

The Randolph Southern School Corporation Board of School Trustees met for the regular meeting on Monday, May 11, 2020 in the Superintendent's Office Board Room. The following members were present:

Michael Miller, President (Present)
Eric Retter, Vice President (Google Hangout)
Thomas McFarland, Secretary (Phone)
Janet Caudle, Member (Google Hangout)
Patricia Tillson, Member (Google Hangout)

I. MAY 2020

Mr. Bowsman called the meeting to order at 6:03 PM.

II. MAY 2020

Tom McFarland made a motion to approve the April 13, 2020 regular meeting minutes and Eric Retter seconded the motion and motion carried 5-0.

III. MAY 2020

Pat Tillson made a motion to add New Business Item VI.A.8, Addendum to add Insurance renewal, to the agenda. Michael Miller seconded the motion and motion carried 5-0.

Tom McFarland made a motion to add Personnel Item VI.B.2, Addendum to add Brittany Cash maternity leave, to the agenda. Pat Tillson seconded the motion and motion carried 5-0.

V. MAY 2020

Tom McFarland moved to approve the Accounts Payable Vouchers 318-387 in the amount of \$ 892,070.67 as presented.

April 30, 2020 cash balance Education Fund was \$509,857.91 and 17.5% of a \$2,916,851.00 Education Fund budget. Mike Miller seconded the motion and motion carried 5-0.

VI.A.25 MAY 2020

Mr. Bowsman invited Josh Estelle (insurance consultant) with Pfenniger/Claxton/Estelle Insurance to discuss with the board the Cigna health insurance renewal proposal and explain the increase in the premiums. Mr. Estelle stated that claims from March 2019 to March 2020 were 135% above expected costs. Four out of five claims exceeded the \$30,000 reinsurance cap. These claims would not be considered reoccurring and the

school corporation could possibly see savings in 2020-21. Prescription drug claims were in good shape and the staff is utilizing 93% of generics. The first renewal offered by Cigna was a 19% increase. Mr. Estelle stated that he and Mr. Bowsman were able to negotiate the renewal to 13%. Mr. Estelle stated that the school corporation could go to market and get quotes from Anthem and UHC. However, the last two years of claims have not been great and would expect rates to be higher because those companies would only view the most recent claims. Mr. Bowsman was concerned that our teachers and non-certified staff will incur a large increase in premium payments. The school corporation must be competitive with the surrounding schools to keep certified staff. The school corporation does not currently offer a family contribution. However, all the surrounding schools offer this benefit. The school corporation does offer \$2,450 in an H.S.A. contribution and it far exceeds the other school corporation's contribution. Mr. Bowsman asked for input from the board on increasing the school corporation's contribution toward premium. Any increase would be outside the collective bargaining agreement and would necessitate a Memorandum of Understanding (MOU) according to the Indiana Education Employment Relations Board guidelines. Mr. Bowsman also stated that the school corporation is not required to take any action because the collective bargaining agreement was settled in November of 2019. Any additional contribution would be above the agreed upon contributions. Mike Miller stated that the Superintendent and Classroom Teachers Association (CTA) could have a discussion on this item and trusts the amount Mr. Bowsman calculates the school corporation can afford to contribute. Mr. Miller also stated that he did not think that going to market to shop around for other insurance would be beneficial and would probably cost us more money. Eric Retter agreed and stated that we should stay with Cigna. He also felt it would cost more money to shop with other insurance companies. Mr. Bowsman will work on what the corporation could afford to contribute for certified and non-certified staff. He will set up a meeting with the CTA Discussion and Negotiation teams. The board voted to stay with Cigna and instructed Mr. Estelle to move forward with the renewal process.

VI.A.26 MAY 2020

Mike Miller made a motion to approve payment of the Ellis Mechanical invoice for the chiller demo and installation in the amount of \$123,391.70 to be paid from the 2019 bond. Eric Retter seconded the motion and motion carried 5-0.

VI.A.27 MAY 2020

Pat Tillson made a motion to reject the PE/Locker Room bid from April 20, 2020 and to approve rebidding the PE/Locker Room project on May 14, 2020. Michael Miller seconded the motion and motion carried 5-0.

VI.A.28 MAY 2020

Tom McFarland made a motion to approve Prairie Farms Dairy for milk purchases and Perfection Bakeries for bakery items for the 2020-2021 school year. The East Central Education Service Center ran advertisements for cooperative pricing. Jan Caudle seconded the motion and motion carried 5-0.

VI.A.29 MAY 2020

Pat Tillson made a motion to approve the cafeteria lunch prices to remain the same with no increase for the 2020-2021 school year. Mr. Bowsman and the Cafeteria Director (Jenna Marquis) stated that the lunch account is in good financial shape due to student participation in the lunch program, delivering quality lunches, and strong financial oversight. Jan Caudle seconded the motion and motion carried 5-0.

