

**Minutes of the
Salem Community Schools
Board of School Trustees
September 9, 2013**

The Board of School Trustees of Salem Community Schools met in executive session on Monday, September 9, 2013, at 6:00 p.m. in the Administration Office, 500 N. Harrison Street, Salem, IN 47167. This meeting was held in accordance to IC 5-14-1.5-6.1. (b)(5) to receive information about and interview prospective employees and IC 5-14-1.5-6.1(b)(2)(A) and 5-14-1.5-6.1(9) Those present for the executive session were Mr. Todd Ewen, Ms. Diana Armstrong, Mr. Steve Motsinger and Dr. Tricia Wheeler. Also in attendance were Dr. Lynn Reed, Superintendent, Dr. Kim Thurston, Assistant Superintendent, and Mr. David Allen, School Attorney. No other business was discussed and the meeting adjourned at 6:30 p.m.

President Steve Motsinger asked all in attendance to stand and join the Board in saying the Pledge of Allegiance.

President Motsinger called the regular meeting to order at 6:30 p.m. Those in attendance with President Motsinger were Vice President Ms. Diana Armstrong, Secretary Dr. Tricia Wheeler, and Member Mr. Todd Ewen. Mr. Mark Abbott arrived later in the meeting. Mrs. Erika Garloch and Mr. Jason Pepmeier were absent. Also in attendance were Superintendent Dr. Lynn Reed, Assistant Superintendent Dr. Kim A. Thurston, Mr. David Allen, School Attorney, and Recording Secretary, Mrs. Jana Hayes.

Minutes- Dr. Wheeler made a motion to approve the minutes of the executive and regular session of August 12, 2013. Second to the motion was by Mr. Ewen, motion passed 4-0.

Agenda- No changes were made to the agenda. A motion was made by Ms. Diana Armstrong and a second by Mr. Todd Ewen. Motion passed 4-0

Claims- Dr. Wheeler made the motion to approve the claims to date as presented. Second to the motion was by Mr. Ewen and passed 4-0.

Personnel Recommendations- Dr. Reed asked the personnel recommendations be approved as listed starting with Jeff Smitley girl's varsity basketball assistant coach and ending with Nancy Pulliam sub bus driver. Ms. Armstrong made a motion to approve the personnel recommendations as presented. Second to the motion was made by Dr. Tricia Wheeler passed 4-0

Comments- No comments were received.

Lion Award- There were no Lion Awards this Month

Out of State Trips- Dr. Reed requested permission from the board for approval of the following out of state trips:
Jennifer Lawyer-Team 8 Members/Finance Park Louisville, KY. Dr. Wheeler made a motion to approve the out of state trip as requested and a second to the motion was made by Ms. Armstrong, passed 4-0
JD Wade-Swift-6th grade/Mr. Gatti's, /Louisville KY. Mr. Ewen made a motion to approve the out of state trip with a second to the motion by Dr. Wheeler, motion passed 4-0.
John Hammond-7th grade/Actors Theatre of Louisville, Louisville KY. A motion was made by Ms. Armstrong to approve the out of state trip, with a second to the motion by Mr. Ewen, passed 4-0.
Nicole Motsinger-2nd grade Kentucky Center for the Arts and Buck heads/Kingfish, Louisville KY. A motion was made by Dr. Wheeler to approve the out of state trip as requested and a second to the motion was made by Ms. Armstrong, passed 4-0.
Jamie Malloy-7th grade/Louisville Slugger Field, Louisville KY. Mr. Ewen made a motion to approve the out of state trip with a second to the motion made by Dr. Wheeler, motion passed 4-0.

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Donation-Dr. Wheeler made a motion to approve the donation from Walmart Foundation's Volunteerism Program in the amount of \$250.00 to the High Schools Girls Special Soccer Account. A second to the motion was made by Mr. Ewen, motion passed 4-0.

Emergency Shelter Agreement- Dr. Thurston asked the Board to consider an agreement between Meadow View Health and Rehabilitation and Salem Community Schools. The agreement would be for the school district to serve as an emergency shelter in the event Meadow View would need to evacuate their facility as the result of a disaster. The representative from Meadow View stated an agreement has existed in the past however she did not know when the last one was signed. Ms. Armstrong made the motion to approve the emergency shelter agreement between the schools and Meadow View Health & Rehab Center. Second to the motion was made by Mr. Ewen. Motion passed 4-0.

Expenditure Goals for 2014-Dr. Thurston reported Indiana school districts are mandated to adopt a resolution stating they intend to increase the percentage of student instructional expenditures as compared to other expenditure categories described in the Indiana Code 20-42.5-3.6 for the 2013-2014 school year. The legislation calls for schools to identify efficiencies in the categories where the school district believes it can reduce expenditures in order to increase expenditures in student instruction. Dr. Thurston requested Board approval on the Resolution so it may be presented to the Department of Local Government Finance when the 2014 Budget hearing materials are collected. Dr. Wheeler made a motion to approve the Resolution as requested. Second to the motion was by Ms. Armstrong. Motion passed 5-0.

