

The Randolph Southern School Corporation Board of School Trustees met for the regular meeting on Monday, August 14, 2023 in the Superintendent's Office Board Room. The following members were present:

Eric Retter, President
Don Pruitt, Secretary
Heather Good, Member
Crystle Austin, Member

Patricia Tillson, Vice President was not present.

I. AUG 2023

Dr. Bowsman called to order the Collective Bargaining Public Hearing meeting at 6:35 PM.

II. AUG 2023

Dr. Bowsman announced that the public and teachers are invited to speak before the board regarding the collective bargaining public hearing. Dr. Bowsman explained that the Collective Bargaining negotiations will begin on September 15, 2023. Dr. Bowsman discussed that enrollment was up and RSSC was in a good shape to move forward with a 7% increase in salary for non-certified staff members. Dr. Bowsman added he would like to be at or above other school corporations in regards to staff salaries. No comments were made from anyone in attendance.

III. AUG 2023

Don Pruitt made a motion to adjourn the Collective Bargaining Public Hearing at 6:43 pm. Heather Good seconded the motion and motion carried 4-0.

I. AUG 2023

Eric Retter called to order the Regular meeting at 6:45 pm.

II. AUG 2023

Heather Good made a motion to approve the agenda. Crystle Austin seconded the motion and motion carried 4-0.

III. AUG 2023

Don Pruitt made a motion to approve the July 10, 2023 Regular Meeting Minutes. Heather Good seconded the motion and motion carried 4-0.

V. AUG 2023

Don Pruitt moved to approve the July 21, 2023 payroll voucher in the amount of \$106,565.63, August 7, 2023 payroll voucher in the amount of \$113,696.50, APV's numbered 3004 through 3128 in the amount of \$678,038.39, July 31, 2023 Cash Balance Education Fund in the amount of \$619,284.30 and the July 31, 2023 Operations Fund in the amount of \$553,158.21. Crystle Austin seconded the motion and motion carried 4-0.

VI.A.36 AUG 2023

Crystle Austin made a motion to approve the transfer of 15% of the Education Fund (\$3,887,215.00) to the Operations Fund effective July 1, 2023 in monthly increments of \$48,590.00. This monthly transfer is based on the IDOE 54 tuition support payment sheet for 2023 and the estimated Education Fund revenue. Heather Good seconded the motion and motion carried 4-0.

VI.A.37 AUG 2023

Don Pruitt made a motion to approve the non-certified salary schedule for 2023-24 and administrator pay increase as presented. All non-certified staff and administrators will receive a 7% increase effective August 1, 2023. The Indiana Legislature provided a 7.5% increase for FY2024 and a 2.5% increase for FY2025 in the biennium budget based upon an ADM count of 460 students. Administration is in pre-negotiations with the CTA. Bargaining cannot start until September 15 per Indiana Code. Heather Good seconded the motion and motion carried 4-0.

VI.A.38 AUG 2023

Crystle Austin made a motion to to accept the bid from S&S Construction to build a 32 x 40 x 12 track storage pole barn and pavilion with restrooms and concessions for a cost of \$48,000. The school corporation took bids from J & J Enterprises (\$67,100) and Whisenhunt Contractors (\$228,000). Heather Good seconded the motion and motion carried 4-0.

VI.A.39 AUG 2023

Heather Good made a motion to approve 2 Pine Design located in Greensburg Pennsylvania to design structural prints for the track pavilion and submit permits to the Indiana Department of Homeland Security. Dr. Bowsman reported that the submission

of the permits is a 3 to 4 week process. The cost to design the facility is \$7,500. Don Pruitt seconded the motion and motion and motion carried 4-0.

VI.A.40 AUG 2023

Crystle Austin made a motion to approve the 2023-24 School Safety Grant in the amount of \$39,883.75 for the salary and benefits of the School Resource Officer. The grant requires the school to match a 25% or pay \$7,976.75. Heather Good asked, "Have we submitted and gotten approval yet?" Dr. Bowsman stated, the grant had been submitted but we have not received the approval yet. Don Pruitt seconded the motion and motion carried 4-0.

VI.A.41 AUG 2023

Heather Good made a motion to approve the following graduated pay plan for bus drivers. Bus drivers are will be paid \$95.72 per day after the 7% pay increase. This includes running the route, pre/post inspection, drug testing, communication with staff/parents, and submitting documentation. Some routes are longer than others and we want to compensate longer routes accordingly. This additional pay pertains to additional miles driven and actually picking up or dropping off students. Drive time back to the bus barn or to the driver's home falls under the umbrella of normal duties. The school corporation posted a bus driver position in May of 2023 to add a route and to reduce the length of current routes. Unfortunately, we have had no applicants. If another driver is secured, the graduated pay will be reevaluated.

