

**Western School Corporation**  
**Russiaville, Indiana**  
**Budget Hearing/Special Meeting**  
**Sept 25th, 2017**

Minutes of the regular meeting of the Western Board of School Trustees held on Tuesday, Sept 25th, 2017 at 7:30am.

Members Present: J. Conrad Maugans, Don Wells, Harry Kenworthy, Donna Shepherd, and Mike Koloszar

Members Absent: Linda Singer and Scott Gaskins

Others Present: Randy McCracken, Tammy Johnson, Heather Hendrich, & Pam Carter

Mr. Maugans led with prayer and then led the Pledge of Allegiance prior to the official start of the meeting.

**#1 – Opening the Budget Hearing:**

Mr. Maugans called the meeting to order at 7:31am.

**#2 – Approval of the Agenda:**

Mrs. Shepherd made a motion to approve the agenda as presented. Mr. Koloszar seconded the motion which passed 5-0.

**#3 – Budget Information & Forms:** Submitted by Ms. Carter

Mr. McCracken reviewed each item submitted for approval. He made note that Form 3 is used to advertise the budget for all funds. Form 3 lists the details of the establishment of the CPF plan, announces dates for the public to attend, and advertises the bus replacement plan.

Form 3

CPF – Three Year Plan

Resolution to Adopt CPF Plan

Resolution to Adopt Bus Replacement Plan

Tax Neutrality Resolution

(All forms to follow)

Submitted in Gateway  
9-13-17Prescribed by the Department of Local Government Finance  
Approved by the State Board of AccountsBudget Form No. 3 (Rev. 2015)  
Print  
9/14/2017 7:15:18 AM

## NOTICE TO TAXPAYERS

The Notice to Taxpayers is available online at [www.budgetnotices.in.gov](http://www.budgetnotices.in.gov) or by calling (888) 739-9826.

Complete details of budget estimates by fund and/or department may be seen by visiting the office of this unit of government at 2600 So. 600 W. Russiaville IN 46979.

Notice is hereby given to taxpayers of **WESTERN SCHOOL CORPORATION, Howard County, Indiana** that the proper officers of **Western School Corporation** will conduct a public hearing on the year **2018** budget. Following this meeting, any ten or more taxpayers may object to a budget, tax rate, or tax levy by filing an objection petition with the proper officers of **Western School Corporation** not more than seven days after the hearing. The objection petition must identify the provisions of the budget, tax rate, or tax levy to which taxpayers object. If a petition is filed, **Western School Corporation** shall adopt with the budget a finding concerning the objections in the petition and testimony presented. Following the aforementioned hearing, the proper officers of **Western School Corporation** will meet to adopt the following budget:

Public Hearing Date	Monday, September 25, 2017	Adoption Meeting Date	Tuesday, October 10, 2017
Public Hearing Time	7:30 AM	Adoption Meeting Time	6:00 PM
Public Hearing Location	Western School Board Room	Adoption Meeting Location	Western School Board Room
Est. Transportation Max Levy	\$1,114,190		
Est. Bus Repl. Max Levy	\$306,775		
Property Tax Cap Credit Estimate	\$1,008,000		

1 Fund Name	2 Budget Estimate	3 Maximum Estimated Funds to be Raised (including appeals and levies exempt from maximum levy limitations)	4 Excessive Levy Appeals	5 Current Tax Levy
0061-RAINY DAY	\$800,000	\$0	\$0	\$0
0101-GENERAL	\$19,000,000	\$0	\$0	\$0
0180-DEBT SERVICE	\$2,922,338	\$2,862,101	\$0	\$2,271,234
0186-SCHOOL PENSION DEBT	\$240,655	\$210,136	\$0	\$205,177
1214-CAPITAL PROJECTS (School)	\$2,197,094	\$2,326,529	\$0	\$1,387,750
6301-TRANSPORTATION	\$1,264,000	\$1,295,591	\$0	\$1,071,308
6302-BUS REPLACEMENT	\$200,000	\$383,311	\$0	\$242,946
Totals	\$26,624,087	\$7,077,668	\$0	\$5,178,415

**WESTERN SCHOOL CORPORATION**

**CAPITAL PROJECTS FUND PLAN**

**2018- 2019-2020**

**2600 South 600 West  
Russiaville, Indiana 46979**

**WESTERN SCHOOL BOARD**

**J. Conrad Maugans - President  
Michael J. Koloszar – Vice President  
Donna Shepherd – Secretary  
Linda Singer - Member  
Donald Wells - Member  
Harry Kenworthy – Member  
Scott Gaskins - Member**

WESTERN SCHOOL CORPORATION  
Russiaville, Indiana  
GENERAL DESCRIPTION OF SCHOOL CORPORATION

The Western School Corporation is made up of Harrison, Honey Creek and Monroe Townships, about 75 square miles, in the southwest portion of Howard County. Harrison Township includes a part of the city of Kokomo, the seat of Howard County. The other towns of Russiaville, New London, West Middleton, and Alto are also in the above townships. Students are predominantly from the small towns, suburban, and rural areas.

The governing body is a seven-member elected board of trustees. The district has approximately 368 employees of which 186 are certified with the remainder being non-certified personnel. The grade organization in the four school corporation buildings is K-2, 3-5, 6-8, and 9-12. A new Middle School was completed in the fall of 1997. The Middle School houses grades 6, 7, and 8 with the High School being 9-12. A new auditorium also opened in the spring of 1998. Part of the old Middle School was torn down and part was remodeled and serves as the Administrative Offices. In May of 2008, Western School Corporation completed a building project which added 65,007 square feet of instructional space to our Primary/Intermediate and High School buildings.

In April of 2016, a 40,000 plus square foot Multi-Purpose Building was added to our Middle School/High School, which also include a weight room and wrestling room.

**ENROLLMENT AND ASSESSED VALUATION**

Year	Student Enrollment (ADM)	Assessed Valuation	Year	Student Enrollment (ADM)	Assessed Valuation
2005-06	2371.0	579,922,860	2011-12	2520	440,460,184
2006-07	2443.0	588,750,030	2012-13*	2520	447,774,263
2007-08	2537.0	677,269,520	2013-14	2541	460,937,150
2008-09	2483.0	520,718,720	2014-15	2578	460,937,150
2009-10	2390.0	480,423,391	2015-16*	2652	474,915,816
2010-11	2483.0	452,635,886	2016-17	2629	510,389,727

