

NORTHERN WELLS COMMUNITY SCHOOLS  
EXECUTIVE SESSION & REGULAR SCHOOL BOARD MEETING  
OSSIAN ELEMENTARY SCHOOL  
TUESDAY, NOVEMBER 5, 2019  
5:00 & 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 October 31, 2019, 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 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):

Collective Bargaining

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

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.

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 Thursday, October 31, 2019, 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, IT Director Jeff Miller, NHS Principal David Parker, OES Principal Andrea Larkey, OES 3<sup>rd</sup> Grade Teacher Janelle Valenti, Devan Filchak News Banner, Jennifer Nes, and 21 guests/students.

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. No comments were made.

Approval of the Minutes

Superintendent Mills recommended approval of the minutes of the executive session and regular meeting of October 15, 2019 and Special Board Meeting & Strategic Planning Meeting on October 28, 2019. 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	24,929.83
Operations Fund	106,966.63
School Lunch	18,441.62
Area 18 2019-20	22,409.73
Child Care Program	476.04
2019-20 Naturally Speaking	500.00
Aquatics Fund	301.50
School Safety Grant 2019-20	5,696.99
NESP Grant	799.01
Driver Education Program	156.00
Title I 2019-20 School Year	198.35
<u>Total of Funds</u>	<u>\$180,875.70</u>
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<u>Totals by Clearing</u>	
School Lunch Clearing Account	30.05
Staff Services/Clearing	125.00
<u>Total of all Clearing</u>	<u>\$155.05</u>
 Grand Total	 \$181,030.75

Presentation

OES Principal Andrea Larkey introduced 3<sup>rd</sup> grade teacher Janelle Valenti. Valenti and students shared about Morning Family Meetings that are being used to build relationships between her and students. Valenti greets the students individually each morning with the students choice of a hug, handshake, fist bump, or high 5. The meetings have a different activity

each day of the week to engage the classroom in building positive relationships to promote a better learning environment. The Board thanked Valenti and students for their presentation.

### Personnel

Superintendent Mills presented the following personnel items.

#### Resignations:

Mouang Saechao – OES Teaching Assistant

Malinda Bolinger – Food Service

#### Leave:

Rebecca Gordon – OES 2<sup>nd</sup> Grade Teacher

Scott Mills (FMLA)– Superintendent

#### Recommendations:

Monique Smith – OES Teaching Assistant

#### Donations:

\$1000 from First Bank of Berne to NHS Girls Basketball Program

\$1057.67 from Fairview Church of God for Student Lunches

NMS - Border Wars Donations

\$100 CLP Real Estate

\$100 First Bank of Berne

\$100 Adams Wells Internet

\$250 Sweet Water Sound Inc.

\$100 Dale, Huffman, & Babcock

\$50 Pretzels, Inc.

\$250 Roembke Mfg, & Design, Inc.

\$100 Family Ford

NHS AETNA Foundation/Anonymous

\$108.50 NHS Boys Basketball Program

\$115.85 Swim Team Program

#### Grants:

Indiana Retired Teachers Foundation \$500 for Spanish Class Books.

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

Vice President Scott Elzey left at this time.

### Adopt Section 125 Flexible Benefit Plan for 2020

Superintendent Mills recommended the Board adopt the Section 125 Flexible Benefit Plan for 2020. Following review by the Board and responses to questions posed, the Board approved the Section 125 Flexible Benefit Plan as presented. (See Attached)

Public Comment on Proposed Master Contract as required by law

President Angie Topp asked if there was anyone present who wished to make a comment in reference to the Proposed Master Contract. No public comment was made.

Master Teaching Contract

Superintendent Mills recommended that the Board approve the 2019-20 Teacher's Master Contract that had been ratified by the teachers. Following review by the Board and responses to questions posed, the Board approved the 2019-20 Teacher's Master Contract as presented. (See Attached)

Superintendent's Report

Superintendent Mills shared information about Veteran's Day activities and programs that are planned at the schools on Monday, November 11<sup>th</sup>, 2019 and he encouraged others to attend. Mills also shared that there will be bids coming in tomorrow at 2:00pm at the Central Office for the HVAC projects at Ossian Elementary and Norwell High School.

