

# Regular Board Meeting

## SCHOOL BOARD MEETING

EASTERN HANCOCK ADMINISTRATION BUILDING - 10370 E. 250 N., Charlottesville, IN 46117

(317-936-5444)

Monday, June 3, 2019

5:00pm - 6:00pm

### 1 Public Notice

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This meeting is a meeting of the School Board held in public for the purpose of conducting the School Corporation's business and is not to be considered a public community meeting. The Board will permit fair and orderly public expression as indicated by the Agenda Item Public Comment. Procedures to govern such participation are available upon request. The Board's meeting site is fully accessible to all persons. Any person requiring further accommodation should contact the Superintendent with the School Corporation's Administrative Office at 317-936-5444.

### 2 Call To Order

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**Minutes:**

1st Vice President James R Jackson, Jr., called the meeting to order at 5:00pm.

Present: Tammy Stunda, Tammy Settergren, Scott Johnson, James R. Jackson, Jr.

Absent: Scott Petry

### 3 Pledge of Allegiance

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### 4 Success Stories

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**Minutes:**

-Mr. Terry Stephens, Girls Varsity Softball coach, brought the entire softball team to the meeting to celebrate their accomplishments for the season. They finished with an 18-7-1 record for the 2018-19 year, tying for the Conference Championship and snagging the Sectional Champ title. Seniors Megan Bever, Elise Bittinger, Eriel Truitt and Madison Cluttinger led the team through its successful season. All four seniors will be attending college this fall, with Megan Bever signing to play softball at Anderson University. Many of the underclassman are currently continuing to hone their softball skills playing summer travel ball.

### 5 Public Comment

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**Minutes:**

-None

### 6 Consent Agenda

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#### 6.1 Minutes of May 13, 2019

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## 6.2 Donations

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**Minutes:**

-\$1109.17 for June approval

## 6.3 Transfer Students

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**Minutes:**

-Returning: 41

-Kindergarten: 21

## 6.4 Field Trips

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**Minutes:**

-Out of State & Overnight – FFA – Leadership Conf. Washington DC – July 23-28, 2019

## 6.5 Certified Staff

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**Minutes:**

- Resignation - Lindsay Eischen - 2nd Grade Teacher - Effective May 24, 2019

- Resignation - Lynn Ewart - HS Special Ed Teacher - Effective June 1, 2019

- Resignation - Sara Mastin - ES Special Ed Teacher - Effective May 24, 2019

- Reassignment - Marlisa Wennen - 2nd Grade Teacher - Effective August 1, 2019

- Reassignment - Michael Dawson - ES Gym Teacher - Effective August 1, 2019

- Contract Change - Marcus Redick - 5 Additional Days - Effective 2018-19 school year

- New Hire - Amber Jenkins - K-4 Special Ed Teacher - Effective August 1, 2019

- New Hire - Erin Billstrom - 4th Grade Teacher - Effective August 1, 2019

## 6.6 Support Staff

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**Minutes:**

-Resignation - Pam Caudill - HS Cafe - Effective May 23, 2019

## 6.7 Claims

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**Minutes:**

Prewritten: \$59,676.10

Regular: \$401,517.93

Payroll: \$727,015.94

TOTAL: \$1,188,209.97

Mrs. Settergren moved and Mrs. Stunda seconded a motion to approve the consent agenda as presented. Motion carried 4-0.

## 7 Library Board Appointment of Libby Manship

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**Minutes:**

Mr. Johnson moved and Mrs. Settergren seconded a motion to approve Libby Manship as the Eastern Hancock Board-appointed representative to the Hancock County Public Library for a 4-year term ending June 12, 2023. Motion carried 4-0.

## 8 Request to Organize 2021 Europe Trip

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**Minutes:**

-Kevin Adams, Foreign Language Teacher, requested in writing for permission to conduct a student trip to Europe during Spring Break of 2021. He would like to begin organizing & promoting said trip.

Mrs. Settergren moved and Mr. Johnson seconded a motion to approve the organizing, promoting and implementation of a student trip to Europe during Spring Break of 2021. Motion carried 4-0.

## 9 Disposal of Surplus Property - Auction

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**Minutes:**

-Mr. Adam Kinder, Director of Business and Operations, provided the Board with a list of items to be disposed of by auction in July 2019. (See attachment)

Mrs. Settergren moved and Mr. Johnson seconded a motion to approve the presented list of items to be disposed of by auction in July.

