

Board Minutes

October 24, 2022

The regular meeting of the Greater Jasper Consolidated Schools Board of Trustees was held at the Jasper High School Community Room on October 24, 2022 at 7:00 p.m. President Bernie Vogler called the meeting to order.

Consent Agenda:

Mr. Vogler asked members if any of the consent agenda items needed to be discussed.

No other items were asked to be discussed.

A motion by Greg Eckerle, second by Ken Schnaus, to approve the consent agenda, was unanimously approved by the Board.

Consent Agenda

- Minutes, claims and bank reconciliations
- Consideration of Request for Leave
  - Charity Elkins-FMLA-JES
- Resignations/Retirements
  - Tami Hughes-28-Hour ELL Instructional Assistant-JES
  - Kathisu Cuellar-28-Hour Instructional Assistant-JES
  - Cheyanne Kemp-28-Hour Title I Instructional Assistant-JES
  - Patricia Denio-Miller-28-Hour Instructional Assistant-JES
  - Brittany Ireland-30-Hour Instructional Assistant and Afternoon Bus Duty-JES
  - Cynthia Newkirk-Morning Bus Duty-JES
  - Karen Parnell-Cafeteria-JMS
- Staff Recommendations
  - Bea Cobo-EL Program and Outreach Coordinator-GJCS
  - Breann Dorsam-28-Hour Title Instructional Assistant
  - Heather Lutz-28-Hour Title I Instructional Assistant-JES
  - Rahman Smiley-28-Hour ELL Instructional Assistant-JES
  - Michele Lamkin-After School Bus Duty-JES
  - Beth Chupp-Morning Bus Duty-JES
  - Lisa Wren-Adjust from 28-Hour to 30-Hour Instructional Assistant-JES
  - Jason Recker-Middle School Head Girls' Basketball Coach-JMS
  - Brent Atkins-Middle School Assistant Girls' Basketball Coach-JMS
  - Becky Weisheit-Assistant Cafeteria Manager-JMS
  - Janelle Fitzpartick-PATH Teacher-DSP Co-op
- Incentive Program Completion/Increase-adds \$3,000 to Base Salary
  - None
- Field Trip Requests
  - None
- Other
  - Approval of wage scale changes for all categories of instructional assistants, secretaries, nurses, social workers and custodians
  - Approve student cafeteria help hourly rate--\$2.00/hour

### Wildcat Spotlight

Dana Knuz, College and Career Coach-Profile of a Graduate reported to the Board about the Dubois County Graduate Profile program. The program now is for K/2 and 11/12 grades. She discussed the following empowering steps of the program:

- Balance
- Excel
- Contribute
- Design
- Collaborate
- Communicate
- Initiate
- Relate
- Prepare

Mr. DeMotte asked about the program being career minded.

Dr. Lorey stated the students will be building a resume for employment.

### Elementary School Board Report--Shannon Bauer, Kent Taylor, Ryan Erny

The principals informed the Board they use a program called SMORES. The program is a newsletter that parents can reference for upcoming events at the school. The information can be shared on PowerSchool, on Facebook and the website. The newsletter is also useful for the PTO to use to communicate upcoming events. They stated they also put community events on the newsletter.

They stated the parent teacher conference rate at both schools was over 95%. They said they would like to see 100% but overall, they were pleased with the participation. They did some of the conferences over the phone, facetime, zoom and even had one parent do the conference from his tractor.

They also informed the Board that the field trips they are wanted to try to stay local when possible. They said they have a good partnership with Crane for STEM.

In the future they would like to see more programs/fun nights at the schools to get the community involved.

### Curriculum Update

Dr. Lorey shared information with the Board concerning Grade 2 optional IREAD Assessment. A student's ability to read at grade level is the foundation for all other content area learning. Research also tells that students who can read proficiently by the end of grade 3 are more likely to be successful in their future endeavors. A vital part of the reading instruction includes ongoing assessment of student foundational reading skills. The information is used to intervene with instructional support to address each child's unique learning needs. Each spring all grade 3 students participate in IREAD-3. Beginning this school year, they will also be administering the IREAD-3 assessment to all grade 2 students. The assessment results will provide them with early reading ability information used to target comprehension and vocabulary interventions. Students who pass the IREAD test in grade 2 will no longer be required to take the assessment in grade 3. This is advantageous as assessment fatigue sets in due to also administering ILEARN. All students will receive individual student reports that indicate Pass, On Track or At Risk.

