

FORT WAYNE COMMUNITY SCHOOLS  
1200 SOUTH CLINTON STREET  
FORT WAYNE, IN 46802

6:01 p.m.

December 9, 2013

OFFICIAL PROCEEDINGS

Roll Call                    The Board of School Trustees of the Fort Wayne Community Schools met in regular session in the Lester L. Grile Administrative Center on Monday, December 9, 2013 at 6:01 p.m. President Mark GiaQuinta called the meeting to order with the Pledge of Allegiance and the following members in attendance:

Members present:            Mark GiaQuinta, Chairperson  
                                 Stephen Corona  
                                 Becky Hill  
                                 Julie Hollingsworth  
                                 Glenna Jehl  
                                 Jordan Lebamoff  
                                 Lisa Olinger

Members absent:            none

Recognitions                Dr. Wendy Robinson, superintendent, presented the following information and recommendations concerning awards and recognitions:

Allen                        **RECOMMENDATION:** It is recommended that the Board recognize the students who were winners  
County                      in the Allen County Public Library Poetry Contest.

Public                        **RELATED INFORMATION:** Every year for the past 31 years, the Allen County Public Library has  
Library                      offered a Poetry Contest for young people. Hundreds of entries are received and judged. Winners are  
Poetry                        honored at an Awards Ceremony at which they read their poems, followed by a reception. The winning  
Contest                      poems are published in a booklet that becomes a permanent part of the Allen County Public Library  
                                 collection.

The following individuals were recognized:

Weisser Park Elementary School  
Ren Moore, Grade 3, 1<sup>st</sup> Place  
Kent Martz, Principal

North Side High School  
Julien Ford, Grade 9, 3<sup>rd</sup> Place  
Lily Schenkel, Grade 9, Honorable Mention  
Chad Hissong, Principal

Memorial Park Middle School  
Israel Robles, Grade 6, 3<sup>rd</sup> Place  
Liberty Barton, Grade 6, Honorable Mention  
Zoe Moore, Grade 7, 1<sup>st</sup> Place  
Tim Rayl, Principal

New Tech Academy at Wayne  
Alexys Copeland, Grade 10, 1<sup>st</sup> Place  
Kaytlin Callaway, Grade 10, 2<sup>nd</sup> Place  
Sylvia Tyra, Grade 10, Honorable Mention  
Emilee Parke, Grade 12, 1<sup>st</sup> Place  
Cameron Pernell, Grade 12, 3<sup>rd</sup> Place  
Quatinya Ellis-McCall Grade 12, Honorable  
Mention  
Liz Bryan, Director

Indiana  
Association  
of School  
Principals  
State  
Elementary  
Principal of  
the Year

**RECOMMENDATION:** It is recommended that the Board recognize Holland Elementary School Principal J. Michael Caywood for being named the 2013 Indiana Association of School Principals (IASP) Elementary Principal of the Year.

**RELATED INFORMATION:** Every year principals from each of the 12 districts in Indiana are elected by their peers to be District Elementary School Principals of the Year. From these 12 District winners, the IASP chooses a state winner based on excellence in leadership. In her letter of recommendation for Mr. Caywood, Dr. Wendy Robinson said, “Mike continues to grow significantly in the areas of instructional leadership and professional learning. While most principals with his years of experience are ready to coast until retirement, he has continued to grow and learn. Last year, 95 percent of his 3<sup>rd</sup> grade students passed the IREAD 3 assessment – the highest passage rate in our district. Mike exemplifies the educator who loves to learn and makes sure that his students share that joy with him.”

The following individuals were recognized:

J. Michael Caywood, 2013 IASP Elementary Principal of the Year  
Pamela Musick, Asst. Superintendent, Elementary Education

Consent  
Agenda

Dr. Robinson presented the following consent agenda items with recommendations for approval: Minutes from the regular Board meeting held November 25, 2013; Vouchers for the period ending November 25, 2013; Personnel report and Temporary Inter-fund Loan.

Minutes

The minutes from the regular Board meeting held November 25, 2013, were distributed to Board members with a recommendation for approval.

Vouchers

**RECOMMENDATION:** It is recommended that the Board approve the vouchers for the period ending December 9, 2013.

**RELATED INFORMATION:** All vouchers paid by the Fort Wayne Community Schools appear on a voucher listing. The voucher listing for the first meeting of the month includes the payroll and fixed charges for the previous month.

Detail of all invoices paid remains on file in the Business Office until audited by the State Board of Accounts. Following the audit, vouchers are placed in storage for not less than seven (7) years following payment.

