

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

**Held on January 8, 2018**

The regular meeting of the Board of School Trustees of the Avon Community School Corporation was called to order by the Board President at 7:02 p.m. in the 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; 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 twenty persons in attendance.

**OATH OF OFFICE**

Mr. Séamus P. Boyce administered the Oath of Office to Mrs. Cynthia L. Simmons.

**CELEBRATING ORIOLES**

Dr. Hoernemann introduced Mrs. Julie Laser, Cedar Elementary Teacher who stepped in when a student was choking and saved his life. Mrs. Woodward presented a letter to Mrs. Laser thanking her for her heroic actions. Also making a presentation were Fire Chief, Dan Smith and Division Chief, Ted Allen. They recognized Mrs. Laser for going above and beyond by saving a student's life.

Mrs. Woodward stated that it is hard to believe that for the second time this school year we've had such honorable and brave teachers help a child in distress.

**REORGANIZATION OF THE BOARD**

Mrs. Woodward made a motion, seconded by Mrs. Engelhardt, that Mr. McDavid be elected President of the Board of School Trustees for the 2018 calendar year. The motion carried, 4-0-1, with Mr. McDavid abstaining.

Mr. McDavid made a motion, seconded by Mrs. Woodward, that Mrs. DeWeese be elected Vice-President of the Board of School Trustees for the 2018 calendar year. The motion carried, 4-0-1, with Mrs. DeWeese abstaining.

Mrs. DeWeese made a motion, seconded by Mrs. Woodward, that Mrs. Engelhardt be elected Secretary of the Board of School Trustees for the 2018 calendar year. The motion carried, 4-0-1, with Mrs. Engelhardt abstaining.

The Regular Session was suspended at 7:15 p.m. to conduct the Board of Finance. The Regular session resumed at 7:20 p.m.

Mrs. Woodward made a motion, seconded by Mrs. Engelhardt, that the Board of School Trustees appoint Sheila R. Glass as Corporation Treasurer and Veronica A. Jones as Corporation Deputy Treasurer for the 2018 calendar year. The motion carried, 5-0.

Mrs. Engelhardt made a motion, seconded by Mrs. DeWeese, that Church, Church, Hittle & Antrim be retained as Corporation Legal Counsel for the 2018 calendar year. The motion carried, 5-0.

Mrs. Engelhardt made a motion, seconded by Mr. McDavid, that Mrs. DeWeese be appointed to serve as the Avon Community School Corporation delegate to the I.S.B.A. Delegate Assembly/Legislative Liaison/Policy Liaison for the 2018 calendar year. The motion carried, 4-0-1, with Mrs. DeWeese abstaining.

Mrs. DeWeese made a motion, seconded by Mrs. Simmons, that the Board of School Trustees accept the Roles and Responsibilities covenant and Code of Ethics with the expectation that they will be reviewed annually by the Board and adopted by resolution. The motion carried, 5-0.

Mrs. Woodward made a motion, seconded by Mrs. Engelhardt, that the Director of Human Resources be appointed compliance officer for Avon Community School Corporation for Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the Americans with Disability Act, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, the Genetic Information Nondiscrimination Act of 2008, and the Boy Scouts of America Equal Access Act for the 2018 calendar year. The motion carried, 5-0.

Mrs. Woodward made a motion, seconded by Mrs. DeWeese, that the Board of School Trustees appoint Mrs. Engelhardt as Town of Avon Redevelopment Commission Advisory Member for the 2018 calendar year. The motion carried, 4-0-1, with Mrs. Engelhardt abstaining.

Mrs. DeWeese made a motion, seconded by Mrs. Woodward, that the Board of School Trustees appoint Mrs. Engelhardt as Town of Plainfield Redevelopment Commission Advisory Member for the 2018 calendar year. The motion carried, 4-0-1, with Mrs. Engelhardt abstaining.

## **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. Engelhardt made a motion, seconded by Mrs. Woodward, that the Board of School Trustees approve the Minutes of the Regular Meeting on December 11, 2017 and Executive Session Memoranda dated December 14, 2017; claims 103329-103452, 170000678-170000730, 201701460, 201701549; payrolls for December 8, 15 and 22, 2017; and ECA check registers from all schools for December 1-31, 2017; the job description for HR Generalist; revised job description for Assistant Transportation Administrator; Independent Contractor Pay Scale; the Personnel Report; disposal of equipment; purchase of equipment; winter program/camp; overnight field trip requests by the Avon High School Winter Percussion Ensemble, Avon High

School World Guard, and Avon Middle School Honor Band; and the Donation Report as presented. The motion carried, 5-0.

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

Mr. McDavid stated that he is humbled and honored to have been elected and will do his best. He has big shoes to fill from previous presidents Mrs. Woodward and Mrs. Engelhardt. He will do his utmost in representing the Board and the school community. He thanked the Board for trusting him with this service.

