

The Randolph Southern School Corporation Board of School Trustees met for the regular meeting on Monday, October 11, 2021 in the Superintendent's Office Board Room. The following members were present:

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

I. OCT 2021

Jan Caudle called the meeting to order at 7:36 PM.

II. OCT 2021

Tom McFarland made a motion to approve the September 13, 2021 regular meeting minutes and 2021 Budget Public Hearing minutes. Eric Retter seconded the motion and motion carried 5-0.

III. OCT 2021

Board President, Jan Caudle, stated that we do have a policy in place that allows for public comment. Jan Caudle read aloud, "The school board recognizes the value of public comment on educational issues and the importance of allowing members of the public to express themselves in a corporation manner. Board Policy 0167.3 shall govern public participation at board meetings and the presiding officer shall administer the procedures." Jan stated, after the last meeting the board feels that we need to address the behavior. We do have a policy in place but we still want our patrons to have the opportunity to speak. At the beginning of the meeting we will ask if there are any comments from our patrons and there they will indicate if they wish to speak and the item they wish to address. Comments that are frivolous, repetitive, or harassing are prohibited. Statements are not to be lengthy, personally directive, abusive, obscene, or irrelevant. If a person behaves in a manner that is disruptive or disorderly conduct in the meeting the board will ask that person to leave.

Dr. Bowsman stated that the Board Policy 0167.3 requires patrons to make a request to him or the Board President seven (7) days in advance of the meeting in order to be placed on the board agenda. The board agenda goes out on Thursday before the Monday meeting of each month and the patrons that wish to speak on a topic need to let them know so it can be added to the board agenda. Dr. Bowsman also stated sometimes people may wish to speak and did not request to be added to the agenda

in time. The Board of School Trustees, as the governing body, has the right to add that person if they so choose.

Eric Retter added he wanted to make sure people knew they could speak if they had a question. He doesn't want anyone to think they can't speak. They want the community involved.

Dr. Bowsman also added they may not have all the answers the night of the board meeting, but he and the administration would do their best to get the information to people and find a solution to any problem that may exist.

V. OCT 2021

Pat Tillson moved to approve the Accounts Payable Vouchers 757-831 in the amount of \$600,593.79 as presented.

September 30, 2021 Cash Balance Education Fund was \$593,928.93. September 30, 2021 Operations Fund \$490,293.78. Tom McFarland seconded the motion and motion carried 5-0.

VI.A.44 OCT 2021

Don Pruitt made a motion to approve the following budget adoption:

1. Resolution of 2022 Budget Adoptions
 - a. 2022 Budget Hearing for Operations Fund:
Budget Estimate \$1,802,627.00.
 - b. 2022 Budget Hearing for Education Fund:
Budget Estimate \$2,974,734.00.
 - c. 2022 Budget Hearing for Debt Service Fund
Budget Estimate \$503,788.00.
 - d. 2022 Budget Hearing for Rainy Day Fund
Budget Estimate \$300,000.00.

Board President, Jan Caudle, called for any questions from board members. Dr Bowsman explained that form 4-A assessed value was going up from 167,000,000 to 187,000,000. The ADM was up and he felt we had a good budget and was in really good financial shape.

The 2021-2022 Budget was posted on the Gateway website and the corporation website on August 13, 2021. The CPF and Bus Replacement Notice to Tax Payers were advertised in the Winchester News Gazette on August 24, 2021 per legal requirements.

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

VI.A.45 OCT 2021

Pat Tillson made a motion to approve the Resolution to Adopt CPF and School Bus Replacement plans as presented. Tom McFarland seconded the motion and motion carried 5-0.

Board President, Jan Caudle called for discussion. Dr. Bowsman stated there were a lot of projects in the works. A new school bus is purchased each year and he plans to purchase some new mini buses next year. The Resolution to approve plans on how to spend money on Capitol Projects and the School Bus Replacement Plans for next year.

VI.A.46 OCT 2021

Pat Tillson made a motion to approve the 2021-2022 Master Contract between the Randolph Southern Classroom Teachers Association and the Randolph Southern Board of School Trustees as presented effective August 1, 2021 through June 30, 2022.

