

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

Held on December 11, 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 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 fifty persons in attendance.

CELEBRATING ORIOLES

Dr. Hoernemann introduced and congratulated the Avon High School Volleyball team on their state championship.

Mrs. Woodward read a commendation presented from the Board of School Trustees to the Avon High School Volleyball team.

Mr. McDavid made a motion, seconded by Mrs. Engelhardt, that the Board of School Trustees approve the commendation as presented for the Avon High School Volleyball Team being awarded 2017 IHSAA Class 4A Volleyball State Champions. The motion carried, 5-0.

Mrs. Woodward stated that today the Board would honor Mr. Webb for his four years of service on the School Board. She stated that Mr. Webb was a long-term Avon High School teacher.

Mrs. Woodward read a commendation presented by the Board of School Trustees to Mr. David D. Webb.

Mrs. DeWeese made a motion, seconded by Mr. McDavid, that the Board of School Trustees approve the commendation as presented to David D. Webb 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, 4-0-1, with Mr. Webb abstaining.

Dr. Hoernemann pointed out that Mrs. Webb was in the audience and thanked her for her patience and tolerance with meetings and the life of a School Board member.

Mr. McDavid congratulated the Volleyball team. He stated that over the years the program has become a true state power. He recalled when the state power was Muncie Burriss and the hard work it took them to win more than once. He stated that Avon has now accomplished that. He thanked Mr. McQueen and the assistant coaches for their work as it is harder to stay on the top than it is to get there. He wished the team and coaches luck in their future endeavors. Mr. McDavid stated that he truly enjoyed working with Mr. Webb and has admired his dedication. He stated that he is amazed by the professionalism of the teachers and staff at Avon, and that it's an honor to be on the Board that helps staff succeed with students. He learned from Mr. Webb's forty years of experience that the same dedication to students existed then as it exists now. He stated that Mr. Webb's dedication to students and Avon, and his passion for teaching was still evident on the Board. He knows that Mr. Webb's students were in good hands. He wished Mr. Webb good luck in the future and stated that the Board will miss him.

Mr. Webb told the Volleyball team that if they understand or feel one tenth of the pride that their parents have, they might be close to understanding how incredibly proud their parents are. He stated that the pride is felt equally by Avon. He stated that their success goes far beyond the volleyball court and hoped that they understand that as they reflect upon their time at Avon High School. In reflecting on his Board service, Mr. Webb stated how impressed he is with the overall character and professionalism of individual Board members and administrators. He was not able to have that association and understanding as a teacher. He stated he is deeply appreciative and privileged having had the opportunity to know and work with the Board and administrators, and realizes how much they have to do with how little they have. He stated it reflects all the way through the excellence of the school corporation and that Avon is collectively world class.

Mrs. Engelhardt thanked the Volleyball team for their example to the whole community and stated that they make the community beam with pride. She was encouraged to see the Town celebrate the team with a day marking their achievement and victory. She stressed how much of an impact the team has had on the community and knows that one day they will look back and see that. She thanked them for their example of professionalism on and off the court, as well as their strong academic studies. She wished the best of luck to the team and stated that we will miss the seniors. She hoped they can look back at their years at Avon and say that these were the best years. She thanked the parents for supporting the students as their character shines through them, and the coaches as well. Mrs. Engelhardt thanked Mr. Webb for continuing to be a teacher even after retirement because she has learned a lot from him. She stated that being a teacher is truly who he is, and that he is gifted to be a teacher. She learned so much about what teachers and staff need and thanked him for always bringing forward the teacher impact of the Board's decisions. She thanked him for leading the charge of creating a great environment for all staff. She wished him the very best and hoped to see him around.

Mrs. DeWeese stated that the Volleyball team truly makes us all proud. She thanked the team for their effort, work, and bringing home a victory for the town and school corporation. She thanked the parents and stated that the students can't do it alone. She recognized a former Avon High School volleyball player at a recent holiday gathering. She stated you never know where life will take you and that they may go away for a while and come back to Avon. She wished the team many successes as they move on and thanked them again for making us so proud. Mrs. DeWeese recalled the time that Mr. Webb was retiring from teaching and considering running

for a position on the School Board. She stated that their acquaintance extended farther back as her children had Mr. Webb in his classroom. She thanked Mr. Webb for his service, dedication, and desire to take being an educator to a different route in serving for four years on the Board. She agreed with Mrs. Engelhardt that he taught the other Board members and continued to learn as a Board member, while bringing a unique perspective. She wished him nothing but the best and hoped to see him around.

