

The Randolph Southern School Corporation Board of School Trustees met for the regular meeting on Monday, July 12, 2021 in the Superintendent's Office Board Room. The following members were present:

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

I. JULY 2021

School Board President Jan Caudle called the meeting to order at 7:33 PM.

II. JULY 2021

Eric Retter made a motion to approve the June 14, 2021 regular meeting minutes and Don Pruitt seconded the motion and motion carried 5-0.

III. JULY 2021

Jan Caudle welcomed anyone in attendance to identify any agenda item they wish to address.

Dr. Bowsman stated the patrons may speak about any agenda item listed on the agenda and can speak after the business items have been conducted. Next, he asked the Board of School Trustees if they wanted to proceed with the meeting.

V. JULY 2021

Tom McFarland moved to approve the Accounts Payable Vouchers 470-574 in the amount of \$ 1,233,670.65 as presented.

June 30, 2021 cash balance in the Education Fund \$ 421,497.03. June 30, 2021 cash balance in the Operations Fund \$ 744,908.42. Eric Retter seconded the motion and motion carried 5-0.

VI.A.30 JULY 2021

Don Pruitt made a motion to approve the Memorandum of Understanding between the Community & Family Services, Inc. Head Start and Randolph Southern School Corporation as presented. Dr. Bowsman explained that this agreement is required due to Head Start being a federal program that we sign each year. This service is provided for Pre-k students getting ready to move in to Kindergarten. Mr. Allen stated that this

agreement is required for our Title grants. Eric Retter seconded the motion and motion carried 5-0.

VI.A.31 JULY 2021

Pat Tillson made a motion to approve the Valic 401A Reinstatement as presented. Dr. Bowsman explained the reinstatement. The 401A plan was originally set up in 2002 with Dr. Dubbs (former Superintendent) and Valic. The Valic documents are pre-approved by the IRS. Randolph Southern School Corporation's plan is specific to when employees can come onto the plan, exit, qualifying for a 401A contribution, or whether their spouses are eligible. This is the type of information that is documented in these reinstatement documents. Dr. Bowsman reviewed these documents with Dan Orr, Valic representative. These documents are on a six year cycle. Tom McFarland seconded the motion and motion carried 5-0.

VI.B.7 JULY 2021

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

1. Michelle Dingess resignation as cafeteria worker.
2. Kyler Naylor as Volunteer Assistant Boys Tennis Coach for the 2021-2022 school year.
3. Deb Peters resignation as Elementary Paraprofessional.
4. Jordan Pike resignation as Band and Choir Director.
5. James Roberts as Athletic Director/Assistant Principal at the rate of \$62,000.00 for 205 days. Benefits to follow other Principal package.
6. Emma Robinson resignation as substitute custodian for the maintenance department.
7. Eva Robinson resignation as substitute custodian for the maintenance department.
8. Jami Stephan as Kindergarten teacher at RSE for the 2021-2022 school year. The position is contingent upon Mrs. Stephan obtaining a substitute-teaching permit for the first semester and an emergency permit for the second semester. Mrs. Stephan will be on a daily rate of \$188.52 for 183 days. Benefits will follow the Master Contract.

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

Dr. Bowsman explained that the Band Director came into the Central Office and submitted his resignation for personal reasons. He had accepted another position, which is outside the educational field. The band position has been posted. Dr. Bowsman and Mr. Mangus worked hard to get the Band program funds they needed to help with the summer band program. There were originally 25 students interested in summer band and 11 students actually signed up. The band was planning on performing in local contests, parades, and the state fair, but it didn't work out. Dr. Bowsman stated, "it is disappointing and very frustrating. Our kids lost out on the opportunity." Mr. Mangus phoned Randolph Central and they will allow the students to participate with The Force. Administration is trying to build this program and build up our school. We want the students, parents, and patrons here to believe in green and white. It is a small band, but we will grow it and make it bigger. This is how to get kids interested and what we are trying to accomplish.

Dr. Bowsman introduced Mr. James Roberts, Athletic Director/Assistant Principal to those attending. He will be filling Mr. Hallatt's position as he leaves to accept the Principals position at Hagerstown High School.

