

The Board of School Trustees of Madison Consolidated Schools conducted a Regular Meeting on Wednesday, March 13, 2019, 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. Rob Kring, President  
Mrs. Jodi Yancey, Vice-President  
Mr. Larry Henry, Secretary  
Mrs. Joyce Imel, Member  
Mrs. Jeanne Dugle, Member

The following Central Office Administrators were present:

Dr. Jeffery Studebaker, Superintendent  
Mr. Mike Frazier, Director of Systems, Operations, and Auxiliary Services  
Mrs. Bonnie Hensler, Director of Finance and Human Resources  
Mrs. Angela Vaughn, Director of Special Education and Student Services

Mr. Kring asked for a moment of Silence in memory of Mr. Charles "Jack" Messmore, who passed away on March 6, 2019, and served on the Board of School Trustees from 1971-1976.

#### **STUDENT RECOGNITION(S)**

#### **MJHS SCIENCE BOWL TEAM(S)**

#### **Science Bowl Teams**

##### 5<sup>th</sup> Grade

##### 6<sup>th</sup> in State

Lillian Hayes  
Jaxson Chandler  
Alex Dew  
Sawyer Felts  
Addy Colen  
Dakota Surratt

##### 6<sup>th</sup> Grade

#### **STATE CHAMPIONS**

Aaron Hanson  
Alexie Jones  
Maya Gordon  
Reilly Kuppler  
Bige Asher  
Colton Rutledge  
Kyle Roney  
Bodie Harsin  
Lincoln Sheets  
Donovan Rush  
Josey Chapin  
Will Livingston

**MJHS HANDSHAKE FINALISTS**

Handshake Finalists

Jack Heckler  
Mia Mires

**MCHS WRESTLING STATE FINALIST**

Wrestling

3<sup>rd</sup> Place Overall in Girls State Wrestling Tournament  
1<sup>st</sup> Girl to Qualify for Boys Wrestling Regionals

Kelsey Bilz

**CONSENT AGENDA**

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

Dr. Studebaker thanked retirees Joyce Romans, Susan Smith, Melissa Mathews, Tom Mathews, and Doug Rusk for their many years of service to Madison Consolidated Schools.

**APPROVAL OF AGENDA – MARCH 13, 2019, REGULAR MEETING**

**APPROVAL OF MINUTES OF THE FEBRUARY 11, 2019, REGULAR MEETING;  
FEBRUARY 18, 2019, WORK SESSION AND MARCH 4, 2019, EXECUTIVE SESSION**

**APPROVAL OF PAYMENT OF CLAIMS**

**APPROVAL OF FINANCIAL REPORT**

**APPROVAL OF CONSTRUCTION PAYMENT(S)**

1. C & T Design & Equipment Co., Inc. Pay App #2 \$58,940.01

**APPROVAL OF PERSONNEL REPORT**

**Employment(s)**

Administration

Michael Gasaway – Interim Director of Secondary Education – effective November 1, 2018 – June 30, 2019

Jill Mires – Interim Director of Elementary Education – effective November 1, 2018 – June 30, 2019

Deputy Elementary School

Katie Sowers – Instructional Support/After School – effective March 4, 2019

E. O. Muncie Elementary School

Vanessa Burns – Math Bowl Coach (1/2 stipend) – effective January 18, 2019

Amanda Manaugh - Math Bowl Coach (1/2 stipend) – effective January 18, 2019

Lydia Middleton Elementary School

Thomas Provines – Custodian – Full-time – effective February 25, 2019

Madison Junior High School

Easton Asher – Assistant Wrestling Coach – effective November 1, 2018  
Tom Bickers – Softball Coach (1/2 stipend) – effective February 18, 2019  
Jordan McHenry - Softball Coach (1/2 stipend) – effective February 18, 2019  
Tim Whitaker – Baseball Coach (1/2 stipend) – effective February 18, 2019  
Phil Whelan – Boys Track Coach – effective February 18, 2019  
Barbara Snipes – Cafeteria Cook – effective February 25, 2019  
Brenda Cahall – Homebound Instructor – effective March 4, 2019  
Tim Armstrong – Extra Investigative Duties (\$428.00) – effective March 14, 2019  
Susan McDowell – Cafeteria Cook (5 ½ hours per day) – effective March 11, 2019  
Bonnetta Barnes – Cafeteria Cook (5 ½ hours per day) – effective March 11, 2019

