

NOTICE OF EXECUTIVE SESSION

NAME OF GOVERNING BODY: Randolph Southern School Corporation

DATE OF MEETING: June 8, 2020 7:30 PM

PLACE OF MEETING: Superintendent's Office

ADDRESS: One Rebel Drive, Lynn, IN 47355

The governing body named above will conduct an Executive Session pursuant to Indiana's Open Door Law, IC 5-14-1.506(b) for the following reason(s):

- X 1. Where authorized by federal or state statute.
- 2. For discussion of strategy for: (A) Collective bargaining, (B) initiation of litigation or litigation which is either pending or has been threatened specifically in writing. Litigation includes judicial action or administrative law proceedings under federal or state law. (C) Implementation of security systems. (D) Purchase or lease of real property up to the time a contract or option to purchase or lease is executed by the parties. (E) School consolidation.
- X 3. For discussion of the assessment, design, and implementation of school safety and security measures, plans and systems.
- X 4. Interviews and negotiations with industrial or commercial prospects or agents of industrial or commercial prospects by the Indiana economic development corporation, the office of tourism development, the Indiana finance authority, the ports of Indiana, an economic development commission, the Indiana state department of agriculture, a local economic development organization that is a nonprofit corporation established under state law whose primary purpose is the promotion of industrial or business development in Indiana, the retention or expansion of Indiana businesses, or the development of entrepreneurial activities in Indiana, or a governing body of a political subdivision.
- X 5. To receive information about and interview prospective employees.
- 6. With respect to any individual over whom the governing body has jurisdiction: (A) to receive information concerning the individual's alleged misconduct; and (B) to discuss, before termination, the individual's status as an employee, a student, or an independent contractor who is: (i) a physician; or (ii) a school bus driver.
- X 7. For discussion of records classified as confidential by State or Federal statute.
- 8. To discuss before a placement decision an individual student's abilities, past performance, behavior, and needs.
- X 9. To discuss a job performance evaluation of individual employees. This subdivision does not apply to a discussion of the salary, compensation, or benefits of employees during a budget process.
- 10. When considering the appointment of a public official, to do the following:
 - (A) Develop a list of prospective appointees.
 - (B) Consider applications.
 - (C) Make one initial exclusion of prospective appointees.
- 11. To train school board members with an outside consultant about the performance of the role of the members as public officials.

I HEREBY CERTIFY THAT ONLY THOSE ITEMS CHECKED ABOVE WERE DISCUSSED IN EXECUTIVE SESSIONS.


Thomas E. McFarland, Secretary

The Randolph Southern School Corporation Board of School Trustees met for the regular meeting on Monday, June 8, 2020 in the Superintendent's Office Board Room. The following members were present:

Michael Miller, President (Google Hangout)
Eric Retter, Vice President (Present)
Thomas McFarland, Secretary (Present)
Janet Caudle, Member (Present)
Patricia Tillson, Member (Google Hangout)

I. JUNE 2020

School Board President Michael Miller asked Superintendent Donnie Bowsman to call the meeting to order at 7:30 PM and asked him to read the agenda since the meeting was being conducted virtually.

II. JUNE 2020

Tom McFarland made a motion to approve the May 11, 2020 regular meeting minutes and Jan Caudle seconded the motion and motion carried 5-0.

V. JUNE 2020

Tom McFarland moved to approve the Accounts Payable Vouchers 388-457 in the amount of \$ 522,464.14 as presented.

May 31, 2020 cash balance Education Fund was \$ 499,201.75 and 17.1% of a \$2,916,851.00 Education Fund budget. Eric Retter seconded the motion and motion carried 5-0.

VI.A.34 JUNE 2020

Eric Retter made a motion to approve the Student Technology Acceptable use and safety policy. Jan Caudle seconded the motion and motion carried 5-0.

VI.A.35 JUNE 2020

Eric Retter made a motion to approve the RSE and RSHS Teacher and Student Handbooks as presented. The principals discussed changes to the handbooks. Janet Caudle seconded the motion and motion carried 5-0.