\*Reflects 100% of True Tax Value

**TAX RATES**

Payable Year	General Fund	Debt Service	Transp. Fund	Bus Rpl	CPF Fund	Rainy Day Rate	Pension Fund	Total
2004	.6607	.2380	.0857	.0215	.2773		.0238	1.3093
2005	.6483	.2285	.0871	.0515	.2690		.0438	1.3305
2006	.6706	.2472	.0959	.0280	.2992		.0342	1.3774
2007	.6253	.2704	.1188	.0682	.3075		.0561	1.4484
2008	.6453	.4257	.1199	.0773	.3056		.0360	1.6119
2009	.0000	.4379	.1623	.0501	.3240		.0471	1.0214
2010	.0000	.5425	.1766	.0272	.3281		.0504	1.1248
2011	.0000	.5090	.1933	.0431	.3362		.0530	1.1346
2012	.0000	.5898	.2041	.0000	.3077	.0000	.0561	1.1577
2013	.0000	.4981	.2133	.0447	.3358	.0000	.0557	1.1476
2014	.0000	.6165	.2126	.0452	.3129	.0000	.0533	1.2405
2015	.0000	.4110	.2151	.0211	.3049	.0000	.0477	.9998
2016	.0000	.6763	.2173	.0101	.3202	.0000	.0495	1.2734
2017	.0000	.4450	.2099	.0476	.2719	.0000	.0402	1.0146

## RECEIPTS AND DISBURSEMENTS

Calendar Year 2018 Budget

### Anticipated Receipts for 2018

Property Taxes \$1,387,750.00

FTT \$ 5,518.00

Excise \$140,440.00

CVET \$2,450.00

State Grants

Miscellaneous \$8,000.00

TOTALS: \$3,076,248.00

### Estimated Expenditures (Disbursements) for 2018

#### General Fund:

Salaries and Benefits	\$ 16,534,611.00
Purchased Services	\$ 2,096,744.00
Supplies & Material	\$ 366,045.00
Capital Outlay	\$ 2,600.00
Total:	\$ 18,820,000.00

## PRESENT FACILITIES

The Western School Corporation operates the following schools at 2600 S. 600 W., Howard County, Indiana:

	<u>Grades</u>	<u>February 2017 Enrollment</u>	<u>Estimated Value</u>
Western Primary School	K-2	561	10,697,360.00
Western Intermediate School	3-5	635	11,811,395.00
Western Middle School	6-8	623	15,326,525.00
Auditorium			4,100,850.00
Western High School	9-12	812	36,210,960.00
Western Administration			6,026,854.00
Utility Building			1,036,729.00
Baseball storage building			86,700.00
Soccer building			65,200.00
Football Complex			538,640.00
Tennis Courts			25,000.00
Sewage treatment plant			1,300,000.00
Water treatment plant			1,300,000.00
Softball Complexes			61,200.00
Multi-Purpose Building			3,675,000.00
TOTALS		2,653	\$92,263,138.00

The four schools and Administration building listed above are located at 2600 S. and 600 W. on approximately 85 acres of land. Two schools housing grades K-5 are located on the west side of 600 W. on approximately 16 acres and two schools housing grades 6-12 are located on the east side of 600 W. on approximately 69 acres. The superintendent's office is located in the remodeled old middle school, which also contains activity rooms for all students K-12. A new Middle School and Auditorium opened during the 97-98 school year with a value of \$16,000,000.00. There were additions to the Primary, Intermediate and High School completed in the fall of 2008 with a value of \$14,639,711. A Multi-Purpose Building, including a weight room and wrestling room were added in 2016 with a value of \$3,675,725.00. Additional improvements in 2016 included; new football bleachers, new High School gym bleachers, windows and parking at the Intermediate, windows and parking at the High School, renovations to the High School Band room, renovations to the south gym locker rooms, renovations to the football locker rooms, new baseball netting, new softball walking path, east drive extension, renovation to the old weight room, HVAC upgrades to the south gym and old weight room, and a new maintenance building. Total cost - \$5,500,000.00.

The School Corporation also operates a maintenance/football dressing room facility at the same site. This building was constructed in 1966 (remodeled in 2001) and the estimated value is \$460,000.00. A new sewage treatment plant, located in south of the Primary building was completed in the spring of 2008 with an estimated value of \$1,300,000.00. A new water treatment plant, located south of the football field was completed in the fall of 2010 with an estimated value of \$1,300,000.00.

A detailed evaluation of the condition and the projected needs of each facility listed are provided in the following pages. In this detailed evaluation the following categories are used as defined:

- (1) Land Acquisition and Development: acquisition and development of sites for school purposes.
- (2) Fees for Professional Services: Fees paid to architects, engineers, attorneys, project managers, and fiscal consultants for land acquisition, site development, and building improvements. Also expenses for non-recurring in-service technology training.
- (3) Education Specifications Development: Feasibility studies and educational specifications for building design for use by architects and others.
- (4) Building Acquisition, Construction, and Improvement: (a) purchase and construction of buildings; (b) improvements or alterations to existing buildings; (c) installation or extensions of service systems for new or existing building; (d) building sites for use by the school corporation; (e) the purchase of building materials for vocational building and trade classes; (f) the payments for the qualifying portion of Guaranteed Energy Savings Contracts under IC 36-1-12.5 may be paid from this account; (g) Under certain circumstances, the payments of salaries and benefits for skilled craft employees.
- (5) Rental of Buildings and Equipment: rental or lease payments for new or existing real property, computers, or equipment, excluding payments to holding corporations as authorized under I.C. 21-5-11 and I.C. 21-5-12. The payments for the qualifying portion of Guaranteed Energy Savings contracts under I.C. 36-1-12.5 may be paid from this account.
- (6) Purchase of Mobile or Fixed Equipment: to purchase, lease upgrade, maintain, or repair one or more of the following: computer hardware, computer software, wiring and computer networks, communication access systems used to connect with computer networks or electronic gateways. Educational technology may only be purchased if a three-year (3) year technology plan has been developed.
- (7) Emergency Allocation: repair, replacement or site acquisition that is necessitated by an emergency.
- (8) Utility Services: one hundred percent (100%) of costs attributable to utilities during the period beginning January 1, 2004 and ending December 31, 2005
- (9) Maintenance of Equipment: care, upkeep, or maintenance of equipment owned or used by the school corporation, including salaries of full or part-time computer repair personnel.
- (10) For the repair, replacement, remodeling or maintenance of a school sports facility: However, a school corporation's expenditures in a calendar year under this amended law may not exceed five percent (5%) of the property tax revenues levied for the fund in the calendar year.
- (11) Property or casualty insurance: one hundred percent (100%) of costs attributable to property or casualty insurance during the period beginning January 1, 2004 and ending December 31, 2005.
- (12) Other Staff Services: benefits for employee salaries paid from other accounts within the capital projects plan, i.e. computer repair personnel and skilled craft employees.
- (13) Technology: funding the acquisition of any equipment or services necessary to implement technology under IC20-10.1-5-6 or to participate in a program to provide educational technologies under IC20-10.1-25 or to obtain any combination of equipment or services described in IC20-10.1-25.
- (14) Allocation for Future Projects: accumulation of funds for projects that the school corporation has articulated with reasonable specificity within the plan, including size, purpose, features, estimated cost in constant dollars, and site or possible sites.
- (15) Funds transferred for a Repair and Replacement Fund
- (16) Interest transferred to the General Fund

**WESTERN PRIMARY SCHOOL**  
**2600 S. 600 W.**  
**RUSSIAVILLE, IN 46979**

Grades Housed: K-2	Date of Occupancy: 1980
Current Value: \$10,697,360.00	Acreage: 10
Number of Classrooms: 28	Student Capacity: 620

Five Year Enrollment History:

Year:	2012-13	2013-14	2014-15	2015-16	2016-17
Count:	531	558	558	590	561

This building has had extensive repair/replacement of heating and air handling equipment. In May 2008 a new Kindergarten wing was added along with a shared office and gymnasium with the Intermediate Building. In the Spring/Summer of 2011 this building received HVAC upgrades. The building is air-conditioned.