Madison Consolidated High School

Dan Grill – Assistant Boys Track Coach (1/2 stipend) – effective February 11, 2019  
Ebony Inskeep – Girls Assistant Track Coach – effective February 18, 2019  
Robert Pugh – Assistant Varsity Boys Basketball Coach (1/2 stipend) – effective November 1, 2018  
Tim Brawner - Assistant Varsity Boys Basketball Coach (1/2 stipend) – effective November 1, 2018  
Sam Johnson – Assistant Varsity Wrestling Coach – effective November 1, 2018  
Joe Jenner – 9<sup>th</sup> Grade Baseball Coach – effective February 18, 2019  
Derek Wynn – JV Baseball Coach (1/2 stipend) – effective February 18, 2019  
Jackie Wehner – Custodian (5 ½ hours per day) 2<sup>nd</sup> shift – effective February 25, 2019  
Hannah Oliver – Cheer Coach – effective July 1, 2019  
Dan Morris – Custodian – (Full-time) 2<sup>nd</sup> shift – effective February 25, 2019  
Jacob McVey - Extra Investigative Duties (\$445.00) – effective March 14, 2019  
Brittany Tate – Girls Assistant Track Coach (1/3 stipend) – effective February 8, 2019  
Peyton Head – Varsity Assistant Baseball Coach (1/2 stipend) – effective February 18, 2019

**Change of Position**

E.O. Muncie Elementary School

Penny Gordon – Custodian – from Madison Consolidated High School (1<sup>st</sup> shift) – effective February 25, 2019

Madison Junior High School

Kyle Bipes – from Head Golf Coach to Assistant Golf Coach- effective February 18, 2019

**Resignation(s)**

Lydia Middleton Elementary School

Jerry Schmidt – Custodian – effective March 7, 2019

Madison Junior High School

Lori Rowilson – Cafeteria Cook – effective February 26, 2019  
Dana Vonch – Cafeteria Cook – effective February 26, 2019

Madison Consolidated High School

Angela Ellis – Secondary Teacher – effective May 31, 2019  
James Boyd – 9<sup>th</sup> Grade Baseball Coach – effective February 18, 2019  
Duane McCarty – JV Baseball Coach – effective February 18, 2019  
Kim Hoagland – Cafeteria Cook – effective February 24, 2019  
Sunshine Hartwell – Secondary Teacher – effective May 31, 2018

**Retirement(s)**

Bus Garage

Joyce Romans – Bus Aide – effective March 1, 2019

E.O. Muncie Elementary School

Susan Smith – Elementary Instructor – effective May 31, 2019

Melissa Mathews – High Ability Coordinator/Dean of Students – effective May 31, 2019

Madison Junior High School

Tom Mathews – PE Instructor – effective May 31, 2019

Madison Consolidated High School

Doug Rusk – Secondary Instructor – effective May 31, 2019

**Request for Unpaid Leave**

Madison Consolidated Early Development Center

Brianna O’Brien – Custodian – requesting unpaid leave effective February 5, 2019 – February 14, 2019

Kara Bayne – Administrative Clerk – requesting unpaid leave effective March 25, 2019 – March 29, 2019

**Family and Medical Leave**

Administration

Bonnie Hensler – Director of Finance and Human Resources – effective February 25, 2019 – March 8, 2019

**Termination**

Lydia Middleton Elementary School

Cynthia Myers – Custodian – effective January 16, 2019

**APPROVAL OF DONATION(S)**

Rykers’ Ridge Elementary School

1. Midwest Tube Mills donated \$5,100.00 to be used for The Leader in Me for 2019-2020.
2. Renee Ogden donated \$100.00 to be used for The Leader in Me for expenses for Leadership Day.
3. Scott Neal donated \$100.00 to be used for The Leader in Me for expenses for Leadership Day.

