

Regular Board Meeting

SCHOOL BOARD MEETING

EASTERN HANCOCK ADMINISTRATION BUILDING - 10370 E. 250 N., Charlottesville, IN 46117
(317-936-5444)
Monday, October 18, 2021
7:00pm - 8:00pm

1 Public Notice

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

Minutes:

Mr. James R. Jackson, Jr., President, called the meeting to order at 7:00pm

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

Absent: none

3 Pledge of Allegiance

4 Informational

Minutes:

-Mr. Adam Kinder, Director of Business & Operations, gave an update on the current locker room/addition construction project.

-Dr. George Philhower, Superintendent, provided information concerning the effect of COVID-19 at EH this school year. Our number of students having to quarantine has increased quite a bit, and we have had students having to quarantine multiple times already. This was not the hope with our original Back to School Plan designed this past summer. Our goals were 1) to keep our doors open and have our students in school all year, 2) to return to as normal as possible, and 3) to allow families to be able to make as many decisions for their students as possible. Unfortunately, the last two goals have become mutually exclusive. In July we were informed of two legal options: We could have school back to as normal-like as possible, but positive cases would require quarantining; or we could have a mask mandate that would allow us to not quarantine. Being educational and not medical professionals, any decision for masking would be based on what is educationally best for our students.

-Mrs. Amanda Pyle, ES Principal, stated that after making some changes to limit the number of students in the cafeteria, the close contact quarantines per positive case have been reduced from 11 per case to about 4.7.

-Mr. Adam Barton, MS/HS Principal, shared that this has not been the case in the middle school and high school. Due to the nature of these students attending 8 different classes in a 2-day period, their exposure to others is much higher. Although the first 5-6 weeks of school were relatively normal, we have reached the point of having 13.5 close contact quarantines per positive case. By the time we reached Fall Break, 30% of our

middle school students were being quarantined, the equivalent of 80 students.

-Dr. Philhower expressed that he would be recommending that the Board vote through a mask mandate for students attending classes in the middle school & high school, allowing EH to keep students in school who are healthy and asymptomatic. This mandate would be revisited and reviewed again at the November Board meeting in 3 weeks.

5 Public Comment

Minutes:

-Mrs. Traci Johnson of 3442 N 525 E, Greenfield, inquired if the mandate would be for students and staff alike. Dr. Philhower stated that this was a student mandate, but that our understanding of our staff is that most will also comply as some already wear masks even without the mandate.

-Dr. Rose Metz of 9777 E US 40, Charlottesville, brought information regarding the medical impact of wearing masks, particularly cloth masks versus medical masks, based on documentation of studies that she brought with her and the medical understanding of it that she as a veterinarian and her husband as an orthopedic surgeon possess. She encouraged the Board to consider the negative impacts stated in the studies and refrain from making mask wearing a mandate, instead to allow parents the right to make medical decisions for their students.

-Mrs. Susan Collins of 5314 N 700 E, Wilkinson, stated that a mandate should also include staff as well as students. One of her concerns regarding having students wear masks is the impact that it has by not being able to see faces completely. As a parent of a student with a speech impediment, being able to watch lips form words is an important part of helping students learn to form words properly. If masks end up being required, she suggested that medical masks be made available if they are more effective and less harmful.

6 Consent Agenda

6.1 Minutes of September 13, 2021

6.2 Minutes for September 13, 2021 Pre-Negotiations Hearing

6.3 Donations

- \$1000 to Football from Keith & Tami White
- \$500 to Football from Matthew & Christine Macowan
- \$2000 to Strength & Conditioning from Ruble Properties & Investments LLC
- \$374 to Athletics (Chainsaw Raffle) from Reynolds Farm Equipment
- \$250 to Girls Golf from Royal Hylands Ladies Golf League

6.4 Field Trips

- FFA - Overnight & Out of State - Regional Contest, Raleigh, NC - Oct. 30-Nov. 2, 2021
- FFA - Overnight - Purdue - December 10-11, 2021

6.5 Substitutes

-Sub Teachers: Patricia Bingham, Amy Erwin, Kaylyn Joyce, Allison Scott
-Sub Cafe: Patricia Bingham

6.6 ECA

-Varsity Boys Basketball Coach - Aaron Spaulding
-Winter Assistant & MS Coaches (see attachment)

6.7 Support Staff

-Resignation - JoAnn Turner - Sub Bus Driver - Effective October 15, 2021
-Resignation - Greg Turner - Transportation Director
-Reassignment - Chris Knoblock - Transportation Director
-Job Description - Transportation Director Revised
-Job Description - Bus Mechanic/Grounds Supervisor

6.8 Claims

Minutes:

Prewritten:	\$143,443.34
Regular:	\$118,215.49
Payroll:	\$709,894.76
TOTAL:	\$971,553.59

Mr. Brock moved and Mrs. Settergren seconded a motion to approve the Consent Agenda as presented. Motion carried 5-0.

