

NORTHERN WELLS COMMUNITY SCHOOLS
EXECUTIVE SESSION & REGULAR SCHOOL BOARD MEETING
NORWELL HIGH SCHOOL
TUESDAY, AUGUST 11, 2020
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 6, 2020, at 4:00 p.m. local time.

Angie Topp called to order the executive session of the Board of School Trustees. Present at the meeting were Angie Topp, President; Scott Elzey, Vice-President; Gene Donaghy, Secretary; Karen Harris, Member; Corey Krug, Member; and Superintendents Mills and Springer.

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):

For discussion of strategy with respect to Collective Bargaining.

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

For discussion of records classified as confidential by state or federal statute.

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.

Pledge of Allegiance & Moment of Silence

Call to Order

Public notice of the date, time and place of the Board meeting had been previously posted according to statute on, August 6, 2020, at 4:00 p.m. local time.

Angie Topp called to order the regular meeting of the Board of School Trustees. Present at the meeting were Angie Topp, President; Scott Elzey, Vice-President; Gene Donaghy, Secretary; Karen Harris, Member; Corey Krug; Member, Superintendent Mills, Michael Springer Interim Associate Superintendent, IT Director Jeff Miller, Glen Werling News Banner, Jennifer Nes, NHS Principal David Parker, NHS Assistant Principal Alex Nafziger, NMS Principal Tim Wilson, OES Assistant Principal Kristen Wall (electronically), LES Assistant Principal Adam McAfee (electronically), LES Preschool Teacher Deb Brickley (electronically), NMS Teacher Bill Bostain, NHS Teachers Rhonda Bower & Mark Weinert and 31 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.

Public Comment

Angie Topp asked if there was anyone present who wished to make a comment to the Board. Superintendent Mills said three white cards were received from Bob Kwandrans, Cathie Peterson and Amy Settle and were all in reverence to spectators at sporting events. Mills noted that this was not a topic on the agenda for tonight's meeting.

Bob Kwandrans shared that he has a son who is a Cross Country/Swimmer/Track runner and that they just found out that as parents they will not be able to be spectators at the upcoming Cross Country invitational on Saturday. He said parents will only get two tickets, but they would have to help in order to get into the sporting event and see their kids participate. Kwandrans said his question is what gives the school the right to say that three people can't come, the sibling wouldn't be able to come. He wanted an explanation for why we have to do this if we are outside. He stated that he didn't agree with it.

Cathie Peterson shared that she was there as a parent of fall athletes'. She asked the board to not cave like other schools in the community in limiting and even eliminating fall sports saying that the events are outside and social distancing can be achieved. Peterson asked that the citizens themselves be able to decide for themselves if the risk is worth it or not, that it is a safety matter that parents be there while their kids participate and as support to the kids due to all the changes that they have had to endure over the last 5 months. Saying it is a matter of pride for her as a parent, they have worked hard and she wants to see them succeed.

Amy Settle shared that she is a parent of an athlete and a band student. She asked if our students are able to come to school, wear a mask and not social distance then why can't that be done at sporting and band events also. Settle shared that the music boosters sell concessions at these events and that makes up a large part of their budget and the school corporation is not going to make up that difference and the decisions will effect both the athletics and the band.

President Angie Topp said that she would give Superintendent Mills & Springer an opportunity to respond if they would like to. Superintendent Mills stated he would defer the details to Springer since Springer and NHS Principal David Parker have been working on the day to day details of these things. However, Mills stated that we do live under the guidance of the IHSAA as well as the IDOE. Mills shared that we are trying to make sure that the events take place and not get shut down. Springer shared we are limited to 50% capacity and we are operating within the guidelines given to us. Springer emphasized that the overall goal is that the kids get to play because the biggest thing is we can't be shut down so kids don't get to play. If students can play and spectators have to watch virtually, the kids still get to play. The CC invitational is complicated because of so many teams participating and therefore a lot of people will have trouble social distancing, especially at the finish line. We know some schools are not allowing fans at all, and we are trying to find the balance so kids get to play and as many spectators as possible can attend. NHS Principal Parker shared more details of capacity and what the health department allows. Parker said that Athletic Director Kelby Weybright has been working under the guidance of the IHSAA and they have said that if you are working with your

local health department they may allow you to go beyond the max 250 in segments for example the football field with 250 on the home side and 250 on the away side. Parker said that extra facilities, a separate gate and visitor parking would be needed. There would be limited tickets dispersed, players, cheerleaders, etc. get “x” amount of tickets, and 50 students by lottery. Parker said at this moment that is where we are and we do want people here and to have stands full but we are just trying to work under the confines of what has been placed upon us, unfortunately. Topp shared her appreciation for all the work that has already gone into preparing for this and shared the board’s appreciation for how everyone cares. She added that she hopes others believe that the we are doing everything we can, but we do have restrictions.

