

**MINUTES OF THE REGULAR MEETING OF  
THE BOARD OF SCHOOL TRUSTEES OF  
THE AVON COMMUNITY SCHOOL CORPORATION**

**Held on September 11, 2018**

The regular meeting of the Board of School Trustees of the Avon Community School Corporation was called to order by the Board President, Mr. John McDavid, at 7:00 p.m. in the Avon Administration Center Board Room.

Five Board members were present: Mrs. Pam DeWeese, Mrs. Anne Engelhardt, Mr. John McDavid, Mrs. Cindy Simmons, and Mrs. Kim Woodward. Dr. Margaret Hoernemann, Superintendent of Schools; Dr. John Atha, Associate Superintendent; Dr. Maryanne McMahon, Assistant Superintendent; Dr. Scott Wyndham, Director of Finance and Operations; Ms. Lise Ann Ebert, Director of Human Resources; were also present.

The meeting began with the pledge of allegiance to the American Flag.

There were 25 persons in attendance.

**CELEBRATING ORIOLES**

Dr. Hoernemann congratulated Avon Intermediate School West for their Indiana STEM School certification. AIS West is 1 of 60 STEM Certified Schools in Indiana. Schools are chosen to receive certification based on their commitment to teaching the STEM disciplines of science, technology, engineering, and math throughout the entire school. STEM Certified School exemplify a highly non-traditional approach to education, employing a great deal of inquiry, project based learning, community engagement, entrepreneurship, student centered classrooms, integration into humanities and related arts, and out of school STEM activities. STEM Certified Schools accomplish this while following educational policies set by the state and excelling under the system of accountability.

Dr. Dustin LeMay, AIS West Principal, introduced Dr. Maryanne McMahon and STEM teachers from AIS West. He thanked them for the role they played in helping AIS West achieve STEM Certification. He is appreciative that partnerships with local organizations such as 4 Piston Racing and Duke Energy have allowed West to provide world class opportunities to students.

Dr. Hoernemann introduced Avon High School Boys' Track & Field and Cross Country Coach Zach Toothman. Coach Toothman was named the Boys' High School Coach of the Year for the state of Indiana by the U.S. Track & Field and Cross Country Coaches Association. This honor is based upon the performance of the Avon High School team throughout the 2018 season and is a reflection of the hard work and dedication of the student athletes, the coaching staff and the administration of the school. Coach Toothman led the AHS Boys' Track & Field team to their first State Championship.

Dr. Hoernemann introduced Mrs. Heather Meunier, Avon High School English teacher, who was named Avon Community School Corporation District Teacher of the Year. She is also a Top Ten Finalist for Indiana Teacher of the Year.

Mr. McDavid read a Proclamation presented from the Board of School Trustees to Heather L. Meunier.

Mrs. Woodward made a motion, seconded by Mrs. Engelhardt, that the Board of School Trustees approve the Proclamation as presented to Heather L. Meunier for being named Avon's Teacher of the Year for the 2017-18 school year. The motion carried, 5-0.

### **HARRIS ACADEMY PRESENTATION – AHS/HARRIS STUDENTS AND MRS. LYNN LODWICK**

Mrs. Lynn Lodwick, Harris Academy Director, and AHS/Harris students gave a presentation on Harris Academy. Mrs. Lodwick shared that 85 Avon students are attending Harris Academy for the 2018-19 school year, and over 30 of these students have attended or are attending Area 31. Harris Academy serves students from Brownsburg and Avon. Ms. Sharen Popenfoose, Harris Academy Guidance Counselor, explained that Harris Academy has a large senior body as seniors attend Harris Academy because of credit deficiency at risk of not graduating. Mrs. Lodwick shared that there are a variety of reasons as to why students fall behind. For some Harris students, socioeconomic factors make life more challenging. Harris Academy ethnically mirrors ACSC and is more diverse than Brownsburg School Corporation. Some students attend Harris Academy for physical and/or mental health reasons. Harris Academy provides an on-campus nursery for students who are parents. Harris Academy offers a more flexible school schedule for students who work. Harris also provides a smaller environment which can be less stressful for students. She noted that students do not attend Harris Academy in lieu of expulsion. The structure of Harris Academy includes eight classroom teachers and a PLATO Supervisor. The counselor's role is to make sure that students receive every credit they need. Harris Academy supports students in partnership with AHS Assistant Principals, the AHS Special Education Department, and the Avon Transportation Department. A crucial goal of Harris Academy is to ensure students do not fear the future and have a plan upon graduation. Students attend field trips to Ivy Tech, and IUPUI. While many Harris students' GPAs are too low for a four-year university, they know that they can attend Ivy Tech at first and then IUPUI in the future. Students also take field trips to warehouses and distribution centers to learn about employment opportunities. Harris Academy requires sophomores to apply to Area 31 as many Harris students are gifted in hands on learning.