### **UNFINISHED BUSINESS**

Dr. Atha reported on student enrollment for the district. Enrollment is at 9,518, steady from last month. He provided the monthly class size comparison of the 15 highest performing districts in the state (based on ISTEP data) for grades K-8. He stated that class sizes continue to be a concern.

Dr. Hoernemann reported revised dates to the 2018 Board Meeting schedule. She stated no action is required by the Board as the schedule had previously been adopted by the Board, but rather to note the addition of several meetings to the schedule. She also noted that the Board Retreat was moved to an earlier week.

### **NEW BUSINESS**

Mrs. DeWeese made a motion, seconded by Mrs. Engelhardt, that the Board of School Trustees approve the Gas and Diesel Fuel Sharing Agreement with Washington Township as presented and authorize the Director of Finance and Operations 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 Gas and Diesel Fuel Sharing Agreement with the Town of Avon as presented and authorize the Director of Finance and Operations to execute all necessary documents. The motion carried, 5-0.

Mrs. DeWeese made a motion, seconded by Mrs. Simmons, that the Board of School Trustees authorize the Director of Finance and Operations to publish the advertisement requesting bids for fuel as presented. The motion carried, 5-0.

Mrs. Engelhardt made a motion, seconded by Mr. McDavid, that the Board of School Trustees allow Camp Invention for the summer of 2018. The motion carried, 5-0.

## **BOARD MEMBER ITEMS**

Mrs. Simmons thanked the Board and administrators for everything. She has attended Board meetings for about a year now and is finding out despite being a retired teacher that it takes a lot to run a school. She stated the Board members have taken her under their wings and have been wonderful. She thanked everyone for letting her have this chance. She truly appreciates it.

Mrs. Woodward congratulated Mrs. Simmons and stated that she is pleased to have her as part of the Board. The Board has celebrated a long history with members who come with a lot to offer and passion for students in the corporation. She stated we are blessed and fortunate that Mrs. Simmons is joining the Board. She congratulated Mr. McDavid on his presidency as she thinks he will do an outstanding job. She stated it is tough to be the only guy on the Board but that he brings legal prowess and a much needed parent perspective. Being Board President is a learning experience, but she thinks he will do a fantastic job. She congratulated Mrs. Engelhardt and Mrs. DeWeese for serving again. She appreciates Mrs. Engelhardt's service on the Redevelopment Commission because she has been the corporation's voice and conscience of redevelopment efforts in the Town of Avon. She is looking forward to another calendar year of school and stated that it is hard to believe it is 2018. She wished everyone a happy new year and thanked the administrative team for their dedicated work for Retreat preparation.

Mrs. Engelhardt congratulated Mrs. Simmons and stated that she is really excited to have her on the Board. She looks forward to learning from Mrs. Simmons' experience and perspective as a retired teacher. She appreciates Mrs. Simmons' commitment to our community as her family is very established in Avon. Mrs. Simmons' service on the Board means a lot for a school corporation and brings stability. She stated it is admirable how Mrs. Simmons went after this as there is so much to learn in being a Board member. Mrs. Engelhardt thanked Mr. McDavid for serving as President and said that he will do great. She thinks that this is perfect timing for his presidency and that he is great for the community and school system. She thanked Mrs. DeWeese for serving as Vice President. She thanked Mrs. Woodward for serving as President, as she knows it can be tough and demanding even with great leadership from administrators. She learned so much from Mrs. Woodward and appreciates her HR perspective. She thanked the administration and Board members for Saturday's Board Retreat. She stated it went well and was very informative. She appreciated the opportunity to think through the different issues as she now feels very equipped for the year.

Mrs. DeWeese thanked fellow Board members, the administration, and those who provided information to administrators for their time spent planning the Board Retreat as it was a very productive day. She thanked Mrs. Woodward for her service as Board President and her willingness to provide leadership to school boards across the state in her role with ISBA. She congratulated Mr. McDavid and thanked him for his willingness to assume this responsibility at a critical time. She welcomed Mrs. Simmons to the Board and offered her support and assistance. She knows it is a steep learning curve but stated that the Board wants her to be successful and will support her. She expressed that the Turner legacy extends far in this community as her parents contributed to the importance of public education. She noted the evolution of the Board as she was the only female when she joined twenty-four years ago. She is glad that the Board annually reviews the Roles and Responsibilities as it is important that they lead by example and recommitment themselves to what it means to be a Board member. Board members play a vital role in the checks and balances, policies and strategic planning while

serving as both a representative of the school corporation and the community. The Board serves at the discretion of voters but for the benefit of students. It is a very humbling experience. She looks forward to the challenges of the coming year and knows it will be productive year promoting what is best for public education in our community.