- August 9, 2021: Public Hearing held to allow public testimony regarding teacher compensation: No testimony given.
- September 20, 2021: Public Hearing and Board Meeting on tentative collective bargaining agreement. Dr. Bowsman shared information with the public pertaining to salary, benefits, and language of the Master Contract. Proposed contract posted to website.
- September 23, 2021: CTA ratified contract 72 hours after first hearing held on September 20, 2021.

The school corporation will contribute a total of \$68,600 to the base salary increase to be divided among twenty-eight (28) Highly effective (HE) and Effective (E) teachers that taught at RSSC in 2020-2021 and remained at RSSC for the 2021-2022 school year. The negotiations team settled on a "Reduce the Gap" compensation model, which will provide \$2,600.00 for a HE teacher's base salary that has between 0-10 years of teaching experience. HE with 11+ years of experience would be eligible for a \$1,900.00 base salary increase and a \$600.00 stipend for a total of \$2,500.00 of compensation. The school corporation agreed to pay the 3% Teacher Retirement Fund contribution that was previously paid by the teachers.

The school corporation also agreed to the following extra-curricular additions and modifications:

- Add open course/court for summer programs in golf, cross-country, and tennis for \$300.00 per sport.
- Add 6th Grade Camp Coordinator, Garden Club Coordinator, and Jr. High Washington D.C. Trip Coordinator for \$400.00 per activity.
- Bowling and Archery Coaches pay from \$761.00 to \$1,500.00.
- Adding Jr. High Academic Team Coaches for Math, Science, Social Studies, English, Fine Arts, and Music for \$761.00 for each position.
- Adding an Elementary Christmas Program Coordinator position for \$557.00.
- Increasing elementary 4-H pay from \$565.00 to \$800.00.

The school corporation will contribute \$2,500.00 toward the health savings account for teachers that have elected to take health insurance plan 1 or plan 2 for the 2021-2022 school year. This is a \$50.00 increase from 2020-21. The school corporation also agreed to provide an additional \$2,000.00 for teachers selecting the family health insurance plan. If the teacher and spouse is a teacher and work for the school corporation, the school corporation will contribute the cost of a single plan for both employees and an additional \$2,000.00. Teachers are eligible for the Teacher Appreciation Grant (TAG) Fund that is distributed by the State in October or November. RSSC applied for TAG funds. The TAG funds were not negotiated and only listed for informational purposes. Tom McFarland seconded the motion and motion carried 5-0.

Dr. Bowsman opened discussion by thanking Jan Caudle, Eric Retter, Daniel Allen, Bobby Mangus, and teachers Dianne Meyer, Bre Stafford, Chris Robinson, and Beth Randall. The Indiana Legislature passed a law which goes into effect in 2022-23 which mandates a first year teacher to have a minimum starting teaching salary at \$40,000.00. RSSC increased the first year teacher salary to \$37,000.00 and will look to increase it to the minimum during next year's negotiation contingent upon enrollment. Dr. Bowsman stated that enrollment is up and he predicts it will continue to rise. RSSC increased the family insurance plan contribution by \$2000.00. Dr. Bowsman stated that we must keep our wages competitive to keep good people at our school corporation. Teachers Chris Robinson and Beth Randall stated they were very appreciative. Board President, Jan Caudle, stated "we have a good staff and want to keep everyone."

VI.B.10 OCT 2021

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

1. Cory Adams as the Boys 6th grade Basketball Coach per Master Contract 21-22.
2. Resignation from Jeramy Shumaker as the Boys 6th grade Basketball Coach.
3. Jeramy Shumaker as the Boys 7th and 8th grade Basketball Coach for the 21-22 school year per the Master Contract.
4. Kory Slick as the Varsity Baseball Coach for the 21-22 school year per the Master Contract.
5. Jacob Wofal as the Varsity Baseball Assistant Coach for the 21-22 school year per the Master Contract.

Jan Caudle thanked Mr. Roberts for most complete paperwork she has ever seen.

Pat Tillson seconded the motion and the motion carried 5-0.

VI.C.8 OCT 2021

1. Eric Retter made a motion to approve the Girls Basketball request to sell breakfast items at the RS Cross Country Invitational on September 11, 2021. The funds raised will be used for the Girl's Basketball program. Anticipated income: \$200.00. Contact person: Jerimy Stephan. Don Pruitt seconded the motion and the motion carried 5-0.
2. Pat Tillson made a motion to approve the Ghostbusters Incentive Program request to sell Rebel Wear October 1, 2021 through October 19, 2021. The funds raised will be used for incentives. Anticipated income: \$200.00. Contact person: Lauren Day. Eric Retter seconded the motion and the motion carried 5-0.
3. Eric Retter made a motion to approve the Fundraising Financial report for JV/Varsity Volleyball Pink Night Raffle from September 22, 2021. Anticipated Income: \$300.00. Actual Income: \$1,547.00. \$773.50 was donated to two local families. Contact Person: Lindsay Adams. Don Pruitt seconded the motion and the motion carried 5-0.
4. Eric Retter made a motion to approve the Prom Committee request to have a fundraiser by placing flamingos in yards around the community and have them pay to remove them. October 1, 2021 through November 30, 2021. Funds will be used to buy Prom supplies. Anticipated Income: \$200.00. Contact person: Jerimy Stephan. Tom McFarland seconded the motion and the motion carried 5-0.

5. Pat Tillson made a motion to approve the recommendation made by the Superintendent, Principals, and Athletic Director for approval of the CG-EN, Exempt Activity Notification signed by the Indiana Gaming Commission which will allow the school corporation to conduct a 50/50 raffle at ECA events with a maximum distribution of \$300.00 per event for the winning entry and \$7,500.00 per calendar year. The school corporation is allowed to collect more than \$7,500.00 per year. Eric Retter seconded the motion and the motion carried 5-0.
6. Eric Retter made a motion to approve the Fundraising Financial Report for Band fundraiser Century Resources from September 1, 2021 through September 13, 2021. Funds will be used for possible trip and music for marching band. Anticipated Income: \$5,000.00. Actual Income: \$2,220.00. Contact person: Charles Alfrey. High School Principal, Mr. Mangus, applauded Mr. Alfrey for having all the money turned in the day after the company brought the supplies. Don Pruitt seconded the motion and the motion carried 5-0.
7. Don Pruitt made a motion to approve the Fundraising Financial Report for Boys Basketball car wash held on September 18, 2021. Funds will be used for the Boys Basketball operating budget. Anticipated income: \$500.00. Actual Income: \$720.00. Contact Person: Roland Watts. Board member, Pat Tillson stated how great it was the community was beginning to rally around the kids. Pat Tillson seconded the motion and the motion carried 5-0.

VI.F.6 OCT 2021

Eric Retter made a motion to approve the RSE School Improvement Plan 2021-2022.

Superintendent and Elementary Principal recommend approval of the 2021-2022 school improvement plan as presented. Mr. Allen reviewed the plan. Mr. Allen stated that the elementary staff had several very productive meetings and they agreed upon three goals:

1. Improve NWEA and ILEARN scores.
2. Focus on increasing Language Arts and Math by 10%, which he feels is a very obtainable goal.
3. Improve growth target on NWEA to 80% of the students meeting the growth target from the beginning of the year assessment to the end of year assessment in May.

Mr. Allen reported currently in NWEA Math and Reading being 45% to 50% of students are at grade level which is a few percentage points away from those students who passed ILEARN. He wants to target those deficiency areas with an intervention and move forward. They also condensed the reading portion from 60 pages down to

36 pages which he feels is more of a power read and not a lot of extra data. He stated he feels like it is a strong plan with good data. Mr. Allen also stated that the Parent Survey that is put up every three years will require the school to administer a new one in the Spring of 2022.

VI.K.2 OCT 2021

Don Pruitt made a motion to table the Athletic Council recommendation for trophy cases. The Athletic Council met on October 5, 2021 to discuss record boards, trophy case policy, and displaying awards/trophies/balls. Mr. Mangus and Mr. Roberts discussed the recommendations made by the Athletic Council. The recommendations are included in the board packet. Athletic committee council member, Eric Retter stated he thought the best thing to do right now is to table this. This is an important discussion and there needs to be a more diverse crowd.