James Shockley, AHS/Harris Academy Senior, shared with the Board that he earned 15 credits in one semester at Harris Academy to get back on track to graduate after a health issue caused credit deficiency. He is able to attend the Area 31 Aviation Program, and also attends private pilot training outside of school. He plans to attend Indiana State University for aviation, where he will have enough credits to start as a sophomore. The flexibility Harris Academy offers has also allowed him to complete his Eagle Scout rank.

Alzina Wallace, AHS/Harris Academy Junior, shared with the Board that she was having trouble with Avon High School's large student size, and so an AHS administrator suggested she attend Harris Academy. At Harris she started working faster—it just clicked for her. She used to need an assistant, now she no longer needs one. At Harris she is now getting A's and B's in classes, while she used to get F's and D's. She used to have behavioral issues, which she no longer has. She is qualified to graduate as a junior. She said that the administrators and teachers of Harris pushed her hard, and she also pushed myself. She is thankful that Mrs. Lodwick checks in with her every day and that teachers are very supportive. She wants to be successful and go to college.

Dr. Hoernemann acknowledged the parents in attendance and thanked them for their support.

Mrs. Woodward said the Board is always so impressed by Harris students. She remarked on the students' incredible recovery from academic and health issues to build that trajectory. She said that the Board attended an ISBA fall conference where the State Superintendent talked about graduation pathways and formal plans. However, at the grassroots level, Harris Academy is where it's at. She thanked Mrs. Lodwick and Ms. Popenfoose for their leadership and thanked the students for being great models for other students.

Mrs. Engelhardt is impressed by the students' vision to tackle Area 31, which has rigorous curriculum. She is so happy that the students have a vision to succeed beyond their K-12 years. They have a bright future ahead of them because they believe in themselves. They can do more than just finish school. She thanked Mrs. Lodwick for her leadership.

Mrs. DeWeese loves that the students are finding hope. They are doing something that a year or two ago they weren't sure about. They are good role models for students. She thanked their parents for helping their students along. She thanked them for representing Avon so well.

Mrs. Simmons acknowledged how happy the students seem and how well-spoken they are.

Mr. McDavid thanked everyone for taking time out of their evenings to be there. It helps the Board to see examples of why we have Harris Academy. Paths of success are different, but we all strive for the same goal to be successful in life. What a great example for students.

### **CONSENT AGENDA ITEM**

Mrs. Woodward made a motion, seconded by Mrs. Engelhardt, that the item on the consent agenda be approved for consideration. The motion carried, 5-0.

### **CONSENT AGENDA**

Mr. McDavid stated the Consent Agenda consolidates a number of business items and all Board members were given documents to review prior to the meeting.

Mrs. DeWeese made a motion, seconded by Mrs. Woodward, that the Board of School Trustees approve the Minutes of the Regular Meeting on August 13, 2018, and Working Session on

August 27, 2018; claims 910001422 – 9100001615, 180000453 – 180000519, and 201800843-855 – 201800874-1032; Payrolls for August 17 and 31, 2018; the Personnel Report; substitute pay for retired teachers; registration of support groups; disposal of equipment; overnight field trip requests for the Avon High School Dance Team, Avon High School Newspaper, Yearbook, and Journalism, Avon High School DECA, and Pine Tree third grade classes; and the Donation Report as presented. The motion carried, 5-0.

### **COMMENTS FROM THE BOARD PRESIDENT**

Mr. McDavid explained the Board had just spent two days at the Indiana School Board Association's Fall Conference. The Board learned a lot—a lot they can bring back to the district. He stated some of the topics included school safety, curriculum, and succession planning. He appreciates everyone taking time out of their days to go. The Board likes to be a professional board so they take advantage of opportunities for professional development and enhancement. They are constantly learning and things are constantly changing. He thanked Mrs. Woodward for running an excellent program as ISBA President.

### **UNFINISHED BUSINESS**

Dr. Atha reported on student enrollment for the district. Enrollment is at 9,751. Including developmental preschool, enrollment is at 9,845. In total we are up 232 students from this time last year, while Cedar and Hickory are down in enrollment. He noted that Friday, September 14 is count day. He stated that the final enrollment number probably will not settle until October but the number on September 14 will be close. The administration is pleased with enrollment numbers.

