

**WAWASEE COMMUNITY SCHOOL CORPORATION**  
**Regular School Board Meeting Minutes**  
**Wawasee High School Warrior Room**  
**December 08, 2015, 5:30 P.M.**

An Executive Session was held in the Industrial Technology Conference Room at 5:00 p.m. on Tuesday, December 08, 2015 per Indiana Code § 5-14-1.5-6.1(b)(9) To discuss a job performance evaluation of individual employees. This subdivision does not apply to a discussion of the salary, compensation, or benefits of employees during a budget process. Also per, I.C. § 5-14-1.5-6.1(b)(2)(B) Initiation of litigation or litigation that is either pending or has been threatened specifically in writing. As used in this clause "litigation" includes any judicial action or administrative law proceeding under federal or state law. I.C. § 5-14-1.5-6.1(b)(2)(A) Collective bargaining and I.C. § 5-14-1.5-6.1(b)(2)(D) The purchase or lease of real property by the governing body up to the time a contract or option to purchase or lease is executed by the parties.

The board by its signatures affixed below does affirm that the purpose of the Session was for discussion of a job performance evaluation of individual employees. This subdivision does not apply to a discussion of the salary, compensation, or benefits of employees during a budget process. The Session was also for discussion of initiation of litigation or litigation that is either pending or has been threatened specifically in writing. As used in this clause "litigation" includes any judicial action or administrative law proceeding under federal or state law. The Session was also for discussion of collective bargaining and the purchase or lease of real property by the governing body up to the time a contract or option to purchase or lease is executed by the parties.

Those board members and central office staff present:

Rebecca Linnemeier, President	Mike Wilson, Secretary
Rob Fisher, Vice President	Tom Edington, Superintendent
Mary Lou Dixon, Board Member	Jim Evans, Director of Finance
George Gilbert, Board Member	Joy Goshert, Director of Curriculum and Instruction

Mrs. Rebecca Linnemeier welcomed everyone and called the meeting to order at 5:31 p.m.

Mr. Eric Speicher led the Pledge of Allegiance.

Mrs. Wendy Hite offered the Invocation.

Mrs. Linnemeier asked if there were any patron comments. There were no patron comments.

Mrs. Mary Lou Dixon moved to accept the Good News Items c. and d. Mr. George Gilbert seconded the motion. The motion carried 5-0. Good News Items included:

- a. Milford School – Parent and Pies was well attended. Great effort was made by the 4<sup>th</sup> grade teachers and students.
- b. Wawasee Middle School Robotics Tournament Success – Two teams qualified for the state tournament.
- c. Donation of Boat Motor to the Wawasee Area Career Technical Cooperative from the Wawasee Property Owners Association
- d. Donations for the Outdoor Classroom at Milford School – Heidi Shock and Suzanne Lucas from Milford School presented on their proposed Outdoor Classroom. They have presented their proposal at several clubs and organizations and received donations from the Retired Teachers Association as well as an anonymous donor. The Milford Lions Club was present and presented them with a check for \$2500.00.

Mrs. Mary Lou Dixon moved to accept the Grouped Action Items, including a laydown correction. Mr. George Gilbert seconded the motion. The motion carried 5-0. Grouped Action Items included:

- a. Approval of Minutes
  - 1) Regular School Board Meeting November 10, 2015
  - 2) Executive Session Minutes November 23, 2015
- b. Support Services Personnel Recommendations
- c. Certified Personnel Recommendations
- d. Claims as submitted
- e. Laydown of Register of Claims Correction – Included the removal of a claim to Premier Signs and an addition of claim to ICE Miller.

Support Service Personnel Recommendations

Retirement

- Janet Bowser, Wawasee High School Paraprofessional, has submitted her letter of retirement. This retirement will be effective as of December 31, 2015.

#### Resignation

- Heather Miller, Wawasee High School Cafeteria Worker, has submitted her letter of resignation. This resignation will be effective as of December 18, 2015.

#### Employment

- Susan Mishler is recommending Dylan Ringler as a Wawasee Middle School Special Education Paraprofessional. This position is a 7 hour per day position with a start date of December 14, 2015.
- Mike Schmidt is recommending Joshua Craig as a Wawasee High School Third Shift Custodian. This is an 8 hour per day position.

