

The Randolph Southern School Corporation Board of School Trustees met for the regular meeting on Monday, June 14, 2021 in the Superintendent's Office Board Room. The following members were present:

Thomas McFarland, Secretary
Eric Retter, Member
Don Pruitt, Member
Jan Caudle, Vice President

Jan Caudle called the meeting to order at 7:30 PM.

II. JUNE 2021

Tom McFarland made a motion to approve the May 10, 2021 regular meeting minutes as presented. Don Pruitt seconded the motion and motion carried 4-0.

III.A.JUNE 2021

Jan Caudle recognized the years of service to RSSC by Michael Miller. Mr. Michael D. Miller served on the Board of Trustees for 12 years and 9 months. Mr. Miller's first term on the Board of School Trustees began on February 21, 2008 when he was appointed to fulfill Russ Isenbarger's term through July 2010. He served as Vice President 2009-2010. Mr. Miller was elected to serve from July 2010-2014, serving as Board President 2010-2011, Board Secretary 2012-2013, Vice President 2013-2014. Mr. Miller was recognized for his service after completing his term in 2014. In July, 2015 Mr. Miller was appointed to fulfill Ms. Barb Hines position when she resigned, he completed her term through December, 2016. Mr. Miller retained the Washington Township position with no citizen filing for candidacy. Mr. Miller held the Vice President position in 2017, President in 2018 and 2020. Mr. Miller retained the Washington Township position again 2021 with no citizen filing for candidacy. He was President from January 1, 2021 through the day of his passing on May 11, 2021.

The Board of School Trustees, administration, staff, students and patrons would like to thank Mr. Michael Miller for his service to the school corporation and the community.

Jan Caudle said Mike will be missed, he did a lot for this school.

III.B.JUNE 2021

Tom McFarland made a motion for the Board of School Trustees to accept the Certificate of Death of Michael D. Miller and acknowledged the vacancy on the school board. Eric Retter seconded the motion and motion carried 4-0.

III.C.JUNE 2021

On October 12, 2020 the Randolph Southern Board of School Trustees approved a resolution proposing a change in the Randolph Southern School Board Organization Plan, specifically, the reconfiguration of School Board seats to five (5) At-Large seats. Per Indiana Code 20-23-8-14, notice was given to voters on October 13, 2020 in the Winchester News Gazette. Voters had one hundred twenty (120) days after the date of publication to file a petition with the county clerk of the court protesting the proposed plan. No voters protested the plan. The Indiana State Board of Education voted and approved the reorganization plan at its regular board meeting on June 2, 2021.

III.D.JUNE 2021

Superintendent Bowsman read the procedures for the filling of the aforementioned vacancy on the Board of School Trustees.

RSSC placed an advertisement in the Winchester News Gazette on June 3, 2021 and June 8, 2021 advertising the vacancy on the Board of School Trustees. The notice was posted on the corporation website and the corporation Facebook page on June 2, 2021.

Applicants must have had an application submitted by the deadline of 12:00 PM (Noon) June 10, 2021.

III.E.JUNE 2021

The following candidates were introduced to the Board of School Trustees:

Crystle Austin
Scott Stevenson
Pat Tillson

Jan Caudle asked the first question to all of the candidates, "Why do you want to be a school board member at Randolph Southern?"

Crystle Austin was chosen to answer first.

Crystle Austin's response to the question:

"I attended and graduated from Winchester High School. For the past 17 years I have been a part of Randolph Southern School Corporation. I've seen a lot of good things here, such as smaller class sizes and the teachers pay more attention to the students. Education is number one, children don't get left behind, which that can happen in larger school corporations. Mr. Allen has done a really good job making sure my son Evan doesn't fall behind because he has an IEP and autistic. A lot of schools focus more on sports and extra curricular activities. I believe it is really important for kids to develop, grow, and learn a lot of life lessons. Classroom information, socializing, and those types of things, and relationships with teachers is so important. My niece just graduated a week ago and I saw the relationships she had with the teachers. A lot of the teachers my husband and stepson has had, is more like a family in this community. It is not just a school system and I want to see that continue on and not be consolidated with other schools, because kids are going to get lost. There are definitely families in this community that need more attention and they need coaches that know the family, they need teachers that know the families in order to really educate their students the best they can."

