

NOVEMBER 15, 2018
REGULAR BOARD MEETING
WHITE RIVER VALLEY SCHOOL CORPORATION

The White River Valley School Board of Trustees met in regular session on November 15, 2018 at 7:00 p.m. at WRV High School room 110 with seven (7) members present: Mr. David Reed, Mr. Joseph Decker, Mr. Andrew Davis, Mr. Roger Shake, Mr. Jason Davidson, Mr. Brock Hostetter and Mr. Bruce Porter. Also: Dr. Robert Hacker, Ms. LeAnne Kelley, Mr. Jason Walton, Mrs. Jill Staggs and Mr. Ron Sparks, SRO.

ATTENDANCE

The meeting was called to order by President Reed.

Mr. Decker made a motion to approve the minutes of the October 25, 2018 regular public meeting. The motion was seconded by Mr. Shake. The motion passed 7-0.

APPROVE MINUTES

Mr. Shake made a motion to approve the Certification of the Executive Session Memorandum from November 15, 2018. The motion was seconded by Mr. Hostetter. The motion passed 7-0.

CERTIFICATION OF EXECUTIVE SESSION

Mr. Porter made a motion to approve the Corporation claims from October 24, 2018 through November 14, 2018. The motion was seconded by Mr. Decker. The motion passed 7-0.

APPROVE CLAIMS

SPECIAL PRESENTATION

Mr. Walton, Middle School Principal, gave a presentation of the upcoming Middle School Musical "Annie" on November 16/17.

OLD BUSINESS

A. NEOLA – 2nd READ

Last month, I introduced some new NEOLA updates. They included policies on Criminal History Checks of Administrators, Certified Staff and Support Staff, Student Attendance, Mandatory Curriculum and Standardized Test Security. All of these policies were introduced on October 25th first reading. Tonight, I am recommending these policy changes to the Board for approval.

Mr. Davidson made a motion to approve the following NEOLA polices: Criminal History Checks of Administrators, Certified Staff and Support Staff, Student Attendance, Mandatory Curriculum and Standardized Test Security. The motion was seconded by Mr. Porter. The motion passed 7-0.

APPROVE NEOLA POLICIES

B. PROGRAMS COMMITTEE DISCUSSION/RECOMMENDATIONS

We continue to have patrons and staff involved in the programs committee. Last night, we covered a variety of topics which focused on the future of our district. The main topic of the month was the financial shape of the district and HB1009 and the various impact that the new funding law would shape our financial strategies. As we look at focusing on the next steps for WRV in January, February and March at the public work session, this will all be good information for patrons and staff to have as we move forward. I plan on combining the programs committee into the public work sessions. We'll talk about the dates a little later in tonight's meeting.

C. TECHNOLOGY COMMITTEE UPDATE

Our district technology committee is continuing their monthly meetings, under Mr. Brown's direction. Last month, we reviewed the current status and took staff input. Mr. Brown reported that the high school and elementary school staffs would like to stay with the iPads. The middle school would like to utilize a keyboard with the technology.

The committee hosted two apple representatives with the middle school staff concerns and product demonstration.

The goal of the committee is to make sure that we give our kids the best possible situation to be prepared to utilize technology and develop the necessary technology skills to be successful at the next level. The next step for the committee will be a patron survey. I will continue to keep the Board updated on the progress of the committee.

D. SCHOOL CALENDAR APPROVAL – 2019-20

After utilizing discussion in the October board meeting, teacher discussion with the teacher's association, and discussion during the programs meeting, I am recommending the following calendar. This was a combination of the three samples I sent to the Board. It is my recommendation that we go with Calendar C with a little adjustment.

Some tidbits of information:

New Teachers Report on August 5th, All Teachers Report on the 6th, and School starts for students on the 7th. There are two solid weeks for Winter Break. Spring Break is common with the others in Greene County during the last week of March. There are five built-in snow days and graduation is May 22nd at 7:30PM. It is a similar calendar to what we are used to having.

Again, my recommendation is Calendar C presented tonight.

Mr. Decker made a motion to approve Calendar C for the 2019-20 School year. The motion was seconded by Mr. Shake. The motion passed 7-0.

**APPROVE 2019-20
SCHOOL CALENDAR**

NEW BUSINESS

A. NEOLA POLICY UPDATE – PART II

I am introducing more NEOLA new policies and policy revision for the Board to consider. These are all first reads.

