

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

Held on July 10, 2017

The regular meeting of the Board of School Trustees of the Avon Community School Corporation was called to order by the Board President at 7:01 p.m. in the Administration Center Board Room.

Four Board members were present: Mrs. Pam DeWeese, Mrs. Anne Engelhardt, Mr. David Webb, and Mrs. Kim Woodward. Mr. John McDavid was unable to attend due to a family obligation. 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 15 persons in attendance.

CELEBRATING ORIOLES

Dr. Hoernemann stated that Mr. Charlie Heiss came to Avon Schools as a 19 year old custodian. He later became a grounds worker and eventually transferred to the district grounds department. About 10 years after he began working for Avon Schools, he was “borrowed” by the Transportation Department due to a shortage. Mr. Alan Fidler recognized Mr. Heiss’ talent and potential, and offered him a full time position in the department. Over the next couple of years under Mr. Fidler’s supervision, Mr. Heiss developed his mechanical expertise, honed his skills, and earned his ASE certification as a Master Mechanic. This kind of development obviously speaks well of Mr. Heiss, but it also speaks well of Mr. Fidler who has earned several awards at the state and national levels. For Mr. Fidler to achieve this success and be able to develop it in someone else is very exciting.

Dr. Hoernemann introduced Charlie Heiss, Jr., School Bus Technician.

Mrs. Woodward read a commendation presented from the Board of School Trustees to Charlie Heiss, Jr.

Mr. Webb made a motion, seconded by Mrs. Engelhardt, that the Board of School Trustees approve the commendation as presented to Charles W. Heiss, Jr. for being named State Champion at the 2017 School Transportation Association of Indiana (STAI) School Bus Technician Competition. The motion carried, 4-0.

Dr. Hoernemann introduced Alan Fidler, Transportation Shop Supervisor.

Mrs. Woodward read a commendation presented from the Board of School Trustees to Alan Fidler.

Mrs. DeWeese made a motion, seconded by Mrs. Engelhardt, that the Board of School Trustees approve the commendation as presented to F. Alan Fidler for being named State Champion at the 2017 School Transportation Association of Indiana (STAI) School Bus Inspector Competition. The motion carried, 4-0.

Dr. Hoernemann introduced Isaac Guerendo, Avon High School student.

Mrs. Woodward read a commendation presented from the Board of School Trustees to Isaac Guerendo.

Mrs. Engelhardt made a motion, seconded by Mr. Webb, that the Board of School Trustees approve the commendation as presented to Isaac V. Guerendo for being named IHSAA Boys Track & Field State Champion in the Long Jump. The motion carried, 4-0.

Mr. Webb stated this was a reminder that it's not only students and teachers, but also support staff who receive awards and state championships. All these individuals bring honor to Avon and enhance our image. He is privileged and excited to be here to shake their hands and has admiration for what they have accomplished.

Mrs. Engelhardt thanked Mr. Heiss and Mr. Fidler for their determination. She also thanked them for bringing a level of excellence and pride to their industry which will matriculate through the Transportation Department and ultimately keep our students safe. She congratulated Isaac Guerendo and stated it is hard to imagine a 24-foot jump. She wished him a great senior year.

Mrs. DeWeese congratulated Isaac Guerendo and is pleased that he will be a model to others for one more year in Avon. To jump 24 feet is amazing. He is moving onward and upward and bringing five new records to our school corporation makes us all so very proud. She thanked him and thanked his family for their support. She congratulated Mr. Heiss for his perfect score and thanked Mr. Fidler for recognizing and cultivating Mr. Heiss' talent and for being such a good role model. We pride ourselves on being an educational institution at all levels. You not only bring pride to yourselves and the community, but you also make our students and Transportation Department safer because of the skills you have learned and shared with others.

Mrs. Woodward thanked Mr. Heiss and Mr. Fidler for representing Avon so well. Our bus fleet is older than we would like it to be. Our buses must go through more frequent inspections because of their age which has been brought on by budgetary constraints. It is great that we have two state champions caring for our fleet and we are in safe hands because of their attention to detail. She thanked them for how well they attend to the details of their jobs, as our students are safer because of them and our taxpayers benefit because our buses last longer. She congratulated Isaac Guerendo and is in awe of his roster of accomplishments. There was a day in Isaac's life when he began doing what he does now so well, but he didn't yet know what he could achieve. He is a role model to our younger students who are trying something new for the first time. She

applauded him for having the tenacity, discipline, rigor, and support to stay with it to the point where he is well regarded in the state for achieving at such a high level.