### **NEW BUSINESS**

Mrs. Simmons made a motion, seconded by Mrs. Engelhardt, that the Board of School Trustees approve the Master Professional Services Agreement with Rook Security, LLC pending legal review and authorize the Director of Finance and Operations to execute all necessary documents. The motion carried, 5-0.

Mrs. Woodward made a motion, seconded by Mrs. Simmons, that the Board of School Trustees accept the proposal from Direct Energy for natural gas supply and services through October 31, 2021, pending legal review and authorize the Director of Finance and Operations to finalize terms and execute all necessary documents. The motion carried, 5-0.

Mrs. Engelhardt made a motion, seconded by Mrs. DeWeese, that the Board of School Trustees approve replacement Board Policy 5630.01 upon first reading as presented. The motion carried, 5-0.

Mr. McDavid made a motion, seconded by Mrs. Woodward, that the Board of School Trustees approve the Professional Development Contract for Math Learning Center as presented. The motion carried, 5-0.

## **BOARD MEMBER ITEMS**

Mrs. Simmons learned a lot at the ISBA Fall Conference and said that she is learning from the best in her fellow Board members. She recalled that the Board had a lot of Orioles to celebrate. She congratulated West teachers and staff for becoming STEM certified. She expressed that lots of learning happens daily to accomplish this. The staff should be proud of their hard work. She congratulated Mrs. Meunier for the honor of being named ACSC teacher of the year. This requires a lot of honor, respect, and knowledge of what you're teaching. She congratulated Coach Toothman and said it is quite an honor. She recalled that he led the Boys' Track & Field team to their first time ever state championship. This is a great group of students led by a great coach. She thanked Mrs. Lodwick and Harris Students for presenting to the Board as she learned a lot about Harris Academy. Mrs. Simmons expressed that retired substitute teachers are needed and most deserving of the pay raise. She has served as a substitute after retiring as a teacher so she knows this is a great incentive for retired teachers. She thanked Dr. Atha for sharing an update on enrollment. She is pleased to see the Master Professional Services Agreement with Rook Security, which adds an extra layer of protection. She thinks it's a great idea that SROs are required to report under Board Policy 5630.01. She recalled the importance of documenting everything as a teacher and thinks it is a great idea to report behaviors to protect officers and assist administrators.

Mrs. Woodward chorused congratulations of AIS West. At ISBA, the Superintendent of Public Education talked about STEM Certified Schools. We are blessed to have a STEM Certified School ourselves. Mrs. Woodward expressed that Mrs. Meunier is the epitome of a great educator. She predicts that Mrs. Meunier will be the teacher of successful students who in the future will point back and say this teacher made a difference for me. It is so great to honor her tonight. Harris students are a great example that all students can learn. Tonight they heard examples of a student who, through no fault of his own, was able to catch up and a student whose learning disability was discovered and overcome. It is our role and responsibility to provide those opportunities to students. She thanked everyone for attending the Fall Conference. The Board gets a lot out of it to. She challenged the Board to continue on the path of professional learning as they will soon be eligible for Exemplary Board status. She encouraged the Board to pursue this goal.

Mrs. Engelhardt congratulated AIS West's amazing STEM team. She acknowledged that they are now helping AIS East become STEM Certified. It sounds like it has been a lot of hard work, but it is worth it. She congratulated Mrs. Meunier. She cannot wait to hear how she lands in Indiana's Teacher of the Year. She recalled that Avon has had a few teachers in the Top Ten before and that Mrs. Meunier is in good company. She thanked Board members and superintendents who attended the ISBA Fall Conference. They learned a lot and are taking the lead to ensure schools are providing a lot of opportunities. She appreciates that the Board is talking more about academic opportunities over contracts and other business. Tonight was a great example with honoring AIS West for its STEM Certification and a presentation by Harris Academy students. What a turnaround for Harris Academy. She is impressed that 30 of 85 Harris Academy/Avon students attend Area 31 as the logistics must be incredibly challenging. The work being done to allow and encourage students to attend Harris and Area 31 is a worthy journalism topic. She thanked the Harris Academy Director and Counselor for their passion for

kids and for thinking outside of the box. She acknowledged that some students need more than the traditional high school education.