**The three-year Capital Projects Fund Plan, as it applies to this facility:**

	<u>2018</u>	<u>2019</u>	<u>2020</u>
(1) Land Acquisition and Development	1,000.00	6,000.00	3,500.00
(2) Fees for Professional Services	0	0	0
(3) Education Specifications Development	0	0	0
(4) Building Acquisition, Const & Imp.	24,000.00	23,200.00	20,500.00
(5) Rental of Buildings and Equipment	10,500.00	10,500.00	10,500.00
(6) Purchase of Mobile or Fixed Equipment	4,300.00	6,300.00	15,300.00
(7) Emergency Allocation*	0	0	0
(8) Utility Service	0	0	0
(9) Maintenance of Equipment	39,300.00	41,300.00	41,300.00
(10) School Sports Facility	0	0	0
(11) Property or casualty insurance	0	0	0
(12) Other Staff Service	0	0	0
(13) Technology	68,575.00	64,475.00	39,475.00
(14) TOTAL PLANNED EXPENDITURES AND			
ALLOCATIONS FOR THIS LOCATION:	147,675.00	151,775.00	130,575.00
(14) Allocations for Future Projects	0	0	0
TOTAL PLANNED EXPENDITURES AND			
ALLOCATIONS FOR THIS LOCATION:	147,675.00	151,775.00	130,575.00

\*See CPF Plan Summary Page

**WESTERN INTERMEDIATE SCHOOL**  
**2600 S. 600 W.**  
**RUSSIAVILLE, INDIANA 46979**

Grades Housed: 3-5	Date of Occupancy: 1962
Current Value: \$11,811,395	Acreage: 6
Number of Classrooms: 27	Student Capacity: 530

**Five Year Enrollment History:**

Year:	2012-13	2013-14	2014-15	2015-16	2016-17
Count:	595	589	611	472	635

This building is in good condition. The building was air-conditioned during the summer of 1995. A building addition was completed in May 2008 adding additional classrooms, a library, a computer lab and shared office and gymnasium with the Primary building. In the Spring/Summer of 2011 the building received HVAC upgrades.

**The three-year Capital Fund Plan, as it applies to this facility:**

	<u>2018</u>	<u>2019</u>	<u>2020</u>
(1) Land Acquisition and Development:	3,000.00	5,000.00	8,000.00
(2) Fees for Professional Services:	0	0	0
(3) Education Specifications Development:	0	0	0
(4) Building Acquisition, Construction and Improvement:	85,600.00	53,720.00	47,000.00
(5) Rental of Buildings and Equipment:	19,500.00	19,500.00	19,500.00
(6) Purchase of Mobile or Fixed Equipment:	23,940.00	23,940.00	23,940.00
(7) Emergency Allocation:*	0	0	0
(8) Utility Services	0	0	0
(9) Maintenance of Equipment	40,500.00	25,090.00	30,500.00
(10) Sports Facility	0	0	0
(11) Property or casualty insurance	0	0	0
(12) Other Staff Services	0	0	0
(13) Technology	93,310.00	50,350.00	51,940.00
<b>TOTAL PLANNED EXPENDITURES AND ALLOCATIONS FOR THIS LOCATION:</b>	<b>237,580.00</b>	<b>174,350.00</b>	<b>156,940.00</b>
(14) Allocations for Future Projects:	0	0	0
<b>TOTAL PLANNED EXPENDITURES AND ALLOCATIONS FOR THIS LOCATION</b>	<b>237,580.00</b>	<b>174,350.00</b>	<b>156,940.00</b>

\*See CPF Plan Summary Page

**WESTERN MIDDLE SCHOOL**  
**2600 S. 600 W.**  
**RUSSIAVILLE, INDIANA 46979**

Grades Housed: 6-8  
 Current Value: \$15,326,525.00  
 Number of Classrooms: 30

Date of Occupancy: August, 1997  
 Acreage: 10  
 Student Capacity: 800

**Five Year Enrollment History**

Year:	2012-13	2013-14	2014-15	2015-16	2016-17
Count:	669	663	633	536	624

This building opened in the fall of 1997. The building contains administration offices, cafeteria, media center and physical education facility. The building is air-conditioned. An expansion of the current cafeteria and physical education facility should be considered.

**The three-year Capital Projects Fund Plan, as it applies to this facility:**

	<u>2018</u>	<u>2019</u>	<u>2020</u>
(1) Land Acquisition and Development:	1,500.00	2,000.00	2,000.00
(2) Fees for Professional Services:	0	0	0
(3) Education Specifications Development:	0	0	0
(4) Building Acquisition, Construction and Improvement:	40,000.00	32,500.00	20,500.00
(5) Rental of Buildings and Equipment:	17,000.00	17,000.00	17,000.00
(6) Purchase of Mobile or Fixed Equipment	20,700.00	20,400.00	23,900.00
(7) Emergency Allocation:*	0	0	0
(8) Utility Service	0	0	0
(9) Maintenance of Equipment	52,000.00	40,000.00	39,000.00
(10) School Sports Facility	0	0	0
(11) Property or casualty insurance	0	0	0
(12) Other Staff Services	0	0	0
(13) Technology	75,562.00	106,362.00	71,362.00
TOTAL PLANNED EXPENDITURES AND ALLOCATIONS FOR THIS LOCATION	206,762.00	218,262.00	173,762.00
(14) Allocation for Future Projects	0	0	0
TOTAL PLANNED EXPENDITURES AND ALLOCATIONS FOR THIS LOCATION	206,762.00	218,262.00	173,762.00

\*See CPF Plan Summary Page.

**NEUHAUSER MEMORIAL AUDITORIUM**  
**2600 S. 600 W.**  
**RUSSIAVILLE, IN 46979**

Grades Housed: K-12  
 Current Value: \$4,100,850.00  
 Number of Classrooms: N/A

Date of Occupancy: August, 1997  
 Acreage: 1  
 Student Capacity:

The auditorium opened in the fall of 1997. The capital needs of the auditorium are minimal other than normal upkeep and improvements.