## 10 Sub Teacher Pay Rates

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**Minutes:**

Mr. Johnson moved and Mrs. Settergren seconded a motion to increase the pay rates for substitute teachers to \$75/day for non-certified subs and \$80/day for certified subs. Motion carried 4-0.

## 11 Approval of 2019-20 GPO Proposal Award

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**Minutes:**

-Mrs. Tracy Wilson, Food Services Director, attended the NIESC Food Procurement Evaluation Meeting to review proposals from group purchasing organizations (GPOs) for food service. She requested that the proposed award to HPS/GFS be approved by the Board.

Mr. Johnson moved and Mrs. Stunda seconded a motion to approve the award to HPS/GFS as proposed by the GPO we belong to. Motion carried 4-0.

## 12 2018-19 Attendance & Discipline Reports

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**Minutes:**

-Mrs. Amada Pyle, Elementary Principal, and Mr. Dave Pfaff, MS/HS Principal, presented the Attendance & Discipline reports for the 2018-19 school year. (See attachments)

## 13 Administrative Contract Renewal

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**Minutes:**

Mr. Johnson moved to table the Administrative Contract Renewal to the next meeting. Mrs. Settergren seconded

the motion. Motion carried 4-0.

## 14 NEOLA Policies 8500 & 8510 - Final Reading

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### **Minutes:**

-Mr. Johnson disagreed with a portion of Policy #8500 "Food Service" that addresses the accrual of a negative lunch balance and that would no longer allow the purchase of a la carte items once a negative balance is reached. The new policy would read:

"It is ultimately the parent/guardian's responsibility to provide meals for students through a positive account balance unless they have completed the application for, and qualify for, the free meals program. However, in striving to ensure that students receive nutritious meals, the Board does recognize that circumstances may result in a student's need to charge lunch or breakfast on occasion and shall permit such charges within certain parameters.

In order to emphasize the importance of a nutritionally sound meal, students may charge a maximum of negative \$10.00 only when purchasing meals. No a la carte or "extra" items may be charged to an account with a negative balance. Staff members and community residents shall not be permitted to charge meals."

Mrs. Stunda moved and Mrs. Settergren seconded a motion to approve the NEOLA Policies #8500 and 8510 regarding Food Service and Wellness as presented. Motion carried 3-1.

## 15 Informational

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### **Minutes:**

-Dr. Vicki McGuire, Superintendent, informed the Board that it was time to schedule her yearly evaluation. Mrs. Settergren inquired of the process used for evaluations in the past, and it was agreed by the Board to review the past several evaluation processes and determine the most beneficial evaluation tool to utilize. It was also discussed to possibly begin including a mid-year evaluation to the schedule.

-Dr. McGuire also inquired if the Board would like to schedule a Budget Workshop with Adam Kinder, Director of Business & Operations. It was decided that Mrs. Stunda and Mr. Jackson would meet with Mr. Kinder rather than scheduling a full Board meeting.

-The Board discussed the possible use of our parking lots by the Indiana State Police for training again this year. No final decisions were made at this time.

## 16 Other Items Allowed by the Board

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## 17 Around the Table for Positive Comments

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### **Minutes:**

-Mrs. Settergren expressed her appreciation for the school's use of livestreaming of graduation for the community to enjoy.

-Mr. Johnson stated how well both the school band and choirs performed at graduation.

## 18 Adjournment

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### **Minutes:**

Mr. Johnson moved and Mrs. Settergren seconded a motion to adjourn. Motion carried 4-0.

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Scott Petry, Board President

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Scott Johnson, Board Secretary

