

NORTHERN WELLS COMMUNITY SCHOOLS  
EXECUTIVE SESSION & REGULAR SCHOOL BOARD MEETING  
ADMINISTRATIVE OFFICES  
TUESDAY, AUGUST 7, 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 August 2, 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; Peggy Eschenbacher, Member; Gene Donaghy, 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 strategy with respect to Collective bargaining.

The purchase or lease of real property by the governing body up to the time a contract or option to purchase or lease is executed by the parties.

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.

Moment of Silence

Scott Elzey shared that the Board would like to acknowledge and thank the administration and staff for opening up the schools for both the visitation and memorial service for Norwell Middle School student Gabe Norris. Elzey then asked for a moment of silence in remembrance of Gabe.

Call to Order

Public notice of the date, time and place of the Board meeting had been previously posted according to statute on Thursday August 2, 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; Peggy Eschenbacher, Member; Gene Donaghy, 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 regular board meeting of July 17, 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	56,763.59
2017-18 Prf. Development	919.55
Capital Projects	145,797.66
School Transportation	47,204.75
School Lunch	976.49
Child Care Program	476.04
Aquatics Fund	301.50
Formative Assessment	1,650.00
FY19 Secured School Safety Grant	5,696.99
\ Non-English Speaking Program	886.80
Driver Education Program	288.02
Title I, 2017-18 School Year	198.35

Personnel

Superintendent Mills presented the following personnel items.

Resignations:

Sheri Whitney – NHS/NMS Food Service Manager  
Haley Macciomei – NHS Teaching Assistant  
Janice Havener – NHS Life Skills Teacher  
Susanne Tieman – OES Principal  
Bethany Clem – LES Nurse

Recommendations:

OES

Cathy Dunwiddie –Interim Principal 2018-19  
Zoe Mead –OES Kindergarten Teacher  
Bethany Hapner – OES Teaching Assistant  
Extra-Curricular Events/Programs/Club Leaders (See Attached)  
Christa Alig Mentor to Zoe Mead for 2018-19 school year  
Sarah Heath – OES Special Education Teacher

LES

Kylie Bidlack - 4<sup>th</sup> Grade Teacher  
Trisha Ringger - Teaching Assistant  
Nikia Bradley – LES Teaching Assistant  
Krissy Riley – Bobcat Care Supervisor  
Extra-Curricular Events Leaders (See Attached)

NHS

Neil Stinson – NHS Science/Physical Education Teacher  
Leah Glassburn – NHS Special Education Teacher  
Harold (Glen) Welch – NHS Special Education Teacher – Resource  
Bruce Imel – Volunteer Assistant Girls Golf Coach  
Deah Lloyd – Volunteer Assistant Volleyball Coach  
Kristan Conley – NHS Teaching Assistant

Transportation

Kim McKay – Full-Time Bus Driver  
Brenda Springer – Full-Time Bus Driver  
Steve Clark – Full-Time Bus Driver  
Greg Adams – Bus Aide

Food Service

Dawn McGrew – NHS/NMS Food Service Manager  
Debra Fillers – NHS/NMS Assistant Food Service Manager

Clyde Newnum – NHS/NMS Head Custodian

Leave:

Kylie Bidlack – unpaid days  
Brooke Orellana

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

Lancaster Park Proposal – Roger Thornton

Roger Thornton presented his proposal for the old Lancaster Elementary School property that has been leased to the City of Bluffton & Parks Department. Thornton is asking our Board to consider donating the property to the City of Bluffton with a revisionary clause that states if the city does not create a park as he describes then it reverts back to NWCS. The NWCS Board was supportive of the general idea. Superintendent Mills stated that it appears that the ball is in the city's court at this time. (See Attached Proposal & Map)

