

The Randolph Southern School Corporation Board of School Trustees met for the regular meeting on Monday, March 13, 2023 in the Superintendent's Office Board Room. The following members were present:

Pat Tillson, Vice President
Don Pruitt, Secretary
Crystle Austin, Member
Heather Good, Member

Eric Retter attended Executive Session, but had to leave and was not present for the meeting.

Pat Tillson called the meeting to order at 6:36 PM.

II. MAR 2023

Don Pruitt made a motion to approve the agenda. Heather Good seconded the motion and motion carried 4-0.

III. MAR 2023

Don Pruitt made a motion to approve the February 15, 2023 regular meeting minutes as presented. Crystle Austin seconded the motion and motion carried 4-0.

V. MAR 2023

Crystle Austin moved to approve the February 22, 2023 payroll voucher in the amount of \$147,973.21 and the March 7, 2023 payroll voucher in the amount of \$142,613.28. Don Pruitt seconded the motion and motion carried 4-0.

Don Pruitt moved to approve the February 28, 2023 APV'S numbered 2511 to 2596 in the amount of \$696,484.59, February 28, 2023 Cash Balance Education Fund in the amount of \$724,586.95 and the February 28, 2023 Operations Fund in the amount of \$323,863.21. Crystle Austin seconded the motion and motion carried 4-0.

Heather Good asked if in the future we could combine the payroll vouchers date and amount and the payable vouchers and cash balance section of the agenda and hold one vote?

Dr. Bowsman agreed to moving these two sections for one vote.

VI.A.6 MAR 2023

Crystle Austin made a motion to approve the vendor list for the Cafeteria. Gordon Food Service for food, bread and supplies and Prairie Farms for the milk supplier. Heather Good seconded the motion and motion carried 4-0.

VI.A.7 MAR 2023

Don Pruitt made a motion to approve the Title I Grant Amendment as presented. Dr. Bowsman stated that the IDOE sent updated allocations to the school corporation and the additional funds will go into benefits for the social worker. Crystle Austin seconded the motion and motion carried 4-0.

VI.A.8 MAR 2023

Don Pruitt made a motion to approve the Children's Advocacy Center of Randolph County Smoking Cessation Grant Donation. Superintendent recommends the school corporation pay its portion, \$2,400, of the Tobacco Prevention Coordinator position for the Smoking Cessation Grant that all Randolph County schools are participating in for the 2022-23 school year. The funds will be paid to the Children's Advocacy Center of Randolph County from the ESSER II grant. The ESSER II grant funds have been exhausted. Dr. Bowsman added that this grant is reimbursable from the State of Indiana, but needed the initial funding to get the grant started. Heather Good seconded the motion and motion carried 4-0.

VI.A.9 MAR 2023

Heather Good made a motion to approve the Indiana Health Reimbursement Account Plan / Section 115. The post-separation Indiana HRA provides the opportunity to make contributions for post-separation/health premium reimbursement arrangement. Employer contributions will be defined by the Board. The plan is administered by the Indiana HRA. Key employees include: Superintendent, Treasurer, Deputy Treasurer, Technology Director, Director of Operations, and Principals. The Board will make the following contributions to the Indiana HRA plan for the Superintendent once the spouse goes onto Medicare: (1) dollar amount equal to the spouse's health insurance contribution portion and (2) dollar amount equal to the H.S.A. contribution portion made by the school corporation each year. Crystle Austin seconded the motion and motion carried 4-0.

VI.A.10 MAR 2023

Don Pruitt made a motion to approve the acceptance of the check from the US Bank for the leftover trustee funds from the 2009 Qualified School Construction Bond in the amount of \$5,641.20. Trustee funds are an estimated dollar amount set aside in each

bond to pay the trustee for administration of the bond during its loan period. The remaining funds will be transferred to the Operations Fund. Crystle Austin seconded the motion and motion carried 4-0.

