

Western School Corporation

Russiaville, IN 46979

March 15, 2010

Minutes of the meeting of the Western Board of School Trustees held on Monday, March 15, 2010, at 6:00 p.m. (Note: A 6 p.m. Executive Session was previously scheduled and conducted prior to the beginning of the regular meeting).

Members Present: Linda Singer, Harry Kenworthy, Don Wells, Mike Koloszar, Jon Marley and J. Conrad Maugans.

Members Absent: Jeff Davidson

Others Present: Abby Rodgers, Peter O'Rourke, Randy McCracken, Pam Carter, Taffy Cooke, Pat Grzesiak, Ann Taylor, Nicole Rodman, Kayce Joines, Pam Richard, Austin Richard, Heather Joines, Danielle Blume, Rob Unger, Melinda Unger, Robyn and Hunter Braden, Rick Davis, Glen Stephens, Debra Bumgardner, Jason Bumgardner, Caden Cline, Kelly Tuberty, Jill Newby, Kendra Metcalf, Storm and Mitzi Rivers.

Mr. Wells opened the meeting with prayer and Mr. Kenworthy led the Pledge of Allegiance.

Item #1 – Opening of the Meeting

Mr. Kenworthy called the meeting to order at 6:36 p.m.

Item #2 – Approval of the Agenda

Mr. Maugans made a motion to approve the agenda. Mr. Marley seconded the motion which passed 6-0.

Item #3 – Approval of the Minutes

Mr. Maugans made a motion to approve the minutes of the February 16, 2010 regular school board meeting. Mr. Koloszar seconded the motion which passed 6-0.

Item #4 – Opportunity for Public Comment

There were no comments from the public.

Item #5 – Panther Pride

Dr. O'Rourke commended the following to the Board:

- a. Western Panther bowlers Michael Kelley and Aly Robins on being named to the Indiana High School Bowling Program 2009/2010 Academic All-State Team.
- b. Corrine Phyllis Soutar on her selection as a Herbert Presidential Scholar for the entering class of 2010 at Indiana University Kokomo.
- c. The Western High School Speech Team for placing first at a recent meet.
- d. Coach Andy Weaver for his selection as an Assistant Basketball Coach for the Indiana vs. Kentucky Boys All Star game.

Item #6 – Nicky Rodman and Caden Cline Presentation

Teachers Nicky Rodman and Caden Cline presented a status briefing on the first year of the Western Educational Support into Transition program. Student peer mediators Alie Randall and Danielle Blume provided testimony on their participation in the program. Additionally, parents of students made supportive comments regarding the curricular content and positive social nature of the day to day classroom activities. Board members Mr. Maugans, Mr. Kenworthy, and Mrs. Singer indicated that they were very pleased with the program and complemented all involved in the formation and implementation of the concept.

Item #7 – Reports

1. **Director of Finance:** Mrs. Carter provided the following report:

WESTERN SCHOOL CORPORATION
TREASURER'S REPORT
BOARD MEETING 03/15/10

Bank Balance

CB - Checking Account Balance 02/01/10	\$7,742,878.83
Non-Revenue Receipts	274,480.82
MTD Revenue	1,417,345.74
Disbursements from Clearing Accounts	1,546,381.84
MTD Disbursements	<u>4,226,542.13</u>
Checking Account Balance 02/28/10	\$3,661,781.42
Total Depository Balance 02/28/10	\$3,661,781.42

Vendor Claims Submitted For Approval

#56798 - 56824 of 02/17/10 - 02/28/10	\$4,498,298.71
#56833 - 56953 of 03/01/10 - 03/15/10	<u>\$259,634.41</u>
TOTAL:	\$4,757,933.12

Payroll Claims Submitted for Approval

# 16 of 02/12/10	\$471,058.09
# 17 of 02/26/10	<u>\$455,954.12</u>
TOTAL:	\$927,012.21

Interest on Checking 01/01/10 to 02/28/10 \$4,328.57
pc

Mr. Wells made a motion to approve the Treasurer's report and claim docket. Mr. Marley seconded the motion which passed 6-0.

2. **Director of Transportation:** Mrs. Cooke provided the following report:

Western School Corporation
Taffy Cooke, Director of Operations

March 2010 School Board Meeting

Safety

We had the Russiaville drug dog in the high school on Friday, February 26th. No drugs were found, but, again, his presence was certainly evident!! (we love it when he barks!) Deputy Ives and I are working on getting several dogs in here the week before spring break. Weather permitting, we will concentrate on the student parking lot.

Bill Mackey and I will receive training this week on our employee badging system. Eventually, these badges will take the place of our fobs that we currently use for the keyless entry system.

March 14 – 20 is Severe Weather Awareness Week. In conjunction with that, we will participate in the statewide tornado drill at 10:15 A.M. on Wednesday, March 17th. At that time, we will sound our tornado siren and the buildings will practice a tornado drill.

As we continue to build on our camera system, we will be adding four new cameras in the high school band hallway and four new cameras in the high school cafeteria. This will make a total of 82 cameras corporation wide.

I attended a de-briefing at Logansport on Wednesday, March 3rd for the bus accident that they had a couple of weeks ago. The students and driver were not hurt; however, the driver of the other vehicle died. The surrounding school corporations were invited to sit in and offer input and ask questions. They had representatives there from the sheriff's department, the hospital, the school, and the ambulance service. The bus driver and the chaperone from the bus were also in attendance. There were five other corporations

represented. There was a lot of praise for everyone involved – from all accounts, the driver and the chaperone did an exemplary job of handling a tough situation. Several ideas were discussed that I am planning to implement.

Rick Davis, Sharon Fields, Wayne Ives, and I met on Monday, February 22nd for a de-briefing on the incident that involved Drew Brantley. As you all already know, everyone involved did a fantastic job and a tragedy was averted thanks to great personnel and AEDs. Several ideas have come from our discussion. Brenda Strunk and I have met with Pete and we are identifying areas that we want to get additional AEDs purchased for. We are also beginning to organize CPR and AED training for staff. We will be meeting again on Tuesday, March 16th and I will have more information for you at the April board meeting

Transporation

I am almost done meeting with each driver and going over establishing group bus stops on their routes (when possible). This is part of the process of implementing our new routing system which we are hopeful will be in place by fall. There is a lot of information that has to be gathered and inputted before Janice and I can even begin the training, but the end result should make our routes more efficient and cost-effective.

Mrs. Singer asked if the company providing AED's to the school had been contacted regarding the Drew Brantley incident. Mrs. Cooke indicated that the company was aware of the issue.

3. **Director of Maintenance:** Mr. Grzesiak submitted the following report:

Western School Corporation

2600 S. 600 W.
Russiaville, IN 46379.

Status Report from Pat Grzesiak

For the month of March 2010

Building Projects

- ❖ On the Central Water Plant project, the masonry part of the project is done and being painted this week. The generator set is in place and the electricians and plumbers will be starting this week on mounting panels and start finished piping. The filter tanks are being delivered and set this week also. If the weather stays warm the roof will be finished. The sidewalks and finish grade work will begin as soon as the weather breaks for good. Things are progressing on time and on budget.
- ❖ I have the new heating system for the Administration building being installed this week. The contract was given to Benchmark Mechanical. There will be two new high efficiency gas boilers installed with new pumps to circulate the hot water. The second phase of the project is to install a new AC unit on the roof to replace the old Trane dual purpose unit. There will also be new controls installed to run more independently and by the new building management software installed with the new addition. With all of this being installed the building will run more efficient, comfortable and pay for the upgrades in savings.
- ❖ With spring here I hope, we are preparing for spring sports and cleaning up after a long winter. It is good to be outside for things other than pushing the white stuff!
- ❖ We have replaced the championship banners in the main gym with larger and more uniform appearance ones. Thanks to Mr. Rick fields and Dr. O'Rourke for getting these. We have also purchased new wall matting for the wrestling room and we will be installing them as soon as the room is painted.
- ❖ We have received our license for a new frequency on our two way radios. Due to the volume of traffic between the transportation and the rest of school staff use, it was better for us to get another repeater and two new channels. This way the transportation will have its own two channels and the rest of the school, (Administration, Maintenance, Custodial and Technology will be on its own. The Administrators and Directors will have the capability of having both frequencies. The new equipment will enable us to go totally digital in the future.

Pat Grzesiak – Director of Maintenance

4. **Director of Technology:** Mr. Taylor was not at the meeting, but had previously submitted the following report:

Technology Director Report
March 9, 2010

Tech Committee Meeting

The Technology Committee met Monday, March 1st. Highlights of the meeting included:

- ⌚ Review of CPF spending plan for 2010
- ⌚ Pat Waterman gave a brief presentation of our new online subscription to World Book.
- ⌚ The committee was informed of our upcoming efforts to implement energy savings policies.
- ⌚ Kevin Pax, Middle School Lead Teacher, presented a student created movie that had been developed with video cameras and computers acquired through his Lead Teacher funds.
- ⌚ Mary Grinstead demonstrated the eInstruction student response system (clickers) and the wireless slates along with some applications she is using in her classroom with equipment purchased with Lead Teacher funds.
- ⌚ The Committee had a brief discussion the implications of two new policies, Wireless Communications Devices (5136) and Network Access from Personally Owned Devices (7542)
- ⌚ After a brief discussion, the committee approved allowing student access to the Google Docs web site as a means of transferring files between home and school.

Windows 2007

We have received two computer workstations with the new Windows 7 operating system. Bill is working on testing these on the network with various applications. We are also including one of these in our energy audit test. Although we have had these two computers for only one week, we are very encouraged that we will be able to move to the Windows 7 operating system without any significant issues.

