

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

Held on August 14, 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 7:02 p.m. in the Administration Center Board 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 36 persons in attendance.

CELEBRATING ORIOLES

Dr. Hoernemann introduced Kristle Chalos, River Birch Elementary First Grade Teacher, who was named Avon Community School Corporation District Teacher of the Year.

Mrs. Woodward read a Proclamation presented from the Board of School Trustees to Kristle A. Chalos.

Mrs. DeWeese made a motion, seconded by Mr. McDavid, that the Board of School Trustees approve the Proclamation as presented to Kristle A. Chalos for being named Avon's Teacher of the Year for the 2016-17 school year. The motion carried, 5-0.

Mr. McDavid congratulated Mrs. Chalos and stated that Avon is fortunate to have a broad depth of exceptional teachers at all grade levels. This is a well-earned recognition for Mrs. Chalos and we are lucky to have her and people like her teaching our children.

Mr. Webb congratulated Mrs. Chalos and stated she has a long career ahead.

Mrs. Engelhardt offered congratulations to Mrs. Chalos and stated her accolades are very impressive. She would love to know more about Mrs. Chalos starting a school. She thanked Mrs. Chalos for her dedication to our students and wished her the best on the state platform.

Mrs. DeWeese congratulated Mrs. Chalos and stated it was lovely to read all she has accomplished. It is great to see Mrs. Chalos with her family and see how her love for children goes much deeper than her classroom. Her credentials are lovely and she wished Mrs. Chalos

good luck as she proceeds to the state level and knows she will represent herself and the community very well.

Mrs. Woodward is so pleased with Mrs. Chalos' honors and achievements. For her to go through so many rigors and programs to enrich her teaching will certainly benefit her students. She commended Mrs. Chalos for being such a high achiever in the field of education. She thanked Mr. Andy Mohr for sponsorship of our Teacher of the Year. We have been blessed to have a great partner in Mr. Mohr, and his company's financial support of this program is wonderful. Mrs. Chalos was also "Teacher of the Year" in the Woodward household, as my grandson loved every minute of being in her classroom last year. Her teaching of him was a life changer.

LILLY COUNSELING GRANT UPDATE

Stephanie Bode, Avon High School Assistant Principal; Peg Murphy, Director of Special Education; and School Counselors: Angie Creed, Avon High School; Kasey Baughn, AMS South, Laura Samide, Maple and River Birch Elementary; and Sarah Altman, Sycamore Elementary provided a summary of their Lilly Counseling Grant application and process. They provided information on student mental health incidents and student-counselor ratios. They reviewed the district's counseling goals which include: A district-wide comprehensive school counseling model that benefits the whole child; innovative, replicable community partnerships to support students, families, and staff; proactive and sustainable school counseling resources that improve students' social and emotional health; and programs for academic success, as well as college and career counseling. They will know on September 30 if the competitive grant is received. Grant funding will allow the district to hire additional counselors, however the counseling goals will not change regardless of the outcome of the application.

CONSENT AGENDA ITEM

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

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. McDavid, that the Board of School Trustees approve the Minutes of the Regular Meeting on July 10, 2017; claims 100001, 102189-102465, 170000285-170000339 and 201700742-201700893; payrolls for July 7 and 21 and August 7, 2017; and ECA Check Registers from all schools for June 1-30, 2017 and July 1-31, 2017; the revised Avon High School Building Technology Assistant job description; registration of support groups; the Personnel Report; the disposal of equipment; the purchase of equipment; the Summer Program/Camp; the Overnight Field Trip Request by the Avon High School: Choir, FCCLA First Vice President, and Business Professionals of America and Pine Tree Third Grade Classes; the

Donation Report; and addition of the Avon High School Boys Tennis Team overnight field trip request as presented. The motion carried, 5-0.

COMMENTS FROM THE BOARD PRESIDENT

Mrs. Woodward thanked everyone for attending the meeting.

