

**Western School Corporation**

**Russiaville, Indiana**

**Sept 19th, 2017**

Minutes of the regular meeting of the Western Board of School Trustees held on Tuesday, Sept 19th, 2017 at 6:00pm.

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

Members Absent: Harry Kenworthy, Linda Singer, and Scott Gaskins

Others Present: Suzie Reagle, Pat Quillen, Rick Davis, Eric Flickinger, Tracy Horrell, Steve Arthur, Randy McCracken, Tammy Johnson, Heather Hendrich, Pam Carter, Lissa Stranahan & Craig Shearer

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

**Item #1 – Opening the Meeting:**

Mr. Maugans called the meeting to order at 6:01pm.

**Item #2 – Approval of the Agenda:**

Mr. McCracken requested that items #4 Opportunity for Public Comment and #5 Panther Pride be swapped for this evenings meeting.

Mrs. Shepherd made a motion to approve the agenda with the requested change. Mr. Wells seconded the motion which passed 4-0.

**Item #3 – Approval of the Minutes:**

Mr. Koloszar made a motion to approve the minutes of the August 15th, 2017 regular meeting and the August 15th, 2017 Executive Session Meeting. Mrs. Shepherd seconded the motion which passed 4-0.

**Item #4 – Panther Pride:**

Presentations for Employee & Student of the Month were made by Dr. Hendrich.

Employees of the Month: Melissa Harnish – August & Melissa Burkhalter – September

Students of the Month: August – WPS: Carsten Jones, WIS: Joslynn Calloway,

WHS: Brayden Bass.

September – WPS: Michael Rice, WHS: Andrea Ralston

**Item #5 – Opportunity for Public Comment:**

Mr. Brad Bennett spoke about a collaborative process and thanked the school corporation and the process of negotiations. Tentative agreement was reached, under good circumstances that will, hopefully result in a ratified contract. He expressed his Thanks.

Mr. Brad Bennett also spoke about his job & it was the best job because he has the ability to make connections with the kids...no tests, no collection of data, no standardized tests that others have. He has more freedom based on his position. All of the data collections are important but does not want to be misunderstood. He wanted to make it clear, to be an educator, you want to make a difference. With all the data being collected, there is a resulting cost. Some are losing touch of why they became a teacher. He said that the WEA is going to work with the corporation to focus on both important items and keep up relationships with the people. Thank you again.

Connie gave words of appreciation and acknowledged the teachers & Mr. Bennett.

**Item #6 – Reports:**

A. Director of Finance: Ms. Carter submitted the following report:

WESTERN SCHOOL CORPORATION TREASURER'S REPORT BOARD MEETING 09/19/2017	
<u>Bank Balance</u>	
FIRST FARMERS BANK AND TRUST	
Checking Account Balance 08/01/17	\$7,999,356.20
Non-Revenue Receipts	1,658,497.81
MTD Revenue	305,478.99
Disbursements from Clearing Accounts	300,658.64
MTD Disbursements	1,608,075.52
Checking Account Balance 08/31/17	\$8,147,939.39
Total Depository Balance 08/31/17	\$8,147,939.39
<u>Vendor Claims Submitted For Approval</u>	
#73330 – 73343 of 08/16/17 - 08/31/17	\$545,834.31
#73344 – 73329 of 09/01/17- 09/19/17	<u>\$900,263.31</u>
TOTAL:	\$1,446,097.62
<u>Payroll Claims Submitted for Approval</u>	
#3 of 08/11/17	\$443,688.47
#4 of 08/25/17	<u>\$564,852.09</u>
TOTAL:	\$1,008,540.56
*****	
Interest on Checking 01/01/17 to 08/31/17	\$48,892.60
pc	

Mr. Wells made a motion to approve the Treasurer's Report. Mrs. Shepherd seconded the motion which passed 4-0.

B. Director of Technology: Mr. Shearer submitted the following report –

## Technology Board Update 9/19/17

### **-ipad battery indicators,**

we have a ticket open with Apple it is not affecting everyone. Appears to be an iOS or software error not a hardware problem (hoping new version will fix the issue). We have communicated to Parents, Staff and Students about the issue.