State Reports and Online Testing

- ⌚ I have been working on some additional configuration in STI to plan for the DOE-TL report (Testing Online and Barcode). This report is primarily for our End of Course Assessment tests for Algebra 1, Biology, and English 10. This report is the first to also include the assigned teacher's SPN (School Personnel Number) with the data record for each student.
- ⌚ I have also completed configuration and testing for the new Remediation report. Building level staff members are entering data for this report which is due April 2 and includes data for students that have participated in any remediation programs from last summer through April 1st.
- ⌚ Our 8th graders will be taking the multiple choice portion of the spring ISTEP online. I will be participating in a webinar for Tech Coordinators on March 22nd to prepare for this event.

Dick Taylor, Technology Director

5. Assistant Superintendent: Mr. McCracken submitted the following report:

Special Education

- W.E.S.T. Program Update – Nicky Rodman and Cadine Kline
- W.E.S.T. Program Job Experience Forms (see attached request)
Release and Waiver of Liability

Job Experience Agreement

2. Mathematics Textbook Adoption – Our second meeting was on Tuesday, March 3rd. Teachers evaluated ISTEP/ECA Results and determined the top 5 to 6 most critical areas to address. Middle School teachers are working to select a text for 8th grade math that will be used for a small group of students that are not ready for pre-algebra. The high school is also looking at adopting a new Calculus book this year. I will bring a recommendation to the Board in March for your approval in April. All other math texts and materials will be delayed one year due to the textbook companies not having an opportunity to react to the new 2009 math standards and Common Core Standards.

3. Alternative School Update – The Alternative School Committee met on February 25 to review a recommendation for an Alternative School housed at Western (see attached). I will send Eastern, Northwestern, and Taylor possible tuition costs to participate in the program, however, at the present time it looks as though the other county schools will not participate due to their decline in school funding. The goal for Western is to develop a program that will not require any additional funding beyond our current resources. We hope to bring a recommendation to the board in April once we have finalized participation from the area schools and funding sources.

4. High Ability Pilot Update – Heather and I have met with the 4th and 5th grade teachers to begin planning for the pilot. The goal of the pilot is to increase opportunities for students' strong in specific academic areas and to allow those students at the top to advance beyond the current parameters of the program.

5. Summer School – I have submitted our estimate for summer school costs to the state, which is due by April 1. Our plans for this year are similar to last. We were very pleased with the small group, more intensive instruction at the primary, intermediate and middle school. The focus at the lower grades will continue to be on reading with the addition of math and writing at grades 3-8. At the high school, we will continue to offer Algebra I and English for credit recovery. Music/instrumental band will continue to be offered in grades 6-12. Last year summer school was reimbursed at just over 73%.

6. Curriculum Mapping – Our teachers are in the process of finalizing all Master Maps. They are also receiving training on Diary Mapping. Yet this spring, teachers will collaborate within grade and subject areas to use their information from their Diary Maps to update the Master Maps for next school year.

Mrs. Singer made a motion to approve the following W.E.S.T. Program Job Experience Forms:

- a. Release and Waiver of Liability
- b. Job Experience Agreement

Mr. Wells seconded the motion which passed 6-0.

Mr. Wells asked if the new design for the High Ability Program required hiring additional personnel. Mr. McCracken indicated that it did not.

6. **Superintendent's Report:** Dr. O'Rourke submitted the following report:

- 1) WSC/WEA Negotiations/Budget Reduction Proposal
 - a. I will summarize these issues for you in executive session; it is my hope to have a WSC/WEA master agreement ratification proposal to go over in executive session and then vote on it in open session.

- 2) General Assembly Activities
 - a. I will have an update of legislative discussions affecting public schools for you at the meeting.
- 3) State Revenues
 - a. The State released a report on March 3, 2010 that stated that State revenues for February 2010 fell \$86 million short of the forecasted amount. Therefore, for the first two months of calendar year 2010 revenues are over \$160 million short. This is the 17th consecutive month that revenues have been below forecast.
- 4) Himsel – Out of the Closet!!
 - a. The five Howard County school superintendents have been trying to find common ground in identifying areas that would lend themselves to cooperative purchasing or structures ~ like transportation, payment of bills, food purchases, etc. As you can see from the enclosed emails, the Kokomo Superintendent would like to spend significant dollars to do a complete consolidation study, ostensibly to have data to answer critics. I disagree with this approach and also feel that school consolidation has been/continues to be the primary objective of a select body of local politicians and the Kokomo School System. I would like to know your position(s)/feeling(s) on this matter.
- 5) URC Agreement
 - a. I have entered into an agreement with URC (see enclosure) in an attempt to recoup some utility and telephone charges. Estimates are from \$50-\$90 thousand.
- 6) Town Hall Meeting
 - a. If all goes well with the master agreement, my intention, per “Citizen Checklist” guidance is to hold a town hall meeting to inform the public about our reductions with the theme; “No Teacher Reductions/No Program Reductions.”
- 7) Legislative Visit
 - a. I accompanied members of the WEA to Indianapolis on March 2, 2010 in order to visit with legislators concerning school related bills.