CONSENT AGENDA

Mrs. Woodward 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 Mr. Webb, that the Board of School Trustees approve the Minutes of the Regular Meeting on June 12, 2017 and the Working Session on June 19, 2017; claims 1, 2, 102086, 102036-102188, 170000281-170000284, 201700641, 201700643-201700741, 201700637-201700642, and 102028-102035 and payrolls for June 9 and 23, 2017; registration of support group; the Data Specialist job description; the Personnel Report; the disposal of equipment; and the Donation Report as presented. The motion carried, 4-0.

COMMENTS FROM THE BOARD PRESIDENT

Mrs. Woodward welcomed Dr. Hoernemann back after her successful surgery and thanked Drs. Atha and McMahon for assisting during her absence.

UNFINISHED BUSINESS

Dr. Atha reported on student enrollment for the district. As of July 7, 2017 enrollment numbers totaled 9,422 PK-12 students (or 9,310 K-12 students) which is up 96 students from this time last year. Last year, our ADM ended up 178 students from this time until Count Day. We are currently down 82 students from our Fall Count Day, but two years ago we were up 232 students. We hope this trend continues until Count Day on September 15th. Open Enrollment has resulted in 86 new students. Our current kindergarten enrollment is 583, which is down 49 students from May.

NEW BUSINESS

Mrs. Engelhardt made a motion, seconded by Mr. Webb, that the Board of School Trustees approve the internet filter agreement with BorderLAN Security as presented. The motion carried, 4-0.

Mrs. Engelhardt made a motion, seconded by Mrs. DeWeese, that the Board of School Trustees approve the license apparel agreement with Lint Sportswear as presented. The motion carried, 4-0.

Mrs. DeWeese made a motion, seconded by Mrs. Engelhardt, that the Board of School Trustees authorize the Director of Finance and Operations to receipt 2017 local income tax funds into the School CPF, Transportation, and Bus Replacement Funds. The motion carried, 4-0.

Mr. Webb made a motion, seconded by Mrs. Woodward, that the Director of Human Resources be appointed compliance officer for Avon Community School Corporation for Title II of the Americans with Disabilities Act of 1990, Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendment Act of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination in Employment Act of 1975, the Genetic Information Non-discrimination Act of 2008, and the Boy Scouts of America Equal Access Act for the 2017-2018 school year. The motion carried, 4-0.

Mrs. DeWeese made a motion, seconded by Mrs. Engelhardt, that the Superintendent of Schools be given the authority to advertise for bidding for temporary loans, furniture, equipment and supplies, school lunch food items and supplies, fuels, insurance (if needed), and school buses for the 2017-2018 school year. The motion carried, 4-0.

Mrs. Engelhardt made a motion, seconded by Mrs. DeWeese, that the Conflict of Interest Statement, as submitted by Joseph W. Cooper, School Bus Driver, be accepted. The motion carried, 4-0.

Mrs. Woodward made a motion, seconded by Mr. Webb, that the Conflict of Interest Statement, as submitted by Pamela J. DeWeese, a member of the Board of School Trustees, be accepted. The motion carried, 4-0-1, with Mrs. DeWeese abstaining.

Mrs. Engelhardt made a motion, seconded by Mrs. DeWeese, that the Conflict of Interest Statements, as submitted by Liza M. Hazzard, Support Services Team Leader, be accepted. The motion carried, 4-0.

Mrs. Engelhardt made a motion, seconded by Mrs. DeWeese, that the Conflict of Interest Statements, as submitted by Bradley S. Holsinger, Athletic Director for Avon High School, be accepted. The motion carried, 4-0.

Mrs. Engelhardt made a motion, seconded by Mrs. DeWeese, that the Conflict of Interest Statement, as submitted by Everett D. Lundy, Maintenance Technician, be accepted. The motion carried, 4-0.

Mrs. Engelhardt made a motion, seconded by Mrs. DeWeese, that the Conflict of Interest Statement, as submitted by Amy L. Nickol, Guidance Secretary at Avon High School, be accepted. The motion carried, 4-0.

Mrs. Engelhardt made a motion, seconded by Mrs. DeWeese, that the Conflict of Interest Statement, as submitted by Michael K. Rawlinson, Director of Transportation and Facilities and owner of Coyote Construction, be accepted. The motion carried, 4-0.

Mrs. Engelhardt made a motion, seconded by Mrs. DeWeese, that the Conflict of Interest Statement, as submitted by James E. Syra, Grounds Supervisor and owner of Syra's Carpets, be accepted. The motion carried, 4-0.

Mrs. Engelhardt made a motion, seconded by Mrs. DeWeese, that the Conflict of Interest Statement, as submitted by Paige E. Thompson, Teaching Assistant, be accepted. The motion carried, 4-0.

Mrs. Engelhardt made a motion, seconded by Mrs. DeWeese, that the Conflict of Interest Statement, as submitted by Scott M. Wyndham, Director of Finance and Operations, be accepted. The motion carried, 4-0.

BOARD MEMBER ITEMS

Mr. Webb is pleased to present commendations to individuals from all areas of the district. It is great to see their high level of success which reflects well on our school corporation and the fantastic people who work here. We have a unique school system which is one of the best in the state and he is pleased to be part of it.

Mrs. Engelhardt stated that while reviewing the Personnel Report she noticed that some teachers were leaving the profession and going on to other careers, which concerns her. This is still going on not only in Avon, but in other districts across the state. This is a real detriment to our communities, our families, and our children. She thanked those teachers who are “staying in there” as it’s not an easy profession, especially in Avon where we have larger class sizes. We are trying to work on that and hope this will come to a remedy over time so our teachers don’t feel they need to go to other professions. With school starting in 2½ weeks, she welcomed the students back and wished them the best.

Mrs. DeWeese stated that Celebrating Orioles is always the best part of the Board meetings. To see Mr. Heiss and Mr. Fidler come back again is great and it is exciting to know they continue to aspire to that level. She offered kudos to Isaac Guerendo for his achievements and to his family for their support. She was unable to attend the last Board meeting due to a family commitment, but when reading her material for tonight’s meeting she was surprised to learn she had earned the 13th highest number of Certification Awards Program (CAP) points in Indiana. She appreciates Mrs. Woodward for sharing that information during the School Board’s recognition for being a Master Board again. She thanked her fellow Board members for that achievement and feels it is important to lead by example. When she and Mr. Gary Brinkman began on the School Board in 1994, they learned about this program and thought this was very important. They aspired to achieve the highest level on a personal level as quickly as possible in order to be role models to their fellow Board members and that the Board continues to participate in professional development is important, as continuing education is important for the Board and to raise the expectation for future Boards is a wonderful thing. She thanked her fellow Board members for their willingness to do that. She enjoyed reading The National Citizen Survey about the Town of Avon. The residents say Avon is a very good place to raise their children and the quality of the K-12 education ranked not only higher than national benchmarks, but ranked as the highest level of achievement in Avon. She hopes everyone realizes that quality of K-12 education is very important as people make personal decisions on where to live based on that. This is one of the things the citizens say is key to the success of the community and why they choose to live here. She stated that teachers are very stressed. It is hard to be a teacher when attitudes at the state

level and expectations put on them can make them want to choose a different career where they make more money with less stress. What our teachers do each day for our children is important.

Mrs. Woodward agreed with Mr. Webb's comments and challenged any school corporation in Indiana to honor a state or national champion at each board meeting. Our enrollment is not the largest in the state, but this speaks to the quality of our school corporation as a whole. She congratulated Mrs. Deb America, AIS West teacher, for being nominated Hendricks County Teacher of the Year, as she is such a joy and very much enjoys teaching. She encouraged everyone to listen to a podcast entitled: *Revisionist History, Episode 3: Miss Buchanan's Period of Adjustment*, which speaks to the current teacher shortage and crisis. She thanked her fellow Board members for another great meeting and for reviewing 271 pages of materials to be ready for the meeting.

Dr. Hoernemann stated that today was the first of five days of Six Standards of Effective Pedagogy training with 130 educators. It was a great day with presenters: Dr. Annela Teemant and Dr. Serena Tyra. She is pleased that a significant portion of the funding was provided by the Avon Education Foundation. She looks forward to the Board members joining the 2nd Annual Back-to-School Celebration on July 24th beginning 7:15 a.m. at Avon High School. We will welcome the entire staff back and present the Andy Mohr Teacher of the Year that day.

