

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

Held on November 13, 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 7:00 p.m. in the Avon Middle School South Multi-Purpose Room.

Five Board members were present: Mrs. Pam DeWeese, Mrs. Anne Engelhardt, Mr. John McDavid, Mr. David Webb, 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 approximately 55 persons in attendance.

PRESENTATION ON SCHOOL FINANCE WITH COMMUNITY ENGAGEMENT

Dr. Hoernemann, Dr. Atha, Dr. McMahon, and Dr. Wyndham gave a presentation on current finances, state funding not keeping pace with inflation. Mr. Dean Westman also presented comments on these issues from his perspective as a high school teacher. The following feedback was provided by audience members:

- Concern about large class sizes. Improving in K-4 but concerned about future sizes of intermediate and secondary levels.
- Desire to learn more about referendums, how other schools have successfully passed, and how ACSC's finances would be impacted.
- Concern about cuts to music and athletic programs.
- Encouraged participation in Oriole Advocates to learn more about the School District.
- Importance of investing in the school district and other "pillars of society."
- Comments from students on the value of and need for music education, especially at the beginning level.
- Desire to learn more on how Avon differs from other school districts in terms of school funding.
- Reminder that district was asked after previous referendum failed to become more lean and efficient. They have done that.

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.

Mr. Webb made a motion, seconded by Mrs. Engelhardt, that the Board of School Trustees approve the Memoranda of the Executive Sessions on October 5 and 30, 2017, and Minutes of the Regular Meeting on October 9, 2017, and the Working Session on October 30, 2017; claims 102866-103064, duplicates 170000311-320, 170000493-596, and 201701173-201701306; payrolls for October 13 and 27, 2017; and ECA Check Registers from all schools for October 1-31, 2017; the revised job description for Curriculum and Professional Development Secretary; the Personnel Report; the disposal of equipment; disposal of textbooks; the purchase of equipment; the Overnight Field Trip Requests by the Avon High School: Wrestling Team and Thespian Troupe and River Birch Elementary School Third Grade Classes; and the Donation Report as presented. The motion carried, 5-0.

COMMENTS FROM THE BOARD PRESIDENT

Mrs. Woodward stated that she was gratified to see so many community members come out to the meeting.

UNFINISHED BUSINESS

Dr. Atha reported on student enrollment for the district. Enrollment is at 9,586 for K-12, up 10 students from last month. He provided a class size comparison of the 15 highest performing districts in the state (based on ISTEP data) for grades K-8 and stated that despite improvement in grades 1-4, kindergarten class sizes still rank close to last. Additionally, Avon Schools still ranks close to last at the intermediate and middle levels.

NEW BUSINESS

Mrs. DeWeese made a motion, seconded by Mr. McDavid, that the Board of School Trustees approve the 2017-18 Master Contract between Avon Community School Corporation and the Avon Federation of Teachers, Local #3519, AFT Indiana, American Federation of Teachers, AFL-CIO as presented. The motion carried, 5-0.

Mrs. Engelhardt made a motion, seconded by Mr. Webb, that the Board of School Trustees approve a 2% increase effective November 6, 2017 for all qualifying employees not covered by our collective bargaining agreement and who serve as non-administrators as presented. The motion carried, 5-0.

Mr. McDavid made a motion, seconded by Mr. Webb, that the Board of School Trustees approve the updated salary schedule for the Shop Supervisor and mechanics as presented. The motion carried, 5-0.

Mrs. DeWeese made a motion, seconded by Mr. McDavid, to table New Business Item D, Agreement for Services Provided by the Indiana Institute on Disability pending further clarification. The motion carried, 5-0.

Mr. McDavid made a motion, seconded by Mrs. Engelhardt, that the Board of School Trustees approve the Consulting Services Agreement with Winston/Terrell Group as presented. The motion carried, 5-0.

BOARD MEMBER ITEMS

Mr. McDavid was pleased to have many visitors and to receive their comments during tonight's meeting. He thanked Mrs. Lisa Perry for her help and wished her good luck in the future. He congratulated the Avon High School Volleyball Team for being named state champions and the Marching Black & Gold for earning third place in the Grand Nationals. He is thrilled with their sustained excellence. He thanked the administrators for tonight's presentation.

Mr. Webb stated it was an exciting evening, as people gave support to what is probably coming. The active participants gave their encouragement and willingness to help which is a good step forward. He thanked Mrs. Perry for her help, as he has always had an appreciation for secretaries because they always get the job done, and wished Mrs. Perry well in her new job. The presenters did an impressive job and set the mood for everything to follow.

Mrs. Engelhardt congratulated the Volleyball Team for their state championship and congratulated the Band for being named third in the nation at Bands of America. This sustained excellence is inspiring, as it's hard to always perform at that level. She wished the Football Team best of luck at Semi State on Friday against Ben Davis High School. She thanked Mrs. Perry for her kindness, patience and reminders. She is excited that Mrs. Perry will be closer to her family, but will miss her. She thanked the administrators for the presentation and felt it was a perfect first presentation. She felt it garnered support from our community. She thanked the teachers and staff who participated in the teacher contract negotiations and is excited we could address some issues for our mid-range experience teachers.