**The three-year Capital Projects Fund Plan, as it applies to this facility:**

	<u>2018</u>	<u>2019</u>	<u>2020</u>
(1) Land Acquisition and Development:	3,500.00	3,500.00	2,500.00
(2) Fees for Professional Services:	2,800.00	0	2,800.00
(3) Education Specifications Development:	0	0	0
(4) Building Acquisition, Construction and Improvement:	8,550.00	10,500.00	87,500.00
(5) Rental of Buildings and Equipment:	1,000.00	1,000.00	1,000.00
(6) Purchase of Mobile or Fixed Equipment	19,750.00	10,000.00	5,750.00
(7) Emergency Allocation:*	0	0	0
(8) Utility Services	0	0	0
(9) Maintenance of Equipment	7,700.00	10,050.00	87,500.00
(10) School Sports Facility	0	0	0
(11) Property or casualty insurance	0	0	0
(12) Other Staff Services	0	0	0
(13) Technology	10,000.00	6,000.00	5,000.00
TOTAL PLANNED EXPENDITURES AND ALLOCATIONS FOR THIS LOCATION	53,300.00	39,250.00	108,000.00
(14) Allocation for Future Projects	0	0	0
TOTAL PLANNED EXPENDITURES AND ALLOCATIONS FOR THIS LOCATION	53,300.00	39,250.00	108,000.00

\*See CPF Plan Summary Page.

**WESTERN HIGH SCHOOL**  
**2600 S. 600 W.**  
**RUSSIAVILLE, INDIANA 46979**

Grades Housed: 9-12  
Current Value: \$36,210,960  
Number of Classrooms: 56

Date of Occupancy: 1962  
Acreage: 55  
Student Capacity: 1050

This building is in good to excellent condition. The span in years of construction creates a varying degree of need for renovation depending on age. The industrial technology, art, band, and choir areas were remodeled in 1997. The building is totally air-conditioned. A building project was completed in May, 2008 replacing what was known as the west wing and adding additional classes, including science labs, a student commons area and new office and nurse's station

**Five Year Enrollment History:**

Year:	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
Count:	815	805	820	797	819	818

**The three-year Capital Projects Fund Plan, as it applies to this facility:**

	<u>2018</u>	<u>2019</u>	<u>2020</u>
(1) Land Acquisition and Development:	7,000.00	5,000.00	5,000.00
(2) Fees for Professional Services:	0	0	0
(3) Education Specifications Development:	0	0	0
(4) Building Acquisition, Construction and Improvement:	266,500.00	257,000.00	177,000.00
(5) Rental of Buildings and Equipment:	30,200.00	30,200.00	30,200.00
(6) Purchase of Mobile or Fixed Equipment:	42,000.00	37,000.00	39,000.00
(7) Emergency Allocation	0	0	0
(8) Utility Service	0	0	0
(9) Maintenance of Equipment	69,000.00	68,000.00	70,000.00
(10) School Sports Facility	0	0	0
(11) Property or casualty insurance	0	0	0
(12) Other Staff Services	0	0	0
(13) Technology	73,367.00	72,667.00	62,667.00
<b>TOTAL PLANNED EXPENDITURES AND ALLOCATIONS FOR THIS LOCATION:</b>	<b>488,067.00</b>	<b>469,867.00</b>	<b>383,867.00</b>
(14) Allocation for Future Projects	0	0	0

**TOTAL PLANNED EXPENDITURES AND ALLOCATIONS FOR THIS LOCATION:** 488,067.00 469,867.00 383,867.00

\*See CPF Plan Summary Page

**WESTERN ADMINISTRATION OFFICE**  
**2600 S. 600 W.**  
**RUSSIAVILLE, INDIANA 46979**

Grades Housed: 0  
Current Value: \$6,026,854.00  
Number of offices: 14

Date of occupancy: 1955  
Acreage: 11

After the 1996-97 school year, part of the previous middle school was remodeled to become the administration office building. Other areas of the building containing a gymnasium, locker rooms, classrooms and kitchen were retained for corporation wide use. Also covered by this site is a maintenance building, sewage plant, water treatment plant, three wells and other outside facilities.

**The three-year capital projects fund plan as it applies to this facility:**

	<u>2018</u>	<u>2019</u>	<u>2020</u>
(1) Land Acquisition and Development:	12,000.00	27,000.00	12,000.00
(2) Fees for Professional Services:	0	0	0
(3) Education Specifications Development:	0	0	0
(4) Building, Acquisition, Construction and Improvement:	80,500.00	87,500.00	32,500.00
(5) Rental of Buildings and Equipment:	10,000.00	10,000.00	10,000.00
(6) Purchase of Mobile or Fixed Equipment:	80,500.00	62,500.00	62,500.00
(7) Emergency Allocation	50,000.00	50,000.00	50,000.00
(8) Utility Service	415,641.00	415,641.00	415,641.00
(9) Maintenance of Equipment	88,450.00	95,850.00	95,850.00
(10) School Sports Facility	75,000.00	75,000.00	75,000.00
(11) Property or casualty insurance	0	0	0
(12) Other Staff Services	0	0	0
(13) Technology	245,260.00	245,760.00	208,760.00
TOTAL PLANNED EXPENDITURES AND ALLOCATIONS FOR THIS LOCATION:	1,013,351.00	1,069,251.00	962,251.00
(14) Allocation for Future Projects:	0	0	0
TOTAL PLANNED EXPENDITURES AND ALLOCATIONS FOR THIS LOCATION:	1,013,351.00	1,069,251.00	962,251.00

## ALLOCATION FOR FUTURE PROJECTS (AFP)

The Allocation for Future Projects (AFP) allows the corporation to levy property taxes for expenditures planned for a future year.

501 AC 9-1-4 describes the standard for the AFP as:

The accumulation of funds that the school corporation has articulated with reasonable specificity within the plan, including size, purpose, estimated cost and sites or possible sites.

Three-year capital projects fund plan, as it applies to this facility:

	<u>2018</u>	<u>2019</u>	<u>2020</u>
(1) Land Acquisition and Development:			
(2) Fees for Professional Services:			
(3) Education Specifications Development:			
(4) Building, Acquisition, Construction and Improvement:			
(5) Rental of Buildings and Equipment:			
(6) Purchase of Mobile or Fixed Equipment:			
(7) Emergency Allocation:			
(8) Utility Services			
(9) Maintenance of Equipment			
(10) School Sports Facility			
(11) Property or casualty insurance			
(12) Other Staff Services			
(13) Technology			
TOTAL PLANNED EXPENDITURES AND ALLOCATIONS FOR THIS LOCATION:			
(14) Allocation for Future Projects**			
TOTAL PLANNED EXPENDITURES AND ALLOCATIONS FOR THIS LOCATION:			.

## ALLOCATION FOR FUTURE PROJECTS (AFP)

The Allocation for Future Projects (AFP) allows the corporation to levy property taxes for expenditures planned for a future year.

501 AC 9-1-4 describes the standard for the AFP as:

The accumulation of funds that the school corporation has articulated with reasonable specificity within the plan, including size, purpose, estimated cost and sites or possible sites.