Scott Stevenson's response to the question:

"Good evening, I have lived in the Southern school district my entire life. I went to school here and my kids are going to school here. The last several years I've taken a more passionate role about leadership and actually learning and continuing to grow on that. Randolph Southern has made a lot of great leaders. You see them throughout the community, you see them on social media all over the country. They are doing wonderful things and I want to continue that growth around here and I want to be a part of it."

Pat Tillson's response to the question:

"I have served on the board, as you know, for awhile, and it was time for me to retire. In that length of time, I realized how much I missed it, how much I missed this school, how much I missed the kids, and how much I missed being involved. What I would like to see happen is Randolph Southern be here for a lot of years, not only for the community, but for the kids. I have 3 grandkids in the school system and 3 more coming that I would like to see all 6 of them graduate from here. I think Randolph Southern is by far the best school in the county, in this area, in this part of the state, probably the entire state. I just want to see it continue and I want to be a part of leading that."

Tom McFarland asked each candidate to describe their role as a school board member:

Scott Stevenson's response to the question:

"I would love to be part of the decision making, building the school, making the decisions, and seeing Randolph Southern School continue to grow and prosper. I feel like you guys are already doing some wonderful things. I just want to keep it going."

Pat Tillson's response to the question:

"I believe that my job as a school board member is to set board policy and to be a listening ear for the board and the community. This is the big thing for me. Not trying to change someones mind, but to do the right procedures and go through the right channels and to do what has to be done the right way to keep this school going."

Crystle Austin's response to the question:

"I just want to be involved in the community and help make the decisions to help the children, the schools, the faculty. Its more than just the students, there's a ton of people in our community that are based out of Randolph Southern School Corporation. It's the number one employer in this area and I want to see our community continue to grow and I feel like the past history I've had employment wise, education wise I can bring, with my organizational skills, leadership skills and with my kids being in the school system, I can see both sides to the situation."

Jan Caudle asked the final question. With schools all over the country and especially in Indiana are facing financial problems as well as other problems. Down the road there may be some tough decisions that have to be made, the possibility of a referendum or possibility of consolidation. I would like to know how you would address these.

Pat Tillson's response to the question:

"I honestly think that most people in this area want to keep the school open. I don't think a referendum is a bad thing. I think the school, the students in the city of Lynn and in the area are entitled to the school being open and having a place for the kids to go everyday to get a good education. I realize the state is crunching the schools very badly, but I feel like we have a lot of good people in place that are taking care of that and have been good stewards of our money already and I expect that to continue."

Jan asked how Mrs. Tillson felt about consolidation?

Pat Tillson's response:

"I think I would have to spend a lot of time in prayer about that."

Crystle Austin's response to the question:

"I agree with what Pat mentioned, You want to try to keep a school going. But there is also a time where you don't want to send a school corporation or a company or whatever it is into the ground and create a lot of debt just to try to prove a point or just to keep it going. I've been through more bank mergers in the last 20 years and if those mergers wouldn't have happened, it would have been closed doors. Sometimes you just have to base on the business decision, not necessarily a person to person decision to do those things. It's what is better for all in those situations and there are times you just have to do it. I would love not to have to do those things and my goal would be to try to keep the school going. With the 20 years of banking experience that I do have I would try to utilize that the best we could to keep the school going."

Scott Stevenson's response to the question:

"Obviously being a small school, it's wonderful, it has its perks. I know through me going through school and my kids now starting to go to school, obviously you want to keep that. When things are difficult, there are all kinds of things to look at. Sometimes you do have to make hard decisions, unfortunately. I hate to see consolidation, but you also don't want to see what even smaller schools down the road have done and go all online and worry about the education they are getting from that."