### **-internet outage,**

Internet outage on Monday 9/11 began at APPROX 145 pm. The issue involved a piece of hardware our fiber connection runs on which Comcast supports. We had some limited connectivity due to our additional internet line coming in. Our primary vendor said it was not acceptable for the outage to take place and will look into the breakdown of redundancy.

Internet was restored at approx 945 PM which restored phones and internet connection. We are close to a solution where we are able to forward our external numbers to Google Voice during an outage that will allow for calls to come in.

C. Director of Exceptional Learners and Testing: Mrs. Stranahan submitted the following report –

<b>WSC School Board Report</b>	<b>2017</b>
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*FROM THE OFFICE OF LISSA STRANAHAN, DIRECTOR OF EXCEPTIONAL LEARNERS AND TESTING*

**September 2017 Board Meeting**

- ***Title Programs***
  - Submitted the Title II Grant Application
  
- ***English Language Learners Program***
  - Attended the Title III Fall Workshop at WVEC
  - Submitted the required portion for the Title III grant application through the Wabash Valley consortium
  
- ***Special Education***
  - Participated in a 4-day training to be a certified Nonviolent Crisis Intervention Instructor
  
- ***Testing***
  - ISTEP scores are attached.
  - Submitted the Formative Assessment grant application

Year	Grade 3			Grade 4			Grade 5			
	ELA % Pass	Math % Pass	Both Math & ELA % Pass	ELA % Pass	Math % Pass	Both Math & ELA % Pass	ELA % Pass	Math % Pass	Both Math & ELA % Pass	
SP17	88.5%	78.7%	75.8%	78.7%	73.6%	65.4%	72.6%	80.6%	66.4%	76.3%

Math % Pass	Grade 6		Grade 7		Grade 8		Grade 10			
	Both Math & ELA % Pass	ELA % Pass	Math % Pass	Both Math & ELA % Pass	ELA % Pass	Math % Pass	Both Math & ELA % Pass	ELA % Pass	Math % Pass	Both Math & ELA % Pass
74.7%	67.4%	75.5%	55.7%	51.4%	72.9%	66.7%	60.9%	74.0%	47.0%	43.8%

**State Ranking**

Grade	Overall	ELA	Math
3	14th	8th	18th
4	60th	45th	69th
5	46th	52nd	42nd
6	30th	60th	41st
7	96th	60th	105th
8	54th	49th	72nd
10	52nd	36th	61st
Overall	37th		

D. No report was submitted from Assistant Superintendent Dr. Hendrich

E. Superintendents Report: Mr. McCracken submitted the following report –

To: Members of the Western School Board  
 From: Randy McCracken  
 Re: Superintendent’s Report  
 Date: September 19, 2017

1. I would like to give a Special Thank You to all of our staff for a great start to the school year.
2. ADM Count Day is Friday, September 15<sup>th</sup>. I will have an update on enrollment at the Board Meeting. *2657*
3. Technology Updates
  - Apple Classroom - allows teachers to monitor student iPad usage in the classroom and push websites and open apps simultaneously
  - iPad split screen and multitasking - improves iPad usage and allows viewing of two websites/apps at the same time
  - Classroom chargers - each teacher now has 2 chargers in their classroom for students to charge iPads. Charging stations are still available in each building libraries.
  - Otterbox Defender cases - provides better protection for the iPads
  - Keyboards - classroom sets of keyboards are now available for teachers to check out in the building libraries
  - Single sign-on for digital curriculum - alleviates the need for students to login to multiple curriculum platforms
  - Increased bandwidth - increases functionality and speed of internet
4. Rick Davis – High School Update
  - ECA/ISTEP Scores
  - ACT
  - SAT
  - Advanced Placement
5. Lissa – ISTEP+ Results

**Grades 3-8**

Year	State Ranking for Percent Passing both ELA and Math Grades 3-8	Percent Pass both ELA and Math Grades 3-8
2015	50 <sup>th</sup>	62.4%
2016	38 <sup>th</sup>	61.2%
2017	37 <sup>th</sup>	64.4%

