

NORTHERN WELLS COMMUNITY SCHOOLS  
SPECIAL MEETING & REGULAR SCHOOL BOARD MEETING  
OSSIAN ELEMENTARY SCHOOL  
TUESDAY, NOVEMBER 10, 2020  
4:30 & 5:30 P.M.

Special Board Meeting

Public notice of the date, time, place and specific reference to the enumerated instance for which the special board meeting was held had been previously posted according to statute on November 6, 2020, at 4:00 p.m. local time.

Angie Topp called to order the special 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 Springer, and guests.

We hereby certify that the Board met in a work session for “New Board Member Interviews”.

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 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, Associate Superintendent Mills, Superintendent Springer, IT Director Jeff Miller, Glen Werling News Banner, Jennifer Nes, NHS Principal David Parker, NHS Athletic Director Kelby Weybright, OES Principal Andrea Larkey 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.

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 and presented certificates to the following:  
NHS Cross Country, Sarah Mahnensmith & Lauren Bales  
NWCS Staff, Stephanie Rohr & Jennifer Nes

Presentation

Ossian Elementary Principal Andrea Larkey shared information and a video about “Brain Gym” and how the program is intended to improve students thinking and reading skills.

Approval of the Minutes

Angie Topp recommended approval of the minutes of the executive session and regular board meeting conducted October 27, 2020. Following review by the Board and responses to questions posed, the Board approved the minutes as presented.

Approval of Claims

Angie Topp 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	131,176.14
Operations Fund	143,196.12
COVID-19 Related Supplies	20.43
School Lunch	41,722.30
Child Care Program	58.75
Donation to Schools for Students	135.12
School Safety Grant 2019-20	6,367.53
Title I, 2020-21 School Year	3,518.46
Title IV – Project Year 2019	960.00
Total of All Funds	\$327,154.85

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<u>Totals by Clearing</u>	
Group Insurance-Health	40,693.27
Group Insurance- Retiree Health	7,464.00
<u>School Lunch Clearing Account</u>	<u>24.00</u>
Total of all Clearing	\$48,181.27

Grand Total \$375,336.12

Personnel

Superintendent Springer presented the following personnel items.

Leave:  
Lori White – NHS Spanish Teacher

Donations:

- \$3000 Grant to OES for STEM Resources
- \$500 Anonymous Donation to NHS Athletics

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

Effective Teacher Stipend for 2020

Superintendent Springer recommended that the Board approve a stipend for teachers rated as effective in the 2019-20 school year and that these 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. Associate Superintendent Mills proposed to increase the stipend for teachers deemed to be effective by the teacher evaluation process to match the stipends from the state's Teacher Appreciation Grant given to teachers who were deemed to be highly effective. Mills shared that there is a money differential required by law between effective and highly effective teachers and in discussion with the NCTA this was only causing bitterness and resentment among teachers. Mills said the increase in the effective teacher stipend will cost the school corporation a little shy of \$17,000. Following review by the Board and responses to questions posed, the Board approved the Effective Teacher Stipend as presented. (See Attached)

Crosswinds Counseling Agreement

Superintendent Springer recommended that the Board approve the agreement between Crosswinds School Counseling and NWCS. Springer explained that we do have the Bowen Center that helps out and Crosswinds is more intentional though Title IV and CARES money will be funding this for students who have social and emotional needs and having it available at our buildings will be beneficial. Following review by the Board and responses to questions posed, the Board approved the Agreement between Crosswinds Counseling and NWCS as presented. (See Attached)

Board Policy #8462 Child Abuse and Neglect (waive 1<sup>st</sup> reading)

Superintendent Springer recommended that the Board approve Board Policy #8462 Child Abuse and Neglect. Springer said the updates to the policy would reflect the current law and asked the Board to waive the 1<sup>st</sup> reading and approve the policy. Following review by the Board and responses to questions posed, the Board approved the Board Policy #8462 Child Abuse and Neglect as presented. (See Attached)

Board Policy #5517 Anti-Harassment (waive 1<sup>st</sup> reading)

Superintendent Springer recommended the Board approve Board Policy #5517 Anti-Harassment. Springer explained that the policy needed updated and that Abby Nagel will be the Title IX Coordinator. Following review by the Board and responses to questions posed, the Board approved the Board Policy #5517 Anti-Harassment as presented. (See Attached)

Superintendent's Report

Superintendent Springer shared information in regards to the following (see attached):

- In-School COVID-19 Transmission
- NHS Close-Contact Flexibility
- NHS Long-Term Remote Learners
- 2020-21 Weather-Related eLearning Days
- Recent Internet Issues  
IT Director Jeff Miller shared more detail of the issues with the Internet and changes to correct the issues.
- NMS Renovation Project Community Input Meetings

President Angie Topp shared that at tonight's work session the Board was able to interview 3 candidates and that the Board would return to the next meeting to name the individual who would be replacing school board member Scott Elzey at the end of the year.

Superintendent Springer ask the Board to review the potential dates for board meetings for the year 2021.

Secretary Gene Donaghy thanked Alex Nafziger & Holly Morgan for having the Digital Parent Safety Night at the high school, OES 5<sup>th</sup> Grade for cleaning up the Nature Center, and for how nice the LED lighting and HVAC was looking at OES.

