

The Randolph Southern School Corporation Board of School Trustees met for the regular meeting on Monday, July 10, 2023 in the Superintendent's Office Board Room. The following members were present:

Eric Retter, President  
Patricia Tillson, Vice President  
Don Pruitt, Secretary  
Heather Good, Member  
Crystle Austin, Member

#### I. JULY 2023

Eric Retter called the meeting to order at 6:35 PM.

#### II. JULY 2023

Pat Tillson made a motion to approve the agenda. Crystle Austin seconded the motion and motion carried 5-0.

#### III. JULY 2023

Don Pruitt made a motion to approve the June 12, 2023 regular meeting minutes as presented. Heather Good seconded the motion and motion carried 5-0.

#### IV. JULY 2023

Pat Tillson made a motion to approve Personnel Items VI.B Addendum items 7 and 8. Crystle Austin seconded the motion and motion carried 5-0.

Randolph County Clinical School Nurse, Tammy Pruitt dropped off Back on Track Event flyers and School Smiles forms to be added to RSSC Facebook page and the school website to inform parents of the community of available resources in Randolph County.

#### V. JULY 2023

Don Pruitt moved to approve June 22, 2023 payroll voucher in the amount of \$125,031.46, July 7, 2023 payroll voucher in the amount of \$108,317.02, account payable vouchers 2911 through 3003 in the amount of \$665,400.36, June 30, 2023 Cash Balance Education Fund in the amount of \$545,602.31 and June 30, 2023 Operations Fund in the amount of \$592,836.62. Dr. Bowsman discussed that the Cash Balance Education Fund had dropped due in part to losing twenty (20) students and the staff pay raise but was still in good shape. Heather Good seconded the motion and motion carried 5-0.

#### VI.A.29 JULY 2023

Crystle Austin made a motion to approve the 2023-24 High Ability Grant for \$24,417. The grant earmarks \$346 for identification materials and \$24,071 toward salary of high ability teachers. Don Pruitt seconded the motion and motion carried 5-0.

#### VI.A.30 JULY 2023

Heather Good made a motion to approve the Secured School Safety Grant in the amount of \$39,883.75 for the salary of the School Resource Officer. The grant requires the school corporation to match a total of \$7,976.75. Crystle Austin seconded the motion and motion carried 5-0.

#### VI.A.31 JULY 2023

Don Pruitt made a motion to approve the curriculum/textbook rental fees uncollectable debt as presented from 2015-2016. These curriculum/textbook rental fees of previous students have been submitted to the collection agency, but are at statutory limits. Pat Tillson seconded the motion and motion carried 5-0.

#### VI.A.32 JULY 2023

Crystle Austin made a motion to approve the following Public Officials Bonds as presented:

Corporation Treasurer	\$ 75,000
Deputy Treasurer	50,000
Central Office Administrative Assistant	10,000
Jr. /Sr. High School Treasurer	20,000
Secretary/Athletic Secretary	10,000
Elementary Treasurer	10,000
Position Schedule	60,000

Principals, A.D., Cashiers & Cafeteria Director

The bonds will be on file with the county government. Heather Good seconded the motion and motion carried 5-0.

#### VI.A.33 JULY 2023

Pat Tillson made a motion to approve Category II Employees Health Insurance contribution correction in June. A mathematical error was made in the calculations due to the paraprofessional salary increase not being figured in from 2022.

The Affordable Care Act requires a person cannot pay more than 9.5% of his or her income toward health insurance. Typical paraprofessional makes \$16,939.79. RSSC must contribute all but \$1,609.28 toward Plan I (minimum essential coverage plan) to be in compliance. Thus, the school corporation contribution equals \$8,329.24. Cost of the plan is \$9,938.52 minus \$8,329.24. Crystle Austin seconded the motion and motion carried 5-0.

#### VI.A.34 JULY 2023

Crystle Austin made a motion to approve the certificate of payment for \$82,910.63 for work completed on the Extended Learning Center to CPM. Heather Good seconded the motion and motion carried 5-0.