Norwell High School 2019-20 AP Results

NHS Principal David Parker shared information about high school advanced placement, including the last 4 years, along with high school instructors Mark Weinert and Rhonda Bower.

Creativity Grant

NMS Principal Tim Wilson introduced NMS Teacher Bill Bostain PLTW. Bostain shared that through the Wells County Foundation they received a grant of \$4990 that will be used to purchase a Glowforge laser cutter for hands on interactive projects that will teach important lessons in science, technology, engineering, art and math. Bostain also shared a promotional video describing what the laser cutter can do.

Approval of the Minutes

Superintendent Mills recommended approval of the minutes of the executive session and regular board meeting conducted July 28, 2020. 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.

Education Fund	146,140.48
Operations Fund	176,167.23
COVID-19 Related Supplies	12,970.59
School Lunch	20,309.83
Curricular Materials Rental	8,000.00
Drivers Ed Program (was 3900)	610.00
State Connectivity Grant	800.00
Title I 2019-20 School Year	3,793.18
Title IV – Project Year 2018	579.50
Title II	1,717.85
<u>CARES Act-18003 Ed Stabilization</u>	<u>190.80</u>

Total of All Funds \$371,279.46

<u>Totals by Clearing</u>	
Group Insurance-Health	42,666.41
<u>Group Insurance – Retiree Health</u>	<u>6,591.00</u>
Total of all Clearing	49,257.41
 Grand Total	 \$420,536.87

Personnel

Superintendent Mills presented the following personnel items.

Retirements:

Lynne Adam – Bus Driver
Tim Kunkel – Bus Driver
Lori Bender – NMS Teacher

Resignations:

Dawn McGrew – NHS/NMS Food Service Manager
Shelly Ivins – LES Teaching Assistant
Sue Elzey – NHS Teaching Assistant

Recommendations:

NHS:

Lexus Newton – Mathematics Teacher
Emma Gaier – Social Studies Teacher
Angela DeHoff – Teaching Assistant
Kara Beer – Teaching Assistant/Nursing Assistant
Pam Parker – Teaching Assistant
Taylor Lewis – Teaching Assistant
Alex Howard – Teaching Assistant

NMS:

Christina Allen as Mentor to Samantha Swain
Hannah Hobbs – Teaching Assistant
Nora Elder – Teaching Assistant
Kelly Cady – Teaching Assistant
Kylee McMichael – Spell Bowl Coach
Tiffany Knight – 8th Grade Volleyball Coach
Erin Hitzfield – NMS 8th Grade Language Arts Teacher
Melissa Brown – Mentor to Erin Hitzfield

OES:

Jessica Privett – Teaching Assistant
Victoria Hayden – Teaching Assistant
William Reynolds – Teaching Assistant
Brittany Dobson – Teaching Assistant
Ashley Miller – Bear Care Supervisor

Ashley Ward – Nursing Assistant/Teaching Assistant
Meghan Stuckey – Teaching Assistant
Julia Kettring – Teaching Assistant
Carlee Turner – Teaching Assistant

LES:

Jeanne Kumfer – Teaching Assistant
Destinea Mason – Teaching Assistant
Breana Foreman – Teaching Assistant
Rebecca Ward – Teaching Assistant
Kimberly Gerber – Bobcat Care Supervisor
Madison Gephart – Teacher
Nilah Horner – Mentor Teacher
Erin Newcomb – Mentor Teacher
Kylie Heckber – Mentor Teacher

Thomas Wolf - Building Technology Resource
Lori Bauermeister – Full-Time Bus Driver

Donations/Grants:

Teacher Creativity Grant Agreement NMS \$4990.00
CORE Construction Mask Donation

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

School Handbooks - Additions/Changes 2020-21

NHS Assistant Principal Alex Nafziger reviewed with the Board revisions to the NHS Parent/Student Handbook. Nafziger noted that items added were; link to the NHS Reopening Plan for the 2020-21 school year, Long-Term Remote Learning Attendance section, attendance codes “Quarantine Absence” & “Quarantine Present”, and Random Drug Testing Policy changed students from age “18” to “21 or older” due to new law. Superintendent Mills recommended that the Board approve the revised/updated handbook. Following review by the Board and responses to questions posed, the Board approved the handbook updates/revisions as presented. (See Attached)

