr. Lytle said he feels it is in the best interest of the corporation to wait until RISE is fully implemented.

**BOARD MEMBER APPOINTMENT**

Mr. Schaum moved to appoint Mrs. Linda laCour as Board member, seconded by Mr. Bass the Board voted, 4-0, and the motion carried to approve the appointment of Mrs. Linda laCour as board member to replace Mr. Greg Bentz who resigned his position.

**PERMISSION TO ADVERTISE THE 2013 BUDGET**

Upon the recommendation of Dr. Stuebaker-Bolinger and a motion by Mr. Lytle , seconded by Mr. Bass, the Board voted, 4-0, and the motion carried to Advertise the 2013 Budget.

**APPROVAL OF RESOLUTION TO REDUCE 2012 APPROPRIATIONS AS NEEDED**

Upon the recommendation of Dr. Stuebaker-Bolinger and a motion by Mr. Lytle, seconded by Mr. Bass, the Board voted by roll call vote, 4-0, and the motion carried to approve the following resolution, a copy of which is attached hereto as a part of these minutes:

Madison Consolidated Schools  
Concerning Reduction of Appropriations for the  
2012 Budgets

WHEREAS, it has been shown that certain existing 2012 appropriations now have unobligated balances which will not be needed for the purpose for which appropriated, and

WHEREAS, it is advantageous to the Madison Consolidated Schools to reduce certain appropriations in certain Funds for the last six months of 2012,

NOW THEREFORE, BE IT RESOLVED, the Board of School Trustees, by adoption of this Resolution, approves the Superintendent and/or Finance Director to reduce such appropriations, as necessary.

**APPROVAL OF RESOLUTION TO MODIFY THE AMOUNT REQUIRED FOR TAX NEUTRALIZATION ON THE RETIREMENT BOND**

Upon the recommendation of Dr. Stuebaker-Bolinger and a motion by Mr. Lytle, seconded by Mr. Bass, the Board voted by roll call vote, 4-0, and the motion carried to approve the following resolution, a copy of which is attached hereto as a part of these minutes:

Resolution to Modify the Amount Required for Tax Neutralization on the Retirement  
Bond Per Section 27 of HEA 1192, Which Amends Section F. of the Indiana Code IC 20-48-1-2

WHEREAS, Indiana Code 20-48-1-2 provides that each year a Debt Service levy is needed for purposes of funding retirement or severance liabilities, and

WHEREAS, a school corporation must reduce the total property tax levy for the taxed funds of the school corporation, as appropriate, in an amount equal to the property tax levy needed for the Pension Debt Service increase, and

WHEREAS, beginning March 19, 2012, Governor Daniels signed in to law HEA 1192 which modifies the levy neutrality needed, if a school corporation adopts a resolution to apply the adjusting percentages as outlined below,

- A) For property taxes first due and payable in 2013, the neutrality must be equal to 25% of the total tax neutrality needed,

- B) For property taxes first due and payable in 2014, the neutrality must be equal to 50% of the total tax neutrality needed,

NOW, THEREFORE, BE IT RESOLVED, the Board of School Trustees, by adoption of this Resolution, approves the school corporation to apply the adjustment percentages under this subsection (f) of the IC 20-48-1-2 as stated above.

**APPROVAL OF RESOLUTION TO USE EMERGENCY ALLOCATION IN THE 2012 CAPITAL PROJECTS FUND**

Upon the recommendation of Dr. Studebaker-Bolinger and a motion by Mr. Lytle, seconded by Mr. Glesing, the Board voted by roll call vote, 4-0, and the motion carried to approve the following resolution, a copy of which is attached hereto as a part of these minutes:

Resolution of Authorization to Use the Emergency Allocation Appropriation from the Capital Projects Fund to Pay for the Final Costs Associated with the Completion of the HVAC Renovation at E.O. Muncie Elementary

