

NORTHERN WELLS COMMUNITY SCHOOLS  
REGULAR SCHOOL BOARD MEETING  
OSSIAN ELEMENTARY SCHOOL  
TUESDAY, NOVEMBER 6, 2018  
6:30 P.M.

Public Comment

Scott Elzey asked if there was anyone present who wished to make a comment to the Board. No comments were made.

Call to Order

Public notice of the date, time and place of the Board meeting had been previously posted according to statute on Thursday, November 1, 2018, at 4:00 p.m. local time.

Scott Elzey called to order the regular meeting of the Board of School Trustees. Present at the meeting were Scott Elzey, President; Donna Spear, Vice-President; Angie Topp, Secretary; Gene Donaghy, Member; Peggy Eschenbacher, Member; Superintendent Scott Mills; and guests.

NOTE: All actions of the Board were duly moved, seconded and adopted upon unanimous vote of the Board, and without dissenting vote or abstention, unless otherwise stated.

Approval of the Minutes

Superintendent Mills recommended approval of the minutes of the executive session and regular board meeting of October 16, 2018. Following review by the Board and responses to questions posed, the Board approved the minutes as presented.

Approval of Claims

Superintendent Mills asked if there were any questions concerning the claims. Following review by the Board and responses posed, the Board approved the claims as presented.

General Fund	18,994.81
Capital Projects	33,099.68
Capital Projects Emerg. Repair	1,655.00
School Transportation	16,375.68
School Lunch	7,084.43
Curricular Materials Rental	2,414.53
School Lunch Donation	648.64
Donation to Schools for Students	227.00
CADA GRAMT-DRUG Screening	1,186.45
FY19 Secured School Safety Grant	5,696.99
CTE Career/Tech Grant	80.00
Title I, 2017-18 School Year	141.05
Title I, 2018-19 School Year	51.24

Personnel

Superintendent Mills presented the following personnel items and donations.

Resignations:

Jennifer Wendel – OES Bear Care  
Breanna Colvin – OES Kindergarten Teacher

Retirements:

Christine Ferguson – LES Resource Assistant

Leave:

Jill Jones

Recommendations:

Nicole Graft – OES Kindergarten Teacher  
Michelle Sanchez – LES Teaching Assistant

Donations:

NMS Donations to Crusader Parents from  
\$100 - Craigville Telephone Co., Inc  
\$50 - State Farm-Kevin Beaty Ins. Agency, Inc.  
\$50 - Troxel Equipment Company  
\$25 - Family Ford  
\$50 – Pretzels Inc.  
\$250 - Sweetwater Sound, Inc.  
\$250 - Roembke MFG & Design, Inc  
\$200 - First Bank of Berne

Following review by the Board and responses to questions posed, the Board approved the personnel items and donations as presented. (See Attached)

Textbooks 3<sup>rd</sup> Adoption

Superintendent Mills recommended that the Board approve the textbooks for 3<sup>rd</sup> Adoption. Following review by the Board and responses to questions posed, the Board approved the 3<sup>rd</sup> Adoption as presented. (See Attached)

NHS Marching Band Overnight Trip Request

Superintendent Mills recommended that the Board ratify his decision to approve an overnight trip for NHS Marching Band to Lucas Oil Stadium for the ISSMA State Finals, November 2-3, 2018. Following review by the Board and responses to questions posed, the Board approved the trip as presented. (See Attached)

Superintendent's Report

Superintendent Mills reported that the Strategic Planning meeting is scheduled for Monday, November 12<sup>th</sup> at the Central Office. Mills shared that the next Board meeting will take place at the high school on November 20<sup>th</sup> and that they would like to recognize the NHS Band for placing 6<sup>th</sup> in the State Finals, and Sydney Lambert's achievements in the State Cross Country meet.

Member Gene Donaghy commended the NHS Band for their accomplishments and the many hours over the summer that the band practiced, saying "Great Job!" Donaghy also stated his appreciation to NHS baseball coach Dave Goodmiller and wife for cleaning up the baseball diamond for the spring.

Adjournment

There being no further business, the School Board meeting was adjourned.

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Scott Elzey, President

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Donna Spear, Vice-President

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Angie Topp, Secretary

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Gene Donaghy, Member

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Peggy Eschenbacher, Member

NORTHERN WELLS COMMUNITY SCHOOLS  
EXECUTIVE SESSION & REGULAR SCHOOL BOARD MEETING  
NORWELL HIGH SCHOOL  
TUESDAY, NOVEMBER 20, 2018  
4:30 & 5:30 P.M.

Executive Session

Public notice of the date, time, place and specific reference to the enumerated instance for which the executive session was held had been previously posted according to statute on November 15, 2018, at 4:00 p.m. local time.

Scott Elzey called to order the executive session of the Board of School Trustees. Present at the meeting were Scott Elzey, President; Donna Spear, Vice-President; Angie Topp, Secretary; Gene Donaghy, Member; Peggy Eschenbacher, Member; and Superintendent Mills.

We hereby certify that the Board met in executive session for the following purpose in accordance with I.C. 5-14-1.5-6.1(b):

The discussion of the assessment, design, and implementation of school safety and security measures, plans, and systems.

We further certify that no subject matter other than the subject specified in the public notice was discussed.

The meeting was adjourned and moved into regular session.

Public Comment

Scott Elzey asked if there was anyone present who wished to make a comment to the Board. No comments were made.

Call to Order

Public notice of the date, time and place of the Board meeting had been previously posted according to statute on Thursday, November 15, 2018, at 4:00 p.m. local time.

Scott Elzey called to order the regular meeting of the Board of School Trustees. Present at the meeting were Scott Elzey, President; Donna Spear, Vice-President; Angie Topp, Secretary; Gene Donaghy, Member; Peggy Eschenbacher, Member, Superintendent Scott Mills, Jennifer Nes, Glen Werling (News-banner) and guests.

NOTE: All actions of the Board were duly moved, seconded and adopted upon unanimous vote of the Board, and without dissenting vote or abstention, unless otherwise stated.

### NHS/NMS Fall Sports Summary

NHS Athletic Director, Kelby Weybright and NMS Asst. Principal/Athletic Director, Holly Morgan presented Fall Sports Summaries. Morgan reported the number of NMS students who participated in football, volleyball, cheer, and cross-country, season records from 2016-2018, NE8 rank, the number of students per grade level who participated, the season highlights for each sport, and Morgan also commended Coach McAfee for bringing the Boys Cross-Country team together after the loss of teammate Gabe Norris. Weybright reported that overall the NHS season was strong, highlighting the outstanding Girls Cross-Country team, saying he would like to continue to see kids getting involved. Weybright shared a power point, "What's Next for NHS/NMS Athletics Facility Upgrades", sharing a quote, "Think big, dream big, believe big, and the results will be big". Weybright covered items such as a new football field with turf, a 9 lane track, construction of a building at the east end of the football stadium for athletics that would include locker rooms, public restrooms, training area, equipment storage, etc., tennis courts & basketball floor redone, and other misc. items. (See Attached) Morgan asked the board to consider the request in New Business to hire an assistant for NHS/NMS athletics, this person would help support the athletics department with the many tasks involved. Weybright shared that having an assistant would help to carve out more time to direct athletics not just manage. The Board thanked Weybright and Morgan for their presentation.

### Recognition of Norwell Marching Knights

NHS Principal, David Parker introduced NHS Band Director, Cory Kelley, congratulating Kelley for the Norwell Marching Knights 6<sup>th</sup> place finish at the Indiana State School Music Association state championship. Parker added that it wasn't about the destination but the journey for the band. Kelley thanked Andy & Karen Beckstein, Sweetwater Sound, Indiana Technical Installations, and Myer Funeral Home for their contributions to help make the trip a success. Kelley also thanked Jason Brown, & Mike Satterthwaite. Kelley shared, "The community came alive and we feel blessed and honored!" Kelley introduced members of the band including Calvin Stoller, Shelby Stinson, Elizabeth Schmidt, Mercy McLemore, and Kassidy Puterbaugh, each of the students shared their involvement in the band and what a great experience it was. Superintendent Mills and Board members congratulated Cory Kelley and the students for doing a great job.

### Recognition of Sydney Lambert, State Finalist Cross Country

NHS Principal, David Parker introduced NHS junior Sydney Lambert and her parent Jamie Lambert. Parker shared that Lambert has shown great sportsmanship and is very supportive to her teammates and competitors. The Board presented Lambert with a certificate in recognition of her being a Cross Country State Finalist.

Parker also shared his support for the consideration to approve the new NHS/NMS Athletic assistant position.

Approval of the Minutes

Superintendent Mills recommended approval of the minutes of the regular meeting of November 6, 2018. Following review by the Board and responses to questions posed, the Board approved the minutes as presented.

Approval of Claims

Superintendent Mills asked if there were any questions concerning the claims. Following review by the Board and responses posed, the Board approved the claims as presented.

General Fund	\$122,893.49
Capital Projects	28,343.84
Capital Projects (Emerg Repair)	291.70
School Transportation	53,103.61
School Lunch	34,961.95
Area 18 Vocational-2018/19	17,082.35
State Connectivity	800.00
CTE/Career/Tech Grant	682.26
Title II, Part A FFY17	66.00

Personnel

Superintendent Mills presented the following personnel items.