VI.A.30 MAY 2020

Mike Miller made a motion to approve the Title I amendment with a correction of the amount the grant increased by \$1.59, instead of the \$201.59 that was presented. Tom McFarland seconded the motion and motion carried 5-0.

VI.A.31 MAY 2020

Mike Miller made a motion to approve the NESP amendment with a correction of the final amount the grant increased by \$66.82, instead of the \$66.00 that was presented. Pat Tillson seconded the motion and motion carried 5-0.

VI.A.32 MAY 2020

Mike Miller made a motion to approve the Tax Anticipation Warrant with the Indiana Bond Bank in the amount of \$111,827.00. Jan Caudle seconded the motion and motion carried 5-0.

VI.A.33 MAY 2020

Mike Miller made a motion to renew the corporation health and vision insurance with Cigna Insurance at the rates presented. Superintendent Bowsman will meet with the CTA to discuss premium increases and potential changes in the school corporation's contribution. Tom McFarland seconded the motion and motion carried 5-0.

VI.B.5 MAY 2020

Jan Caudle made a motion to approve the following personnel items as presented:

Maternity leave for Casondra Nunley will start May 22, 2020 and will return at the start of the 2020-2021 school year.

Maternity leave for Brittany Cash will be extended to May 21, 2020.

Tom McFarland seconded the motion and motion carried 5-0.

VI.C.5 MAY 2020

Mike Miller made a motion to approve the following fundraiser items:

Elementary PTO reported actual income of \$6,359.24 from the candy bar sales. Anticipated income was \$4,000.00. Contact Person: Ericka Smith.

Elementary Jump Rope for Heart reported actual income of \$175.00. Anticipated income was \$500.00. Contact Person: Amy Hinshaw.

Eric Retter seconded the motion and motion carried 5-0.

VI.F.1 MAY 2020

Mr. Mangus and High School staff consulted with Mr. Bowsman to request adjustment in the second semester grade percentage weights due to the coronavirus. Mr. Bowsman and Mr. Mangus recommends the third nine weeks be weighted as 60% due to having 45 days, while the fourth nine weeks be weighted as 40% due to having only 25 days. Mr. Mangus reported that it would be a fair way to judge their grades with all instruction being online and no in-person instruction. He reported that all of the county schools are adjusting their percentages.

Pat Tillson made a motion to approve changing the second semester percentage weighting. Tom McFarland seconded the motion and motion carried 5-0.

VI.K.2 MAY 2020

Discussion was held regarding Governor Holcomb's executive order 20-20 and teacher evaluations for 2019-20. The Discussion Team met on April 20 and everyone agreed to use last year's ratings and to give requesting teachers a chance to improve their evaluations if they choose. Mr. Allen reported that one teacher requested to use this year's evaluation and all of his other teachers went with last year's rating. Mr. Mangus reported that five of his teachers used their evaluations from this year. Three teachers improved and two teachers were not teachers in the school corporation before this school year. All of the other high school teachers used last year's rating.

Mike Miller made a motion to approve the teachers evaluations. Jan Caudle seconded the motion and motion carried 5-0.

VII. MAY 2020

Mr. Bowsman reported the updated school calendar was submitted to the IDOE on April 15, which included 19 waiver days and 24 e-learning days. The school corporation reported 161 days of school this year. Mr. Bowsman reported that the packet distribution has been going well. Mrs. Robinson (5th grade teacher) reported that there is only one student that is not working as they should. Mr. Allen has stepped in to handle this situation. Mr. Mangus reported that there are about five students in junior high that are not working very well on their e-learning assignments.

Mr. Bowsman went over the graduation options that were given to him by the IDOE and asked the board for their input. Mr. Bowsman reported the Chiller Project, Roof Project, figures on the PE/Locker renovation, and time constraints. Mr. Bowsman asked for the board's thoughts. Mike Miller mentioned having a hard conversation with whoever wins the bid to see if the project could be completed by October.

Mr. Bowsman held a discussion with the board on employees returning back to work. Mr. Allen and Mr. Mangus reported that they attended a virtual meeting with Dr. Sowinski, health department officials, county Superintendents, and Principals regarding the return to work. They reported that there shouldn't be any problems as long as there are less than 25 employees gathering in one area. The corporation can put non-certified staff to work with janitors working on cleaning classrooms, gym floors, and sanitizing furniture. Bus drivers can clean their buses. Cafeteria staff can clean the cafeteria and storage areas. Tom McFarland asked what if employees do not want to return yet? Will their jobs be secure? Mr. Bowsman reported that if they do not wish to come back yet they can use their personal, sick, or lost pay. Their job will not be in jeopardy. Mr. Bowsman stated that all employees would have PPE issued to them. Mr. Bowsman also stated that the school corporation will stop paying the COVID incentive pay as of May 13. Mike Miller agreed with the plan that is in place as long as the corporation stays within the Governors guidelines. Mr. Bowsman stated that principals and department supervisors will explain all of the guidelines. A memorandum will be issued to employees explaining their options.

