NOTE: These are “proposed” minutes and will not be approved until the September 3, 2019 School Board Meeting

4:00 p.m. Administration Center Tuesday August 20, 2019

REGULAR SCHOOL BOARD MEETING

CALL TO ORDER – President Joanna King called the August 20, 2019 School Board Meeting to order at 4:00 p.m. All board members were present. Others in attendance included Jane Allen, Superintendent, Robby Goodman, Assistant Superintendent, Josh Yoder, Director of Business, Melissa Deak, Director of Transportation and Jeff Palmer, Director of Buildings and Grounds.

AMEND AGENDA – Add Agenda Item - 5.7 - Consider approval of Board Policy 3220.01 on First Reading. Mrs. Allen said we just received notice of a change to Board Policy 3220.01 (this past Friday) from NEOLA. This change is a state requirement and needs to be approved on 2nd reading before September 15, 2019. Mr. Gayler moved and Mr. Eash seconded a motion to approve the request to add Agenda Item 5.7 as requested. The motion was approved with a vote of 5-0.

- On Wednesday, August 14, our buses rolled beginning at about 6:11 a.m. and began picking up students for their first day of school.
- Despite a few issues of finding the right kids, at the right home, on the right road, our 4200+ bus riders arrived in a reasonable amount of time close to the beginning day of school.
- Our buildings were sparkling and kids were greeted with plenty of smiles as they were helped to their classrooms and gathering areas.
- The kitchens were all ready to go with delightfully healthy menus … All Schools Variations
  - Pepperoni Pizza Breadsticks
  - Grilled Chicken Sandwich
  - Cranberry Turkey Sandwich
  - Ham and Cheese Sandwich
  - Lunchable – Egg Option
  - Lunchable – Hummus Option
  - Chips & Dip Lunchable
  - Sesame Ginger Chicken Salad
  - Chef Salad
  - Garden Salad
  - Great Northern Beans
  - Corn
- At the elementary schools, the students were dismissed with their bus numbers pinned to their shirts, teachers holding their hand, and principals checking lists.
- Middle schoolers and high schoolers left their parking lots the earliest they ever have on the first day but we did have a small glitz at the high school. There were a lot of students who went on their buses and then got right off because they refused to sit three to a seat.
- The last student off the last bus was walking in their front door at 5:30 p.m.
- We could not do school in Middlebury the way we do without our wonderful transportation department: Director, Melissa Deak; Secretary, Michelle Hart; and Scheduler, Melissa Garcia and especially our MCS Bus Drivers. We are so fortunate to have such skilled, friendly and caring drivers.
After we finished counting heads, we ended up with a school district with 4518 students (down around 50 students from last year): 1416 at the high school; 1137 at the middle school; 678 at Heritage Intermediate, 369 at Jefferson, 264 at Middlebury, 363 at Orchard View and 291 at York Elementary schools. Out of our 4518 students, 400 are transfers from other school districts. Middlebury Community Schools is definitely the place to be.

Kids are back in their classrooms and our hearts are beating again …

EXPRESSIONS FROM PATRONS – None.

CONSENT AGENDA –
- Minutes from the August 6, 2019 School Board Meeting
- Claim Lists
- July 2019 Financial Statement
- Personnel List

EMPLOYMENT:

Northridge High School
Certified: Michelle Vander Reyden-Yoder, Special Education Teacher  
Replacing: Joel Sienicki
Eric Highley, 9th Grade Volleyball  
Start Date: August 21, 2019

Classified: Dee Koontz, 6.5 Hour Building Assistant  
Replacing: Em Brewer, Start Date: August 21, 2019
Calvin Holds, 9 Month/5 Hour/Day Custodian  
Replacing: Christina Young, Start Date: August 21, 2019

Classified: Joel Sienicki, Assistant Football Coach, 23200-3  
Start Date: July 8, 2019

Northridge Middle School
Certified: Samantha Baker, Spanish Teacher  
Replacing: Jose Gutierrez, Start Date: August 12, 2019
Shelby Weeks, 7th Grade Language Arts Teacher  
Replacing: Teri Vasquez (Shawna Davenport)  
Start Date: August 12, 2019
Andy Williams, Blended Learning Digital Health Teacher  
Start Date: August 21, 2019
Carime Patel, Blended Learning Digital Art Teacher  
Start Date: August 21, 2019
Jessica Cripe, Blended Learning Digital Math Teacher  
Start Date: August 21, 2019
Shawn Baker, Blended Learning Digital Social Studies Teacher  
Start Date: August 21, 2019
Catherine Stout, Blended Learning Digital Science Teacher  
Start Date: August 21, 2019
Jaime Halfast, Blended Learning Digital Language Arts Teacher  
Start Date: August 21, 2019
Tonya Rhodes, Blended Learning FACS Teacher  
Start Date: August 21, 2019

Classified: Judith Mantyla, Intramurals, 32497-2  
Start Date: August 21, 2019
Judith Mantyla, 8th Grade Girls A Basketball Coach, 12855-3  
Start Date: September 1, 2019
Mandi Lloyd, Assistant Boys Soccer Coach, 32230-1
Replacing: Jeremy Tallman and Greg Moeller
Start Date: August 21, 2019

Tracy LeDuc, 2.25 Hour Cafeteria Worker
Replacing: Cynthia Ingling, Start Date: August 21, 2019

Catherine (Cassie) Stokes, 7 Hour Special Ed Assistant
Replacing: Autumn Elliott, Start Date: September 4, 2019

Tobey May, 6.5 Hour Special needs One-to-One Para
Replacing: Betsy Crowder, Start Date: August 21, 2019

Jefferson Elementary School
Certified: Derek Conley, Physical Education Teacher
Replacing: Patty Mossness, Start Date: August 26, 2019

York Elementary School
Classified: Janet Heuer, 7 Hour Special Education Assistant
Replacing: Joy Miller, Start Date: August 21, 2019

Sofia Guevara Chacon, 5.5 Hour Instructional assistant
Replacing: Alissa McClane, Start Date: August 28, 2019

Middlebury Elementary School
Classified: Jamie Kauffman, Cafeteria Manager, 4 Days/Week
Replacing: Janelle Walther, Start Date: August 21, 2019

Administration Center
Classified: Ray Caples, Substitute MCS Police Officer
Start Date: August 21, 2019

Karen Irons, Cafeteria Sub, Start Date: August 21, 2019

Transportation Department
Classified: Tracy LeDuc, 5.75 Hour Bus Driver, Start Date: August 21, 2019

TRANSFER:
Northridge High School
Classified: Teri Sheets, 3.5 Hour/4 Days/Week Cafeteria Worker, to:
3.5 Hour/5 Days/Week Cafeteria Worker
Effective Date: August 14, 2019
Kathleen Kelly, 6.5 Hour Autism Para, to:
7 Hour Autism Para, Start Date: August 21, 2019
Michelle White, 6.5 Hour, 5 Days/Week Autism Para, to:
6.5 Hour, 4 Days/Week Autism Para
Start Date: August 21, 2019

Northridge Middle School
Classified: Sarah Heverling, 3.5 Hour Cafeteria Worker, to:
Cafeteria Sub, Effective Date: August 13, 2019

Transportation Department
Classified: William (Gary) Lewis, Jr., Sub Bus Driver, to:
Substitute Bus Monitor, Start Date: August 5, 2019

RESIGNATION:
Northridge High School
Classified: Katherine Case, Concessions Manager
Effective Date: August 6, 2019
Samantha Baker, 6 Hour ELL Assistant
Effective Date: August 12, 2019

Northridge Middle School
Certified: Tonja Luken, Yearbook Sponsor/Advisor
CONSIDER APPROVAL OF ELKHART COUNTY AREA CAREER CENTER AGREEMENT – This is a routine item each school year. There are 101 students signed up for the Career Center for the 2019-2020 school year. Those students can receive college credits and dual credits while attending the Career Center. Mr. Souder asked about the number of students attending and Mrs. Allen said the number was about the same as last year. Mrs. King asked if the courses were in the morning and Mrs. Allen indicated most are but it can vary. Mr. Gayler moved and Mr. Souder seconded the motion to approve the Elkhart County Area Career Center Agreement as presented. The motion was approved with a vote of 5-0.

CONSIDER APPROVAL OF INDIVIDUAL BUILDING PL 221 PLANS – Mrs. Dyer, Principal at HIS (for grades K-5), Mrs. Vallance (for grades 6-8) and Mr. Wood (for grades 9-12) outlined the PL 221 Building Plans for the different buildings.

Grades K-5 – Mrs. Kari Dyer, Principal at Heritage Intermediate School
Major Areas of Focus for PD

- NWEA – Northwest Evaluation Association Measures of Academic Progress
- WIDA (World-Class Instruction Design and Assessment) for our English language learners – continue to focus on that.
- Math Workshop, Writer’s Notebooks, Word Study (Book Study;  Word Study that Sticks), Reader’s Workshop
- E-Learning Training and Chromebook Implementation
Continue Development of Collaborate Groups devoted to:

- Understanding the INCCRS Continuum
- Data Analysis of Common Assessment and Standardized Tests
- Grade Level Intervention and RTI
- Training for new teachers and new to grade level teachers on specific grade level content.
- Continue collaborating with High Ability Services Coordinator
- Continue training with Math Coach
- Continue training with Literacy Coach and Lead Learners (All Write Consortium)
- Technology Training Sessions with District Technology Coach

OVE – Second Year of Leader in Me.