#### VI.A.35 JULY 2023

Don Pruitt made a motion to approve changing the October 9, 2023 School Board Meeting date to October 16, 2023 at 6:30 PM due to fall break. Heather Good seconded the motion and motion carried 5-0.

#### VI.B.7 JULY 2023

Crystle Austin made a motion to approve the following personnel items as presented:

1. Brandon Bible as Volunteer Assistant Varsity Girls Golf Coach for the 2023-24 school year.
2. Olivia Faddis as Volunteer Assistant Varsity Cheer Coach for the 2023-24 school year.
3. Jerrica Govin as 7<sup>th</sup>/8<sup>th</sup> grade English at a salary \$45,000 for the 2023-24 school year.
4. Kyler Naylor as Volunteer Assistant Girls Varsity Tennis Coach for the 2023-24 school year.
5. The resignation of Chelsea Pruitt as 7<sup>th</sup>/8<sup>th</sup> grade Social Studies Teacher effective June 26, 2023.
6. Carlee Rismiller as Volunteer Assistant Boys Varsity Tennis Coach for the 2023-24 school year.
7. The resignation of Brenda Gaston as RSE Kindergarten Teacher effective July 10, 2023.

8. Camile Golay as 7<sup>th</sup>/8<sup>th</sup> grade Social Studies Teacher for the 2023-24 school year.

Pat Tillson seconded the motion and motion carried 5-0.

#### VI.C.7 JULY 2023

Don Pruitt made a motion to approve Girls Basketball request to hold a shootout on June 6, 2023. Contact person is Jordan Austin. Heather Good seconded the motion and motion carried 5-0.

#### VI.F.3 JULY 2023

Pat Tillson made a motion to approve the 2023-2024 Elementary School Reading Plan as presented. Crystle Austin seconded the motion and motion carried 5-0.

#### VI.G.1 JULY 2023

Pat Tillson made a motion to approve the Updated Neola Policy -- First Reading.

NEOLA has submitted the following updated Board Policies for approval:

0141, 0142, 0142.1, 0142.2, 0142.3, 0144.1, 0144.2, 0152, 0164.5, 0167.3, 1213.01, 1425, 1615, 2410, 2461, 2462, 2510, 3124, 3213.01, 3215, 3231, 3362.01, 3425, 4120, 4213.01, 4215, 4425, 5330, 5512, 5517, 5517.01, 5771, 6152, 6250, 6550, 6700, 7434, 7440, 7540.02, 8310, 8451, 9111.

Crystle Austin seconded the motion and motion carried 5-0.

#### VII.A.7 JULY 2023

Superintendent, Dr. Bowsman reported on the following items:

1. Dr. Bowsman discussed the Natural Gas Consortium Report. Natural gas skyrocketed due to inflation, demand, and war related issues in Ukraine. We are locked in to \$3.00 per dekatherm. April 23 through October 23 is fixed at \$2.58 and November 23 through March 24 is at \$3.14. Dr. Bowsman stated that he and the consortium hedged this price years ago which in turn helped our budget tremendously.
2. Dr. Bowsman discussed the 2023-24 budget dates. August 14<sup>th</sup> will be the board review of the 2024 budget and permission to advertise. August 17<sup>th</sup> will be the budget submission to the News Gazette. The Public hearing will be held on Monday, September 11 at 6:25 PM. Then there will be a seven (7) day objecting period which brings us to September 20<sup>th</sup>. Adoption of the proposed 2024

Budget Adoption of CPF Plan and Bus Replacement Plan will be held on October 16<sup>th</sup> and deadline for the DLGF Certification of 2024 Budget is December 31, 2023. The budget is dependent upon on the number of students that enroll which will affect the salary increases for staff.

