

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

**Held on December 10, 2018**

The regular meeting of the Board of School Trustees of the Avon Community School Corporation was called to order by Board President, Mr. John McDavid, at 7:07 p.m. at 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. Maryanne McMahon, Assistant Superintendent for Teaching and Learning; Dr. Scott Wyndham, Assistant Superintendent for Business and Operations; and 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 7 persons in attendance.

**CELEBRATING ORIOLES**

Mrs. Woodward made a motion, seconded by Mrs. Engelhardt, that the Board of School Trustees approve the commendation as presented to John K. McDavid for his four years of service as a member of the Avon Community School Corporation Board of School Trustees; for serving as a member of the Indiana School Boards Association; and for his standard of professionalism, integrity and passion for the children of Avon. The motion carried, 4-0, with Mr. McDavid abstaining.

Mrs. Woodward made a motion, seconded by Mrs. Simmons, that the Board of School Trustees approve the commendation as presented to Pamela J. DeWeese for her twenty-four and one-half years of service as a member of the Avon Community School Corporation Board of School Trustees; for serving as a member of the Indiana School Boards Association; and for her standard of professionalism, integrity and passion for the children of Avon. The motion carried, 4-0, with Mrs. DeWeese abstaining.

**UPDATE ON PAYROLL RECOMMENDATION**

Dr. Wyndham provided an update on payroll recommendations for the 2019-2020 school year.

**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. The Superintendent's contract states that the Superintendent shall receive a basic salary increase no less than the salary schedule percentage of increase for the certified school employee bargaining unit annually. The

contract for certified school employees went into effect on July 1, 2018 and the commensurate salary increase would be retroactively effective to July 1, 2018, based on the Superintendent's performance rating of highly effective for the 2017-18 school year. The consent agenda, therefore, proposes that the Board of School Trustees approve the minimum salary, which calculates to a 5.31% increase for Dr. Hoernemann pursuant to Section 4, paragraph A of her contract.

Mrs. Woodward made a motion, seconded by Mrs. Engelhardt, that the Board of School Trustees approve the Minutes of the Regular Meeting on November 12, 2018, Working Session on November 26, 2018, Special Meeting on December 4, 2018, and Memoranda of the Executive Session on November 26, 2018; claims 910002173 – 910002382, 180000679 – 180000853, 201801301, 201801348 – 201801491, 910002167 – 910002172, 201801300, and 1344 – 201801491; payrolls for November 9, 23, 27, and 30, 2018; ECA Check Registers from all schools for October 1-31, 2018; Administrative Salary Ranges 2018-19; Approval of Administrative Salary Recommendations 2018-19, 2019-2020; Administrative Grant Stipends; Superintendent Salary 2018-19; the Personnel Report; disposal of equipment; purchase of equipment; overnight field trip requests for the Avon Thespian Troupe; and the Donation Report as presented. The motion carried, 5-0.

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

Mr. McDavid stated that the Board had toured Avon Intermediate School East prior to the regular meeting. The renovation has made the building look new, and the Board is excited about what this can do for students. One of the greatest things about it is the performing arts section—which is near and dear to Mrs. DeWeese's heart. Performance Services did a fantastic job. He acknowledged that Dr. McMahan had so much input on the project, and that her goal of producing natural light was accomplished. The building looks more like a learning facility, and AIS East Principal Mrs. Jenny Shayotovich and her team are to be applauded for their time collaborating on the project.

#### **UNFINISHED BUSINESS**

Dr. Wyndham reported on student enrollment for the district. As of December 4, enrollment is 9,786. Including developmental preschool, enrollment is 9,893. That is 293 more students than at this time last year, although we typically see a decline in second semester with mid-year graduates. He provided an update on class size comparison data that summarizes K-8 class sizes of the 15 highest performing ISTEP districts in the state. Class size averages compare very well with added teachers. We are slightly above the averages of the top 15, which is a significant improvement from last year. We are slightly above target class size in 5th and 6th grade.