VI.A.11 MAR 2023

Crystle Austin made a motion to approve The Property-Casualty and Workman's Comp insurance renewal that was signed with the Thompson Group on February 23, 2023 selecting the \$60,645,061 for property and blanket coverage and the premium of \$78,501.75 for coverage from March 1, 2023 to February 28, 2024. The other insurance carriers were still collecting data and have not submitted a quote or documentation. The Board gave the Superintendent latitude to select the best coverage at the best price during the February 15, 2023 school board meeting. Dr. Bowsman added he would rather go with the higher amount of coverage and be safe rather than sorry. Dr. Bowsman still had not received quotes from other underwriters. Therefore, he recommends going with the \$60,645,061. Pat Tillson stated, "It needs to be done." Heather Good stated, "I think it is sad that the underwriter can not get this done in a timely manner." Dr. Bowsman stated, "With inflation and prices out of control, insurance companies do not want to make commitments more than a couple weeks out from renewal. Heather Good seconded the motion and motion carried 4-0.

VI. B.3 MAR 2023

Don Pruitt made a motion to approve the following Personnel items:

1. Charles Alfrey for the JH/Varsity Boys Golf Coach for the 2022-23 school year per the Master Contract.
2. Heather Mackey as Volunteer Assistant Varsity Cheer Coach for the 2022-23 school year.
3. Kyler Naylor as Volunteer Assistant Girls Tennis Coach for the 2022-23 school year.
4. The resignation from Jerimy Stephan as Girls Varsity Basketball Coach effective March 6, 2023.
5. Pay difference for Melissa Kosisko as the 6th grade basketball coach for the 2022-23 season. She was approved under the old pay schedule of \$261 and the Master Contract provides \$761.
6. Maternity leave for Jordan Moschell, Elementary Teacher. Mrs. Moschell is requesting leave starting on her due date of April 14th or when she goes into labor, whichever comes first until the end of the school year.

Dr. Bowsman thanked Jerimy Stephan for everything he has done for the girl's basketball program and school corporation. Dr. Bowsman stated, "I feel this has been a successful season at 14-8. We competed every game and our girls have exemplary sportsmanship. If Jerimy is involved, I don't have to worry."

Mr. Stephan stated, "I would like to thank everyone for all of their support over the last ten years of varsity coaching in two different stretches. With Kaibre moving on and playing basketball I feel it is better to resign from the girls varsity coaching position. I am not saying I would never come back. I am very happy with teaching here at RSSC and I really appreciate all the support I have received. The girls did a great job this season and played very smart. I am very happy with the way the season went this year. Once again, I want to thank everyone for everything they have done."

Don Pruitt stated, "Thank you for all the years you have put in and all that you have done."

Pat Tillson stated, "Thank you, we appreciate everything. Is this a temporary retirement?"

Jerimy replied, "You never know."

Crystle Austin stated, "Thank you."

Heather Good stated, "Thank you."

Dr. Bowsman stated, "RS has a tough conference and tough schedule. We put up 14 wins. That is something to be proud of."

Mr. Stephan added, "We never had a running clock on us but we did get to do it to other teams. I am proud of these girls and the way they played at Blue River. They played hard. We have no regrets."

Crystle Austin seconded the motion and motion carried 4-0.

VI.C.3 MAR 2023

Don Pruitt made a motion to approve the following Fundraisers:

1. Financial Report from High School Cheer Mini Cheer Clinic. Anticipated income was \$800.00. Actual income is \$739.00. Contact person is Shi Fry.
2. Financial Report from Cheerleading's Carnation Sale from February 6, 2023 through February 10, 2023. Anticipated income was \$150.00. Actual income is \$160.18. Contact person is Shay Berger.

3. Financial Report from Cheerleading's Glow in the Dark Dance on February 24, 2023. Anticipated income was \$300.00. Actual income is \$52.00. Contact person is Shay Berger.
4. Financial Report from Girls Varsity Tennis Team's request to do a sponsorship for one month. Anticipated income was \$2,100.00. Actual income is \$564.00. Contact person is Kyle Good.
5. Financial Report from Prom's fill a calendar fundraiser from January 12, 2023 through February 1, 2023. Anticipated income was \$1,200.00. Actual income is \$1,512.00. Contact person is Katey Bebout.

Crystle Austin seconded the motion and motion carried 4-0.