**AUCTION ITEMS – ASSET TO BE DISPOSED OF BY AUCTION – JULY 2019**

1. Old ES Gym high bay fixtures-metal halide 277 volt, 400 watt QTY-20
  2. Old MS Gym high bay fixtures-metal halide 277 volt, 320 watt QTY-28
  3. Old Roof lights for parking lots-metal halide 277 volt, 1000 watt QTY- 21-25 total + roof frames to mount lights (same total as lights)
  4. Old AG barn light fixtures-metal halide 120 volt, 250 watt QTY-17
  5. Tall metal file cabinets-- Approx. 10 total
  6. Old TV hanging mounts—Approx. 5 total
  7. Old yellow lockers that came from Daleville Schools—4 sections
  8. Metal shelving units—Approx. 4 total
  9. Old teacher desks—Approx. 3-5 total
  10. Old student desk—Approx. –20
  11. Old pool timing deck/platform
  12. Old bus garage air compressor (not in working order-loaders/unloaders bad on unit)
  13. Old cafeteria tables-12 foot in length QTY-2 sets
  14. Folding Chairs and Chair Carts 75 Chairs 2 Carts
  15. Jack stands 10 ton – QTY -2
  16. 4 Post Lift (pro series)
  17. Self-propelled snow blower 8.5 hp
  18. John Deere 955 - 2700 hrs
  19. Lincoln pneumatic oil tank
  20. ZEP portable chemical parts washer
  21. Mini Mag 24V floor Squeegee with charger
  22. 3 point grader blade category 1
  23. Skid steer quick attach snow blade
  24. Weed eater briggs engine
  25. 6 seat plush activity bus seats, new condition
  26. Miller 250 welder with cart
  27. Miller stick welder
  28. Holley Carburetor
  29. Sherwin Williams paint – 9- 5-gallon buckets
  30. Purple Power cleaner – 6 -2.5 gallons
  31. 1985 Ford F350 4x4 with Boss 9.2 snowblade
  32. 1993 Ford Ranger
  33. Above ground fuel catch basin
  34. Skid steer quick attach blank
  35. Titan pneumatic paint sprayer
  36. Floor jack
  37. VCM Chopper
- Additional misc. items will be added

## 2018-19 Infraction Report HS/MS

| <b>Disciplinary Infractions</b>                 | <b>2018-19</b> | <b>2017-18</b> | <b>2016-17</b> | <b>2015-16</b> | <b>2014-15</b> |
|---|----------------|----------------|----------------|----------------|----------------|
| Abusive/ Vulgar Language                        | 7/19           | 9/ 17          | 10/ 9          | 8/ 23          | 47             |
| Attendance Policy Limit                         | 7/8            | 39/ 6          | 26/ 6          | 27/ 7          | 19             |
| Attendance Warning                              | 17/12          | 76 / 5         | 79/ 24         | 53/ 24         | 27             |
| Battery   | 2/12           | 7/ 9           | 5/ 7           | 1/ 15          | 11             |
| Bullying – Cyber                                | 0/1            | 1/ 0           | 0/ 1           | 0/ 1           | 1              |
| Bullying – Physical                             | 0/0            | 0/ 1           | 1/ 0           | 0/1            | 0              |
| Bullying – Verbal                               | 0/2            | 0/ 0           | 0/ 3           | 1/ 1           | 6              |
| Bus Misconduct                                  | 12/27          | 10/ 40         | 6/ 17          | 9/ 19          | 26             |
| Cheating  | 18/13          | 16/ 15         | 3/ 20          | 16/ 6          | 23             |
| Chronic Minor Infractions/<br>Habitual Offender | 15/12          | 8/14           | 2/ 2           | 1/ 8           | 10             |
| Class Disruption                                | 19/57          | 16/ 40         | 10/ 73         | 7/ 47          | 92             |
| Cell Phone                                      | 40/36          | 45/ 54         | 26/ 38         | 13/ 31         | 57             |
| Damage of Property/ Vandalism                   | 3/6            | 0/ 4           | 4/ 2           | 1/ 4           | 10             |
| Dress Code                                      | 6/16           | 2/ 2           | 5/ 14          | 2/ 4           | 19             |
| Defiance  | 6/9            | 2/ 8           | 2/ 8           | 4/ 9           | 5              |
| Drugs   | 1/0            | 0/ 0           | 2/ 0           | 0/0            | 4              |
| Disorderly Conduct                              | 8/18           | 20/ 11         |                |                |                |
| Driving Violation                               | 2/0            | 5/ 0           | 4/ 0           | 0/0            | 2              |
| Disrespect to Staff                             | 20/32          | 13/ 28         | 6/ 42          | 18/ 20         | 32             |
| Disrespect to Students                          | 15/45          | 6/ 46          | 9/ 31          | 16/ 40         | 49             |
| Failure to Complete Academic<br>Tasks           | 75/31          | 90/ 122        | 79/ 47         | 46/ 65         | 188            |
| Failure to Comply with a<br>Reasonable Request  | 22/99          | 37/ 84         | 10/ 37         | 26/ 69         | 136            |
| Fighting  | 2/4            | 2/5            | 2/ 0           | 2/ 3           | 7              |
| Harassment/ Threats                             | 3/5            | 11/ 10         | 3/ 6           | 2/ 18          | 18             |
| Hallway Disruption                              | 0/4            | 0/ 0           | 1/ 2           | 0/ 3           | 1              |
| Horseplay                                       | 11/34          | 5/ 40          | 3/ 30          | 1/ 25          | 43             |
| Inappropriate Devices                           | 0/2            | 0/0            | 4/ 0           | 0/ 5           | 1              |
| Intimidation                                    | 3/2            | 0/ 2           | 1/ 0           | 1/ 1           | 3              |
| Inappropriate Use of Technology                 | 4/14           | 5/ 14          | 10/ 13         | 2/ 10          | 10             |
| Lying/ Cheating                                 | 2/2            | 3/ 1           | 1/ 4           | 1/ 5           | 7              |
| Late to School                                  | 31/0           | 162/ 3         | 164/ 7         | 74/ 20         | 134            |
| Major Misconduct                                | 6/7            | 6/ 10          | 6/ 6           | 7/ 4           | 5              |
| Minor Misconduct                                | 5/18           | 6/ 21          | 0/ 19          | 1/ 31          | 8              |
| Out of Area                                     | 24/21          | 15/ 20         | 30/ 6          | 13/ 17         | 28             |
| Public Displays of Affection                    | 2/2            | 0/ 2           | 0/ 3           | 0/ 0           | 2              |
| Plagiarism                                      | 2/0            | 2/ 5           | 2/ 6           | 3/ 8           | 12             |
| Skipped Class                                   | 4/2            | 9/ 0           | 10/ 0          | 15/ 1          | 11             |