Mrs. DeWeese said she would be remiss if she didn't echo praise of AIS West. We really respect and honor them. It has been fun to see the evolution of the path to STEM Certification, as she remembers several years ago when Dr. LeMay first envisioned this goal. She congratulated Mr. Toothman and is pleased that his quality of coaching is being recognized by others. She is happy to be celebrating Mrs. Meunier again. She congratulated Mrs. Meunier and wished her luck as she continues in the Indiana Teacher of the Year program. Mrs. Meunier is certainly worthy. Mrs. DeWeese enjoyed the Harris Academy presentation. She was impressed by the quality of students' presentation and how articulate they were. She enjoyed watching how proud the parents were of their children. The change in the trajectory for their lives is worth everything. She appreciated the students' willingness to share with the Board. She thanked Harris Academy staff for believing in the students, and parents for helping their students achieve. Mrs. DeWeese appreciated going to the ISBA Fall Conference which was number 25 for her. She particularly appreciated presentations on school safety and learning that Indiana is ahead of the game. She feels reassured that we are doing the right things. It was great to hear from an expert in the field and she appreciated the reminder that we need to think of this as a multitier issue. Tonight we approved the cyber security agreement as a part of that. She appreciated hearing State Superintendent, Dr. McCormick speak of her appreciation of the legislative landscape and the feet-on-the-ground arena of teachers and administrators. She thanked the Board for allowing her to serve as delegate for the district. ISBA's updated strategic plan, legislative agenda and legislative priorities will help us champion public education needs at the state level as well as serve as good resources for sharing information with our community and the Oriole Advocates. We all need to carry the same message. She thanked Mrs. Woodward for leading the conference. She thanked the Board for their commitment to self-improvement and professional development. She is very grateful that our Boards have tried to participate and have self-development. We want to be an Exemplary Board.

Mr. McDavid thanked the students and staff of Harris Academy for their presentation. He is moved by the ability of students who need help to see hope for the first time—to see possibility they were maybe never shown. The Director and Counselor care a lot about students. He congratulated Mrs. Meunier and wished her good luck. She is a fantastic teacher and great representative of our school district. He congratulated AIS West, and recalled that last year the AIS West team gave a STEM demonstration to a Community and Business Leaders meeting that blew us away. Dr. LeMay found out that morning they were approved for STEM Certification. Mr. McDavid knows a lot of work went into that and now they are assisting AIS East. He congratulated Coach Toothman and regrets he missed the Board Meeting when the Boys Track & Field team was honored for their state championship. He remarked that at the ISBA Fall Conference the presentation on school safety was intriguing and informative. The rhetoric was not about hardening schools and buildings as we do not want schools to be prisons. There is background data to support this idea in so many ways. There are different levels that school safety operates on, and the Cyber Safety initiative the Board passed tonight is one of those levels.

Dr. Hoernemann thanked the Board for attending the ISBA Fall Conference. It is unusual to have all of the Board attend. She thanked the Board for their commitment to professional development. This sends a powerful message to everyone in district.

Dr. McMahon had no comments.

Dr. Atha had no comments.

Dr. Wyndham had no comments.

There being no further business, the meeting adjourned at 8:43 p.m.

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Board Secretary

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Board President

**PERSONNEL REPORT**  
**September 11, 2018**

<b>Certified – New Hires</b>			
Emenhiser	Stephanie	RB	Teacher
Sopke	Ruby	ADMIN	Teacher
<b>Certified – Temporary or No Contract</b>			
Ellis	Nathan	AHS	Guidance Counselor
Wagoner	Gwen	SE	Teacher
<b>Certified – Leaves of Absence</b>			
Binkley	Steven	AHS	Guidance Counselor
Carroll	Mallory	SE	Teacher
Cherry	Tara	CE	Teacher
Hulett	Stephanie	CE	Teacher
Ziolkowski	Keith	AMSN	Teacher
<b>Certified – Separations of Employment</b>			
Henry	Heather	RB	Teacher
<b>Support Staff – New Hires</b>			
Buckner	Andrew	RB	Assistant
Carter	Dana	AISE	Assistant
Cruz-Chavez	Jose	AISW	Custodian
DeMyers	Dayja	RB	Assistant
Dorsey	Deandra	TRANS	Bus Driver
Dupree	LaShawn	AISW	Assistant
Fitzsimmons	Galen	TRANS	Bus Driver
Glenn	Gabriele	AHS	Food Service
Grever	Robert	MAINT	Technician
Grubbs	Sandra	PT	Assistant
Haynes, Sr	Brandon	AHS	Custodian
Jimenez	Rianna	ME	Assistant
Lewis	Dorothy	AHS	Food Service
Lute	Allistare	AISE	Assistant
Maxwell	Madisyn	RB	Assistant
McCoy	Layne	TRANS	Bus Driver
Mcminn	Michelle	AISE	Assistant
Moore	Kristen	AISE	Assistant
Rickey	Jaquellyne	WO	Secretary-Treasurer
Rohl	Kenneth	TRANS	Bus Driver
Simmons	Karen	AISE	Custodian
Streeter	Linda	AISE	Food Service
Summerlot	Steven	WO	Assistant
Szalay	Sharon	AHS	Food Service
Terhune	Laura	AISW	Assistant