Dr. McMahon stated it was a great day of training and she looks forward to the rest of the week.

Dr. Wyndham stated the new turf at Avon High School is currently being installed and is looking very good. We have received all 20 new propane buses and will be ready for the start of school.

Dr. Atha stated the roundabout at CR 25 South and Avon Avenue will be open July 25th. He indicated the Transportation access road is running behind and reviewed the highlights of that project.

Ms. Ebert had no comments.

There being no further business, the meeting adjourned at 8:10 p.m.

Board Secretary

Board President

PERSONNEL REPORT
July 10, 2017

- A. Administrative Contract Extensions for the 2018-2019 school year
- B. Homebound Instructional Agreement
 - 1. April M. Barnes, Teacher at Avon Intermediate School West
 - 2. Lynn A. Walters, Teacher at Avon Middle School South
- C. Leaves: Educational, Family Medical, Medical
 - 1. Emily A. Cates, Food Service Administrator for Avon Community School Corporation
 - 2. Margaret E. Hoernemann, Superintendent for Avon Community School Corporation
 - 3. Kayla M. Karr, Teacher at Avon High School
 - 4. Joleen Roeser, Assistant Benefits Coordinator for Avon Community School Corporation
 - 5. Vicki L. Chandler, Custodian at Avon Intermediate School West
 - 6. Mary L. Smith, School Bus Driver for Avon Community School Corporation
- D. Resignations
 - 1. Amanda J. Brown, Teacher at Avon High School
 - 2. Tiffany Cook, Teacher at Avon Intermediate School West
 - 3. C. Corey Ebert, Teacher at Avon High School
 - 4. Laura A. Glatz, Teacher at Avon Intermediate School West
 - 5. Jarin J. Gonzales, Teacher at Sycamore Elementary School
 - 6. Courtney Q. Guth, Teacher at Avon High School
 - 7. Ashley R. Schroll, Teacher at Avon Intermediate School West
 - 8. Caitlin R. Song, Teacher at Avon Intermediate School East

9. Kathryn G. Speidel, Teacher on a Temporary Contract at Avon Intermediate School West
10. Denise D. Stewart, Teacher at River Birch Elementary School
11. Benjamin Yoder, Teacher at Avon High School
12. Karla F. Graves, Computer Technician for Avon Community School Corporation
13. Dean E. Bennet, Assistant at Pine Tree Elementary School
14. Melissa L. Beyer, Assistant at Sycamore Elementary School and Pine Tree Elementary School
15. Katrina D. Dermond, Assistant at Hickory Elementary School
16. Christina C. Epperson, Assistant at Avon Middle School North
17. Angela M. Grueneberg, Assistant at River Birch Elementary School
18. Monica L. Hession, Assistant at River Birch Elementary School
19. Kari L. Hillis, Assistant at Avon Middle School North
20. Donna L. Kimmel, Assistant at Cedar Elementary School
21. Julie A. Koelm, Assistant at Avon High School
22. Suzanne L. Rudes, Assistant at Avon Middle School South
23. Chavonne E. Sauer, Assistant at Avon Middle School North
24. Elizabeth N. Timberman, Assistant at River Birch Elementary School
25. Amy M. Welsh, Assistant at Cedar Elementary School
26. Cynthia L. Wyen, Assistant at Sycamore Elementary School
27. Andrea L. Lengerich, Temporary Secretary for Avon Community School Corporation
28. Rebecca J. Moran, Secretary at Avon High School
29. Carlos S. Hawkins, Maintenance Warehouse Worker for Avon Community School Corporation

30. Lawrence A. Saxton, Custodian at Avon Middle School South
31. Pamela J. Landis, Food Service Worker at Avon High School
32. Teresa S. Newsome, School Bus Driver for Avon Community School Corporation
33. Caleb S. Bailey, ECA Boys Assistant Cross Country Coach at Avon High School
34. Edward P. Richard, ECA After School Activity Club Sponsor at Avon Middle School North
35. Jordan M. Skomp, ECA Girls Head Track Coach at Avon High School