VI.D.2 MAR 2023

Crystle Austin made a motion to approve the following facility use requests:

1. RC Crusaders requests the use of the High School and Elementary gyms from March through May 2023 for AAU Basketball. The contact person is Brian Frantz. Don Pruitt asked if the athletic department profited from AAU Basketball? Mr. Allen stated that they do not at this time but it was something they would look into. Dr. Bowsman stated that there are a lot of expenses involved in putting a team on the floor and the main objective is providing the opportunity for the kids to be able to play basketball. Mr. Pruitt agreed with Dr. Bowsman and added that if other schools were charging a fee RS should look into it also.
2. Zoe Robinson and the Purdue Extension Health/Human Department requests the use of the Elementary cafeteria on May 9, 2023 from 4:30 PM to 7:30 PM, this includes set up and tear down for a Parent Café. The contact person is Zoe Robinson.

Don Pruitt seconded the motion and motion carried 4-0.

VII.A.3 MAR 2023

Superintendent reported on the following items:

1. Dr. Bowsman reported that the PM Bus Evacuation Drill was conducted on March 2, 2023. These drills are required by the IDOT and must be reported twice a year. One in the AM, within 45 days after the start of a new school year and one in the PM, 45 days after returning from Christmas break.

2. Dr. Bowsman discussed the ADM projection for 2023-2024 being 460 students. This takes into consideration losing 28 Senior's and projecting 35 Kindergarten students. The school corporation must provide an estimate to the IDOE by March 27, 2023. Tuition support from June to November for the next school year will be based upon the estimate RSSC provides. Dr. Bowsman added that he hopes that the estimated number will go up, but RS has a very mobile student population. If the estimated number of students is projected too high, RSSC will receive the funding, but would be required to pay back the funds during reconciliation. It is better to go with a lower projection.
3. Dr. Bowsman reported that due to the loss of students and future funding, a Reduction In Force (RIF) notices may be issued to some certified staff between May 1 and July 1 per IC 20-28-7.5-2. Paraprofessional support is funded by Title and Special Education grants. Administration would consider staff retirement and attrition prior to any RIF. We are looking into making some changes to the Master Schedule at RSHS and RSE and changes in staffing for next year. Dr. Bowsman stated, "I don't want to scare staff with a potential reduction in force because we are financially healthy right now. However, we just need to make sure we make preparations to be able to keep it that way. Our number one goal is to provide the best education possible for our students." Administration is reviewing split classes at the elementary, a 6 period day at RSHS, and continued sharing of staff between RSE and RSHS, and student interns for student assistance/tutoring.
4. Dr. Bowsman discussed the 2022 Annual Performance Report and reported it would be published in the Winchester, News Gazette.
5. Dr. Bowsman discussed the FY 2024 and FY 2025 estimated funding formula simulation by House Republicans. It calls for a 6% tuition support raise in FY 2024 and a 2% in FY2025.
6. Dr. Bowsman gave an update on the Extended Learning Center. Dr. Bowsman discussed that he had spoke with the YMCA Executive Director, Yvette Hampton about providing before, after, and summer school programs for 2023-24. The Executive Director is very interested in working with RSSC. She asked if we have high school seniors pursuing a career in education to potentially work and intern. Dr. Bowsman stated that we would provide tables for learning and mobile furniture that could easily be stored in the storage area. This is exactly what we hoped it would be, an opportunity for kids and our school.
7. Dr. Bowsman gave an update on the high school restroom renovation and presented prints for a proposal by Pridemark. Dr. Bowsman reported they met with Pridemark and Muhlenkamp Construction on this project. Pridemark advised administration that unisex restrooms would be more cost efficient, allow

privacy due to individual stalls with concrete block reaching from floor to ceiling. Cameras could be installed to monitor the area. We are working to get quotes on both traditional and unisex restrooms. This is definitely a priority and we need to utilize the 2022 GO Bond funds for the project. We need quotes and submit for approval for work to begin by May in order to be completed in August.

Crystle Austin asked, "I understand these are high school restrooms but since they will also be used during ballgames, will there be an infant changing station available?"

Dr. Bowsman agreed that would be a good idea to have a fold down changing station available to be more family friendly.

Pat Tillson asked, "If this is in the students restroom, what would be the benefit of a changing station?"

Dr. Bowsman discussed that a centralized changing station would be beneficial for families that use the restrooms during events. If it were to become vandalized there would also be cameras overlooking the outside of stall areas. Dr. Bowsman added that the price of unisex or traditional bathrooms would command a lot of these decisions.

Mr. Stephan discussed his concern as a teacher, the consequences of students going in the same stall. "Are we inviting things like this to happen by having a unisex restroom? I am just giving my opinion. I would not feel comfortable going in the restroom when a woman was in there. Kids will figure out ways unless someone is sitting there watching cameras at all times."