The next School Board meeting will be November 19<sup>th</sup> at Norwell High School.

Adjournment

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

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Angie Topp, President

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Scott Elzey, Vice-President

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Gene Donaghy, Secretary

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Karen Harris, Member

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Corey Krug, Member

NORTHERN WELLS COMMUNITY SCHOOLS  
EXECUTIVE SESSION & REGULAR SCHOOL BOARD MEETING  
NORWELL HIGH SCHOOL  
TUESDAY, NOVEMBER 19, 2019  
5:00 & 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 14, 2019, 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 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):

Collective Bargaining.

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.

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 Thursday, November 14, 2019, 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, NHS Principal David Parker, NHS Teacher Cory Kelley, NHS Athletic Director Kelby Weybright, Buildings and Grounds Supervisor Adam Heckber, IT Director Jeff Miller, Dana Wannemacher and Ryan Bowland of Barton Coe Vilamaa, Glen Werling News Banner, Jennifer Nes, parents, students and 5 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. No comments were made.

### Recognitions

The Board recognized Norwell Marching Knights placing 5<sup>th</sup> in ISSMA Class C State Finals. NHS Principal David Parker introduced NHS Band Director Cory Kelley. Parker shared that he himself was able to attend the performance in Indianapolis and encouraged others to attend in the future. Kelley introduced band member leaders Holly Garmire, Abby Johnson, Shelby Settle, Catherine Crawfis, and Rylee Kleber. The students thanked the Board and community for their support and for the ability to use the turf field which they believe adding quality to their practices and performance. Kelley said he was very proud of the kids and that during the competition they didn't stop believing in themselves. The Board and guests applauded the Band for their accomplishments.

NHS Athletic Director Kelby Weybright introduced Girls Cross Country State Qualifiers, Sydney Lambert & Sarah Mahnensmith. Weybright shared that Mahnensmith is the 2<sup>nd</sup> student to go to State in 3 separate sports, Cross Country, Track & Swim. He also shared that Lambert is a 4 time State qualifier in Cross Country and 2 time State qualifier in Track. Lambert placed 56<sup>th</sup> and Mahnensmith placed 40<sup>th</sup>. The Board and guests congratulated the two on their achievements.

### NHS & NMS Fall Athletics Wrap-Up

NHS Athletic Director, Kelby Weybright presented Fall Sports Summaries for the high school and the middle school. Holly Morgan was unable to attend due to the middle school basketball game. Weybright shared the number of NMS & NHS students who participated in sports covering football, soccer, golf, tennis, volleyball, cheer, and cross-country, season records from the past three years, season highlights, and improvement plans. Weybright reported that overall the season was strong. The Board thanked Weybright for the presentation.

### Approval of the Minutes

Superintendent Mills recommended approval of the minutes of the executive session and regular meeting of November 5, 2019. 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	126,858.60
Operations Fund	177,931.95

School Lunch	15,867.46
Area 18 2019-20	5,047.76
Schl Lunch/Brfst Donation-Yoder	302.23
Cada Grant-Drug Screening	1,200.00
Autism Summer School Donation	1,202.13
Teacher Appreciation Grant	986.83
Title I 2019-20 School Year	2,162.26
Title IV – Project Year 2018	1,200.00
Title II, Part A FFY17	2,824.90
Title II	30.80
<u>Total of Funds</u>	<u>\$335,614.92</u>

<u>Totals by Clearing</u>	
Group Insurance-Health	\$38,837.06
Group Insurance-Retiree Health	11,522.83
School Lunch Clearing Acct.	110.90
Void Checks	123.02
<u>IPad Repair Parts-Covers/Cases</u>	<u>139.09</u>
Total of all Clearing	\$50,733.20
 Grand Total	 \$386,348.12

Personnel

Superintendent Mills presented the following personnel items.