3. Bi-Annual Financial Report is due on July 31, 2024.
4. Teacher Appreciation Grant and Policy submitted to the IDOE per IC 20-43-10-3.5(c) on June 29<sup>th</sup>. This must be submitted in order for teachers to receive money.
5. Staff Performance Evaluation Plan was submitted to the IDOE on June 30<sup>th</sup>.
6. RSE has been approved for the Fresh Fruit and Vegetable Program for the 2023-2024 school year. Don Pruitt asked if this is the first year this program has been available? Mr. Allen reported that this is the first year addition to lunch. Snacks offered will be fresh fruit and vegetables and free to everyone.
7. Dr. Bowsman discussed the maintenance report. The High School restroom renovation is going very well. We selected neutral colors due to being able to make repairs years down the road and we very happy with the job at this point. Eric Retter asked if the restrooms were on schedule? Dr. Bowsman discussed they were on schedule but ran into many unforeseen problems that came from restrooms installed in 1976. The pipes were corroded with no shut off valves. They had to replace all the piping and install shut off valves. A clean out valve had to be installed in the boys restroom. The outside spicket was leaking and there was no access panel or shut off valve. They will have to tear out the wall to get to the spicket which will be an extra \$5000. All in all we are very happy with the work they have done and it is due to be completed by August 4<sup>th</sup>. The baseball diamond bleachers have been removed and the new concrete pads are installed. New bleachers are here and ready to be assembled. North fence row along State Road 36 has been removed. Mr. Mangus will be painting the high school gym this month. The new camera system will be in installed in this month. Paving in the north parking lot and Oak Street entrance has been completed. The annex floor replacement and high school PA system, which will allow the elementary and high school to communicate to each other will be completed this month. The new black playground fencing will be completed in August.

The Student Activity Center is near completion. Punch lists are being finalized with the HVAC and fire alarm systems being completed this month for final occupancy. Dr. Bowsman discussed that the archery eyelets were up and ready to go in the new gym. We are hoping enough students and parents show interest in enrolling in the before and after school care in the Student Activity

Center. The morning would run from 6:30 AM to 8:00 AM and after school from 3:00 PM to 5:30 PM. Dr. Bowsman added the ESSER II, III, and windmill funds have been utilized for building construction without increasing the tax rate or utilizing Operation Funds. This facility opens up so many activities for students and the community for years to come.

8. Dr. Bowsman discussed the ADM count. RSHS graduated 29 students last year. It is frustrating that RSSC has so much to offer. Virtual school and lack of housing for families has caused our numbers to drop significantly. Randolph Southern Elementary will be offering preschool for the 2023-24 school year. We have been working hard to get all of the qualifications and everything in place for a successful program. Dr. Bowsman stated, "We know we will have one section for preschool and are hoping for two. I would also like to give Cindy Williams, Reva Atkins, and Mr. Allen credit for assisting me in this application process and doing so much to help make this possible. RSE is now Pre-K through 6<sup>th</sup> grade."

Dr. Bowsman took a moment to remember student Torry Latello and express his condolences to his family at this time. Dr. Bowsman stated, "Torry was a special young man who had a tough life. I ask that everyone please pray for the family. He will be missed."

#### VIII. A.7 JULY 2023

Elementary Principal, Mr. Allen reported on the following items:

1. Mr. Allen reported that he be posting the Kindergarten position on Tuesday.
2. Mr. Allen thanked the custodians for making the elementary look great.
3. Mr. Allen also thanked Amy Schroeder for all the work she has put in and working from home to get a lot of things completed.

#### VIII. B.7 JULY 2023

Jr./Sr. High School Principal, Mr. Mangus was not present for this meeting.

#### IX. JULY 2023

There were no faculty, staff or student comments.

#### X. JULY 2023

Eric Retter asked if there were any patron comments?

Tom McFarland asked, "With regards to Neola, do you think the cost will go up with all these changes?"

Dr. Bowsman reported that the yearly fee did go up. They provide updates twice a year.

Mr. McFarland asked, "Do you anticipate any serious changes?"

Dr. Bowsman stated, "I think teacher salaries will go up. All governmental agencies will be required to broadcast public meetings in 2025."

Jackie Ison stated, "I am very sad to hear about Ms. Morrow and Mrs. Pruitt. Did they offer a letter of why they left? I think we need to know and have an evaluation or survey to see what we can do. Were there any notifications or letters of why, anything we could do?"