Mrs. Woodward stated that even though we have done several other state volleyball commendations, it never gets old. She asked what grade levels the students are in. She recalled the time she attended a volleyball regional with Dr. Hoernemann and stated that it was so exciting and nerve-racking. She unfortunately could not attend the celebratory dinner at Charbono's after their victory. She stated it is an honor to be a state champion, but to be a multiyear state champion and to have many years ahead to be a state champion again is proof positive. She stated she is so proud of the team and congratulated them. She recognized Mr. McQueen for his many years with Avon and noted that he is resigning as Head Coach after sixteen years. She stated that he has built a legacy for students who represent Avon. She thanked Mr. McQueen for his hard work and dedication to the program over the years. Mrs. Woodward recalled the first time she heard Mr. Webb's name, and the time he ran for School Board. She stated it's hard to believe that four years have passed. She has been fascinated to learn about Avon High School's history from Mr. Webb. She stated that Mr. Webb leaving the Board is the finality of an era, and fitting that he rides out knowing both sides of education. She wished all the best to Mr. Webb and his wife, Joyce.

CONSENT AGENDA ITEM

Mrs. Engelhardt made a motion, seconded by Mrs. DeWeese, 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 November 13, 2017 and the Working Session on November 27, 2017; claims 103065-103328, 170000597-170000677, and 201701307-201701459; payrolls for November 10 and 24, 2017; and ECA check registers from all schools for November 1-30, 2017; the Personnel Report; Administrative Salary Ranges 2017-18; Administrative Salary Recommendations 2017-18; Administrative Grant Stipends; Superintendent Salary 2017-18; the disposal of equipment; the purchase of equipment; the Winter Baseball Camp; the Overnight Field Trip Request by the Avon High School Dance Team; and Donation Report as presented. The motion carried, 5-0.

COMMENTS FROM THE BOARD PRESIDENT

Mrs. Woodward stated that it seems the Board and administration have had a number of items to push through in the past six to eight weeks. She stated everyone's diligence and effort on behalf of the Board is so appreciated. She stated that in her new role at ISBA she constantly assess the Avon School Board's effectiveness as a Board in comparison to other districts and how amazing it is that the Avon School Board is exemplary in a lot of ways. She thanked everyone for pushing through the last few weeks of the year.

UNFINISHED BUSINESS

Dr. Atha reported on student enrollment for the district. Enrollment is at 9,600, up 14 students from last month. This number includes developmental preschool. 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 although we have dropped in rank for kindergarten from the end of last school year, we have improved in grades one through four. We made significant progress in fourth grade. Grades five and eight have remained the same, while sixth and seventh have improved.

Dr. Atha presented a revised version of the Agreement for Services provided by the Indiana Institute on Disability. He reminded the Board that this is a new procedure for IU rather than a new service for Avon Schools.

Mrs. DeWeese made a motion, seconded by Mr. Webb, that the Board of School Trustees approve an Agreement for Services provided by the Indiana Institute on Disability as presented. The motion carried, 5-0.

NEW BUSINESS

Mr. McDavid made a motion, seconded by Mrs. Engelhardt, that the Board of School Trustees adopt the Memorandum of Understanding for the use of ACSC properties during times of public health emergency as presented. The motion carried, 5-0.

Mrs. DeWeese made a motion, seconded by Mr. McDavid, that the Board of School Trustees approve the 2017 Budget Transfer Resolution as presented. The motion carried, 5-0.

Mrs. Engelhardt made a motion, seconded by Mrs. Woodward, that the Board of School Trustees authorize the corporation treasurer to pay all invoices that arrive in December 2017 with 2017 funds. The motion carried, 5-0.

Mrs. DeWeese made a motion, seconded by Mr. McDavid, that the Board of School Trustees approve the software agreement with Harris School Solutions pending legal review and authorize the Director of Finance & Operations to execute all necessary documents. The motion carried, 5-0.

Mrs. Woodward made a motion, seconded by Mr. McDavid, that the Board of School Trustees approve the Financial Advisory Services Agreement with Umbaugh as presented. The motion carried, 5-0.

Mr. McDavid made a motion, seconded by Mrs. Engelhardt, that the Board of School Trustees approve the Cloud Services Agreement with CareDox, Inc. pending legal review and authorize the Director of Finance & Operations to execute all necessary documents. The motion carried, 5-0.