Mrs. DeWeese stated it was gratifying to see so many people attend tonight's meeting who clearly care and came to articulate their questions and/or concerns. The Board genuinely wants to solicit public input and guidance in order to have a good grasp on the public's concerns and what they hope for their children and school district. The presentation was very well developed and will continue to be updated going forward. She thanked the administrators for their work with the Avon Federation of Teachers, as we always try to do the best we can for them. She offered congratulations to the Volleyball and Football Teams and to the Marching Black & Gold. She thanked everyone for the E-learning Day which was a good way to practice for the teachers and parents. She appreciates the schools' Veterans' Day programs, as they teach our students a valuable lesson to honor those who serve and keep us free. She is pleased that the Avon Education Foundation provided greater than \$50,000 in classroom and teachers grants, as this is the highest level they've been able to give. She thanked Mrs. Perry for her work. She has been through three administrative assistants for the superintendent during her time on the Board and stated that Mrs. Perry was one of the excellent ones. She has appreciated her demeanor and ability to handle many things so professionally. She wished her well and stated she will be missed.

Mrs. Woodward stated the administrators went above and beyond with the presentation to make it easy to understand. She commended the Town and County for a bridge that will serve our community well and stated it will be opened on November 15th. She offered congratulations to the Volleyball and Football Teams and the Marching Black & Gold. These students have achieved at a high level and have made us proud. She wished the Football Team best of luck as they advance to Semi State. She thanked the administrators, teachers and union for a relationship that consummates in getting a contract ratified that serves the good of all. This is made possible by hard work and trust between these groups. She will miss Mrs. Perry, but is grateful that she spent time at Avon. She welcomed Ms. Stephanie Nelson to her new position.

Dr. Hoernemann had no comments.

Dr. Atha had no comments.

Dr. McMahon had no comments.

Dr. Wyndham had no comments.

Ms. Ebert had no comments.

Mrs. Perry stated she has enjoyed 18 years at Avon Schools. It was a difficult decision to leave the district, but one that will allow her to be closer to home and family.

There being no further business, the meeting adjourned at 9:35 a.m.

Board Secretary

Board President

PERSONNEL REPORT
November 13, 2017

Certified – Temporary or No Contract			
Akers	Samantha	AMSS	Teacher
Certified – Leaves of Absence			
Downey	Emily	SE	Teacher
Certified – Separations of Employment			
Dials	Kayla	AHS	Teacher
Dolan	Barbara	AHS	Teacher
LeLoup	Dennis	AISE	Teacher
Madden	Savannah	AISW	Teacher
Support Staff – New Hires			
Crutcher	Brandy	HE	Assistant
Abdelhak	Sarah	Trans	Standby Bus Driver
Miller	Sandra	Trans	School Bus Aide
Bradberry Jr.	Bradley	Maint	Maintenance Helper
Hewitt	Jared	AMSN	Custodian
Support Staff – Changes in Assignment			
Ashcraft	Melinda	ME	Assistant
Gray	Tracy	Admin	Absence Mgmt Secretary
Lengerich	Vicki	Admin	Admin Asst to the Assoc Supt
Support Staff – Leaves of Absence			
Hester	Catherine	AISW	Custodian
Reeves	Eric	AHS	Custodian
Support Staff – Separations of Employment			
Knight	Brandi	AHS	Assistant
Chandler	Vicki	AISW	Custodian
Hardy	Kristin	RB	Food Service Worker
Extra Curricular – New Hires			
Kruze	Daniel	AHS	Student Worker
Falk	Cory	AMSN	7th Gr Head Football Coach
Fairbrother	Theresa	AHS	Asst. Girls Basketball Coach
Hill	Gregory	AHS	Winter Event Manager
Johnson	Terrence	AHS	Asst. Girls Basketball Coach
Kozinski	Kathleen	AHS	Asst. Swim Coach
Poysel	Jeffrey	AHS	Asst. Boys Basketball Coach
Ritter	Mary	AHS	Asst. Girls Basketball Coach
Schwein	Erin	AHS	Asst. Girls Basketball Coach
Homebound Services			
Harmon	Marcia	RB	Reading & Math
Levi	Nicole	RB	Reading & Math
Levi	Nicole	RB	Reading
Wheeler	Kali	RB	Math

DONATION REPORT
November 13, 2017

1. Donna Best - \$25.00 to Avon Middle School North
2. Kroger - \$350.37 to Hickory Elementary
3. Ray's Trash Service - \$6.25 to Hickory Elementary
4. Hendricks County Community Foundation/Sharon Pinnick Fund - \$250.00 to Maple Elementary
5. Avon Education Foundation - \$1,500.00 to Sycamore Elementary