

# School Board Meeting – November 2, 2021

## Regular & Executive Session

CALL TO ORDER AND ROLL CALL – 7:00 P.M.

### ESTABLISH A QUORUM AND PLEDGE OF ALLEGIANCE

The Board of School Trustees of the John Glenn School Corporation met in regular session at 7:00 P.M. on November 2, 2021 at the Walkerton Elementary School Cafeteria. Board members present were Bob Borlik, Dan Drotar, Jared Egger, Bill Groves, Dennis Holland, Christian Mattix, and Ryan Knowlton. There were 34 observers present.

### PUBLIC COMMENT

Mr. Groves noted his appreciation for the community’s involvement in tonight’s meeting. Mr. Groves added that the Board looks forward to hearing input from the community knowing that they put much thought and consideration in their comments.

Nine members of the community addressed the Board to share their thoughts and opinions regarding COVID protocols and medical freedoms. Krystal Fairchild, Erica Franklin, Sarah Greisinger, Angelica Griffin, Ashley Nelson, Raquel Snyder, Tracy Fry, Amanda Bunn and Naomi Nelson all spoke in favor of parental choice.

### DONATIONS & FUNDRAISERS (WES, NLES, UMS, JGHS)

#### Walkerton Elementary School

- Donations
  - School Store (Gift Cards) \$670 Third Grade Teachers

#### North Liberty Elementary School

- Donations
  - Falcon 500 \$100 Art Department
  - Falcon 500 \$181.85 Fourth Grade Team

#### Urey Middle School

- Donations
  - Ultra Manufacturing \$250 Business Club
  - Rick and Kari Weddington \$75 Athletics
  - A&M Home Services, Inc. \$765 Athletics
  - North Liberty Tri Kappa \$100 Business Club

#### John Glenn High School

- Donations
  - Falcon 500 \$100 Softball
- Fundraisers
  - Falcon Robotics 11/1-12/1 Apparel Sale
  - Junior Class 10/26-12/1 Candy Bar Sales
  - NHS 10/29 Halloween Dress Up Day
  - Baseball 11/20 3 on 3 Basketball Tourney
  - Wrestling 11/15-1/1 Popcorn Sales

Mr. Ryan Knowlton made a motion to approve the donations and fundraisers as listed, and Mr. Christian Mattix seconded the motion. The motion carried with a vote of seven to zero.

#### CONSENT AGENDA ITEMS #1 – 4

1. Approve Minutes – October 19, 2021 Regular & Executive Session
2. Approve Claims – 1371 - 1426
3. Approve Personnel Recommendations

#### Retirements/Resignations

- a. Betty Podell                      Weight Room Coordinator, John Glenn High School

#### Appointments/Transfers

There are none at this time.

4. Approve FMLA for Employee #1866

Mr. Bob Borlik made a motion to approve Consent Agenda items 1-4 and Mr. Jared Egger seconded the motion. The motion carried with a vote of seven to zero.

#### NEW BUSINESS

1. Approve Raises and Updated Salaries for Certified Staff and Administrators

Mr. Winchell noted that as we discussed at our last meeting when we held the tentative agreement public hearing, we do have a tentative agreement with the teachers union and a new contract. We really appreciate the state updating their funding formula, which is the per student amount that we receive. It allowed us to do some catching up for our licensed staff, compared to previous years when it has been a little thinner revenue. There will be differentiated raises for teachers and administrators of \$2,000-\$8,000. This is a two year contract. For the second year, teachers and administrators will receive differentiated raises of \$700 or \$775. This year, because of the catch up effort we are doing, we are having the Board approve everyone's current salaries. Mr. Borlik asked how long of a catch up are we trying to offset and Mr. Winchell noted that since 2009 when the state changed the way tax revenue was filtered, and this changed the way schools were funded. As such, it's been since 2009 that our salary increases have not kept up with inflation, or with the salaries of neighboring school corporations. There were several years where situations led to staff members getting a stipend, rather than a salary increase. Mr. Christian Mattix made a motion to approve Raises and Updated Salaries for Certified Staff and Administrators, and Mr. Bob Borlik seconded the motion. The motion carried with a vote of seven to zero.

2. Approve Master Teacher Contract 2021-2023

Mr. Winchell commented that this is the official action to approve the Master Teacher Contract for this year and next. In general, this contract notes the differentiated raises that were approved above, an updated salary schedule that will be used when hiring new teachers, and removes the teacher leadership point language. The TLP removal takes away about 30 hours of teacher work time. We are working together with the teachers association to then establish those duties in the handbook. We have appreciated their team work on this as both of us have worked in good faith. Mr. Kaminski and Mr. Johnson are working on some final contract language regarding the differentiated raises and then the co-presidents of the teacher's union and I will sign the contract, and get it uploaded to the gateway website prior to November 15<sup>th</sup>. Mr. Jared Egger made a motion to approve

Master Teacher Contract, and Mr. Christian Mattix seconded the motion. The motion carried with a vote of seven to zero.

### 3. Approve Classified Staff Raises and Non-Certified Wage Schedule

Mr. Winchell noted that very similar to our teaching staff, our classified staff has, at times, had raises that haven't necessarily kept up with inflation and there have been years that we haven't been able to provide raises. This request reflects a \$2 per hour raise for all hourly employees, an updated regular bus rate of \$100 per day, provides an updated longevity pay scale for bus drivers. The salaried, classified staff will also receive differentiated raises. All of these updated salaries are reflected in the Non-Certified Wage Schedule. Pending your approval, this wage scale will be added to our employee handbook and referenced for all future hires. Mr. Groves asked how long it has been that we have not been able to provide such raises and Mr. Winchell explained that similar to the teachers, it has been since 2009 when the funding formula was changed. He went on to note that raises of this level have never been done before as it has been customary to provide a 1-4% raise. Mr. Dennis Holland made a motion to approve Classified Staff Raises and Non-Certified Wage Schedule, and Mr. Ryan Knowlton seconded the motion. The motion carried with a vote of seven to zero.

### 4. Approve Update to Non-Certified Staff Handbook

Mr. Winchell explained that we need to update page 21 of the non-certified staff handbook. There is some old language regarding a very small, one percent retirement contribution. This one percent retirement contribution has not added up to much for our employees over the past several years. This is why we recommended the \$2 per hour increase in pay. I am also suggesting that we provide a one-time, \$500 stipend to each non-salaried, classified staff member, which in most cases will be more than would be contributed to the retirement fund. We will then discontinue the funding to the 401A retirement account, but still provide self-directed retirement options. Mr. Groves commented that John Glenn School Corporation has the best non-certified staff members around. They conduct themselves professionally and really care about our students. Mr. Bob Borlik made a motion to approve Update to Non-Certified Staff Handbook, and Mr. Christian Mattix seconded the motion. The motion carried with a vote of seven to zero.

### 5. Approve Purchase over \$25,000 – Dishwasher at John Glenn High School for \$58,368.40 from C&T Design and Equipment Company

Mr. Winchell noted that board policy requires us to gather three quotes for any purchase over \$25,000 and under \$150,000. We have gathered three quotes. Mr. Groves, Director of Transportation and Facilities, has worked with Glenda Smith to gather these quotes. This seems like an expensive dishwasher, but it is important to note that this includes a lot of plumbing, electrical, and venting items that need updated prior to the installation of the new unit. This purchase is built into our budget, even though it is happening sooner than we had hoped, we do have the monies earmarked for this. Mr. Bill Groves asked how old the current unit is and Mr. Winchell informed them that this is one of the only units left in the country still operating of this type, we know this because we have tried to repair it, and there are no longer any parts available. Mr. Holland inquired as to why we were switching from gas to electric and Mr. Will Groves, noted that the technology and efficiency have come a long way. The electric booster pump that heats the water to an acceptable temperature is more efficient than the gas variety, and has become the standard. He also noted that we are updating the garbage disposal and exhaust system at the same time. Mr. Ryan Knowlton made a motion to approve Purchase over \$25,000 – Dishwasher at John Glenn High School for \$58,368.40 from C&T Design and Equipment Company and Mr. Dan Drotar seconded the motion. The motion carried with a vote of seven to zero.

### 6. Approve Purchase over \$25,000 – Two 78-Passenger Buses and One Handicap Accessible Mini-bus for \$315,904 from Midwest Transit Equipment

Mr. Winchell explained that as part of our Bus Replacement Plan, we have been planning for many years to order three buses this year. Due to the increasing needs to be ADA compliant, we thought it would be beneficial to purchase a mini bus that is handicap accessible. Obviously there is more expense with this, but we want to be able to provide the best services to kids that we can, and if students want to participate in ECA's, we want to be able to provide them safe transportation. We are also ordering two full size buses. When we originally set the budget for these three buses, we had set aside \$300,000, so we are slightly over budget, but we will also receive \$6,000 in trade in value, making us approximately \$9,000 over budget. This is less than a 1% overage, and with the rate of inflation and all things, I am very happy with where the quotes came in. Mr. Groves was present to answer questions. Mr. Egger inquired if the mini bus would be able to be used to transport students to and from school and Mr. Groves explained that this bus will be able to do that, but it will not be equipped with a stop arm or warning lights. Mr. Winchell went on to remind the Board that we share special education services with Union-North United (Laville) and often times, the only bus available to transport a student who needs a handicap accessible bus is a full sized yellow bus. This newly purchased minibus, that has a lift, will hopefully help us control this type of transportation costs in the future. Mr. Jared Egger made a motion to approve Purchase over \$25,000 – Two 78-Passenger Buses and One Handicap Accessible Mini-bus for \$315,904 from Midwest Transit Equipment, and Mr. Dennis Holland seconded the motion. The motion carried with a vote of seven to zero.