Personnel

#### FUNDS

<b>0100</b>	General	<b>3200</b>	Continuing Education	<b>5550</b>	Adult Basic Education
<b>0150</b>	Racial Balance	<b>3710</b>	Non-English Speaking Program	<b>6200</b>	Indiana Tech Prep Grant
<b>0350</b>	Capital Projects Fund	<b>3900</b>	Warehouse	<b>6260</b>	Perkins Grant
<b>0410</b>	Transportation	<b>3910</b>	Gifted & Talented	<b>6460</b>	Medicaid Reimbursement
<b>0800</b>	Food Service	<b>4110</b>	Delinquent	<b>6620</b>	TIF Teacher Incentive Fund
<b>0900</b>	Textbook Rental	<b>4160</b>	School Improvement	<b>6840</b>	Title II
<b>1400</b>	Career Center	<b>4170</b>	Title I	<b>6880</b>	Title III
<b>1900</b>	Alternative Ed Grant	<b>5110</b>	Steward B. Homeless Asst	<b>6880</b>	Refugee Children School Impact Grant
<b>2100</b>	Donations Fund	<b>5260</b>	Special Education Fund		
<b>2110</b>	Access Channel	<b>5430</b>	Pre-School Special Education - Federal		
<b>3110</b>	Driver Education				

#### STATUS

**C** Position Changed  
**L** Leave

**N** New Position/Allocation  
**R** Replacement

**T** Temporary Position

TEACHER(S) RECOMMENDED FOR  
RETIREMENT/RESIGNATION/TERMINATION/DECEASED

NAME	ASSIGNMENT	STATUS	FUND	EFFECTIVE
Bromelmeier, Dana Z.	Sick Leave	Retire	0100	11-15-13
Clark, Jennifer R.	South Side/Math	Resign	0100	11-22-13
Reber, Kimberly J.	Kekionga/Title I Student Interventionist	Resign	4170	12-20-13
Seibel, Tamara R.	Waynedale/Title I Building Coach	Resign	4170	12-04-13

TEACHERS(S) RECOMMENDED FOR EMPLOYMENT

Employment is contingent upon satisfactory completion of all pre-employment requirements.

NAME	COLLEGE	EXP	FROM	TO	STATUS	FUND	EFFECTIVE
Drewry, Trisha L.	The University of Texas at Dallas MS	1.0	New	Special Education/ Speech Pathologist	R	5260	11-25-13
Freeman, Jeffrey R.	The King's College and Seminary MA	7.0	New	Shawnee/ELL	R	0100	01-10-14
Hoyle, Tyler R.	University of Saint Francis BS	0.0	Certified Substitute	Wayne/ MIMD	R	0100	10-23-13
Lauer, John E.	Indiana University BS	0.0	Certified Substitute	Bloomington/Art (0.50) + South Wayne/Art (0.50)	R	0100	11-25-13
Montgomery, Adam J.	Georgetown College MS	10.0	New	Lane/MIMD	R	0100	01-06-14

TEACHER(S) RECOMMENDED FOR BOARD ACTION

NAME	FROM	TO	STATUS	FUND	EFFECTIVE
Garmire, Lori D.	Special Education/Family Medical Leave	Special Education/Speech Language Pathologist	R	0100	11-25-13
O'Maley, Bridget L.	Forest Park/Building Coach	Forest Park/Family Medical Leave	R	0150	11-25-13 to 12-13-13

Marquardt, Jennifer L.	Nebraska/Kindergarten	Nebraska/Grade 1	R	0100	08-15-13
Potter, Megan E.	Croninger/Leave of Absence	Croninger/Student Interventionist	R	5260	12-02-13
Sellhorn, Tyler R.	Snider/Math	Snider/Unpaid Suspension	R	0100	11-26-13
Sellhorn, Tyler R.	Snider/Unpaid Suspension	Snider/Math	R	0100	11-27-13
Stephens, Rachel L.	Shambaugh/ Leave of Absence	Shambaugh/ Grade 3	R	0100	11-25-13

SUBSTITUTE(S) RECOMMENDED FOR  
RETIREMENT/RESIGNATION/TERMINATION/END OF ASSIGNMENT

Allgayer, Ines	Aza, Andres H.	Roggenkamp, Kyle G.
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SUBSTITUTE(S) RECOMMENDED FOR CERTIFIED SUBSTITUTE POSITION(S)  
Employment is contingent upon satisfactory completion of all pre-employment requirements.

Allcock, Catriona B.	Garty, Tressa M.	Malloy, Lindsay A.
Burge, Robert E.	Grabner, Rebecca R.	Thompson, Colin M.
Closson, Heather A.	Knox, Alesia Y.	Velasquez, Jasmine
Fox, Christopher D.		

CERTIFIED PERSONNEL RECOMMENDED FOR HOMEBOUND ASSIGNMENT (S)

Grotemat, Evan M.	Luginbill, Angela S.	Wilkie, Dawn E.
Klee, Joseph F.	Sims, Rebekah E.	