Dr. Bowsman stated that Mrs. Jami Stephan will be our Kindergarten teacher. She will need to get a substitute teaching permit. Mrs. Stephan is one semester away from having her bachelor's degree in Pre-K through 3rd grade in education. Dr. Bowsman asked Mr. Allen to talk about the other candidates that applied for the Kindergarten position. Mr. Allen stated that there were 5 applicants that applied for this position. One applicant had already accepted a position before we could interview. One applicant wasn't the greatest interview and also accepted another position. We had an internal person interested in the position. There is a teacher shortage in all areas statewide. Ten years ago I would have 15-20 applications every year without even posting a position. I've been in contact with other principals asking if they have resumes or names of anyone applying for teaching positions. Other principals are having problems filling positions as well. The hiring committee felt that Mrs. Stephan is invested in this community, taken over and completed a couple of long term substitute positions for the school corporation when we have had sick staff members or maternity leaves. She has stepped in and has done a fantastic job at the Elementary and the Jr./Sr. High School. We felt she was the perfect fit for her to come and be a member of our staff in that capacity. Dr. Bowsman added that Mrs. Stephan was the best candidate that would fit with the needs of our school. Mr. Allen also added that the other applicant hired for the fourth grade teaching position is Ms. Katie Bond. She is a former student and her family is from this community.

Dr. Bowsman added that the corporation has three paraprofessional positions open, two of these positions are because of internal movement into open positions.

VI.C.5 JULY 2021

Pat Tillson made a motion to approve the Girls Basketball request to hold a golf outing on August 22, 2021 at Winchester Golf Course. They plan on raising funds by collecting hole sponsors from June 17, 2021 through August 22, 2021. Funds will be utilized to purchase practice gear. Anticipated income: \$2,500.00. Contact Person: Jerimy Stephan. Don Pruitt seconded the motion and motion carried 5-0.

VI.F.4 JULY 2021

Eric Retter made a motion to approve postponing summer band for 2021 due to the Band Director's resignation. Additionally, the withdraw of three (3) ECA instructors (Olivia Gundrum, Danielle Ruhl, Kevin Shockley) approved at the June 14, 2021 school board meeting. No practices or events occurred. Tom McFarland seconded the motion and motion carried 5-0.

VI.G.3 JULY 2021

Pat Tillson made a motion to approve the first reading of the following NEOLA board policy updates:

0112, 0164.4, 0164.5, 0164.6, 0167.1, 1220, 1422, 1422.02, 1623, 1662, 2240, 2260, 2260.01, 2266, 3120, 3122, 3122.02, 3123, 3362, 4120, 4122, 4122.02, 4123, 4362, 4425, 4430, 5111, 5410, 5517, 6250, 7440.01, 7450, 7455, 7530.02, 8500, 8510, 8606

5895 Deleted

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

VII.A.7 JULY 2021

Dr. Bowsman shared with the Board of School Trustees the Thank you card the corporation received from Mrs. Lou Ann Terhaar. Dr. Bowsman read the card aloud. "Thank you for the beautiful, personalized clock. I have been so lucky to work here for a fantastic school corporation with a great leadership and genuine concern for everyone. Thanks again for the special gift and making my 30 years in teaching a real joy."

Dr. Bowsman discussed the 2022 Budget timeline and plans to have it completed for the initial hearing on September 13, 2021 and should be approved for adoption on October 11, 2021. Dr. Bowsman will go through the proposed budget at the next board meeting for the next year. Contracts cannot be negotiated until September 14, 2021. Dr. Bowsman explained that he has to propose a budget to be adopted in September on hopes that the student count stays the same or goes up. The budget will

look very similar to 2021. However, the school corporation will advertise the Max Levy in 2021-22. The Max Levy is the maximum amount of taxes we can receive from our taxpayers. The school corporation was placed on the Excessive Transfer List by the IDOE and Distressed Unit Appeals Board in per Indiana Code. Beginning in 2020-21, school corporations are only allowed to transfer 15% from the Education Fund to the Operations Fund. The school corporation must reduce funds being transferred and raise more revenue in the Operations Fund. This will be discussed further in next month's board meeting.

Dr. Bowsman discussed the Certificate of Tax Distribution. The School Corporation received its spring tax settlement of \$698,040.44 from the Operations Account and \$349,055.76 from Debt Service.

