

CENTER GROVE COMMUNITY SCHOOL CORPORATION
BOARD OF SCHOOL TRUSTEES
September 18, 2014

MINUTES

Board of School Trustees of the Center Grove Community School Corporation met in regular session beginning at 7:00 p.m. on Thursday, September 18, 2014, in the Board Room at the Education Service Center, 4800 West Stones Crossing Road, Greenwood, Indiana.

Board members present:

Scott Alexander, President	<u>X</u>
Carol Tumey, Vice President	<u>X</u>
Adam Norman, Secretary	<u>X</u>
Rob Richards, Member	<u>X</u>
Jack Russell, Member	<u>X</u>

Also present:

Rich Arkanoff, Superintendent	<u>X</u>
Bill Long, Assistant Superintendent	<u>X</u>
Sally Hacker, Human Resources Director	<u>X</u>
Paul Gabriel, Chief Financial Officer	<u>X</u>

Stacy Conrad, Communication Specialist
Eric Howe, Hunt Construction Group
Tricia Ferguson, Center Grove High School Assistant Principal
Wendy Kruger, Director of Curriculum
Dave Statler, Facilities Engineer

1. CALL TO ORDER

President Scott Alexander called the meeting to order at 7:00 p.m.

President Alexander noted Executive Session would reconvene at the end of the meeting.

2. PLEDGE OF ALLEGIANCE

High school student Kaylee Marsh led the Pledge of Allegiance.

3. APPROVE AGENDA

It was recommended that the agenda for the September 18, 2014 Regular Meeting of the Board be approved as presented.

Motion by Tumey seconded by Russell vote 5-0

4. RECOGNITION / PRESENTATIONS

In the Spotlight

This evening's In the Spotlight featured Center Grove High School (CGHS). Assistant principal Tricia Ferguson recognized senior, Early College student and lead ambassador for incoming Freshmen, Kaylee Marsh, for demonstrating what it means to be a Trojan at CGHS. Assistant principal Ferguson also recognized registrar Beth Duffey and guidance secretary Karen Cornett (not present) for working tirelessly to ensure students' needs are met. Special education teacher Cathy Campolattara was also recognized for spending countless hours advocating for and serving her special education students, as well as working for general education student success.

Vice President Carol Tumey expressed her gratitude to the staff members recognized for their service to students and congratulated them all on being recognized. Board member Jack Russell echoed the sentiments.

5. PUBLIC COMMENTS REGARDING AGENDA ITEMS

The following individual(s) registered their intention to participate in the public portion of the meeting upon their arrival at the meeting and addressed the board accordingly:

Marlene West (6500 West Road 375 North, Bargersville, IN) spoke on behalf of the transportation department. As a bus driver, she complimented director of transportation Rick Pederson for his work on bus evacuation procedures for students with special needs.

6. CONSENT ITEMS

It was recommended that the following Consent Agenda items be approved as presented: Approval of Minutes (8/21/2014 Regular Meeting/Executive Session), Personnel Report, Claims (Accounts Payable and Payroll) and Field Trip Report.

Motion by Norman seconded by Richards vote 5-0

7. ACTION ITEMS

Approve Financial Details of New Collective Bargaining Agreement

Superintendent's Recommendation: It is recommended the board approve and adopt the financial details of the Collective Bargaining Agreement between the board of school trustees for Center Grove Community School Corporation and the United Teachers Association of Center Grove (UTACG), effective upon ratification, September 18, 2014 through June 30, 2015.

Director of human resources Sally Hacker provided additional information on the agreement. On September 11, 2014 a tentative agreement was reached regarding wage and wage-related benefits that will be included in the new agreement, as allowed and required by Indiana Code. The new agreement may only include wage and wage-related benefits; therefore, the rest of the current language that is not specifically wage or wage-related will be removed from the agreement and either added as board policy, compiled into the certified staff handbook or discussed with UTACG at corporation discussions.