Dr. Lorey gave an update on the progress of the Pre-Kindergarten program working towards NAEYC Accreditation. The pre-kindergarten program at Jasper Elementary School and Ireland Elementary School have been working through the phases to become a Level 4 Paths to Quality program, as well as acquire National Association for the Education of Young Children or NAEYC Accredited. Currently, JES is considered a Level 3. This means that the program has achieved the health and safety, learning environments and planned curriculum expectations required by the Indiana Family and Social Services Administration. In order to achieve Level 4 status, the program must receive NAEYC accreditation. There are 4 stages in the process including enrollment and self-study, apply and self-assess, site visit and accreditation. JES is currently in the enroll and self-study phase and looking to apply for candidacy by the end of the school year with a site visit from NAEYC early next school year. Ireland Elementary just began the pre-kindergarten program this school year. They are preparing for their Paths of Quality Level 3 visit from the State. Once they have achieved Level 3, they will proceed with NAEYC accreditation. She stated it is important because Level 4 Paths to Quality and NAEYC accreditation signify a standard of excellence in the field of early childhood learning programs. The standards and status assure they are meeting the commitment to high-quality early childhood learning education. The goal is to envision how the district may be a community partner in seeking solutions to early childhood learning and care that all children have opportunity to learn to grow in an environment that prepares them for school-age learning.

Student Support Services and Transportation Update—Mr. Buechlein  
None

Schmidt Associates showed the Board plans and specifications for the Alumni Stadium improvements. The construction cost estimate is \$9,867,850 and the soft costs are \$892,301 for a total of \$10,760,151. Mr. Schnaus asked if the chair back seats for Alumni Stadium can be priced as chair backs and regular bleachers.

Schmidt Associates replied yes, they will price them out both ways.

Mr. Schnaus stated he likes the alternatives and wants to be fiscally responsible.

Dr. Lorey stated the project is rolled up in the current bond monies earmarked for the project. This projects will not have an impact on taxes.

Schmidt asked the Board to give permission to advertise to receive bids.

A motion by Tim DeMotte, second by Greg Eckerle, to give permission to advertise for bids for the Jasper High School mechanical improvements and Alumni Stadium improvements, was unanimously approved by the Board.

Mr. Stenftenagel addressed the Board concerning JHS Mechanical Equipment Improvements. The improvements consist of the following:

- Pool HVAC Unit Replacement
- Roof Mounted Air-Cooled Chiller and Hydronic Pumps Replacement
- Main Gym AHUS's Re-Heat Coil Installation
- Main Heating Hot Water Boiler and Pumps Replacement.

Mr. Vogler asked if the old units are old.

Mr. Stenftenagel stated they are old and the roof top chiller is from 1996.

Mr. Stenftenagel asked the Board to give permission to advertise to receive bids.

A motion by Ken Schnaus, second by Arlet Jackle, to give permission to advertise for bids for the Mechanical Equipment, was unanimously approved by the Board.

#### Building & Maintenance Update

Mr. Stenftenagel asked the Board to approve the bids for the Ireland Elementary Classroom Addition and Improvements. They received bids from Krempp Lumber Company and Danco Construction Company. Krempp Lumber company was low bidder. The amount of the bid is \$7,418,800.00 which includes the alternates.

Mr. Stenftenagel was pleased with the bid and said it came in under the budget amount.

Mr. Vogler asked if this will put Ireland Elementary School in good condition.

Mr. Stenftenagel asked the Board to approved the bid from Krempp Lumber.

A motion by Ken Schnaus, second by Greg Eckerle, to approve the Ireland Classroom Addition and Improvement bid from Krempp Lumber Company in the amount of \$7,418,800.00, was unanimously approved by the Board.

Mr. Stenftenagel asked the Board to renew the HVAC Preventative Maintenance Agreement with Alpha Mechanical. The agreement listed all equipment to be serviced as well as the type of service and frequency at which the service is scheduled to be performed. Due to adding equipment , the service agreement prices are \$5,550 higher in the renewal to a revised amount of \$63,550.

A motion by Arlet Jackle, second by Tim DeMotte, to approve the HVAC Preventative Maintenance Agreement with Alpha Mechanical for \$63,500, was unanimously approved by the Board.

Mr. Stenftenagel gave an update on the following projects:

- Bus Maintenance Building
- JES Classroom Addition
- JES Tot-Lot Playground Expansion Excavation and Drainage Project
- Ireland Elementary Mechanical Room Expansion and HVAC Improvements Project
- Cabby O'Neil Gym Roof Replacement
- JHS CTE Expansion and Renovation, JHS Band Storage and Exterior Maintenance Project
- JHS Athletic Fields Improvements—JHS & Ruxer
- Athletic Field Lighting

#### Other Business:

##### Fullnet Tower Contract

The student-led radio station WJPR is operational and working through previously held agreements with sponsorships and advertisers. Some tower space is currently rented by outside vendors. One of the vendors is Fullnet, Inc. The corporation will provide space on the tower for Fullnet to operate Internet service equipment. The rent is \$1800/year to be paid monthly. The initial contract is for 6 years. At the end of the 6 years rent will increase approximately 3%. Mr. Nordhoff revised the agreement and made the recommended changes.