**Grade 10**

Year	Math	English
2016	43.9%	74.6%
2017	47%	74%

6. Road Map for Continual Improvement – “The Why”

- Timeline
  - Early 2000’s – Essential Skills to Academic Standards and Indicators (Power Standards)
  - Timelines
  - Curriculum Maps and Vertical Articulation
    - Purposefully laying out the plan – pacing guides
  - Professional Learning Communities – Collaboration
  - Benchmark Assessments – Quick checks to drive instruction and remediation
  - Instructional Coaches – additional teacher support
- Instructional Coach Report – Stacey Brown

7. Facility Updates

- Front Drive
- Catwalks
- Fieldhouse Lights

8. Good News Club – Brice Habegger contacted me recently regarding starting up a Good News Club at Western Intermediate. We have had this in the past in the Primary. As with all outside organizations requesting to use our facilities, a facility use request form would be needed. Attached is the permission slip that they use with additional information. First Baptist Church in Russiaville with Pastor Ned Sutherland would be the sponsor and contact for the club. Permission slips to promote the club would be available on our website under Community Connection. The Good News Club is not considered a school sponsored activity.

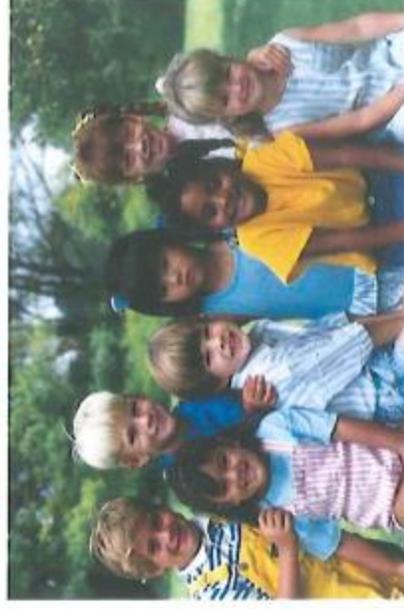
9. Current Planning

- Negotiations
- Fall Board Retreat – October 7



# Hey Kids & Parents!!

A Great After-school Activity Is  
Coming To Your School!



**Bible lessons**  
**Games**  
**Music**  
**& Fun Activities**



Fill out the registration form on the other side and return it to your school!

Tentative Agreement 9/18/17

Western School Corporation Negotiation Proposal  
9/18/17

*R.M.C.*  
*Brad Bonnett*

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

*add redistribution.*

- 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 <sup>five</sup> twenty (20) days may be used for personal illness or disability involving a member of the teacher's immediate family, as defined above.**

*Teacher Dependent or Spouse*

*5 days R.M.C. 9/18/17*

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

*BB*

*R.M.C. 9/18/17*

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*

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TMC 9/18/17

Adjusted 2016-2017 Compensation Table

A	\$34,550
B	\$35,050
C	\$37,100
D	\$38,450
E	\$39,750
F	\$41,050
G	\$42,350
H	\$43,650
I	\$44,950
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

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	\$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*

- o The Teacher salary amount is computed by multiplying the index factor by the Base Salary of \$36,050.

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RMC 9/18/17

- 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*

Cost of 2017-2018 Contract		Draft #1	Draft #2						
Base		\$36,050	\$36,000						
Flat Increase		\$1,500	\$1,500						
Average Percent Increase		3.93%	3.41%						
Cost of Adjusting Base (w/o benefits)		\$32,965							
Salary Increase		\$317,973.00	\$285,007.00						
FICA		\$24,375.00	\$21,803.00						
TRF		\$29,926.00	\$27,518.00						
401(a)		\$6,359.00	\$5,700.00						
Board Increase on Insurance Contribution		\$111,625.00	\$111,625.00						
Union Insurance Increase (form)		\$7,792.08	\$7,792.08						
Dental Plan B Increase - Teachers Only		\$3,675.12	\$3,675.12						
Dental Plan B Increase - All Staff - \$5,268.60									
Ancillary Duty Pay (Paid Summer of 2017 @ \$20/hour)									
Curriculum Writing		\$29,403							
Tech Training		\$5,185							
Meet the Teacher Night		\$2,840							
PLC		\$2,560							
Total		\$39,985	\$17,598.47						
FICA		\$9,059	\$1,352.40						
TRF		\$4,198	\$1,847.84						
ECA Increase			\$19,440.00						
Total			\$542,029.38	\$503,352.79					
Other expenses not budgeted									
Masters Stipend			\$9,000	\$3,000					
Additional 18 hours			\$1,500	\$1,500					
ESW of 4 (Highly Effective)			\$500	\$500					
Additional Curriculum Writing & Technology Training									
Revenue Comparison (2018 - based on 2,657 students)		2017	2018						
		\$16,105,399	\$16,580,843	\$475,443	2.95%				
Current		\$36,050.00	\$36,000.00						
Percent Increase		\$20.00	\$196.99	183					
		\$28.64	\$28.80	6.03					
		44.21%	44.01%						

