

**SCHOOL CITY OF HOBART
BOARD OF SCHOOL TRUSTEES
REGULAR SESSION MEETING
September 21, 2017**

The Board of School Trustees of the School City of Hobart met in regular session on September 21, 2017, in the Board Room at Hobart High School, 2211 East Tenth Street, Hobart, Indiana.

ROLL CALL: President Terry Butler asked Board Members to log in. The following Board Members and Administrators were present or absent as noted:

Board Members:

Terry D. Butler
Rikki A. Guthrie
Michael J. Rogers
Dave Bigler
Karen J. Robbins
Donald H. Rogers
Stuart B. Schultz
Danielle Hill, HHS student representative
Aleena Popp, HHS student representative

Administrators Present:

Peggy Buffington
Christopher N. King
William J. Longer
Jonathan Mock

Administrator Absent:

Ted Zembala

EXECUTIVE SESSION: President Butler indicated that the Board did not meet in executive session prior to the regular session.

CALL TO ORDER: Terry Butler, President, called the meeting to order around 7:01 p.m.

PLEDGE OF ALLEGIANCE: President Butler led everyone present in reciting the Pledge of Allegiance.

AUDIENCE: The following were present in the audience:

Nancy Smith, Food Service Director
Christine Maurroulis, Prime Real Estate
Sherri Eberle, media specialist at the Early Learning Center
Jeff Duca, Boy Scout Troop #42
Jason Tibbs and Shawna Tibbs, Boy Scout Troop #42
Eric Bazetta, ELC and Boy Scout Troop #42
Nick Duca, Boy Scout Troop #42
Robert Tibbs, Boy Scout Troop #42
Mikey Tibbs, Boy Scout Troop #42
Brian Tibbs, Boy Scout Troop #42
Dominic Locke, Boy Scout Troop #42
Aiden Camp, Boy Scout Troop #42
Clayton Aguilar, Boy Scout Troop #42
Caeden Jones, Boy Scout Troop #42
Daniel and Mary Locke, Boy Scout Troop #42
Carole Carlson, the *Post-Tribune*

APPROVAL OF MINUTES: Michael Rogers moved that the Board approve regular session minutes of September 7, 2017. Seconded by Rikki Guthrie. Vote on motion: Aye – Robbins, D. Rogers, Bigler, Schultz, M. Rogers, Guthrie, and Butler. Motion carried 7-0 in favor.

FINANCIAL REPORTS: In the absence of Ted Zembala, Business Manager, Dr. Peggy Buffington presented the following for the Board's consideration and recommended their approval:

► Vouchers for September 17, 2017 - Aleena Popp, HHS student representative, read the accounts payable voucher summary as follows:

General Fund \$1,123,142.50
Capital Projects Fund \$103,823.18
Transportation Operating Fund \$58,585.81
Construction Fund 700 \$536,076.95
School Lunch \$143,121.68
Textbook Rental Fund \$119,748.68

Self-Insurance Fund \$332,421.81
Educational and Worker Training Grant \$450.00
Building Brickies 2014-2015 \$830.49
NESP 2017/2018 \$69.79
Technology Fund \$14,918.40
Title I SY 2016/17 \$2,171.96
2017/18 Title I Grants \$2,517.84
Title II Part A FY 16/17 \$2,214.50
Title III 2017/2018 \$160.22
Clearing Accounts \$645,528.34
Self-Insurance Clearing \$3,619.46
Credit Card Fee Clearing \$1.66

for a grand total of \$3,089,403.27 with no transfers. The August payroll distribution by the school corporation's treasurer was \$1,147,654.15.

Dave Bigler moved that the Board approve payment of the vouchers for September 21, 2017. Donald Rogers seconded. Vote on motion: Aye – Robbins, D. Rogers, Bigler, Schultz, M. Rogers, Guthrie, and Butler. Motion carried 7-0 in favor.

President Butler explained to the audience that the Board has two student members from the high school. They are non-voting members but are able to participate in Board discussions, ask questions and bring their concerns to the board and share what is going on at the high school. It has been a positive experience for everyone, and he suggested that the students in the audience should consider joining the Board when they become high school students.

In addition, the Board received copies of the following monthly budget reports, dated August 31, 2017, in their electronic Board packet: Analysis by Object, Estimated Revenue by Account, Summary of Balances by Account-Object, and Summary of Receipts and Expenditures.