Item #8 – Ratification of Master Agreement/Budget Reduction Proposals

Mrs. Singer made a motion to ratify the Master Agreement between the Western School Corporation and the Western Education Association for SY 09-10 and SY 10-11; such agreement is the same as the Master Agreement for SY 08-09 except as indicated in the enclosed document, titled Master Agreement Excerpts of Changes (3-4-10). Mr. Maugans seconded the motion which passed 6-0.

LATEST 0-2
of 3/8/10

RATIFICATION
DOCUMENT

Master Agreement
Excerpts of Changes (3-4-10)
for

2009-2010
2010-2011

Between

Western School Corporation

And

Western Education Association

ARTICLE I Recognition

Section 1.

The Board of School Trustees of the Western School Corporation hereby recognizes the Western Education Association as the exclusive representative for all members of the certificated employee bargaining unit. The certificated bargaining unit shall include all full-time and part-time certificated school employees as defined in P.L. 217 (I.C. 20-7.5-1-2), except for: Superintendent, Assistant Superintendent, Principals, Assistant Principals, Athletic Director, School Nurse, ~~Media Director~~, Technology Director, and Summer Conditioning Supervisors.

ARTICLE IV Professional Compensation

Section 1.

The basic salary schedule of teachers covered by this Agreement for the 2009-2010 and 2010-2011 school years is set forth in Appendix A, attached to and incorporated in this Agreement.

Section 2.

For the remainder of the 2009-2010 school year through the end of the 2010-2011 school, the provisions for compensation for professional improvement outlined in this section are suspended, with the exception of requests that have been approved prior to the date of ratification of this contract by the Association and the Board. All remaining funds will revert to the general fund. The contract language below will be reinstated at the beginning of the 2011-2012 school year.

Each teacher may discuss with his/her principal educational conferences and graduate course work relating to the educational field. The Board shall provide up to Two Hundred Twenty-five dollars (\$225.00) per teacher each year for expenses to conferences and/or graduate courses at a rate of \$75.00 per semester hour, not to exceed the allotted amount, pursuant to subparagraphs A and B below as applicable. The "year" is to be computed from July 1 to June 30. Funds from the above not used one-year may be carried forward to the next year up to one-half (1/2) of the established amount. Total funds for disbursement in any one-year shall not exceed one and one-half (1 1/2) times the total amount.

A. Conference Reimbursement.

If, in the principal's judgment, the advantages to the pupils outweigh the disadvantages of absence, a request for professional improvement form, found in Appendix G, shall be prepared and submitted to the Board for approval.

1. Expenses must be claimed on regular mileage claim form and by receipts attached to a regular claim form.
2. The request for permission to attend the conference shall be submitted for school board approval at least one (1) week prior to the regular school board meeting prior to the conference. In the event this is not possible, the request for permission to attend must be approved by the Superintendent of Schools.

B. Graduate Course Reimbursement.

1. For reimbursement, approval of the course(s) in writing must be obtained from the superintendent prior to enrollment in (payment for) the course(s) for consideration. Generally, graduate courses must be in the subject area of the teacher's current license or in an area that may be added to the license. The Superintendent may approve other courses on an individual basis.

2. Graduate course work must be from an accredited college or university granting semester or quarter hours.
3. The teacher will be reimbursed for approved course(s) upon presentation of a receipt showing tuition paid by the teacher plus a final grade report of a "B-" or better.

Section 5. Supplemental Service Teacher's Contract

- A. The compensation rate for teachers issued a supplemental service contract pursuant to I.C. 20-6.1-4-8 shall be computed on the basis of six hours as a full day of service.
- B. The compensation rate for teachers supervising or conducting non-credit courses, which are not part of the ECA schedule, will be computed on the basis of 6 2/3 hours as a full day of service.
- C. Postings: All known vacancies for summer school shall be posted in all buildings no later than May 1. Late occurring vacancies shall be posted as soon as known. Teachers shall apply for positions within five (5) school days of the posting.
- D. Selection of Teachers: Teachers in summer school shall be properly certified. Preferences in filling summer school positions shall be given to teachers in the Western School Corporation. If more than one teacher applies for the same position, then the selection shall be based upon the following criteria:
 1. Permanent teachers shall be selected before semi-permanent teachers, and semi-permanent teachers shall be selected before non-permanent teachers.
 2. Prior teaching in the subject.
 3. Demonstrable need for a specific teacher in a program and/or subject.
- E. Notification: Teachers shall be notified of their selection to teach summer school within three (3) school days after final section numbers are determined by the administration. The Association will be provided a list of teachers teaching summer school within seven (7) calendar days after final section numbers are determined.

Section 8. Textbook Adoption Committees

Teachers selected to serve on a textbook adoption committee(s) shall be paid at the hourly rate of **Twenty Dollars (\$20.00)** per hour for textbook adoption committee work, including related curriculum writing. In no event shall the teacher's pay exceed **Two Four Hundred Dollars (\$200 \$400.00)** for service on any textbook adoption committee, including related curriculum writing in any one school year. When mutually agreed upon by the teacher and the teacher's principal, the teacher may waive the hourly payment and perform curriculum writing on release time, provided the waived hourly payment is sufficient to cover the cost of the substitute teacher.