WHEREAS, it has been confirmed that the HVAC Renovation at the E.O. Muncie Elementary School was of an emergency nature and much needed repair and,

WHEREAS, the existing 2012 E.O. Muncie appropriations in the Capital Projects Fund do not contain enough funding to cover the remaining cost, in full, on the final pay application and,

WHEREAS, a school corporation is authorized by Indiana Code 21-2-15-1 to use the Emergency Allocation of the Capital Projects Fund for needed repairs and replacements,

NOW, THEREFORE, BE IT RESOLVED, the Board of School Trustees, by adoption of this Resolution, approves the use of the emergency Allocation of the 2012 Capital Projects Fund to pay the balance needed on the final pay application, so payment can be made in full, on this project.

**APPROVAL OF RESOLUTION FOR THE AUTHORIZATION OF EXPENDITURES OF GENERAL AND/OR INTEREST INCOME FUNDS BY SCHOOL PRINCIPALS**

Upon the recommendation of Dr. Studebaker-Bolinger and a motion by Mr. Lytle, seconded by Mr. Bass, the Board voted by roll call vote, 4-0, and the motion carried to approve the following resolution, a copy of which is attached hereto as a part of these minutes:

Resolution for the Authorization of Expenditures of General and/or Interest Income Funds by School Principals

BE IT RESOLVED, by the Board of School Trustees of Madison Consolidated Schools, Jefferson County, Indiana, that the principals listed below are hereby authorized to use extra-curricular (general and/or interest income) funds, to purchase items classified as 411 and 540 expenditures. By request of this Board, any 540 expenditure under the cost of \$500 need not be reported to this Board for further approval but will be included in the amounts below. Any 540 expenditure over the cost of \$500 will require further Board approval, and will Not be included, but will be IN ADDITION TO the amounts listed below.

Each elementary principal is permitted to purchase up to Five Thousand Dollars (\$5,000.00) in 411 and 540 expenditures in a school year (July 1-June 30), without further Board approval.

Principal, Deputy Elementary School  
Principal, Lydia Middleton Elementary School  
Principal, E.O. Muncie Elementary School

Principal, Rykers' Ridge Elementary School

The principal is permitted to purchase up to Ten Thousand Dollars (\$10,000.00) in 411 and 540 expenditures in a school year (July 1-June 30), without further Board approval.

Principal, Madison Consolidated Junior High School

The principal is permitted to purchase up to Twelve Thousand Five Hundred Dollars (\$12,500.00) in 411 and 540 expenditures in a school year (July 1-June 30), without further Board approval.

NOW, THEREFORE, be it resolved by the adoption of this "Resolution" that the Board of School Trustees of Madison Consolidated Schools hereby officially approves the above expenditures by the principals as listed above.

#### **APPROVAL OF BONDS FOR DIRECTOR OF FINANCE AND ADMINISTRATIVE CLERKS**

Upon the recommendation of Dr. Studebaker-Bolinger and a motion by Mr. Lytle, seconded by Mr. Bass, the Board voted, 4-0, and the motion carried to approve the following bonds:

Director of Finance	\$50,000.00
Extra-Curricular Treasurers	\$10,000.00 (Blanket)

#### **APPROVAL OF MAINTENANCE AGREEMENT FOR KOMPUTROL SOFTWARE SYSTEMS**

Upon the recommendation of Dr. Studebaker-Bolinger and a motion by Mr. Glesing, seconded by Mr. Lytle, the Board voted, 4-0, and the motion carried to approve the Maintenance Agreement for Komputrol Software Systems.