#### **NEW BUSINESS**

Mrs. DeWeese made a motion, seconded by Mr. McDavid, that the Board of School Trustees approve the 2018 Budget Transfer Resolution as presented. The motion carried, 5-0.

Mrs. Simmons made a motion, seconded by Mrs. Engelhardt, that the Board of School Trustees authorize the corporation treasurer to pay all invoices that arrive in December 2018 with 2018 funds. The motion carried, 5-0.

Mrs. Simmons made a motion, seconded by Mrs. DeWeese, that the Board of School Trustees approve the Partners for Fish and Wildlife Program Landowner Agreement as presented. The motion carried, 5-0.

Mrs. Woodward made a motion, seconded by Mrs. Simmons, that the Board of School Trustees approve the change orders/contract amendment with Performance Services as presented and authorize the Assistant Superintendent to execute all necessary documents. The motion carried, 5-0.

Mrs. DeWeese made a motion, seconded by Mrs. Engelhardt, that the Board of School Trustees approve the Program of Studies for Avon High School for the 2019-20 school year as presented. The motion carried, 5-0.

## **BOARD MEMBER ITEMS**

Mrs. Simmons said it was an honor to work with Mr. McDavid and Mrs. DeWeese. They are both going to be missed by the corporation and community. She thanked them for their service and leadership. She thanked the administrators and staff who worked on the payroll recommendations. She stated that the Partners for Fish and Wildlife sounds unique and fun, and will have lots of hands-on experiences that students need. She thanked Mrs. Kern for leading the project. She wished everyone Happy Holidays.

Mrs. Woodward said that Celebrating Orioles has always been our favorite—tonight is no exception. Mrs. DeWeese's commendation pales in comparison to her commitment to our board. She'll miss Mr. McDavid and his leadership. It is hard to believe he only served one term because his impact on the Board is so much more profound. She thanked Mrs. DeWeese's family for sharing her with the Board. She will miss her contributions and insight to the Board. Mrs. Woodward enjoyed the tour of AIS East and remarked on the night and day transformation. This will be a center of learning for ACSC, and she is happy for the children who will be impacted by this.

Mrs. Engelhardt thanked Administrators and Performance Services for the tour of AIS East. The renovation is a great example of what to do with a building that's not functional. After much discussion over the project it is great to see it come to fruition. She is happy for the staff and students of East. She said we had a nice Donation Report and thanked the community for supporting us in so many ways. We will really miss Mr. McDavid's leadership and expertise on the board. Mrs. DeWeese's tenacity and advocacy for students has helped generations. Her legacy will live on. She wished everyone a Merry Christmas.

Mrs. DeWeese, thanked Mr. McDavid for his service to the Board. She thanked everyone for the commendation and for the community reception in her honor. She thanked former ACSC Board Member Gary Brinkman for attending tonight's meeting.

Mr. McDavid thanked Mrs. DeWeese and reflected on his time on the Board. He is pleased with the AIS East renovation and is excited for the students whom this will impact.

Dr. Hoernemann, Dr. McMahon, Dr. Wyndham and Ms. Ebert thanked Mrs. DeWeese and Mr. McDavid for their service and leadership.

There being no further business, the meeting adjourned at 8:31 p.m.