CERTIFIED PERSONNEL RECOMMENDED FOR ADDITIONAL ASSIGNMENT (S)

Congdon, Seth G.	Joseph, Wadner U.	Toy, Eric J.
Dunn, Lisa R.	Kaiser, Douglas L.	Wermuth, Nancy J.
Eager, Sandra L.		

CLASSIFIED PERSONNEL RECOMMENDED FOR  
RETIREMENT/RESIGNATION/TERMINATION/END OF ASSIGNMENT

NAME	ASSIGNMENT	STATUS	FUND	EFFECTIVE
Bates, Kimberly Y	Washington Center/School Asst Special Ed	Resign	0100	11-29-13
Delarosa Trejo, Michelle A.	Nutrition Process Center/Cafeteria Asst	Resign	0800	12-02-13
Johnson, Josephine	Study/School Asst	Resign	4170	11-22-13
McCloskey, Kayla M.	Natatorium/Lifeguard	Resign	0100	11-20-13

Pressler, Brenda L.	Transportation North/Bus Driver + Bus Driver Supplemental + Bus Driver Extracurricular	Resign	0410	11-20-13
Pantoja, Paola C.	Fairfield/School Asst (0100) + School Asst (0410) + ELL Evaluator/Interpreter (3710)	Resign	0100/ 0410/ 3710	12-06-13

## CLASSIFIED PERSONNEL RECOMMENDED FOR EMPLOYMENT

Employment is contingent upon satisfactory completion of all pre-employment requirements.

NAME	FROM	TO	STATUS	FUND	EFFECTIVE
Abad- Contreas, Ana J.	New	Lakeside/School Asst Special Ed	R	0100	11-25-13
Alvarez, Amanda M.	New	Fairfield/School Asst	R	0100	11-14-13
Arnold, Jamie R.	New	Nutrition Process Center/ 52 Week Mechanical Maintenance	R	0350/ 0800	12-10-13
Asher, Gabrielle L.	New	Arlington/School Asst	R	0100	11-18-13
Bates, Ruby J.	School Asst – Sub (0100) + Special Ed Asst – Sub (0100) + Clerical – Sub (0100) + Food Service – Sub (0800)	Study/School Asst	R	0100	11-25-13
Beck, Kassidy A.	New	Forest Park/School Asst	R	0100	11-20-13
Brooks, Amber N.	New	Blackhawk/School Asst Special Ed	R	0100	11-25-13
Brown, Sheree R.	New	School Asst – Sub (0100) + Special Ed Asst – Sub (0100) + Clerical – Sub (0100) + Food Service – Sub (0800)	R	0100/ 0800	11-12-13
Buchler, Emily E.	New	Fiscal Affairs/Payroll Clerk	R	0100	12-09-13
Bueno, Matthew A.	New	Nutrition Process Center/Cafeteria Asst	R	0800	11-18-13
Cotton, April L.	New	School Asst – Sub (0100) + Special Ed Asst – Sub (0100) + Clerical – Sub (0100) + Food Service – Sub (0800)	R	0100/ 0800	11-12-13

Croghan, Nicole A.	New	School Asst – Sub (0100) + Special Ed Asst – Sub (0100) + Clerical – Sub (0100) + Food Service – Sub (0800)	R	0100/ 0800	11-20-13
Davis, Mitonia N.	New	School Asst – Sub (0100) + Special Ed Asst – Sub (0100) + Clerical – Sub (0100) + Food Service – Sub (0800)	R	0100/ 0800	11-18-13
Devere, Danasia N.	School Asst – Sub (0100) + Special Ed Asst – Sub (0100) + Clerical – Sub (0100) + Food Service – Sub (0800)	Abbett/School Asst	R	0100	11-18-13
Gosnell, Latonya F.	New	School Asst – Sub (0100) + Special Ed Asst – Sub (0100) + Clerical – Sub (0100) + Food Service – Sub (0800)	R	0100/ 0800	11-12-13
Gosnell, Latonya F.	School Asst – Sub (0100) + Special Ed Asst – Sub (0100) + Clerical – Sub (0100) + Food Service – Sub (0800)	Wayne/Cafeteria Asst	R	0800	11-20-13
Hall, Simone T.	New	School Asst – Sub (0100) + Special Ed Asst – Sub (0100) + Clerical – Sub (0100) + Food Service – Sub (0800)	R	0100/ 0800	11-12-13
Jackson, Vanessa A.	New	School Asst – Sub (0100) + Special Ed Asst – Sub (0100) + Clerical – Sub (0100) + Food Service – Sub (0800)	R	0100/ 0800	11-12-13
Klemmer, Corazon C.	New	School Asst – Sub (0100) + Special Ed Asst – Sub (0100) + Clerical – Sub (0100) + Food Service – Sub (0800)	R	0100/ 0800	11-20-13
Meyer, Susan M.	New	Northwood/School Asst Special Ed	R	0100	11-22-13
Molargik, Cecilia	New	Lincoln/School Asst Special Ed	R	0100	11-25-13
Newton, Rachel A.	New	Holland/School Asst Special Ed	R	0100	11-18-13