Route A one-way (1 hour or less): \$47.86

Route B one-way (1:15 hours in length): \$47.86 + \$10.00

Route C one-way (1:15 to 1:30 hours in length): \$47.86 + \$20.00

Route D one-way (1:30 to 1:45 hours in length): \$47.86 + \$30.00

Dr. Bowsman stated that this is the fairest way to compensate drivers for the longer routes and that administration has spoken to a couple drivers that drive longer routes prior to submitting this recommendation. Crystle Austin seconded the motion and motion carried 4-0.

VI.B.8 AUG 2023

Don Pruitt made a motion to approve the following personnel items as presented:

1. Mr. Daniel Allen as the K-12 Principal for both the Elementary and High School for a salary of \$98,000 for 220 days effective July 28, 2023. Mr. Allen had 12 years of experience as the Elementary Principal at RSE and has done an outstanding job. Dr. Bowsman discussed that becoming a K-12 Principal is not as easy as it seems. Dr. Bowsman stated, "Mr. Allen understands the school

corporation. He will raise the bar and set expectations high. Mr. Allen has been my right hand since I became Superintendent and has always been there to assist me. Mr. Little and Mrs. Isenbarger will also be assisting him. Thank you Mr. Allen for stepping up."

2. Weston Cox as Elementary Music/Art teacher at a salary of \$40,000 and 183 days for the 2023-24 school year. Mr. Cox has a Bachelor Degree in Music from Ball State University and will need to obtain an Emergency Teaching permit.
3. Chelsea Cromer as Kindergarten Teacher at RSE at a salary of \$40,000 and 183 days for the 2023-24 school year. Mrs. Cromer holds a Bachelor's Degree in Elementary Education and teaching license.
4. Cindy Donell as a part-time Custodian at \$14.85 per hour.
5. The transfer of Mrs. Heather Gray from Elementary Music Teacher to Kindergarten Teacher for the 2023-24 school year.
6. Kelli Isenbarger as Assistant Principal of Randolph Southern Elementary School for a salary of \$68,480 for 205 days and the administrative benefit package offered to other administrators beginning August 7, 2023. Mrs. Isenbarger holds a Master's Degree in Curriculum and Instruction. She has 23 years of experience as a teacher and instructional coach. Mrs. Isenbarger will need to obtain her Emergency Permit in K-12 Administration and enroll into a K-12 Administrative Program to retain licensure. Dr. Bowsman added that Mrs. Isenbarger is a hometown person and feels RSSC has done really well by adding her to the administration.
7. Jackie Ison as Volunteer Assistant Archery Coach for the 2023-24 school year.
8. Jeff Ison as the Archery Coach for the 2023-24 school year per the Master Contract.
9. Melissa Kosisko as 7th Grade Volleyball Coach for the 2023-24 school year per the Master Contract.
10. The resignation of Mr. Mangus as Jr./Sr. High School Principal effective July 28, 2023.
11. Brianna Smith as Work-Based Learning Secretarial Assistant at \$10.00 per hour for 3 hours per day.
12. The resignation of Jami Stephan as RSE Kindergarten Teacher effective July 12, 2023.

Dr. Bowsman thanked Mr. and Mrs. Ison for taking on Archery this school year. Dr. Bowsman stated, "I will take care of you, if you need paid for training or need anything let me know. Thank you again to Mr. Allen for stepping up. A big welcome to all the new employees that are joining the RSSC family." Crystle Austin seconded the motion and motion carried 4-0.

VI.C.7 AUG 2023

Don Pruitt made a motion to approve the following fundraisers:

1. Girl's Basketball request to sell Kettle Snacks. Contact person is Jordan Austin.
2. Financial Report from Girls Basketball Shootout. Actual income is \$806.00. Contact person is Jordan Austin.
3. Band's request to sell cheese and sausage. Contact person is Charles Alfrey.
4. Varsity Cheer's request to hold a carwash. Contact person is Shay Berger.
5. PTO's request to sell Rebel Wear. Contact person is Alix Tillson.
6. 6th Grades request sell Perfect Pastries to fund 6th grade camp. Contact person is Tiffany Bowman.

Crystle Austin seconded the motion and motion carried 4-0.

VI.G.2 AUG 2023

Don Pruitt made a motion to approve Updated Neola Policy -- Second Reading

NEOLA has submitted the following updated Board Policies for approval:

0141, 0142, 0142.1, 0142.2, 0142.3, 0144.1, 0144.2, 0152, 0164.5, 0167.3, 1213.01, 1425, 1615, 2410, 2461, 2462, 2510, 3124, 3213.01, 3215, 3231, 3362.01, 3425, 4120, 4213.01, 4215, 4425, 5330, 5512, 5517, 5517.01, 5771, 6152, 6250, 6550, 6700, 7434, 7440, 7540.02, 8310, 8451, 9111.