Dr. Bowsman reported the State Board of Accounts ECA audit report. Both schools received results of no reportable instances of noncompliance.

Dr. Bowsman reported the Bi-Annual Financial report is due on July 31, 2021.

Dr. Bowsman reported that the School Safety Grant 2021-2022 was submitted by June 8, 2021. This grant is used to fund the school corporation's school resource officers.

Dr. Bowsman discussed the maintenance report. Several projects are ongoing.

VIII. A.7 JULY 2021

Mr. Allen reported on the following items:

The front windows in the elementary have been completed.

Zach Hines will be coming mid to end of July to work on the landscaping.

The curriculum books have been delivered. Teachers have digital access to the curriculum.

All teaching positions have been filled.

RSE online registration begins on July 26, 2021. The doors will be open for any families wanting to come in and tour the building.

VIII. B.7 JULY 2021

Mr. Mangus reported on the following items:

New Science, Calculus and Pre AP curriculum for the high school is all ready to go.

Mr. Roberts has been through training for scheduling. He will attend an Athletic Director workshop on July 21, 2021.

Looking forward to a great year.

IX. JULY 2021

Dr. Bowsman added that RSHS will be adding virtual/live classes. This will be funded by the ESSER II funds. We want students to attend Randolph Southern. Unfortunately, there are folks that are exploiting this online education. Dr. Bowsman feels students need to learn from a teacher in a classroom. Dr. Bowsman voiced his concerns about virtual education at a recent visit to the statehouse. He mentioned one of the issues that we are facing is virtual education is a manipulation of public funding and also feels that kids are not getting educated. Students need to be receiving their education from a teacher live. We experienced online learning for a year and we know where that lead us. We are offering some classes here that some of our students need to take, and that is the only way for them to take it.

Dr. Bowsman added that he is happy that there are people attending this board meeting and willing to voice their concerns.

Dr. Bowsman shared with the board and attendees the capital projects that have been ongoing.

Dr. Bowsman shared the Back to School plan is on the RSSC website. Dr. Bowsman and other county superintendents spoke with Dr. Sowinski (Randolph County Health Department doctor) regarding his role this year. Dr. Sowinski said he would operate in an advisory role and give advice on Back to School plans.

Dr. Bowsman shared the following facts about the Randolph Southern School Corporation:

- 96% Attendance rate (very good considering the Pandemic)

- 100% Graduation rate-7 seniors received Academic Honors

- College Credits:

 - 9 students earned 17 hours in U.S. History.

 - 2019-2020 20 students earned 37 credits in AP classes.

 - 2021-2022 will be offering AP Chemistry and AP Biology, AP Calculus AP Government, AP Physics and ACP U.S. History.

- \$30,000 in scholarships were given to seniors this year from the Randolph Southern Scholarship Committee.

- Suspensions:

 - 7 tobacco incidents out of our entire school

2 reported bullying incidents

Pre-School:

35 students enrolled in Pre-School

Job Openings:

Collectively 44 positions to be filled in surrounding schools.

East Central Service Center has 26 positions that need to be filled within their service area.

DOE has 346 total job openings. 141 Math positions. 63 Band positions.

Emergency permits:

Three-Four teachers, on emergency permits, will be taking the Praxis exam this summer. One teacher will be on an emergency permit for the incoming year, which is the new basketball coach. He will be teaching Health/PE.

Finances:

We are in excellent shape with our finances.

Rating:

AA+ rating from Long Term Programming.

A+ rating from S and P Global ratings (October 2019).

Tax rate:

10th lowest tax rate in 67 school corporations. 17 counties between us and Marion. Two counties to the north and two counties to the south.

This may need to go up soon to be able to compensate an increase in our teachers salaries.

Teachers salaries:

By 2022-2023 every teacher will need to be at \$40,000 minimum. We are going to try to get there by that time. Next year we are going to use our ESSER II funding to give a retention bonus which will be a base increase. We will be giving a 6% increase, which is a 3% increase and we will be paying the 3% TRF contribution. Our non-certified staff will receive a 4% increase.

Bonds:

RSSC owes \$380,000.00 on our bond from 2009 which will payoff in 2023.

RSSC owes \$1,678,000.00 on our latest bond which pays off in 2027.