Three-year capital projects fund plan, as it applies to this facility:

	<u>2016</u>	<u>2017</u>	<u>2018</u>
(1) Land Acquisition and Development:			
(2) Fees for Professional Services:			
(3) Education Specifications Development:			
(4) Building, Acquisition, Construction and Improvement:			
(5) Rental of Buildings and Equipment:			
(6) Purchase of Mobile or Fixed Equipment:			
(7) Emergency Allocation:			
(8) Utility Services			
(9) Maintenance of Equipment			
(10) School Sports Facility			
(11) Property or casualty insurance			
(12) Other Staff Services			
(13) Technology			

TOTAL PLANNED EXPENDITURES AND  
ALLOCATIONS FOR THIS LOCATION:

Allocation for Future Projects\*\*:

(14) PLANNED EXPENDITURES AND  
ALLOCATIONS FOR THIS LOCATION

# **CAPITAL PROJECTS FUND PLAN SUMMARY**

## **CURRENT EXPENDITURES:**

	<u>2018</u>	<u>2019</u>	<u>2020</u>
(1) Land Acquisition and Development: (25320)	28,000.00	48,500.00	33,000.00
(2) Fees for Professional Services: (25330)	0	0	0
(3) Education Specifications Development: (25340)	0	0	0
(4) Building Acquisition, Construction, and Improvement: (25350)	505,150.00	463,970.00	385,000.00
(5) Rental of Buildings and Equipment: (25360)	88,200.00	88,200.00	88,200.00
(6) Purchase of Mobile or Fixed Equipment: (25380)	197,190.00	161,290.00	141,450.00
(7) Emergency Allocation (25390)	50,000.00	50,000.00	50,000.00
(8) Utility Services (25420)	415,641.00	415,641.00	415,641.00
(9) Maintenance of Equipment (25440)	286,950.00	282,950.00	285,100.00
(10) Sports Facility (25355)	75,000.00	75,000.00	75,000.00
(11) Property and casualty insurance (25470)	0	0	0
(12) Other Staff Services (26490)	0	0	0
(13) Technology (26710)	547,804.00	537,204.00	439,204.00
<b>SUBTOTAL CURRENT EXPENDITURES:</b>	<b>2,197,094.00</b>	<b>2,072,755.00</b>	<b>1,865,395.00</b>

(14) Allocation for Future Projects:

(15) Transfer to Repair and Replacement Fund:

(16) Interest Transfer to General Fund:

**TOTAL EXPENDITURES, ALLOCATIONS, and TRANSFERS:**

2,197,094.00 2,072,755.00 1,865,395.00

## **SOURCES AND ESTIMATES OF REVENUE:**

Projected Cash Balance, January 1st:	0	100.00	100.00
Less Appropriation Carried Forward:	0	0	0
Cash Balance Available for Current Year Plan:	0	100.00	100.00
Property Tax Revenue:	2,326,529.00	2,115,116.00	2,115,876.00
Estimated Auto Excise and FIT Receipts and Other Revenue:	139,000.00	100,000.00	100,000.00
	11,000.00	12,000.00	12,000.00

**TOTAL FUNDS AVAILABLE FOR PLAN:**

2,476,529.00 2,227,216.00 2,227,976.00

Based on an Assessed Valuation of:

612,467,672.00 553,124,580.00 553,124,580.00

The Projected tax rate for the Capital Projects Fund will be:

.3799

.4004

.4004

## NOTICE OF ADOPTION

### NOTICE TO TAXPAYERS OF WESTERN SCHOOL CORPORATION

Notice is hereby given to the taxpayers of Western School Corporation of Howard County, Indiana, that the Board of School Trustees has established a Capital Projects Fund and adopted a plan under I.C. 21-2-15. The following is a general outline of the proposed plan:

#### CURRENT EXPENDITURES:

	2018	2019	2020
(1) Land Acquisition and Development: (25320) 40,000,500	28,000	48,500	33,000
(2) Fees for Professional Services: (25330)	2,800		2,800
(3) Education Specifications Development: (25340)			
(4) Building Acquisition, Construction, and Improvement: (25350)	505,150	463,970	385,000
(5) Rental of Buildings and Equipment: (25360)	88,200	88,200	88,200
(6) Purchase of Mobile or Fixed Equipment: (25380)	197,190	179,890	162,450
(7) Emergency Allocation: (25390)	50,000	50,000	50,000
(8) Utility Services (25240)	415,641	415,641	415,641
(9) Maintenance of Equipment (25440)	286,950	282,950	285,100
(10) Sports Facility (25355)	75,000	75,000	75,000
(11) Property and casualty insurance (25470)			
(12) Other Staff Services (26490)			
(13) Technology (26710)	547,804	537,204	439,204
SUBTOTAL CURRENT EXPENDITURE:	2,197,094	2,123,114	1,915,754
(14) Allocation for Future Projects:			
(15) TRANSFER TO REPAIR AND REPLACEMENT FUND:			
(16) Interest Transfer to General Fund			
TOTAL EXPENDITURES, ALLOCATIONS, and TRANSFERS:	2,197,094	2,123,114	1,915,754
SOURCES AND ESTIMATES OF REVENUE:			
(1) Projected Cash Balance, January 1st:	0	100	100
(2) Less Encumbrances Carried Forward:	0	0	0
(3) Cash Balance Available for Current		100	100
(4) Property Tax Revenue:	2,326,529	2,115,116	2,115,876
(5) Auto Excise, CVET, and FIT receipts:	139,000	100,000	100,000
(6) Other Revenue (interest income)	11,000	12,000	12,000
TOTAL FUNDS AVAILABLE FOR PLAN:	2,476,529	2,227,216	2,227,976

Based on an Assessed Valuation of:	612,467,672	553,124,580	553,124,580
The Projected tax rate for the Capital Projects Fund will be:	0.3799	0.4004	0.4004

This notice includes allocations for the years 2018, 2019, and 2020 for the following construction projects, which have previously been subject to the taxpayer objection.

Allocations as specified above are not eligible to be contested by the objection during the period stated in this Notice of Adoption.

Ten or more taxpayers in the school corporation who will be affected by the plan may file a petition with the County Auditor of Howard County, not later than ten (10) days after the publication of this notice, setting forth their objections to the plan. Upon filing of the petition, the County Auditor shall immediately certify the same to the State Board of Tax Commissioners, which board will fix a date and conduct a public hearing on the plan before issuing its approval or disapproval thereof.

Dated this 25th day of September, 2017

J. Conrad Maugans, President  
Michael Koloszar, Vice President  
Donna Shepherd, Secretary  
Linda Singer, Member  
Donald Wells, Member  
Harry Kenworthy, Member  
Scott Gaskins, Member

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### EMERGENCY ALLOCATION

The Emergency Allocation is proposed on a corporation wide basis and will be expended only in response to an emergency. It will not be used to fund cost overruns or as a vehicle to amend the CPF Plan.