Heather Good seconded the motion and motion carried 4-0.

VI.J.5 AUG 2023

Heather Good made a motion to approve the following donations:

1. Aletha Cook made a cash donation of \$381.48 donation towards the Softball Team.
2. The following donations were made to Varsity Cheerleading:
 - Not Your Farmers Tan-\$100.00
 - Best Way of Indiana-\$100.00
 - Lynn Veterinary Hospital-\$200.00
 - Merchants Bank of Indiana-\$250.00
 - Frankys-\$50.00

Crystle Austin seconded the motion and motion carried 4-0.

VII.A.8 AUG 2023

Superintendent, Dr. Bowsman reported on the following items:

1. The RS Cafeteria Staff served many students for the summer.

<u>May</u>	<u>June</u>	<u>July</u>
Spartanburg	Spartanburg	Spartanburg
Students=46	Students=773	Students= 687
Adults = 1	Adults = 4	Adults = 0
RS High School	RS High School	RS High School
Students = 185	Students = 2308	Students = 2043
Adults = 5	Adults = 130	Adults = 112
Lynn Library = 275		

Total Students = 6,317 Total Adults = 252

Dr. Bowsman thanked the cafeteria staff for all their hard work this summer and feeding 6,317 kids.

2. Dr. Bowsman thanked the maintenance, janitorial, and transportation department for all of the hard work completed over the summer on the building and buses.
3. Dr. Bowsman reported the Extended Learning Center is complete and ready for activities. The YMCA will not be providing Kids Club before/after school unless we have 10 students participate. We have called parents, made announcements on Blackboard Connect, placed messages on our website and on Facebook. Dr. Bowsman thanked Crystle Austin and Lynn Friends Church for all the goodies

they provided for Open House and allowing patrons to visit the center. It was a great turnout and great night.

4. Dr. Bowsman gave an update on the budget and reported that the school corporation is in good financial shape.
5. Dr. Bowsman reported that RSSC has been approved as a Childcare and Development Fund Legally Except provider and On My Way PreK Level 3 provider. The School Corporation is now eligible for federal and state funding. The school is eligible to receive \$291 per week for qualifying OMW PreK student and \$173 per week for a qualifying CCDF student. Dr. Bowsman added that this has been a lot of work and wanted to congratulate Cindy Williams, Reva Atkins and Sarah Hazelbaker. Cindy, Reva and Mr. Allen have been instrumental in this process.
6. Dr. Bowsman discussed the maintenance report:

Projects Completed Over The Summer

- High School Restrooms renovated.
- High School front entrance landscaping replaced.
- The annex floor was replaced.
- High School gym walls were painted.
- Fence installed around Elementary playground.
- High School will replace intercom system
- A new camera system will be installed with 10 additional cameras
- Teachers received new laptops
- Track Pavilion with restrooms, concessions, & storage to be built
- Fence row removal along U.S. 36
- Baseball diamond bleachers removed and replaced.

Dr. Bowsman added that these projects were paid from the 2022 GO Bond.

Jackie Ison commented, "The landscaping looks really nice."

Dr. Bowsman stated that many projects have been completed over the summer but we still have more to do.

7. Dr. Bowsman thanked Alice Bowsman and Edwards Jeweler for sponsoring the natural stone bracelets provided to each staff member and 19 gift bags given out to staff during the luncheon held on August 8. The staff seemed very appreciative of the gifts.
8. Dr. Bowsman discussed virtual days and snow day makeup days during inclement weather. More than half of the staff will not get paid if they don't

report to work on these days. It is hard to find work for everyone to do in order to get paid. There has been a lot of discussion on this topic and who should have to report to work on these days. Snow make-up days are built into the school calendar. We can go back to utilizing these days. Although, we may not want end virtual days completely because we many need flexibility and do not want to be attending school all summer.

Heather Good commented, "I think people did not understand. You can't let half the staff stay home and get paid to teach virtual learning and make the other half come to work in order to get paid. How much learning actually goes on in virtual learning?"

Dr. Bowsman said there are two sides to this discussion and we need to meet in the middle. We just need to keep in mind that after the snow days are used we may want to utilize virtual days as an option. The Superintendent has always had the flexibility to utilize snow days or virtual days and would ask that this flexibility continue with understanding that we will lean more toward snow days.

9. Dr. Bowsman discussed that the ADM was up. We lost kids last year but the numbers are looking good right now. Our kindergarten numbers are high and that is due in part to our preschool program last year. We just need to keep the numbers we have and keep growing.

Dr. Bowsman congratulated the band. Dr. Bowsman stated, "It was such a proud moment to be in the stands at the State Fair. Seeing these kids after two years and what they have be able to accomplish and how much they have grown is remarkable."