Mr. Wells made a motion to approve the Director reports & Presentations as submitted.  
Mrs. Shepherd seconded the motion which passed 4-0.

**Item #7 – Adjusted Budget Calendar:**

Submitted for review & approval by Ms. Carter -

SCHOOL BOARD  
J. CONRAD MAUGANS - PRESIDENT  
MICHAEL J. KOLOSZAR - VICE PRESIDENT  
DONNA J. SHEPHERD - SECRETARY  
LINDA S. SINGER - MEMBER  
DONALD L. WELLS - MEMBER  
HARRY L. KENWORTHY - MEMBER  
SCOTT E. GASKINS - MEMBER



RANDY McCracken - SUPERINTENDENT  
HEATHER HENDRICH - ASSISTANT SUPERINTENDENT  
PAM CARTER - DIRECTOR OF FINANCE  
CRAIG SHEARER - DIRECTOR OF TECHNOLOGY  
LISSA STRANAHAN - DIRECTOR OF EXCEPTIONAL LEARNERS & TESTING

Memo to: Western School Board of School Trustees  
From: Randy McCracken  
Pam Carter  
Re: **REVISED** 2018 Budget Calendar  
Date: September 13, 2017

We are asking for approval of the following 2018 budget calendar:

Permission to advertise: August 15, 2017

1<sup>st</sup> Advertisement: September 7, 2017 (must be at least 10 days prior to the Public Hearing). Advertising the 2018 CPF plan and the Bus Replacement plan. Form 3 of the 2018 Budget is submitted in Gateway.

Public Hearing and Adoption of CPF and Bus Replacement: September 25, 2017

Notice of adoption: September 28, 2017

Adoption of the 2018 Budget: October 10, 2017

pc

Mr. Wells made a motion to approve the Adjusted Budget Calendar. Mr. Koloszar seconded the motion which passed 4-0.

**Item #8 – School Improvement Plans:**

Submitted for review & approval by building Principals (WPS, WIS, WMS, WHS) – All School Improvement Plans are on file.

Mr. Wells made a motion to approve the School Improvement Plans submitted. Mr. Koloszar seconded the motion which passed 4-0.

**Item #9 – Emergency Preparedness Plan:**

Emergency Preparedness Plan packet is on file as submitted for approval by Dr. Hendrich

Mrs. Shepherd made a motion to approve the Emergency Preparedness Plan as presented. Mr. Wells seconded the motion which passed 4-0.

**Item #10 – Revised Teacher Evaluation Handbook:**

Submitted for approval by Mr. McCracken -

To: Members of the Western School Board  
From: Randy McCracken  
Re: Revised Teacher Evaluation Handbook  
Date: September 13, 2017

The following are additions/revisions to the 2017-2018 Teacher Evaluation Handbook.

Page 13 – Added Instructional Coach

Page 18 – Added

**Pre-Observation Conference:** An initial conference will occur at the beginning of the school year, **prior to Fall Break** each year between the teacher and evaluator.

Page 25 – Added

- 1) This final weighted score is then translated into a rating on the following scale **for teachers who use a 3 point scale.**

Ineffective	Improvement Necessary	Effective	2.9
1.00	1.75	2.50	3.00
Points	Points	Points	Points

- 4) Teachers on a 4 point scale for their rubric will use the following scale.