Otis, Joyce A.	New	Transportation North/Bus Assistant	R	0410	11-19-13
Perry, Brooklyn M.	New	Ward/School Asst	R	0100	11-15-13
Pressler, Brenda L.	New	Transportation North/Bus Driver Sub + Bus Driver Special Ed Sub	R	0410	11-21-13
Rasmussen, Stacy L.	New	Wayne/School Asst Special Ed	R	0100	11-21-13
Sanders, Tammie N.	New	School Asst – Sub (0100) + Special Ed Asst – Sub (0100) + Clerical – Sub (0100) + Food Service – Sub (0800)	R	0100/ 0800	11-12-13
Strickler, Jill R.	New	Holland/School Asst	R	0100	11-25-13
Taylor, Kimberly M.	New	School Asst – Sub (0100) + Special Ed Asst – Sub (0100) + Clerical – Sub (0100) + Food Service – Sub (0800)	R	0100/ 0800	11-12-13
Travier, Bianca P.	New	Nutrition Process Center/Cafeteria Asst	R	0800	11-25-13
Williams, Brittney R.	New	Human Resources/Workers Compensation Clerk	R	0100	12-16-13
Wims, Karen W.	New	Transportation North/Bus Assistant	R	0410	11-19-13
Woods, Francine	New	School Asst – Sub (0100) + Special Ed Asst – Sub (0100) + Clerical – Sub (0100) + Food Service – Sub (0800)	R	0100/ 0800	11-12-13

## CLASSIFIED PERSONNEL RECOMMENDED FOR BOARD ACTION

NAME	FROM	TO	STATUS	FUND	EFFECTIVE
Bratten, Rachel M.	Brentwood/School Asst (0100) + School Asst (0410)	Brentwood/School Asst (0100)	R	0100	11-15-13
Byrd-Jones, British A.	Towles/Montessori Asst	Towles/School Asst Special Ed	R	0100	11-20-13

Causey, Tawny A.	Northcrest/School Asst Special Ed (0100) + School Asst (0100)	Northcrest/School Asst Special Ed (0100) + School Asst (0100) + School Asst (0410)	R	0100/ 0410	11-13-13
Durnell, Victoria C.	Miami/42 Week Secretary	Curriculum/52 Week Special Assignment Secretary	R	0100	12-23-13
Engquist, Jennifer L.	Fairfield/Secretary	Fairfield/Family Medical Leave	R	0100	11-05-13 to 01-21-14
Flores, Diana L.	Transportation North/Bus Driver + Bus Driver Supplemental + Bus Driver Extracurricular	Transportation South/Bus Driver + Bus Driver Supplemental + Bus Driver Extracurricular	R	0410	11-20-13
Gatton, Mary L.	School Asst – Sub (0100) + Special Ed Asst – Sub (0100) + Clerical – Sub (0100) + Food Service – Sub (0800)	Miami/Cafeteria Asst Temp (0800) + School Asst – Sub (0100) + Special Ed Asst – Sub (0100) + Clerical – Sub (0100) + Food Service – Sub (0800)	R	0800/ 0100	11-07-13 to 01-06-14
Glass, Cheryl T.	Transportation North/Sick Leave	Transportation North/Sick Leave Extend	L	0410	11-19-13 to 12-13-13
Gold, Audrey J.	Lakeside/Cafeteria Asst Temp	School Asst – Sub (0100) + Special Ed Asst – Sub (0100) + Clerical – Sub (0100) + Food Service – Sub (0800)	R	0100/ 0800	09-06-13
Jones, Annette E.	Brentwood/School Asst (0100)	Brentwood/School Asst (0100) + School Asst (0410)	R	0100/ 0410	11-18-13
Klinger, Sandra I.	North Side/Cafeteria Asst	North Side/Sick Leave	L	0800	10-30-13 to 01-03-14
Lehman, Brittany R.	Holland/School Asst Special Ed	Arlington/School Asst Special Ed	R	0100	11-18-13
Lonsbury, Tammy A.	Jefferson/School Asst Special Ed (0100) + School Asst (0410)	Jefferson/School Asst (0100) + School Asst (0410)	R	0100/ 0410	11-20-13
Ly, Tri V	North Side/Leave of Absence	North Side/School Asst Special Ed	R	0100	11-18-13

Rose, Frederick R.	Transportation North/Bus Driver + Bus Driver Supplemental + Bus Driver Extracurricular	Transportation South/Bus Driver + Bus Driver Supplemental + Bus Driver Extracurricular	R	0410	11-20-13
Shafer, Robyn L.	St. Joe Central/School Asst	St. Joe Central/Sick Leave	L	0100	11-18-13
Smallwood, Jill C.	Transportation North/Sick Leave	Transportation North/Sick Leave Extend	L	0410	11-11-13 to 05-09-14
Smith, Jessica C.	Abbett/School Asst	Lindley/Media Clerk	R	0100	11-12-13
Smith, Promise S.	Wayne/School Asst	Wayne/43 Week Administrative Asst (1.0)	R	0100	12-02-13
Smith, Sandra J.	Transportation North/Bus Assistant	Transportation North/Sick Leave	L	0410	11-06-13 to 11-15-13
Woodson, Gwendolyn	Snider/School Asst Special Ed	South Side/School Asst Special Ed	R	0100	11-25-13

CLASSIFIED PERSONNEL RECOMMENDED FOR TEMPORARY ASSIGNMENT (S)

Demland, Brian K.	Maynard, Shane A.	Ray, Rashida M.
Fernandez, Juana E.	Miller, Randy S.	Sherman, Andrew C.
Franciscy, Joshua A.		

Temporary  
Inter-fund  
Loan

**RECOMMENDATION:** It is recommended that the Board approve all inter-fund loans necessary to eliminate deficits in certain funds of the corporation as of December 31, 2013.

**RELATED INFORMATION:** It is possible that property tax distributions from Allen County will be below budget for 2013. We won't know until the end of December when the final tax distribution is received. If property tax revenue is below expectations, temporary cash deficits may develop at December 31, 2013. State statute allows temporary transfers between funds if certain requirements are met. The treasurer will make all necessary transfers and report the loans to the Board in January 2014.

Consent  
Agenda

A motion was made by Stephen Corona, seconded by Becky Hill that the following consent agenda items be approved: Minutes from the regular Board meeting held November 25, 2013; Vouchers for the period ending November 25, 2013; Personnel report and Temporary Inter-fund Loan. Roll Call: Ayes, unanimous; nays, none.

Recommendation to  
Extend  
School Bus  
Bid

Dr. Robinson presented the following recommendation concerning the Recommendation to Extend School Bus Bid:

**RECOMMENDATION:** It is recommended that an award be made to extend the school bus bid opened in October 2010.

MacAllister Power Systems, Greenfield, IN	\$823,192
For: 8 ea. 84-Passenger Buses	

The award above is net of trade-in allowances of \$40,000

**RELATED INFORMATION:** Indiana purchasing law allows for the extension of awarded bid contracts subject to the agreement of the vendor and the purchasing agency. FWCS included language in the 2010 bus bid specifications referring to this provision. By extending the 2010 bus bid, bus prices remain at the 2010 rate.

The bid is part of the scheduled replacement of the bus fleet. Funding for these purchases will be from the 2014 Bus Replacement Fund. Gary Lake, Director of Transportation, and Rod Rathge, Director of Purchasing, are available to answer questions.

A motion was made by Julie Hollingsworth, seconded by Stephen Corona, that the recommendation concerning the Recommendation to Extend School Bus Bid be approved. Roll Call: Ayes, unanimous; nays, none.

Food Service  
Equipment  
at Snider  
High School,  
P/B  
#BD100911

Dr. Robinson presented the following recommendation concerning the Food Service Equipment at Snider High School, P/B #BD100911:

**RECOMMENDATION:** It is recommended that an award be made to the lowest responsible and responsive bidder meeting specifications and quality standards for food service equipment at Snider High School.

C&T Design and Equip Co                      Indianapolis, IN    \$948,767.76

**RELATED INFORMATION:** This bid provides for the equipment and design needed for the Snider High School kitchen remodel due to bond construction being performed. The bid includes: walk-in coolers/freezers, milk coolers, ovens, steamers, kettles, skillets, ventilation systems, stainless steel shelving, quartz countertops, food prep counters and sinks. Bids were sent to seven different vendors with one responding. Funding for this purchase will be from the Nutrition Services Equipment Reserve.

Candice Hagar, Director of Nutrition Services and Rod Rathge, Director of Purchasing Services, are available to answer questions.

A motion was made by Stephen Corona, seconded by Becky Hill, that the recommendation concerning the Food Service Equipment at Snider High School, P/B #BD100911 be approved. Roll Call: Ayes, unanimous; nays, none.

2014-2015  
Asbestos  
Abatement at  
Irwin and  
Bloomingdale  
- 2012 Bond  
Project

Dr. Robinson presented the following recommendation concerning the 2014-2015 Asbestos Abatement at Irwin and Bloomingdale - 2012 Bond Project:

**RECOMMENDATION:** It is recommended that the Board approve the following contracts for asbestos abatement services at Irwin Elementary and Bloomingdale Elementary:

New Air Services Corp. dba Environment Technology Consulting Corp.  
Base Proposal 2014-2015 Asbestos Abatement at Irwin Elementary .....\$78,475  
Total contract.....\$78,475

New Air Services Corp. dba Environment Technology Consulting Corp.  
Base Proposal 2014-2015 Asbestos Abatement at Bloomingdale Elementary.....\$68,875  
Total contract.....\$68,875

Total of all contracts.....\$147,350

**RELATED INFORMATION:** The scope of work and request for proposal was developed by ACM Engineering & Environmental Services, who will also oversee the asbestos abatement. This recommendation is within the project budget, which is funded from the School Building Basic Renewal/Restoration & Safety Project.

Darren Hess, Director of Facilities, will address questions.

Project 2014-2015 Asbestos Abatement at Irwin Elementary

Contractor	Base Proposal	Recommendation
Environmental Assurance Co., Inc.	\$109,340	\$109,340
Environmental Demolition Group, LLC	\$99,400	\$99,400
Environmental Management Specialists, Inc.	\$89,580	\$89,580
Environment Technology Consulting Corporation	\$78,475	\$78,475
Dore & Associates Contracting, Inc.	\$97,600	\$97,600

Project 2014-2015 Asbestos Abatement at Bloomingdale Elementary

Contractor	Base Proposal	Recommendation
Clean Air Environmental Services, Inc.	\$99,999	\$99,999
Environmental Assurance Co., Inc.	\$97,340	\$97,340
Environmental Demolition Group, LLC	\$108,700	\$108,700
Environmental Management Specialists, Inc.	\$111,880	\$111,880
Environment Technology Consulting Corporation	\$68,875	\$68,875
Dore & Associates Contracting, Inc.	\$119,700	\$119,700

A motion was made by Stephen Corona, seconded by Jordan Lebamoff, that the recommendation concerning the 2014-2015 Asbestos Abatement at Irwin and Bloomingdale - 2012 Bond Project be approved. Roll Call: Ayes, unanimous; nays, none.

Design-Build  
Contract  
Award  
Recommendation for  
Bloomingdale and Harris  
Elementary  
Renovations –  
2012 Bond  
Project

Dr. Robinson presented the following recommendation concerning the Design-Build Contract Award Recommendation for Bloomingdale and Harris Elementary Renovations – 2012 Bond Project:

**RECOMMENDATION:** It is recommended that the Board approve the following design-build construction contract for the School Building Basic Renewal & Safety Projects at Bloomingdale and Harris.

Michael Kinder & Sons, Inc. with Shambaugh & Son, LLP

Base Proposal (Bloomingdale & Harris) .....	\$7,000,000
Total Contract.....	\$7,000,000

**RELATED INFORMATION:** At its October 22, 2012 meeting, the Board of School Trustees approved the School Building Basic Renewal/Restoration and Safety Project procurement strategy. The delivery method approved for the Bloomingdale and Harris projects utilizes the design/build procurement process. Under design/build criteria set forth in Indiana Design Build law (I.C. 5-30), a technical review committee (TRC) was formed and proposals were received from three highly-qualified teams. Each proposal included a qualitative portion with narratives and schematic drawings detailing the proposed scope of work and a price proposal.

The TRC interviewed and scored the qualitative proposals based on a point system stipulated in the Request for Proposals. Subsequently, price proposals were opened and best value scores were calculated by dividing each team's price proposal by their qualitative proposal score.

Darren Hess, Director of Facilities, will address questions.

	<u>Hagerman, Inc.</u>	<u>Michael Kinder &amp; Sons, Inc.</u>	<u>Weigand Construction Co. Inc.</u>
Base Price Proposal	\$7,618,215	\$7,000,000	\$6,999,872
Qualitative Score (186 possible)	155.33	159.83	137.83
Best Value Score (Base Price Proposal divided by Qualitative Score)	49,045	43,797	50,786

A motion was made by Julie Hollingsworth, seconded by Becky Hill, that the recommendation concerning the Design-Build Contract Award Recommendation for Bloomingdale and Harris Elementary Renovations – 2012 Bond Project be approved. Roll Call: Ayes, unanimous; nays, none.

Designation  
of Board  
Permanent  
Special  
Counsel

Dr. Robinson presented the following recommendation concerning the Designation of Board Permanent Special Counsel:

**RECOMMENDATION:** It is recommended that the Board appoint and designate J. Timothy McCaulay as Permanent Special Counsel to the Board with the scope of services and compensation as outlined in the limited engagement letter dated December 9, 2013, which is listed below. It is further recommended that the Board ratify and approve all prior assignments and services performed by Mr. McCaulay as a Special Counsel to the Board.

**RELATED INFORMATION:** Mr. McCaulay has served as special counsel to the Board since March 2008.

J. Timothy McCaulay  
Attorney At Law  
4715 Hartman Road  
Fort Wayne, Indiana 46807  
(260) 437-0310

December 9, 2013

Mark GiaQuinta, President  
Fort Wayne Community Schools Board of School Trustees  
C/O Haller & Colvin  
444 E. Main Street  
Fort Wayne, In 46802

Re: Compensation for Professional Legal Services – Limited Engagement Letter

Dear Mark:

Thank you and the Board for selecting me as permanent special counsel to the Fort Wayne Community Schools Board of School Trustees.