Dr. Lorey asked the Board to approve the Fullnet, Inc. agreement.

A motion by Arlet Jackle, second by Tim DeMotte, to approve the Fullnet agreement, was unanimously approved by the Board.

Dr. Lorey made the following announcements:

- The regular November Board meeting will be on Monday, November 28, 2022 at 7:00 p.m. at the Jasper High School Community Room
- ISBA Region 9 meeting at Klubhaus 61, November 9, 2022 at 6:00 p.m.
- The 2022-2023 Discussion Dates are:
  - November 16, 2022—Arlet Jackle

- o January 18, 2023—Greg Eckerle
- o March 8, 2023—Ken Schnaus
- o May 10, 2023—Tim DeMotte

There being no further business to conduct and upon a motion by Greg Eckerle, second by Arlet Jackle, the Board voted to adjourn at 8:22 p.m.

An Executive Session was held before the regular meeting and after the regular Board Meeting to discuss the following:

- I.C.5-14-1.5-6.1 (b)(6)(B) Personnel
- I.C.5-14-1.5-6.1(b)(9) Job Performance Evaluation

<i>Demard J. Vogler</i>	President
<i>Ken Schnaus</i>	Vice-President
<i>Greg Eckerle</i>	Secretary
<i>Arlet Jackle</i>	Member
<i>Tim DeMotte</i>	Mem

Approved October 24, 2022

Teacher Assistant  
180 Days

Years

2022-2023  
Effective  
11/11/22

Service	2022-2023	Payroll
0	\$10.47	\$12.00
1	\$10.62	\$12.20
2	\$10.87	\$12.40
3	\$11.02	\$12.60
4	\$11.17	\$12.80
5	\$11.32	\$13.00
6	\$11.47	\$13.20
7	\$11.62	\$13.40
8	\$11.77	\$13.60
9	\$11.92	\$13.80
10	\$12.12	\$14.00
11	\$12.27	\$14.20
12	\$12.42	\$14.40
13	\$12.57	\$14.60
14	\$12.72	\$14.80
15	\$12.87	\$15.00
16	\$12.97	\$15.20
17	\$13.17	\$15.40
18	\$13.32	\$15.60
19	\$13.42	\$15.80
20+	\$13.65	\$16.00

Student Cafeteria help hourly rate - \$2.00/hour

**Certified Behavior Assistant  
180 Days**

**Years**

**2022-2023  
Effective  
11/11/22**

<b>Service</b>	<b>2022-2023</b>	<b>Payroll</b>
0	\$11.47	\$13.00
1	\$11.62	\$13.20
2	\$11.87	\$13.40
3	\$12.02	\$13.60
4	\$12.17	\$13.80
5	\$12.32	\$14.00
6	\$12.47	\$14.20
7	\$12.62	\$14.40
8	\$12.77	\$14.60
9	\$12.92	\$14.80
10	\$13.12	\$15.00
11	\$13.27	\$15.20
12	\$13.42	\$15.40
13	\$13.57	\$15.60
14	\$13.72	\$15.80
15	\$13.87	\$16.00
16	\$13.97	\$16.20
17	\$14.17	\$16.40
18	\$14.32	\$16.60
19	\$14.42	\$16.80
20+	\$14.65	\$17.00

**Computer Assistant  
180 Days**

<b>Years Service</b>	<b>2022-2023 Effective 11/11/22</b>	<b>2022-2023 Payroll</b>
0	\$ 10.72	\$12.00
1	\$ 11.02	\$12.20
2	\$ 11.07	\$12.40
3	\$ 11.27	\$12.60
4	\$ 11.47	\$12.80
5	\$ 11.57	\$13.00
6	\$ 11.72	\$13.20
7	\$ 11.82	\$13.40
8	\$ 11.97	\$13.60
9	\$ 12.22	\$13.80
10	\$ 12.92	\$14.00
11	\$ 13.27	\$14.20
12	\$ 13.47	\$14.40
13	\$ 13.57	\$14.60
14	\$ 13.67	\$14.80
15	\$ 13.77	\$15.00
16	\$ 13.87	\$15.20
17	\$ 13.97	\$15.40
18+	\$ 14.25	\$15.60

\*Susan Gossett is the last employee on this scale. Once she retires, this wage scale will be eliminated.