Mrs. DeWeese made a motion, seconded by Mrs. Woodward, that the Board of School Trustees approve Farm Land Lease and authorize the lease agreement with E. Dwayne Lundy Farms as presented. The motion carried, 5-0.

Mrs. DeWeese made a motion, seconded by Mrs. Engelhardt, that the Board of School Trustees approve the Speaker Agreement with Lisa Van Germert as presented. 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 2018-19 school year as presented. The motion carried, 5-0.

BOARD MEMBER ITEMS

Mr. McDavid recalled earlier congratulations. He stated it is hard to believe another year has come and gone, but there is still some work to do. He is looking forward to an exciting and busy 2018. He thanked staff and administration for putting everything together throughout the year for the Board. He thanked everyone for accommodating his schedule.

Mr. Webb stated that the overriding feeling he has is the appreciation and deep privilege for having had the opportunity to work with the Board. He couldn't imagine himself saying this five years ago. It was a remarkable experience of which he feels he gained far more than he has given. It was a fantastic five years, beginning with his election. He stated his four years on the Board went by very quickly. In leaving, he stated that the work with Avon Intermediate East has led him to reflect on the past. He distributed copies of the old High School's dedication ceremony program from 1958.

Mrs. Engelhardt reflected upon the year and expressed her gratitude to our staff—certified, non-certified, support staff, and administration. She stated that she is very grateful and felt that we had a very successful year. She thanked everyone involved. She stated that we had state champions again and another great year, but yet there were also new and different things that came along. She feels that 2017 was an enjoyable year and will go down as a success for our Corporation. She thanked the Board for their hard work and for making school business a priority in their lives. She stated it is a joy and an honor to serve with the Board. She thanked families throughout the corporation and community who support teachers. She has read a lot of support for our teachers and administrators online. She stated that our donation report was very robust and thanked donors for their support. She thanked everyone for a great year and wished

the community and staff a Merry Christmas. She thanked Mr. Webb and said that she would miss him, but welcomed him back any time.

Mrs. DeWeese recalled earlier comments to the Volleyball team. She thinks that 2017 has been a good year—a very challenging year in many regards as well. She thinks there will be some more challenges looking forward to 2018. She continues to be grateful for everyone’s efforts to make things successful for our students and staff. She appreciates the involvement of our community and enjoys listening and talking to them about their perspectives. She wished everyone a Merry Christmas. She is looking forward to working with Mrs. Simmons in 2018.

Mrs. Woodward wished everyone a happy holiday season. She cannot believe that we have 9,600 students and stated that we are going to cross 10,000 one day. She referenced the new housing development on 10th street and the new students who would be joining the district. She recalled that there were 3,100 students in the district when she moved to Avon in 1999. She welcomed Ms. Stephanie Nelson. She reiterated the pride we feel for the Volleyball team. She stated that Mr. Webb will be missed. She thanked him for the program that he distributed. She wished everyone a Merry Christmas and thanked them for their hard work in supporting our students.

Dr. Hoernemann thanked the Board for the adjustments made this evening—they will be very much appreciated. She stated it has been an honor to work with and for Mr. Webb. She reveres Mr. Webb today as much as she ever did.

Dr. McMahon thanked Mr. Webb for his years of service and for his support as a Board member. She wished him the very best.

Dr. Wyndham thanked Mr. Webb.

Ms. Ebert thanked Mr. Webb.

Dr. Atha thanked Mr. Webb for his insight and enjoyed working with him on the Board. He thanked the Board for their support of administrators and the Superintendent.

There being no further business, the meeting adjourned at 8:22 p.m.