► Middle School Cafeteria Project –

A. Applications for Payment

1. C&T Design, App No. 2 - \$119,104.30
2. CDW Government LLC, App No. 2 - \$65,438.61
3. Gatlin Plumbing, App No. 5 - \$13,279.77
4. Gough, App No. 5 - \$62,546.03
5. Larson-Danielson Const Co. Inc., App No. 9 - \$997.50
6. Maris and Son, Inc., App No. 3 - \$19,807.50
7. Mechanical Concepts, App No. 6 - \$4,542.90

Karen Robbins moved that the Board approve the Applications for Payment as presented. Stuart Schultz seconded. Vote on motion: Aye – Robbins, D. Rogers, Bigler, Schultz, M. Rogers, Guthrie, and Butler. Motion carried 7-0 in favor.

In the discussion, Dr. Buffington noted that the cafeteria was complete except for the outside covers. The students and staff love their new cafeteria. She noted she had received an email from the company doing the outside covers that said they “should be arriving any day.” Someone mentioned that because of the warm weather, the company might have delayed delivery. Compliments were extended to the companies that did the work and met the deadline of being done for the start of school.

COMMENTS ON AGENDA ITEMS: Nancy Smith, Food Service Director, thanked the Board for the new middle school cafeteria and kitchen. She said they were very nice and were appreciated by the staff and students. In addition, everyone appreciated that the work was completed before school began. Mary Locke confirmed that the students like the new area, too.

PERSONNEL REPORT: Jonathan Mock, Director of Human Resources and Compliance, indicated that the Personnel Report and Personnel Report Addendum were part of the Board's electronic meeting packet for their review and consideration. Mr. Mock recommended their approval and requested Board action.

Stuart Schultz moved that the Board approve the Personnel Reports as presented. Michael Rogers seconded. Vote on motion: Aye – Robbins, D. Rogers, Bigler, Schultz, M. Rogers, Guthrie, and Butler. Motion carried 7-0 in favor.

Regular Teachers Contract – 2017-2018 –

1 – returning Teacher Contract effective August 14, 2017/May 31, 2018

Contract for Extracurricular Services (Club Duties) –

Joan Martin School, August 14, 2017/May 30, 2018

Christine Decker, math bowl, 35 hours, \$875.00

Service Agreements –

Hobart Middle School/

Randal Griffith, PLTW core training, 5 days, July 24/July 28, 2017, \$500.00

Hobart High School/

Valentine Torres, HS booster club sponsor, August 16, 2017/May 30, 2018, \$916.00

Homebound Teaching Contracts –

August 29, 2017/May 31, 2018: Kathy Lute, English and math, 2 hours per week, \$55.14 per hour

September 5/September 20, 2017: Helen Schmidt, all subjects, 2 hours per week, \$54.34 per hour

New Employees –

Kathleen Fay, Hobart High School/Level III worker, effective August 31, 2017, \$10.03 per hour for 90-day probation period, then \$10.28 per hour

Ashley Galliher, Hobart Middle School/Level III worker, effective August 31, 2017, \$10.03 per hour for 90-day probation period, then \$10.28 per hour

Position Adjustment –

Penny Guerra, Hobart High School/Director of Guidance Secretary, effective

September 15, 2017, from part-time to full-time for 195 days, no increase in pay rate

Correction to 2017-2018 Personnel Policies & Regulations for Food Services Staff –

The Personnel Policies & Regulations for Food Services Staff that was approved on August 17, 2017 incorrectly included two items related to paid holidays. These two items had been removed in August of 2015 to align food service staff with other support staff groups who work a 180-day calendar schedule.

CORRESPONDENCE FROM GEMINUS: President Butler read a letter he received from Dr. Karen Carradine, Vice President of Geminus Head Start, indicating the Head Start Program at the Early Learning Center had completed the National Association for the Education of Young Children accreditation review. The program did very well, and is now one of only six percent of all early learning programs in the nation to have received NAEYC Accreditation. The term of the accreditation is valid from May 29, 2017 until June 1, 2022. Dr. Carradine thanked the school district, including Sara Gutierrez, Director of Early Learning Education at George Earle, Peggy Buffington, Superintendent, and the Board, “for their visionary leadership which led to a successful partnership with us.” Dr. Buffington noted this accreditation was very involved and rigorous process.

