

NOTICE OF EXECUTIVE SESSION

NAME OF GOVERNING BODY: Randolph Southern School Corporation

DATE OF MEETING: August 10, 2020 6:30 PM

PLACE OF MEETING: Superintendent's Office Board Room

ADDRESS: One Rebel Drive, Lynn, IN 47355

The governing body named above will conduct an Executive Session pursuant to Indiana's Open Door Law, IC 5-14-1.506(b) for the following reason(s):

- X 1. Where authorized by federal or state statute.
- X 2. For discussion of strategy for: (A) Collective bargaining, (B) initiation of litigation or litigation which is either pending or has been threatened specifically in writing. Litigation includes judicial action or administrative law proceedings under federal or state law. (C) Implementation of security systems. (D) Purchase or lease of real property up to the time a contract or option to purchase or lease is executed by the parties. (E) School consolidation.
- X 3. For discussion of the assessment, design, and implementation of school safety and security measures, plans and systems.
- X 4. Interviews and negotiations with industrial or commercial prospects or agents of industrial or commercial prospects by the Indiana economic development corporation, the office of tourism development, the Indiana finance authority, the ports of Indiana, an economic development commission, the Indiana state department of agriculture, a local economic development organization that is a nonprofit corporation established under state law whose primary purpose is the promotion of industrial or business development in Indiana, the retention or expansion of Indiana businesses, or the development of entrepreneurial activities in Indiana, or a governing body of a political subdivision.
- X 5. To receive information about and interview prospective employees.
- 6. With respect to any individual over whom the governing body has jurisdiction: (A) to receive information concerning the individual's alleged misconduct; and (B) to discuss, before termination, the individual's status as an employee, a student, or an independent contractor who is: (i) a physician; or (ii) a school bus driver.
- X 7. For discussion of records classified as confidential by State or Federal statute.
- 8. To discuss before a placement decision an individual student's abilities, past performance, behavior, and needs.
- X 9. To discuss a job performance evaluation of individual employees. This subdivision does not apply to a discussion of the salary, compensation, or benefits of employees during a budget process.
- 10. When considering the appointment of a public official, to do the following:
 - (A) Develop a list of prospective appointees.
 - (B) Consider applications.
 - (C) Make one initial exclusion of prospective appointees.
- 11. To train school board members with an outside consultant about the performance of the role of the members as public officials.

I HEREBY CERTIFY THAT ONLY THOSE ITEMS CHECKED ABOVE WERE DISCUSSED IN EXECUTIVE SESSIONS.



Thomas E. McFarland, Secretary

The Randolph Southern School Corporation Superintendent and Randolph Southern Classroom Teachers Association held a Collective Bargaining Public Hearing on Monday, August 10, 2020 in the Superintendent's Office Board Room

I. AUG 2020 Collective Bargaining Public Hearing

The public hearing was called to order at 7:30 PM by Donnie Bowsman, Superintendent.

Superintendent Bowsman explained the purpose of the meeting. The date for bargaining cannot begin until September 15, 2020. The official ADM Count days are September 18, 2020 and February 1, 2021. The RSSC CTA and RSSC Administration will select a date for negotiations to commence. Mr. Bowsman stated that the current enrollment is down from 488 in 2019-2020 to 467 in 2020-2021. Money follows the students and the school corporation will be receiving less funding than the projected enrollment provided to the Office of School Finance in April 2020.

II. AUG 2020 Public Testimony

No Patrons or teachers attended the meeting.

No public comments were made.

III. Adjournment

Mike Miller made a motion to adjourn at 7:36 pm, Jan Caudle seconded the motion and motion carried 5-0.

Persons Present: Superintendent Donnie Bowsman; Board Members Eric Retter, Patricia Tillson, Thomas McFarland, Janet Caudle and Michael Miller; Robert Mangus, Daniel Allen, Cindee Cowen.

The regular meeting of the Randolph Southern School Corporation Board of School Trustees was called to order at 7:37 PM on Monday, August 10, 2020 in the Superintendent's Office Board Room by President, Mike Miller. The following members were present:

Michael Miller, President
Eric Retter, Vice President
Thomas McFarland, Secretary
Janet Caudle, Member
Patricia Tillson, Member

II. AUG 2020

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

Tom McFarland made a motion to approve the July 21, 2020 special meeting minutes and Eric Retter seconded the motion and motion carried 5-0.