Board Secretary

Board President

PERSONNEL REPORT
December 11, 2017

Certified – New Hires			
Greer	Allison	AMSN	Teacher
Hinshaw	Jennifer	AHS	Teacher
Certified – Temporary or No Contract			
Blaske	Katherine	AHS	Teacher
Mota	Sylvia	AHS	Teacher
Certified – Changes in Assignment			
Creed	Ann	AHS	Guidance Counselor
Oliver	Karen	Admin	Assessment/Title 1 Specialist
Certified – Leaves of Absence			
Alcocer-Olejniczek	Jeannette	AHS	Teacher
Alcocer-Olejniczek	Jeannette	AHS	Teacher
Green	Haylee	WO	Teacher
May	Beth	AHS	Instructional Coach
May	Beth	AHS	Instructional Coach
Runions	Serena	AISW	Teacher
Whitson	Amber	Admin	Teacher
Whitson	Amber	Admin	Teacher
Support Staff – New Hires			
Miller	Cynthia	AHS	Assistant
Welniak	Erin	AISW	Assistant
Williams	Angela	PT	Assistant
Hornung	Tate	SE	Custodian
Smith	Kenneth	RB	Custodian
Gogocha	Carin	CE	Food Service
Hite	Corey	PT	Food Service
Wallace	Brittany	ME	Food Service
Harger	Ronald	Transp	Standby Bus Driver
Jeffries	Tyrone	Transp	Standby Bus Driver
Kurbursky	Dan	Transp	Bus Aide
Kurbursky	Morgan	Transp	Bus Aide
Ngeno	Lillian	Transp	Bus Aide
Pendygraft	Kyle	Transp	Bus Aide
Sharp	Alexis	Transp	Bus Aide
Support Staff – Changes in Assignment			
Moon	Amy	RB	ELL Assistant
Levy	Linda	AISW	Assistant
Patterson	Paige	AISW	
Young	Maeshell	CE	Custodian
Norwalt	Tamara	CE	
Splain	Teresa	CE	

Jinks	Peggy	Trans	Bus Driver - 4 Run; 3 Tier
Miller	Sandra	Trans	
Support Staff – Leaves of Absence			
Hester	Catherine	AISW	Custodian
Zeljko	Elvira	AHS	Custodian
Marshall	Brian	Trans	Mechanic
Marshall	Brian	Trans	Mechanic
Sizemore	Debra	Trans	Bus Driver
Taylor	Vickie	Trans	Bus Driver
Support Staff – Separations of Employment			
Brandenburg	Ryan	AISW	Assistant
Doan	Patricia	ME/WO	Assistant
Gamble	Alyson	AISW	Assistant
Stewart	Denise	RB	Assistant
Zukerman	Anna	AISW	Assistant
Alejos	Luisa	Admin	HR Administrative Asst.
Compton	Carol	CE	Custodian
Martin	Dianna	AMSN	Custodian
McAllister	Donna	PT	Custodian
Young	Maeshell	CE	Custodian
Allen	Jerry	Transp	Bus Driver
English	Hayden	Transp	Bus Aide
Jefferies	Tyrone	Transp	Standby Bus Driver
Shields	John	Transp	Bus Assistant Mechanic
Weasner	Amber	Transp	Bus Aide
Alderson	Amy	AHS	Food Service
Hardy	Kristin	RB	Food Service
Jones	Sandra	AHS	Food Service
Extra Curricular – New Hires			
Campos	Jose	AHS	Student Worker
Curry	Olivia	AHS	Student Worker
Nelson	Jordan	AHS	Lifeguard
Colbert	Mallory	AHS	Assistant Cheer Coach
Floyd	Jennifer	AISW	Team Leader
Hinshaw	Jennifer	AHS	Dance Director
Lee	Kyle	AISW	Team Leader
Ruth	Lauren	AHS	Assistant Cheer Coach
Stewart	Scott	AHS	Assistant Swim Coach
Extra Curricular – Resignations			
Salazar	Laura	AHS	Boys Tennis Coach
Homebound Services			
Riley	Carrie	AHS	English
Shepard	Christy	AHS	Math

Shepard	Christy	AHS	ELA
Independent Contractors			
Lawler	Joni	ACSC	Teacher

DONATION REPORT
December 11, 2017

1. 237 Express, Inc. - \$500.00 to Avon High School Business Professionals of America
2. Berryman Sports Concessions - \$100.00 to Avon High School DECA
3. United Technologies Corporation - \$4,000.00 to Avon High School Robotics Club
4. Michael P. Gaby CPA, LLC - \$501.00 to Avon High School Robotics Club
5. PPG Paint Foundation - \$1,944.00 to Avon High School Robotics Club
6. Coca-Cola Give Program:
 - a. \$67.50 to Avon Intermediate East
 - b. \$29.40 to Avon Intermediate East
7. James & Cathie Lefforge - \$300.00 to Avon Outdoor Learning Center
8. Virginia & John Sinclair Foundation - \$600.00 to Avon Outdoor Learning Center
9. Hendricks County Community Foundation/Sharon Pinnick Fund:
 - a. \$115.00 to Sycamore Elementary
 - b. \$250.00 to Sycamore Elementary