

FORT WAYNE COMMUNITY SCHOOLS
1200 SOUTH CLINTON STREET
FORT WAYNE, IN 46802

6:03 p.m.

November 25, 2019

OFFICIAL PROCEEDINGS

The Board of School Trustees of the Fort Wayne Community Schools met in regular session in the Lester L. Grile Administrative Center on Monday, November 25, 2019 at 6:03 p.m. President Julie Hollingsworth called the meeting to order with the Pledge of Allegiance and the following members in attendance:

Roll Call Members present: Julie Hollingsworth, Chairperson
 Steve Corona
 Anne Duff
 Glenna Jehl
 Maria Norman
 Tom Smith

Members absent: Jordan Lebamoff

Consent Dr. Robinson presented the following consent agenda items with recommendations for
Agenda approval: Minutes from the regular Board meeting November 11, 2019; Vouchers for the period ending
 November 25, 2019; Payroll for period ending October 25, 2019; and Personnel Report.

Minutes The Minutes from the regular Board meeting held November 11, 2019 were distributed to Board
 members for review with a recommendation for approval.

Vouchers **RECOMMENDATION:** It was recommended that the Board approve the vouchers for the period
 ending November 25, 2019 and the payroll for the period ending October 25, 2019.

RELATED INFORMATION: All vouchers paid by the Fort Wayne Community Schools appear on a
voucher listing totaling \$4,815,575.05. Gross wages and fringe benefits paid by the Fort Wayne
Community Schools appear on the Payroll Certification document totaling \$8,091,432.07 for the period
ending October 25, 2019.

Detail of all paid vouchers and payroll remains on file in the Business Office until audited by the State
Board of Accounts. Following the audit, these records are stored as required by record retention
regulations.

Personnel
Report

FUNDS

0101 Education	3110 Driver Education	5550 Adult Basic Education
0300 Operations	3710 Non-English Speaking	6260 Perkins Grant
0800 Food Service	3905 Warehouse	6460 Medicaid Reimbursement
0900 Textbook Rental	3910 Gifted & Talented	6730 Gear Up
1400 Career Center	4120 Delinquent	6840 Title II
2100 Donations Fund	4170 Title I	6880 Title III
2110 Access Channel	5110 Steward B. Homeless Asst	6880 Refugee Children Impact Grant
2200 Alternative Ed Grant	5200 Special Education Fund	7970 Magnet
	5430 Pre-School Special Education	7980 PEER

STATUS

C Position Changed	N New Position/Allocation	T Temporary Position
L Leave	R Replacement	

ADMINISTRATOR(S) RECOMMENDED FOR BOARD ACTION

<u>NAME</u>	<u>FROM</u>	<u>TO</u>	<u>STATUS</u>	<u>FUND</u>	<u>EFFECTIVE</u>
Morris, Kendra A.	North Side/Leave of Absence	North Side/Counselor, SS III, Group 13, Step 9.0	R	0101	11-11-19

TEACHER(S) RECOMMENDED FOR
RETIREMENT/RESIGNATION/TERMINATION/DECEASED

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>STATUS</u>	<u>FUND</u>	<u>EFFECTIVE</u>
Hartman, Michael R.	Portage/Science	Resign	0101	11-29-19
McKown, Sydney D.	Snider/Chemistry	Resign	0101	12-20-19
White, Eva A.	Shawnee/LD	Resign	0101	11-15-19

TEACHER(S) RECOMMENDED FOR EMPLOYMENT

Employment is contingent upon satisfactory completion of all pre-employment requirements.

<u>NAME</u>	<u>COLLEGE</u>	<u>EXP</u>	<u>FROM</u>	<u>TO</u>	<u>STATUS</u>	<u>FUND</u>	<u>EFFECTIVE</u>
Geist, Paige A.	University of Arizona Bachelor of Music	8.5	New	North Side/Language Arts	R	0101	11-11-19
Johnson, