

# **OREGON-DAVIS SCHOOL CORPORATION**

**Monday, July 8, 2019  
Regular School Board Meeting, 6:30 PM**

**Jr/Sr High School Cafeteria, Oregon-Davis School Corporation, 5990 North 750 East,  
Hamlet, IN 46532**

The Board of School Trustees of the Oregon-Davis School Corporation met in Regular Session on Monday evening, July 8, 2019, at 6:30 PM in the JrSr High School Cafeteria, pursuant to the rules of the Board.

## **1. Meeting Opening**

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1.01 Call to Order - Chris Lawrence

1.02 Pledge of Allegiance - Chris Lawrence

1.03 Roll Call - Chris Lawrence, Annette Ferch, Kurt Hayes, Kyle Hinds, Brandie Ecker

1.04 Public Comment - Time was given to those that signed up to speak. Andy Borrelli, Indiana State Teachers Association UniServ Director spoke on Item 3.10 Administration Restructuring. Mr. Borrelli represents the corporation for the ISTA and explained that he covers nine corporations in northwest Indiana and Oregon-Davis has the lowest paid teachers of the corporations he represents. He felt that even though the proposal looks different than the traditional administrative line up, if it were to save approximately \$110,000 that could be reinvested in the salaries and wages of Oregon-Davis employees, it would be a better return on that investment than having a full administrative team. Parent Luke Bradley also spoke on Item 3.10 and distributed a handout to Board members with ideas for retention and recruitment that he and some other parents compiled.

## **2. Consent Agenda**

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2.01 Approval of the Minutes

June 10, 2019 Board Meeting

June 24, 2019 Board Meeting

2.02 Approval of Financial Reports

Deduction Checks Posting Report 6/21/19

Vendor Claims \$145,784.20

Payroll Claims \$175,299.29

2.03 Approval of Travel, Facility Requests, Fundraisers, and Donations

6/17-21/19 Dean Corey Summer Stem Institute

7/16/19 National Honor Society, Lemon Shake Up Booth at 4H Fair

6/1/19 Varsity Volleyball calendars

6/1/19 Varsity Volleyball Beef Raffle

7/8/19 Donation for Baseball Team from Robin & Kathy Roberts and Michael and Judy Shivers

2.04 Approval of Personnel Recommendations

Kristen Kubacki, Science Teacher  
Tina Berg, Elementary Teacher  
Elizabeth Browne, Elementary Teacher  
Scott Green, Grounds Crew/Mower  
Betty Noble, Day Custodian for Jr/Sr High School

Motion to approve the Consent Agenda was made by Mrs. Ferch, second by Mr. Hayes. Items Dr. Harman highlighted were the National Honor Society will be having a fundraiser, working at the Lemon Shake Up Booth at the Starke County Fair on Tuesday, July 16th. The boys baseball team recently completed a moving project for the families of Robin and Kathy Roberts and Michael and Judy Shivers. The help of the coach and team were very much appreciated. In personnel items, Kristin Kubacki was hired as a new science teacher and she also will be teaching a couple of agricultural classes. Mrs. Tina Berg and Ms. Elizabeth Browne were hired as elementary teachers. Scott Green has been employed to help with mowing and grounds work for the summer and Mrs. Betty Noble will be transferring from the elementary to be the daytime high school custodian.

Motion passed 5-0.

### **3. Discussion/Action Items**

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3.01 Recommendation for the 2019-2020 Instructional Fees

Motion to approve was made by Mr. Hayes and second by Mr. Hinds. Dr. Harman pointed out that fees did decrease this year at the elementary due to a reading textbook that was paid off. Also at the high school certain books were paid off and could not be included in the fees resulting in a decrease there also. A reading textbook for the elementary will be adopted later this year so fees could increase slightly next year. This information will be sent to WKVI so parents will be informed of the decrease. Motion passed 5-0.

3.02 Recommendation on Transfer Student Limit

Motion to approve was made by Mr. Hinds, second by Mrs. Ferch. This is a yearly recommendation to the Board. The recommendation is that there is no limit on transfer students.

Motion passed 5-0.

3.03 Recommendation for Jump Start Staffing

Motion to approve was made by Mrs. Ferch and second by Mr. Hayes. This recommendation includes approving four teachers, Mrs. Hinds, Ms. Quinn, Mrs. Cavinder, and Mr. Miller and one Para, Ms. Debra Wringer. We are not sure of numbers at this time but if the numbers are large enough we will have the staff available to cover. Teacher cost is \$50 per hour per the teacher agreement and Para will be \$20 per hour. Also in this recommendation is Kindergarten Jumpstart which is paid through a grant from the Hardesty Family through the Northern Indiana Community Foundation. Kindergarten teachers would be Mrs. Cooper and Mrs. Lawrence and para Mrs. Skaggs.