UNFINISHED BUSINESS

Dr. Atha reported on student enrollment for the district. As of August 10, 2017 our ADM count totaled 9,536 students, which is up approximately 140 students from last year. Avon High School currently has 3,106 students, which is up 116 students from last year and Avon Middle School North is up 35 students. Maple and White Oak Elementary Schools are both up due to open enrollment. Count Day is September 15th.

NEW BUSINESS

Mr. Webb made a motion, seconded by Mrs. Deweese, that the Board of School Trustees approve the Resolution to Approve Health Clinic Services Arrangement with Washington Township and authorize the Director of Finance and Operations to execute the agreement as presented. The motion carried, 5-0.

Dr. Atha provided an update on the Avon Teacher Leader Appraisal System (ATLAS). He stated that 519 certified employees were evaluated with this system: 273 (52.6%) were rated as “effective,” 244 (47.21%) were rated as “highly effective,” one was rated “improvement needed,” and one was rated “ineffective.” We are focused on feedback that is helpful to the teachers so they can continue to improve.

Mr. McDavid made a motion, seconded by Mrs. Engelhardt, that the meetings of the Board of School Trustees for the 2018 calendar year be held as per the submitted schedule. The motion carried, 5-0.

Mr. Webb made a motion, seconded by Mr. McDavid, that the Conflict of Interest Statement, as submitted by Kristan L. Fair, Dean/Athletic Director for Avon Middle School South, be accepted. The motion carried, 5-0.

Mr. McDavid made a motion, seconded by Mr. Webb, that the Board of School Trustees approve new Board Policy 3220.01 upon first reading as presented. The motion carried, 5-0.

BOARD MEMBER ITEMS

Mr. McDavid stated the process of the Counseling Grant was a big benefit to the counselors and this group will go forth as a unit and accomplish some of these goals with or without the grant being approved. The Horace Mann and Hendricks Regional Health donations are great, as they helped us celebrate our employees coming back for the new school year. The Beckman Coulter, Inc. donation will be of great value to our Avon High School science department. He is anxious

to hear how these items are used. He accompanied Boy Scout Troop 307 to Gettysburg where they worked for 2½ hours clearing brush, weeds and bushes from the side of a trail as part of their service project. He is impressed with these youngsters and stated they are a sample of the type of students we have in Avon.

Mr. Webb was pleased to read a letter by a former employee who spoke very highly of Mrs. Karie Mize as principal of Pine Tree Elementary. This employee has already moved to a different school district, but took time to send this letter back to us. This is a very sincere and special compliment to Mrs. Mize.

Mrs. Engelhardt is very excited for the counselors and what they have achieved. Their commitment to serving our children has taken them to a new level in their experiences as counselors. To learn that 1 in 5 children in our nation have some kind of mental health issue is hard to believe, but is not surprising. She is grateful for our partnership with Washington Township and thanked Dr. Wyndham for facilitating this collaboration. She wished great seasons to our student athletes and marching band members and best of luck to our students in their studies. She hopes everyone has their best year yet.

Mrs. DeWeese offered congratulations and best wishes to Mrs. Chalos. She thanked the school counselors for their awesome work and wished them the best on their grant application. Tonight we have seen the modeling of best practices including the district's collaboration with Hendricks Regional Health, United Way, Child Protective Services, and Washington Township Government. She appreciates this kind of collaboration, as it ultimately benefits our taxpayers. She thanked the administrators for collaborating with our teachers in terms of the effectiveness of their evaluation process, as it is important for teachers' evaluations to be meaningful. She is grateful to the teachers and administrators as they address unique issues that happen every day.

Mrs. Woodward congratulated Mrs. Chalos who was an exceptional teacher for her grandson. She thanked the counselors for their collaboration on the grant application and for their "can do" attitude. Changes will take place regardless of the outcome of the grant. She thanked Dr. Hoernemann for the wonderful Back-to-School Celebration and noted that she has received so many positive comments about this fun event. She is grateful for our Transportation Department. Several districts that have contracted bus services are finding that it interferes in the educational process. She is so thankful to have such a great transportation group which provides reliable service to our students.

Dr. Hoernemann is very proud of our partnerships with the taxing entities (Town, Township, Library, and Chamber) and thanked the Board members for attending tomorrow evening's Collaboration Cookout with these groups. We continue to build these relationships for the benefit of our entire community.

Dr. McMahan had no comments.

Dr. Wyndham had no comments.

Dr. Atha had no comments.

Ms. Ebert had no comments.

There being no further business, the meeting adjourned at 8:26 p.m.

Board President

Board Secretary

PERSONNEL REPORT
August 14, 2017

A. Homebound Instructional Agreement

1. Sara L. Etienne, Speech & Language Pathologist at Cedar Elementary School
2. Denise A. Handlon, Teacher at Avon High School
3. Stephanie A. Hulett, Teacher at Cedar Elementary School

B. Leaves: Educational, Family Medical, Medical

1. Amy L. Koepp, Teacher at White Oak Elementary School
2. Laura J. Rasmussen, Teacher at Avon High School
3. Susan I. Spencer, Teacher at Avon High School
4. Jennifer A. Wakefield, District Technician at Avon Community School Corporation
5. Kelly J. Dixon, Secretary at Avon Middle School South
6. Kimberly A. Syra, Head Custodian at River Birch Elementary, Avon Intermediate School East, and Avon Intermediate School West

C. Resignations

1. Jacob S. DeWilde, Part-Time Teacher at Pine Tree Elementary School
2. Lora S. Karnuta, Counselor at Pine Tree Elementary School
3. Kerri J. McConkey, Teacher at Avon Middle School South
4. Stephen D. Phillips, Counselor with No Contract at Avon High School
5. Christopher E. Bailey, Assistant at Avon High School
6. Thomas T. Brady, Assistant at Avon Middle School North
7. Emilie L. Brossoit, Assistant at White Oak Elementary School
8. Marie R. Clore, Assistant at Avon Middle School South
9. Jacob S. Dewilde, Assistant at Avon High School

10. Andrea L. Jakresky, Assistant at Avon Middle School North
11. Stacie J. Johnson, Assistant at White Oak Elementary School
12. Stephanie P. Kelsay, Assistant at Avon Middle School North
13. Andrea L. Kiefer, Assistant at Avon Middle School South
14. Emily L. Leaming, Assistant at River Birch Elementary School
15. Michelle D. Legan, Assistant at White Oak Elementary School
16. Alexis A. Mazur, Assistant at White Oak Elementary School
17. Amy M. Moon, Assistant at River Birch Elementary School
18. Leslie M. Ohab, Assistant at Avon High School
19. Dillon J. Spencer, Assistant at Avon Middle School South
20. Amanda S. Storrs, Assistant at Avon High School
21. Dale E. Wolcott Jr., Assistant at Avon Middle School South
22. Michele A. McCue, Secretary at Avon High School
23. Rebecca J. Moran, Secretary at Avon High School
24. Amy L. Nickol, Secretary at Avon High School
25. Stephen D. Orr, Warehouse Worker at Avon Community School Corporation
26. Prudence E. LecClier-Sims, Food Service Worker at Avon Middle School North
27. Robbie Feleesia Ryan, Food Service Worker at River Birch Elementary School
28. Amber L. Sowers, Food Service Worker at Cedar Elementary School
29. Leslie M. Borgman, School Bus Driver for Avon Community School Corporation
30. Samantha S. Eastridge, School Bus Driver for Avon Community School Corporation
31. Jennifer L. Faulkner, School Bus Aide for Avon Community School Corporation