Dr. Bowsman made a statement:

"I want to thank you all for applying. It is hard putting your name out there. No matter what decision you make as an administrator, you find out you're never going to satisfy everyone. There is always someone that is going to complain, because they feel you didn't make the right decision. It takes courage to put your name on a piece of paper and fill out an application. It takes courage to run for a board. You know going into becoming a board member that people are not going to come up and tell you how great of a job you are doing. They are going to come up and and tell you what you are doing wrong. However, this job comes with the territory. I have stayed completely out of this selection process. My job is to shuffle papers to ensure the process complies with Indiana code and to ensure the board completes all the things required by them to fulfill the position. It is a board decision, I've told them it is a tough decision because we have a lot of good candidates that want to see what's best for Randolph

Southern. I wore the school colors tonight and it was intentional. I care about one thing, our school corporation. I don't care about what the other schools are doing. However, we must absolutely collaborate and work together. We cannot make it on our own. If anything we have learned from the pandemic this year, is that kids need to be in class, in front of a teacher, and not online. I am completely in support of anyone that has this mindset. Again, I want to thank you for coming out tonight and speaking, that takes courage as well."

Jan Caudle spoke to all candidates:

"Unfortunately we can only recommend one person for this position. I would encourage you if you are not selected to please stay involved with Randolph Southern. We need parents, and community members to be involved."

Eric Retter spoke to all candidates:

"It is refreshing to see people come. We want to see involvement. I want everybody to understand that this is not a situation we want to be put in. All of us in the room can agree that we want what is best for this school and the kids. We've all got skin in the game here. We all want the community and kids to try and make Randolph Southern the best that it can be. We are just four people trying to make a decision with the problem that has been presented. We're trying to pick a person who we think is best for this position this evening and I want to encourage everyone to stay involved and run for that board position when it comes up the next time. We've worked hard to get these positions converted to an "At Large" so we're not limiting people to each district of our school. So, no matter who gets picked this evening, and the ones who don't, please stay involved. Please keep coming back to the meetings. This is what makes this thing work. It's not just one person, it's all of us."

Tom McFarland spoke to all candidates:

"We are forced to make a decision between the three of you. It's good to have the opportunity to have people interested in this position and really want to help the situation. I call it help. We are a small school and we're fighting some big enemies around us. You are all good candidates, and we've got to make a decision."

Eric Retter added, "This decision is not easy for us. I do not like doing this."

Tom McFarland stated, "whatever you do, don't run away from the situation, because there will be more opportunities as we go over time."

Jan asked if there were any recommendations.

Eric Retter made a motion to recommend Pat Tillson for the board position and Tom McFarland seconded the motion based on Pat's experience on the board. Motion carried 4-0.

Pat Tillson addressed the other two candidates:

"I agree with what Tom and Eric said, we couldn't have gone wrong with any of the candidates."

Jan Caudle, said, "I think we all agree with that."

Eric Retter added:

"I want you to understand how long I've thought about this decision and it has really weighed heavy on me. I think the decision has weighed heavy on all of us. I am not picking a certain person because I don't want a certain person. I don't want you to think that at all. The situation was thrust upon us and I can't say enough, to please, please stay involved. We have to keep people involved, I don't care how much or how little, we have to please stay involved. Just coming to these meetings means a bunch. It doesn't matter if you agree or disagree with us, just show up and be here and support. We need people to be involved to make this school survive.

Superintendent Dr. Bowsman added:

"I want to make it very clear to the candidates and public, we are not in financial trouble. We are in the best financial shape that we have been in for many years. We do need students and we are doing everything we can to build and maintain our population"

Mrs. Cindee Cowen administered the oath of office to Pat Tillson.

Don Pruitt made a motion to elect Jan Caudle as the Board President, Tom McFarland seconded the motion and motion carried 4-0.

Eric Retter made a motion to elect Don Pruitt as Vice President, Pat Tillson seconded the motion and motion carried 4-0.

IV. JUNE 2021

V. JUNE 2021

Eric Retter moved to approve the Accounts Payable vouchers numbered 378-469 in the amount of \$810,899.25.