Mr. McDavid congratulated and welcomed Mrs. Simmons. He looks forward to working with her and hearing her input. He knows her effort will not be lacking given her year of getting up to speed. He thanked Mrs. Woodward for serving as president and knows he has big shoes to fill but will do his best. He thanked Mrs. DeWeese and Mrs. Engelhardt for their willingness to serve as officers, and as Legislative Liaison and Redevelopment Commission Advisory Member respectively. He states it is fascinating to talk about inside information on development of Plainfield and Avon as it affects the school district. He looks forward to serving this year he couldn't be serving with a better group of people for the benefit of students and parents. He quoted his son's Scout Master in saying, "Many hands make the work light," and stated that going forward we need that rationale with the community because we can't accomplish our goals without them. He thanked Dr. Hoernemann, Dr. Atha, Dr. McMahan, Dr. Wyndham as well as the administrative staff and principals who put hours of preparation into the Board Retreat.

Dr. Hoernemann thanked the Board for their work on Saturday along with fellow administrators. A lot of effort and collaboration went into preparing for the Board Retreat, at which point the Board continued that work with excellent questions and helpful input that allowed administrators to refine their work leading to very important community meetings. She stated the dates, times and locations of Community Engagement Sessions 3 and 4, and that we are being graciously welcomed to Kingsway as it may be an environment that is more welcoming to people who don't know our schools very well. The format of the meetings will be a presentation followed by small group discussions as the whole point is to get the input of our community. Meetings for faculty and staff members will also be held in the coming weeks. The ultimate goal of the meetings is to get all minds thinking about the next steps of facing the financial challenges of the school district. She thanked the Board for their leadership and for holding administrators accountable. She is looking forward to another great year.

Dr. McMahan welcomed Mrs. Simmons, congratulated Mr. McDavid, and thanked Mrs. Woodward.

Dr. Wyndham agreed with Dr. McMahan.

Ms. Ebert agreed with Dr. McMahan.

Dr. Atha agreed with Dr. McMahan.

There being no further business, the meeting adjourned at 8:09 p.m.

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Board Secretary

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Board President

**PERSONNEL REPORT**  
**January 8, 2018**

<b>Certified – New Hires</b>			
Berkey	Kara	AHS	Teacher
Fisher	Richard	AMS	Teacher
Kopke	Kyle	RB	Guidance Counselor
Lueck	David	AHS	Teacher
Sopke	Nathaniel	AHS	Teacher
<b>Certified – Temporary or No Contract</b>			
Ellington	Ashley	HE	Teacher
Gray	Kastonia	WO	Teacher
Pierce	Kinzi	Kingsway	Teacher
Shartzler	Joel	AHS	Teacher
<b>Certified – Changes in Assignment</b>			
Gatlin	Jarrod	WO	
<b>Certified – Leaves of Absence</b>			
Stone	Elizabeth	WO	Teacher
<b>Certified – Separations of Employment</b>			
Yost	Carmen	AHS	Teacher
<b>Support Staff – New Hires</b>			
Baggett	Johnna	AISW	SPED Assistant
Case	David	AISW	SPED Assistant
Moss	Brianna	Admin	Secretary of Curriculum & Professional Dev.
Butler	Sarah	AISW	Custodian
Williams	Ted	Trans	Stand By Bus Driver
<b>Support Staff – Leaves of Absence</b>			
Reeves	Eric	Maint	Custodian
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Fortner	Danny	Trans	Mechanic
<b>Support Staff – Separations of Employment</b>			
Enz	Melody	RB	Secretary
Selch	Kathy	Admin	HR Secretary
<b>Extra Curricular – New Hires</b>			
Chatterton	Camden	AHS	Lifeguard
Greene	Matthew	AHS	Lifeguard
Myers	Elizabeth	AHS	Lifeguard
Sparkman	Madison	AHS	Lifeguard
Akers	Samantha	AMSS	7th Grade Girls Head Coach
Clause	Ray	AMSS	Auditorium Manager
Curry	Joshua	AHS	Assistant Wrestling Coach
Hansel	Zack	AMSS	Assistant Wrestling Coach
Helm	Kevin	AHS	Assistant Wrestling Coach

**DONATION REPORT**  
**January 8, 2018**

1. Michael & Melanie Tipton - \$50.00 to ACSC Food Service Department
2. Anonymous - \$120.00 – ACSC Food Service Department
3. Alarie Construction and Renovation - \$100.00 to Avon High School Robotics Club
4. McGraw Hill – Textbooks valued at \$6,241.50 to Avon High School
5. VanAwesome Video - \$730.00 to Avon Middle School North Band and Orchestra
6. Avon Education Foundation - \$2,171.00 to Avon Middle School South
7. Anonymous - \$100.00 to Hickory Elementary Art Program
8. Ray's Trash - \$3.50 to Hickory Elementary
9. Avon High School Choral Boosters - \$200.00 to Pine Tree Elementary
10. Friendly Garden Club - \$200.00 to Avon Outdoor Learning Center
11. Circle Social, Inc. - \$150.00 to Avon Outdoor Learning Center