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Board President

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Board Secretary

**PERSONNEL REPORT**  
**December 10, 2018**

<b>Certified – New Hires</b>			
Bednarek	Meghan	ME	Teacher
<b>Certified – Temporary or No Contract</b>			
Shartzler	Joel	AHS	Teacher
<b>Certified – Changes of Assignments</b>			
Riley	Carrie	AHS	Academic Coach
Salazar	Laura	AHS	Guidance Counselor (Career & College)
Wilson	Michelle	AHS	Guidance Counselor
<b>Certified – Leaves of Absence</b>			
Casey	LaNae	WO	Teacher
Derda	Daniel	AHS	Teacher
Harris	Nicole	SE	Principal
Humphrey	Stephanie	AISE	Teacher
Tuttle	Sarah	SE	Teacher
<b>Certified – Separations of Employment</b>			
Ludlow	James	AHS	Assistant Principal
<b>Support Staff – New Hires</b>			
Cope	Patrick	TRANS	Bus Asst Mechanic
Daniels	Markus	ME	Assistant
Goebel	Stephanie	AISE	Assistant
Gonzalez	Tiffany	WO	Assistant
Hawkey	Rebecca	ADMIN	Food Service
Hennessy	Terry	TRANS	Bus Driver
Knebel	Mary	ADMIN	Human Resources-Office Assistant
Scudder	Traci	WO	Assistant
Smith	Brett	MAINT	Grounds Helper
Spears	Wanda	TRANS	Bus Driver
Witter	Hillary	AHS	Secretary
<b>Support Staff – Changes in Assignment</b>			
Atkinson	Shannon	TRANS	Bus Driver
Brown	Rowena	RB	Food Service
Detharidge	Lisa	TRANS	Bus Driver
Hassler	Lonnie	TRANS	Bus Driver
Marciniak	Natalie	RB	Food Service
Norwalt	Tamara	CE	Food Service
Piltz	Sandy	TRANS	Bus Driver
Rasor	Rhonda	ME	Food Service
Waggoner	Laura	CE	Food Service
<b>Support Staff – Leaves of Absence</b>			

Groover	Jeffrey	TRANS	Bus Driver
Harris	Rhonda	HE	Secretary-Treasurer
Hatfield	Michael	TRANS	Bus Driver
Thomas	Melissa	ADMIN	Technology-District Application Specialist
Webster	Jennifer	ADMIN	Administrative Asst for Business & Operations
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Whitesell	Trissa	AISE	Foods Manager
<b>Support Staff – Separations of Employment</b>			
Kurbursky	Monica	TRANS	Bus Driver
Mayfield	Shanna	AISW	Assistant-Special Ed
Ping	Sherry	TRANS	Bus Driver
Sanders	Megan	ME	Food Service
Smith	Mary	TRANS	Bus Driver
Zeljkovic	Elvira	AHS	Custodian-2nd Shift
<b>Extra Curricular – New Hires</b>			
Harloff	Susan	AMSN	Head Color Guard
Miles	Kyle	AMSN	Basketball Girls' B Team Coach
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<b>Extra Curricular – Resignations</b>			
Hansel	Zach	AMSS	Wrestling Assistant Coach
Littleton	Jared	AMSN	Head Color Guard
Skaro	Gordan	AMSN	Basketball Girls' B Team Coach
<b>Homebound Services</b>			
Bischof	Kevin	ADMIN	Algebra I
Drabyn	Steve	ADMIN	Geometry Part A
Dugan	Maeve	ADMIN	Math, Lang Arts, Social Studies, Science
Kozinski	Kaitlyn	ADMIN	Integrated Chem/Physics
McGrath	Kevin	ADMIN	English 10 Part A
Meadows	Carol	ADMIN	All Subjects
Sopke	Nathan	ADMIN	Earth, Science
Thomson	Kelly	ADMIN	All Subjects

**DONATION REPORT**  
**December 10, 2018**

1. ACSC Technology Department
  - a. Cunningham Restaurant Group – 5 iPads
  - b. Sheri Bender – Portable DVD player
2. Avon Olive Garden – Food valued at \$160.00 for ACSC Community & Business Leaders Luncheon
3. Amber Ford – \$50.00 to the ACSC Food Service Department
4. Avon Ultimate Frisbee Club
  - a. Schneider Geospatial – \$100.00
  - b. Buzzi Unicem, USA – \$100.00
5. Avon Robotics Team
  - a. United Technologies Corporation – \$4,500 to FIRST Robotics
  - b. Michael P. Gaby CPA, LLC – \$501.00
  - c. HGL Dynamics – \$550.00
  - d. Thomas Refrigeration – \$525.00
6. Skip McKay – \$100.00 to Avon Boys' Basketball