The three-year capital projects fund plan as it applies to emergency allocations:

	<u>2018</u>	<u>2019</u>	<u>2020</u>
(1) Land Acquisition and Development:			
(2) Fees for Professional Services:			
(3) Education Specifications Development:			
(4) Building, Acquisition, Construction and Improvement:	50,000.00	50,000.00	50,000.00
(5) Rental of Buildings and Equipment:			
(6) Purchase of Mobile or Fixed Equipment:			
(7) Emergency Allocation:			
(8) Utility Services			
(9) Maintenance of Equipment			
(10) Sports Facility			
(11) Property and casualty insurance			
(12) Other Staff Services			
(13) Technology			
TOTAL PLANNED EXPENDITURES AND ALLOCATIONS FOR THIS LOCATION:	50,000.00	50,000.00	50,000.00
(14) Allocation for Future Projects**			
TOTAL PLANNED EXPENDITURES AND ALLOCATIONS FOR THIS LOCATION	50,000.00	50,000.00	50,000.00

**RESOLUTION TO ADOPT A PLAN FOR CAPITAL  
PROJECTS FUND  
WESTERN SCHOOL CORPORATION  
HOWARD COUNTY, INDIANA**

This resolution is adopted by the Board of School Trustees of the Western School Corporation, Howard County, Indiana.

**Whereas,** a Capital Projects Fund has been established; and

**Whereas,** the governing body is required under IC 21-2-15 to adopt a plan with respect to the Capital Projects Fund; and

**Whereas,** the governing body held a public hearing on the plan on September 25, 2017 at the Western Administration Building, Russiaville, Indiana;

**Therefore,** be it resolved by the governing body that the plan entitled Capital Projects Plan is hereby incorporated by reference into this resolution, and is adopted as the governing body's plan with respect to the Capital Projects Fund.

**Be it further resolved** that the governing body will submit a certified copy of this resolution (including the adopted plan) to the State Board of Tax Commission under IC 21-2 -15-6.

Adopted this 25th day of September, 2017.

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Resolution to Adopt Bus Replacement Plan:

RESOLUTION TO ADOPT THE YEAR 2018 BUS REPLACEMENT PLAN

This resolution is adopted by the Board of Trustees of Western School Corporation of Howard County, Indiana.

Whereas, a School Bus Replacement Plan has been established; and

Whereas, the Board of Trustees is required under IC 20-46-5 to adopt a plan with respect to a School Bus Replacement Plan; and

Whereas, the Board of Trustees held a public hearing on the plan on the 25<sup>th</sup> day of September, 2017 at 2600 South 600 West Russiaville In.

THEREFORE, BE IT RESOLVED by the Board of Trustees that the plan entitled "School Bus Replacement Plan" for the year 2018 thru 2029, is hereby incorporated by reference into this resolution, and is adopted as the Board of Trustees' Plan with respect to the School Bus Replacement Plan.

BE IT FURTHER RESOLVED, that the Board of Trustees shall submit a certified copy of this resolution (including the adopted plan and the Calculation Worksheet) to the Department of Local Government Finance as required by IC 20-40-7 for approval.

Adopted this 25th day of September, 2017.

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Tax Neutrality Resolution:

**TAX NEUTRALITY RESOLUTION**

WHEREAS, IC 20-48-1-2 requires the School Corporation to reduce the Levy for one or more of its funds in 2013 by an amount equal to the levy debt for debt service on its Taxable General Obligation Pension Bonds of 2003; and

WHEREAS, IC 20-48-1-2 has been amended effective March 19, 2012 to provide that if the governing body of a school corporation adopts a resolution specifying that the adjustment percentages under Subsection (f) shall apply to the school corporation, then the adjustment percentages set forth in Subsection (f) shall be used for the budget years 2013 and thereafter when determining the amount of the levy or levies a school corporation must reduce in one or more of the school corporation's transportation fund levy, school bus replacement fund levy, capital projects fund levy to neutralize the levy for its retirement/severance bond debt service fund; and

WHEREAS, the Board desires to have the adjustment percentages set forth in IC 20-48-1-2 (f), as amended, apply to the School Corporation.

NOW THEREFORE, BE IT RESOLVED BY WESTERN SCHOOL CORPORATION that the maximum levy for Capital Projects Fund for the year 2018 be reduced in total by the amount of the levy for its Debt Service Fund allocable to the Taxable General Obligation Pension Bonds of 2003. The adjustment percentages set forth under IC 20-48-1-2(f), as amended, shall apply to the School Corporation, and this resolution shall be treated for all intents and purposes as satisfying all of the requirements set forth in IC 20-48-1-2(f), as amended, to have the adjustment percentage used for IC 20-48-1-2(c)(5)(B), as amended be fifty percent (50%) for taxes due and payable in 2014, seventy-five percent (75%) for taxes due and payable in 2015 and one hundred percent (100%) for taxes due and payable after 2015.

Passed and adopted this 25th day of September, 2017.

\_\_\_\_\_  
Conrad Mougans, President  
Board of School Trustees

Attest:

\_\_\_\_\_  
Donna Shepherd, Secretary  
Board of School Trustees

Mrs. Shepherd made a motion to approve the Budget Information & Forms as presented. Mr. Wells seconded the motion which passed 5-0.

#### **#4 – Comments/Questions from the Public:**

There were no comments from the public

#### **#5 – Closing of the Hearing**

### **OPENING OF THE SPECIAL MEETING:**

Members Present: J. Conrad Maugans, Don Wells, Harry Kenworthy, Donna Shepherd, and Mike Koloszar

Members Absent: Linda Singer and Scott Gaskins

Others Present: Randy McCracken, Tammy Johnson, Heather Hendrich, & Pam Carter

#### **#1 – Opening of the Meeting:**

Mr. Maugans called the meeting to order at 7:36am.

#### **#2 – Approval of the Agenda:**

Mr. McCracken made mention of an addition of Teacher Evaluation revision under the #5 – Other agenda item.

Mr. Koloszar made a motion to approve the agenda as presented with the revision. Mr. Kenworthy seconded the motion which passed 5-0.

#### **#3 – Opportunity for Public Comment**

#### **#4 -Personnel:**

Mr. McCracken recommends the following personnel items –

Teacher Master Agreement –

To: Members of the Western School Board  
From: Randy McCracken  
Re: 2017-2018 Master Agreement  
Date: September 19, 2017

I am recommending approval of the 2017-2018 Master Agreement between the Teachers' Association and the Western School Board. Below is the tentative agreement outlining the changes.

I am also recommending that the pay increases be given once final evaluation ratings can be determined for teachers.

I am also recommending the insurance contribution increase and the extra-curricular increases become effective upon approval of the agreement by the Board.