Dr. Bowsman stated, "They did not communicate with me or Mr. Mangus. It was my understanding that Ms. Morrow took a job closer to where she lived. Yes, we do want to know why staff are leaving. We are working hard to get the salaries up without conducting a referendum. We gave a 10% increase in 2022-23. I have been here for 18 years and RSSC has treated me very well. No one wants to lose staff. But, how do we keep this school going and keep the Mrs. Pruitt's and Ms. Morrow's without going into the taxpayers pocket?"

Mrs. Ison commented, "Maybe we could ask for an exit interview. If its not money, is it staff or administration? Did anyone reach out to her?"

Dr. Bowsman commented, "Yes, Mr. Mangus did reach out to her. We have a Master Contract in place that was negotiated by the union and we are obligated to follow it. We cannot just give any certified staff member a bonus or raise without language in place."

Janet Caudle commented, "Have we ever thought of having an outside team come in and do a culture climate study? The Principals Association can put that together."

Dr. Bowsman stated, "That is definitely something we can look at."

Mrs. Ison commented, "I keep hearing about kids getting sent to the office and then right back into class. Kids with a lot of issues. Are there steps before we can expel? Are other kids being disrupted? Are teachers being treated poorly? What can we do differently?"

Dr. Bowsman commented, "We have a suspension school at GRIC. They provided a suspension report for the 2022-23 school year and we have the fewest suspensions of all the high schools. I have instructed our principals to take action and follow the handbooks when a student is written up and sent to the office. After school detention is coming back and the principals are expected to take action. School safety is the number one. If students are sent to the office there must be a writeup written by the teacher in PowerSchool. If students leave the room, they must have a pass. There is a chain of command and teachers need to voice their concern to me if they are not getting it resolved with the principals. We do have rules and there is flexibility when an incident occurs. Students need to behave, be respectful, and get their work completed. We have an expectation when students come into the building. This is what makes us different than the other schools."

Jackie Ison commented, "I do appreciate all of you. I value you all. I try to get people to come to these meetings. If they have questions or concerns they ask and also so they have the right information about what is going on in our school."

#### XI. JULY 2023

Don Pruitt commented, "Let's just try to go in the right direction."

Pat Tillson commented, "I'm excited for the new building and before and after school care. I really appreciate all you have done Dr. Bowsman with getting our own preschool started and implemented at RS. This school is offering a lot of good things. School is no different than a business. People leave and sometimes they just have other goals or ideas. It just happens."

Crystle Austin commented, "I would like to thank all the maintenance, everything looks awesome. I am excited for the new Extended Learning Center with the sports and before and after school care."

Heather Good commented, "We have a lot of good things happening at our school. We just have to be better and more vocal on getting it all out there. We have a lot of good things going on but not a lot of people know about them."

Dr. Bowsman commented, "We are trying to communicate with the Star Press and Pal Item, but they are not covering us. For instance, Carter Abshear and Joe Burke are two of the best athletes to come through our boys basketball program. However, we receive no press coverage or coach's association. The band has grown leaps and bounds and performing at a high level. We do not get coverage from the News Gazette. I do public address announcements, Facebook posts, and call the newspapers. I'm trying to figure out a way to get our school name out there. We have so many opportunities available for the kids."



Heather Good commented, "To get it out there we need our community to get involved."

Crystle Austin commented, "Yes, we need our community to get it out there."

Heather Good commented, "I also wanted to let you know Jeff Ison and Kyle Good are signed up with the DNR to get archery going again this year."

## XII. JULY 2023

Don Pruitt made a motion to adjourn at 7:58 PM. Crystle Austin seconded the motion and motion carried 5-0.

The next regular board meeting will be Monday, August 14, 2023 at 6:30 PM, in the Superintendent Board Room.

Heather M. Good  
Crystle Austin  
Patricia Selboe

Don M. Z. Pruitt  
Eric Kott

Persons Attending: Daniel Allen, Donnie Bowsman, Amanda Bragg, Jackie Ison, Thomas McFarland, Jan Caudle.