VI.A.36 JUNE 2020

Superintendent Bowsman read through the Health Insurance Renewal Memorandum of Understanding (MOU) with the Classroom Teachers Association (CTA).

The Cigna health insurance renewal increased by 13% for the 2020-21 school year. The higher rate increase was due to a 135% jump in expected insurance claims from the 2019-20 school year. In 2018-19 the school corporation had 112% of expected insurance claims with an 8% renewal rate increase. The Master Contract was signed and approved on October 14, 2019. The Board increased the Health Savings Account (HSA) by \$200 to a total of \$2,450.00 for any teacher electing health insurance coverage. The school corporation's contribution on a single and family plan remained the same at \$6,181.08. The Board is under no obligation to open the contract or make changes to the contract. However, the Board and Superintendent understands the financial hardship this health insurance rate increase will cause on all employees during the outbreak of COVID-19. Therefore, the Board is willing to assist the Association and employees by increasing the school corporation contribution to the health insurance premium. Superintendent recommends the Board approve the MOU with the CTA as presented, retroactive to May 22, 2020. The MOU increases the school corporation contribution for Plan 1 (single/\$5000 deductible) to \$7,050.12, Plan 2 (single/\$2,800 deductible) to \$7,181.04, Plan 1 (family/\$10,000 deductible) to \$7,381.08, and Plan 2 (family/\$5,400 deductible) to \$7,381.08. Jan Caudle made a motion to approve the Corporation contribution as presented. Eric Retter seconded the motion and motion carried 5-0.

VI.A.37 JUNE 2020

Superintendent Bowsman explained that the Affordable Care Act requires a person cannot pay more than 9.5% of his or her income toward health insurance. A typical paraprofessional makes \$12,379.00. RSSC must contribute all but \$1,176.00 toward Plan I (minimum essential coverage plan) to be in compliance. Thus, the school corporation contribution equals \$6,912.00. Cost of the plan is \$8,088.00 minus \$6,912.00 which equals \$1,176.00. Pat Tillson made a motion to approve the Health Insurance Contribution Adjustment for Category II Employees. Eric Retter seconded the motion and motion carried 5-0.

VI.A.38 JUNE 2020

Superintendent recommends increasing the school corporation contribution for 12 month and Category I employees to \$7,830.24. Retroactive May 22, 2020. Eric Retter made a motion to approve the adjustment as presented. Jan Caudle seconded the motion and motion carried 5-0.

VI.A.39 JUNE 2020

Eric Retter made a motion to approve the 2020-2021 land lease with Bryan W. and Jasmine L. Martzell as presented. The school corporation will pay \$350.00 for the term of the lease. Pat Tillson seconded the motion and motion carried 5-0.

VI.A.40 JUNE 2020

Jan Caudle made a motion to approve the summer lunch program to operate from May 22, 2020 through July 31, 2020. Meals will be served from 11:00 AM to 12:30 PM daily. Lunches will be served at Randolph Southern High School and Spartanburg Christian Church. The meals are grab & go as approved by the IDOE. Estimated costs will be \$7,000 for labor and \$12,000 for food. The program is reimbursable from IDOE. Tom McFarland seconded the motion and motion carried 5-0.

VI.A.41 JUNE 2020

Supeintendent, Elementary Principal, and High School Principal recommend approval of the curriculum material/textbook rental fees as presented. Eric Retter asked why there is a difference in the price of the chromebook rental fees. Mr. Mangus and Mr. Bowsman explained that the chromebooks have varied in price over the years at the time of purchase which may cause the rental fee to go down or up accordingly. Mr. Allen discussed his textbook rental fees. The elementary has not readopted any new textbooks. Therefore, there has not been a dramatic increase in any of the elementary fees. Mr. Bowsman discussed information regarding the Indiana Bond bank and their low interest rates that allowed us to purchase our chromebooks and he has shared this information with other schools. Those schools were very impressed with all of the information that Mr. Bowsman discussed and said it was a wealth of information. Eric Retter made a motion to approve Textbook Rental Fees for 2020-2021 as follows:

RSE: Kindergarten	\$95.20
1 st Grade	\$100.10
2 nd Grade	\$95.26
3 rd Grade	\$153.42
4 th Grade	\$153.73
5 th Grade	\$145.78
6 th Grade	\$122.33

RSHS: Chrome Book Fees:

7 th Grade	\$69.75
8 th Grade	\$100.30
9 th Grade	\$100.30
10 th Grade	\$77.50
11 th Grade	\$100.30
12 th Grade	\$100.30

Other fees as determined by individual class schedule

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

VI.A.42 JUNE 2020

Jan Caudle made a motion to approve the Educational Stabilization Relief Grant (CARES Act) for \$ 121,910.29. These funds will be appropriated for classroom size reduction, paraprofessional support, PPE masks, online portal software, and essential staff stipend. Tom McFarland seconded the motion and motion carried 5-0.

VI.B.6 JUNE 2020

Eric Retter made a motion to approve the following personnel items numbered 1, 2, 3, 4, 5, 6, 8, 9, 10, and 11:

1. Lindsey Adams as Varsity Volleyball Coach for the 2020-2021 school year at \$2348.00.
2. Savannah Artley for summer bus cleaning duties at the rate of \$10.84 per hour for 8 hours per day.
3. Tammy Clements as Reserve Volleyball Coach for the 2020-2021 school year at \$1174.00.
4. Kyle Good as Varsity Boys Tennis Coach for the 2020-2021 school year at \$1713.00.
5. Amy Hinshaw as Girls Varsity Golf Coach for the 2020-2021 school year at \$1500.00.
6. James Holliger as Category II full time bus driver as per the non-certified pay schedule and handbook at the rate of \$18.62 per hour for 4 hours per day.
8. Tara Parsons for summer bus cleaning duties at the rate of \$10.84 per hour for 8 hours per day.
9. Resignation of Veronicka Rector as elementary paraprofessional effective May 19, 2020.

10. Sarah Reed as 2020 Jr./Sr. High Summer School Teacher for twenty (20) days, four (4) hours per day at the current Master Contract rate of \$33.41 per hour.
11. Resignation of David Taylor as custodian effective May 1, 2020.

Tom McFarland and Jan Caudle asked if coaches would be paid or salaries would be prorated if some athletic seasons were canceled due to another outbreak of COVID-19. Mr. Bowsman stated that we did pay our Spring sports coaches and the seasons were canceled. However, he does not have the answer to that question at this time. Mr. Bowsman stated that it is very challenging to find ECA coaches and many teachers and other personnel filling these positions consider these wages part of their yearly salary. Tom McFarland stated that the school corporation set a precedent by paying the coaches for the sports that were cancelled during the COVID 19 closure. However, he also stated that these coaches may go elsewhere if we do not pay them and it will be hard to find coaches in the future. Mr. Mangus mentioned that other schools also paid their coaches during the closure. Mr. Bowsman stated that the school corporation will cross that bridge if another outbreak occurs.

Item 7, approval of Tyler Hostetler, was withdrawn due to him submitting his resignation. Tom McFarland seconded the motion and motion carried 5-0.

VI.F.2 JUNE 2020

Title I, II, III, and IV Comprehensive Needs Assessment Review

Superintendent Bowsman reviewed the CNA. These grants are a vital part of our success. The help provides supplement and remediation support and services, retention stipends, classroom size reduction, and AP offerings.

The CNA focuses on Data Sources, Data Analysis, Prioritized Needs, Plan Development, and Progress Monitoring.

The following has occurred and is ongoing:

Data Sources utilized: ISTEP, NWEA, Houghton Mifflin Weekly Skills Test, Star Reading Assessment K-6, Early Literacy/Dyslexia Assessment (K-1), Indiana Reading Assessment (print copy), and the following interactive software: IXL, USA Test Prep, and Exact Path.