### **Western School Corporation Negotiation Proposal** **9/18/17**

*WEA notes in green italics. 9/18/2017 2:20pm-ish*

- ARTICLE I Recognition, Section 1. - Add - Curriculum Director/Secondary Instructional Coach *WEA accepts*
- ARTICLE III, Professional Compensation, Section 2. – Delete Conferences and 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. Delete - Total funds for disbursement in any one-year shall not exceed one and one-half (1 1/2) times the total amount. *WEA accepts*
- Section 6. - Compensation for Textbook Adoption Committees and Related Curriculum Writing Teachers selected to serve on the 2017-2018 textbook adoption committee(s) shall be paid an hourly rate using the following formula (beginning teacher salary divided by 183 divided by 6.83) for adoption committee work. In no event shall the teacher's pay exceed 10 hours of work for service on any textbook adoption committee in any one school year. Teachers selected for related 2018 summer curriculum writing shall be paid an hourly rate using the same formula for textbook adoption committee work. In no event shall the teacher's pay exceed 30 hours of work for summer curriculum writing. 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 (not to exceed one instructional day). *WEA accepts*
- Section 8. Compensation for Open House Attendance - Teachers shall be paid an hourly rate using the following formula (beginning teacher salary divided by 183 divided by 6.83) for up to two hours for their open house attendance, as scheduled by their building principal. *WEA accepts*
- ARTICLE IV INSURANCE, Section 1. Insurance Benefits *WEA accepts*
  - The Board will pay **Four Thousand One Hundred and Twenty-Five Dollars (\$4,125)** toward the insurance premium for those teachers selecting Plan A-Single Membership during 2017-2018 school year.
  - The Board will pay **Nine Thousand Five Hundred Dollars (\$9,500.00)** toward the insurance premium for those teachers selecting Plan A-Family Coverage during the 2017-2018 school year.

- For the 2017-2018 school year, 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 **Thirteen Thousand Six Hundred and Twenty-Five Dollars (\$13,625.00)**, the equivalence of one Single Board contribution and one Family Board contribution, or two Plan-A Single Memberships
- ARTICLE V LEAVES OF ABSENCE , Section 1. Sick Leave – ~~No-Change~~ *WEA counters*
  - A. Unused annual sick leave shall accumulate to not more than one hundred eighty-three (183) days. Accumulated sick leave may only be used for absences caused by the personal illness or disability of a teacher, **with the exception that up to twenty (20) days may be used for personal illness or disability involving a member of the teacher's immediate family, as defined above.** WEA agreed to WSC's counter that five (5) days may be used for personal illness or disability involving a dependent or spouse.
- Appendix A1  
Salary Placement for the 2017-2018 School Year

1. Compensation Plan:

Defined as a flat dollar increase of One Thousand Five Hundred Dollars (\$1,500) on the below 2016-2017 Compensation Table (adjusted for a starting point for the 2017-2018 school year and does not represent an increase for the 2016-2017 school year). ~~Or 3.5% increase on the original 2016-2017 salary schedule.~~ *WEA accepts w/deletion of 3.5% language.*

The adjusted, one column 2016-2017 Compensation Table is the result of adjusting the original 2016-2017 Salary Schedule in the 2016-2017 Master Agreement in order to create equal differences between rows. The beginning salary was adjusted to \$34,550 and each row then increases by \$1,300 to the final salary of \$65,750. All salaries listed in 2016-2017 Master Agreement were then rounded up to the next salary on the adjusted 2016-2017 Compensation Table for the starting point, prior to applying the flat dollar increase of One Thousand Five Hundred Dollars (\$1,500) in order to create the 2017-2018 Compensation Table. *WEA accepts*

Teachers new to the Corporation for the 2017-2018 School Year will be initially placed where they would have fallen on the 2016-2017 Compensation Table for experience and education. Teachers new to the Corporation will not be placed above or below where a teacher of the same experience and education is currently placed. *WEA accepts*

A teacher's eligibility for the flat dollar increases of One Thousand Five Hundred Dollars (\$1,500) to where the teacher's salary would fall on the 2017-2018 Compensation Table is based upon the following factors, with the following weights attributed to each factor:

Eligibility for Compensation Increases *WEA accepts*

A. Evaluation – 75%

In order to be eligible for the Evaluation factor, a teacher must not have received an evaluation rating of Needs Improvement for Ineffective on his/her evaluation for the previous school year. Teachers who received an evaluation rating of Needs Improvement or Ineffective are not eligible to receive any raise ~~or benefit~~ increase, except those who qualify per IC 20-28-9-1.5 (d).

and

B. Experience – 25%

In order to be eligible for the Experience factor, the teacher must meet the INPRS rules for a year of service during the previous school year and must continue to be employed by the Western School Corporation for the current school year.

2. 2017-2018 Compensation Range *WEA accepts w/addition of 17-18 range.*  
The salary range for 2016-2017 school year, was \$34, 500 - \$65,747. *The salary range for 2017-2018 school year will be \$36,050 - \$67,250.*
  - A. **The rows serve only as a reference for placement of new hires to matching up with existing employees who were employed during the 2016-2017 school year and does not represent the ability for future row changes.**
  - B. The flat dollar increase is applied to where the teacher was placed on the adjusted 2016-2017 Compensation Table, excluding extracurricular and supplemental contracts. In accordance with statute, a teacher who received an evaluation rating of Needs Improvement or Ineffective are not eligible to receive any raise or benefit increase, except those who qualify per IC 20-28-9-1.5 (d).
  - C. To establish a teacher's starting salary from the ratification date through the remainder of the term of this Agreement: *WEA accepts*
    - a. A teacher's experience and education will be matched to the salary of a current teacher based on equivalent experience and education. If a current teacher comparison is not available, the adjusted 2016-2017 Compensation Table will be used with the applicable increase applied.
    - b. Up to 10 years of verified (120+ days/year at 25+ hours/week) job related clinical and medical experience outside of education will count toward placement on the salary table for Speech Language Pathologists and School Psychologists.
    - c. Nine months of military service between July 1 and June 30 of any given year is counted as one year experience up to a maximum of four (4) years of total service credit awarded.
  - E. 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. *WEA accepts*

Adjusted 2016-  
2017  
Compensation  
Table

A	\$34,550
B	\$35,850
C	\$37,150
D	\$38,450
E	\$39,750
F	\$41,050
G	\$42,350
H	\$43,650
I	\$44,950

2017-2018  
Compensation  
Table

A	\$36,050
B	\$37,350
C	\$38,650
D	\$39,950
E	\$41,250
F	\$42,550
G	\$43,850
H	\$45,150
I	\$46,450

J	\$46,250
K	\$47,550
L	\$48,850
M	\$50,150
N	\$51,450
O	\$52,750
P	\$54,050
Q	\$55,350
R	\$56,650
S	\$57,950
T	\$59,250
U	\$60,550
V	\$61,850
W	\$63,150
X	\$64,450
Y	\$65,750

J	\$47,750
K	\$49,050
L	\$50,350
M	\$51,650
N	\$52,950
O	\$54,250
P	\$55,550
Q	\$56,850
R	\$58,150
S	\$59,450
T	\$60,750
U	\$62,050
V	\$63,350
W	\$64,650
X	\$65,950
Y	\$67,250