2014 Bus Replacement Fund Neutrality Resolutions: Dr. Thurston explained The Bus Replacement Fund is where the school district achieves tax neutrality for the 2004 School Pension Bonds. The bond issue does not fully term until December of 2019. Current legislation allows school districts, through these resolutions, to offset the impact of the neutrality on the Bus Replacement Fund Levy. We are allowed three years of reduction in the impact, 2013, 2014, and 2015. Last year the reduction began with 50%, in 2014 it is a 75% reduction and in 2015 there is a 100% reduction to achieve neutrality and attempt to achieve the desired levy for the Bus Replacement Fund. Hopefully, the Indiana Legislature will extend this process through 2020 although there is no discussion of this at the moment. The Department of Local Government Finance requires two resolutions included in the packet. Adopting and signing these in September means two less to deal with in October. Dr. Thurston asked the board to consider the approval of these two resolutions. A motion was made by Todd and a second by Dr. Wheeler. Motion passed 5-0.

Public Hearing: Dr. Thurston provided several pages of information, primarily graphic data, relevant to the creation and advertising of the 2014 Budget, 2014-2016 Capital Projects Plan, and 2014-2025 Bus Replacement Plan. A public hearing is an opportunity for members of the community to ask questions regarding the budget and the advertisement. The budget advertisement appeared in the Salem Leader on August 13th and 20th 2013 and the Salem Democrat on August 15th and 22nd 2013. More than three days has elapsed from the second advertisement to the public hearing as cited in the Indiana Code. No action is required by the school Board on the budget until the October 14, 2013 meeting.

Affidavit for Payment: Dr. Thurston asked the board for permission to approve affidavit for payment prior to submission to U.S. Bank in Louisville this month as required by the auditors. This affidavit for payment is for fees for Greenhouse planning documents, the resurfacing of the SCS Track Project, and fees related to the SCS Track Project. All these items will be paid from the 2012 Construction Fund. A motion was made by Mr. Abbott to approve the affidavits for payment and a second was made by Ms. Armstrong. Motion passed 5-0.

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Teacher Contract Agreement: Dr. Thurston explained to the board that the Salem Classroom Teachers Association has approved a contract agreement for the 2013-14 school year between Salem Community Schools and the Salem Classroom Teachers Association. The agreement is primarily a compensation model agreement based closely to what the board and association approved last year with a few changes. Dr. Thurston explained that upon receiving an effective or highly effective evaluation, the total compensation will be added to the teacher's base contract for the 2014-15 school year. Dr. Thurston also explained that there is an Additional Stipend opportunity which if it happens for every student the school corporation gains above the September 14, 2012 ADM student count (1890.50), the school district will set aside \$2,500.00 of the state tuition support to be divided among the teaching staff and paid on the first pay of July 2014. A motion was made by Ms. Armstrong to approve the Teacher Contract Agreement a second to the motion was made by Dr. Wheeler, motion passed 5-0. President Motsinger asked Bonnie Harmon to relay a message to the teachers thanking them for all they do and to let them know they are very much appreciated.

Resolution to Adopt The Washington County Multi-Hazard Mitigation Plan: Dr. Reed explained to the board that in part we need this adoption both as a part of the community and in order to fulfill the some of the requirements of our Safe Room Grant. A motion was made by Mr. Ewen to adopt the Resolution. A second to the motion was made by Mr. Abbott. Motion passed 5-0

Superintendent's Report/Review of Corporation Priorities: Dr. Reed told the board that last month on the first day of school the board met with key teachers, leaders and administration. They put different topics on poster board at different stations and the group brainstormed the evening with the various topics. They moved around the room and talked about what topics they felt were important, what they felt were hot topics and things that they would like to see changed. Dr. Reed told the board that she sent all the brainstorming ideas out to all of our staff members, she gave them a date to have their ideas sent back to her and then she compiled all the ideas. Dr. Reed told the board that some of the topics that came out to be significant to all of our staff were the following: **Communications and Public Relations:** the number one was increase parental involvement. Dr. Reed stated we have to find a way to get our parents involved in the education of their children. She told the board that this was so important that it really needs to be one of their goals this year. Dr. Reed told the board that we really need to have the face to face contact with parents. She explained that as easy as technology is and how we all like to use it, you can't see sincerity in an email. **Curriculum:** Careers for students that might not be going on to 4 year college. **Life skills:** Use of our intercessions that are coming up. Dr Reed told the board she would like to turn the ideas over to a committee and let them come up with some goals for the board and for the committee. **Facilities:** Security at the buildings was another one of the top topics as well as a Multipurpose Room for the Elementary, as well as an updated intercom system for the elementary. Dr. Reed told the board that the intercom system has been ordered. **Hiring Process.** The number one under was being able to retain good staff members. Post open positions internally first and Administers and board interviews with final candidates. **Technology:** Instructor for labs or an additional tech at Bradie Shrum, some additional training on our current technology and age appropriate equipment, iPads vs. netbooks. Dr. Reed suggested those last three things would probably be turned over to the Technology Committee to talk about. Dr. Reed asked the board to look over the handout, think about it. She said that she would like to have parental involvement as one of the board's goals, but that they should select another topic as one of their goals for this year. Mr. Motsinger told the board that he feels the entry to the High School and the Elementary School is one of the things that the board needs to look into changing. Dr. Reed explained that this would be a goal the board would have to work toward. She explained some of the topics can simply be implemented into place.

The next meeting will be October 14, 2013. Mr. Ewen made the motion to adjourn the meeting and it was seconded by Mr. Abbott. Motion passed unanimously. Meeting adjourned at 7:08 p.m.

Steve Motsinger – President

Diana Armstrong – Vice-President

Dr. Tricia Wheeler - Secretary

Mark Abbott

Todd Ewen

Erika Garloch

Jason Pepmeier