V. AUG 2020

Jan Caudle moved to approve the Accounts Payable Vouchers 558 through 626 in the amount of \$ 470,385.30 as presented.

July 31, 2020 cash balance Education Fund was \$ 540,358.62. Eric Retter seconded the motion and motion carried 5-0.

VI.A.47 AUG 2020

Pat Tillson made a motion to approve allowing the YMCA Latch Key Program for 2020-2021. Jan Caudle seconded the motion and motion carried 5-0.

VI.A.48 AUG 2020

Jan Caudle made a motion to approve the Secured School Safety Grant in the amount of \$ 26,775.00. The grant will be utilized to pay the salary and benefits of the school resource officer. The grant requires the school corporation to match a total of \$ 6,693.75. Mr. Bowsman explained that he added extra days to the school resource officer schedule to allow them to work some extra curricular events. Tom McFarland seconded the motion and motion carried 5-0.

VI.A.49 AUG 2020

Eric Retter made a motion to approve the following Public Officials Bonds as presented:

Corporation Treasurer	\$ 75,000
Deputy Treasurer	50,000
Central Office Administrative Assistant	10,000
Jr./Sr. High School Treasurer	20,000
Secretary/Athletic Secretary	10,000
Elementary Treasurer	10,000
Cafeteria Cashier	5,000
Cafeteria Director	10,000
Athletic Director	10,000
Jr./Sr. High School Principal	10,000
Elementary Principal	10,000

The bonds will be filed with the county government.

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

VI.A.50 AUG 2020

Eric Retter made a motion to approve the curriculum/textbook rental fees uncollectable debt as presented from 2014-2015. Some discussion was made regarding how to improve on collecting outstanding balances. Pat Tillson stated that these accounts seem to be high and are past graduates. Is there anything the school corporation can do? Mr. Bowsman explained that taking parents to small claims court will require court costs to be paid. Tom McFarland mentioned is it worth taking a chance on losing students and funding. Mr. Bowsman will speak to our local counsel about the issue. Tom McFarland seconded the motion and motion carried 5-0.

VI.A.51 AUG 2020

Jan Caudle made a motion to approve the changes to the Non-certified handbook as presented. The handbook will be posted to the website and copies are available in each office. Pat Tillson seconded the motion and motion carried 5-0.

VI.A.52 AUG 2020

Eric Retter made a motion to approve the amendment to the CARE Act grant as follows:

-Classroom Size Reduction Salary and Benefits:	\$ 58,387.00
-1/2 Paraprofessional Salary and Benefits:	\$ 11,295.00
-1/2 Paraprofessional Salary and Benefits:	\$ 7,684.00
-Essential Staff Stipends (March 17 – May 22):	\$ 22,262.29
-PPE:	\$ 22,282.00
(Masks/Face Shields, Online Portal, Protective Glass, Disinfectant, Hand Sanitizer, and Other Cleaning Agents)	

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

VI.A.53 AUG 2020

Eric Retter made a motion to approve the payment for McGuff Roofing, Muhlenkamp Building Corp., and Sitelogiq invoices for partial design and construction phases:

1. McGuff	\$ 94,891.50
2. Muhlenkamp Building Corp (6/30/20)	\$ 118,697.26
3. Muhlenkamp Building Corp (7/31/20)	\$ 208,346.79
4. Sitelogiq Bill (July 14)	\$ 11,060.00

Mr. Bowsman explained that all of these payments will be coming out of the Rental/Lease Bond. The chiller project is complete. The invoicing for the chiller was not correct, and the school corporation will not pay this until the invoice is corrected. The roof project is complete. The final signoffs and warranty documentation is forthcoming. The PE/Locker room project is moving right along and should be completed in early October. Tom McFarland asked if there will be any funds left from the Bond? Mr. Bowsman explained that as long as there are not any unforeseen workorder changes, there should be approximately \$ 45,000.00 left. There are areas that the school could use these funds, such as the scoreboard installation. Jan Caudle seconded the motion and motion carried 5-0.