OES Assistant Principal Kristen Wall reviewed with the Board additions to the OES Parent/Student Handbook. Wall noted that the additions due to COVID were in reference to Visitors, Bus Arrival/Dismissal, Care Rider Dismissal, Attendance Policy, Café, and District Guidelines for illness. Superintendent Mills recommended that the Board approve the additions. Following review by the Board and responses to questions posed, the Board approved the handbook additions as presented. (See Attached)

LES Assistant Principal Adam McAfee reviewed with the Board additions to the LES Parent/Student Handbook. McAfee noted that the additions due to COVID were in reference to Visitors, Bus Arrival and Dismissal, Car Rider Dismissal, Attendance Policy, Lunch Room,

Updated Snack Policy to align with re-opening plans, & District Guidelines for illness. LES Preschool Teacher Deb Brickley also shared additions/changes to the AWSSC Preschool Handbook that include AM arrival, AM dismissal, Tuition, snacks, & Show & Tell. Superintendent Mills recommended that the Board approve the additions and changes. Following review by the Board and responses to questions posed, the Board approved the handbooks additions and changes as presented. (See Attached)

Stipend for Substitute Teachers

Superintendent Mills recommended that the Board approve a stipend of \$25 to substitute teachers/substitute assistants who attended the August 7, 2020, 10 am or 2pm Zoom meeting for substitute teachers. The stipend will be paid when the substitute subs the 1st time. Following review by the Board and responses to questions posed, the Board approved the substitute teacher stipend as recommended. (See Attached)

Superintendent Transition Plan

Superintendent Mills recommended that Mike Springer be named Acting Superintendent effective immediately and that Mike's Superintendent Contract be re-advertised with an official start date of September 1st, 2020. Mills said he would assume the role of Associate Superintendent to fulfill his contract through his approved retirement date of December 31st, 2020 while working remotely or on-site to directly support Mike's continued transition and NWCS in general. Mills shared with the board the list of duties that he would continue doing. Following review by the Board and responses to questions posed, the Board approved the transition plan as presented. (See Attached)

Superintendent's Report

Superintendent Springer shared that it has been a good first few days of opening. He has been able to be in the school buildings and watch that process. Springer said a couple of things to highlight is that we have some unsung heroes when it comes to opening the schools that we tend to take for granted and forget about. These include the work that Buildings and Ground Supervisor Adam Hecker, and his maintenance and custodial staff have done. Also, Stephanie Rohr with transportation and all the frustrations built on that and the amount of work that she has put in to make sure that we have 22 bus drivers to start our school year is no small task. Raina Sisson and the food service staff and all that they are doing to make sure that they are giving food safely and managing our cafeterias. Springer said that those three groups have done so much work that had they not done it we would not of had a successful first few days. Springer also included principals, teachers, and all the collaboration and work that they are doing. He pointed out that they are so excited to have kids back and kids are excited to be back. You get that energy as you walk through the building and it makes everything worth it.

The next School Board meeting will be August 25th at Norwell High School.

Adjournment

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

Angie Topp, President

Scott Elzey, Vice-President

Gene Donaghy, Secretary

Karen Harris, Member

Corey Krug, Member

NORTHERN WELLS COMMUNITY SCHOOLS
REGULAR SCHOOL BOARD MEETING
NORWELL HIGH SCHOOL
TUESDAY, AUGUST 25, 2020
5:30 P.M.

Pledge of Allegiance & Moment of Silence

Call to Order

Public notice of the date, time and place of the Board meeting had been previously posted according to statute on, August 20, 2020, at 4:00 p.m. local time.

Angie Topp called to order the regular meeting of the Board of School Trustees. Present at the meeting were Angie Topp, President; Scott Elzey, Vice-President; Gene Donaghy, Secretary; Karen Harris, Member; Corey Krug; Member, Michael Springer, Acting Superintendent, IT Director Jeff Miller, Glen Werling News Banner, and 1 guest.

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.

Public Comment

No public comments were given.

Approval of the Minutes

Superintendent Springer recommended approval of the minutes of the executive session and regular board meeting conducted Aug. 11, 2020. Following review by the Board and responses to questions posed, the Board approved the minutes as presented.