Ineffective	Improvement Necessary	Effective	Highly Effective	2.9
1	1.75	2.5	3.5	4
Points	Points	Points	Points	Points

Page 26 – Added

**Incorporate Core Professionalism**

At this point, the Teacher Effectiveness Rubric rating is close to completion. Evaluators now look at the fifth domain: Core Professionalism. To meet the Core Professionalism Standard, we expect the following to occur.

- has regular attendance and models good attendance for students, including not having a pattern of absences or a pattern of absences before or after vacations or holidays
- arrives on time to meetings and class
- follows policies and procedures
  - starts and ends class on **time (non-classroom teacher – Instructional supports for the classrooms, teachers, and students are planned, coordinated and communicated in order to enhance student learning)**
  - submits reports and grades on time **(non-classroom teacher - submits reports on time)**
- shows and models respect for others

Page 26 – Added Instructional Coach

Pages 59 – 73 – Added/Replaced

4 – Highly Effective to calculator

1. Has regular attendance and models good attendance for students, including not being absent before or after vacations or holidays
2. Arrives on time for meetings and class
3. Follows policies and procedures
  - Instructional supports for the classrooms, teachers, and students are planned, coordinated and communicated in order to enhance student learning
  - Submits reports on time
4. Shows and models respect for others

Pages 74 – 76 – Added Instructional Coach Calculator

Page 77 – Under Provision for Teachers Who Negatively Affect Student Achievement and Growth  
Changed 73% to 60%, Changed SLM to SLO

Page 87 – Added Instructional Coach

Pages 88 – 129 – Matched all Domain 5 Rubrics

Pages 124 – 129 – Added Instructional Coach Rubric

Mrs. Shepherd made a motion to approve the Revisions to the Teacher Evaluation Handbook as requested. Mr. Koloszar seconded the motion which passed 4-0.

**Item #11 – NEOLA Policies:**

Second read on policies 0100, 2261.01, 5111, 5111.01, 5111.03, 5330, 6330, 8330, 8355, 8500, 8510

Policies are on file.

Request for approval for the above reference policies submitted by Mr. McCracken

Mr. Wells made a motion to approve the NEOLA Policies 0100, 2261.01, 5111, 5111.01, 5111.03, 5330, 6330, 8330, 8355, 8500, 8510.

Mrs. Shepherd seconded the motion which passed 4-0.

**Item #12 – Acceptance of Donations:**

Recommendation by Miss Klingler for donations made to Western School Corporation.

August 22, 2017

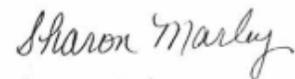
Dear Ms. Klingler:

Thank you for taking the time to return my call and giving me the information I requested.

I know Western has a "buddy bag" program and I would like to know more about it and how I can help with that program.

Enclosed please find my check to help with the lunch program.

Regards,



Sharon Marley

\*\*Note the notation was made that this was a Buddy Bag program donation but was clarified later that it was actually made toward negative lunch accounts. tj

MEMO

TO: Western School Corporation Board Members  
Randy McCracken, Superintendent

FROM: Suzie Reagle, KASEC Director

DATE: August 11, 2017

RE: Donation received

Dawn Lytle, KASEC Job Coach, corresponded with ConAgra Foods to acquire a donation of popcorn to be used at Western High School. The donation was five cases of popcorn that will be sold through the Power Start Cafe'. The total donation was a value of \$129.95..

Mr. Wells made a motion to graciously accept the donations as presented. Mrs. Shepherd seconded the motion which passed 4-0.

**Item #13 – Off Road Loading:**

Submitted for approval by Dr. Hendrich -

SCHOOL BOARD  
J. CONRAD MAUGANS - PRESIDENT  
MICHAEL J. KOLOSZAR - VICE PRESIDENT  
DONNA J. SHEPHERD - SECRETARY  
LINDA S. SINGER - MEMBER  
DONALD L. WELLS - MEMBER  
HARRY L. KENWORTHY - MEMBER  
SCOTT E. GASKINS - MEMBER