Motion by Russell seconded by Norman vote 4-1

In favor - Alexander, Norman, Tumey and Russell
Opposed - Richards

Board member Rob Richards expressed his gratitude to UTACG president Katie Hoffmann and the UTACG and administrative negotiation teams for all their efforts and progress with the agreement. He also expressed his pleasure with the pay increase Center Grove is able to afford our staff. Mr. Richards commented that his "no" vote was because he does not feel the intent of the law and directives set forth have been met as it pertains to pay for performance. He feels a major component is missing and finds it inconsistent that those designated as "Needs Improvement" or "Ineffective" should get nothing and those designated as "Effective" and "Highly Effective" should receive the same pay for performance - different categories should receive different levels of performance incentive pay.

Point of clarification for board member Jack Russell: The negotiation committee will spend time next year discussing/addressing board member Richards' concerns.

Approve Raise for Level A, B and C Employees

Superintendent's Recommendation: It is recommended the board amend Level A, B and C salary and wage schedules reflecting a 2.57% salary or wage increase, effective July 1, 2014.

Mrs. Hacker provided additional information on the raise. This includes raises for all administrators and all permanent support staff and will be retroactive to the first employee work day on or after July 1, 2014. The cost of this raise is approximately \$230,000 and has been built into the 2015 General Fund budget.

Motion by Norman seconded by Tumey vote 5-0

Point of clarification for board member Russell: This includes raises for all administrators except the superintendent.

Approve Stipend for Level A, B and C Employees

Superintendent's Recommendation: It is recommended the board approve stipends for Level A, B and C employees such that employees will receive an amount equal to what the teachers receive on a percentage basis. Exact procedures will be developed by the superintendent.

Mrs. Hacker provided additional information on the stipends. In the coming months, the state will be providing money for teacher stipends based on IC 20-43-10-3 (School Performance Awards). When the amount of the performance award money is known, the superintendent will develop specific procedures for the stipend to be paid to non-teaching employees. The timing of when the stipend will be paid depends on when the performance award money is received. The money will come from cash balance.

Motion by Norman seconded by Russell vote 5-0

President Alexander took this opportunity to thank UTACG president Katie Hoffmann and the UTACG and administrative negotiation teams for all their hard work. He is most excited that the process was followed as it was planned, and we have come to a great place/position for all our employees. He is pleased at the end result.

Accept Conflict of Interest Disclosure Statements

Superintendents Recommendation: It is recommended that board accept the conflict of interest disclosure statements submitted by employees, pursuant to IC 35-44.1-1-4.

A list of conflict of interest disclosure statements, submitted by employees, was presented for review and acceptance.

Motion by Russell seconded by Tumey vote 5-0

Point of clarification for secretary Adam Norman: It is the duty of every staff member to disclose his or her personal or family involvement in activities requiring disclosure of a conflict of interest. Notification is sent to employees every year and forms submitted are kept on file with the superintendent.

Accept Bids for High School Renovations

Superintendent's Recommendation: It is recommended the board accept bids from RL Turner for general construction (Bid Category #1) in the amount of \$5,106,000, including alternate bids #1 and #2; Johnson-Melloh, Inc. for mechanical (Bid Category #2) in the amount of \$3,005,000, including alternate bids #1 and #6 and HVAC controls; Fredericks, Inc. for electrical (Bid Category #3) in the amount of \$2,150,000, including alternate bids #1 and #4; and C&T Design and Equipment Company for food service (Bid Category #4) in the amount of \$95,255.

Assistant superintendent Dr. Bill Long provided additional information on the bids. On September 9, 2014, a total of sixteen (16) bids were opened for the general construction, mechanical, electrical and food service renovations for Center Grove High School (CGHS). After a thorough analysis of the bids by Hunt Construction, CSO Architects and facilities engineer Dave Statler, they recommend accepting the bids from RL Turner, Johnson-Melloh, Inc., Fredericks, Inc. and C&T Design and Equipment Company. All the bids came in under estimates allowing us to accept all alternate bids. Work will begin on or around October 15, 2014 with substantial completion on or before July 15, 2016.

Motion by Norman seconded by Tumey vote 5-0

Point of clarification for board member Russell: Drawings have already been finalized. The majority of the food service bid includes equipment for the new Family and Consumer Science (FACS) area/labs.