**APPROVAL OF OVERNIGHT FIELD TRIP REQUEST**

1. Request from Jill Mires for the Junior High Science Olympiad to compete at the Science Olympiad State Tournament on March 15-16, 2019, at Indiana University.

**PUBLIC COMMENTS (ALL COMMENTS MUST ADDRESS LISTED ACTION ITEMS)**

There were no public comments.

**ACTION**

**APPROVAL OF FURNITURE ORDER FOR ANDERSON ELEMENTARY SCHOOL**

Upon the recommendation of Dr. Studebaker and a motion by Mr. Henry, seconded by Mrs. Dugle, the Board voted, 5-0, and the motion carried to approve the Furniture Order for Anderson Elementary School in the amount of \$196,560.22. The furniture order was placed through a Cooperative bid.

Classroom Furniture	Business Furniture	\$94,062.22
Shelving, bookcases, teacher storage, teacher lockable storage, mobile tote storage and teacher chairs (For all elementary classrooms and preschool)	Business Furniture	\$102,498.00
<b>TOTAL</b>		<b>\$196,560.22</b>

Mr. Kring thanked Dr. Studebaker and team for the work done on the furniture project.

**APPROVAL TO PURCHASE LEARNING COMMONS FURNITURE**

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 to approve the Purchase of Learning Commons Furniture in the total amount of \$100,771.64. The furniture order was placed through a Cooperative bid.

Rykers' Ridge	Business Furniture	\$28,660.86
Deputy	Business Furniture	\$29,554.01
Anderson (Learning Commons & Lobby)	Business Furniture	\$42,556.77
<b>Total</b>		<b>\$100,771.64</b>

**APPROVAL TO ADVERTISE FOR CAFETERIA BIDS**

Upon the recommendation of Dr. Studebaker and a motion by Mr. Henry, seconded by Mrs. Dugle, the Board voted, 5-0, and the motion carried to Advertise for Cafeteria bids.

- Group I – Dairy
- Group II – Bread Products
- Group III – Food and other products

**APPROVAL TO APPOINT DR STUDEBAKER TO TIF BOARD**

Upon the recommendation of Mr. Kring and a motion by Mrs. Imel, seconded by Mrs. Dugle, the Board voted, 5-0, and the motion carried to Appoint Dr. Studebaker to the TIF Board.

### **APPROVAL OF UNIFORM CONFLICT OF INTEREST DISCLOSURE STATEMENT**

Upon the recommendation of Dr. Studebaker and a motion by Mr. Henry, seconded by Mrs. Dugle, the Board voted, 4-0-1, with Mrs. Yancey abstaining, and the motion carried to approve the following Uniform Conflict of Interest Disclosure Statement:

Jodi Yancey

### **APPROVAL OF CREATION OF NEW POSITION(S)**

Upon the recommendation of Dr. Studebaker and a motion by Mr. Henry, seconded by Mrs. Dugle, the Board voted, 5-0, and the motion carried to approve the New Position(s):

- Director of Elementary Education
- Director of Secondary Education
- Director of Facilities and Special Projects
- School Safety & Security Coordinator
- School Resource Officer

Dr. Studebaker explained we are not creating five new positions:

School Resource Officer (Tim Armstrong) – tweaked language on who this position reports to.

School Safety & Security Coordinator (Jacob McVey) – added grant writing, coordinator to position.

Dr. Studebaker said we are not replacing Dr. Jenner, Mr. Frazier's total position or the Alumni Relations & Community Outreach Coordinator position and could be a saving between \$114,000 up to \$250,000.00 depending on what is done with the Director of Elementary Education position; whether it is added to a current principal or becomes a full-time position. He said the Director of Secondary Education would be paid by Title II funds and the Director of Elementary Education would be paid from Title I funds.