32. Robbin L. Grigsby, School Bus Aide for Avon Community School Corporation
33. Lonnie J. Hassler, School Bus Driver for Avon Community School Corporation
34. Kay M. Lydle, School Bus Driver for Avon Community School Corporation
35. Emma L. Waddell, School Bus Aide for Avon Community School Corporation
36. Vanessa J. Belcher, ECA Play Set Constructor for Avon High School
37. Haleigh D. Chasteen, ECA Assistant Softball Coach at Avon High School
38. Thomas C. Edwards, ECA Musical Producer at Avon High School
39. Melody K. Enz, ECA Musical Costumer at Avon High School
40. Marla M. Lott, ECA Academic Coach at Avon Middle School North
41. Meghan M. Medendorp, ECA Winter Event Manager at Avon High School
42. Francis T. Perrelle, ECA Assistant Wrestling Coach at Avon Middle School North
43. Julie M. Vornholt, ECA Musical Scene Painter at Avon High School
44. Richard G. Wagoner, Auditorium Manager at Avon Middle School South

D. Retirements

1. Linda D. Hawkins, Custodian at River Birch Elementary School
2. Ralph M. James, Custodian at Avon Community School Corporation

E. Employment

1. Staff members for the 2017 ESY at Avon Community School Corporation
2. Christina M. Campbell, Teacher with No Contract at Avon High School
3. Joshua A. Curry, Teacher at Avon High School
4. Giovanna F. Gallagher, Teacher at River Birch Elementary School
5. Matthew D. Gray, Teacher with No Contract at Avon Middle School South
6. Michael A. Hamlin, Teacher with No Contract at Avon High School

7. Kelli L. Hammes, Counselor at Pine Tree Elementary School
8. Andrew C. Heller, Teacher at Avon High School
9. Andrea L. Jakresky, Teacher at Avon Middle School North
10. Laura M. Knight, Teacher at Avon High School
11. Lauren A. Kruger-Patchin, Teacher at Avon High School
12. Stephanie M. Lukas, Teacher at Maple Elementary School
13. Savannah M. Madden, Teacher at Avon Intermediate School West
14. Dustin W. McKinney, Teacher at Avon High School
15. Kyle G. Nelson, Teacher with No Contract at Avon High School
16. Brandy M. Purdue, Teacher with No Contract at White Oak Elementary School
17. Susan R. Rassel, Teacher with a Temporary Contract at Avon Intermediate School West
18. Tracy L. Scott, Teacher at Cedar Elementary School
19. Julia M. Skoniecke, Teacher at Avon Middle School South
20. Jordan R. Spoor, Teacher at Avon Intermediate School West
21. Jetta R. Tarr, Teacher with No Contract at Avon High School
22. Kendall E. Theile, Teacher with No Contract at Sycamore Elementary School
23. Kristina M. Toney, Teacher at River Birch Elementary School
24. Grace E. Van Sickel, Teacher at Sycamore Elementary School
25. James R. Crane, District Technician at Avon Community School Corporation
26. Jacob A. Epperson, District Technician at Avon Community School Corporation
27. Ian R. Lotts, District Technician at Avon Community School Corporation
28. Joshua M. Towns, District Technician at Avon Community School Corporation

29. Amber N. Adair, Assistant at Maple Elementary School
30. Denis Bahtic, Assistant at Maple Elementary School
31. Elaine N. Bailey, Assistant at Maple Elementary School
32. Hannah M. Belcher, Assistant at Avon Middle School North
33. Alicia J. Boyd, Assistant at White Oak Elementary School
34. Mary E. Boyd, Assistant at Avon Middle School North
35. Kimberly A. Bradley, Assistant at Avon Intermediate School West
36. Rhonda J. Bradley, Assistant at Pine Tree Elementary School
37. Angele Cantrell, Assistant at Cedar Elementary School
38. Mallory P. Carroll, Assistant at Sycamore Elementary School and Pine Tree Elementary School
39. Marie R. Clore, Assistant at Avon Middle School South
40. Donna R. Diver, Assistant at White Oak Elementary School
41. Nicholas C. Dobbins, Assistant at Avon Middle School North
42. Kimberly J. Dunn, Assistant (two different positions) at Hickory Elementary School
43. Tracy L. Ferrell, Assistant at Avon High School
44. Kelly L. Gaudet, Assistant at Avon Intermediate School East
45. Kastonia M. Gray, Assistant at Cedar Elementary School
46. Jerri L. Grubb, Assistant at White Oak Elementary School
47. Lynn A. Hamilton, Assistant at Avon Middle School North
48. Jeri R. Haubner, Assistant at Maple Elementary School
49. Nicole C. Heun, Assistant at Avon High School
50. Alexandra J. Hocutt, Assistant at River Birch Elementary School