Section 9. OdysseyWare, or Similar Credit Recovery Software and HQ Facilitating Teacher Compensation

Highly Qualified (as defined by the No Child Left Behind regulation) Facilitating Teachers will be paid at a rate of \$75.00 for each each student who is enrolled in an OdysseyWare course for which they serve as the facilitating teacher. The \$75.00 stipend per student would also apply to highly qualified teachers who are facilitating an OdysseyWare course for a homebound student. The facilitating teacher will be responsible for curriculum oversight, grading of written work, and determination of final grade.

If the highly qualified teacher is assigned the equivalent of a class period, or periods, (including summer school) of multiple students taking OdysseyWare courses and serving as both operational and facilitating teacher, he/she would be compensated according to their hourly rate.

Vacancies for OdysseyWare course opportunities will be posted. Selection of teachers will be based upon licensure, experience, training, and ability to perform the job.

ARTICLE V INSURANCE

Section 1. Insurance Benefits

- A. **For the 2009-2010 school year**, the Board will pay Four Thousand One Hundred and Fifty Dollars (\$4,150.00) toward the insurance premium for those teachers selecting Plan A-Single Membership during the 2009-2010 policy period (twelve months). The Board will pay Nine Thousand Eight Hundred and Sixty Dollars (\$9,860.00) toward the insurance premium for those teachers selecting Plan A- Family Coverage during the 2009-2010 policy period (twelve months).
- B. **For the 2009-2010 school year**, in the event that two full time teachers are spouses and have eligible dependents, the teachers may elect either one Plan-A Family Coverage, or two Plan-A Single Memberships, set forth in subparagraph (A) above.

In the event that two full time teachers are 1) spouses of each other, 2) have no other eligible dependents, and 3) both elect to receive health insurance benefits as employees; and that the benefits are equivalent for members in the Plan-A Single Membership and the Plan-A Family coverage set forth in subparagraph (A) above; then the Board may elect to offer the married couple one of two alternatives: two single Plan-A memberships, or one Plan-A Family membership. If the benefits are not equivalent for members in the Plan-A Single membership and the Plan-A Family coverage, the teachers may elect either one Plan-A Family coverage or two Plan-A single memberships, set forth in subparagraph (A) above.

The Board's contribution shall in no event exceed the lesser of the actual cost of the elected coverage or two times the Board's Plan-A Family coverage contribution as set forth in subparagraph (A) above.

- C. A description of benefits Under Plan A is found in Appendix F.
- D. **For the 2010-2011 and 2011-2012 school years**, the Board will provide a **High Deductable Health Insurance Plan** in conjunction with a **Health Savings Account**. The Board will pay **Three Thousand Dollars (\$3,000.00)** toward the insurance premium for those teachers selecting Plan A-Single Membership during the 2010-2011 and 2011-2012 policy periods (twelve months each). The Board will pay **Seven Thousand Dollars (\$7,000.00)** toward the insurance premium for those teachers selecting Plan A- Family Coverage during the 2010-2011 and 2011-2012 policy periods (twelve months each).

At the start of the 2010-2011 and 2011-2012 school years, the Board will contribute **Seven Hundred and Fifty Dollars (\$750)** to each Plan A-Single Member's and each Plan A-Family Member's Health Savings Account.

- E. For the 2010-2011 and 2011-2012 school years, in the event that two full time teachers are spouses of each other, they may elect either one Plan-A Family Coverage, for which the Board will contribute Ten Thousand Dollars (\$10,000.00), the equivalence of one Single Board contribution and one Family Board contribution, or two Plan-A Single Memberships, set forth in subparagraph (D) above. In addition, if the two full time teachers are spouses and elect one Plan-A Family Coverage, the board will contribute per employee to the Plan A-Family Health Savings Account as set forth in subparagraph (D) above.
- F. A description of the benefits under Plan A is found in Appendix F.
- G. Subparagraphs D, E, F, and G will expire at the end of the 2011-2012 school year and the provisions of the 2008-2009 Master Agreement will be reinstated.

ARTICLE XI ASSOCIATION RIGHTS

Section 4. Payroll Deduction of Dues

- A. After the beginning of the school year, the Association shall deliver to the Board the names of teachers who authorized payroll deduction and the amounts to be deducted from the pay of such employees. Association membership dues (WEA-ISTA-NEA) shall be designated by the appropriate officer of the Association and the Board shall remit such dues to the Association on a monthly basis. The Board shall deduct such sum in equal payments, beginning with the next pay period after receipt of names from the Association. Receipt must be at least five (5) working days prior to the next pay period. The deduction shall continue for the remainder of the twenty-two (22) pays. ~~The Board shall deduct such sum in no less than ten (10) equal payments starting with no later than the first paycheck in November.~~
- B. Additional names may be added at any time until the end of the school year. The deduction of these dues will occur as equal payments beginning no later than the next pay period and continue for the remainder of the twenty-two pays.
- C. The authorization for payroll deduction of Association membership dues shall be on a continuing basis unless revoked, in writing, by the employee through the Association to the Board.
- D. Upon termination of an employee, the Board shall deduct all unpaid Association dues from the final paycheck.