Approval of Claims

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

Education Fund	25,348.18
Operations Fund	141,804.38
COVID-19 Related Supplies	14,427.68
School Lunch	29,397.50
Curricular Materials Rental	10,158.92
Levy Excess Fund	5,368.00
2019-20 Teacher of the Year-Yonker	53.80
High Ability 2019-20	258.66
<u>Title IV – Project Year 2018</u>	<u>1348.49</u>
Total of All Funds	\$371,279.46

Totals by Clearing

School Lunch Clearing Account	683.40
<u>Fringe Bene-Vehicle Deduction</u>	<u>1,034.48</u>
Total of all Clearing	1,717.88

Grand Total	\$229,883.49
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Consent Agenda

Superintendent Springer presented the following personnel items.
Personnel.

Retirements

Gloria Monnot – NMS Custodian
Anita Wendel – OES Library Assistant

Resignations

Lindsey Burke – NMS Student Council Advisor
Kristen Conley – NHS Teaching Assistant
Nichol Johnson – NMS Nurse
Jessica Greaf – NHS English Teacher

Recommendations

Jaclyn Berry – OES Teaching Assistant/Floater
NMS Coach/Extra Curricular. Returning &
New – Student Council Co-Advisors
Melissa Brown & Tanya Milostan
Sue Elzey – NHS Teaching Assistant
Shannon Noller – OES Bear Care/PM
Melody Wolf – OES Bear Care
Deb Fillers –HS/MS Food Service Manager
Cody Hannie – NHS Girls Volunteer Assistant Cross Country Coach
Trisha Comer – NMS Volunteer Assistant Volleyball Coach
Hollie Parker & Jessica Brewer – NMS Academic Team Coaches
Deanna Wyrick – OES Kindergarten Teacher

Donations/Grants

NMS - \$100 for school supplies from Six Mile Church
NHS - \$100 for school supplies from Six Mile church
Park United Brethren Church “Food Fight” \$500

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

Superintendent Contract Public Input

President Topp opened the meeting for public comment on the recent advertisement of Mike Springer's Superintendent contract. The advertisement is required by when a change to a superintendent contract occurs. The only change to the contract was to change the starting date from January 1, 2021 to September 1, 2020 to facilitate an earlier transition to the position. No public input was given.

Resolution of Superintendent Role for 2020-21 Emergency Decisions

Superintendent Springer recommended the board approve a resolution titled, RESOLUTION REGARDING COVID-19, THE ROLE OF THE SUPERINTENDENT, AND PUBLIC MEETINGS. Springer share that he spoke with ISBA regarding this resolution and it is a resolution NWCS passed last year. The resolution, recommended by ISBA, gives the Superintendent the authority to make decisions due to COVID-19 between board meetings as needed. Springer note that he would still communicate with the board prior to making decisions authorized by the resolution. Gene Donaghy stated that the superintendent has to make decisions on the spur of the moment sometimes. A motion to approve the resolution was made and seconded. The board voted 4-1 to approve the resolution. (See Attached)

Superintendent's Report

Superintendent Springer shared current enrollment numbers for the start of 2020-21 school years. The enrollment was broken down by students attending on-site, remote, and homeschool. Enrollment has declined compare to the past few years. It is also unknown if the September count date for determining state revenue will remain or if it will be moved at the request of the Governor. With the current state funding structure, approximately \$190,000 would be lost just with the students who are learning remotely. The homeschool students generate no funding. (See attachment)

Springer presented the statistics to date for students and staff who have had restrictions of attendance at school because of symptoms or positive results of COVID-19. He also shared the statistics for students and staff who have had restrictions because they are close contacts of someone with COVID-19. He emphasized that the NWCS plan was to be as normal as possible for teaching and learning, but would be aggressive with restrictions as well as with cleaning and sanitizing. (See attachment)

Springer shared with the board his plan to release a request for qualifications (RFQ) and Request for Proposals (RFP) to help select an Architect and Construction Manager that will work with NWCS to revitalize Norwell Middle School and any other areas in the corporation that need improvements. He first shared the potential construction delivery methods that include: Design-Bid-Build, Design-Build, Construction Manager as Agent, and Construction Manager as Constructor. Springer described each method and identified the pros and cons associated with that method. He also presented a selection committee design and a timeline to secure a recommendation for an Architect and Construction Manager by Oct. 27th. (See attachment)

The Board had no objections to Springer moving forward with utilizing a Construction Manager as Constructor process. Gene Donaghy and Corey Krug volunteered to serve on the selection committee.

The next School Board meeting will be September 8th at Lancaster Central Elementary School.

Adjournment

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

Angie Topp, President

Scott Elzey, Vice-President

Gene Donaghy, Secretary

Karen Harris, Member

Corey Krug, Member