At your request, I am setting forth the terms of representation from January 1, 2014 through December 31, 2014. Compensation shall be at the rate of \$225/hour. This limited engagement agreement does not include or cover any professional services for litigation, arbitration, Indiana Employment Relations Board cases, matters involving the EEOC, the Indiana Civil Rights Commission or the Fort Metropolitan Human Relations Commission, or matters related to the negotiation of collective bargaining agreements which would be contracted separately, if at all. In essence, this engagement is a limited services agreement under which I would provide advice and counsel to the Board on matters involving Board governance, policy-making, Board-Superintendent relationships, matters involving the discipline or termination of teachers and other employees, and matters involving the discipline of students. This fee arrangement would also apply to any attendance at Board meetings,

executive sessions, retreats, and workshops as requested by the Board President. All assignments will be made through the Board President and not by individual Board members or members of the Fort Wayne Community Schools' administration. All services performed and compensation requested, as special counsel to the Board, prior to the effective date of this limited letter of engagement, are hereby approved, authorized and ratified, with the compensation for services provided before January 1, 2014 to be at the rate of \$225/hour.

This agreement can be cancelled at any time by either party. The terms of compensation would be subject to review on or after January 1, 2015.

A motion was made by Stephen Corona, seconded by Jordan Lebamoff, that the recommendation concerning the Designation of Board Permanent Special Counsel be approved. Roll Call: Ayes, Stephen Corona, Becky Hill, Julie Hollingsworth, Glenna Jehl, Jordan Lebamoff and Mark GiaQuinta; nays, Lisa Olinger.

Superintendent's  
Compensation  
Determination  
Worksheet for  
2014-15

Dr. Robinson presented the following recommendation concerning the Superintendents Compensation Determination Worksheet for 2014-15

**RECOMMENDATION:** It is recommended that the Board adopt and approve the Superintendent Compensation Determination Worksheet for the 2014-15 school year as presented.

**RELATED INFORMATION:** The Superintendent evaluation process adopted by the Board on June 11, 2012, as later amended requires the Board and Superintendent annually to set mutual goals and other measurements upon which the Superintendent's base salary increase and annual incentive increase will be calculated. The approval of this proposed worksheet sets those parameters for the maximum base salary increase for 2014-15 and the maximum incentive payment for 2013-14.

#### Superintendent Compensation Determination Worksheet 2014-15

##### Starting Point:

2013-14 Base Salary: \$192,150  
2012-13 Incentive Payment: \$ 9,000 (paid on October. 15, 2013)  
Total/2013-14: \$201,150 (Total/2012-13: \$189,450; Total/2011-12: \$195,000)

##### 2014-15:

Minimum Compensation: \$192,150 (Prior Year's Base Salary)  
Maximum Base Salary Increase: \$ 19,215 (10%) (0-10%) (Prior Year: 10%)

Maximum 2013-14 Incentive Payment: \$ 15,372 ( 8%) (0-25%) (Prior Year: 5%) (To be paid Oct. 15, 2014)

Maximum Total/2014-15: \$226,737

##### Calculating 2014-15 Base Salary Increase:

A. Evaluation Overall Score = 85% of Base Salary Increase (Max. = \$16,332.75)  
(Based on Formal Evaluation Final Overall Score)

Score

A. \_\_\_\_\_

		<u>Number</u>
0. 3.0 or below	No Increase	—
1. 3.01-3.25:	25% of Max. Increase	—
2. 3.26-3.50:	50% of Max. Increase	—
3. 3.51-3.75:	75% of Max. Increase	—
4. 3.76-4.00:	Max. Increase	—

B. District Performance = 15% of Base Salary Increase (Max. = \$2,882.25)  
(See below for Scoring Instructions)

B. \_\_\_\_\_

(Insert Total from below)

##### Calculating 2013-14 Incentive Payment

Scoring Rubric: Award 1-4 points in each category, using this scoring scale:

- |   |                     |
|---|---------------------|
| 1. Less than Proficient (Less than 50% of Target Achieved):         | No Payment          |
| 2. Proficient (More than 50% but Less than 75% of Target Achieved): | 50% of Max. Payment |
| 3. Accomplished (More than 75% of Target Achieved)                  | 75% of Max. Payment |
| 4. Distinguished (Met or Exceeded Target):                          | Max. Payment        |