There is no action necessary this evening on this front.

Should you read through any of these and have questions, I invite you to contact me during the next month. This is the second of four months' worth on NEOLA based board considerations.

B. VISION INSURANCE RECOMMENDATION

We need to renew our Vision Insurance contract for 2019 this evening. Blue Vision from Anthem has been our vision program for the immediate past. We put this out for bid every year. Good news, #1 for the evening on insurance: we have a rate hold. It is my recommendation this evening to stay with Anthem Blue Vision for our vision insurance purposes at not increase in costs.

Mr. Porter made a motion to renew 2019 vision insurance with our Anthem Blue Vision, our current policy holder. The motion was seconded by Mr. Davis. The motion passed 7-0.

**RENEW VISION INS -
ANTHEM BLUE VISION**

C. HEALTH INSURANCE RECOMMENDATION

Over the course of the last five years, we, like everyone else, have struggled with rising health insurance costs, including 2015 where we had a 33% premium increase. We are a partially self-funded entity, and we have had some very challenging health care situations to deal with as far as our coverages go. With any type of self-funding, crisis and rising premiums are as simple as one bad situation away. Well, this year, we are very, very fortunate. We have had a good year and so we can pass that on to our employees through a contributions hold. We will continue our established funding strategy plan, a strategy that has

worked very well for us the past three years. We will again utilize American Fidelity for our re-insurance. At \$75,000, the claim is turned over to American Fidelity. It is my recommendation this evening that we continue with MedBen as our insurance carrier and American Fidelity with our re-insurance program with our employees experiencing no contribution increase.

Mr. Decker made a motion to renew 2019 health insurance with MedBen, our current policy holder with no rate increase and American Fidelity for our re-insurance. The motion was seconded by Mr. Davis. The motion passed 7-0.

**RENEW HEALTH INS -
MEDBEN – AM FIDEL
RE-INSURANCE**

D. NON-CERTIFIED PAY INCREASE RECOMMENDATION

We settled our teacher’s contract for the 2018-19 in October. At that time, I told the Board I would be making a wage recommendation for our non-certified employees in the November meeting. I am recommending a 3% wage increase for our non-certified employees. This is the first actual increase in pay that we have made the last five years. We have given stipends a couple of times, but this increase would be permanent on the salary scale. The total increase would be \$27,500. The increase would go into effect after January 1st of this school year. The increase would come out of the Operations Fund. Remember, on January 1st, the CPF fund, the transportation fund, and the bus replacement fund is merged into the Operations Fund. With jobs being plentiful and unemployment rates at a low, I am of the belief that we want to reward the many good things that our non-certified staff are doing.

Mr. Decker made a motion to approve a 3% pay increase for the non-certified staff beginning January 1, 2019. The motion was seconded by Mr. Hostetter. The motion passed 6-0-1. Mr. Davis abstained.

**3% PAY INCREASE
NON-CERT STAFF
JAN 1, 2019**

E. DRUG TESTING COMPANY RECOMMENDATION

Mr. Walton and Mr. Greenlee have been examining options for services involving our DOT drug-testing program and our student random drug-testing program. For years, we have been with Midwest Toxicology out of Indianapolis. In examining price increases, I asked them to comparison shop. Tonight, they are proposing a move to Indiana Testing Inc. also from Indianapolis. There are two major differences: 1. Our people will be trained to do the random testing for students and the preliminary DOT alcohol and drug test and the non-DOT testing and 2. It will be a less intrusive swab test, meaning students will not have to be out of class as long as they are now to complete a test. The company will still be involved with the random necessary DOT tests or any DOT event testing (such as following an accident which a fatality, a ticket or vehicle towing.)

There are significant savings through moving to this company. I am including the price list in your board packets. The company will also train our personnel in collection and testing chain-of-command. It is my recommendation this evening to award Indiana Testing Inc. with our DOT and student drug testing programs, effective January 1, 2019.

Mr. Hostetter made a motion to award Indiana Testing Inc. with our DOT and student drug-testing programs effective January 1, 2019. The motion was seconded by Mr. Shake. The motion passed 7-0.