  Goal Setting – Reading and Math
  Goal Setting – Classroom
  Student lead conferences this fall
YES – Fifth year of EL Education
Differentiated to their needs.
Student goal setting

Northridge Middle School (Mrs. Vallance, Principal) Grades 6, 7 and 8.
Tech Trainings with our Technology Coach.
   a. Teachers teach teachers sessions
   b. Study Island
   c. Continued emphasis on meeting students where they are to maximize learning time with programs like Exact Path and Blended Learning
2. ILEARN Analysis and Response
   a. Scores are new, but we’ll look at trends and relative areas of strength and weakness.
3. Teachers with high ability students will be invited to attend conferences on specific strategies for those kids.

Northridge High School (Mr. Wood, NHS Principal)
The following bullet points are areas of emphasis for the upcoming year’s PL221 Plan.
• Work Based Learning (WBL)
  o Implantation of new state guidelines regarding student work hours and classroom hours.
  o Ensure that all WBL experiences are “meaningful” as well as paid positions.
  o Ensure proper reporting to IDOE as well as teacher licensing to recoup the maximum additional per pupil funds.
• Career Wise Elkhart
  o Three-year commitment for students ideally going into their junior year.
  o Part of graduation pathway plan for students interested in Industrial Manufacturing Technician, Computer Technician and Project Coordinator. All DOL approved apprenticeships.
  o Students will earn High School Credit with the potential of earning college credit and industry certifications while participating in the Apprenticeship program.
  o Students will earn a wage as determined by the employer.
• New Career and Technical Education/Dual Credit Courses
  o Human Development & Wellness, CC
  o Human and Social Services
  o Advanced Manufacturing with embedded Certified Production Technician (CPT) certification attainment.
  o PLTW Year two-Computer Science Principals – Students also taking AP Computer Science test this year for the first time.
  o Start Up Moxie-Entrepreneur Course taught off campus by local business leaders
• New AP Course
  o English Language & Composition
• New Special Education Requirements
  o Implementation of new State Curriculum guidelines
• New Leadership Course
  o Current Health Issues: Leadership
  o Part of our school wide plan to develop leadership and mentoring opportunities for our students
  o Parallel to our School Counseling Initiatives (Hatch Training/CCI Grant)
  o Ties into Inside Out Initiative-Athletics
• Development of Advisory Committees for CTE Concentrators
• Graduation Pathways Parent Informational Meetings
• Emphasis on School Climate for Both Students and Staff
- Homecoming activities
- Mentoring
- Teacher Advisory Committee

- PSAT Day
  - Job Shadowing for 12th
  - Community Service Opportunity (meets Grad Pathway requirement) 9th
  - Guest Speaker on topic of leadership and career - 9th
  - 10th – 11th PSAT

- School Counseling 3rd year of Hatch Training and Implementation
- Continuation of School Wide Goals of Technology Integration into the classroom
- Increased Emphasis on Business Infused Project Based Learning

Mr. Miller moved and Mr. Souder seconded a motion to approve the Building PL 221 Plans as presented. The motion was approved with a vote of 5-0.

CONSIDER APPROVAL OF DONATIONS TO NORTHRIDGE HIGH SCHOOL – Mr. Gayler moved and Mr. Eash seconded a motion to approve the list of donations to Northridge High School as presented. The motion was approved with a vote of 5-0. These are very generous donations.

- Indiana First, Inc.
  - Robotics – Cyberbuggies $250.00
- Raider Nation Football (DBA)
  - Donation towards Endzone Camera $2,000.00
- Edward Jones, St. Louis, MO
  - Robotics $500.00
- Raider Nation Football
  - Donation towards Football Landing Mat $835.00
- First State Bank
  - School Spirit Donation $4,398.25
- Shell Oil Company
  - Northridge Industrial Arts $2,000.00

CONSIDER APPROVAL OF DONATION TO YORK ELEMENTARY SCHOOL
- Anonymous Donor for YES EL Education - $8,470.00
  This money is to fund travel expenses for EL this year in attending different required conferences. The donor is also donating money – which is approximately $50,000 to the EL Company for the training of York personnel. Mr. Souder moved and Mr. Eash seconded a motion to approve the donation to York Elementary as presented. The motion was approved with a vote of 5-0. Mrs. King said that is a remarkable gift.