Resignations:

- Donna Lepper – NHS Teaching Assistant
- Theresa Delaney – NHS Teaching Assistant

Recommendations:

- Timothy Bradburn – OES Teaching Assistant

Terminations:

- Brad Scholer – Maintenance
- Charles Dedrick – Custodial

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

Effective Teacher Stipend for 2019

Superintendent Mills recommended approval of a stipend for teachers rated as effective in the 2018-19 school year. Mills noted that the stipends will offset the negative impact to effective teachers by the current Teacher Appreciation Grant (TAG) awarded by the state. The Stipend will be the difference in the TAG award for Highly Effective teachers minus the TAG

award for Effective teachers. Following review by the Board and responses to questions posed, the Board approved the stipend as presented. (See Attached)

#### Wage Increases for NWCS Non-Teaching Staff

Superintendent Mills recommended that the Board approve pay increases for non-certified staff and administrative contracts. Following review by the Board and responses to questions posed, the Board approved the pay increases and administrative contracts as presented. (See Attached)

#### Bids for HVAC Projects at NHS and OES

Dana Wannemacher and Ryan Bowland of Barton Coe Vilamaa discussed with the Board bids in regards to the renovation projects at Norwell High School and Ossian Elementary. Wannemacher passed out a packet of information/drawings to the Board with the project bids. He shared that Barton Coe Vilamaa had originally estimated a year ago that the base bid for Ossian Elementary to come in at approximately \$3.2 million and the low base bid received was \$3.9 million. Bowland said after speaking with the contractors of the two lowest bids, there were 2 complicating factors. One being the location of the unit inside of the building. Vice President Scott Elzey asked, "How could something like that be overlooked by your firm?" Rowland said a similar job had been used for the estimate and included inflation. The bids were around 20% - 25% more than the original estimate. Wannamacher said they basically did not appreciate the difficulty. Wannamacher recommended that the Board allow Barton Coe Vilamaa to pursue some options with the Ossian Elementary project, tweak some of the electrical options, a change order, or reject all bids and take a step back. The discussion also included options for location of the unit, contractors labor, duct work items, and electrical. Wannemacher would like to come back to the December 10<sup>th</sup> meeting with 3 options; accept the low bid with a deduction and change order, rebid the project with a new set of drawings, or reject all the bids and take a step back. Superintendent Mills recommended that the Board take no action and have Wannemacher and Bowland return in 3 weeks. The Board agreed.

Wannemacher shared that the high school bid situation is worse than the Ossian issue and he does not currently have a good clear path to a solution. The high school project was originally estimated at \$1.2 million and the lowest base bid received was \$2,359,400. Wannamacher shared a variety of options and he recommended that the board members reject all bids for the high school because they will need to be modified and rebid. Mills recommended that the Board reject the bids for the high school HVAC project. Following review by the Board and responses to questions posed, the Board rejected the bids for the high school HVAC project as presented. (See Attached)

#### Superintendent's Report

Superintendent Mills thanked those who wore red today in support of public education. Mills shared that there were some certified staff who took a personal day to go to the RedforEd rally at the state house. He shared his appreciation to those who went, saying public schools educate 90% of the students in Indiana and traditional public schools have felt that we have not received the proper guidance and funding we should be receiving. Mills said he will be working



to share some factual knowledge about the state of public education and the funding that's going towards public education. He asked that on Wednesday and for future Wednesdays, you wear red. Traditional schools are a very important part of education. Mills shared his appreciation to our teachers and what they have done, wearing red in their support, we were able to have school today and also be supportive.

The next School Board meeting will be December 10<sup>th</sup> at the Central Office.

Adjournment

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

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Angie Topp, President

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Scott Elzey, Vice-President

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Gene Donaghy, Secretary

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Karen Harris, Member

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Corey Krug, Member