Education Fund balance:

Education Fund balance is 14%. In 10 years as Superintendent, we have lost 48 students, but been able to continue providing an outstanding education without reducing staff or making cuts.

July 2011 balance \$408,687.00 (518 students in 2010)

July 2021 balance \$421,000.00 (470 students in 2021)

Rainy Day Fund balance:

Rainy Day balance \$885,000.00. This fund has been built up over the last 10 years during Dr. Bowsman's tenure by being fiscally responsible and efficient. Funds have come from end-of-year funds left in Capital Projects funds, Bus Replacment, and Transportation.

Windmill Money
Windmill Fund balance \$235,000.00
Tax Levy money
Facilities-Projects
Updated Chiller
Updated Elementary Roof
New PE/Locker rooms

X. JULY 2021

Jackie Ison spoke: "I am a Randolph Southern graduate, have kids in the school system, and have a child who is a past graduate. I have a seventh grader coming up and I am vested in this school, I have always loved coming from a small school community and always wanted that for our kids too. I understand the last two years have been a mess and things have been hard. I am going to ask this board to please be open and honest with us so we may move and grow from here on out. I am big on communication and I think with social media out there and what we use it for. I think its important that and concerned with all of the vacancies on Facebook or the schools site. I don't see any clarification on those spots being filled. I would like to see what our school's plan is to compete with teachers salaries in order to retain or recruit teachers. I know we have had a lot of retirees this last year, but we haven't seen if they have been filled. Today I found out who one replacement are for these position. I think my biggest concern right now is, I want to see where Randolph Southern grows from here. I know in the past several years, and not because of the Pandemic, our school has declined in not only academics, but where we go from here is what I am worried about. I see the decline in student enrollment, families coming in to the community. I see a lot of the families that have been long time Southern people are leaving our township. That worries me. I just want to make sure that we're all open and honest about that."

Sarah Latello spoke: "Her son has been asking her about teachers and whether they are actually teachers. So can you answer that for me? So I can answer his questions."

Dr. Bowsman's response: "We had a PE/Health position that was on an emergency permit last year. That person had a degree in business and was hired to do both jobs and was in the process of getting their health/PE endorsement. This person has moved on from RSSC. The new person hired in for this position has their bachelor's degree in marketing and business and will need to obtain his PE/Health license. When we posted the varsity basketball position, we had one person that had his PE/Health license. The hiring committee (Dr. Bowsman, Mr. Mangus, Mr. Allen, Eric Retter, and Don Pruitt) offered him the job. He had been at 8-10 different schools in approximately 8 years. We are looking for people wanting to stay with us. We have another person on an emergency permit for 7th & 8th grade Science department. The

teacher will need to pass the Praxis exam to obtain his license. He has completed all classes. Our 7th to 9th grade English teacher has taken the coursework and will also take the Praxis exam this summer. Our Ag. department teacher needs to pass one area of the mechanical Ag. portion of that test. We have a band position than just opened. If we can find a person with a Music Degree, we will hire that person. The Master Contract has the flexibility to pay a person what he/she was making at their last job. If they come with a higher salary, we will award them for their years of experience, especially those with a Masters degree. We want every teacher to be licensed. There is a teacher shortage going on. We are looking for the best candidate for every position we hire.

Mr. Mangus added: "All of these teachers that Dr. Bowsman mentioned have gone through their Transition-To-Teaching program on top of their Bachelor's Degrees. They are all just waiting to pass their content test."

Steve Offutt spoke to the Board of School Trustees and Dr. Bowsman and he raised concern with some of the behaviors that the teachers are allowing in the classroom. Students are able to listen to music or play games while the teacher is lecturing. Mr. Offutt also mentioned that his son is able to visit sites on his computer that should be restricted. Mr. Offutt asked what the electronic policy is in the high school? Mr. Offutt did mention that he understands that each student is different and that he has a daughter that will soon be entering the junior high and she would give a whole new perspective of the high school.

Dr. Bowsman explained that the school has a CIPA filter that is required by federal law to filter those sites. If you are able to visit those illicit sites, we need to know about that. You know kids, they are slick when it comes to figuring a way around things. We are diligently working to stay two steps ahead of them. We have only had one technology misuse reported this year in our discipline report. Things have definitely changed over the years.