E. Employment

1. Kaitlyn J. Ator, Teacher at White Oak Elementary School
2. Melissa L. Beyer, Teacher at Sycamore Elementary School
3. Katherine C. Burks, Teacher at Pine Tree Elementary School
4. Melissa D. Dougherty, Teacher at Avon Intermediate School East
5. Melissa L. Ervin, Teacher at Maple Elementary School
6. Candace E. Fugate, 2017 ESY at Avon Community School Corporation.
7. Danielle R. Gilbert, Teacher at Pine Tree Elementary School
8. Angela M. Grueneberg, Teacher at River Birch Elementary School
9. Robyn C. Hauer, Teacher at Cedar Elementary School
10. Monica L. Hession, Teacher at River Birch Elementary School
11. Kari L. Hillis, Teacher with a Temporary Contract at Avon Middle School South
12. Erin M. Kopinski, Teacher at White Oak Elementary School
13. Amy A. Long, Teacher at River Birch Elementary School
14. Sarah G. Martin, Teacher at Sycamore Elementary School
15. Taylor R. Matheson, Teacher at Cedar Elementary School
16. Eric A. Moore, Teacher at White Oak Elementary School

17. Stephen D. Phillips, Counselor with No Contract at Avon High School
18. Emily A. Quinn, Teacher at Avon Intermediate School East
19. Susan R. Rassel, Teacher on a Temporary Contract at Avon Intermediate School West
20. Lauren D. Ruth, Teacher at White Oak Elementary School
21. Kathryn G. Speidel, Teacher at Avon Intermediate School West
22. Rebecca L. Walsh, Teacher at White Oak Elementary School
23. Ronald J. Dellacca, District Technician for Avon Community School Corporation
24. Jenifer M. Warfield, District Technician for Avon Community School Corporation
25. James L. Willis, District Technician for Avon Community School Corporation
26. Rhonda J. Bradley, Assistant at Pine Tree Elementary School
27. Megaen P. Cook, Assistant at Avon High School
28. Janelle L. Duncan, Assistant at Cedar Elementary School
29. Kerri A. Gonzalez, Assistant at Avon Intermediate School West
30. Donna L. Kimmel, Assistant at Avon Intermediate School West
31. Annemarie Krawiec, Assistant at Sycamore Elementary School
32. Sarah A. McGarry, Assistant at Cedar Elementary School
33. Leslie A. McGrath, Assistant at Cedar Elementary School
34. Stacie M. Minardo, Assistant at Maple Elementary School
35. Susan E. Misner, Assistant at Avon Intermediate School East
36. Cynthia L. Wyen, Assistant at Maple Elementary School
37. Amy C. Hunter, Human Resources Secretary for Avon Community School Corporation
38. Crystal G. Mason, Secretary/Treasurer at Maple Elementary School

39. Stacie A. Tuttle, Grant Specialist for Avon Community School Corporation
40. Robert N. Mitsch, Groundkeeper for Avon Community School Corporation
41. Peggy A. Reeves, Custodian at Pine Tree Elementary School
42. Lawrence A. Saxton, Second Shift Custodial Leader at Avon Middle School South
43. Charles W. Heiss, Jr., Bus Mechanic for Avon Community School Corporation
44. Christine A. Larrison, School Bus Aide for Avon Community School Corporation
45. Diana L. Wessel, School Bus Aide for Avon Community School Corporation
46. Anabel G. Dooley, Lifeguard at Avon High School
47. Alanna D. Scanland, Lifeguard at Avon High School
48. Kaitlyn R. Sinclair, Lifeguard at Avon High School
49. Olivia S. Zetty, Lifeguard at Avon High School
50. Chase Alexander, ECA 7th Grade Assistant Football Coach at Avon Middle School South
51. Nicholas S. Partlow, ECA Head Wrestling Coach at Avon Middle School South
52. Julie R. Porep, ECA Temporary Coordinating Teacher at Avon Middle School South
53. Michael A. Walden, Temporary Coordinating Teacher at Avon Middle School South

F. Independent Contracts

1. Shawn Diebold, Independent Contractor for Avon Community School Corporation
2. Amanda Robinson, Independent Contractor for Avon Community School Corporation

DONATION REPORT

July 10, 2017

1. BDA, Inc. – \$300 aprons (valued at \$150.00) to Avon Community School Corporation