Data Analysis: School Improvement Plan Teams, Response to Instruction Teams, Morning Meetings Grade Level Groups, Jr.-Sr. High School mini-teams, and STEM Grant Team have met at least once per month to chart and review data.

Prioritized Needs: Groups have determined the need for 7th grade transition classes, 8th grade English & Math Labs, High School Math & English Labs, Paraprofessional Support, Classroom Size Reduction, ESL intervention, and Social Worker intervention. These needs will be placed into the Master Schedule of each building.

Plan Development: Federal regulations will allow the Title II, Title III, and Title IV grants to be combined with Title I grant. Most of the grant funds provide supplement and remediation support and services. However, some funds may be utilized for hard to fill retention stipends, classroom size reduction, and AP offerings.

Progress Monitoring: Parent-Teacher Conferences are held at the end of the first nine weeks. School board policy requires teachers to contact parents of students in jeopardy of failing by the mid-way point of each nine week grading period. NWEA testing occurs 3 times per year. Transition, lab teachers, and administrator track and monitor weekly progress on interactive software. Daily assignments are posted to Google Classroom for parents to view. Summer school is provided to students in need of additional support.

Jan Caudle asked if we had heard anything about testing for 2020-2021? Mr. Allen stated that the assessments are written into law and that we will have to wait for legislative action.

VI.K.3 JUNE 2020

Mr. Bowsman held open discussion with the board and community regarding the guidelines for Athletics to return to workouts on July 6, 2020. Mr. Bowsman discussed the protocols provided by the National Federation of State High School Associations and Sports Medicines Advisory committee.

Mr. Bowsman shared with the Board the Indiana's Consideration for Learning and Safe Schools (IN-CLASS) document published by the IDOE for reopening schools in the fall. The IDOE document featured guidelines which were vague in many areas and utilized words such as "strongly encourage", "recommend", or "consider". There were limited rules or regulations mandated. The document placed onus onto the local health department and school board for final decision making.

Mr. Bowsman has spoken with several other Superintendents about surveys sent to their communities. The feedback that they have received was mixed. One local school survey stated that 45% of the parents would not send their kids back if they were required to wear masks and would seek online classes. Mr. Bowsman mentioned that Jay Co. schools also sent out surveys to their parents and they found that 20% would

not come back if required to wear masks. Eric Retter added that he has talked with several parents as well. One parent of a child that does not attend RS would not continue the e-Learning route or they would seek another school that will be in session. The parent stated that his children need to be in school. Mr. Bowsman stated that the IN-CLASS plan changes daily and that he will have a plan ready for approval in July.

VII.A.5 JUNE 2020

Mr. Bowsman shared with the Board that the School Corporation received the IEERB Compliance report. The IEERB report stated the Teacher Compensation Plan was in non-compliance because it awarded points for a Bachelor's Degree. Points can only be awarded for a Master's Degree. The plan was approved in 2013 and 2014. However, IEERB did not start issuing compliance reports until 2015 and the school corporation had not utilized that model from 2015-2018. Mr. Bowsman is in communication with IEERB and the CTA to remedy the problem for the 2020-21 master contract.

Mr. Bowsman discussed with the Board 2020 CPF projects that will need to be completed. Some of those items are as follows:

Paving part of the North parking lot and installation of a curb on part of the drive, Garfield street repair and pavement overlay, purchase of an auto floor scrubber, insulation of high school gym valves, concrete work in front of elementary entrance, Kindergarten carpet and tile work, weight room upgrades, upgrade parking lot lights, band stand replacement, elementary stall door replacement, and natural gas regulator.

Scott Dingess explained how the PE/Locker room project was progressing. Walls and fixtures have been removed and some walls and plumbing have been installed. He also reported that the elementary roof will be starting on June 9. The chiller is complete. Mr. Bowsman added that he is holding the check for the remainder of the amount owed on the chiller to make sure we receive the credit on the account due to an engineering design error from Trane.