Mr. Mangus explained that the high school has changed its filter for next year. Teachers did not receive training on the filter system due to COVID. They weren't able to monitor their computers and block what the students were watching. Now they are able to lock the computers to only be on what they are wanting the students to be on. Mr. Offutt also asked if it's certain teachers letting the students listen to music or is it school policy to not allow them to? Mr. Mangus said it is up to each individual teacher. He also asked if the teachers are allowing the students to have their cell phones out in class?

Dr. Bowsman stated that kids need to be paying attention in class. A student could have an earbud and a watch phone connected to their cell phone in the book bag. They could be connected and the teacher may not recognize. Further, Dr. Bowsman stated that sometimes a cell phone is taken from a student, and the parent will come

into school and cuss out a teacher or the principal. Next, they remove the student from our school and enroll the student in another school just for our staff following rules. It is a problem we face. At Randolph Southern there are certain expectations for students. Students will treat your teachers with respect, treat others with respect, and do their work. Teachers are going to teach. We have had kids come from other school corporations and tell us, the expectations at other schools are lower. At Randolph Southern we have higher standards and expect more. If it is in our handbook, that is what we will do in a particular situation. If there is a problem, we will sit down and figure it out in a civil manner.

Jackie Ison spoke up and mentioned that she has been a substitute teacher in the past and one of the teachers had a cell phone "jail" in the classroom. She said that more teachers should incorporate that in the classroom.

Jackie Ison also mentioned that she enjoyed the social media posts regarding Mr. Roberts being hired as the assistant principal and athletic director. She felt it was nice to see him and his family and it was nice to have him introduced to the community that way. She would like to see more communication on social media so the parents stay more informed.

Dr. Bowsman mentioned that Mr. Allen was congratulated on social media for winning Principal of the year for District VI and the post reached over 8,000 views. Dr. Bowsman mentioned that he and the principals have had discussions about becoming more active on social media. Dr. Bowsman has had conversations with our computer technician, Kyler Naylor, and he would like to take over the social networking side of things for the school corporation or help us become more involved. Kyler will be great at helping us get our messages out there. We are definitely ready to revamp our school corporation website. We cannot afford to lose kids. We need kids to come here, we are driving to Union district, Northeastern district, and we have people calling us from Winchester's district wanting us to come and get them. We will pick up anyone that is requesting us to come and get them.

Joe Saylor asked a question to Dr. Bowsman: "Who is in charge of the website and social media messaging? Who makes the call on what goes out?"

Dr. Bowsman's response to the question: "Each principal would make the decision on their particular platform. If one of the principals makes a post on their social media page, I will share it on the corporation page as well.

Mr. Allen stated that anything emergency related will be communicated through Dr. Bowsman. He will make the communication or the social media post. We will individually post anything that we would like to celebrate or if there is a delay.

Dr. Bowsman added that messaging is vital. Social media messaging is the reason you are here tonight.

Joe Saylor said that maybe we should have one person be in charge of communication out to the public.

Dr. Bowsman added that he is not the greatest fan of social media. There are a lot of rumors and misinformation being posted. He realizes that being on social media is important. It helped businesses during COVID. If it weren't for Facebook, many businesses would have had to shut their business down. It can cause some issues as well. We lose that personal touch. We lose the communication piece that we have tonight, which is parents showing up and discussing the issues at hand.

Mr. Allen added, improving our social media presence has been on our radar and it is part of our goals that is a part of our evaluations for us to start stepping up. We can flood timelines, we have a lot of good things going on here. We are trying to find that even balance of how much and what to post.

Dr. Bowsman asked that the people in attendance to please share any of the positive things that they have taken away from the board meeting with the community.

Melissa Kosisko added that any hirings are all posted on the school corporation website. Dr. Bowsman added that the website is a little hard to navigate and we will be improving on it soon.

Dr. Bowsman stated that not very many schools can say they are Google Certified school. Every teacher and paraprofessional is a Google Certified Educator. During COVID every teacher and paraprofessional went through Google training. We are greatly ahead of the county with technology and the state.

Dr. Bowsman added that if anyone has questions or issues, to please call.

XI. JULY 2021

Jan Caudle stated that if anyone ever has any questions, they can call anyone of the board members.