RESOLUTION: School Custodial and Maintenance Employees Recognition Day: Dr. Peggy Buffington presented Resolution No. 2017-23 that designated School Custodial and Maintenance Employees Recognition Day on October 2, 2017.

Secretary Michael Rogers read Resolution No. 2017-23 aloud, as follows:

SCHOOL CITY OF HOBART
RESOLUTION NO. 2017-23

SCHOOL CUSTODIAL AND MAINTENANCE EMPLOYEES RECOGNITION
DAY

WHEREAS, clean and properly maintained facilities are an essential part of the learning environment; and

WHEREAS, Hobart’s custodial and maintenance staffs are committed to providing properly maintained facilities to the district’s students; and

WHEREAS, the custodial and maintenance staffs who prepare and care for school buildings help nurture our students through optimal environmental and climate conditions; and

NOW, THEREFORE, BE IT RESOLVED, that October 2, 2017, be designated *School Custodial and Maintenance Employees Recognition Day*.

BE IT FURTHER RESOLVED, that the School City of Hobart expresses its deep appreciation to these valuable employees and commends their excellence in work on behalf of our students.

DATED this 21st day of September, 2017.

SCHOOL CITY OF HOBART
BOARD OF SCHOOL TRUSTEES

By _____
Terry D. Butler, President

ATTEST:

Michael J Rogers, Secretary

President Butler requested Board action and a roll call vote.

Dave Bigler moved that the Board adopt Resolution No. 2017-23 recognizing School Custodial and Maintenance Employees Recognition Day. Stuart Schultz seconded. Vote on motion: Secretary Michael Rogers called vote on the motion, as follows: Aye – Robbins, D. Rogers, Bigler, Schultz, M. Rogers, Guthrie, and Butler. Motion carried 7-0 in favor.

In the discussion, a recent example of the great work they do was the day the water mains were broken. Nancy Smith, Food Service Director, secured 350 cases of water that the maintenance personnel picked up and delivered to the schools, and then the school custodians distributed the water bottles to classrooms for the students. Dr. Buffington said the custodial and maintenance staff are hardworking people and serve the school district very well.

PRESENTATION AND RECOGNITION: Boy Scout Troop #42: Superintendent Peggy Buffington welcomed Sherri Eberle, media specialist at the Early Learning Center (ELC) and Boy Scout Troop #42 leaders and scouts to the meeting.

Mrs. Eberle spoke about all of the work that was done to transform the ELC's story walk over the summer. She explained the much-needed improvements to the adult leaders of Boy Scout Troop #42, and they agreed to partner with her to complete them. The story walk trail's new name is "Pages in the Prairie," and a ribbon cutting ceremony was done to introduce the trail at the ELC's Fall Fest on September 15. The Board and audience viewed a slide show presentation of the work being done on the trail, and Mrs. Eberle and her readers using the story walk.

Dr. Buffington extended her thanks and appreciation to Troop #42 for their work on this worthwhile project, and she and the student representatives, Aleena Popp and Danielle Hill, presented certificates of recognition to the following: Sherri Eberle; Jeff Duca, Jason Tibbs, and Shawna Tibbs, adult leaders, Eric Bazetta, ELC; and scouts Nick Duca, Robert Tibbs, Mikey Tibbs, Brian Tibbs, Dominic Locke, Aiden Camp, Clayton Aguilar, and Caeden Jones. The Board thanked the scouts and their leaders for their community service on this project and indicated appreciation for what they had done.

President Butler thanked the scouts and leaders for attending the meeting and excused anyone who needed to leave.

RECOMMENDATION TO ACCEPT: Donation from Prime Real Estate: Dr. Peggy Buffington welcomed Nancy Smith, Food Service Director, and Christine Marroulis, real estate agent from Prime Real Estate in Hobart. Mrs. Smith told the Board about a phone call she received from Christine Marroulis, who works at Prime Real Estate. Ms. Marroulis wanted to donate monies to the food service department to be used for families who were not able to purchase meals for their children.