VIII. A.6 JUNE 2020

Mr. Allen discussed the 6th Grade graduation that he posted on FaceBook. He said that the parents and students enjoyed it.

Mr. Allen added that he is very happy with how his teachers have communicated through all of the E-Learning and that everyone has been adjusting on the fly

VIII. B.6 JUNE 2020

Mr. Mangus discussed with the board information about the senior award presentation. It was fun to come up with the presentation and fun to watch. He would like to put the presentation on the RSSC website.

Mr. Mangus went over the graduation plans. Graduation will be on July 11 at 7:30 p.m. He shared his plan with Mr. Bowsman. Each student can invite 6 guests to watch the graduation ceremony. The guests will be seated by families and practice social distancing. He will send a letter explaining the protocols for the ceremony. Mr. Mangus has made arrangements with KISS-TV to broadcast the ceremony live.

Mike Miller mentioned that our school corporation should lead by example and offer each attendee a mask. Pat Tillson said they should have their own mask if they want to wear one. Tom McFarland asked, if guests will be able to attend if they do not have their own? It was discussed that RSSC will not restrict attendees to wearing a mask.

Mr. Bowsman, Mr. Mangus, Mr. Allen, Mr. Hallatt, and Mrs. Chambers will meet to finalize the graduation plans and get the letter sent out to all of the seniors.

Mr. Mangus discussed the graduation statistics report supplied by Mrs. Tracy Chambers, Guidance Counselor. There were 40 students who graduated. 8 students earned Indiana Academic Honors Diploma, 2 students earned Indiana Technical Honors Diploma, 29 students earned the Core 40 Diploma, no students earned a General Diploma, and 1 student earned a Certificate of Completion. All graduating seniors have passed the GQE or completed a pathway for graduation. No waivers were necessary.

IX. JUNE 2020

There were no faculty, staff, or student comments.

X. JUNE 2020

There were no patron comments.

XI. JUNE 2020

Jan Caudle mentioned that it was nice to actually attend a meeting in person in the board room.

Eric Retter said he is ready to move on from COVID-19 and get back to school.

Tom McFarland said he hopes there are no surprises in the near future.

Pat Tillson commented that she is ready to get back together and meet like normal.

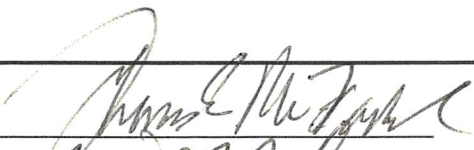
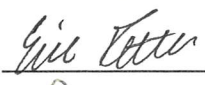
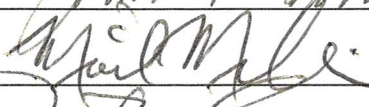
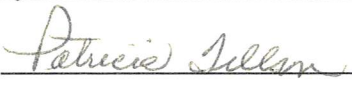
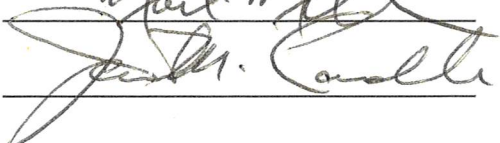
Mike Miller had nothing to add. All is good.

Mr. Bowsman added that he hopes to have a regular meeting next month.

XII. JUNE 2020

Jan Caudle made a motion to adjourn at 9:00 PM. Eric Retter seconded the motion and motion carried 5-0.

The next regular board meeting will be Monday, July 13, 2020 at 7:30 PM, in the Superintendent board room.

Persons Attending via Google Hangout: Daniel Allen, Shawntel Baker, Scott Dingess, Melissa Kosisko, Robert Mangus, Mike Miller, Pat Tillson.

Persons Attending: Donnie Bowsman, Jan Caudle, Cindee Cowen, Tom McFarland, Eric Retter.