Mr. Hinds abstained since his mother is being recommended. Motion passed 4-0.

#### 3.04 Recommendation for the 2020 Budget Calendar

Motion to approve was made by Mr. Hinds, second by Mr. Hayes. This is a yearly recommendation to ensure the Budget meetings and hearings are scheduled to meet the deadlines required. Ms. Ecker requested that hard copies be available for the Public Hearing on September 9. It will also be in The Leader newspaper and on the corporation website. Motion passed 5-0.

#### 3.05 Recommendation to employ a Student Resource Officer for the 2019-2020 School Year

Motion made by Mrs. Ferch, second by Mr. Hinds. This is a yearly Memorandum of Understanding with the town of Hamlet. This is the same MOU as we had two years ago with John Kohles as the SRO. This is a great partnership with the town of Hamlet. Motion passed 5-0.

#### 3.06 Recommendation for the 2019-2020 Wellness Policy

Motion to approve made by Mrs. Ferch, second by Mr. Hinds. This is a yearly policy that needs to be reviewed and approved by the Board. Much of the policy comes from the federal government with Mr. Messer, food service director, leading the review with Mrs. Huitt, the school nurse, along with administrators and various teachers. There are no changes in the policy at this time. Motion passed 5-0.

#### 3.07 Recommendation for 2019-2020 Student Lunch Prices

Motion to approve made by Mrs. Ferch, second by Mr. Hayes. Dr. Harman expressed his appreciation to Mr. Messer and Mrs. Salazar for their work with the food service finances. The recommendation is for no increases this year. Prices will remain at \$2.45 for grades K-5, \$2.55 for grades 6-8, and \$2.65 for grades 9-12. Adult lunches will remain at \$3.25, also free breakfast will be provided for students. This will be promoted to the media and to parents. Motion passed 5-0.

#### 3.08 Recommendation for the 2019-2020 Food Bids

Motion to approve made by Mr. Hinds, second by Mr. Hayes. This is a yearly recommendation for approval. We work with NIESC to secure food bids. Bakery/Bread products will come from Alpha Bakery, Dairy from Prairie Farms, Food/Commodities from Gordon Food Service, Produce from Piazza, and Ala Carte Items from Commercial Food Service. The benefit of using the education service center bids is cost savings for the schools involved. Motion passed 5-0.

#### 3.09 Recommendation to publish 2018-2019 Annual Report

Motion to approve was made by Mrs. Ferch, second by Mr. Hinds. This recommendation is to publish the Annual Report in The Leader which is required to be published between August 1 - 15. Motion passed 5-0.

#### 3.10 Recommendation for the 2019-2020 Jr/Sr High School Administration

Ms. Ecker made a motion to hear the proposal. Mr. Lawrence stated discussion would occur first then motions would be heard. Dr. Harman then read his recommendation as follows:

I am recommending that the following individuals be approved to be administrators for the 2019-2020 school year at the Jr/Sr High School.

>Mr. Jerry Miller will be the Athletic Director as well as teach four math classes. Mr. Miller is excited about the opportunity to work with our students, coaches, parents and community. Mr. Miller's contract for the 2019-2020 school year will be for a total of \$60,000.00 for a total of 210 days. He also will receive administrative benefits per the Administrative Benefit Handbook.

>Mr. Andrew Carlin will be the Assistant Principal as well as teach three agriculture classes. Mr. Carlin is excited about his new position and becoming an administrator in the corporation. Mr. Carlin's contract for the 2019-2020 school year will be for a total of \$60,000.00 for a total of 210 days. He also will receive administrative benefits per the Administrative Benefit Handbook.

\*\*\*NOTE: Both individual salaries above are based on the daily pay rate for the corporation's highest paid teacher ( $\$52,786/184=\$286.88$ ) times 210 days. My recommendation is to round this sum (\$60,244.80) to \$60,000.00

>I, Don Harman, will be the Principal at the Jr/Sr High School for the 2019-2020 school year as well as the Superintendent. My salary and benefits will not increase and/or change.

The driving force of my recommendation and this reorganization is the reduction of expenditures. This reorganization will reduce expenditures of salaries by ~\$110,000.00. This reduction in expenditures could possibly allow the corporation the flexibility and opportunity to address our employees salaries and wages.

My recommendation is not long term and I will be evaluating the Jr/Sr High School administrative structure regularly during the 2019-2020 school year.