Christine Marroulis said she began working in Crown Point, but when she returned to Hobart, her hometown, she wanted to give back to the community. After thinking about it, she decided she wanted to assist families with student meals do. She said for the 2017-2018 school year, she would be donating \$100 from each home sale to her clients' school district of choice. However, she said she

might make a change for next school year, and she does recommend the Hobart school district if they are undecided. She presented Mrs. Smith with a check for \$300.00 to start the fund. Mrs. Smith indicated they would be using the donated funds more for high school students since those students receive the least amount of assistance when they do not have lunches. On behalf of the Board and Dr. Buffington, a certificate of appreciation was presented to Ms. Marroulis for her donation. The Board expressed their appreciation and thanked her for the donation.

Mrs. Smith commented the State Board of Accounts was working on guidelines for food service departments on how to distribute donated funds in a proper manner. There was further discussion about receiving additional donations for her fund, and Mrs. Smith said that some of the PTOs might contribute. It was noted that Board policy was recently changed to accommodate these kinds of donations. A suggestion was also made to see if a donation button could be added in Skyward that would allow people to donate to this fund when they were adding funds to their child's lunch account.

The Board thanked Mrs. Smith and Ms. Marroulis for attending the meeting. Carole Carlson remained in the audience.

President Butler noted that the Board did not officially move to accept the donation and asked Dr. Buffington whether this gift could be included with the annual donations in the spring. Dr. Buffington said that would be acceptable.

RECOMMENDATION TO ACCEPT: Legacy Foundation Donation from the Nancy Snider Educational Endowment and Memorial Funds: Dr. Peggy Buffington recommended the Board accept a \$1,000 donation from the Nancy Snider Educational Endowment and Memorial Funds that will be used for the elementary robotics program. She expressed the school corporation's gratitude for the continued donations in memory of Nancy Snider.

Dr. Buffington requested Board action.

Rikki Guthrie moved that the Board accept the donation from the Nancy Snider Educational Endowment and Memorial Funds as presented. Karen Robbins seconded. Vote on motion: Aye – Robbins, D. Rogers, Bigler, Schultz, M. Rogers, Guthrie, and Butler. Motion carried 7-0 in favor.

RATIFICATION: Agreement Between the Board of School Trustees and Hobart Teachers Association: Superintendent Peggy Buffington highlighted the tentative contract agreement between the School City of Hobart and the Hobart Teachers Association (HTA) that was signed by the Superintendent and the Chief Negotiator of the HTA and was included in the Board's electronic meeting packet. Dr. Buffington said the negotiation process was very collaborative, and they stayed within the legislative guidelines for wages and benefits tied to performance evaluation. "Effective and highly effective teachers" are eligible for a salary increase based on the eligibility factors listed in the agreement. There was an increase of \$1,200 on the base salary, and in addition, there was a two percent increase on the extra duty salary schedule. "Improvement necessary or ineffective" teachers were not eligible for an increase in compensation. Dr. Buffington noted the remaining items were "just some clean up things" that needed to be done. The term of the agreement two years, September 22, 2017, to June 30, 2019.

Dr. Buffington asked the Board to approve the contract with the HTA.

Stuart Schultz moved that the Board approve the 2017-2019 Contract Agreement with the Hobart Teachers Association. Seconded by Donald Rogers.

In the discussion, Karen Robbins concurred with Dr. Buffington that the negotiation process was very collaborative. Dr. Buffington extended her thanks and appreciation to Karen Robbins, the Board's representative, Ted Zembala, and Jon Mock for their work with the informal and formal negotiations process. She said there was a lot of hard work in preparation and the negotiations process. The teachers received as much as the district could afford to give.

Vote on motion: Aye – Robbins, D. Rogers, Bigler, Schultz, M. Rogers, Guthrie, and Butler. Motion carried 7-0 in favor.

REPORT: 2017 Summer School Program: Dr. Peggy Buffington reviewed the Indiana Department of Education (IDOE) Summer School Report for the 2017 Summer School Program that was included in the electronic meeting packet. There were 276 students in grades K-8 English and Language Arts (ELA) and 100 students in grades 9-12 for a total ELA of 376 students. For mathematics, there were 276 in grades K-8 and 59 in grades 9-12 for a total math of 335 students. Other courses included 55

students for grades K-8 and 358 in grades 9-12 for 413 students. There was an unduplicated student count of 805 students, and the program had 30 aggregate days of attendance.