Resignations:

Carey Dummer – NMS Assistant Track Coach  
John Proegler – NMS Girls Soccer Head Coach

Leave:

Amy Hipsher

Recommendations:

Ashlie Chambers – LES Teaching Assistant  
Suzanne Cyrus – NHS Assistant Swim Coach  
NMS Winter Coaches (\*returning)  
\*John Johnson – Wrestling Coordinator  
\*Tom Walker – NMS Assistant Wrestling Coach  
\*Tanner Lesh – Swim Coordinator  
\*Christina Allen – NMS Assistant Swim Coach – boys  
Melissa Bussel – NMS Assistant Swim Coach - girls  
Anna Sorg – LES Teaching Assistant, start date 12/17/2018

**Donations:**

\$200 Anonymous Donation to the NMS Explorer Club

\$50 Donation from Neoti, LLC to LES Robotics Club

Following review by the Board and responses to questions posed, the Board approved the personnel items and donation as presented. (See Attached)

**Facilities Study by Barton Coe Vilamaa**

Dana Wannemacher of Barton Coe Vilamaa presented information regarding repairs needed for the corporations school buildings and other facilities. Wannabacher discussed items at NHS such as repairs to the tennis courts, gymnasium floor & lighting, D wing items, HVAC in shop areas, roof repair, etc. with total cost \$4,430,085. Items discussed for NMS such as repairs to the roof, underground water tank, VFD/Fill in bladder/water softeners, with a total cost of \$1,194,043.

Items discussed for OES such as roof repair, electrical, water, ventilation, HVAC, generator, etc. with total cost \$5,076,517. Items discussed for LES such as HVAC replacing the heat pumps with a total cost of \$60,500. Superintendent Mills suggested a work session be scheduled on December 11<sup>th</sup> before or after the regular board meeting to discuss more thoroughly the details of the cost and repairs needed. Following questions from the Board and responses to questions posed, the Board thanked Wannebacher for the presentation.

**Wage & Benefit Increases for NWCS Non-Teaching Staff**

Superintendent Mills recommended that the Board approve the following pay increases, administrative contracts, and administrator addendum.

Pay increases for non-certified staff: this includes Custodians, secretarial, nurses, teaching assistants, maintenance, building technology, technology support staff, bus aides, Speech Language Pathology assistants, preschool teaching staff and latch-key. The pay increased by \$.70/hr across the board. Corporation contribution for insurance – same as teachers (single was the same, but family a little more for teachers). The difference is minimal as it relates to the total salary and benefits. The Central Office Payroll position – add additional \$1.00/hr retro-active to July 1, 2017. The following for Bus drivers – Double route daily rate - \$83.99, Single route daily rate - \$79.02 Daily mileage rate - \$0.43 for each mile after mile 35. Extra-curricular travel - \$47.80 for the first four hours + \$11.46 for each additional hour. Years of service - \$37.96/yr for each year after 5 years of service.

**Administrative Contracts, 2-year contracts for July 1, 2018 – June 30, 2020.**

Tim Wilson, NMS Principal: \$92,041 for 225-day contract per year  
Kelby Weybright, NHS AD: \$84,969 for 220-day contract per year  
Holly Morgan, NMS AP/AD: \$81,307 for 210-day contract per year  
Abby Nagel, Title I: \$64,699 for 210-day contract per year  
Ginger Butcher, LES Principal: \$82,500 for 215-day contract  
Alex Nafziger, NHS Asst. Principal: \$72,246 for 210-day contract  
Kristen Wall, OES Asst. Principal: \$68,340 for 210-day contract  
Adam McAfee, LES Asst. Principal: \$68,340 for 210-day contract

Adam Heckber, Supervisor of Buildings and Grounds: \$68,456, 12-mo. contract

Jeff Miller, Director of Technology: \$113,068, 12-month contract

Stephanie Rohr, Director of Transportation: \$67,491, 12-month contract

Contract for July 1, 2018 – June 30, 2019.

Marcia Miller, Director of Food Service: \$63,582, 12-month contract

Administrator contract addendum with insurance changes to include the following; Beginning July 1, 2018, the corporation will pay all but \$5,205 toward the annual premium of a SEBT Family NWD medical insurance plan. If the administrator chooses the SEBT Family HD 1 or HD 2 plans, the corporation will contribute the same amount as would have been applied to the NWD plan. If the administrator chooses a single plan, the corporation will be the entire premium minus one dollar (\$1).

Following review by the Board and responses to questions posed, the Board approved the pay increases, administrative contracts, and administrator addendum resolutions as presented. (See Attached)

### Resolutions

Superintendent Mills recommended the board approve the following resolutions:

- Resolution to create an education fund and operations fund as required by HB 1009-2017.
- Resolution to establish initial funding for the education fund.
- Resolution to establish initial funding for the operations fund from CPF, Transportation and Bus Replacement.
- Resolution to establish initial funding for the operations fund from the General Fund.
- Resolution to establish a recurring transfer from the education fund to the operations fund.