51. Lisa R. Hostetler, Assistant at Avon Middle School North
52. Susan C. Imel, Assistant at Sycamore Elementary School
53. Stacie J. Johnson, Assistant at White Oak Elementary School
54. Jennifer L. Jones, Assistant at Avon High School
55. Gail E. Kroll, Assistant at Maple Elementary School
56. Amanda J. Leech, Assistant at White Oak Elementary School
57. Linda L. Levy, Assistant at Avon Intermediate School West
58. Elbert Maldonado, Assistant at Hickory Elementary School
59. Nicole E. Marquardt, Assistant at River Birch Elementary School
60. Desmond L. Mayberry, Assistant at Avon Middle School South
61. Alexandra D. McKinney, Assistant at Avon High School
62. Jessica L. Morris, Assistant (two different positions) at Pine Tree Elementary School
63. Nancy F. Nielsen, Assistant at Cedar Elementary School
64. Jamie L. Rogers, Assistant at Hickory Elementary School
65. Robbie Feleesia Ryan, Assistant at River Birch Elementary School
66. Jana M. Shugars, Assistant at White Oak Elementary School
67. Heidi L. Smith, Assistant at Maple Elementary School
68. Amber L. Sowers, Assistant at Cedar Elementary School
69. Amanda A. Sparzo, Assistant at Maple Elementary School
70. Xantippi K. Stanley, Assistant at Avon Middle School North
71. Denise D. Stewart, Assistant at River Birch Elementary School
72. Amanda S. Storrs, Assistant at Avon Middle School North
73. Jessica L. Sullivan, Assistant at Avon Intermediate School East

74. Blaise J. Taylor, Assistant at Avon Middle School North
75. Emily J. Walker, Assistant at White Oak Elementary School
76. Jessica A. Ingraham, Temporary Secretary at Avon Middle School South
77. Ann M. Knapp, Secretary at Avon High School
78. Kristen M. Moore, Secretary at Avon High School
79. Amy J. Nickol, Secretary at Avon High School
80. Tate M. Hornung, Temporary Groundskeeper for Avon Community School Corporation
81. Dianna K. Martin, Custodian at Avon Middle School North
82. Robert N. Mitsch, Groundskeeper for Avon Community School Corporation
83. Thomas K. Moscrip, Temporary Groundskeeper for Avon Community School Corporation
84. Stephen D. Orr, Warehouse Custodian for Avon Community School Corporation
85. Elizabeth A. Vaughn, Custodian at Avon Middle School North
86. Tricia L. Edwards, Food Service Worker at Avon Intermediate School East
87. Donna M. Pierce, Assistant Food Service Manager at Avon High School
88. Joyce M. Aguirre, Standby School Bus Driver at Avon Community School Corporation
89. Kimberly J. Beeler, Standby School Bus Driver at Avon Community School Corporation
90. Robin S. Crumpacker, School Bus Aide at Avon Community School Corporation
91. Wendy H. Goss, Standby School Bus Driver at Avon Community School Corporation
92. Brenda L. Hawkins, Standby School Bus Driver at Avon Community School Corporation

93. Christine L. Larrison, School Bus Aide at Avon Community School Corporation
94. Diane L. Marks, Standby School Bus Driver at Avon Community School Corporation
95. Herbie C. Peregrine, Standby School Bus Driver at Avon Community School Corporation
96. John E. Ramer, Standby School Bus Driver at Avon Community School Corporation
97. Rick A. Stepp, Standby School Bus Driver at Avon Community School Corporation
98. Diana T. Wessel, School Bus Aide at Avon Community School Corporation
99. Aiden D. McPhail, Lifeguard at Avon High School
100. Jessica L. Bischoff, ECA Temporary Team Leader at Avon Intermediate School West
101. Gregory L. Bradley, ECA Team Leader at Avon Intermediate School East
102. Robert T. Brooks, ECA Team Leader and ECA Coordinating Teacher at Avon Intermediate School East
103. Robert T. Brooks, ECA Assistant Wrestling Coach at Avon High School
104. Caitlin A. Carnes, ECA Team Leader at Avon Intermediate School West
105. Joshua A. Curry, ECA Assistant Wrestling Coach at Avon High School
106. David T. Drosche, ECA Fall and Winter Event Manager at Avon High School
107. Zachary D. Errett, ECA Head Wrestling Coach at Avon High School
108. Jennifer A. Floyd, ECA Team Leader at Avon Intermediate School West
109. Janette I. Fluharty, ECA Team Leader at Avon Intermediate School East
110. Denise A. Handlon, ECA Quiz Bowl Coach at Avon High School
111. Barrett S. Hartley, ECA Assistant Wrestling Coach at Avon Middle School North

112. Michelle A. Howard, ECA Team Leader at Avon Intermediate School East
113. Alyssa D. King, ECA Team Leader at Avon Intermediate School East
114. Allison G. Matthews, ECA Coordinating Teacher at Avon Intermediate School East
115. Meghan M. Medendorp, ECA Fall Event Manager at Avon High School
116. Matthew D. Noble, ECA Social Studies Department Chair at Avon High School
117. Francis T. Perelle, ECA Head Wrestling Coach at Avon Middle School North
118. G. David Rodgers, Temporary ECA Team Leader at Avon Middle School South
119. Jennifer L. Rudolph, ECA Academic Coach at Avon Middle School North
120. Lauren D. Ruth, ECA Assistant Cheer Coach at Avon High School
121. Kimberly A. Shambaugh, ECA Team Leader at Avon Middle School South
122. Gordan Skaro, ECA Girls Head Basketball Coach at Avon Middle School North
123. Mackenzie R. Smith, ECA Girls Head Golf Coach at Avon Middle School South
124. Caitlyn M. Spires, ECA Musical Producer and ECA Musical Costumer at Avon High School
125. David L. Thompson, ECA Assistant Wrestling Coach at Avon High School
126. Troy W. Trinkle, ECA Musical Scene Painter at Avon High School
127. Kimberly M. Winzensten, ECA Academic Coach at Avon Middle School North
128. Thomas J. Wolf, ECA Coordinating Teacher at Avon Intermediate School East
129. Victor L. Worman, ECA Play Set Constructor at Avon High School

F. Independent Contract

1. Staff members as Independent Contractors for Avon Community School Corporation

DONATION REPORT

August 14, 2017

1. Horace Mann - \$500.00 to Avon Community School Corporation Back-to-School Celebration
2. Hendricks Regional Health:
 - a. Heart scans, Indianapolis Zoo tickets, golf balls, yeti mugs, golf umbrellas, camping chairs, golf hats, and travel mugs (valued at \$1,535.00) to Avon Community School Corporation Back-to-School Celebration
 - b. \$500.00 to Avon High School
3. Indiana First, Inc. - \$142.66 to Avon High School Robotics Club
4. Beckman Coulter, Inc. - Two Thermocycler Machines (valued at \$3,000.00 each) and Centrifuge (valued at \$8,500.00) to the Avon High School Science Department
5. The Kula Foundation:
 - a. \$20.40 to Cedar Elementary
 - b. \$1.59 to Pine Tree Elementary
 - c. \$25.42 to River Birch Elementary
6. Hendricks County Community Foundation-Sharon Pinnick Educational Fund:
 - a. \$250.00 to Pine Tree Elementary
 - b. \$250.00 to River Birch Elementary