RANDY McCracken - SUPERINTENDENT  
HEATHER HENDRICH - ASSISTANT SUPERINTENDENT  
PAM CARTER - DIRECTOR OF FINANCE  
CRAIG SHEARER - DIRECTOR OF TECHNOLOGY  
LISSA STRANAHAN - DIRECTOR OF EXCEPTIONAL LEARNERS & TESTING

TO: Mr. Randy McCracken, Superintendent and Board of School Trustees  
FROM: Heather Hendrich, Assistant Superintendent  
DATE: September 11, 2017  
RE: Off Road School Bus Loading



With the approval of the Board of School Trustees, bus drivers may pull off of the main roadway to load or unload students. The drivers need not extend the arm signal device when loading or unloading passengers in the designated areas. Each driver has been asked to provide requests for appropriate locations. I would like to present the following list for the Board's consideration.

Busy Bees Day Care	393 S 00 EW	509 Southlea Dr
1900 S 1280 W	4097 S 00 EW	3265 S 450 W
Western Estates Trailer Court	3604 Briarwick Dr	6291 S 750 W
Village Green Trailer Court	7578 W 100 S	5521 S 800 W
Finding Me Now Day Care	323 S 00 EW	6571 W 600 S
Cross Roads Church	4133 S 00 EW	1613 S Elizabeth
12357 W 250 S	4157 S 00 EW	832 Boston Dr
335 S 00 EW	8595 W 400 S	4073 S 00 EW
3815 S 00 E W	1299 W 400 S	
610 W Alto Rd (Victory Baptist)	4133 S 00 EW	
5719 W 400 S	1299 W 400 S	

\*New addresses are highlighted in yellow.

Mr. Koloszar made a motion to approve the Off Road Loading Information as submitted. Mr. Wells seconded the motion which passed 4-0.

**Item #14 – Surplus Property:**

Presented by Dr. Hendrich

SCHOOL BOARD  
J. CONRAD MAUGANS - PRESIDENT  
MICHAEL J. KOLOSZAR - VICE PRESIDENT  
DONNA J. SHEPHERD - SECRETARY  
LINDA S. SINGER - MEMBER  
DONALD L. WELLS - MEMBER  
HARRY L. KENWORTHY - MEMBER  
SCOTT E. GASKINS - MEMBER



RANDY McCracken - SUPERINTENDENT  
HEATHER HENDRICH - ASSISTANT SUPERINTENDENT  
PAM CARTER - DIRECTOR OF FINANCE  
CRAIG SHEARER - DIRECTOR OF TECHNOLOGY  
LISSA STRANAHAN - DIRECTOR OF EXCEPTIONAL LEARNERS & TESTING

September 8, 2017

To: Western School Corporation Board Members

From: Dr. Heather Hendrich, Assistant Superintendent *HH*

Re: Surplus Property

The purpose of this letter is to request your approval for the following items belonging to Western School Corporation be declared as surplus:

- Circulation desk from Western Primary School
- 3 GE Stoves from Western High School FACS Room

*I Recommend Approval*  
*D. M. d*

Mrs. Shepherd made a motion to approve the Surplus Property as submitted. Mr. Koloszar seconded the motion which passed 4-0.

**#15 – Overnight Field Trips:**

WHS Choir

WMS Choir

Mr. Wells made a motion to approve the Field Trip requests. Mrs. Shepherd seconded the motion which passed 4-0.

**#16-Personnel:**

Mr. McCracken recommends the following personnel items –

Support Staff Attendance Incentive:

To: Members of the Western School Board  
From: Randy McCracken  
Re: Support Staff Attendance Incentive  
Date: August 30, 2017

The following Support Staff had a 99% or higher attendance rate for the 2016-2017 school year (excluding bereavement, vacation, personal and conference days). As outlined in the 2016-2017 support staff evaluation instrument, these individuals qualify for a \$100.00 stipend. We appreciate their dedication to the school and their outstanding attendance.