#### Certified Personnel Recommendations

##### Employment

- Joan Harden is recommended by Mike Schmidt as a Temporary Agricultural Teacher at Wawasee High School. This position is effective for the remainder of the 2015-2016 school year. She will be paid at the Bachelor rate.
- James Flecker is recommended by Dr. Tom Edington as Director of Personnel and Legal Services for the 2016 calendar year.

##### Leave

- Mariah Roberts has requested a leave of absence from November 19, 2015 through the end of the 2015-2016 school year. She is an Agricultural Teacher at Wawasee High School.

##### Resignation

- Holly Sautter has submitted a letter of resignation for her position as a Wawasee Middle School Special Education Teacher. This is effective November 10, 2015.

Mrs. Joy Goshert presented her Student Learning Report. A presentation was heard from Mark Mitchell MA, LMHC on the district's PBIS program. This program focuses on recognizing positive behaviors to promote a proactive and preventative approach to behavior modification. This is the fifth year of implementation at Wawasee. There are several challenges that are faced in the implementation and there are strategies developed to handle the challenges. These include additional training and using data to evaluate. A presentation was also heard from Dave VanLue and Jace Stewart on the 1:1 device implementation planning. Extensive research, including visits to other districts, trialing different devices, and Apple and Google representative visits, has gone into the decision making process. There are infrastructure changes that will need to be made to support the new devices for each student. There will be extensive training that will need to take place for staff to make sure that they are comfortable with the devices. The proposed devices are iPads for Kindergarten through 3<sup>rd</sup> grade and a version of Chromebook for 4<sup>th</sup> grade through 12<sup>th</sup> grade. There is a training plan and timeline being put into place for teachers. This is a culture shift from what has been done in the past and the goal is active engagement for staff and students. Joy Goshert reported to the board on state assessments. She reported that she has learned that A-F school grades will not be released until late January and possibly February. The change in release dates is due to the unusually high number of rescore requests that the state received. She also shared that the Indiana Department of Education has released the ISTEP+ Experience Online for teachers, parents, and students to use to practice using the online tools.

Mrs. Mary Lou Dixon moved to accept the Additional Action Items. Mr. Mike Wilson seconded the motion. The motion carried 5-0. Additional Action Items included:

- a. Financial Report
- b. Approval of Memorandum of Understanding between the Wawasee Community School Corporation and Alan Tehan/Precision Automotive
- c. Third Reading and Adoption of NEOLA Policy – 3131 – Reduction In Force (“RIF”) in Certificated Staff
- d. Approval of North Webster Library Board Reappointment – Cindy Hilgenberg
- e. Approval of Out of State/Overnight Educational Related Activities
  - 1) Wawasee High School Spanish 4 and Spanish for Heritage Learners – Chicago, Illinois
  - 2) Wawasee High School Super Mileage Team – Detroit, Michigan
- f. Recommendation to Purchase Buses
- g. Project Change Limit
- h. Wawasee High School New Course Proposal for a Zero Hour Weight Lifting Elective
- i. Administrator Retirement Health Expense Buy Out
- j. 1:1 Computer Selection Recommendation

An Additional Action Item was presented as a laydown. This was a notice of the change of insurance agents from Hall, Marose, and Silveus to Northern Lakes Insurance. It also included the renewal of the Worker's Compensation insurance with the approval of the quote from The Zenith. Mr. Rob Fisher moved to accept the Additional Action Item laydown as presented. Mr. Mike Wilson seconded the motion. The motion carried 5-0.

Dr. Tom Edington addressed the board with the Superintendent report. He asked Mr. Bob Lahrman to give an update on the new Syracuse Elementary School building progress. Mr. Lahrman reported that they were progressing well with the building. Dr. Edington noted that the corporation Climate Audit has been completed and after the first of the year there would be a complete report given to the board.

In other items, Dr. Edington thanked Wendy Hite for connecting the school district with the anti-bullying speaker that did a convocation for the middle school and high school students. Dr. Edington also noted that there was a 3 hour delay recently and the new adjusted schedule went well. The other change in schedule was the Thanksgiving break that was adjusted to have Wednesday off before Thanksgiving as well this year and there were several positive comments regarding that change.

Mr. George Gilbert moved to adjourn. Mrs. Mary Lou Dixon seconded the motion. The motion carried 5-0. The meeting was adjourned at 7:23 p.m.

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Rebecca Linnemeier, President

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Rob Fisher, Vice President

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Mike Wilson, Secretary

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Mary Lou Dixon, Board Member

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George W. Gilbert, Board Member