Walker	Sandra	WO	Assistant
Wright	Ashley	TRANS	Assistant
Wright	Celia	PT	Assistant
Yurkovic	Dee	AMSS	Assistant
<b>Support Staff – Changes in Assignment</b>			
Cain	Tabitha	ME	Assistant
Diaz	Patricia	AISW	Assistant
Dobbs	Linda	AISW	Assistant
Harger	Ronald	TRANS	Bus Driver
Hassler	Lonnie	TRANS	Bus Driver
Hill	Jenny	AHS	Food Service
Haubner	Jeri	ME	Assistant
Ross	Aaron	AMSN	Custodian
Snyder	Melissa	ME	Assistant
<b>Support Staff – Leaves of Absence</b>			
Burke	Margie	TRANS	Assistant
Edwards	Michael	MAINT	Custodian
Wright	Cecilia	AHS	Custodian
<b>Support Staff – Separations of Employment</b>			
Culver	Nancy	PT	Assistant
Dougherty	Yvonne	TRANS	Assistant
Fortner	Danny	TRANS	Assistant
Hornung	Tate	SE	Custodian
McDaniel	Robert	TRANS	Bus Driver
Nichols	Matthew	AISW	Custodian
Rhodes	Paul	AISE	Assistant
Willis	James	TECH	Technician
<b>Extra Curricular – New Hires</b>			
Aitken	Amanda	AMSN	Academic Coach
Berry	Caleb	AMSS	Football Assistant Coach (Gr 8)
Boyd	Ashley	AHS	Soccer Girls' Asst Coach
Butt	Katherine	AHS	Cheer Assistant Coach
Carter	Dana	AHS	Auditorium Events Manager
Davasher	Andrea	AMSN	AAA-Avon After School Activity
Hartman	Karl	AHS	AP-Music Theory
Hartman	Karl	AHS	Solo and Ensemble Director
Keeslar	Michael	AHS	Soccer Boys' Asst Coach
Klampe	Zack	AMSS	Football Assistant Coach (Gr 7)
Mann	Jason	AHS	Soccer Boys' Asst Coach
Nelson	Kyle	AHS	Quiz Bowl Co-Sponsor
Penrod	Samuel	AMSN	Football Assistant Coach (Gr 7)
Roberts	William	AMSS	Football Assistant Coach (Gr 7)
Schultz	Daniel	AMSS	Football Assistant Coach (Gr 8)

Shelley	Alex	AHS	Tennis Boys' Assistant Coach
Soots	Trevor	AMSN	Basketball Girls' Head Coach (Gr 7)
Sopke	Nathaniel	AHS	Quiz Bowl Co-Sponsor
<b>Extra Curricular – Resignations</b>			
Cloudy	Darnice	AMSS	Basketball Girls' Head Coach
Maples	Thomas	AHS	Golf Boys' Head Coach
<b>Homebound Services</b>			
Benson	Susan	ADMIN	Homework Support
Drabyn	Stephen	ADMIN	Geometry Part A
Kozinski	Katie	ADMIN	Chemistry Part A
Prather	Rebecca	ADMIN	English Part A
Shelor	Brad	ADMIN	Core Classes
<b>Independent Contractors</b>			
Tyra	Serena	ADMIN	Translation Services

**DONATION REPORT**  
**September 11, 2018**

1. Kingsway Christian Church – \$1,000 to ACSC
2. Avon Education Foundation
  - a. \$1,000 to Avon High School
  - b. \$2,500 to Avon Middle School South
3. The Virtual Galaxy, Inc. – \$1,200 to Avon High School
4. Michael Markland – Clarinet to Avon Middle School South
5. Raegene Heath – An aquarium and stand to Avon Intermediate School East
6. Mr. & Mrs. Winters – \$103.60 to Pine Tree Elementary
7. Anonymous – School-wide membership to the Children’s Museum of Indianapolis (valued at \$1,350) to Pine Tree Elementary
8. Hendricks County Community Foundation
  - a. \$250.00 to River Birch Elementary
  - b. \$250.00 to Maple Elementary