May 31, 2021 cash balance Education Fund: \$469,536.21. May 31, 2021 Operations Fund Balance: \$105,422.36. Don Pruitt seconded the motion and motion carried 5-0.

VI.A.18 JUNE 2021

Eric Retter made a motion to approve the interest reimbursement of \$1,048.30 from the Indiana Bond Bank. Dr. Bowsman stated, "The reimbursement comes from the Corona Virus Relief Fund." Tom McFarland seconded the motion and motion carried 5-0.

VI.A.19 JUNE 2021

Eric Retter made a motion to approve the 2021-2022 Land Lease with Bryan W. and Jasmine L. Martzell. The school corporation will pay \$350.00 for the terms of the lease. Tom McFarland seconded the motion and motion carried 5-0.

VI.A.20 JUNE 2021

Don Pruitt made a motion to approve the Title I grant amendment of \$138,464.49. Funds of \$61.72 will be reduced in benefits for certified staff. Eric Retter seconded the motion and motion carried 5-0.

VI.A.21 JUNE 2021

Eric Retter made a motion to approve the Health Insurance contribution adjustment for Category II employees. The Affordable Care Act requires a person cannot pay more than 9.5% of his or her income toward health insurance. Typical paraprofessional makes \$12,379.00. RSSC must contribute all but \$1,176.00 toward Plan I (minimum essential coverage plan) to be in compliance. Thus, the school corporation contribution equals \$7,408.08. Cost of the plan is \$8,584.08 minus \$7,408.08. Don Pruitt seconded the motion and motion carried 5-0.

VI.A.22 JUNE 2021

Eric Retter made a motion to approve the Hazard Pay Stipend MOU with the CTA as presented. Don Pruitt seconded the motion and motion carried 5-0.

VI.A.23 JUNE 2021

Eric Retter made a motion to approve the Randolph and Delaware County United Way grant of \$4,222.00 to be utilized for summer learning and student activities. The funds

will be utilized to pay salaries and supplies for marching band. Mr. Mangus reported there are approximately 25 students that will be participating and have several events lined up starting in July. Pat Tillson seconded the motion and motion carried 5-0.

VI.A.24 JUNE 2021

Eric Retter made a motion to approve Option 1, to construct a Before-After-Summer Extended Learning Center and Gym for an approximate cost of \$1,056,443.60. The project will be publicly bid after architectural prints have been provided by an independent contractor. This project is subject to approval from the IDOE and USDOE. This project must conform with the uniform guidance requirements and Davis-Bacon prevailing wage requirements.

OPTION 1:

K-12 Before-After-Summer School Programs and Gym Facility. This facility can also be used to meet COVID requirements for PE, Extended Learning, Convocations, & Community Center.

- 20% Learning Loss mandatory set aside will be utilized within the programming and use of the facility per IDOE guidance.
- Built on the south side of the campus where Dr. Wegg's old office was located. Utilities are already present.
- Includes restrooms for utilization during the day, softball/tennis, before-after-summer school activities.
- Insulated pole barn with office space, concrete & rubber floor, HVAC, water/sewage, electricity, concrete floor, play equipment.
- Stakeholders: Randolph County Economic Development, parents, staff, patrons, local churches.
- Staffed by RSSC or lease to the YMCA for \$1.00 to staff and run. We will have one staff member with childhood degree.

**RSSC may need to do an amendment and select other options if the above project is not approved or does not come in within the budget constraints

Don Pruitt seconded the motion and motion carried 5-0.

VI.A.25 JUNE 2021

Pat Tillson made a motion to approve the Textbook Rental Fees for 2021-2022.

RSE:	Kindergarten	\$76.38
	1 st Grade	\$106.88
	2 nd Grade	\$77.69
	3 rd Grade	\$81.25
	4 th Grade	\$135.10
	5 th Grade	\$126.95
	6 th Grade	\$126.95

RSHS:	Chrome Book Fees:	
	7 th Grade	\$59.71
	8 th Grade	\$48.50
	9 th Grade	\$59.71
	10 th Grade	\$59.71
	11 th Grade	\$61.46
	12 th Grade	\$59.71
All Students (App. Fees)		\$25.00

Other fees as determined by individual class schedule

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

VI.A.26 JUNE 2021

Eric Retter made a motion to approve the RSE and RSHS Student and Staff Handbook approval changes. The principals discussed minor changes to the handbooks. Tom McFarland seconded the motion and motion carried 5-0.