Eric Retter said that he hates that we are in such a competition against other schools to get kids. We do a great job with what we have been dealt. We have a tough time because our district is up against a state line and it limits our pool and trying to pull kids when we're up against the county line on the other side.

There are a lot of little things that our school can do that a lot of other school corporations can't. There is always room for improvement, you can always make it

better. I hope we can always strive to do that. It helps having all of you come to these meetings. As a board five, we are trying to go off of our best judgement as what we're told from the administrators and what we hear. Until people come to a meeting and voice their opinion, how else are we supposed to know unless we personally come to your house and ask. We have to have involvement like this. No one likes awkward situations, but that's how you get things resolved. If there is a problem you need to make it apparent to all of us and I think everyone in this room knows that we want what is best for our kids.

Pat Tillson spoke. With the ease of allowing kids to go to any school, if someone gets upset with the Principal or Superintendent, we will lose a family at the drop of a hat. You are not going to find a better place to get an education, than right here.

Dr. Bowsman added, that the first thing he does when looking at an applicant see if he/she is licensed. Also, does the candidate hold the credentials and experience. He also wants to know if the candidate is going to help our school corporation in this situation. The school corporation checks all references. There are several teachers here tonight and every one of them want whats best for our students.

Joe Saylor asked who makes the decision on closing school and who should make the call. Dr. Bowsman explained his school closing procedures and virtual learning days.

Tom McFarland asked all in attendance if they have learned anything by attending this evenings meeting. Tom McFarland thanked everyone for coming.

Dr. Bowsman stated the people in attendance are welcome to come to any school board meeting. They can also run for an open board position when there is a vacancy. Dr. Bowsman said that he is for anyone that is here to support the school and the children. "We want participation".

Sarah Latello spoke up and said that she would like to see us post the dates and times for the board meetings on Facebook. She was not aware that anyone could attend the board meetings. "This has been great, its like sitting with family. That's what you get with a small school. This is what I like about this school and that's why I love my boys being here."

Jan Caudle spoke up and asked Jackie Ison if her questions had been answered.

Jackie Ison said she had her questions answered and now knows if she has questions shes welcome to call the principals or Dr. Bowsman.

Pat Tillson reiterated to call the school at 874-1181. You have the option to talk with either the high principal, elementary principal or the superintendent. We are like family, we are a close knit community. If something bothers you, it bothers me and

the person next to you. You won't find a more honest person than Dr. Bowsman. Pat Tillson said this has been one of the best board meetings we've had in a long time.

Tom McFarland said he welcomes the exchange and it gives the board a measurement of how they are doing. Sometimes we only hear complaints and there were a lot of good comments here tonight. We need everyone's input, that's the only way we know we are on track.

Dr. Bowsman stated the school board meetings are held the second Monday of each month.

Mr. Mangus announced that he will be needing some parents to sit on a committee with him to establish goals for the high school. He invited the parents in attendance to do so if they were interested.

Chris Robinson and Beth Randall wanted to announce that some of their 4-H kids are helping with the fair set up and clean up and wanted to publicly thank them for helping. She announced that there have been more kids helping this year than ever before. She also announced that Mr. Allen, Mrs. Randall and herself along with the Randolph Southern FFA kids will be serving watermelon to the community at the fair.

Jan Caudle asked Mr. Good to tell the board how his son, Jake, did in his recent state competition. Mr. Good reported that Jake won a gold medal in his division and advanced to the nationals in CTE Fire Fighting. He competed against 1500 other contestants and finished in the top nine in the physical and academic portions.

XII. JULY 2021

Eric Retter made a motion to adjourn at 9:31 PM. Tom McFarland seconded the motion and motion carried 5-0.

The next regular board meeting will be Monday, August 9, 2021 at 7:30 PM, in the Superintendent Board Room.

James McFarland
Patricia Tillson
Joseph M. Good
David A. Pruitt

Persons Attending: Daniel Allen, Donnie Bowsman, Cindee Cowen, Kyle Good, Jackie Ison, Jeff Ison, Danyal Kniesly, Melissa Kosisko, Chris Latello, Sarah Latello, Robert Mangus, Diane Meyer, Steve Offutt, Beth Randall, James Roberts, Chris Robinson, Joe Saylor, Amy Stump, Jason Stump.