3. Teachers compensation increases will be distributed within 30 days of receipt of final Corporation A – F Letter Grade from the State. The retroactive money will be distributed in one separate check. *WEA accepts*
  4. Teachers receiving and then possessing their Master's Degree after July 1, 2016, as outlined in IC 20-28-9-1.5 will receive a stipend in the amount of **\$3,000**. Teachers who obtained their Master's Degree prior to July 1, 2016, were previously placed on the salary table based on possession of their Master's Degree and are not eligible for the **\$3,000** stipend. *WEA accepts*
  5. Teachers who receive 18 graduate hours beyond their Master's Degree after July 1, 2016, in their content area will receive a stipend in the amount of **\$1,500**. Teachers who obtained 24 graduate hours beyond their Master's Degree prior to July 1, 2016, were previously placed on the salary table based on the additional credit hours are not eligible for the **\$1,500** stipend. *WEA accepts*
  6. Teachers who receive an Indiana Growth Model Score from the state of a 4 (Highly Effective), will receive a stipend in the amount of **\$500**. *WEA accepts*
- APPENDIX B Additional Time and Responsibility Schedule *WEA accepts*
    - The Teacher salary amount is computed by multiplying the index factor by the Base Salary of **\$36,050**.
    - Delete
      - Athletic Trainer 0.24
      - 9<sup>th</sup> Grade Cheerleader 0.03
      - Delete only the word Latin in Spanish/Latin Club
      - Middle School Pep Club 0.01
      - Midwest Talent Search 0.01
      - XL Project 0.01
    - Add
      - JV Wrestling Coach 0.09

- Diving Coach 0.07
  - JV Assistant Softball 0.06
  - Middle School Softball 0.06
  - JV Assistant Baseball 0.06
  - Middle School Baseball 0.06
  - Boys Tennis Assistant/JV 0.07
  - Girls Tennis Assistant/JV 0.07
  - 9<sup>th</sup> Grade Volley 0.06 (Adjusted from 0.05)
  - Gymnastics Assistant 0.07
  - Boys JV Soccer 0.06
  - Girls JV Soccer 0.06
  - Panther Tech Assistant 0.02
  - Middle School Panther Tech 0.01
- Background Checks – The School Corporation shall pay *WEA accepts*
  - CPR Training/Certification – The School Corporation shall pay *WEA accepts*

Support Staff Attendance Incentive:

To: Members of the Western School Board  
 From: Randy McCracken  
 Re: Support Staff Salary and Insurance Recommendation for the 2017-2018 School Year.  
 Date: September 21, 2017

I would like to recommend the following Support Staff pay increases. I am also recommending that the pay increases be given at the same time all pay increases are given to eligible certified staff, based on their evaluations and that all pay increases be retroactive to July 1, 2017 or the first pay of the 2017-2018 school year, whichever is applicable for the employee.

- Support Staff employed during the 2016-2017 school year and who received an evaluation rating of Effective or Highly Effective for the 2016-2017 school year – 3.5 % increase with no additional stipend for Highly Effective.
- Support Staff Wage Scale for the 2017-2018 school year (includes new hires for the 2016-2017 school year who were not evaluated and new hires for the 2017-2018 school year) – 2% increase (exception – Title and Remediation Aides and nurses who already received an adjustment for the 2017-2018 school year)
- Substitute Teachers
  - o Non Licensed - \$65
  - o Licensed - \$75
  - o Retired Western Teacher - \$95

I am also recommending insurance changes for the 2017-2018 school year as revised in the attached 2017-2018 Support Staff Handbook.

## Occupational & Physical Therapists Contracts:

To: Members of the Western School Board  
From: Randy McCracken  
Re: Occupational Therapists' and Physical Therapist's Contracts  
Date: September 21, 2017

I am recommending the following pay increases, based on evaluation ratings of "Effective" or "Highly Effective" for the 2016-2017 school year. I am also recommending that the pay increases be given once final evaluation ratings can be determined for teachers. All pay increases will be retroactive to July 1, 2017 or the first pay of the 2017-2018 school year, whichever is applicable for the employee.

- 3.50% Pay Increase
  - Jean Barrett - Occupational Therapist
  - Laura Isaacs - Occupational Therapist
  - Tammy Norman - Occupational Therapist
  - Karen Fisher - Physical Therapist

I am also recommending the following insurance increases for the Occupational Therapists and the Physical Therapist for the 2017-2018 school year.

- Single Insurance Contribution - \$625 increase for a total annual single insurance premium contribution of \$4,125
- Family Insurance Contribution - \$1,500 increase for a total annual family insurance premium contribution of \$9,500

## Administrators, Directors & Technology Integrators:

To: Members of the Western School Board  
From: Randy McCracken  
Re: Administrators, Directors, Network Administrator, and Technology Integrators Pay and Benefits  
Date: September 21, 2017

I am recommending a 3.5% pay increase for Administrators, Directors, Network Administrator and Technology Integrators who were employed by Western for the 2016-2017 school year and who received an evaluation rating of "Effective" or "Highly Effective" for the 2016-2017 school year. I am also recommending that the pay increases be given once final evaluation ratings can be determined for teachers. All pay increases will be retroactive to July 1, 2017 or the first pay of the 2017-2018 school year, whichever is applicable for the employee.

I am also recommending the following insurance increases for this same group for the 2017-2018 school year and that the insurance contribution increase is effective upon approval by the Board.

- Single Insurance Contribution - \$625 increase for a total annual single insurance premium contribution of \$4,125
- Family Insurance Contribution - \$1,500 increase for a total annual family insurance premium contribution of \$9,500

Mr. Wells made a motion to approve the Personnel items as presented. Mrs. Shepherd seconded the motion which passed 5-0.

## **#5 – Other:**

Teacher Evaluation Handbook Revisions – Presented by Mr. McCracken

To: Members of the Western School Board  
From: Randy McCracken  
Re: Revision to the 2017-2018 Teacher Evaluation Handbook  
Date: September 24, 2017

I would like to recommend the following revisions to the 2017-2018 Teacher Evaluation Handbook.

Page 42 – Under HE Criteria – Added Mixed Abilities – Rank in the 75<sup>th</sup> Percentile in the state, 4<sup>th</sup> & 5<sup>th</sup> Grade High Ability – 80% of the students score Pass+, remaining students Pass

Page 118 – Added Indiana School Counselor Effectiveness Rubric

Page 126 – Added Association of Indiana School Library Educators School Librarian Evaluation Rubric

Mr. Koloszar made a motion to approve revisions to the 2017-2018 Teacher Evaluation Handbook as presented. Mrs. Shepherd seconded the motion which passed 5-0.

## **#6 – Board Member Roundtable:**

Mr. Wells – nothing

Mr. Kenworthy – We as a corporation are blessed to be able to give raises this year.

Mr. Koloszar – Agreed with Mr. Kenworthy. Some schools are not so fortunate.

Mr. Maugans – Thanks to everyone

Mrs. Shepherd - Offered recognition to Mrs. Kay Lazar for winning the Academic Coach of the Year.

## **#7 – Signing of Documents:**

## **#8 – Adjournment:**

The meeting was adjourned at 7:42am.