VI.A.27 JUNE 2021

Pat Tillson made a motion to approve Prairie Farms Dairy for milk purchases and Aunt Millie's for bread purchases for the 2021-2022 school year. Don Pruitt seconded the motion and motion carried 5-0.

VI.A.28 JUNE 2021

Eric Retter made a motion to approve the COVID-19 Back to School Plan for 2021-2022 school year. Dr. Bowsman stated that masks are optional and may be worn by students and staff. The plan is subject to change depending upon Executive Orders from the Governor or directives from the health department. Tom McFarland seconded the motion and motion carried 5-0.

VI.A.29 JUNE 2021

Don Pruitt made a motion to approve the 2021-2022 Master Schedule. Dr. Bowsman stated that the English position at the high school will not be replaced with enrollment trending down. The two remaining English teachers will teach all English in grades 7 through 12. Further, the reduction by retirement attrition will necessitate adjustments in the Master Schedule at the elementary because some high school teachers were being shared to fill Related Arts sections. We may need to hire a teacher to teach two sections at the elementary. Eric Retter seconded the motion and motion carried 5-0.

VI.B.6 JUNE 2021

Eric Retter made a motion to approve the following personnel items as presented:

1. Lindsey Adams as Varsity Volleyball coach for the 2021-2022 school year per Master Contract.
2. Daniel Allen resignation as 8th Grade Girls Basketball coach.
3. Katie Bond as 4th Grade Elementary teacher at \$34,500.00 per Master Contract.
4. Tammy Clements as Reserve Volleyball coach for the 2021-2022 school year per Master Contract.
5. Ralph Dalzell Jr. as Junior High Softball coach for the 2020-2021 school year per Master Contract.
6. Colton Fisher as Volunteer Assistant Boys Tennis coach for the 2021-2022 school year.
7. Olivia Gundrum as Summer Band Percussion Instructor for the end of season 2020-2021 school year at the rate of \$1200.00.
8. Josh Good as Volunteer Assistant Boys Tennis coach for the 2021-2022 school year.
9. Kyle Good as Varsity Boys Tennis coach for the 2021-2022 school year per Master Contract.
10. Josh Hallatt's resignation as Athletic Director/Assistant Principal effective June 30, 2021.
11. Amy Hinshaw as Girls Varsity Golf coach for the 2021-2022 school year per Master Contract.

12. Shawna Markley as Boys and Girls JH Cross Country coach for the 2021-2022 school year per Master Contract.
13. Melinda Pennington as Volunteer Assistant JV/V Volleyball coach for the 2021-2022 school year.
14. Danielle Ruhl as Summer Band Color Guard/Choreography for the end of season 2020-2021 school year at the rate of \$1400.00.
15. Amanda Shinn as Boys and Girls Varsity Cross Country coach for the 2021-2022 school year per Master Contract.
16. Kevin Shockley as Summer Band Percussion Instructor for the end of season 2020-2021 school year at the rate of \$800.00.
17. Jeramy Shumaker as Boys 6th Grade Basketball coach for the 2021-2022 school year per Master Contract.
18. Kory Slick as Volunteer Assistant Boys Tennis coach for the 2021-2022 school year.
19. Cierra Tomey as 7th and 8th Grade Volleyball coach for the 2021-2022 school year per Master Contract.
20. Katie Uppfalt as Jr. Sr. High School Science Teacher at the rate of \$53,000.00. Katie has her Master's degree in Physics and has teaching experience at Baylor University. Upon the completion of obtaining an Indiana teaching license, Ms. Uppfalt will receive an additional \$3,000.00 to her base salary.