|                              |       |        |        |        |    |
|------------------------------|-------|--------|--------|--------|----|
| Skipped Detention Study Hall | 9/2   | 31/5   | 32/ 3  | 28/ 2  | 51 |
| Skipped Friday Night School  | 8/4   | 28/ 6  | 12/ 0  | 9/ 5   | 18 |
| Tardy                        | 18/63 | 27/ 46 | 34/ 37 | 33/ 14 | 52 |
| Theft                        | 0/2   | 3/ 3   | 2/ 1   | 3/ 3   | 5  |
| Tobacco                      | 27/6  | 6/ 0   | 3/ 0   | 6/ 0   | 9  |
| Truancy                      | 0/1   | 5/ 0   | 0/ 0   | 10/ 2  | 6  |
| Weapons                      | 0/0   | 0/ 0   | 0/ 0   | 0/1    | 0  |
| Vandalism                    | 0/4   | 0/1    |        |        |    |

### Discipline Action Report HS/MS

| Discipline Action                      | 2018-19 | 2017-18  | 2016-17  | 2015-16  | 2014-15 | 2013-14 |
|--|---------|----------|----------|----------|---------|---------|
| Attendance Contract                    | 16/10   | 70/ 5    | 70/ 24   | 53/19    | -       | -       |
| Behavior Contract                      | 0/6     | 4/ 0     | 0/ 4     | 2/ 2     | 1       | 1       |
| Confiscation of Device (cell phone)    | 19/1    | 39/ 5    | 25/ 0    | 10/9     | 11      | 40      |
| Combine with Other Referrals           | 5/15    | 7/ 14    | 4/ 5     | 1/ 9     | 4       | 11      |
| Conference with Admin.                 | 38/23   | 56/ 34   | 40/ 18   | 53/ 6    | 38      | 20      |
| Detention Friday Night                 | 38/46   | 104/ 42  | 62/ 48   | 64/ 68   | 146     | 167     |
| Detention Study Hall                   | 171/264 | 311/ 203 | 280/ 274 | 224/ 256 | 675     | 798     |
| Expulsion Attending Alternative School | 0/0     | 0/ 0     | 0/ 0     | 1/ 0     | 1       | 2       |
| Expulsion                              | 0/0     | 2/0      | 1/ 0     | 0/ 0     | 3       | 0       |
| In-School Suspension                   | 51/44   | 38/ 40   | 37/ 19   | 25/ 18   | 33      | 35      |
| Loss of Bus Privilege                  | 0/1     | 1/ 4     | 2/ 1     | 2/ 0     | 2       | 8       |
| Loss of Class Credit                   | 9/9     | 39/ 5    | 25/ 6    | 23/ 7    | 7       | 10      |
| Loss of Computer Privileges            | 2/1     | 3/ 0     | 1/ 3     | 1/ 3     | 5       | 6       |
| Lunch Detention                        | 2/29    | 1/ 15    | 6/ 16    | 4/ 26    | 55      | 70      |
| Loss of Home Room Privilege            | 0/0     | 2/0      | 2/ 1     | 0/ 0     | 8       | 2       |
| Loss of Library Privileges             | 0/0     | 0/ 0     | 0/ 0     | 1/ 0     | 1       | 0       |
| Loss of Specials                       | 1/3     | 1/ 2     | 2/ 5     | 2/ 0     | 1       | 6       |
| Out of School Suspension               | 4/5     | 2/ 0     | 1/ 0     | 19/ 7    | 37      | 35      |
| Restitution                            | 2/1     | 0/ 1     | 5/ 0     | 0/ 0     | 2       | 5       |
| Verbal Warnings                        | 21/243  | 37/ 44   | 25/ 152  | 18/ 143  | 238     | 417     |