**Secretaries**

**Years**

**2022-2023  
Effective  
11/11/22**

<b>Service</b>	<b>2022-2023</b>	<b>Payroll</b>
0	\$12.22	\$13.80
1	\$12.42	\$14.00
2	\$12.57	\$14.20
3	\$12.77	\$14.40
4	\$12.92	\$14.60
5	\$13.17	\$14.80
6	\$13.22	\$15.00
7	\$13.37	\$15.20
8	\$13.52	\$15.40
9	\$13.72	\$15.60
10	\$13.92	\$15.80
11	\$14.42	\$16.00
12	\$14.57	\$16.20
13	\$14.72	\$16.40
14	\$14.87	\$16.60
15	\$15.02	\$16.80
16	\$15.17	\$17.00
17	\$15.32	\$17.20
18	\$15.47	\$17.40
19	\$15.62	\$17.60
20	\$15.77	\$17.80
21	\$15.87	\$18.00
22	\$16.02	\$18.20
23	\$16.22	\$18.40
24+	\$16.34	\$18.60

**Custodians**  
**260 Days**  
**40 hours/week**

**2022-2023**  
**Effective**  
**11/11/22**  
**Payroll**

<b>Years</b>	<b>2022-2023</b>	<b>Payroll</b>
<b>Service</b>		
0	\$ 13.11	\$15.00
1	\$ 13.36	\$15.25
2	\$ 13.86	\$15.50
3	\$ 14.21	\$15.75

**2nd Shift**

**Years**  
**Service**   **2022-2023**   **Proposed**

<b>Years</b>	<b>2022-2023</b>	<b>Proposed</b>
<b>Service</b>		
0	\$ 13.86	\$15.75
1	\$ 14.11	\$16.00
2	\$ 14.61	\$16.25
3	\$ 14.96	\$16.50

**Nurses**  
**190 Days**  
**7 hours/day**

**Years**

**2022-2023**  
**Effective**  
**11/11/22**  
**Payroll**

<b>Service</b>	<b>2022-2023</b>	<b>Payroll</b>
0	\$ 18.22	\$19.80
1	\$ 18.47	\$20.05
2	\$ 18.72	\$20.30
3	\$ 18.97	\$20.55
4	\$ 19.22	\$20.80
5	\$ 19.47	\$21.05
6	\$ 19.72	\$21.30
7	\$ 19.97	\$21.55
8	\$ 20.22	\$21.80
9	\$ 20.47	\$22.05
10	\$ 20.62	\$22.30
Plus 11	\$ 21.38	\$22.55
Designate		
Head	\$1.50 +	\$22.55

Social Workers                      2022-2023              191 Days  
 7 hours/day

Years of Experience	Hours/Day	Days Per Year	Hourly Rate	Total	Hourly Rate		Hourly Rate MSW and Indiana School Services	
					MSW	Total	License	Total
0	7 hours	191	\$25.75	\$34,427.75	\$27.00	\$36,099.00	\$30.94	\$41,367.00
1	7 hours	191	\$26.22	\$35,056.14	\$27.47	\$36,727.39	\$31.41	\$41,995.00
2	7 hours	191	\$26.69	\$35,684.53	\$27.94	\$37,355.78	\$31.88	\$42,624.00
3	7 hours	191	\$27.16	\$36,312.92	\$28.41	\$37,984.17	\$32.35	\$43,252.00
4	7 hours	191	\$27.63	\$36,941.31	\$28.88	\$38,612.56	\$32.82	\$43,880.00
5+	7 hours	191	\$28.18	\$37,676.66	\$29.43	\$39,347.91	\$33.37	\$44,616.00

Add \$1.25/hourly rate for MSW

\*MSW and Indiana School Services License wage scale increased same as negotiated teacher salary increases or decreases.

Social Workers                      2022-2023              191 Days  
 7 hours/day                      EFFECTIVE 11/11/22

Years of Experience	Hours/Day	Days Per Year	Hourly Rate	Total	Hourly Rate		Hourly Rate MSW and Indiana School Services	
					MSW	Total	License	Total
0	7 hours	191	\$27.25	\$36,433.25	\$28.50	\$38,104.50	\$30.94	\$41,367.00
1	7 hours	191	\$27.50	\$36,767.50	\$28.75	\$38,438.75	\$31.41	\$41,995.00
2	7 hours	191	\$27.75	\$37,101.75	\$29.00	\$38,773.00	\$31.88	\$42,624.00
3	7 hours	191	\$28.00	\$37,436.00	\$29.25	\$39,107.25	\$32.35	\$43,252.00
4	7 hours	191	\$28.25	\$37,770.25	\$29.50	\$39,441.50	\$32.82	\$43,880.00
5+	7 hours	191	\$28.50	\$38,104.50	\$29.75	\$39,775.75	\$33.37	\$44,616.00

Add \$1.25/hourly rate for MSW

\*MSW and Indiana School Services License wage scale increased same as negotiated teacher salary increases or decreases.