VI.B.8 AUG 2020

Tom McFarland made a motion to approve the following personnel items:

1. Resignation of Emily Alig as the Elementary Special Education Teacher.
2. Reva Atkins as Cafeteria Substitute at \$ 9.00 per hour as needed.
3. Jordan Austin Athletic Supervisor for 2020-2021 per Master Contract.
4. John Bitner for Girls Junior High and Varsity Volunteer Basketball Assistant Coach for 2020-2021.
5. Jana Duncan as non-certified Category II Head Cook's helper at \$ 10.07 per hour for 5.25 hours per day.
6. Colton Fisher as Volunteer Assistant Boys Tennis Coach.
7. Josh Good as Volunteer Assistant Boys Tennis Coach.
8. Conner Hubbard as Boys Reserve Basketball Coach per Master Contract for 2020-2021.
9. Lisa Jones as non-certified Category II Cafeteria Head Cook at \$ 11.29 per hour for 5.5 hours per day.
10. Emma Keesling as Cross Country Volunteer Assistant 2020-2021.
11. Shawna Markley for Boys and Girls Junior High Cross Country Coach for 2020-2021 per Master Contract.

12. Cindy Mosley-Monnin as Elementary Special Education Teacher for \$ 36,500.00. She will also receive a \$ 1,000.00 stipend for being the school's Dyslexia Specialist.
13. Kyler Naylor as Volunteer Assistant Boys Tennis Coach.
14. Marcie Nicholson intends to retire at the end of the 2020-2021 school year. She is eligible for a \$ 2,500.00 longevity stipend.
15. Melinda Pennington as non-certified Category II Mini Bus Driver for 4 hours per day at \$ 16.27 per hour.
16. Deb Peters as non-certified Category II Elementary Paraprofessional for 7 hours per day at \$9.77 per hour for 181 days.
17. Resignation of Eva Robinson as the Cafeteria Head Cook position.
18. Resignation of Hope Saylor as a Paraprofessional with her last day being August 14, 2020.
19. Kory Slick as Volunteer Assistant Boys Tennis Coach.
20. Kelly St. John-Pikel as Sr. High Science Teacher with a salary of \$ 57,500.00. Ms. St. John-Pikel has a Master's degree in Biological Sciences and certification in PLTW Biomedical Science (PBS, HBS, MI, BI). She has 22 years of experience in Biology and Science industry
21. Cierra Tomey as 7th & 8th grade Volleyball coach per Master Contract for 2020-2021.

Eric Retter seconded the motion and the motion carried 5-0 on items numbered: 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 16, 17, 18, 19, 20, and 21. Item number 15 carried 4-0 with Jan Caudle abstaining.

VI.G.3 AUG 2020

Eric Retter made a motion to approve the second reading of the following NEOLA board policy updates:

0151, 0152, 0154, 0155, 0167.2, 0171.4, 3120.11, 511, 5460, 6105, 6250, 7540.02, 8330, 8420.01, and 8450.

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

Jan Caudle made a motion to approve the first reading of the following NEOLA board policy updates:

Policy 2260 Title IX

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

VII.A.7 AUG 2020

Mr. Bowsman shared concerns made by CTA pertaining to teachers posting lessons for virtual students and those lessons being recorded by parents or patrons to use against the teacher or school corporation on social media or news outlets. Tom McFarland wanted to make sure that parents are aware of the policy. Mr. Bowsman discussed with the board that this is covered in board policy 5722. Jan Caudle asked if we could post this specifically on the website? Mr. Bowsman said we should be able to condense it down and post it. Mike Miller mentioned that when conducting class virtually, the "home" can be brought into the classroom and it is uncharted territory. Mr. Bowsman stated that he has been in discussion with NEOLA attorneys and will post a statement on our website.

Mr. Bowsman reported that the Form 9 biannual financial report has been submitted to the Office of School Finance and we are waiting on it to be approved.