# Eastern Hancock

## Attendance Rates

### Eastern Hancock Elementary School

| <b>2018-19</b> | <b>2017-18</b> | <b>2016-17</b> | <b>2015-16</b> | <b>2014-15</b> | <b>2013-14</b> |
|----------------|----------------|----------------|----------------|----------------|----------------|
| 95.46%         | 94.94%         | 95.47%         | 95.67%         | 95.76%         | 96.94%         |

### Eastern Hancock Middle School

| <b>2018-19</b> | <b>2017-18</b> | <b>2016-17</b> | <b>2015-16</b> | <b>2014-15</b> | <b>2013-14</b> |
|----------------|----------------|----------------|----------------|----------------|----------------|
| 93.82%         | 93.08%         | 94.77%         | 96.15%         | 95.32%         | 96.90%         |

### Eastern Hancock High School

| <b>2018-19</b> | <b>2017-18</b> | <b>2016-17</b> | <b>2015-16</b> | <b>2014-15</b> | <b>2013-14</b> |
|----------------|----------------|----------------|----------------|----------------|----------------|
| 92.20%         | 93.43%         | 94.28%         | 96.23%         | 93.45%         | 97.76%         |

EASTERN HANCOCK ELEMENTARY DISCIPLINE SUMMARY 2018-2019

| <b>Disciplinary Infractions</b>  | <b>18-19</b> | <b>17-18</b> | <b>16-17</b> | <b>15-16</b> | <b>14-15</b> |
|--|--------------|--------------|--------------|--------------|--------------|
| Battery  | 3            | 1            | 1            | 3            | 3            |
| Behavior Infraction Limit  | 0            | 1            | 1            | 0            | 8            |
| Biting   | 0            | 0            | 0            | 2            | -            |
| Bus Misconduct   | 73           | 35           | 91           | 29           | 68           |
| Chronic Minor Infractions  | 7            | 4            | 7            | 5            | 6            |
| Class Disruption   | 4            | 5            | 7            | 10           | 19           |
| Damage of Property/ Vandalism  | 1            | 1            | 1            | 3            | 5            |
| Defiance   | 13           | 17           | 27           | 31           | 40           |
| Disorderly Conduct   | 9            | 8            | 17           | 15           | 17           |
| Disrespect to Staff  | 6            | 3            | 15           | 22           | 12           |
| Disrespect to Students   | 34           | 28           | 28           | 17           | 13           |
| Failure to Complete Academic Tasks   | 5            | 2            | 10           | 1            | 16           |
| Failure to Honor Reasonable Request  | 5            | 10           | 13           | 4            | 11           |
| Fighting   | 13           | 15           | 12           | 10           | 18           |
| Habitual Offender  | 4            | 0            | 8            | 0            | 2            |
| Harassment   | 3            | 0            | 0            | 2            | 6            |
| Horseplay  | 6            | 4            | 4            | 3            | 3            |
| Inappropriate Devices  | 3            | 0            | 1            | 1            | 6            |
| Inappropriate Language   | 12           | 10           | 32           | 21           | 33           |
| Intimidation   | 0            | 0            | 2            | 5            | 3            |
| Inappropriate Use of Technology  | 7            | 9            | 6            | 0            | 2            |
| Lying/ Cheating  | 2            | 0            | 8            | 1            | 3            |
| Leave Area Without Permission  | 1            | 0            | 5            | 4            | 7            |
| Late to School   | 18           | 7            | 7            | n/a          | 8            |
| Major Misconduct   | 1            | 1            | 1            | 1            | 1            |
| Noncompliance  | 8            | 10           | 11           | 9            | 21           |
| Other  | 0            | 0            | 0            | 0            | -            |
| Out of Area  | 1            | 0            | 7            | 0            | 2            |
| Physical Assault   | 11           | 3            | 2            | 19           | 22           |
| Physical Bullying  | 1            | 0            | 2            | 3            | 4            |
| Sexual Harassment  | 0            | 0            | 0            | 0            | 1            |
| Slapping, Hitting, Pushing   | 30           | 19           | 17           | 40           | 88           |
| Stealing/Theft   | 2            | 12           | 23           | 17           | 10           |
| Threats to Others  | 9            | 16           | 17           | 16           | 10           |
| Verbal Aggression  | 0            | 0            | 0            | 0            | -            |
| Verbal Bullying  | 2            | 2            | 2            | 3            | 3            |
| Weapons  | 1            | 0            | 0            | 2            | 0            |
| <b>TOTAL</b><br>(Includes Classroom w/o Office Assigned Discipline Starting 16-17 School Year) | <b>295</b>   | <b>223</b>   | <b>385</b>   | <b>299</b>   | <b>471</b>   |

