

VISION OF THE CORPORATION

The vision of the Crawfordsville Community School Corporation is to provide each student with a foundation for building a successful future as a responsible, productive citizen in a global society.

MISSION AND GOALS OF THE CORPORATION

The mission and goals of the Crawfordsville Community Schools are to:

- Support a variety of paths to academic success and lifelong learning
- Support character education and character development in the school community
- Support the appropriate use of fiscal resources to maintain and enhance the community's investment in education
- Support programs to overcome obstacles that interfere with learning
- Support the involvement of parents and community as partners in education



RESPECT

- Treat others with respect, follow the Golden Rule
- Be tolerant of differences
- Use good manners, not bad language
- Be considerate of the feelings of others
- Don't threaten, hit, or hurt anyone
- Deal peacefully with anger, insults, and disagreements

**Crawfordsville Community School Corporation
Board of Education – Regular Meeting
Tuesday, November 14, 2023 at 5:30 p.m.
Carnegie Museum - 222 S. Washington St.**

MINUTES

- I. **Roll Call:** Steve McLaughlin, Kathy Brown, Susan Albrecht, Monte Thompson, Kent Minnette, Rex Ryker, Brent Bokhart, Andrew Nicodemus, Emily Race, Tina McGrady, Sonni Eden, Shannon Rustin, Alexis Carson, Stephanie Wilkinson
- II. **CHARACTER COUNTS!SM Corporation – *Pillar of Respect***
- III. **Pledge of Allegiance**
- IV. **Consent Agenda: Approve Previous Meeting Minutes, Construction Accounts Payable Voucher, Payroll Claims Vouchers, Register of Accounts Payable Voucher, and Surplus Items**
Kathy Brown made a motion to approve seconded by Susan Albrecht. Vote: 5-0
- V. **Old Business**
 - a. Consider [5051 Selection of Media Center Material](#) - **Second Reading**
This policy is being updated to reflect language with recent legislation to include reference to material that is considered “obscene” or “harmful to minors.” Indiana Code is referenced in the policy as well in terms of the legal definition of “obscene” or “harmful to minors.” I, Brent Bokhart, recommend the board approve Policy 5051.
Kent Minnette made a motion to approve seconded by Kathy Brown. Vote: 5-0
- VI. **New Business**
 - a. **Consider Ratification of the Collective Bargaining Agreement with Crawfordsville Education Association**
A public hearing on negotiations was held on Thursday, September 14, 2023. A public meeting was held on November 8, 2023. Tonight I, Rex Ryker, present the Board with the Collective Bargaining Agreement for the 2023-24 school year for ratification.
First, it was a professional pleasure to work with the CEA representatives. Emily Race, Stacey Guard, and Lexi Carson were always prepared and held strong to what they wanted for teachers. We worked through different perspectives toward agreed-upon goals.
We focused on salary and respect for years of service in our efforts to retain our current teachers and attract new teachers. Our new base teacher salaries range from \$46,400 to \$82,800, with a new average of \$59,646, up from \$57,056. The average increase was \$2,918 dollars.

We added back an incentive and reward for earning graduate degrees that allow us to provide greater course offerings for our students. Individuals with a content-area master's degree receive an additional \$1,500 and \$2,500 for a content-area degree beyond a master's degree.

We increased our 401(a) matching by 25%, and the high school ECA schedule by \$26,405.

To show gratitude to our teachers who have been with Crawfordsville for 20 or more years, we will provide a progressive longevity stipend paid into the employees' 401(a) that increases by \$500 from \$1000 for every fifth-year increment. For example, after the 20th year, a teacher receives a \$1,000 stipend into their 401(a), and a teacher after the 25th year of service receives a \$1,500 stipend. This stipend progresses to 45 years at \$3,500.

I am very excited to announce that we continue to improve our care for employees and their families by increasing our parental leave to 10 paid days and removing the spousal carve-out language allowing families to have the same healthcare providers and benefits. We have a 0% increase in our health insurance cost for employees.

We now have a CBA that will be foundational for retaining teachers and attracting teachers.

I, Rex Ryker, recommend the Board ratify the 2023-24 Collective Bargaining Agreement.

Monte Thompson made a motion to approve seconded by Susan Albrecht. Vote: 5-0

b. Consider Eclipse Arrangements for April 8, 2024

After multiple discussion meetings with the teacher representatives, I recommend the board approve an early, two-hour dismissal of our elementary students on April 8th, 2024.

This will allow us to drop off our students before the eclipse is significant. We will have a complete day for our secondary students as the eclipse will be completed before our students are dismissed. Our secondary teachers have been planning lessons and activities for the day and believe it will be a great opportunity. I recommend the board approve a 2-hour early dismissal for our elementary students on Monday, April 8th, 2024.

Kathy Brown made a motion to approve the arrangements seconded by Kent Minnette. Vote: 5-0

c. Consider Classified Salary Schedule

The starting wage for aides increased 12% from last year. Bus driver pay increased 8.3% from last year. All other adjustments represent a 4% increase. I, Brent Bokhart, recommend the board approve the 2023-24 Classified Salary Schedule.

Susan Albrecht made a motion to approve seconded by Monte Thompson. Vote: 5-0

d. Consider Resolution Authorizing the Issuance of Temporary Loan Tax Anticipation Warrants

These Warrants are Loans that CCSC has done each year to insure against property tax shortfalls or delays. The maximum loan amounts are set forth in the resolution in your packets with actual sizing amounts to be determined in December. I would recommend approval of this resolution for the possibility of filing for Tax Anticipation Warrants for 2024.