Stipends for ED Teachers

Superintendent Mills recommended that the Board approve an additional annual stipend to those teachers who fill ED positions. Mills shared that due to the extreme shortage of licensed

teachers who wish to fill teaching positions in the area of Emotional Disabilities (ED), he would recommend NWCS establish an additional annual stipend to reward those teachers who fill these ED positions. Mills noted that he has properly discussed this with the Norwell Classroom Teachers Association. Mills recommended that the stipend have a \$3000 base and that an additional \$500 be added for each year the teacher has served as a special education teacher up to a maximum of \$8000 annually; that the stipend become effective immediately; and that NWCS currently employs three ED teachers one each at Ossian Elementary, Norwell Middle School and Norwell High School. Following review by the Board and responses to questions posed, the Board approved the Stipends for ED teachers as presented. (See Attached)

#### Addition of OES Kindergarten Teacher for 2018-19

Superintendent Mills recommended that the Board approve one additional OES Kindergarten Teacher for the 2018-19 school year. Mills shared that OES Interim Principal Cathy Dunwiddie had requested the need of another teacher due to the number of Kindergarten students at Ossian rising to 113. Following review by the Board and responses to questions posed, the Board approved the addition of a Kindergarten Teacher at Ossian Elementary as presented. (See Attached)

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

#### Superintendent's Report

Superintendent Mills reported that there are 14 new teachers this year and that he was very impressed by the talent and heart they have for education and for students. Mills noted that the 1<sup>st</sup> Teacher day is August 8<sup>th</sup>, that August 10<sup>th</sup> will be opening day for staff at Norwell High School cafeteria, and safety training will follow.

Mills noted that the first day of school is Monday, August 13<sup>th</sup> and he is looking forward to the new school year.

Board member Gene Donaghy shared that Norwell will host the Cross Country Invitational which includes 9 teams this Saturday.

The next Board meeting will be August 21<sup>st</sup> at the Central Office.

#### Adjournment

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

---

Scott Elzey, President

---

Donna Spear, Vice-President

---

Angie Topp, Secretary

---

Gene Donaghy, Member

---

Peggy Eschenbacher, Member

NORTHERN WELLS COMMUNITY SCHOOLS  
EXECUTIVE SESSION & REGULAR SCHOOL BOARD MEETING  
ADMINISTRATIVE OFFICES  
TUESDAY, AUGUST 21, 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 August 16, 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; 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 strategy with respect to Collective bargaining.

The purchase or lease of real property by the governing body up to the time a contract or option to purchase or lease is executed by the parties.

To discuss a job performance evaluation of individual employees. This subdivision does not apply to a discussion of the salary, compensation, or benefits of employees during a budget process.

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 August 16, 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; 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 August 7, 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	198,029.28
2017-18 Prf. Development	644.01
Capital Projects	108,876.39
School Transportation	19,780.06
Curricular Materials Rental	20.00
Formative Assessment	25,115.00
Driver Education Program	195.00
Title I, 2017-18 School Year	2,519.06
Title II, Part A FFY17	750.00

Personnel

Superintendent Mills presented the following personnel items.

Retirements:

Roy Billington – OES Custodian

Recommendations:

Sara Clark – LES Nurse

NHS Extra Curricular

Brandy Baker - Mentor to Glen Welch

Kelly Tucker – Mentor to Laura Dannebohm

Leah Glassburn – Student Council (40%)

Shannon Walters – Student Council (60%)

Dave Goodmiller – NHS Varsity Baseball Coach

Nathan Huss – Groundskeeper

Jamie Feldheiser – NHS Assistant Baseball Coach

Jason Pierce – NHS Assistant Baseball Coach

Neil Stinson – NHS Assistant Baseball Coach

Breanna Colvin – OES Kindergarten Teacher

Elana Mann – NHS Volunteer Asst. Girls Soccer Coach

Leave:

Adam Prater

Travis McClure

**Donations:**

Raymond James/Anonymous Donor \$500 to NHS Football  
H.O.P.E. Ministries (Tri-County Community Ministries) \$500 to  
NMS for student supplies.  
AETNA/Anonymous Donor - \$185.46 to NHS Student Activities  
Six Mile Church Missions - \$100 NHS to Student Activities