The next School Board meeting will be November 24<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 24, 2020  
4:15 & 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 20, 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 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 any of the following: A real property transaction including: (i) a purchase;(ii) a lease as lessor; (iii) a lease as lessee;(iv) a transfer;(v) an exchange; or (vi) a sale; by the governing body up to the time a contract or option is executed by the parties. This clause does not affect a political subdivision's duty to comply with any other statute that governs the conduct of the real property transaction, including IC 36-1-10 or IC 36-1-11.

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 Friday, November 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, Associate Superintendent Mills, Superintendent Springer, IT Director Jeff Miller, Glen Werling News Banner, Jennifer Nes, NHS Principal David Parker, 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.

### 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 and presented certificates to the following:

Food Service Director, Raina Sisson

Food Service:

NHS/NMS Manager Debra Fillers and staff

LES Manager Teresa Gerwig and staff

OES Manager Megan Simerman and staff

### Approval of the Minutes

Angie Topp recommended approval of the minutes of the special meeting and regular board meeting conducted November 10, 2020. Following review by the Board and responses to questions posed, the Board approved the minutes as presented.

### Personnel

Superintendent Springer presented the following personnel items.

Resignations:

Joshua Brock – NHS Social Studies Teacher

Leah Glassburn – NHS Special Education Teacher

Recommendations:

Janice Havener – NHS Special Education Teacher

Tonner Johnson – NHS Volunteer Boys Asst. Wrestling Coach

Missy Bussel – NHS Volunteer Assistant Swim Coach

Alyssa Cyrus – NHS Volunteer Assistant Swim Coach

NMS 2020-21 Winter Coaches (See Attached)

Abby Watkins – NMS Girls Basketball Volunteer Assistant Coach

Phyllis Dowty – OES Teaching Assistant

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

### Appointment of School Board Member

President Angie Topp shared that at the last meeting there were open interviews for the Rockcreek Township position for the Board. Topp shared that it went very well, with three individuals who were very fitting to be on the Board. Topp asked the Board for a recommendation. Secretary Gene Donaghy made a motion to appoint Chad Kline as the replacement for Scott Elzey for the Rockcreek Township representative for the remaining 2 years. Corey Krug seconded. Topp, Elzey, Donaghy, and Krug voted for and Harris opposed.

### 2021 School Board Meeting Dates

Superintendent Springer recommended that the regular School Board meetings be held the second and fourth Tuesdays of every month at 5:30 p.m. with the exception of March, July and December. During these months there will be only one scheduled meeting and will occur on March 9<sup>th</sup>, July 27<sup>th</sup>, and December 14<sup>th</sup>. Following review by the Board and responses to questions posed, the Board approved the meeting schedule as presented. (See Attached)

### Administrators & Non-Certified Staff Stipends/Wage Increases

Superintendent Springer recommended that the Board approve Administrators & Non-Certified Staff Stipends/Wage Increases. Springer shared details of the stipends and wage increases most based on 2% increase and saying we are looking at a staffing plan so that this time next year there may be some salary increases or base rate increases. Following review by the Board and responses to questions posed, the Board approved the Stipends/Wage Increases as presented. (See Attached)

### Five Star Technology Solutions Audit Agreement

Superintendent Springer recommended that the Board approve the audit agreement between Five Star Technology Solutions and NWCS. Springer shared that he has been doing some investigating into different companies to do a technology audit. Springer said the last audit was in 2013, it's a healthy thing to have someone from the outside take a look at what we do and make some recommendations, and the cost is \$5000. Following review by the Board and responses to questions posed, the Board approved the audit agreement between Five Star Technology Solutions and NWCS for \$5000 as presented. (See Attached)

### Adjustments to Continuing Education Guidance Document

Superintendent Springer recommended that the Board approve the adjustments to the Continuing Education Guidance Document. Springer shared the changes from the One-Page Summary:

- Flexibility on student close-contact identification *may* occur **IF**: 1) Students are seated in rows; 2) facing forward; 3) wearing masks and 4) at least 3 feet apart.
- **14 calendar days** without symptoms to return to school. As *Essential Workers*, NWCS staff **MAY** return to work after 5 days of their exposure and prior to the end of their 14-day quarantine **IF** the following measures are in place: 1) **pre-screening**; 2) **daily monitoring for symptoms**; 3) **100% mask wearing at work for the full 14 days**; 4) **100% social distancing while at work**; and 5) **consistent cleaning and disinfecting work areas throughout their work day**. If symptoms develop within 14-days of exposure, a 10-day quarantine would begin on the date the first symptom was experienced.
- In the event of a campus closure and 100% remote learning, building access may be provided to students with no or unreliable Internet access. Transportation will be provided as needed.



Following review by the Board and responses to questions posed, the Board approved the adjustments to the Continuing Education Guidance Document.as presented. (See Attached)

Superintendent's Report

Superintendent Springer shared information in regards to the following (see attached):

- Confirmed Positive cases and Close Contacts
- Recent Declarations from Indiana Department of Health
- Additional Mitigating Steps to Address Spike
- NMS Update to Anticipated NMS Renovation
- Virtual (Facebook Live) Community Presentation and Input Meeting on December 8<sup>th</sup> at 6:00 p.m., following Regular Board Meeting.

The next School Board meeting will be January 12<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