Kent Minnette made a motion to approve seconded by Kathy Brown. Vote: 5-0

VII. Personnel

- a. Consider Katie Compton Resignation - Hose Title I Reading Specialist
- b. Consider Leah Sizemore Resignation - Hose Teachers Aide
- c. Consider Korey Warren Resignation - Nicholson Speech Language Pathologist
- d. Consider Andy Craig Retirement - CMS Physical Education Teacher
- e. Recommend Kaylee Fletcher - Hose Library Assistant
- f. Recommend Jami Booker - Hose Reading Interventionist
- g. Recommend Ivy Ballenger - Hoover Special Education Assistant

Kathy Brown made a motion to approve seconded by Monte Thompson. Vote: 5-0

VIII. Business Manager Report - Andrew Nicodemus

A. Debt Collection

1. We have entered into a working agreement with Kinum Inc, out of Indianapolis, for debt collection (specifically Curricular Materials Rental and Food Service). We will combine

this arrangement with our current relationship with the Tax Refund Exchange and Compliance System (TRECS) to maximize our capabilities to collect on these debts owed to the School Corporation. We have ended our relationship with Receivables Management Partners (RMP) with the exception of current accounts that have payment arrangements with RMP.

B. Payroll

1. We have expanded our relationship with Frontline Education. Currently we have been using Frontline for Absence Management and we will not have the Absence Management, in an extended format that will be more paperless than the current system, and Time and Attendance, beginning next semester, that will allow us to bring all hourly staff into the same system for timekeeping and reporting into payroll. This system will allow us to become more efficient during payroll weeks.

C. Grants

1. We have received conditional approval for our Special Education Part B grant that covers payroll and benefits for our local Special Education Teachers. The condition that needs to be met is the Maintenance of Effort which states that we will have increased coverage of Local and State Expenditures for Special Education from one year to the next. We must complete this Maintenance of Effort calculation for FY21 and FY22. I have completed this calculation and have sent it on for review by the DOE.
2. We have received notification from DOE that we were approved for a competitive K-12 Robotics State Grant. This grant has been written to cover the CHS Robotics Coaching Stipends as well as Supplies and Competition Registrations for the 3 robotics teams at the High School. We will look to expand this grant in future years to help cover expenses for an expanded High School and the addition of the Middle School teams. Thank Stiles Garverick, High School Robotics Coach, for working with me to write this grant.

IX. Assistant Superintendent Report - Dr. Brent Bokhart

A. Curriculum, Instruction, and Assessment

1. High Reliability Schools

- a. On October 13th we held an all staff PD with Marzano Associate, Shelly Swanson. Level 1 was reviewed with all staff prior to splitting into two sessions of elementary and then secondary with a focus on collaborative teams. Each school principal has also met with Shelly for one on one data analysis sessions and next steps moving forward with identifying strengths and areas of growth for certification.

B. Operations

1. Wellness and Safety

- a. Reunification drill with CHS relocating to CMS for practicing procedures in reunification occurred on October 24th. Overall things went smoothly. This was just the second reunification for CHS to CMS, so a few communication and operational things were taken to be adjusted in procedures. Parent feedback was overall positive as well with appreciation for continued practice of safety procedures.
- b. Mental Health Summit - Held on October 26th at HHSB. 46 students across the three districts attended. CHS had 16 students attend, all providing feedback that it was positive and beneficial, enjoying the opportunity to openly discuss issues related to mental health. Wabash College will provide a detailed report of findings in December, which will also be compared to last year's report.
- c. Bring Change to Mind - Student led group that provides in house opportunities to meet and discuss mental health challenges and issues. Leadership team meeting of students and staff is on November 29th with Regional Bring Change to Mind Director to plan the kick off of this opportunity.

X. Superintendent Report - Dr. Rex Ryker

A. Educational and Instructional Leadership

1. I had the privilege of joining seven elementary teachers in attending the 2023 National Association of Gifted Children conference. Anita Harris, Alyssa McGaughey, Kristi Bowker, Shelle Wheeler, Amy Hensley, Amber Rohr, and Andrew Swank attended. It was a true delight hearing them discuss ideas after each round of sessions.
2. We achieved our Legally Licensed Exempt Provider or LLEP status for our Preschool to allow us to begin accepting vouchers for our preschool students. We are now preparing to offer our community a 5-day, full-day early learning center option. Many students and families will benefit from us offering such an excellent preschool program option. In December, we will return with ideas on how we will share the news of our new preschool program. Huge thanks and congratulations to Mrs. Cooper and Mrs. Plunkett for their efforts to prepare us for this opportunity.

B. Community

1. I was pleased to present with the other two local corporations at our Community Council meeting. I've provided each of you with the sheet I shared along with the question and answer session. Our county schools offer much for our community, and we each have our strengths and local areas of focus.
2. Hoover was designated as a Purple Star school for their commitment to service members, veterans, and the students and families connected to our nation's military. Hoover has long held a great program honoring our military families, and this is a well-deserved recognition. Hoover also had a student march in the local Veterans Day parade. Nicholson had their first Veterans program and will hopefully take the steps to join Hoover next year as a Purple Star school.
3. Thank you to the Carnegie Museum for hosting our Art Show
4. Please check out the Oracle, as it captures so many acts of caring and achievement within our school community. One of my favorite stories is titled "Where the Wild Things Are" comes to life. It shows the collaborative effort between our CHS and Hose Elementary art programs. Ms. Nickel's first-grade art students listened to the well-loved book, "Where the Wild Things Are," and drew their own Wild Thing creatures. Then Mrs. Ellenbarger's high school students brought them to life by printing them in 3D form.

XI. Other

XII. Board Member Communication

XIII. Patron Comments

XIV. Adjournment

Patron's Comments are limited to 3 minutes per spokesperson for a total of 30 minutes.

The meeting site is fully accessible. Any person requiring further accommodation should contact the Superintendent at the School Corporation's central office.