## EASTERN HANCOCK ELEMENTARY DISCIPLINE SUMMARY 2018-2019

| <b>Discipline Action</b>  | <b>18-19</b> | <b>17-18</b> | <b>16-17</b> | <b>15-16</b> | <b>14-15</b> |
|---|--------------|--------------|--------------|--------------|--------------|
| Conference with Principal   | 4            | 11           | 23           | 20           | 31           |
| Expulsion   | 0            | 1            |              |              |              |
| Follow Individual Behavior Plan   | 0            | 0            | 21           | 72           | 73           |
| In School Suspension  | 16           | 34           | 35           | 9            | 10           |
| Loss of Bus Privileges  | 11           | 3            | 7            | 9            | 10           |
| Loss of Recess  | 86           | 67           | 81           | 98           | 138          |
| Loss of Specials  | 6            | 4            | 7            | 6            | 14           |
| Lunch Detention   | 32           | 51           | 32           | 34           | 28           |
| No Action   | 0            | 0            | 0            | 3            | -            |
| Out of School Suspension  | 6            | 3            | 2            | 11           | 18           |
| Parent Contacted by Administrator   | 1            | 1            | 1            | 3            | 4            |
| Thursday Night School   | 10           | 6            | 6            | 11           | 26           |
| Time Out in Office  | 9            | 23           | 33           | 23           | 49           |
| Verbal Warning  | 8            | 0            | 0            | 0            | 0            |
| Work Completed in Office  | 0            | 0            | 0            | 1            | 1            |
| <b>TOTAL</b><br>(Office Assigned Discipline ONLY<br>Starting 16-17 School Year) | <b>189</b>   | <b>204</b>   | <b>248</b>   | <b>300</b>   | <b>402</b>   |

### 1. Summary/Notes

- a. Bus Issues increased by 38 incidents.
- b. ISS decreased by 18. Having a ISS program on campus is a huge deterrent for kids. Students that were never assigned was still aware of the program and did not want to be assigned. With this program being in the building and readily available it is easier to immediately remove a student from their peers.
- c. Sensory breaks were proactive instead of retroactive (still time consuming but with a better outcome). Goal is to reintegrate child so learning occurs.
- d. More positive behavior plans (proactive).
- e. Teachers were trained to handle initial/minor behavior in the classroom before it needed to become an office referral. Teachers communicated with parents about more behavior as it was increasing so parents had a chance to intervene before it became an office referral.

### 2. Breakdown of Student Infractions

- a) 4 kids had more than 10 referrals (classroom and office) for 26.78% of referrals.
- b) 9 kids had between 5 and 9 referrals (classroom and office) for 22% of referrals.
- c) 13 kids had 144 of the 295 infractions (classroom and office referrals) = 48.78%, this shows me that most of the students know the rules and how to follow them. The other 51.22% were generated from students that had minimal behavior issues and were not repeat offenders.

### 3. Celebrations!

- a) We had 408 students in Kindergarten -5<sup>th</sup> grade with ZERO referrals!! This was 82.1% of students!