## 7. Public Hearing for Superintendent's Contract

Mr. Groves opened the public hearing at 7:54 P.M. inviting the public for any comments in support of or against the proposed superintendent's contract that was advertised on our website, as well as in the local newspapers. Hearing no comment, the hearing was closed at 7:55 P.M.

## REPORTS

### 1. Superintendent's Report

- Mr. Winchell thanked everyone for their support of his updated contract. He also thanked those who came for public comment, especially for sharing a letter from Dr. Box, the Indiana Health Commissioner. He wanted to make special note of the fourth paragraph that, in summary, states Indiana communicable disease laws require schools to comply with certain disease intervention activities (control measures) to help stop the spread of disease. Schools are legally required to comply with control measures directed to schools. He went on to explain that while JGSC does have discretion on whether kids are masked or not, we do not have discretion to not contract trace or follow quarantine guidelines. We are requiring masking to prevent having to isolate kids. For the week of October 10-16<sup>th</sup>, we had five positive cases that resulted in 19 close contacts. Eleven of those students were able to stay in school due to masking, and eight were required to quarantine. The week of October 17-23<sup>rd</sup>, we had two positive cases with nine close contacts. Again, four of those students were allowed to stay in school, and five had to quarantine. For the week of October 24-31<sup>st</sup>, we had six positive cases with a total of 44 close contacts involving an ECA, 33 of those close contacts were able to stay in school, and only 11 had to quarantine. Even though masking is not popular, and it is not popular to not support parental choice, it is working. We hear you parents, loud and clear. Just because we may not agree with you 100%, does not mean that we do not hear you, or that we don't support and value your opinions. The passion of John Glenn parents is second to none. Mr. Winchell noted that he was concerned that this topic is whittling away the great passion our constituents have for John Glenn. It is heavy on his heart, as well as the Board's hearts. We are excited to report though that conversations have been started with the local health departments about what it looks like to transition to mask optional. We are also sensitive to what constituents are saying in regards to close contact tracing and quarantining, but that is something that is still not in our control. We could end masking today, but we would be legally required to send kids home to quarantine. We are hopeful to work with the local health departments and transition to a mask optional scenario.

- Reminder to the Board that we will only hold one Board Meeting this month due to the Thanksgiving Holiday, and then again in December, we will also only have one meeting due to the holidays as well. We will announce next month our plans for our January meetings.

### BOARD COMMENTS/QUESTIONS

Mr. Holland commented that he appreciates the public coming and speaking before the Board. We do hear you, but we ask that you also hear us in regards to what the State and health department is telling us.

Mr. Knowlton noted that he thinks it is very unfortunate the position that Indianapolis is putting school boards in. We are not doctors, we should not be making medical decisions but since the Governor has said we are doing this, we are. In response to a comment made from the crowd asking if the Board was getting raises, he replied, we make \$2,000 a year to be on the Board. We are here to make the best decisions we can for kids. We may not agree, but we have to get along.

Mr. Groves noted that he wants everyone to know there are two sides to every coin. I have been on the Board for 23 years and I'm not afraid to be voted out. I am here to make the best decisions I can for all the children of our corporation. We will not always agree, and I am okay with that. We care about all kids in this school corporation. We had nine people come speak tonight, there are many others at home that we hear from, who do not come to the meetings. Our job as board members is to listen to everybody, even those that oppose our policies. You may want us to get into a debate, and get into issues, but we will not be doing that. Mr. Winchell will be the one to speak for us, and help us to make the best decisions we can for our kids. I respect your passion, and the feelings you have for your kids.

### UPCOMING CALENDAR EVENTS

November 1, 2021	JGHS Spell Bowl
November 2, 2021	UMS Spell Bowl
November 5, 2021	WES Fish Fry
November 13, 2021	UMS & JGHS State Spell Bowl
November 15, 2021	Elementary Spell Bowl
November 19-21, 2021	JGHS Fall Play
November 24-26, 2021	Thanksgiving Break – No School

NEXT MEETING DATE: December 7, 2021                      Walkerton Elementary School Cafeteria                      7PM

### ADJOURNMENT

Mr. Bill Groves called the meeting adjourned at 8:05 PM.

### EXECUTIVE SESSION

An Executive Session was held immediately following the Regular Session to discuss the purchase or lease of real property and school safety. No other matters were discussed. Mr. Bill Groves called the Executive Session adjourned at 9:35 P.M.

PRES. \_\_\_\_\_

\_\_\_\_\_

SEC'Y. \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_