Heather Good asked, "Are they State Champions?"

Dr. Bowsman reported they are 1A State Champions.

Heather Good asked, "Can we get petitions to put signs up as you come into town that advertise this?"

Dr. Bowsman discussed that we will pay for the signs and look into what we would need to do in order to be able to put signs up as you enter the Town of Lynn that show we are 1A State Champions.

VIII.A.8 AUG 2023

K-12 Principal, Mr. Allen reported on the following items:

Mr. Allen discussed that there are several factors that contributed to enrollment being down in the high school and some tie into the elementary as well. Teachers aren't

selling their classes. We are looking at adding Art and Photography to fill some of the voids. Right now there are very few elective classes being offered in the Jr. /Sr. High School and we want to change that. Our goal is to have less kids in study hall. It will make us more marketable to provide extra classes that appeal to the students. If you give them the opportunity to do nothing they will. We want to change that and hopefully make progress.

Dr. Bowsman stated that many AP students need study hall due to the work load, but do not want study hall to be a dumping place because there is no where else to go. We want to be more marketable as a school. We want our students to be active and engaged. We are going to tighten down the criteria for study hall.

Mr. Allen discussed that feeder programs need to have the right people teaching them so we don't burn the kids out. Andy Tillson is now in charge of our feeder programs in the elementary. He has put into place coaching staff for 2nd through 5th grade. Brian Stewart and Jordan Austin are invested in the programs and great things will come from this. Mr. Allen discussed that if you are not putting wins up on a scoreboard the school seems to get overlooked even though you are out performing in classes.

Mr. Allen discussed that the campus looks beautiful. Cross Country girls won the Blue River Invitational. It was the 1st time in 6-8 years. Mr. Allen congratulated his wife on doing a great job. On September 24th a cross country camp will be provided for the younger kids which will allow them to have a fun experience and receive metals.

Mr. Allen reported RSSC has thirty-six (36) staff that have students attending our school corporation. That is a big deal just counting our teachers and paraprofessionals.

Mr. Allen discussed that he is still learning what his new position looks like. It is exhausting but in a good way. He is utilizing the staff he has to make them the most sufficient.

Dr. Bowsman discussed that everyone needs to do their part. If everyone does their part, we won't fail. Mr. Allen will need help, but it was a no brainer decision to put him in this position. If we run by the handbook things will work out. It takes courage make tough decisions.

Mr. Allen stated asked that he be contacted if there is an issue. His goal is to get the matter resolved, set expectations for the students, and follow through with them.

Dr. Bowsman stated, by setting expectations high, and actually following through with them will become habit for everyone.

Crystle Austin commented, "By doing that you are making more employable people."

Heather Good commented, "We have a handbook, if they do not want to follow it there must be consequences."

IX. AUG 2023

There were no faculty, staff, or student comments.

X. AUG 2023

Jackie Ison commented, "Thank you for your support in archery."

Jeff Ison commented, "One issue we wanted to address was the Student Activity Center is really loud. Could we get sound buffers or something? The arrows will be really loud, especially during meets."

Dr. Bowsman discussed that he is going to look into that. He agreed it was really loud but does not know what to do to change it at this point. He will look into a sound specialist. The archery meets may need to be held in another space and utilize the Extended Learning Center for practice.

Eric Retter discussed that there just is not a lot you can do to keep the echo down in these types of pole barn buildings.

Mr. Ison commented, "Whatever you need me to do just let me know, it's a process."

Dr. Bowsman stated, "Thank you, we did not want to drop the ball on archery."

XI. AUG 2023

Don Pruitt commented, "I love the beginning of school. It has taken off to another level with the new computers and the outside appearance. I think it was an excellent choice to put Mr. Allen in this position and add Mrs. Isenbarger to the administration. I think it will be a great year and I appreciate everything everyone is doing. Keep doing what we are doing."

Heather Good commented, "Ditto to what Don said. I'm excited to see the high expectations and administrators follow through. I think it will be great and we need more signs around town to advertise our school and 1A State Championship."

Crystle Austin commented, "I agree with Don and Heather. We have a lot of change and I think it is going to be really good. Change is beautiful once we get through it, we have the right people on the bus."

Eric Retter commented, "Keep doing what we are doing. It's hard to believe it is already another year but I think it is going to be a great one."

XII. AUG 2023

Heather Good made a motion to adjourn at 8:24 PM. Don Pruitt seconded the motion and motion carried 4-0.

The next regular board meeting will be Monday, September 11, 2023 at 6:30 PM, in the Superintendent Board Room.

Don L Pruitt
Eric Retter
Heather M Good

Crystal Austin

Persons Attending: Donnie Bowsman, Daniel Allen, Amanda Bragg, Jeff and Jackie Ison.