Jan Caudle abstained from item #13, motion carried 4-0. Don Pruitt seconded the motion and motion carried 5-0 on all other items presented.

VI.F.3 JUNE 2021

Pat Tillson made a motion to approve the Title I, II, III, and IV Comprehensive Needs Assessment Review.

These grants are a vital part of our success. The help provides supplement and remediation support and services, retention stipends, classroom size reduction, and AP offerings.

The CNA focuses on Data Sources, Data Analysis, Prioritized Needs, Plan Development, and Progress Monitoring.

The following has occurred and is ongoing:

Data Sources utilized: ILEARN, NWEA, Houghton Mifflin Weekly Skills Test, Star Reading Assessment K-6, Early Literacy/Dyslexia Assessment (K-1), Indiana Reading Assessment (print copy), and the following interactive software: IXL, USA Test Prep, and Exact Path.

Data Analysis: School Improvement Plan Teams, Response to Instruction Teams, Morning Meetings Grade Level Groups, Jr.-Sr. High School mini-teams, and STEM Grant Team have met annually to chart and review data.

Prioritized Needs: Groups have determined the need for 7th grade transition classes, 8th grade English & Math Labs, High School Math & English Labs, Paraprofessional Support, Classroom Size Reduction, ESL intervention, and Social Worker intervention. These needs will be placed into the Master Schedule of each building.

Plan Development: Federal regulations will allow the Title II, Title III, and Title IV grants to be combined with Title I grant. Most of the grant funds provide supplement and remediation support and services. However, some funds may be utilized for hard to fill retention stipends, classroom size reduction, and AP offerings.

Progress Monitoring: Parent-Teacher Conferences are held at the end of the first nine weeks. School board policy requires teachers to contact parents of students in jeopardy of failing by the mid-way point of each nine week grading period. NWEA testing occurs 3 times per year. Transition, lab teachers, and administrator track and monitor weekly progress on interactive software. Daily assignments are posted to Google Classroom for parents to view. Summer school is provided to students in need of additional support.

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

Eric Retter made motion to approve the 2021-2022 Elementary School Reading Plan. Elementary Principal Mr. Daniel Allen discussed changes to the plan. Tom McFarland seconded the motion and motion carried 5-0.

VI.J.5 JUNE 2021

Eric Retter made a motion to approve the donation of 2,500 student and staff cloth masks from Agape West Ministry, a non-profit agency. Pat Tillson seconded the motion and motion carried 5-0.

VII.A.6 JUNE 2021

Dr. Bowsman reported on the following items:

1. The school corporation will receive \$2,295.00 as summer school reimbursement to pay for the summer school costs. High school students will take summer school on Plato with Mrs. Chambers supervising. Mr. Allen had 15 total students taking remediation classes for summer school. They included one 2nd grade student, and 3rd and 4th grade students.
2. The ESSER II application was approved. RSSC will receive \$470,296.46 from the American Rescue Plan Act.

The grant will be utilized for the following activities:

- Staff hazard pay stipend (2020-2021): \$ 80,306.90
 - Staff retention bonus (2021-2022): \$145,097.74
 - New cafeteria dishwasher: \$ 58,200.00
 - RSHS virtual classroom setup (16): \$42,641.46
 - RSE English Language Arts instructional materials and digital apps: \$55,000.00
 - RSE Chromebooks (1 grade level-40): \$11,050.36
 - RSHS Entrance upgrade: \$13,000.00
 - GRIC ½ time SLP teacher (2021-2022 & 2022-2023) \$60,000.00
 - GRIC software update (RSSC portion): \$5,000.00
3. The Indiana Department of Education Office of School Finance and The Fiscal and Qualitative Indicators Committee held its review of the Excessive Funds transfers on April 30, 2021. Prior to changing the law in 2019 we were not able to pay janitors, director of operations, superintendent, central office salaries, out of the capital projects, transportation, or school bus replacement accounts. They converted it to Operations and limited the transfers to only 15% and we were at about 19.5%. Dr. Bowsman and Melissa Kosisko,

Corporation Treasurer attended the hearing and presented the plan to reduce the transfer amount. The committee accepted the RSSC response and action plan. The corporation may need to infuse funds from the Rainy Day fund or Windmill funds to ensure compliance.