Dr. Buffington noted that the Indiana Department of Education (IDOE) would finalize the computation for reimbursement based on the number of 2017 summer school reports submitted. She said the district received 105% reimbursement last year, and she hoped that would continue for this year's program rather than the 70% reimbursement the IDOE originally used as "a guesstimate" for this year. However, she noted that whatever the reimbursement received, the district offered a good summer school program. She indicated that this was an informational report, and no Board action was required.

RECOMMENDATION TO ACCEPT: Non-English Speaking (NESP) Grant: Superintendent Peggy Buffington reviewed the Non-English Speaking (NESP) Grant prepared by Sara Gutierrez, Director of Early Learning and Education. This year's grant award was for \$11,500.00, and last year's grant was \$9,600.00.

Dr. Buffington recommended acceptance of the NESP grant and requested Board action.

Michael Rogers moved that the Board accept this year's NESP grant. Rikki Guthrie seconded. Vote on motion: Aye – Robbins, D. Rogers, Bigler, Schultz, M. Rogers, Guthrie, and Butler. Motion carried 7-0 in favor.

RECOMMENDATION TO ACCEPT: YMCA Signature Program - School Participation Agreement: Dr. Peggy Buffington reviewed an agreement with the Hobart YMCA for the Afterschool Signature Program ("ASP"). The term of the agreement was August 16, 2017, through June 1, 2018. The Board received a copy of the participation agreement in the electronic meeting packet for their review. She noted that Attorney Longer had reviewed the agreement in the past. The YMCA would be targeting the afterschool programs at Liberty and Ridge View Schools.

Dr. Buffington recommended approval of the agreement and requested Board action.

Dave Bigler moved that the Board approve the agreement with the Hobart YMCA. Michael Rogers seconded. Vote on motion: Aye – Robbins, D. Rogers, Bigler, Schultz, M. Rogers, Guthrie, and Butler. Motion carried 7-0 in favor.

RECOMMENDATION TO ACCEPT: FCA Overnight Team Activity: Dr. Peggy Buffington reviewed a request from the FCA at the high school to hold an overnight FCA team building experience at Liberty Elementary School on October 21-22, 2017. There would be 10-20 FCA members in grades 9-12 in attendance. Joe Burger, a Liberty teacher, would be in charge, and additional staff members attending are Lisa Burger, Liberty teacher, and Caylee Stahl, Joan Martin teacher. In addition, another chaperone would be Ralph Bernardo, a HHS graduate and a current substitute teacher in the school district.

Dr. Buffington recommended approval and requested Board action

Rikki Guthrie moved that the Board approve the overnight request. Seconded by Stuart Schultz.

In the discussion, Mr. Butler inquired whether this kind of activity had been done before, and Dr. Buffington said it had. She said the band had done a lock-in as has the "Every 15 Minutes" program. She noted the most important thing was to have enough chaperones, and she said the FCA was in good shape with that.

Vote on motion: Aye – Robbins, D. Rogers, Bigler, Schultz, M. Rogers, Guthrie, and Butler. Motion carried 7-0 in favor.

ACKNOWLEDGEMENT: Receipt of School Extracurricular SA-5 Reports: In the absence of Ted Zembala, Business Manager, Dr. Peggy Buffington told the Board that school corporations must file a report of their fund balances, receipts and expenditures for their extra-curricular accounts (ECA) each year. These reports are used by the State Board of Accounts to develop criteria when examining the extra-curricular accounts. The Indiana State Board of Accounts requires a report of the ECA account (SA-5) be submitted to the school board after the close of each school year. The SA-5 reports were submitted on Gateway, and the individual SA-5 reports for each of our schools was included in the electronic meeting packet for the Board's review.

Dr. Buffington requested Board action to acknowledge receipt of the SA-5 reports for their review.

Stuart Schultz moved that the school board acknowledged receipt of the SA-5 reports for their review as required by I.C. 20-41-1-3. Seconded by Karen Robbins.

In the discussion, Mrs. Guthrie noted that many of the transactions were “in and out transactions” and Dr. Buffington concurred. Dr. Buffington said that Dawn Powers “does an amazing job” working with the school bookkeepers and assisting them whenever they have problems. In addition, she extended her appreciation to Ted Zembala for his work in these reports.

Vote on motion: Aye – Robbins, D. Rogers, Bigler, Schultz, M. Rogers, Guthrie, and Butler. Motion carried 7-0 in favor.