### **APPROVAL TO INCREASE PRESCHOOL RATES EFFECTIVE 2019-2020 SCHOOL YEAR**

Upon the recommendation of Dr. Studebaker and a motion by Mrs. Imel, seconded by Mr. Henry, the Board voted, 5-0, and the motion carried to Increase the Preschool Rates, effective 2019-2020 School Year:

- \$75.00/week for part day
- \$125.00/week for full-day

### **APPROVAL FOR CORPORATION AUCTION**

Upon the recommendation of Dr. Studebaker and a motion by Mr. Henry, seconded by Mrs. Dugle, the Board voted, 5-0, and the motion carried to approve a Corporation Auction to be held on Saturday, June 29, 2019 at E.O. Muncie Elementary School.

### **APPROVAL OF 2019 ERATE FUNDING FOR NETWORK CABLING**

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 to approve the 2019 eRate Funding for Network Cabling between network closets in the high school and the high school classrooms with ETC. The cabling total from the ETC bid is \$26,400.00, with eRate funding the total cost will be \$5,280.00.

### **APPROVAL OF 2019 USAC/ERATE FUNDING TO REPLACE SWITCHES**

Upon the recommendation of Dr. Studebaker and a motion by Mr. Henry, seconded by Mrs. Dugle, the Board voted, 5-0, and the motion carried to approve the 2019 USAC/eRate Funding to Replace Switches at MJHS, Lydia Middleton, Rykers' Ridge and MCHS with CDWG. The total cost is \$31,140.50, with eRate funding the total cost will be \$6,228.10.

### **APPROVAL OF CUB TRAIL PROJECT**

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 to approve the Cub Trail Project with Sedam Contracting in the total amount of \$33,200.00.

Phase #1:           \$18,200.00

Removal of the trees along the edge of the road, exaction and hauling off of existing stone and dirt, placement of 8" of compacted stone, and paving with 2" of asphalt base. They will place dirt along the edge of the drive and seed any disturbed areas as well.

Phase #2:           \$15,000.00

Overlay the newly widened and existing road from Wilson Avenue to the HS parking lot with 1 ½" of asphalt surface based on 625' long x 32' wide. This would include milling keyways at both ends and at the football field and tack oil between new and old asphalt to ensure a proper bond. This pricing is based on doing this at a later date from the above widening. Your approval is recommended.

### **DISCUSSION**

#### **MCHS STRENGTH PROGRAM**

Mr. Gasaway and Mr. Jay Roney, High School Strength & Conditioning Coach presented the following:

Madison Consolidated School Corporation  
Student Athletic Performance

**Past, Present, and Future**

The Beginning:

- 3 classes per day (estimated 30-40 total students daily)
- Started with 6 squat rack (squat, bench, cleans, press & deadlifts)
- "Machines" (not as beneficial for the athlete)
- Dark uninviting feeling
- Not much "buy in"

Beginning Upgrades:

- First step was to gain excitement with new equipment barbells and med balls
- We raised money for windows brighter and more inviting
- Classes size started to grow and went from 3 to 6 classes, culture began to change
- Year two raised money for "rig" went from 6 racks to 10
- More working space (rig) brought more students, class size started to max out
- Kids started to feel results

- Present Time – photos
- TrainHeroic
- Teams and Athletes
- Data/Results
- Benefits of the Program (enhancing mood, motivation, focus, learning)
- Battles

Lessons Learned in the Weight Room:

- Goal setting
- Hard work/persistence
- Patience
- Dealing with Failure
- Competitiveness

Don't Give Up – The hard work pays off!

Student/Athlete Visits Per Day:

- 6 periods each day 5 days a week (approximately 150 x 180 days = 27,000 impressions)
- Some classes exceed 30 students
- Monday and Thursday 2 classes from Junior High (35 approximately)
- After school has recently exploded! (up to 132)
- After school football, baseball, softball, boys & girls track, girls tennis, boys golf, girls basketball)

Student Survey:

Do you think being physical strong helps with self-esteem? (128 responses)

- 69.5% - yes
- 9.4% - no
- 21.1% - maybe

Do you think the weight room has improved since you have been at the high school? (128 responses)

55.5% - yes  
12.5% - no  
32% - maybe

Student responses what benefits do you think the strength training does for your mental and physical state?