4. The East Central Education Service Center and 29 School Districts were awarded 3.52 million for the Student Learning Recovery Grant Program. Funds will be used for professional development and intervention in literacy math, college and career readiness, and social-emotional components. We will be able to send our staff down for professional development and it will not cost anything.
5. The monthly maintenance report was presented. Dr. Bowsman talked about the projects that will be going on this summer. The concrete outside of the elementary entrance will be replaced. Hines landscaping will be updating the areas in front of the entrance. Buses will be cleaned and we are in need of people willing to do this. Paving repairs, carpet replacement, lighting upgrades, repairing the roof in between the annex and the elementary and playground surface repair will all be completed this summer.
6. The monthly ADM count was presented.

VIII. A.6 JUNE 2021

Elementary Principal reported on the following items:

1. Mr. Allen reported on summer school. There are 15 students including one student that had health issues this past year.
2. Students who did not pass IREAD the first time took the test this week.
3. The elementary Master Schedule for next year will need some adjusting to fill voids in some areas created by changes in the Master Schedule at the high school.
4. We signed up for Title III for the first time ever, which offers very minimal amount of funds. The school corporation completes the application for collaboration through the ECESC and to get all of the schools involved. We received \$400.00 which will be used as family engagement for our ESL families. We purchased games and books for the families to use. The consortium will help us receive more funds in the future.

5. The elementary school will have the front entry way to the building landscaped and new vinyl applied to the windows and doors. The vinyl will help for safety purposes.
6. Mr. Allen discussed the book he has been reading called, "Disruptive Thinking in the Classroom," by Eric Sheninger. It is about changing one's mindset in terms of reading comprehension, certain math techniques, teaching kids how to be prepared for the future, focusing on soft skills and problem solving, and preparing kids for jobs that have not been created yet. We need to focus on growth with kids and not perfection. Looking back at NWEA data from 2011 compared to 2019, our growth of kids hitting their growth target went from 30% overall to 70% overall. When I came to RSE and with ISTEP testing, Dr. Bowsman had scores of 80%-90%. I wanted to beat that, but that was tough to figure out. However, instead of focusing on perfection, we are focusing on growth. NWEA has been our number one mainstay for our assessment. The NWEA data shows that regardless of ILEARN or ISTEP assessment, which has been a moving target by the State of Indiana, we have consistency.

In closing, Mr. Allen stated that this year we were together, worked through some tough conditions trying to get things figured out. We made sure the kids felt like they were wanted and needed. We took care of them to make sure they were safe. This year I am going to focus on not being comfortable, pushing people, getting them where they need to go, so that we can prepare the kids.

Jan Caudle thanked Mr. Allen for his report and said it was very positive.

VIII. B.6 JUNE 2021

Jr./Sr. High School Principal reported on the following items:

1. Mr. Mangus reported that during senior night awards the scholarship committee awarded \$30,335.00 to our seniors. I am amazed what this community can do to give back to our young people.
2. Mr. Mangus reported that he was very grateful that this years graduation went smooth. A lot of people worked together to make it happen and it was a good night. The speakers were very good and did a great job. Mrs. Chambers really helped make the ceremony run smooth. Mrs. Clements does a great job. Mr. Pike did a great job with the music. The sound has improved. Mr. Mangus wanted to thank KISS-TV for making it possible to livestream the ceremony. There were 27 graduates: Seven earned Academic Honors Diploma-Jewelina Austin, Libby Dalzell, Quaid Ison, Isiah Peters, Parker Retter, Leann Wigginton and Connor Wright. Nineteen (19) earned a Core-40 Diploma. Five (5) graduates have been accepted to a four year college, eight (8) plan to start with a two year

college, one (1) student is going to a trade program but not decided whether to go electrical or HVAC. Twelve (12) graduates are going into the workforce. We have a couple of students who are already working and making great money. We have had a recent graduate from a couple of years ago, Marco Rojas visited us at graduation. He is working as a welder at Astral and doing great planning for his future. Colby Fish is working with a construction company building houses. He has worked in Colorado. He is learning a trade that may allow him to build his own house someday.