Appendix A Salary Schedule

EXPLANATIONS

1. Increase base salary zero percent (0 %) for the 2009-2010 and 2010-2011 school years.
2. Current license in area is required to qualify for the schedule.
3. To qualify for "Column 1" a person must have a four year degree.
4. To qualify for "Column 2" a person must have obtained 15 semester hours or 20 quarter hours in his/her educational field beyond the "Column 1" degree, or hours which apply toward a Master's Degree.
5. To qualify for "Column 3" a person must have a Master's Degree.

6. To qualify for "Column 4" a person must have obtained 24 semester hours or 32 quarter hours in his/her field or have Superintendent or designee approval for the hours received. These hours are in addition to the Master's Degree and acquired after receipt of the Master's Degree.
7. Nine months of military service within 7/1 to 6/30 is counted as one year experience to a total of four (4) years.
8. All graduate hours earned in your teaching area will qualify as hours above a degree. Any undergraduate hours with Board approval will qualify as hours above a degree.
9. In addition to the salary set forth herein the school employer agrees to pay the required teacher's three per cent (3%) contribution to the Indiana Teachers Retirement Fund.

Western School Corporation Salary Schedule 2009-2010 and 2010-2011

Exp			Bachelor's		BS +15		Master's		MS + 24
0	1	\$	31,372	1.02	\$ 31,999	1.1	\$ 34,509	1.14	\$ 35,764
1	1.04	\$	32,627	1.06	\$ 33,254	1.14	\$ 35,764	1.18	\$ 37,019
2	1.08	\$	33,882	1.1	\$ 34,509	1.18	\$ 37,019	1.22	\$ 38,274
3	1.12	\$	35,137	1.14	\$ 35,764	1.22	\$ 38,274	1.26	\$ 39,529
4	1.16	\$	36,392	1.18	\$ 37,019	1.26	\$ 39,529	1.3	\$ 40,784
5	1.2	\$	37,646	1.22	\$ 38,274	1.3	\$ 40,784	1.34	\$ 42,038
6	1.24	\$	38,901	1.26	\$ 39,529	1.34	\$ 42,038	1.38	\$ 43,293
7	1.28	\$	40,156	1.3	\$ 40,784	1.38	\$ 43,293	1.42	\$ 44,548
8	1.32	\$	41,411	1.34	\$ 42,038	1.42	\$ 44,548	1.46	\$ 45,803
9	1.36	\$	42,666	1.38	\$ 43,293	1.46	\$ 45,803	1.5	\$ 47,058
10	1.4	\$	43,921	1.42	\$ 44,548	1.5	\$ 47,058	1.54	\$ 48,313
11	1.4	\$	43,921	1.46	\$ 45,803	1.54	\$ 48,313	1.58	\$ 49,568
12	1.4	\$	43,921	1.5	\$ 47,058	1.58	\$ 49,568	1.62	\$ 50,823
13	1.4	\$	43,921	1.54	\$ 48,313	1.62	\$ 50,823	1.66	\$ 52,078
14	1.4	\$	43,921	1.58	\$ 49,568	1.66	\$ 52,078	1.7	\$ 53,332
15	1.4	\$	43,921	1.62	\$ 50,823	1.7	\$ 53,332	1.74	\$ 54,587
16	1.4	\$	43,921	1.62	\$ 50,823	1.74	\$ 54,587	1.78	\$ 55,842
17	1.4	\$	43,921	1.62	\$ 50,823	1.78	\$ 55,842	1.82	\$ 57,097
18	1.4	\$	43,921	1.62	\$ 50,823	1.82	\$ 57,097	1.86	\$ 58,352
19	1.4	\$	43,921	1.62	\$ 50,823	1.86	\$ 58,352	1.9	\$ 59,607
20	1.4	\$	43,921	1.62	\$ 50,823	1.9	\$ 59,607	1.94	\$ 60,862
21	1.4	\$	43,921	1.62	\$ 50,823	1.9	\$ 59,607	1.98	\$ 62,117
22	1.4	\$	43,921	1.62	\$ 50,823	1.9	\$ 59,607	2.02	\$ 63,371

Appendix F Insurance

Insurance Plan A

For the 2009-2010 school year, teachers who select Plan A may choose from two options:

Option 1

Provisions equal to the Comprehensive Major Medical and Cost Guard offered by Physicians Health Network (P500-09) ~~Anthem Blue Cross Blue Shield~~ to the Western School Corporation on September 1, 2006 2009 and Major Dental.