Following review by the Board and responses to questions posed, the Board approved the resolutions in one motion as presented. (See Attached)

### NHS Additional Assistant Basketball Coach Position

Superintendent Mills recommended the board approve an additional NHS assistant basketball coach position for the boys and girls program. Following review by the Board and responses to questions posed, the Board approved the additional coaching position as presented. (See Attached)

### NHS/NMS Athletic Assistant – New Position

Superintendent Mills recommended the board approve a new position at NHS/NMS as Teacher Assistant to help in the office for athletics. Mills noted that the position would assist the athletic department with duties in the office and that the person filling the position could be

asked to sub in a teaching assistant position if needed. Following review by the Board and responses to questions posed, the board approved the NHS/NMS Assistant as presented. (See Attached)

#### OES Additional Teaching Assistants

Superintendent Mills recommended the board approve three additional teaching assistants at Ossian Elementary. Mills shared that the assistants would be used to support the 111 kindergarten students that Ossian Elementary has this year. Following review by the Board and responses to questions posed, the board approved the three additional teaching assistants as presented. (See Attached)

#### NHS Overnight & Out of State Trip Requests

Superintendent Mills recommended that the Board approve the following out of state/overnight trips as listed:

- Overnight Yearbook Lock-In, at NHS November 21<sup>st</sup>, 2018
- Out-of-State Trip German Class/Club to Chicago, December 7<sup>th</sup>, 2018.
- Overnight Wrestling Team Lock-in at NHS November 9<sup>th</sup>, 2018.
- Overnight/Out-of-State Show Choirs “Heart of America” National Competition at Disney World Orlando, March 20-25, 2018.
- Out-of-State Show Choir Competition Sheridan, Ohio, March 16th, 2018.

Following review by the Board and responses to questions posed, the Board approved the trips as presented. (See Attached)

#### NWCS iPad Restriction Levels

NHS Assistant Principal, Alex Nafziger presented information about implementing additional iPad restriction levels. Nafziger said that we want to teach kids to use the technology correctly and that some students have downloaded VPN’s to get information that is not needed. He shared that there would be 3 Levels. Level 1 would be used primarily to restrict a student’s iPad who download a VPN. Level 2 will be used to restrict a student’s iPad whose learning is being affected by their inability to focus in class due to games, apps, or browsing not related to school during school time. Level 3 will be used to restrict a student’s iPad who have proven over time that they cannot function or communicate appropriately using technology or have not shown improvement when other interventions have been put in place. We want to educate the students on the proper use of how to use the ipads. Nafziger shared that he had received input from technology department and administrators. Board member Peggy Eschenbacher asked Nafziger to please come back to the board with more details as to what communication would be given to parents about their child’s level changing and a copy of the notification that would go to all parents about putting the restrictions in effect. Nafziger agreed to return with more details to get Board approval for the iPad Restriction Levels.

### Discussion of eLearning Plan

Superintendent Mills shared that in 2015 a committee was appointed to develop a policy for eLearning and noticed that there were a large number of students who did not have internet or they had poor internet. Due to the lack of internet service, before the devices were taken home they would need to have the eLearning activities downloaded. Mills shared that teachers have 24 hours of notice to upload eLearning on the iPads. On November 15<sup>th</sup>, an eLearning day was not called for this reason. Mills shared that we have a plan right now and do we want to revisit this plan to be able to have an eLearning day “at the drop of a hat”. President Scott Elzey recommended that Mills pursue discussion with the NCTA about possible changes in the plan. Mills said that a recent survey of parents showed that 26 percent did not favor changing the way the corporation currently does eLearning. Board member Angie Topp asked if those were the same parents who opposed eLearning altogether. Topp also said she would like to see the “drop of the hat” eLearning day. Mills said that he would meet with the teachers Tuesday to discuss the possibility.

### Superintendent’s Report

Superintendent Mills reported that NEOLA had created a new policy for Facility Security in reference to the addition of metal detectors saying that we are working on the policy and guidelines for metal detectors in order to have a more organized search than random search.

Mills shared that Strategic Planning met on November 12<sup>th</sup> with feedback showing that we need to focus some of our attention on the social, emotional needs of our students. Mills noted that there is more information on the corporation website for Strategic Planning.

The next Board meeting will be December 11<sup>th</sup> at the Central Office.

Gene Donaghy shared that the “Little Women” production by the NHS theatre department as well done. Donaghy also encouraged those attending to go to the “Best Christmas Pageant Ever” production that will be held at the high school Dec. 7-9<sup>th</sup>.

### Adjournment

There being no further business, the School Board meeting was adjourned.

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Scott Elzey, President

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Donna Spear, Vice-President

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Angie Topp, Secretary

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Gene Donaghy, Member

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Peggy Eschenbacher, Member