7 Consider Change to 2021-22 Return to School Plan/Mask Requirement

Minutes:

-Dr. Philhower recommended the Board support a mask mandate for middle school/high school based on the information that he stated earlier.

-Mr. Johnson stated that he had not realized a vote was being taken at this time.

Mrs. Stunda moved and Mr. Brock seconded a motion to approve a mask mandate for students attending classes in the Middle School & High School buildings. Motion carried 4-1.

8 Public Meeting: Discussion of Tentative collective Bargaining Agreement

Minutes:

Mr. Jackson opened the Public Meeting to discuss the tentative Collective Bargaining Agreement.

Dr. George Philhower, Superintendent, reviewed the various changes to the 2021-22 contract. (see attachment). He felt it was a very successful bargaining meeting and thanked the teachers who attended to represent the Educators Association as well as those representing the corporation.

Mr. Brock also thanked all those involved in working on the process and Mrs. Dana Allen, President of the Educators Association, reiterated what a positive experience it was this year.

Mr. Jackson closed the Public Meeting.

9 CCHA Policies Batch A - Final Reading

-Includes: A100, A200, A250, A275, A300, A325, B225, C125, C200, C425, D225, D325, E100, F125, G200

Minutes:

Mr. Johnson moved and Mrs. Settergren seconded a motion to approve the CCHA Policies included in Batch A as presented. Motion carried. 5-0.

10 CCHA Policies Batch B - First Reading

-Includes: A125, A175, A225, B100, B125, B150, B175, B200, D200

Minutes:

-No vote until November.

11 Final 2022 Budget Adoption

Minutes:

Mrs. Settergren moved and Mr. Johnson seconded a motion to approve the 2022 Budget as presented and advertised. Motion carried 5-0.

12 Resolution to Transfer from Education to Operations Fund 2022

Minutes:

-Mr. Adam Kinder, Director of Business & Operations, explained that this is the yearly transfer allowed by the government to transfer up to 15% of our annual Education Fund revenue into the Operations Fund to cover overhead expenses. This year's transfer will be closer to 10% as in past transfers and will not exceed \$850,000.

Mr. Johnson moved and Mr. Brock seconded a motion to approve the transfer of funds from Education to Operations. Motion carried 5-0.

13 Around the Table for Positive Comments

Minutes:

-Mr. Brock referenced the EH Facebook page for finding many positive events and successes of the school and students. Good information regarding upcoming activities is also easily found there.

-Mrs. Settergren shared that being a part of the process of teacher bargaining this year was a very good experience with great communication. She too has enjoyed watching several of the fun parts of school being shared on the school's social media pages.

-Mr. Jackson mentioned the fun learning activity for our 1st graders through the Wedding of Q & U, officiated by our own Dr. Philhower.

-Mrs. Stunda reminded everyone to not lose sight of all the wonderful things that are shared each month about EH, the staff and our students. She shared that what pushed her to make the decision to support the mask mandate was thinking about all the students not being allowed to be in school due to being quarantined, especially the student who was quarantined 28 of 30 school days due to back-to-back quarantines. It wasn't a decision anyone wanted to make, but she wanted to remind everyone how important EH is to the community

and the kids.

-Mr. Johnson apologized to the community for parents now having to send their kids to school with masks who don't want their kids masked. There were two choices to make and the Board chose the one that was not about health, but about keeping kids in school. He stated that our hands are tied and that we have to move forward, because unfortunately at this time COVID is not going away.

14 Adjournment

Minutes:

-Mr. Jackson adjourned the meeting at 7:40pm.