3. Mr. Mangus reported that he has spoke with our new basketball coach on the phone and he is looking for housing. He hopes to be here the second or third week of July. We are looking forward to him getting here. We are thankful that Mr. Pruitt has stepped up to help during the summer with the basketball program. Mr. Pruitt reported that the boys are 3-3 for the summer season.
4. Mr. Mangus reported the girls basketball program is hosting a shoot out on Wednesday, June 16 with 11 teams signed up to play.
5. Mr. Mangus reported there are seven applications for the Assistant Principal/Athletic Director position. Three of the applicants are licensed. Dr. Bowsman, Mr. Allen, Mr. Mangus, Mrs. Chambers, Mrs. Pruitt will be conducting two interviews June 15, 2021.

IX. MAY 2021

X. MAY 2021

There were no patron comments.

XI. MAY 2021

Jan Caudle made the comment that this years graduation was probably the best we've ever had.

Dr. Bowsman mentioned that the graduation ceremony felt normal.

Mr. Mangus added that this years class is a great class with kids that have been raised right.

Tom McFarland stated that this has been a strange long year and we made it through.

Pat Tillson stated that she is very humbled and very proud to be serving on the school board again and very thankful for the opportunity. She also liked getting the reports

from the Principals and Dr. Bowsman. Good things are happening at Randolph Southern.

Don Pruitt congratulated Pat Tillson for being elected to the board. Great reports from the Principals.

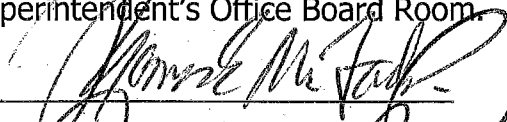
Eric Retter made a comment to the board and audience: "My son just graduated this year from Randolph Southern and it is my third and final child to graduate out of this school. I am very proud of that. There is something that sets our school apart from other schools. All three of these guys and all of the people on this board, Mr. Mangus, Mr. Allen, Dr. Bowsman, can all tell you a little something about almost every kid in this building. That is not how it is at most schools, for the Superintendent to be able to know a kid by name or know who those kids parents are or know where that kid is going after high school. Mr. Mangus talked about the student who graduated and what he is doing now. This sets us apart and that's why it is so important to keep this place what it is. It isn't about where we are ranked in this state as far as our size or how great we are, it's about the stuff we have discussed tonight. I had three kids graduate from here and wouldn't have wanted them going to any other school. It is because of people like all of us in this room, parents included that's what makes us different. I want to thank all of our Principals, teachers, and our Superintendent for just being able to say they know that kid, and I know they do. I know that kid knows the Principal, teachers and the Superintendent. It means a lot. Thanks to all of you."


Jan Caudle thanked Eric for everything he said. There is nothing more she could add. Jan thanked everyone in attendance for staying for the meeting.

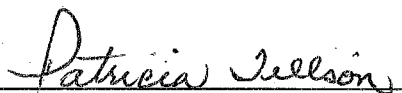
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Eric Retter made a motion to adjourn at 9:27 PM. Tom McFarland seconded the motion and motion carried 5-0.

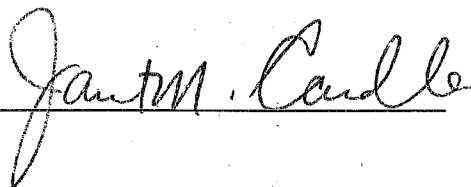
The next regular board meeting will be Monday, July 12, 2021 at 7:30 PM, in the Superintendent's Office Board Room.











Persons Attending: Daniel Allen, Crystle Austin, Donnie Bowsman, Cindee Cowen, Melissa Kosisko, Robert Mangus, Jeremy McCarthy, Kimora McCarthy, Scott Stevenson, Pat Tillson.