Option 2

Provisions equal to the Comprehensive Major Medical (String 24) offered by ~~Anthem Blue Cross Blue Shield~~ Physicians Health Network (P653-09) to the Western School Corporation on September 1, 2007 2009 and Major Dental.

Option 2 will be evaluated over the next three (3) school years (2007-2008, 2008-2009, 2009-2010) by the insurance committee to determine the effects on the overall insurance program. In the event the insurance committee determines that option two (2) negatively effects the insurance program, Option 2 will be dropped, leaving only Option 1.

For the 2010-2011 and 2011-2012 school years, teachers will be offered a High Deductable Health Insurance Plan, provisions equal to the Comprehensive Major Medical offered by Physicians Health Network (QP52-09) in conjunction with a Health Savings Account and Major Dental. This paragraph will expire at the end of the 2011-2012 school year and the provisions above will be reinstated.

~~Appendix I—Memorandum Of Understanding~~

~~Commencing with the 2001-2002 Master Contract between the parties, in the event that there are funds available for refund from the Cumulative Fund Balance pursuant to the then current Refund Agreement between WSC and the health insurance provider, the formula set forth in numbered Paragraph 2 of the Settlement Agreement and Release dated December 17, 2001 will be employed to determine what, if any, portion of the available amount will be credited to teachers/retirees participating in the health insurance plan during the then most recent policy year. Any amount to be credited to such teachers/retirees will be applied as a premium credit for the teacher/retiree, as applicable, only in the subsequent policy year, provided that the teacher/retiree is a participant in the WSC health insurance plan in such subsequent year.~~

Mr. Marley made a motion to approve the Budget Reduction Proposal 3/9/2010, as amended by Mr. Wells as indicated in the enclosed document. Mr. Koloszar seconded the motion which passed 6-0.

Budget Reduction Proposal 3/9/2010

1. Corporation pay freeze for SY 09-10 and SY 10-11; exclusions: lane changes and increments.
2. Immediate moratorium on all professional development. Exceptions approved by Superintendent.
3. Conversion to a high deductible health insurance plan in conjunction with a Health Savings Account for all qualified employees for SY 10-11 and SY 11-12.
4. Immediate hiring freeze. Exceptions are replacements for positions created by the "10" early retirees or as dictated by student numbers.
5. Immediate implementation of energy conservation plan to include, but not limited to:
 - a. Removal of all refrigerators, coffee pots, microwaves and space heaters from all classrooms and corporation offices.
 - b. Begin a four day work week (earlier hours) for corporation employees in June and July.
 - c. Conduct summer school in one location.
 - d. Initiate tech savings as recommended by the Technology Director.
 - e. Initiate mechanic/custodial savings as recommended by the Building and Grounds Director.
 - f. Conduct an energy savings audit.
6. Investigate and implement cooperative specific activities (fuel, supplies, paper, etc.) with other governmental agencies.

Mr. Wells stated that the WEA is to be commended for putting kids first. Mr. Marley said that the teachers did a great job and Mr. Maugans echoed this sentiment for the WEA and the WSC.

Item #9 – Banking Resolution

Mr. Maugans made a motion that the Board approve a resolution, to be placed on file at First Farmer's Bank, acknowledging the appropriate signatures for any financial business with their bank. Mr. Wells seconded the motion which passed 6-0.

Item #10 – Personnel

Mr. Marley moved that the Board approve the following personnel actions:

1. Maternity Leave :
 - a. Kate Glick, starting the week of 5/3/2010
2. Resignations:
 - a. Laura Brown, Middle School Drama Club

- b. Brooke Gibson, Panther Press
- 3. Recommendations:
 - a. Della Clouse, Middle School Drama Club
 - b. Meagan Dunn, Temporary First Grade Teacher, beginning March 15, 2010, for the remainder of the 2009-2010 school year.
- 4. Spring Coaches:
 - a. Middle School Track
Fred Grider – Volunteer

Softball
James Clouse – Head Coach – Paid position
Steve Nagy – Assistant Coach – Paid Position
Larry Talbert – Junior Varsity Coach – Paid Position
Michael Oilar – Volunteer
Randy Cline – Volunteer
Brett Davenport – Volunteer
Lyle Snyder – Volunteer
Kent Milburn – Volunteer

Boys and Girls Track
Varsity Boys Assistant all paid position
Mike Smith
Gary Jewell
Varsity Assistant all paid positions
Michelle Nicholson
Kristy Kanable
Skip Youngdale
Mike Shepherd

Baseball

Ty Spangler-Volunteer

Peter Jarryd Hatcher – Volunteer

Caden Cline – Volunteer

Ron Brantley – Volunteer

Dwight Singer – Volunteer

Spring Supervisor

Debbie Wilson

Mr. Kenworthy seconded the motion which passed 6-0.

Item #11 – Continued Use of Bus Aide

Mr. Wells made a motion to allow a parent to continue to provide a bus aide for a child, at the parent's expense or through Medicaid funding. Mr. Marley seconded the motion which passed 6-0.