Mr. Bowsman discussed the Excessive Transfer Report in which the school corporation Superintendent and Treasurer will need to discuss publically. Mr. Bowsman stated our transfers from Education fund to Operations fund was 20.6%, but was able to reduce it to 19.5%. Prior to 2019-2020, schools paid utilities, central office, janitors supplies, and board member salaries out of the General fund. The new law is syphoning funds from tax levy accounts.

Mr. Bowsman reported to the school board he has been working on the budget. The DLGF switched software and it has several errors. Submission of the budget has been delayed. He has been in contact with the DLGF.

Mr. Bowsman stated the cafeteria served 7,112 meals from March 17-May 21 which is an average of 165 meals per day. During the months of May 22-July 31 the cafeteria served 5,286 meals which is an average of 104 meals per day.

Mr. Bowsman thanked the janitors and maintenance department for getting the building ready for the start of school. Mr. Mangus shared with the school board that he has been really happy with the maintenance department. They have been very busy and have been getting all of his extra last minute tasks completed.

Mr. Bowsman reported the Title I,II, III, IV grants have not been submitted because the IDOE converted to a new grant software and are having difficulties.

Mr. Bowsman discussed the ADM count. The kindergarten has 41 students and the high school graduated 42 seniors for 2019-2020. He is hoping the school corporations' enrollment is up. We need to make sure we keep all of our students, keep them safe, and give them the best education we can offer.

VIII. A.8 AUG 2020

Mr. Allen reported that he had a meeting with his staff a week before the start of school and went over expectations and the safety plan. Elementary principal and staff have collaborated to come up with plans for recess in case of rain, they have designated an area outside around the flag pole for students/parents if they have a hard time the first day. SRO officers will be stationed in the front entrance, back entrance and at the High School to assist with the new bus drop offs and to help with parent drop offs. Mr. Allen feels they have a solid plan in place. Elementary teachers are excited to see the kids.

VIII. B.8 AUG 2020

Mr. Mangus shared with the school board a quote of encouragement "Inside every problem lies an opportunity". He has been very pleased with how all of his staff has worked together. He also shared that he is pleased with where the school is at with the back to school plan and getting back in session. He feels that great leadership has got us through all of this.

IX. AUG 2020

There were no faculty, staff, or student comments.

X. AUG 2020

There were no patron comments.

XI. AUG 2020

Tom McFarland said that he is impressed, everything looks good and ready to go.

Eric Retter said Good Luck

Jan Caudle said she has been associated with six different schools. She has been an administrator at five of these schools. At three of the schools, it was very difficult working with the school board. Randolph Southern School Board is a great group to work with. They are all here for the good of the school. Everyone has worked hard on the Return to School plan. If one or two people didn't agree, no one played politics. It is so important that we have pulled together to come up with the best plan for the kids and community. She stated that she has respect for everyone here. Jan also added that she wants to thank the board very much for their hard work.


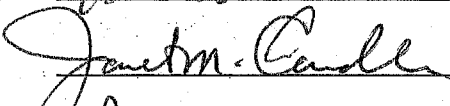
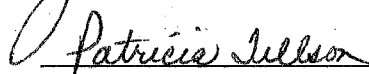
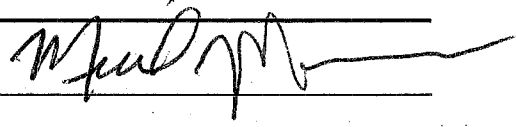
Mike Miller said that this has been an interesting last six weeks. The goal is to prevent one case and be in school one day longer. He reiterated what Jan has said and thanked everyone who has worked so hard to get the plan together. There will always be someone who will try to challenge the system. Mike Miller also added that it won't be normal for a long while.

Pat Tillson mentioned that everyone has been great to work with and Mr. Bowsman has been awesome through all of this.

XII. AUG 2020

Pat Tillson made a motion to adjourn at 8:39 PM. Tom McFarland seconded the motion and motion carried 5-0.

The next regular board meeting will be Monday, September 14, 2020 at 7:30 PM, in the Superintendent board room.

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Persons Attending: Daniel Allen, Mr. Donnie Bowsman, Jan Caudle, Cindee Cowen, Robert Mangus, Tom McFarland, Mike Miller, Eric Retter, Pat Tillson.