UPDATES/ANNOUNCEMENTS/REPORTS: The Board received the following information:

- ▶ **School Information** – weekly agendas from all of the schools. Dr. Buffington noted there were many activities going on in all of the schools.
- ▶ **Upcoming Activities/Events** – the latest list of upcoming activities/events. Dr. Buffington noted that the last week in September was College Go Week, and that the Taste of Autumn was on September 28 at the Ambassador Banquet Hall in Hobart from 5:30-8:30 p.m. She noted there are good silent auction items, and she extended her appreciation to the foundation for their support of the teaching staff and their students with their grant program. Dr. Buffington told the Board that October 6 was Manufacturing Day, and noted there would be some field trips on that day in conjunction with college and career readiness.

COMMENTS: From the administration, Christopher King extended his thanks to the school custodians and maintenance staff and said it was great to recognize them. He noted his department works closely with them and said they make sure they have what they need. Bill Longer noted that ADA accessibility work was being done at Brickie Bowl to make it ADA complaint, and he wanted to make the Board and Dr. Buffington aware that Don Howell’s plaque was removed and placed in the vault at city hall in case they received any phone calls since an event was scheduled at Brickie Bowl this weekend. Jon Mock extended his thanks and appreciation to the custodial and maintenance staffs for making the district’s schools and buildings look great. He gave “a shout out to the Boy Scouts for their community service.” He felt the students understood the importance of doing community service projects.

From the Board, Karen Robbins echoed the comments about the custodial staff and said they were phenomenal, the Boy Scouts project was outstanding, and she hoped to see everyone at the Taste of Autumn next week. Don Rogers gave “a shout out to the custodians and Boy Scouts” for their outstanding work. He noted that Paul and Ruth Throne would be recognized at half time at the football game tomorrow evening. Dave Bigler enjoyed the Boy Scouts’ recognition and wished more boys would get involved in their organization. Stu Schultz extended his appreciation for the “good work everyone” does. Aleena Popp thought the presentation with the Boy Scouts was great, and it was a great project. She thought it was nice to recognize the custodial staff, and it was great that the football team beat Andrean last week. She did not know what the Taste of Autumn was, and it was explained to her that it is the main funding raising event of the School City of Hobart Educational Foundation (HEF). Because of wine and craft beer samplings, the event was for adults only. In addition, appetizers and dessert were available for the attendees, and there was a Silent Auction with donations from individuals and businesses were sold to the highest bidders. Mrs. Robbins said HEF raised \$17,000 last year. Aleena was told that HEF funded over \$7,000 worth of grants this past school year, gave scholarships to high school seniors, and some of the programs HEF supported were the Building Brickies program, the TED^x program last spring, and the high school’s annual Hall of Scholars dinner. A couple of the bidding stories were also told. Dr. Buffington noted that Carole Carlson was doing a story on the Building Brickies Program. Aleena inquired about the athletic pass for the senior citizens, and there was some discussion about whether her parents were eligible for one. She decided that her father was, and she was given a Brickie Gold card for him. Danielle Hill appreciated the recognition for the custodians because the high school custodians were always there whenever needed, thought the Boy Scout presentation was adorable, was making a teacher challenge called “hunger games”, and the Psychology Club would help with the Buddy Walk on Sunday. Mike Rogers noted that “everyone had said everything.” He said the custodians do a great job in all of the schools. Rikki Guthrie expressed her thanks to the custodial and maintenance staff for all that they do. She said Mrs. Eberle always has great ideas and partnering with the Boy Scouts was a great idea. Terry Butler commented he “was out of the loop” when the broken water mains caused a two-hour delay.

He commented he returned to Hobart around 3:00 a.m. and never saw a car except may be a police car, the middle school cafeteria was in good shape, and he would see everyone at the Taste of Autumn.

From the audience, Carole Carlson had no comments.

ADJOURNMENT: There being no further business to come before the Board, President Butler adjourned the meeting around 8:12 p.m.

NEXT MEETING: The next regular session meeting is October 5, 2017.

BOARD OF SCHOOL TRUSTEES
SCHOOL CITY OF HOBART

By _____
Terry D. Butler, President

ATTEST:

By _____
Michael J. Rogers, Secretary

Submitted for Approval: October 5, 2017