Pat Tillson stated, "There are pros and cons. I'm not real crazy about boys and girls going in the same restroom."

Don Pruitt stated, "I could see this potentially being a problem, some parents may withdrawl their kids because of a unisex restroom."

Dr. Bowsman stated, "The unisex restrooms is a centralized area with individual stalls and doors that lock for privacy. The objective tonight is to provide you with concepts and potential costs. The Board will need to make the final decision on which direction we go and the final cost."

Mr. Mangus stated, "With the changing times, we don't want to remodel the traditional restrooms, then be forced to put in unisex restrooms to comply with today's society."

Dr. Bowsman stated, "It is important to keep in mind that we do what is right for the school and not make a decision based on whether or not we could get sued. My question is, Do we all agree we need to decide on an architect and get a price? We have the money. It has to be spent and this is something that has to be done."

Mrs. Austin stated, "Yes, we have to do something."

All Board of School Trustees agreed to get quote and then revisit this topic.

8. Crystle Austin requested that Dr. Bowsman provide a report of the cost for salaries for one day if school is called off due to snow. Dr. Bowsman reported the cost of both Certified and Non-Certified Staff. The school corporation pays \$18,876 for employee salaries, FICA/MED, 401, TRF, and PERF per day. We have language in the handbook that states our procedures and this is what is being followed. Dr. Bowsman advised that any changes in whether employees are reporting to work or not on snow days needs to be taken into consideration, changed, and stated in handbooks. There should be an expectation for each employee to report to work, or not depending upon the Board's decision. Dr. Bowsman stated, "I follow the rules in the handbook and will continue to do so in the future. Keep in mind if employees do not work and do not submit a timesheet they cannot be paid. We cannot require some people to show up to work and others do not. One life is not valued more than another."
9. Dr. Bowsman included the Maintenance Report in the board packet. Minibus #27 was involved in an accident with an animal collision. It has been removed from the road and is currently at General GMC in Muncie getting an estimate for repairs. No students or staff were injured in the accident. A police report was written at the scene. The annual school bus inspection is scheduled for April 21st. Groundskeepers are working on getting the outdoor facilities ready for spring sports. Construction is in full swing on the new Extended Learning Center.
10. Dr. Bowsman discussed Preschool programming 2023-24. RS provides preschool to Individual Evaluation Plan (IEP) students and Typical Peer (TP) students at RS through the Greater Randolph Interlocal Cooperative (GRIC). RS is the only county school to provide transportation to both IEP and TP students. GRIC hired a certified teacher instead of a lead teacher to teach preschool along with three (3) paraprofessionals with the lead paraprofessional getting paid more due to her responsibilities. All other county schools are now providing expanded preschool to TP students with Certified Teachers. GRIC is now short \$200,000.00. Ten years ago the preschool funding was cut in half by the GRIC Board due to funding concerns. Additionally, TP students were added and GRIC is only receiving \$100 per month for TP students. Furthermore, Dr. Bowsman has been

researching RSSC becoming a licensed preschool provider. There is a mountain of paperwork that has to be filled out. We have looked into extending the preschool students day to five (5) hours. If we became a legally licensed exempt provider, we could generate much more revenue to run the program. However, we will need someone to help administer the program. Dr. Bowsman and Mr. Allen have their plates full. The potential increased revenue stream could provide a \$5,000 to \$10,000 stipend for all the paperwork needed completed and administration of the TP program. The frustrating part about the application process treats school corporations much like a home daycare. We take care of K-12 students each day and it is our job. Dr. Bowsman added that he did not have a problem taking this on, but we would need help by hiring someone that works for GRIC right now and paying a stipend. Our kids in preschool right now are our future for tomorrow. If we do away with TP students, those students will go somewhere else.

Pat Tillson felt it was well worth the money to spend on a stipend. We do not want to lose the TP students and we have the space to provide this service.

Crystle Austin added, it not like it used to be, they are looking for a school environment.

Dr. Bowsman added, it is competition for students and if we do not do something we will continue to lose kids.

Heather Good asked, "When we get our YMCA before and after school care in the new Extended Learning Center, could this be a place for the preschool kids to come to help with transportation costs?"