**INDIANA TESTING INC
DOT & STUDENT DRUG
TESTING**

F. DEPARTMENT OF EDUCATION – GRADES DESIGNATION

Our school grades were announced to the public yesterday after being embargoed by the state Department of Education for the last two months. White River Valley Elementary earned a B grade; White River Valley Middle School earned a C grade, but showed a 7 point increase over the first year. For the first time in over a decade, I am proud to announce that White River Valley High School has earned an “A” grade...one of only two high schools in the county do so. Our goal every year in each building is to earn “A” status. We see plenty of opportunities for growth in each of our particular

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schools. The high school is our second sight to earn an “A” grade from the DOE, and while the elementary slipped 3 percentage points this year, the goal of improvement is with us every day. The overall district grade was a “B”.

Ms. Kelley, high school principal, and Mr. Charles Hancock, president Teacher’s Association, accepted the “A” banner on behalf of the high school.

G. BUILDINGS AND GROUNDS

1. Update on WRV ES Boiler Room – HVAC Air Handlers have been replaced.
2. WRV Elementary Gymnasium Roof – Received one quote; look for a lower quote
3. WRV HS Girls Softball Facility – Discussion followed
(Booster Club has agreed to donate \$7,500 to help defray costs.)

H. PUBLIC WORK SESSIONS

In the October board meeting, the members of the board instructed me to put a series of public meetings together as we begin to look at what a post-referendum WRV might look like. Will we continue to look at another referendum? Do we like a present configuration? What major maintenance items do we need to start looking at? All very important questions that the Board and I will have to answer. The public is invited to each of these public meetings. We will hold one in each of three areas of our school district for public input.

1. January 23, 2019 at WRV HS – 5:30:PM
2. February 13, 2019 at WRV ES – 5:30PM
3. March 13 at WRV MS – 5:30PM

PERSONNEL

RETIREMENTS

Mr. Davidson made a motion to accept the retirement of Ms. Kelley, WRV High School Principal June 30, 2019. The motion was seconded by Mr. Porter. The motion passed 7-0.

**MS KELLEY-PRINCIPAL
RETIREMENT
JUNE 30 2019**

Mr. Davidson made a motion to accept the retirement of Mark Woodruff, WRV HS custodian effective December 21, 2018. The motion was seconded by Mr. Davis. The motion passed 7-0.

**WOODRUFF-CUSTOD’N
RETIREMENT
DEC 21 2018**

Mr. Shake made a motion to accept the retirement of Amy Ruxer, WRV High School Guidance Director effective end of 2018-19 school year. The motion was seconded by Mr. Davidson. The motion passed 7-0.

**RUXER-GUIDANCE
RETIREMENT
END OF 2018-19**

Mr. Decker made a motion to accept the retirement of Jayne Kaho, WRVSD Treasurer effective June 30, 2019. The motion was seconded by Mr. Porter. The motion passed 7-0.

**KAHO-CORP TREAS.
RETIREMENT
JUNE 30 2019**

HIRING RECOMMENDATIONS

Mr. Decker made a motion to hire Jana Benham – WRV Middle School FMLA leave for Grace Cross – Grade 5. The motion was seconded by Mr. Davis. The motion passed 7-0.

**HIRE J BENHAM -
FMLA LEAVE G CROSS**

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Mr. Davis made a motion to hire Ryan Karr – WRV Boys Bidy Ball Youth Coordinator. The motion was seconded by Mr. Hostetter. The motion passed 6-1. Mr. Porter voted against.

**HIRE R KARR – WRV
BOYS BIDDY BALL
COORDINATOR**

PUBLIC COMMENT

Mr. Decker made a motion to waive the public comment policy. The motion was seconded by Mr. Shake. The motion passed 7-0.

**WAIVE PUBLIC
COMMENT POLICY**

Mr. Decker had to leave the meeting due to a water emergency at the elementary building.

INFORMATION

Regular Meeting	Thursday, December 20, 2018	7PM	WRV HS Room 110
Executive Session	Thursday, December 20, 2018	6PM	WRV Admin Center
Supt Office Hours	Monday, December 10, 2018	5:15-8PM	WRV Admin Center
Board Reorganization	Thursday, January 3, 2019	6PM	WRV Admin Center
Middle School Play	Friday/Saturday Nov 16 & 17	7PM	WRV Middle School
TeleHealth Ribbon Cutting	Monday, November 19, 2018		WRV Elementary School

Mr. Porter made a motion to adjourn the meeting. The motion was seconded by Mr. Shake. The motion passed 6-0.

ADJOURNMENT