Questions: The number of days was determined to be 210. Since they would be assistants this number would be sufficient in contrast to Mr. Bennett who is on a 220 day contract.

Mr. Hinds stated that he is concerned with the focus of the superintendent and principal roles being split. He stated he would prefer the superintendent be focused on ideas brought up for retention. He agreed with what Mr. Borrelli stated but feels there are other ways to save money to address wages. Ms. Ecker thanked Dr. Harman for revising his proposal to take the guidance counselor out of the proposal. She is concerned with not having an administrator in the school all day. She felt it was important to have one person to deal with issues and the public in one building. She also felt it would be better to have the superintendent focused on the issues of retention, etc. Mr. Lawrence stated that he originally had concerns about this proposal. He also brought up the fact that he sat in negotiations back in 2009 which was the last time the school had money to give raises to teachers and it is long overdue. This is not a perfect plan and he appreciates the effort Dr. Harman is willing to undertake to accomplish the need for administration and the need for an increase in employee wages. Mrs. Ferch said something needs to be done to attract teachers and we need to have positions filled. She feels we need to do something with the money this plan would save to attract and keep teachers here. Someone needs to be in charge. The question was asked if there is a set plan for the money. Mr. Lawrence said that issue is not on the table at this time that has to be done through negotiations. Mr. Lawrence then asked for a motion on this item. Mrs. Ferch made the motion to accept this proposal, second was by Mr. Hayes. Mr. Lawrence then asked for a vote on this

motion. Motion failed 2-3, ayes Mr. Lawrence and Mrs. Ferch and nays Mr. Hayes, Mr. Hinds and Ms. Ecker.

#### **4. Other Business Items**

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None

#### **5. Curriculum**

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5.01 Report on Elementary Curriculum - Mr. Bennett reported on curriculum from where it has been, and where it is going. He talked about curriculum mapping that was led by teachers starting in 2009. In 2016 when Dr. Harman came along and with a consultant, curriculum mapping was more of a front and center item again to make sure we were up to the times and had the best curriculum maps we could have. Math and Language Arts standards were looked at in each grade level. A determination was made of which standards were the most critical for students to achieve. Order of teaching, what time of year standards were presented were also considered. All of the work to review this information takes a lot of time. The last step in all of this is assessments to help determine student achievement level. Thirty minutes a day is devoted to helping children with review, catch up and enrichment (Bobcat Time). He did mention that all of the hard work the teachers have done is why Oregon-Davis Elementary is an A school. He said scores are ok, not great but growth is phenomenal. Growth is 1/2 of that grade and the growth has been phenomenal and he feels the curriculum development is a big part of that. They are also working on STEM certification.

#### **6. Reports**

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6.01 Superintendent Reports - Dr. Harman passed out the monthly snapshot to the Board. We are constantly monitoring our revenue and expenditures and with the state adding a 2nd count day this year we will be watching this closely.

A work session will be July 10 at 6:00 in this room. The agenda will include a tour of facilities, a review of the facilities, strategic plan and finances. Also with the new timeline for collective bargaining as well as employing new staff Dr. Harman wishes to schedule two Board meetings for July, August, September and October with the reason being it is easier to cancel a meeting than to schedule one on short notice. Therefore he asked to add meetings on July 22, August 26, September 23 and October 28 all at 6:30. The meeting on July 22 will focus on new employees and new hires. Our regularly scheduled board meeting is Monday, August 12. There was an executive session on collective bargaining scheduled for tonight after this meeting but with the outcome of this meeting the executive session was cancelled.

Dr. Harman mentioned that many students attending Scill classes received certifications. Derek Mattson, Kami Saylor, Hayden Danford, Matthew Juarez, Dylan Scarborough, Colton Sliwa, Tyler Snodgrass, and Garrett Weil all did outstanding jobs in the Scill programs. He also gave a shout out to Lisa Glennon, one of our elementary teachers that has been selected to go through Train the Trainer program next week. She will be a certified STEM trainer.

6.02 Principal's Reports - Jumpstart numbers show 30 students have signed up, K-8.

## **7. Board Comments**

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Board Members thanked the patrons for their comments, and Mr. Bradley for the handout. Mr. Lawrence commented that he will be late for the work session on Wednesday.

## **8. Future Meetings**

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8.01 Board Meeting: Work Session, Wednesday, July 10, 2019 6:00 PM

## **9. Adjournment**

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Mr. Lawrence asked for a motion to adjourn. Motion made by Mrs. Ferch, second by Mr. Hinds. Motion passed 5-0. Meeting adjourned at 7:22 PM.

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Kurt Hayes, Secretary

Minutes recorded by Julie McLiver