- |  |          |
|--|----------|
| A. Mutual Goal 1 = 50% of Incentive Payment (Max. = \$7,686)       | A. _____ |
| Description of Goal: "School System of Choice"- Structure          |          |
| Target: 100% Complete by June 30, 2014                             |          |
| B. Mutual Goal 2 = 25% of Incentive Payment (Max. = \$3,843)       | B. _____ |
| Description of Goal: "System of Support/Teachers & Administrators" |          |
| Target: 100% Complete by June 30, 2014                             |          |
| C. Mutual Goal 3 = 25% of Incentive Payment (Max. = \$3,843)       | C. _____ |
| Description of Goal: "Pyramid for Success/Students"                |          |
| Target: 100% Complete by June 30, 2014                             |          |

**DISTRICT PERFORMANCE SCORING INSTRUCTIONS**  
(used for Base Salary Increase, Part B)

- |  |                  |                     |
|--|------------------|---------------------|
| 1. Math/Elementary                                   | Grid Score :     | _____               |
| 2. Language Arts/Elementary:                         | Grid Score:      | _____               |
| 3. Math/Middle School:                               | Grid Score:      | _____               |
| 4. Language Arts/Middle School:                      | Grid Score:      | _____               |
| 5. Math/High School:                                 | Grid Score       | _____               |
| 6. Language Arts/High School:                        | Grid Score :     | _____               |
| 7. Graduation Rate based on prior year (Target:___): | Grad Rate Score: | _____               |
|  | <b>TOTAL:</b>    | _____               |
|  |                  | (28 points maximum) |

- |               |                      |
|---------------|----------------------|
| 0-14 points:  | No Increase          |
| 15-20 points: | 50% of Max. Increase |
| 21-25 points: | 75% of Max. Increase |
| 26-28 points: | Max. Payment         |

Scoring Scale: (Performance Items 1-6)

GRID SCALE

<u>Current Performance</u>	<u>Improvement from Previous Year</u>			
<u>(% Passing ISTEP+ or ECA)</u>	Score: <u>4</u>	<u>3</u>	<u>2</u>	<u>0</u>
90% or Above:	>=90%	N/A	N/A	N/A
80% - 89.99%:	+1%	< 1%	N/A	N/A
70% - 79.99%:	+3%	+2%	+1%	< 1%
60% - 69.99%:	+4%	+3%	+2%	< 2%
50% - 59.99%:	+5%	+4%	+3%	< 3%
Below 50%:	N/A	N/A	N/A	=< 50%

Grad Rate Scale (Performance Item 7)

- 0 = Performance Drops from Prior Year and Falls Below State Average
- 1 = Performance Drops from Prior Year, But Remains Above State Average
- 2 = Performance Remains the Same as Prior Year
- 3 = Performance Improves from Prior Year but Short of Target
- 4 = Performance Meets or Exceeds Target

Superintendents Compensation Determination Worksheet for 2014-15	<p>A motion was made by Stephen Corona, seconded by Becky Hill, that the recommendation concerning the Superintendents Compensation Determination Worksheet for 2014-15 be approved. Roll Call: Ayes, Stephen Corona, Becky Hill, Julie Hollingsworth, Jordan Lebamoff and Mark GiaQuinta; nays, Lisa Olinger and Glenna Jehl.</p> <p>Board member Glenna Jehl commented that she thought the climate was wrong and it was insensitive to approve a calculation for a significant increase and performance bonus for the Superintendent. She thought it might foster resentment in other employees to have so much money going to leadership.</p>
Comments	<p>Board members offered condolences to the family of former Board member Bettye Poignard who died November 27.</p> <p>Board member Julie Hollingsworth commented about improving K-12 computer science education. She encouraged people to go to <a href="http://code.org">code.org</a> to check out how easy it could be to start learning. Ms. Hollingsworth thanked Principal Bill Critell for a great visit to St. Joe Central. She also visited Anthis and saw the pride the students had in their school.</p> <p>Board member Lisa Olinger also encouraged everyone to visit the <a href="http://code.org">code.org</a> site. She thinks the logic learned through computer science is helpful in all areas.</p> <p>Board members wished all a safe and happy holiday.</p> <p>Dr. Robinson reminded everyone that winter break begins on December 23 with students returning to school on January 6. She asks parents to help with keeping students safe and warm when the weather gets colder.</p>
Next Meeting	<p>The next regular meeting of the Board is scheduled for Monday, January 13, 2014 at 6:00 p.m. in the Lester L. Grile Administrative Center.</p>
Signatures	<p>Documents to be signed by members of the Board were the Regular Board Meeting Minutes from November 25, 2013, Payroll Certifications and Voucher List.</p>
Adjournment and Dismissal	<p>There being no further business and no speakers, upon a motion by Stephen Corona, seconded by Julie Hollingsworth, the meeting was adjourned and dismissed at 7:28 p.m.</p>

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President  
Mark E. GiaQuinta

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Vice President  
Stephen Corona

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Secretary  
Julie Hollingsworth

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Member  
Becky Hill

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Member  
Glenna Jehl

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Member  
Jordan Lebamoff

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Member  
Lisa Olinger