Mr. Bowsman shared information on the CARES Act funds with the board and the plans to utilize funds. The corporation will purchase PowerSchool software for online registration, PPE materials for employees, and pay the incentive stipends that have been paid out to this point.

Mr. Bowsman reported information regarding the kindergarten prospects for next year and feels that the pre-school is paying its dividends to draw in new students. We have 29 students that have signed up utilizing the online portal.

Mr. Bowsman discussed the lease-to-own purchase of 2 mini buses and 1 yellow bus that was previously approved. The school corporation will be trading in bus 6 and 4 and will scrap bus 7.

VIII. A.5 MAY 2020

Mr. Allen reported 29 students have signed up for Kindergarten in 2020-21. Teachers are working hard with lessons. He was able to sit in on a Google Hangout lesson for a teacher evaluation. The teacher and students did a great job.

VIII. B.5 MAY 2020

Mr. Mangus reported that he held a Google Hangout with the seniors to gather their thoughts in regards to graduation. The seniors all agreed that they want a traditional graduation if at all possible. Mr. Mangus said there are three options:

Option 1: Governor Holcomb's Executive Order expires on July 1st. The school corporation could wait until July 11 and hold graduation with limited guests and continue social distancing procedures.

Option 2: On June 20 hold a makeshift graduation from cars at the Winchester Drive-In. Diplomas would be distributed through a drive thru set up.

Option 3: Hold a virtual graduation on June 6 with diplomas being mailed or delivered.

The school board expressed interest in holding graduation on July 11.

Mr. Mangus added that they will have a meeting with the scholarship committee on May 14 to finalize the senior ceremony. The ceremony will be a virtual ceremony.

Mr. Mangus reported that the High School purchased and distributed congratulation signs to all of the seniors.

IX. MAY 2020

There were no faculty, staff, or student comments.

X. MAY 2020

There were no patron comments.

XI. MAY 2020

Mike Miller likes the idea of having a live and real graduation on or around July 11.

Eric Retter agrees with having a traditional graduation. However, if things worsen by July 1, we must utilize the virtual graduation as a backup plan. Mr. Retter asked the

administration about limiting the number of guests allowed per student. He also felt that a virtual graduation would take away the importance of a graduation.

Pat Tillson agrees with having the graduation on July 11.

Tom McFarland agrees with the July 11 plan, but suggests a backup plan. The COVID situation could change drastically.

Jan Caudle agrees with having the graduation but would be concerned about folks that have underlying conditions being in a gym full of people.

Mr. Bowsman suggested that the school corporation limit the number of guests per student for graduation. He also stated that KISS-TV will broadcast the graduation online for people that can not attend and watch it from home. Mr. Allen stated, having a seating chart would allow us to practice social distancing. Mr. Mangus stated we need to have controlled entrances and exits.

Mike Miller stated that he hopes we can do an old fashioned in-person meeting to stay healthy.

Tom McFarland asked would this be a 7:30 meeting and would we be able to meet in an executive session? He also shared that he felt this was a good meeting and a lot of ground was covered.

Pat Tillson offered her condolences to Mr. Bowsman and his family concerning the passing of his mother on May 7.

Jan Caudle wanted to give a shout out to Sheri Allen and Jamie Hale for the senior signs that they hung up to honor the senior class on State Road 27.

Eric Retter wanted to thank everyone for bearing with him attending the Google Hangout meeting from his tractor seat in the field. He also sends his condolences to Mr. Bowsman and his family. He said that time heals your pain and being with family will help.

Mr. Bowsman thanked the board, administrators, department heads, teachers, and staff members for the thoughts and prayers, flowers, and wind chimes. Mr. Bowsman stated that his mother fought a long battle with lung cancer, but she is at peace with our lord in a better place. Funeral services will be over the next two days and he will not be available. The board meeting and school corporation tasks have helped him stay busy. Mr. Bowsman stated that he has two families; his immediate family and the Randolph Southern family.

Tom McFarland commended Mr. Bowsman and the staff for everything that was covered in the meeting.

XII. MAY 2020

Mike Miller made a motion to adjourn at 8:05 PM. Jan Caudle seconded the motion and motion carried 5-0.

The next regular board meeting will be Monday, June 8, 2020 at 7:30 PM, in the Superintendent board room.

Persons Attending via Google Hangout: Shawntel Baker, Jan Caudle, Scott Dingess, Josh Estelle, Melissa Kosisko, Robert Mangus, Tom McFarland, Eric Retter, Chris Robinson, Pat Tillson.

Persons Attending: Daniel Allen, Donnie Bowsman, Cindee Cowen, and Mike Miller.