#### **APPROVAL OF RESOLUTION REGARDING TRANSFER TUITION COSTS**

Upon the recommendation of Dr. Studebaker-Bolinger and a motion by Mr. Lytle, seconded by Mr. Bass, the Board voted by roll call vote, 4-0, and the motion carried to approve the following resolution, a copy of which is attached hereto as a part of these minutes:

##### Resolution Regarding Transfer Tuition Costs

I.C. 20-26, allows a governing body to waive transfer tuition costs. Madison Consolidated Board of School Trustees, resolves to do so, effective with the 2012-2013 school year, pursuant to the following conditions:

1. No Transfer Tuition will be charged, if the student is approved and enrolled PRIOR to ADM count day. The State's funding, received for the student, will be considered payment in full of the cost to attend MCS. If the cost calculated pursuant to the State Board of Accounts Form 515 exceeds the funding paid by the State, the difference will NOT be billed to the student, per approval of this resolution.
2. If a transfer request is received or approved AFTER the ADM count day, the student will be required to pay transfer tuition, in full, in advance of their first day of attendance, as no funding will be received from the State. (If student was a prior transfer student and payments were made in a timely manner, student will be allowed to pay the cost using the earlier schedule of payments, if they so desire.)
3. Approval to enroll at MCS will be determined on a case-by-case basis upon review of the application, attendance and discipline records of the student at the prior school, student needs, staffing, classroom and building capacity.
4. MCS reserves the right to accept or deny any student's transfer request for any reason.
5. Out-of-State students are not counted on ADM, and, therefore, no State funds are received. Out-of-State students must pay tuition in full, in advance as calculated on Form 515.
6. Transportation may be provided for any transfer student if it is not an inconvenience for the corporation.

7. The Superintendent will have final approval of all requests.
8. A certified copy of this Resolution shall be submitted to the Indiana State Board of Accounts so it is available for the next audit of the District Financial Records, as required by law.

This Resolution will remain in effect until such time the Board of School Trustees modifies the same or the Department of Education makes changes to the law which would make any of the above null and void. Such decision must be made by Resolution or Indiana Code.

#### **RECOMMENDATION FOR POOL RENOVATIONS**

Upon the recommendation of Dr. Studebaker-Bolinger and a motion by Mr. Lytle, seconded by Mr. Glesing the Board voted, 4-0, and the motion carried to approve Option #5 – minimal renovation with the projected budget of \$72,468.00.

It was decided to have an informational meeting for the community to discuss options for the pool.

#### **APPROVAL OF OVERNIGHT FIELD TRIP REQUEST(S)**

Upon the recommendation of Dr. Studebaker-Bolinger to not recommend any out of the country school sponsored field trips, seconded by Mr. Bass, the Board voted, 4-0, and the motion carried.

#### **APPROVAL OF RE SUTTON AND ASSOCIATES AS AGENTS OF RECORD FOR HEALTH, LIFE, DISABILITY AND DENTAL INSURANCE**

Upon the recommendation of Dr. Studebaker-Bolinger and a motion by Mr. Bass, seconded by Mr. Lytle, the Board voted, 4-0, and the motion carried to approve RE Sutton and Associates as Agents of Record for Health, Life, Disability and Dental Insurance.

#### **APPROVAL OF ADOPTION OF HOOSIER HEARTLAND TRUST AGREEMENT AND AMENDMENTS**

Upon the recommendation of Dr. Studebaker-Bolinger and a motion by Mr. Lytle, seconded by Mr. Bass, the Board voted, 4-0, and the motion carried to adopt the Hoosier Heartland Agreement and Amendments, a copy of which is attached hereto and made a part of these minutes.

#### **APPROVAL OF TRAVEL REQUESTS AND REIMBURSEMENT FORMS**

Upon the recommendation of Dr. Studebaker-Bolinger and a motion by Mr. Glesing, seconded by Mr. Bass, the Board voted, 4-0, and the motion carried to approve the following 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>
August 22, 2012	Shelli Reetz	Full	N/A	No	Aurora	RISE Training
	Kevin Yancey	Full	N/A	No		
	Katie Jenner	Full	N/A	No		
	Missy Demaree	Full	N/A	No		
	James Hough	Full	N/A	No		
	Jill Deputy	Full	N/A	No		
	Karla Gauger	Full	N/A	No		
	Alvin Sonner	Full	N/A	No		
September 19-22, 2012	Lisa Cutshall	Full	Yes	No	Indianapolis	DOE Meetings