Clerical Staff

Myra Newman  
Amy Onyett  
Barb Runyan  
Karen Sallee

Cathy Phifer  
Athena Radford  
Bev Reel

Custodial and Food Service

Jodi Beall  
Brian Deardorff  
Kim Deardorff  
Jill Deis  
Jeff Galvin  
Bob Harding  
Cynthia Kuhns  
Tiffany Parr  
Brian Pogue  
Katie ratcliff  
Jeanettia Steele  
Steve Steiner

KASEC

Misty Duncan  
Susan Harris  
Beth Hurlock  
Trish McClain  
Cara Miller (Harris)  
Katrina Rathbun  
Susan Scheiman

Transportation

Bob Brantley  
Marcheta Davis  
RuthAnn Kirchgessner  
Kirsten Lumpkins  
Brian Miller  
Rick Moushon  
Kathy Polk  
Jean Reser  
Mike Reser  
Mark Robertson  
Cyndy Trent

Aides

Julie Carter  
Samantha Chambers  
Jennifer Fisher  
Adrienne Larrison  
Sandra Maynard

#16 – Personnel - Continued

Recommendation – Amber Moore, Title I Instructional Assistant, WPS

Recommendation – Eric Flickinger, Assistant Principal, WHS

Intent to Employ Letter: Eric Flickinger, Assistant Principal, WHS

Recommendation – Marinna Graham, Special Education Aide, WMS

Recommendation – Nancy Hole, Temporary 5<sup>th</sup> grade Teacher, WIS

Recommendation – Kristina Atyeo, Paraprofessional, KASEC (WHS)

Recommendation – Tamra Kwaitt, Temporary FACs Teacher, WHS

Recommendation – Amber Kelly, Temporary 1<sup>st</sup> grade Teacher, WPS

Recommendation – Heather Schermer, Temporary KG Teacher, WPS

Recommendation – Austin Weaver, Multi-Purpose Facility Supervisor, WSC

Recommendation – Mike Duke, Multi-Purpose Facility Supervisor, WSC

Recommendation – Erin Sabados, Special Education Aide, WIS

Recommendation – Abby Unger, Title I Aide, WIS

Recommendation – Courtney Hunt, Special Education Aide, WIS

Recommendation – Amy Luginbuhl, Special Educations Paraprofessional/Aide, WHS

Recommendation – Stephanie Quirk, Title I Aide, WIS

Recommendation – Melissa Hall, Administration Receptionist/Assistant to the Director of Finance

Recommendation – Ann Loveless, AMTAG Spell-Bowl Sponsor, WIS

Recommendation – Ann Loveless, 4<sup>th</sup> Grade Teacher, WIS

Recommendation – Dwight Casler, Frequent Classroom Helper, WMS

Recommendation – Dan Shipp, As needed overtime approval, WSC

Recommendation – Additional position, Maintenance Staff, WSC

Recommendation – Additional position, Secretary to the Director of Food Service, WSC

Recommendation – Melissa Burkhalter, Co- Sponsor Student Council, WIS

Recommendation – Allison Turner, Co- Sponsor Student Council, WIS

Recommendation – Staff ECA Assignments

Recommendation – Coaching Resignation/Recommendation

    Resignation – Cailey Tanner, Varsity Girls Basketball Asst Coach

    Recommendation – Emily O’Brien, Varsity Girls Basketball Asst Coach

Resignation – Christy Unger, AMTAG Spell-Bowl Sponsor

Resignation – Tamari Stiner, Life Skills Paraprofessional, KASEC

Resignation – Angie Gingerich, Building Secretary, WMS

#16 – Personnel - Continued

Request to Continue Employment – Angie Gingerich, Building Secretary, WMS (as per board policy 4140)

Mr. Wells made a motion to approve the Field Trip requests. Mr. Koloszar seconded the motion which passed 4-0.

**Item #17 – Professional Improvement Requests:**

The list of Professional Improvement Request in board packet on file.

Mr. Wells made a motion to approve Professional Improvement Requests as submitted. Mr. Koloszar seconded the motion which passed 4-0.

**Item #18 – Board Member Roundtable:**

Mr. Wells – Welcome aboard Eric! Thanks for all the hard work by all.

Mr. Koloszar – Thank you for all those who were recognized for 99% attendance.

Mr. Maugans – Thanks to everyone

Mrs. Shepherd - Thank you for coming, presentations & presenters.

**Item #19 – Signing of Documents:**

**Item #20 – Adjournment:**

The meeting was adjourned at 7:16pm.