

REGULAR MEETING OF THE BOARD
NORTHEAST DUBOIS COUNTY SCHOOL CORPORATION

March 7, 2017

Vol. 2016-2017 No. 9

Mary Pankey, President

Bernard Knies, Vice-President

Kelly Knies, Secretary

John Siebert, Member

Brennan Schepers, Member

NORTHEAST DUBOIS COUNTY SCHOOL CORPORATION

Special Meeting of the Board of Trustees in the Corporation Office:
Northeast Dubois County School Corporation

This meeting is a meeting of the School Board in public for the purpose of conducting the School Corporation's business and not to be considered a public community meeting. There will be time for public participation as indicated by agenda Communication from the floor.



PLEDGE OF ALLEGIANCE

CALL TO ORDER: The meeting was called to order at 6:32 p.m. by President, Mrs. Mary Pankey.

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| ROLL CALL: | Mrs. Mary Pankey, President | Present |
| | Mr. Bernard Knies, Vice-President | Present |
| | Mr. Kelly Knies, Secretary | Present |
| | Mr. John Siebert, Member | Present |
| | Mr. Brennan Schepers, Member | Present |
| | Mr. William Hochgesang, Superintendent | Present |

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| OFFICIAL GUESTS: | Mr. Arthur Nordhoff, Jr., Attorney | Present |
| | Mrs. Ruth Leistner, Treasurer | Absent |
| | Mrs. DeAnn Meyer, Deputy Treasurer | Present |
| | Mrs. Tina Fawks, Principal | Absent |
| | Mr. Ryan Case, Principal | Absent |
| | Mrs. Brenda Ferguson, Principal | Present |
| | Mr. Rick Gladish, Director of IAT | Absent |

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|-------------|----------------------------|---------|
| NEWS MEDIA: | <u>NEWSPAPER</u> | |
| | Daily Herald, Allen, Laman | Present |
| | <u>RADIO</u> | |
| | WITZ, WQKZ, | Absent |
| | <u>TV</u> | |
| | WJTS -TV, | Absent |

UNOFFICIAL GUESTS: Melissa Fox, Kim Miley, Jennifer Wright, Andrea Rickelman, Veronica Hobbs, Angie Baker, Maureen Luebbehusen, Amy, Mitchell, Jennifer Ashby, Tara Rasche, Cliff Weyer, Leah Weyer, Beth Cave, Michelle Cave, Dustin Cave, Derek Breitwieser, Angela Barker, Clarence Reckelhoff

SPECIAL MEETING OF THE BOARD
March 7, 2017

Initial Statement

This meeting will come to order. I am Mary Pankey, President of the Northeast Dubois County School Board.

This is a hearing in the matter of appeal by School Corporation teacher, Leah Weyer, who is represented by Veronica Hobbs, representing the Classroom's Teacher's Association. This hearing is held in accordance with the provisions of Indiana Law.

Let the record show that the administration is represented by Superintendent William Hochgesang, and the teacher is present in person and represented by Veronica Hobbs, who is also present. The Board's attorney, Arthur Nordhoff, will serve as the legal advisor to the School Board in this hearing.

This hearing will be held on an informal basis with the rules of evidence not strictly followed. However, the Board reserves the right not to admit irrelevant, overly redundant, or prejudicial hearsay to which representatives of the teacher or school administration make a timely objection.

Unless either administration or Association objects, witnesses in this hearing will not be required to leave the room during the hearing.

The Teacher's Association will first present its position through its statement and presentation of witnesses. Following the presentation of the Teacher's Association, the School Administration may present whatever evidence it has by statements and witnesses. The School Administration may cross-examine witnesses who testify in support of the Teacher's Association and the Teacher Association may cross-examine the Administration's witnesses. Both parties will also have the opportunity to ask redirect questions of their witnesses, and to recross the witnesses of the other party.

Both parties will be given opportunity for opening and closing statements.

The Association has the burden of proving that the School Administration was in error as to classification of various leave days assigned by the School Administration to days for which teacher was absent from her job assignment. The matters for consideration in this hearing is the language of the contract for 2016-2017 between the School Corporation and the Teacher's Associations, and the type of leave days to be assigned to the days during which teacher was absent.

The purpose of this hearing is for the School Board to hear evidence on whether days of absence of teacher during and following pregnancy and child delivery should be classified as sick days, personal leave days or unpaid leave days. The Board will be guided by the greater weight of the evidence and will resolve any factual issues using the preponderance of the credible evidence as its guide.

After the conclusion of this hearing, the Board will take this matter under advisement for further discussion between Board members. On March 21, 2017, the Board will make a decision as to the proper assignment of leave days.

All persons who contemplate being called as witnesses please stand and raise your right hands and repeat after me the following oath or affirmation:

I solemnly swear (or affirm) to tell the whole truth and nothing but the truth, so help me God. (William Hochgesang, Brenda Ferguson, Veronica Hobbs, Angie Baker, Amy Mitchell, Leah Weyer, and Derek Breitwieser all stood and affirmed the oath.)

The Board intends to provide a fair hearing and will not tolerate any disruptions. All persons are asked to be silent unless testifying,

All witnesses are asked to speak up and give clearly audible answers. The tape recorder cannot record gestures or nodding yes or no.

If the parties are ready you may proceed.

CTA Grievance

The presentation of the grievance by the Veronica Hobbs, CTA

The witnesses were called.

School Administration Statement

The presentation of the statement by the William Hochgesang
The witnesses were called.

Closing Statements

The presentation of the closing statement by the William Hochgesang
The presentation of the closing statement by the Veronica Hobbs, CTA

Final Statement

By President, Mary Pankey:

This hearing is now concluded. This matter will be taken under advisement by the Board of School Trustees. The representatives for the teacher and the school administration are to submit proposed statements by March 16, 2017, at 2:00 p.m.

On March 20, 2017, at 6:30 p.m. the Board will meet in executive session with Attorney Nordhoff to discuss the evidence heard, the exhibits submitted, the proposed findings of facts submitted and the recommendation of the Superintendent and of the teacher representative. No decision may be made by the Board of School Trustees during this executive session.

On March 21, 2017, at 7:00 p.m. the Board will meet in regular session to make its decision to grant the request. The parties will be informed in writing of the Board's decision and of its findings of fact.

The hearing is now adjourned.

The meeting was closed at 7:48 p.m.

Evidence was submitted and is attached: