

Persons Present: Daniel Allen, Danielle Ashbrook, Crystle Austin, Donnie Bowsman, Cindee Cowen, Mark DeHaven, Melissa Kosisko, Robert Mangus.

The regular meeting of the Randolph Southern School Corporation Board of School Trustees was called to order at 7:42 PM on Monday, September 13, 2021 in the Superintendent's Office Board Room by President, Jan Caudle. The following members were present:

Jan Caudle, President  
Don Pruitt, Vice President  
Tom McFarland, Secretary  
Eric Retter, Member  
Pat Tillson, Member

## II. SEP 2021

Eric Retter made a motion to approve the August 9, 2021 regular meeting minutes. Don Pruitt seconded the motion and motion carried 5-0.

## III. SEP 2021

Pat Tillson made a motion to add Personnel Items VI.B.19-21, Addendum to add. Tom McFarland seconded the motion and motion carried 5-0.

## V. SEP 2021

Eric Retter moved to approve the Accounts Payable Vouchers 664-756 in the amount of \$758,267.99 as presented.

August 31, 2021 Cash balance Education Fund was \$568,086.55. August 31, 2021 Operations Fund balance \$606,661.81. Tom McFarland seconded the motion and motion carried 5-0.

## VI.A.39 SEP 2021

Don Pruitt made a motion to approve the High Ability Grant as presented. The Grant increased by \$1,918.12 from 2020-2021 to 2021-2022.

\$5,197.00 = Professional services, training and supplies

\$17,000.00 = Salaries of High Ability Teachers

\$22,197.00 = Total

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

VI.A.40 SEP 2021

Pat Tillson made a motion to approve the Small Rural School Achievement Program Grant as presented:

\$1,600.00 = Professional services and training  
\$3,675.08 = Supplies  
\$15,000.00 = Salaries of High Ability Teachers  
\$20,278.08 = Total

Superintendent Dr. Bowsman recommended the school corporation utilize the grant of \$28,869.00 towards classroom size reduction for 1<sup>st</sup> Grade teacher salary. The Grant was cut by \$6,996.00 from 2020-2021 to 2021-2022. Eric Retter seconded the motion and motion carried 5-0.

VI.A.41 SEP 2021

Pat Tillson made a motion to approve the Title I Grant for \$127,536.86 as presented. The Grant decreased by \$10,927.63. Funds will be used to pay for counseling services and paraprofessional salary and benefits. Don Pruitt seconded the motion and motion carried 5-0.

VI.A.42 SEP 2021

Eric Retter made a motion to approve Hamilton Designs for surveying the ground located in the area of the future Extended Learning Center Site. The cost is \$8,000.00 and will be paid from the ESSER III Funds. Pat Tillson seconded the motion and motion carried 5-0.

VI.A.43 SEP 2021

Eric Retter made a motion to approve the contractual agreement between the School Corporation and Lancer + Beebe Architects for design build of the Extended Learning Center for the sum of \$45,000.00. Don Pruitt seconded the motion and motion carried 5-0.

VI.B.9. SEP 2021

Pat Tillson made a motion to approve the following personnel items as presented:

1. Cory Adams as 5<sup>th</sup> grade boys Basketball coach for the 2021-2022 school year per the Master Contract.
2. Resignation from Shawntel Baker as Deputy Treasurer.

3. Amanda Bragg as Transportation Secretary & Administrative Assistant Category I position at \$16.50 per hour for 8 hours per day for 260 days per the Non-Certified Handbook. Mrs. Bragg holds an Associate's Degree in Retail Management and has 28 years of experience in the office environment.
4. Josh Cantu' as Boys Reserve Basketball coach for the 2021-2022 school year per the Master Contract.
5. Cheryl Clements as Bus Aide for up to 4 hours per day at \$10.16 per hour per the Non-Certified Handbook.
6. Cindee Cowen as Deputy Treasurer/Human Resource Clerk for \$18.51 per hour for 8 hours per day. This position is classified as a Key Employee per the Non-Certified Handbook.
7. Whitney Detweiler as Elementary Paraprofessional for the 2021-2022 school year beginning on September 7, 2021 at the rate of \$10.16 per hour for 7 hours per day for 161 days.
8. Brian Frantz as part time SRO at the rate of \$17.68 per hour. Mr. Frantz will be considered a Non-Certified Category III employee.
9. Shianna Fry as JV/Varsity Cheer Coach for the 2021-2022 school year per the Master Contract.
10. Resignation from Gary Girton as Bus Driver. Mr. Girton requests to not be paid for his accumulated PTO days.
11. Kalee Hayes as 8<sup>th</sup> Grade Girls Basketball coach for the 2021-2022 school year per the Master Contract.
12. Matt Kosisko as Volunteer Assistant for 5<sup>th</sup> grade girl's basketball for the 2021-2022 school year.
13. Dawn Morrison as Elementary Cafeteria dish person for 2.5 hours per day at the rate of \$10.47 per hour.
14. Melinda Pennington as Jr. High Cheerleading coach for the 2021-2022 School year per the Master Contract.
15. Linsey Retherford as 7<sup>th</sup> Grade Volleyball coach for the 2021-2022 school year per the Master Contract.

16. Amy Schroeder as Elementary Secretary for 8 hours per day at the rate of \$13.48 per hour. Mrs. Schroeder will be considered a Non-Certified Category I employee.
17. Brian Stewart as Boys Assistant Varsity Basketball coach for the 2021-2022 school year per the Master Contract.
18. Cierra Tomey as 8<sup>th</sup> Grade Volleyball coach for the 2021-2022 school year per the Master Contract.
19. Matthew Fox as volunteer varsity cross country coach for the 2021-2022 school year.
20. Lindsey Nicholson as volunteer cheer coach for the 2021-2022 school year.
21. Jennifer Nyquist as 6<sup>th</sup> grade girls basketball coach for the 2021-2022 school year per the non-certified handbook.

Don Pruitt seconded the motion and motion carried 5-0 with Jan Caudle abstaining from Personnel Item 14 which carried 4-0.

#### VI.C.7 SEP 2021

1. Eric Retter made a motion to approve the financial Report for Varsity Girls Basketball Golf Outing fundraiser. Anticipated Income: \$2,500.00. Actual Income: \$2,722.00. Funds will be used to purchase shoes, travel suits, and practice gear. Contact person: Jerimy Stephan. Pat Tillson seconded the motion and motion carried 5-0.
2. Pat Tillson made a motion to approve the Gardening Club to open a snack bar to provide snacks for students to buy snacks when staying after school for extracurricular practices or events. This snack bar will be available after school from August through May. Funds obtained from the sales will be submitted to the High School Treasurer. The funds raised will help buy food to cook, plants and gardening supplies. Anticipated Income: \$200.00. Contact Person: Kay Brown. Mr. Mangus added this is a need. Don Pruitt seconded the motion and motion carried 5-0.
3. Eric Retter made a motion to approve the RS Band to sell cheese and sausage to raise money for their operating budget and for their trip to Kings Island. Anticipated income: \$5,000.00. Contact Person: Charles Alfrey. Pat Tillson seconded the motion and motion carried 5-0.

4. Don Pruitt made a motion to approve the JV/Varsity Volleyball to hold a raffle for Pink Out Night. They wish to donate the funds raised to a local family. Anticipated Income: \$300.00. Contact Person: Lindsay Adams. Tom McFarland seconded the motion and motion carried 5-0.
5. Eric Retter made a motion to approve the Boys Basketball to hold a car wash on Saturday, September 18, 2021 from 10:00 AM to 2:00 PM in the high school parking lot. Funds raised will be used for the Boys Basketball operating budget. Anticipated income: \$500.00. Contact Person: Roland Watts. Tom McFarland seconded the motion and motion carried 5-0.
6. Pat Tillson made a motion to approve the Elementary Library hold a fundraiser, Cash 4 Books, from September 27, 2021 through October 1, 2021. Funds raised will be used to purchase books. Anticipated income: \$700.00. Contact Person: Suzanne Robinson. Eric Retter seconded the motion and motion carried 5-0.
7. Don Pruitt made a motion to approve the Boys Basketball to host a chicken dinner on November 13, 2021 from 12:00 PM to 2:00 PM. Funds raised will be used for the Boys Basketball operating budget. Anticipated income: \$800.00. Contact Person: Roland Watts. Tom McFarland seconded the motion and motion carried 5-0.
8. Eric Retter made a motion to approve the High School Cheerleading to sell Pork Chops from Winner's Meats from September 14, 2021 through October 14, 2021. The funds raised will be used to purchase equipment. Anticipated income: \$250.00. Contact Person: Shianna Fry. Pat Tillson seconded the motion and motion carried 5-0.

#### VI.E.2. SEP 2021

Pat Tillson made a motion to approve the 8<sup>th</sup> Grade class to travel to Washington D.C. and Gettysburg, VA from March 15, 2022 through March 19, 2022. Mr. Mangus explained some of the details regarding the 8<sup>th</sup> grade trip: Mr. Mangus stated, "Mrs. Pruitt approached me about having a JH trip this year. I told her that I wanted to make it available, but we needed to check with parents to gauge interest because of COVID. Chelsea Pruitt sent home a survey asking parents if they were interested in sending their child on 8th grade trip. She also said that she didn't know what the masks and vaccine requirements would be. Mrs. Pruitt had at least 20 parents show interest in sending their children. She doesn't know how many chaperones would be needed in addition to this number. We would need 35 people to send the students at the rate sent home to the parents. Also, the trip company offers trip insurance for individual students." Eric Retter seconded the motion and motion carried 5-0.

#### VI.F.5. SEP 2021

Don Pruitt made a motion to approve the Randolph Southern Jr./Sr. High School 2021-2022 School Improvement Plan. The Randolph Southern Elementary Plan will be presented in October. Mr. Mangus explained some of the changes to the High School Improvement Plan. School Improvement Plan:

- Added a Vocational School goal to increase participation and awareness.
- In addition to College Go Week, the school will add a vocational awareness/celebration week to the schedule this year.
- Students interested in a vocational path will attend a county wide vocational fair at the Randolph County Fairgrounds on September 28th.
- Teachers will be receiving PD on a new Google App called Lumio that allows teachers to create interactive lessons using current Google Apps. Lumio gives us Smartboard tech without paying for a smartboard.
- 7th grade students are being taught how to use Google apps during the transition period.
- Mrs. Pruitt, Mrs. Cash, Mrs. Chambers, and Mr. Mangus will take a professional day to drill down the data from ILearn and NWEA. Data will be used to enhance our instruction. Once data is collected, teachers will work with teams to develop instructional strategies.

Mr. Mangus also mentioned that he added a parent to the school improvement plan committee, Mrs. Jackie Ison, and she was instrumental in helping with the trades portion. Tom McFarland seconded the motion and motion carried 5-0.

#### VII.9. SEP 2021

Dr. Bowsman reported on the following items:

Annual financial report was advertised in the News Gazette on August 13, 2021 and August 18, 2021 and posted onto the corporation website.

Randolph Southern School Corporation received notification the high school had an excessive number of home school students for the 2021 cohort. Mr. Mangus reported that all of the exit forms have been completed by the parents. However, four of five students did not have 30 credit hours per law.

Dr. Bowsman reported the Emergency Safety Plan was reviewed on September 7, 2021. Dr. Bowsman submitted the 2021 Safe Schools and Emergency Preparedness Planning Certification to the IDOE on September 7, 2021. The following were in attendance: Daniel Allen, Dr. Donnie Bowsman, Cindee Cowen, Scott Dingess, Brian Frantz, Daniel Fry, Robert Mangus, Jenna Marquis, Kyler Naylor, Paula Owens, and James Roberts. Changes made to the plan and updates will be distributed to the committee.

Dr. Bowsman reviewed the maintenance report. There is a leak in the band room that flooded the sound room. The wall underground may need to be waterproofed and we are looking into the cost of the getting this area repaired.

Dr. Bowsman reported to the Board that negotiations are scheduled to begin after September 15, 2021. Dr. Bowsman reported that pre-negotiations began on September 1, 2021 and will meet again on September 14, 2021. The team anticipates the contract to be settled and the school corporation will need to hold an additional school board meeting on September 20, 2021 at 7:30 AM, to pass a tentative agreement. Dr. Bowsman explained the school corporation must give public notice at least 48 business hours in advance. The CTA could ratify the contract on September 23, 2021 (72 hours after the board meeting). The final contract would be approved on October 11, 2021 with potential pay increases to be paid out on October 22, 2021.

Eric Retter made a motion to hold a special school board meeting on September 20 at 7:30 a.m. to approve the Master Agreement Tentative Agreement. Pat Tillson seconded the motion and the motion carried 5-0.

Dr. Bowsman discussed the ADM Count of 477 on September 9, 2021 and the official count day is September 17, 2021.

#### VIII. A.9 SEP 2021

Elementary Principal, Daniel Allen, reported on the following items:

The elementary school has filled two dumpsters with old tables and desks. They will be recycled. RSE has given away 40 desks to the public and 40 to another school corporation. Mr. Allen reported that they have been clearing out these items to make room for an additional preschool room. There are approximately 46 preschool students ranging from ages 3-5. Mr. Allen hopes that these preschool classes will help with the enrollment for the upcoming kindergarten classes.

Mr. Allen reported the reading curriculum is harder this year, the elementary is working on ways to improve on it. Funds from the ESSER II grant were used to purchase the online curriculum and materials. They are working on getting 4, 5, and 6 grade online. They are also going to purchase hard cover teachers editions because the online edition is difficult to manipulate. Also, the school will need to purchase additional student editions as enrollment grows.

Mr. Allen reported the elementary school is working on revamping the school improvement plan to improve Language/Math scores by 10%. Mr. Allen reported the data indicates behaviors of the free and reduced boys are affecting performance. Mr. Allen added that the plan is to adjust to our poverty level and going back to authors and experts in poverty for ideas.

## VIII. B. SEP 2021

Mr. Mangus reported on the following items:

Randolph County Freshman Leadership Day at Camp Slingshot was September 3rd. The freshman attended leadership workshops and participated in team building exercises.

Mr. Mangus asked the board to consider 50/50 raffle for athletics. The board policy will allow it, but wanted your thoughts before committing to it. The raffle would be ran by the athletic boosters. The high school would like to have raffles to help replenish the athletics fund. It is down due to COVID and attendance last year.

Dr. Bowsman mentioned that the state auditors have cracked down on these sort of fundraisers. As long as something is given in return, they will allow a raffle.

Mr. Mangus wanted to congratulate Mr. Roberts on his first big event held here at Randolph Southern with the cross country invitational. We need to give a huge thank you to Jerimy Stephan and Lisa Keesling for their extra effort to make this event successful.

- Thank you to the 35 volunteers that made the event possible
- Thank you to Daniel Fry for giving us a police presence on site and two EMT's on site.
- 44 Teams participated. 23 JH and 21 HS. 657 runners signed up to run and over 550 actually participated.
- \$7,618.15 was raised minus \$2,439.71 in expenses for a profit of \$5,178.44
- Jerimy Stephan was able to make over \$1,385 selling T-shirts for our screen printing class.

Mr. Mangus wanted to congratulate the boys tennis team on winning the Randolph County Tennis tournament.

## IX. SEP 2021

There were no faculty, staff or student comments.

## X. SEP 2021

Jan Caudle asked if there were any patron comments.

Crystle Austin stated that since she has been attending the board meetings lately she has had parents voice their concerns with her and wanted to mention them.



The first concern was that there has been a problem with kids getting spoiled milk with their school lunch and wanted to see if this could be addressed.

Dr. Bowsman stated that there have been times when he has gotten a carton of milk that has been within the dates, but was spoiled. If this happens to students, he asks that it be reported to Mrs. Marquis (Cafeteria Director) so that she can keep track and report it to our milk vendor. Dr. Bowsman also stated that he voiced concerns to Mrs. Marquis on how long the portable refrigerator was being left open during the lunch periods. He stated that he would meet with Mrs. Marquis to get a solution to this problem.

Crystle Austin mentioned an issue that was reported to her regarding the buses and some of the drivers not allowing the kids to put the windows down.

Dr. Bowsman stated that he was not aware of any drivers not allowing the windows to be opened and that he told the Director of Operations and Transportation Secretary to suggest the drivers allow them to be open during the hot weather.

Crystle Austin reported she has had some concerns with the Spanish teacher and the virtual learning. Some of the students have had a hard time with this class since it is being taught virtually. Crystle asked if we are planning on continuing this class this way.

Dr. Bowsman stated that the Spanish position is a hard position to fill and the position is still posted. There is a teacher shortage and RSHS had no applicants. The only other option the school corporation had was to hire an external virtual provider that would deliver instruction in the same exact manner. The cost was twice as much as our current Spanish teacher and would still require a paraprofessional to be in class during instruction. This is an additional cost. We have had to work this out the best way we could to allow this class to be an option.

Jan Caudle asked if there were any other patron comments.

Mr. Mark DeHaven asked if there has been any one hired for the JV Boys Basketball position? Dr. Bowsman said yes, this position was recommended to approve earlier in the Personnel portion of the board meeting.

Next, Mr. Mark DeHaven stated his concern regarding the RSHS cleaning out a trophy case and the school corporation throwing away a sectional runner-up basketball signed by all the members of the 1982 team. Mr. DeHaven stated that Jerimy Stephan called to let him know that there was a basketball he thought Mr. DeHaven would be interested in. Mr. DeHaven stated that someone at school found the basketball in a trash sack. Mr. DeHaven voiced his concern that the school corporation is getting rid of Randolph Southern's history. He stated that this was one of the best teams to ever

play at RSHS. He called former players and they felt that no one at school cared. Mr. DeHaven wanted to know why the basketball was removed and if the board or administration was aware it had been removed.

Dr. Bowsman and the Board stated they were not aware of any basketballs or trophies being removed. Further, Dr. Bowsman stated that if these items were removed, it could have been to make room for trophies and awards of current students. Dr. Bowsman stated that if there is a shortage of room for trophies and archives, the school corporation could purchase some additional cases to display these items. This would be an item addressed by the high school principal and athletic director.

Next, Mr. Mark DeHaven asked what the hiring practices are for the school corporation? Do you interview all applicants? Do you compare all of the applicants' degrees, experience?

Dr. Bowsman stated that the school corporation does take into consideration all applicants that apply for positions. Administration reviews certification and licensure, degrees, and experience. Administration must conduct a criminal and child abuse background on applicants being offered a position. Administration usually only call the references of applicants that will be offered a position because phone calls of this nature may cause a rift between the potential candidate and the candidate's current employer. The school corporation is required by law to call the former or present employer of an applicant that is being offered a job. Dr. Bowsman also stated that administration take into consideration qualified local applicants first and try to support the community before considering folks from outside the school district.

Mr. Allen stated that when we are considering anyone for a position, we utilize hiring committees and take all factors into consideration, not just a person's rank or degree, but also how they will work with our staff. In the past we have hired someone with the best resume and those applicant's did not work out. Further, Mr. Allen stated that we have had several local people get hired, leave, and come back to the school corporation.

Mr. DeHaven asked Dr. Bowsman if it was common practice for a bus driver to let a student off the bus on a state highway to pass in front of the bus and cross the highway? Mr. DeHaven stated that the legislature passed a law that would not allow students to cross the road on a state highway due to the children being killed last year in northern Indiana.

Dr. Bowsman stated that it was not common practice and we only allow our drivers to drop students off on the same side of the highway so the student is not crossing the highway. He stated that he was not aware of this occurring by any of our drivers.

Mr. DeHaven stated that an incident did occur and one of the RSSC drivers dropped off a student and allowed them to cross the highway this year.

Dr. Bowsman said that he would look into this issue.

Next, Mr. DeHaven asked Dr. Bowsman why he called Mr. DeHaven in 2019 and asked him to apply for the Boys Basketball JV Coaching job if Dr. Bowsman wasn't going to interview him or hire him for the position.

Dr. Bowsman stated that he did not call Mr. DeHaven or ask him to apply. Dr. Bowsman stated that Mr. DeHaven called Dr. Bowsman to inquire about the position. Dr. Bowsman stated that Mr. DeHaven was more than welcome to apply and would be taken into consideration by the High School Principal and Athletic Director just like all other applicants. Pat Tillson stated that it was time to move on to other business of the public meeting. Mr. DeHaven left the meeting.

Dr. Bowsman reiterated that the school corporation avoids the practice of allowing student to cross the state highway and reroutes bus routes to eliminate possible safety concerns.

Cindee Cowen stated that she was the driver that unintentionally allowed the student to cross stateroad 227. Cindee stated that it was her first time driving a route and dropping off on a state highway. Cindee took the phone call from the grandparent of the child that crossed the road. Cindee admitted she was the driver. She apologized and told the grandparent it would never happen again. Cindee stated that she had discussed the situation with Mr. Scott Dingess (Director of Operations). The situation seemed to be resolved.

#### XI. SEP 2021

Pat Tillson stated, "Parents and the public should call the administration and teachers to resolve issues. This is the reason we hire administration. This is the best school and has some of the best people here."

Eric Retter stated "The Board does care about students and the school corporation. I wouldn't be here at 10:00 p.m. if I didn't care. No one ran against him and its pretty offensive for people to think that I did not care. We hire people because they are the best fit. In some cases we only have one applicant."

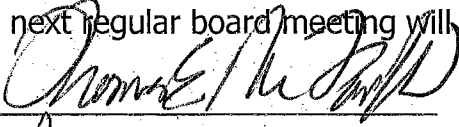
Don Pruitt stated, "We are here because we care. We don't do it for the money."


Jan Caudle stated, "The school year has been going very well."

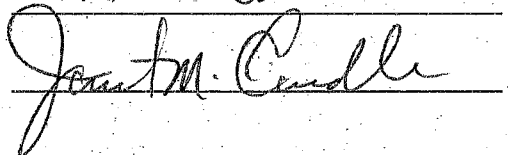
#### XII. SEP 2021

Pat Tillson made a motion to adjourn at 9:45 PM. Don Pruitt seconded the motion and motion carried 5-0.

The next regular board meeting will be Monday, October 13, 2021 at 7:30 PM.

  
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Patricia Tillson

  
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Don Pruitt

  
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James M. Cudde

Persons Attending: Daniel Allen, Danielle Ashbrook, Crystle Austin, Donnie Bowsman, Cindee Cowen, Mark DeHaven, Melissa Kosisko, Robert Mangus.

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