- It teaches me how to stay focused and how to be determined on my set goals
- It helps me focus and allows me to get rid of stress
- It makes the day go by faster and puts me in a better mood
- Strength training makes you mentally strong because you have to work for a goal and when you achieve it feels good. It makes you physically strong because you gain muscle when you work hard

Student response to how may we improve the weight room?

- Newer equipment and expanding the size!
- Improve a/c and heat, surround sound speakers
- There is really nothing else we can do besides get a new one
- We could make the current weight room more enjoyable by making things less crowded by knocking out the wall that separates the weight room from the football locker room and expand into there
- Competition



- The future.....phase 1 let's take a tour (slideshows)

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So Why?

- Safety
- Maximize space
- Time efficiency
- Junior High is upgraded
- Enrollment

Mr. Roney thanked the Board for giving him the opportunity to tell about the program.

Dr. Studebaker asked about the configuration at the Junior High School. Mr. Roney said if new equipment was purchased at the high school the old would be given to the Junior High.

Dr. Studebaker asked there was space for cardio equipment. Mr. Roney said no. He said cardio would help our athletic trainers.

Mr. Kring asked if there was a sport specific workout. Mr. Roney said yes and no that he promotes athletes to participate in more than one sport. He said for example baseball and softball players must be careful with their shoulders and modify the work out if a student is injured.

Mr. Kring asked who was responsible for students lifting properly. Mr. Roney said he was. Mr. Kring asked if there is always an instructor in the weight room. Mr. Roney said afterschool can be a challenging with so many students in various parts of the gym area. He said coaches help as they are instructed on how to use the equipment in the weight room. Mr. Gasaway said we need more space. Mrs. Imel said she observed the after school program and was impressed that no time was wasted and was impressed with the flow. Mrs. Imel said she was an advocate to educate the whole child. She said she was concerned that some students cannot stay after school due to transportation issues. Mrs. Imel thanked Mr. Roney.

Mr. Kring said more space is needed. Mr. Roney said over 6000 square feet is needed for a weight room and more than that if cardio equipment was added. He said it would be a tremendous benefit.

## **REPORTS**

### **STUDENT REPRESENTATIVE**

Mr. Bergen Cornelius reported the following:

- Everyone is looking forward to Spring Break
- Semi-Formal was a huge success raising \$2,000.00 for National Honor Society scholarships
- Boys Basketball team lost the sectionals
- NHS inductions would be held in April
- Seniors received their cap and gowns
- Sophomores took ISTEP
- Powder Buff volleyball fundraiser would be on Friday (fundraiser for prom)
- State Representative Randy Frye will be eating lunch Friday with students
- Sad to see Mr. Rusk retiring
- Thanked Mr. Roney and Holly for keeping him motivated

### **SUPERINTENDENT**

Dr. Studebaker said positive things are going on at MCS.

Dr. Studebaker wished everyone a nice Spring Break.

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**BOARD MEMBER COMMENTS**

Mrs. Imel said she hopes everyone enjoys the break.

Mr. Henry congratulated the students and commended the Deputy Archery students for placing 2<sup>nd</sup> in the State.

Mr. Henry said *Tarzan* was a great production.

Mr. Henry said he would keep everyone posted on the Legislative updates.

Mr. Henry said Mr. Frye is a great representative.

Mrs. Yancey said she enjoyed the play.

Mrs. Yancey thanked Mr. Roney and said it is a very much needed program.

Mr. Kring thanked Mr. Roney adding it was an awesome presentation.

**OPEN PUBLIC COMMENTS**

There were no open public comments.

**ADJOURNMENT**

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

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Secretary  
BY: ps

ATTEST:

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