**APPROVAL OF DONATION(S)**

**A. MCHS**

Upon the recommendation of Dr. Stuebaker-Bolinger and a motion by Mr. Glesing, seconded by Mr. Lytle, the Board voted, 4-0, and the motion carried to approve the following donations to MCHS:

1. Farmers Bank of Milton donated \$250.00 to the Girls Golf Team.
2. McKay's Accounting Services donated \$100.00 to the Girls Golf Team.
3. Deere Country Equipment donated \$100.00 to the Ag Digital Curriculum.
4. Jefferson County Farm Bureau donated \$500.00 to the Ag Digital Curriculum.
5. IKE donated \$350.00 to the Anchor Club.
6. Pilot Club donated \$514.85 to the Anchor Club.
7. Ed "Sonny" Thomas Insurance Agency donated \$50.00 to the Anchor Club.
8. Trinity United Methodist Church donated \$250.00 to the Anchor Club.
9. Millennium Tool donated \$250.00 to the cheerleaders.
10. Jendy's of Austin donated \$100.00 to the Volleyball Team.

**SECOND READING AND ADOPTION OF NEW OF NEW MCS POLICIES:**

**MCS POLICY 15.67 – DATA MANAGEMENT SPECIALIST**

**MCS POLICY 15.68 – PRESCHOOL INSTRUCTOR/COORDINATOR**

Upon the recommendation of Dr. Stuebaker-Bolinger and a motion by Mr. Glesing, seconded by Mr. Bass, the Board voted, 4-0, and the motion carried to Adopt the following new MCS Policies:

MCS POLICY 15.67 – DATA MANAGEMENT SPECIALIST

MCS POLICY 15.68 – PRESCHOOL INSTRUCTOR/COORDINATOR

**APPROVAL OF AMENDMENT TO MICRODOME WIRELESS CUSTOMER SERVICE AGREEMENT**

Upon the recommendation of Dr. Stuebaker-Bolinger and a motion by Mr. Bass, seconded by Mr. Glesing, the Board voted, 3-0-1, with Mr. Lytle abstaining, and the motion carried to amend the Microdome Wireless Customer Service Agreement.

**REPORTS**

**DIRECTOR OF OPERATIONS**

Mr. Robinson said the buildings are looking good.

Mr. Robinson said the morning bus schedule went well; however there were issues with p.m. dismissal.

**SUPERINTENDENT**

Dr. Stuebaker-Bolinger said school had gotten off to a good start.

Dr. Stuebaker-Bolinger said the Preschool/Daycare program was up and running.

**BOARD MEMBER COMMENTS**

Mr. Bass welcomed Mr. Barger stating he has big shoes to fill.

Mr. Bass gave the pool as an example as issues continuing to arise as some of the buildings are 50 years old.

Mr. Bass said he would be glad to meet with Mr. Dryden.

Mr. Glesing thanked the donators.

Mr. Glesing asked the parents to bear with us regarding class sizes, transportation as these issues are being monitored by the Administration.

Mr. Lytle thanked the donators.

Mr. Lytle welcomed everyone back to school and wished the best to the students and staff.

**ADJOURNMENT**

Mr. Bass moved the meeting be adjourned, seconded by Mr. Glesing, the Board voted, 4-0, and the meeting was adjourned.

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Secretary  
BY: ps

ATTEST:

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The Board met in Executive Session following the meeting for the purpose of discussing the following topic(s):

Pursuant to Indiana Code 5-14-1.5-6.1(b)(1)(9):

- (1) Where authorized by federal or state statute
- (9) To discuss a job performance evaluation of individual employees. This subdivision does not apply to a discussion of the salary, compensation, or benefits of employees during a budget process

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Secretary  
BY: ps

ATTEST:

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