CONSIDER APPROVAL OF SENDING ITEMS TO THE FALL AUCTION – This is a yearly routine item that comes before the board. When the school corporation purchase items (using taxpayer dollars), they are not allowed to give or sell items to anyone. The state allows us to auction them. Mrs. King asked if this auction was in conjunction with other area schools. Mr. Palmer said it was. Mr. Miller asked if those funds come back to the school corporation and Mr. Palmer said the money comes back and goes into the General Fund. Mr. Eash moved and Mr. Gayler seconded motion to approve sending items to the fall auction as presented. The motion was approved with a vote of 5-0.
CONSIDER APPROVAL OF BOARD POLICY 3220.01 ON FIRST READING – Mrs. Allen said this policy is currently in our School Board Manual, however, the law changed. We need to choose an option to put in a provision that changes the way Teacher Appreciation Grants are spread within the district. It’s not a negotiable item but is a discussable item. They met with the MTA yesterday to discuss this. We would prefer, as a district, to keep things the same. Highly effective teachers get a certain amount and the effective teachers get 25% less. The school corporation gets a “bucket” of money then it is distributed. Teachers, librarians & counselors get this money. We were notified of this change by NEOLA on Friday, August 16th that this needs to be done and sent back to the state by September 15, 2019. Mr. Eash asked who determines who is the effective teacher. Mrs. Allen said it’s determined on their evaluation, state wide test scores and NWEA Test Scores. Every teacher has a rating. It comes out as either highly effective, effective, needs improvement or ineffective. The majority of our teachers are highly effective or effective with a couple of teachers categorized as needs improvement. Needs improvement or ineffective teachers or new teachers do not receive money. Only teachers who are currently employed and had a rating from the previous school year receive money. Mr. Gayler asked if every teacher in our corporation received a bonus last year and Mrs. Allen said they did. Mr. Miller questioned if that stipend is distributed over multiple payrolls or one check. Mrs. Allen said when the school corporation receives it we turn around as soon as possible in one stipend. Mr. Gayler asked if this evaluation process is separate than what the normal evaluation is. Mrs. Allen said it was not. The principal or assistant principal does the evaluation and if the teacher is on an improvement plan and they do not meet the goals set for them, then they are not rated an effective teacher. It is reflected in their evaluation. Mr. Miller moved and Mr. Souder seconded motion to approve on first reading Board Policy 3220.01 as presented. The motion was approved with a vote of 5-0.

UNFINISHED BUSINESS – None.

FIELD TRIPS – None.

ANNOUNCEMENTS AND CORRESPONDENCE –
- Tomorrow night, on WNIT there is a special called Career Wise Elkhart County and it is on Education Counts at 7:00 p.m.
- Thank you to the Middlebury Schoolhouse Grillers for their hard work this last Saturday at the Boys & Girls Club Barbeque and Brew Fest. Our team consisted of Robby Goodman, Rachel Vallance, Dave Gaskill, Yvonne Buller, Josh Yoder, Joe Kominsowski, Kyle Martin, Kari Dyer, Kelly Anglemyer, Marion Hostetler, Tricia Brickner and Jane Allen. We didn’t win but we had so much fun. We are thankful of the community support for the Boys & Girls Club. A big thank you to our team!

ANNOUNCEMENTS FOR TRAVEL – Dr. Goodman reviewed the list of travel requests.

EXPRESSIONS FROM BOARD MEMBERS –
- Mr. Miller gave a high level of appreciation to the planning, time and commitment that goes into those PL221 Improvement Plans. It takes a whole school to put those together. Thank you for doing that. Also, he is impressed with the dollar amount of those donations that were accepted this evening. It’s an amazing community.
- Mr. Gayler also agreed with what Mr. Miller said. We looked through this, especially at the high school, it is complicated stuff. His son is lucky enough to be in the start-up moxie program and they went to the first meeting – it’s a phenomenal program - 5 out of 20 students were NHS students. Again, great start to the year, it’s an exciting time.
- Mr. Souder agreed so much effort being put forth. It takes a lot of time and he appreciates all that you people are doing. It’s awesome. Year after year things seem to fall into place. He appreciates your time, work and energy. Thank you.
• Mr. Eash agreed with everyone else. It’s exciting to see the athletic project underway. It looks like things are off to a good start and thank you for all your efforts.

• Mrs. King welcomed everyone back. It was good to have lunch with our educators a week ago which local businesses supported – including our school corporation attorney, Warrick and Boyn. We do appreciate the partnerships with our corporation. Also, at her desk tonight there was a new Athletic weekly event calendar. It’s wonderful – Mr. Frank did a good job. Thank you so much! It is on our website as well, please check that out.

OTHER BUSINESS – None.

ADJOURNMENT – Mr. Miller moved and Mr. Gayler seconded a motion to adjourn the August 20, 2019 school board meeting at 4:55 p.m. The motion was approved with a vote of 5-0. The next school board meeting will be on September 3, 2019 at the Administration Center.

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Joanna King, President                      Paul Gayler, Vice President

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Robert Souder, Secretary                   Mitch Miller, Member

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Gregg Eash, Member