Dr. Bowsman stated that the Extended Learning Center is for student from K-12. If you open a facility for students under 5 years of age, certain mandatory laws and guidelines have to be met, such as smaller toilets and sinks. The new facility isn't built for childcare under 5 years old.

Mr. Allen stated that pushing preschool to five (5) hour days will change our transportation schedule.

Dr. Bowsman stated that is a very big task to take on right now and if we do not do anything it is going to come to an end.

Mrs. Good stated that we need to do whatever we need to do. We need to keep preschoolers in our building which will keep kindergarteners in our building.

Mr. Pruitt added that could be our future right there. We need to keep them in our school.

Mrs. Stephan discussed that being a TP and being involved in a school where they are around other kids helps them to develop so much faster and be able to help other kids learn as well. I know it is a handful to accomplish, but if you can get that in your school system, that's an awesome thing to have.

Each one of the Board of School Trustees agreed to pay the stipend and get the help for the preschool. It will be worth it.

Cystle Austin stated, "Having as many IEP student's that we have throughout our school system, we need the Typical Peer students. We need them to stay here, they will be beneficial."

11. Dr. Bowsman discussed the ADM Count.

VIII. A.3 MAR 2023

Elementary Principal, Daniel Allen reported on the following items:

1. Teacher meetings will be held on April 17th. There will be a guest speaker at this meeting.
2. Kindergarten Roundup is scheduled for April 5th.
3. Kindergarten transition is set for April 18th.
4. IREAD Assessment was completed March 7th and 8th. RSE expects lower test scores this year due to this being the COVID Kindergarten Class. RTI Intervention, IREAD Intervention and tutors from IU East have been added during and after school by using the 1008 Grant. Mr. Allen discussed that the teachers felt like the students tried really hard. Mr. Allen added that he was very happy with the third grade teachers. Mrs. Moschell was doing a fantastic job and has been an absolute rockstar. Everyone is working together and doing what needs to be done in the best interest of our kids at RSE.
5. Mrs. Chambers completed the WIDA Assessment in February.
6. The Girls Basketball Spring Shootout brought in \$16,030.50 in two days. Expenses were \$3,087.12. After expenses we raised a total of \$12,943.38. \$5,000.00 went to Elementary Athletics, \$4,000.00 went to Girl's High School Basketball program and \$3,943.38 went to RSHS Athletics. Mr. Allen added he was very happy with the turn out of the tournament. One less team participated than last year and we made more money. Dr. Bowsman added that he had a lot of compliments from other school corporations on how well ran and organized

the tournament was and wanted to thank everyone who had a hand in making it great.

7. RSE had a total of thirty-two (32) girls in grades K-4 attend our Girls Basketball Skills Camp. The camp was free and we were able to print t-shirts for the girls using funds raised from the basketball tournament.
8. The boys basketball tournament for grades 4-8 was cancelled this year due to lack of interest.
9. RSE Boys Basketball Skills Camp is set for March 28th-31st.
10. Mrs. Hazelbaker has agreed to fill in for Mrs. Monnin during her maternity leave and would like to take her position next year if she does not return but she will have to go through two years of student teaching.

Mrs. Austin asked if Mrs. Moschell was planning on coming back next year?

Mr. Allen stated that Mrs. Moschell was planning on returning next year. She was planning upon completing student teaching this semester. However, after learning she was expecting a child, IU allowed her to postpone student teaching to the fall semester and will be finished by December of 2023. Mr. Allen added she loves it here and plans to bring her children.

VIII. B.3 MAR 2023

Jr./Sr. High School Principal, Mr. Mangus reported on the following items:

Dr. Bowsman showed a video of the students in the Graphic Imaging class going through the screen printing process. Jeremy Stephan attended the board meeting to talk about the design and screen printing class. Mr. Stephan wanted to show everyone a little bit about what takes place in the class and the process of designing and making shirts. The student has to be artistic and think about designs. Mr. Stephan discussed they use a program called Adobe Illustrator which runs around \$2,000 to \$2,500 a year. The yearly subscription can be used throughout the corporation. Dr. Bowsman asked if the adobe renewal costs is paid through the Frontline Screen Printing class? Mr. Stephan discussed that they did the first year, but Mr. Mangus pays it through the high school funds now because it is considered a pathway class. Dr. Bowsman asked that the video be put on the school website as well as on Facebook so others can see how the class operates and to market it to the public. Mr. Stephan emphasized that creativity and artistic design plays a huge part in creating an image and getting it onto a shirt. These shirts are sold at ballgames, events, and to other schools and organizations. Frontline Screening is in the public eye and usually brings a profit of around \$500 to \$800 a month. Mr. Stephan invited the Board of School Trustees to

come into the class and take a tour to see how things are made. Mrs. Good discussed that she would love to see the kids wearing these shirts on social media and really advertising and putting it out there for people to see. "Sell our school."