President Alexander took this opportunity to express his excitement for the lower than anticipated bids, allowing us to take advantage of alternate bids.

Secretary Norman took this opportunity to express his gratitude to Dr. Long and Dave Statler for their hard work on all the construction projects.

Budget Hearing

Superintendent's Recommendation: It is recommended the board conduct a public hearing on the 2015 Budget, the 2015 Bus Replacement Plan and the 2015 Capital Projects Fund Plan. No board action is required following the public hearing.

This evening's meeting had been appropriately advertised as a hearing on the 2015 budget, the 2015 Bus Replacement Plan, and the 2015 Capital Projects Fund Plan. As part of the budget presentation, superintendent Arkanoff and chief financial officer Dr. Paul Gabriel provided the board with an update on enrollment and presented information regarding the budgets. Following the presentation, president Alexander opened a hearing for the purpose of receiving public comments. There were no public comments, and the hearing was closed. The budgets will be brought to the board for adoption at the October 7, 2014 regular meeting.

Point of clarification for board member Russell: At this time, most budget amounts provided are based on projections. Unknowns include salary adjustments (approved at tonight's meeting), final enrollment numbers, and revenue from the state (expected December 2014/January 2015).

8. REPORTS

Director of curriculum Dr. Wendy Kruger presented a report on the REACH (Through Remediation and Enrichment, Achievement Can Happen) program. Remediation sessions for students in kindergarten through grade five will be offered, as well as two (2) enrichment courses for students in grades four and five. She also thanked the Center Grove Education Foundation for their donation to fund the program.

9. OTHER BUSINESS

Board members provided the following updates:

President Alexander

- Insurance Committee - The committee recently met.

Vice President Tumey

- Central Nine Career Center - Dental assistants program and Skills USA (auto collision repair) were highlighted at last board meeting; student enrollment is at 1,102 (152 students from Center Grove).
- Athletic Booster Club - Booster club members are selling programs at every home football game - prizes can be won at half time if number on the back of program is drawn.
- Wellness Committee - No update shared.

Secretary Norman

- Policies - Expect policy changes to be brought to the board for a first reading at the October 7 regular board meeting.

Board Member Russell

- Center Grove Alternative Academy - CARE Pantry is in need of boxes - looking for sponsor.
- Center Grove Education Foundation - Toast of the Town was successful. Gala for the Grove will again be held at the Indiana Roof Ballroom (February 28, 2015).

Board Member Richards

- Bargersville Planning Commission - Continuing to finalize revised zoning ordinances.
- Greenwood Chamber of Commerce - Bargersville Fall Festival will be September 20 from 9:00 a.m. to 10:00 p.m. Superintendent Arkanoff shared that he has been invited to sit on the panel for an upcoming Town Hall Meeting on September 22.

Strategic Planning Committee

Superintendent Arkanoff expressed his gratitude to everyone who participated in the CG100 meeting - more than 300 people attended. Data collected from the meeting will be shared with the board then brought to the Strategic Planning Committee on September 30. After that it will be posted on the corporation web site.

ISBA/IAPSS Fall Conference Presentations

President Alexander thanked board members and superintendent Arkanoff for all their work on the recent ISBA/IAPSS Fall Conference presentations. Superintendent Arkanoff shared that he received a number of compliments from attendees. Approximately 120 people attended Center Grove's presentations.

10. ANNOUNCEMENTS

President Alexander made the following announcements:

- September 24 & October 1 - Elementary Parent/Teacher Conferences
- September 30 - Strategic Planning Committee Meeting (6:00 p.m. in ESC Board Room)

The next regular board meeting is scheduled for Tuesday, October 7, 2014.

Superintendent Arkanoff took this opportunity to congratulate Sugar Grove principal Dr. Davin Harpe for successfully completing his dissertation and receiving his PhD.

11. ADJOURNMENT

There being no further business to bring before the board, the meeting was adjourned at 8:13 p.m.

Following the regular board meeting at 8:21 p.m., board members reconvened in executive session until 8:43 p.m.