

NORTHERN WELLS COMMUNITY SCHOOLS  
SPECIAL BOARD MEETING MONDAY MARCH 9, 2020@6:00 & 6:30  
NORWELL HIGH SCHOOL  
EXECUTIVE SESSION & REGULAR SCHOOL BOARD MEETING  
TUESDAY, MARCH 10, 2020 @4:30 & 5:30 P.M.  
OSSIAN ELEMENTARY SCHOOL

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 March 5, 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 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):

To receive information about and interview prospective employees.

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

To discuss a job performance evaluation of individual employees. This subdivision does not apply to a discussion of 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

Public Comment

Angie Topp asked if there was anyone present who wished to make a comment to the Board. Erin Cavanaugh presented a white card to voice her concerns in reference to the lack of HA (High Ability) in the elementary and middle school levels. Superintendent Mills addressed Cavanaugh's concerns and shared information that Ossian Elementary Assistant Principal, Kristen Wall is the High Ability contact person.

Call to Order

Public notice of the date, time and place of the Board meeting had been previously posted according to statute on Thursday, March 5, 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, IT Director Jeff Miller, Glen Werling News Banner, Jennifer Nes, OES Principal Andrea Larkey, NMS Teacher Christina Allen, Ryan Bowland Barton Coe Vilamaa and 4 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 Input In Regards to Superintendent Search

Nicole Nussbaum thanked the board for the opportunity to speak and read from a letter she had written with expectations and concerns. The Board thanked Nussbaum for sharing.

Approval of the Minutes

Superintendent Mills recommended approval of the minutes of the executive session and regular board meeting conducted February 25, 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	120,431.71
Debt Service	68,983.00
Operations Fund	218,368.65
School Lunch	30,210.68
Sch Lunch/Brfst Donation-Yoder	356.30
High Ability 2019-20	4,679.10
Title I 2019-20 School Year	2,162.26
Title IV – Project Year 2018	3,383.00
Title II	<u>129.65</u>
Total of All Funds	\$448,704.35

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<u>Totals by Clearing</u>	
Group Insurance-Health	43,204.06
Group Insurance-Dental	181.25
Group Insurance-Retiree Health	7,464.00
<u>Ipad Repair Parts-Covers/Cases</u>	<u>1,710.00</u>
Total of all Clearing	52,559.31
 Grand Total	 \$501,263.66

Personnel

Superintendent Mills presented the following personnel items.

Recommendations:

Dan Batdorff – NHS Head Coach Girls Soccer

Donations:

NMS Future City Donations:

\$200 from the McCabe Family

\$500 from Rodgers

Life Touch Photography, Future City Banner

Ruoff Mortgage, Plane Ticket for Bonnie Dickey

Trips:

NMS Wrestling Overnight Lock-In April 3-4, 2020

NMS 6<sup>th</sup> Grade Trip for Mulan Live Action April 3, 2020

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

Project Update

Ryan Bowland of Barton Coe Vilamaa shared the project updates for Ossian Elementary and Norwell High School. Bowland said as you can see by the ceilings at Ossian Elementary the return duct work is being installed, contractors started working on three rooms at a time a few weeks ago and the electrical gear near the boiler room will be next. Bowland shared that the electric service at OES will be shut down over spring break to complete that work and back on before the break ends. He explained that the work at the high school has started on the ceiling & lights during 2<sup>nd</sup> shift, specifications are being drafted for the science renovations and after figuring that out they will talk with Dr. Mills, and OES roofing project just has a few car ruts that need to be taken care of. Superintendent Mills asked the Board if there were any questions. President Topp asked about the timeline on the high school Science area. Bowland said that they do not have a date yet, they still need to work out the budget and the supplier items. Mills said it is likely to start when school starts and most of the construction work will be done in the fall. Mills stated that if we could have it done by the end of the 1<sup>st</sup> semester, that would be a best case scenario. Secretary Gene Donaghy inquired about 2022 preliminary work. Mills shared that some preliminary work has started and was not willing to discuss more about that at this point. The Board thanked Bowland for the update.