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

Review 2017-18 Certified Evaluations

Superintendent Mills reviewed with the Board the NWCS Certified Evaluation outcomes. Mills shared that 8 of NHS teachers were evaluated by the administration to be highly effective and 37 were effective, NMS teachers were 18 highly effective and 19 effective, Lancaster Elementary teachers were 8 highly effective and 29 effective, and Ossian Elementary teachers were 8 highly effective and 26 effective. Mills noted that no teachers at any of the NWCS were rated as ineffective or improvement necessary. Mills said the Teacher Appreciation Grant (TAG) funded by the state requires that highly effective teachers receive 25% more of a TAG reward than effective teachers. He shared that his is opposed to this requirement because it causes resentment amongst the certified staff and that it discourages teachers to want to work together. Mills plans to recommend an the same equalizing stipend for effective teachers at a future board meeting as was approved last year.

Discuss Broadcasting/Recording of Future Board Meetings

Superintendent Mills stated that he had previously met with IT Director, Jeff Miller about possibly broadcasting and or recording future board meetings. Mills asked for feedback from the Board asking what their thoughts were for broadcasting or recording school board meetings. He asked if the board wanted a mobile broadcasting/recording system or a permanent one at Central Office. Secretary Angie Topp added that it would be difficult to have some of the meetings at the Central Office due to the need of more space. Mills asked if the board would want just audio, video & audio, or live. Mills noted that currently the board minutes are public record and are currently posted on the Northern Wells website. Member Peggy Eschenbacher said that it would be good for the video to be easily accessible on the website. Vice-President Donna Spear asked if the video would be live or posted later. Questions were asked about the cost, Mills said he would look at the budget for equipment and personnel required. The Board agreed that videotaping with a camera operator would be best. Mills said that he would get back to the Board after getting more information.

Discuss Exit Interviews Policy

Superintendent Mills discussed with the Board that the corporation does not have a formal policy for exit interviews of employees. Mills shared that he has asked other Upper Wabash Valley Superintendent Study Council members about their current exit interview process. Mills shared the examples with the Board. President Scott Elzey requested that a committee made up of two of the Board members research information on exit interviews such



as an internet surveying tool to do the exit interview, list of questions, a live interview, one on one, or internet based. Member Peggy Eschenbacher and Secretary Angie Topp agreed to be members of the committee.

#### Discuss Teacher Appreciation Grant Policy

Superintendent Mills discussed with the Board that the Teacher Appreciation Grant. He shared our current policy meets the state law and that no board action would have to be taken if the Board wishes to distribute the grant as it did in the past. By board did not request the policy to be changed. Mills shared that he would bring forth a recommendation to provide a stipend for teachers rated as effective when the TAG is distributed. No action would need to be taken tonight on the effective stipend. The TAG distribution and stipend for effective teachers was discussed with the Teachers Association and he would plan to bring back the effective stipend in December.

#### 2019 School Budget Work Session

Superintendent Mills discussed with the Board and guests the 2019 School Budget. Mills presented a power point explaining the Budgeting process including HEA 1009 and other considerations. Mills covered items such as 2019 State Budget Calendar, 2019 NWCS Budget Calendar, Changes from HEA 1009, Education Fund, Operations Fund, Plans Requiring Approval, Resolutions needed for 2019, and the Next Steps. Mills asked if there were any questions. In regards to the Bus Replacement Plan, that would no longer require a 12-year replacement plan but a 5-year replacement plan. Brandon Monticue asked if the buses normally lasted 12 years. Mills responded that most buses do most of which are used as spares. There were no more questions. (See Attached)

#### Superintendent's Report

Superintendent Mills stated that there has been a good start to school this year and that enrollment is up.

Mills shared that NMS teacher Jill Jones had an accident at home resulting in a skull fracture, is in the hospital, and to please keep her and her family in our thoughts and prayers. Mills noted that permission has been granted to release information that had already been posted on the NWCS Facebook page.

The next Board meeting will be September 4, 2018 at Lancaster Central Elementary. Retirees will be honored and new teachers will be greeted with a small reception prior to the start of the meeting.

#### Adjournment

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

---

Scott Elzey, President

---

Donna Spear, Vice-President

---

Angie Topp, Secretary

---

Gene Donaghy, Member

---

Peggy Eschenbacher, Member