Dr. Bowsman discussed the need for a large group of diversity in the Athletic Council. There should be two board members, two students, three administrators, two parents two community members, two coaches, and two teachers. The Athletic Council should bring the subject matter to Dr. Bowsman and he will present it to the Board where they can accept or decline the matter. He also discussed the need to preserve our history, the high school and elementary we are running out of space. Dr. Bowsman stated they have a proposal of adding a new trophy case where the pop machine and microwave currently sit in the High School. Mr. Roberts added they spoke with Jordan Austin's grandfather, who had previously built the current trophy cases. He recommended contacting Henry County Glass for a quote. Board Secretary, Tom McFarland stated there needs to be some sort of definition on what is to stay and what is not. Someone needs to keep track of what is moved, when, and where it is moved. We have to figure it out or we can't answer any questions. Right now, we don't know what's going on. Dr. Bowsman stated that there has been a lot of changes in the Athletic Department Administration over the last 17 years and this the reason to have an Athletic Council and representation from the community. The council can recommend what goes in or out of the case. The Board doesn't have to make every decision but it will have a record so when someone questions decisions, folks can refer to the Board Agenda or Minutes to see what occurred. Information should also go into the Athletic Handbook for a historical record. Dr. Bowsman recommended that the Board needs to table the recommendation and bring back a diverse Athletic Council. Eric Retter added that this is a very emotional topic to people and he wants the decision to be made by a diverse group of people. Eric Retter seconded the motion and the motion carried 5-0.

VII.10 OCT 2021

Dr. Bowsman reported the Textbook Reimbursement Form has been submitted. The High School submitted \$11,205.14 and the Elementary submitted \$10,014.37 for a total

of \$21,219.51 for free and reduced lunches. Indiana sets a certain rate for each child which has yet to be determined. Debt Service Fund will pay the difference between the amount will requested and the amount paid by the IDOE.

Dr. Bowsman voiced his concern over the delay of Title II and Title IV allocations and the lack of communication with the schools from the IDOE. Some parties from the IDOE stated that they were having staffing issues. This is a big problem for RSSC because the amount of grants is around \$40,000. The grant allocations are usually issued in late July. Retention bonuses and some STEM sections are paid from these grants. Dr. Bowsman has voiced concern to the IDOE Department Chairs.

Dr. Bowsman reported he has good news related to the Symmetry Gas overcharged invoice in February for \$18,000.00. In the past few years, \$6,600.00 is the most RSSC has every paid in February. Symmetry based their charges by over delivering gas and not on the meter reading. Per the contract, Symmetry should have charged \$3.00 per therm cap. Instead, they sold it back to Ohio Valley Gas at \$12.00 per therm. Dr. Bowsman filed complaints at the Indiana Regulatory Commission and Indiana Attorney General, but found no resolution. He worked with the school attorney Church-Church-Hittle & Antrim to draft a letter to Symmetry threatening litigation. Symmetry offered a settlement \$9,300.00. Dr. Bowsman advised that we accept the settlement.

Dr. Bowsman reviewed the maintenance report. The golf cart pathway project is complete. The grass is all grown in and looks great. The stainless steel cafeteria table and dishwasher should fully installed over fall break. We owe \$29,000.00 which will be paid from the ESSER II and III funds

Dr. Bowsman reported the new bus will be here next week.

Dr. Bowsman reported the ADM Count was up on September 17. Mr. Mangus reported that we gained two more students which brought our total 479. Dr. Bowsman discussed the issue of our school corporation having a transient population. Folks move in and out of our district all the time. Our tuition support is based upon an ADM count of 470 students which was submitted in March of 2021. He hopes our numbers are up on the next important count day in February. Jan Caudle asked if he had heard anything on the Teacher Appreciation Grant? Dr. Bowsman stated he had not heard about the amount to be distributed or the date. However, Indiana Code requires it to distributed to teachers by December 20th.

VIII. A.10 OCT 2021

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

Mr. Allen reported they will have two Christmas Programs December 14. The first show will begin at 6:00 PM. for grades Kindergarten through second grade and will last 30

minutes. There will be an intermission and the second show will begin at 7:30 PM for students in grades three through six. It will last approximately 45 minutes. This should help eliminate parking and gym space. It will also only take two days away from elementary gym space.

Mr. Allen reported the students started Jay County Fall Basketball League. The elementary paid \$1500.00 and the high school paid \$600.00 for our students to play. He stated not many schools are willing to pay for the students to get started in feeder basketball programs. He hopes that the community understands what we are trying to accomplish for our kids. This is the first time for we have had teams for boys and girls in grades 5-8. We also have teams in grades 3-8. We have had one application each for the girls 5th and 6th grade coaches, two for the 7th grade, and no applications for the 3rd and 4th grade. The same problem exists for the boys teams, one application for each. Mr. Allen discussed he has had a couple parents complaining about the coaches. Mr. Allen told the parents that he didn't want to hear it because we have openings and are having a difficult time filling those positions with parents. Mr. Allen stated the position was open for four months and if they wanted to be part of the change they could put their name in and be a part of the solution. Mr. Roberts added to the discussion that the Junior High 7th and 8th grade boys team won their first game in three years.

Dr. Bowsman stated that the \$2,100.00 for these feeder programs was raised from the tournaments that Mr. Allen and Mr. Jordan Austin organized and ran the past two years. This is huge. In most school corporations, each parent would need to pay for the league fee and uniform cost. RSSC is paying these costs from the tournament ran last February and all the parents that volunteered. Dr. Bowsman stated that we need people to come out and be a part of it. This is how we grow our program.

Mr. Allen reported the only negative issues they are having were kids not showing up because the parents "didn't have any skin in it." Mr. Allen reported they need to have a parent meeting about what is expected. Mr. Allen added that he is proud of the kids competing and he wants to continue to build and promote.

VIII. B.10 OCT 2021

Mr. Mangus reported on the following items:

A parent inquired about RSHS starting a Jr. High Soccer program. Dr. Bowsman stated that we looked at a similar request about 6-7 years ago. Dr. Bowsman stated that we need to think about the cost associated with the feeder program. Coaches pay for boys and girls, uniforms, officials, and equipment must be taken into consideration. Further, a soccer team consists of 11 players which would in turn take kids away from volleyball, cross-country, and tennis. We only have 479 students in RSSC and 250 of those

students are at the elementary. Mr. Mangus, Mr. Roberts, and Dr. Bowsman all feel that this sport should be reviewed if our student population goes up to previous years levels.

Mr. Mangus wanted to congratulate the boys Varsity Tennis doubles team Haigen Gambrel and Vance Taylor on their win at Marion Regional. This win earned them an individual Sectional Championship for #1 doubles. The first in the history of RSSC. Mr. Mangus added Boys Varsity Coach Mr. Good just keeps getting better and better.

Dr. Bowsman added he was proud of the boys tennis program and very proud of how nice the tennis courts were at RSSC.

Mr. Mangus also wanted to congratulate Olivia Keesling on placing 3rd in Cross Country Sectionals. Olivia won the MEC and the County Tourney.

October 4-8 Mrs. Chambers created a Vocational Awareness week where different trades were highlighted throughout the week. RSSC was fortunate enough to have Shockney Electric, Legacy Plumbing, Oncite LLC, and A to B Automotive attend.

IX. OCT 2021

Chris Robinson stated the Vocational Trades event hosted at the elementary this week was awesome.

X. OCT 2021

There were no patron comments.

XI. OCT 2021

Tom McFarland stated that the green light is on and we are moving forward as a school corporation.

Pat Tillson said, Great job to administrators and teachers. Congratulations to Mr. Allen on organizing the Vocational Trades event at the elementary and to Mr. Roberts for getting the basketball program going at the Jr. High.

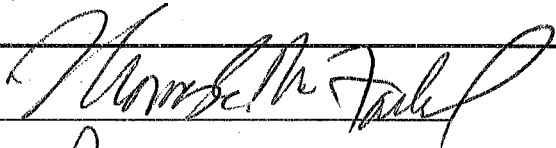
Eric Retter and Don Pruitt stated, Great job and keep it up.

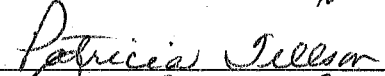
Jan Caudle stated she was looking forward to the Academic Meets this year.

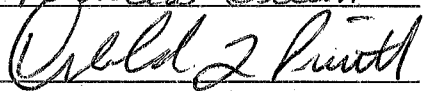
XII. OCT 2021

Pat Tilson made a motion to adjourn at 8:41 PM. Eric Retter seconded the motion and motion carried 5-0.

The next regular board meeting will be Monday, November 8, 2021 at 7:30 PM, in the Superintendent's Office Board Room.







Persons Attending: Daniel Allen, Donnie Bowsman, Cindee Cowen, Amanda Bragg, Chris Robinson, Beth Randall, Crystle Austin, James Roberts and Robert Mangus.