Item #12 – Wellness Committee

Mr. Maugans moved that the Board approve the enclosed change to the Wellness Policy. Mr. Koloszar seconded the motion. Mr. Kenworthy said he was concerned about the direction that the policy is taking and indicated that the corporation needed to provide more healthy food choices and more physical exercise. Mrs. Singer asked clarifying questions which Mr. Davis addressed.

The motion passed 6-0.

Current Vending Guideline

Vending machines dispensing water will be accessible all day throughout Western School Corporation. All members of the Corporation will be able to consume water during the day. Except during lunch hours, principals or their designee will be responsible for turning vending machines on/off. Vending machines will be available in sufficient numbers and locations; however, vending machines will contain not less than fifty percent (50%) better food and drink choices. Drinks in vending machines will be limited to one-serving size. Canned energy drinks are not allowed on campus.

Proposed Changes

From Rick:

I would like the vending component of the Wellness Policy to state something along the lines of the following:

In the high school the vending policy is as follows:

Vending machines dispensing 100% federally compliant beverages will be accessible (turned on) throughout the school day.

Vending machines dispensing beverages that are not 100% federally compliant will only be accessible (turned on) after school hours.

Vending machines dispensing snack items that adhere to the 50% "better food choices" not available in the cafeteria will be accessible during the day.

From Emily:

Students are prohibited from taking vending machine beverages & snacks into the cafeteria.

New Policy Language:

Vending machines dispensing water will be accessible to all members of the Corporation for consumption throughout the school day. In the High School and Middle School, vending machines dispensing at least 50% better food & beverage choices will be accessible throughout the school day; however, students are prohibited from taking vending machine items into the cafeteria. Vending machines dispensing beverages that are not "better choices" will only be accessible after school hours. All beverages, excluding water, will be limited to one-serving size. Canned energy drinks are not allowed on campus. In addition, vending machines dispensing food or beverage items may not be accessible to elementary students.

Item #13 – Richard R. Rea Scholarship

Mr. Maugans made a motion that the Board:

1. Appoint Donna Walden, Jill Newby and Roselyn Lewis as officers of the Richard R. Rea committee.
2. Appoint the officers in 1. above to serve as the Scholarship Selection Committee.
3. Approve \$1,000 as the scholarship award for 2010, renewable for the next three years.

Mr. Wells seconded the motion which passed 6-0.

Item #14 – Field Trips

Mr. Marley moved that the Board approve the following field trips:

1. Pat Berry's Middle Ages Class trip to Chicago, June 3, 2010
2. FCCLA to attend the National Convention in Chicago, July 3-9, 2010
3. Jet Sundheimer's Art History Trip to Chicago, April 16, 2010

Mr. Maugans seconded the motion which passed 6-0.

Item #15 – Acceptance of Donations

Mr. Wells moved that the Board approve the following donations:

1. Mrs. Sandra Grant for the Western Primary School.
2. Lisa Creason, Payroll Pledge.

Mr. Marley seconded the motion which passed 6-0.

Item #16 – Professional Improvement Requests

Mr. Marley moved and Mr. Maugans seconded that the Board approve all of the following professional improvement requests:

Bev Austin-Learning to Read-Central Middle School-April 1, 2010

Emily Klingler-Co-Op Purchasing-Greencastle-March 1, 2010

Emily Klingler-Spring Regional Workshop-Frankfort-March 16, 2010

Sherry Yazel-Counselor Day on Campus-ISU-March 16, 2010

Emily Klingler-Site Visit to Darrough Chapel-Kokomo-February 26, 2010

Lori Larimore-Site Visit to Darrough Chapel-Kokomo-February 26, 2010

Heather Hendrich-Science Adoption Pilot Opportunity-Wabash Valley Ed Center-March 17, 2010

Stacy Smith-Science Adoption Pilot Opportunity-Wabash Valley Ed Center-March 17, 2010

Julie Pownall-Science Adoption Pilot Opportunity-Wabash Valley Ed Center-March 17, 2010

Ann Taylor-Science Adoption Pilot Opportunity-Wabash Valley Ed Center-March 17, 2010

Steve Arthur-Science Adoption Pilot Opportunity-Wabash Valley Ed Center-March 17, 2010

Cindy Eveland-Science Adoption Pilot Opportunity-Wabash Valley Ed Center-March 17, 2010

Randy McCracken-Science Adoption Pilot Opportunity-Wabash Valley Ed Center-March 17, 2010

The motion passed 6-0.

Item #17 – Board Member Roundtable

Mr. Marley indicated that he was very excited about the developing alternative school concept.

Mr. Maugans summarized Diana Ravitch's, a noted educational researcher, changed position on NCLB.

Mr. Wells complemented the WEA and the WSC for its proactive deliberations on behalf of kids.

Mr. Koloszar complemented all of those who were involved in the preparation and execution of plans related to the Drew Brantley issue.

Item #18 – Signing of Documents

The proper documents were signed.

Item #19 – Adjournment

The meeting was adjourned at 7:45 p.m.