1. RSHS teachers continue to study data and prepare curriculum to prepare students for the ILEARN test starting April 17th.
2. SAT testing was given to all juniors over a weeks time at RSHS.
3. Remediation continues for 7th and 8th grade students who are needing improvement or approaching proficiency for the upcoming ILEARN test. Remediation takes place during transition period three times a week.
4. Boys basketball has wrapped up with a 9-13 record. The boys basketball team earned four exemplary reports this season from officials.
5. Girls Spring Shootout was a success again this year.
6. JH Wrestling has concluded and Parker McCord finished 4th at the Jay County Invite and 5th in the MEC.
7. Varsity track season is underway.
8. Softball official practice started on March 6th. Numbers are low with only eight (8) committed to play at this time. We need to get to ten (10) players.
9. Baseball, Girls Tennis, Boys Golf official practice begins March 13th.
10. Brianna Smith and Kaibre Stephan were named to the MEC All Conference Team.
11. RSHS posted a job opening for an English Teacher for the 2023-24 school year. We currently have one (1) applicant that has applied.
12. BINGO night fundraiser for prom will be held on March 15th. Doors open at 5:00 PM and the games will begin at 6:00 PM. Mr. Mangus thanked Dr. Bowsman and his wife for their generous basket they donated for bingo. The ladies in the high school office called it the "Gold Star Gift Basket."
13. RSSC would like to thank Rick Reed for writing a very nice article about our school, community, and Joe Burke.
14. Jr./Sr. Trip is March 30th through April 3rd. They will be going to Virginia this year. Students will be taking a walking tour of Colonial Williamsburg, visiting

historic Yorktown and Jamestown sites and visiting Busch Gardens and Virginia Beach.

15. Eighth Grade trip is April 4th through 7th. They will visit Valley Forge, Gettysburg, and in the evening take a Ghost tour of East Cemetary Hill, take a battlefield bus tour, and visit Hershey where they will take a tour, take part in chocolate tasting and make their own chocolate bar.

IX. MAR 2023

There were no faculty, staff, or student comments.

X. MAR 2023

There were no patron comments.

XI. MAR 2023

Heather Good stated, "It is really exciting to see and hear good things happening. I challenge you Principals now to have a contest or something to do more Facebook postings and get our school out there. I would love to see more good things about our school out there on social media."

Crystle Austin stated, "I feel like this was a good meeting. I think we are uncovering a lot ways to make this school even better than it already is. I know it takes a lot of work and time and I appreciate you guys all putting in the time and effort. I'm excited, I think it's going to be good. We just have to get through the hard part."

Don Pruitt stated, "Same here, I think we are really starting to elevate. Now, we just need to get it out there and get other areas to see what we are doing. Thank you Jerimy for all of your years, I'm glad I got you started, you probably regret it but I'm glad I got you started. Even from last month I feel we have elevated. I think if we keep moving that way, hopefully our numbers will get better."

Pat Tillson stated, "I love all the positive attitudes of Dr. Bowsman and the Principals. That will carry through the staff and the buildings, word of mouth is big. Social media is what makes people want to be here. We have a great school and we have a lot to offer. We just need to keep on plugging and get the word out there. I have been praying for the 500 number and I'm not going to stop, we are going to get it."

XII. MAR 2023

Don Pruitt made a motion to adjourn at 8:34 PM. Heather Good seconded the motion and motion carried 4-0.

The next regular board meeting will be Monday, April 10, 2023 at 6:30 PM, in the Superintendent's Office Board Room.

Dale Z. Pruitt

Crystle Austin

Heather M. Good

Patricia Nelson

Persons Attending: Daniel Allen, Donnie Bowsman, Jerimy Stephan, Robert Mangus, and Amanda Bragg.