Permission to use School Facilities, Non-School Field Trip Organizational Meetings

NMS 7<sup>th</sup> grade teacher Christina Allen requested permission to use the school facilities for non-school field trip organizational meetings. Allen explained that the meetings were for a NMS 8<sup>th</sup> Grade, Washington D.C. trip during spring break of the 2020-21 school year. Mills recommended the Board approve the request. Following review by the Board and responses to questions posed, the Board approved the request as presented. (See Attached)

### New Teacher Evaluation Rubric

Superintendent Mills shared that years ago the State went to annual teacher evaluations where we were able to design our own instrument and we have been working with the Teachers Association to design it and put it to use. After using it for the last 7-8 years they were not happy with what it was helping to do to improve instruction. Mills said after reading Michael Schmokers' Focus book, Focus, we thought about how we wanted to do a better job of having guaranteed & viable curriculum and also align a teacher's evaluation with what we were expecting in the classroom. This alignment would provide a lot more meaningful feedback to teachers. Andrea Larkey, OES Principal, & Christina Allen, NCTA President, shared the work on a new evaluation from a teacher & administrators' point of view, seeing it as a teaching tool and it makes it easier for administrators to determine effective or non-effective. They went over the draft with the Board. Larkey explained that the Teacher Evaluation Rubric is still in process. After responses to questions posed, the Board thanked Larkey & Allen for the update. (See Attached NWCS Teacher Evaluation Rubric-DRAFT)

### Superintendent's Report

Superintendent Mills said he would like to comment on what is happening with the Coronavirus, saying that Wane-TV had already called today wanting an interview. Mills said that the Superintendents of Wells County would be meeting with the Wells County Public Health Department tomorrow. Wells County Schools are trying to make sure we are all on the same page moving forward with our approach. Mills said the CDC gives guidance and that the precautions are just the same as they give for the flu virus. We are trying to protect our schools from the flu virus and have Pandemic Flu Response Procedures that can be initiated. We are not ready to do that yet, but after tomorrow's meeting we may need to and the schools are being thoroughly cleaned every day with disinfectants to kill the flu and coronavirus. Mills shared that a few students were asked to stay home due to a parent who had traveled abroad. The health department said that if the students and the parents were not showing any signs they could return to school and those students have returned to school. If we are forced to quarantine that will be a decision from our health department, we will follow their recommendations. If they say close down, we have an eLearning policy that states that we can have up to 4 days of eLearning, we will have to make up the days after that or ask the state for a waiver. The CDC continues to say that the most at risk population are elderly people, that kids represent about 2% of the cases now. The corporation has been monitoring absenteeism and there is a 20% threshold and currently we have about 10% out. Mills shared that after the meeting with the Wells County Health Department we will send out our plan to parents.

The next School Board meeting will be April 14<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

NORTHERN WELLS COMMUNITY SCHOOLS  
EXECUTIVE SESSION & SPECIAL SCHOOL BOARD MEETING  
NORWELL HIGH SCHOOL  
TUESDAY, MARCH 24, 2020  
4:45 & 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 March 19, 2020, 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 (through Skype), 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):

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

To receive information about and interview prospective employees.

For discussion of records classified as confidential by state and 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.

Scott Elzey gave con Angie Topp was unable to attend due to a death in the family.

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, March 19, 2020, 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 (through Skype), Vice-President; Gene Donaghy, Secretary; Karen Harris, Member; Corey Krug, Member; Superintendent Mills, NHS Athletic Director Kelby Weybright, IT Director Jeff Miller, Glen Werling News Banner, Jennifer Nes, 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

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

Adopt Resolution Regarding Wage Payments during an Emergency School Closure

Superintendent Mills recommended the Board adopt the Resolution Regarding Wage Payments during an Emergency School Closure. Following review by the Board and responses to questions posed, the Board adopted the Resolution Regarding Wage Payments during an Emergency School Closure as presented. (See Attached Resolution 2)

Adopt Resolution for Continuation of Service and Wage Payment during a Declared Pandemic

Superintendent Mills recommended the Board adopt the Resolution for Continuation of Service and Wage Payment during a Declared Pandemic. Following review by the Board and responses to questions posed, the Board adopted the Resolution for the Continuation of Service and Wage Payment during a Declared Pandemic as presented. (See Attached Resolution 3)

Calendar revisions necessitated by COVID-19

Superintendent Mills recommended the Board approve the calendar revisions that were necessary due to COVID-19. Following review by the Board and responses to questions posed, the Board approved the calendar revisions as presented. (See Attached)

Instructional Day Waivers

Superintendent Mills recommended the Board authorize the Superintendent to request up to 20 instructional day waivers as permitted by the State of Indiana and the Indiana Department of Education as a result of COVID-19 school closures. Following review by the Board and responses to questions posed, the Board authorized the Superintendent to request the instructional day waivers as presented. (See Attached)

Superintendent Mills shared.

The next School Board meeting will be April 14<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