James R. Jackson, Jr., Board President

Scott Johnson, Board Secretary

EASTERN HANCOCK ATHLETICS

Aaron Spaulding, Athletic Director/Head Boys Basketball Coach
EASTERN HANCOCK HIGH SCHOOL
10320 E. 250 N.
Charlottesville, IN 46117

Telephone (317)467-0095 Ext. 250
Fax (317)936-5050
Email: aspaulding@easternhancock.org
Website: www.ehathletics.org

Oct 8th, 2021

Dr. Philhower and School Board:

I would like to recommend the following individuals for coaching positions

Girls Basketball

JV Coach Dean Fout
Volunteer Asst. Rex Putt, Ed Clark
8th Grade Coach Bill Brookfield
7th Grade Coach Cory Rainbolt
6th Grade Coach (Volunteer) Lindsey Shaw
5th Grade Coach (Volunteer) Erin Harmon

Swimming

Asst. Coach Jay McDaniel, David Messer

Wrestling

HS Assistant Nick Lawrence
Volunteer Nathan Jackson, Alexander Burton, Avery Wills
MS BJ Davidson

Boys Basketball

JV Coach Brett Bechtel
Volunteer Tim Retherford
Freshmen/CTeam Joe Paxton
8th Grade Jake Hicks
7th Grade Jacob Eischen
6th Grade (Volunteer) Nathan Burke, Chris O'Neal
5th Grade (Volunteer) Johnna Bridges, Aaron Simmons

Sincerely,

Aaron Spaulding

GO ROYALS!

2020-21 Master Teacher Contract Changes (TA Summary)

1. Decouple evaluation results from all pay increases except TAG grant (Note: District will no longer cover the tax portion of TAG Grant)
2. Total salary increase cost = \$290,597.97. This was about \$16,500 more than our numbers reflected we should go based on current enrollment and the expected 5% increase in tuition support. However, we're less nervous about this because we know we will get a 4% increase next year. We know we may have to account for this amount during bargaining next fall, especially if enrollment isn't stable.
 - We will use the new scale to do a salary reset for all staff. This will be the scale used as the starting point for all new staff hires. This was done in order to balance years of service, education, and pay.
 - All returning (not new hires) staff members who do not get a raise on the above scale will receive a \$2,750 salary increase. Those who receive less than \$2,750 will receive the difference between \$2,750 and their pay increase amount. This will ensure that all returning staff members receive a salary raise of \$2,750.
 - We will shift our eligibility criteria to remove the 120 day criteria to allow teachers who are on leave to receive a salary increase to the above scale. This eligibility criteria change will impact eligibility for a raise only, and no years of service. (120 days are still required to be eligible for an additional year of service.)
 - Change language to allow individuals identified as improvement necessary or ineffective to receive a stipend instead of a pay raise. Base pay raises are illegal for these individuals.
 - We will cover the 5% insurance cost for an additional corporation contribution of \$31,367. We are still working with the union to determine how this will be divided between the 6 plans we offer.
3. Change from 10 sick/ 3 personal days per year to 13 PTO days per year.
 - Include a provision to limit to 2 in a row without a doctor's note or prior approval by superintendent or designee.
 - Current accumulated sick days remain as sick days
 - Unused PTO days roll into accumulated sick days each year (up to 180 sick days)
 - Unused days will not be paid out at retirement.
 - Allow teachers to transfer sick days from their prior district over 4 years (1/4 each year).
 - We agree to evaluate the use of PTO days compared to sick/personal leave days in prior years
 - Transition plan- to account for staff members who have already used sick days
 - 20-21- Current personal days switch to PTO days in November, but sick days remain as sick days for the remainder of the 20-21 school year
 - In July all teachers will receive 13 PTO days (no additional sick days) and any remaining leave days will roll into sick days

4. Adjust sick leave bank language to allow teachers to contribute up to 5 total days per year (3 per incident) to teachers needing days. Teachers may request up to 30 days per incident. The committee will be adjusted to just include teachers and the superintendent (and/or designee).
5. Adjust the language in our contract regarding the district paying for master's degrees to include a tuition reimbursement agreement if an employee leaves the district within 4 years of completing the master's program or while enrolled in the program (25% forgiven each year after degree is obtained). We will also change the contract language to reflect the district paying the university up front, as opposed to reimbursing the employee. This will only apply to classes taken after our contract is settled (others will be grandfathered in).
6. ECA Changes
 - a. Adjust both freshmen and sophomore class sponsor stipend to \$473
 - b. Remove "After Prom" ECA Position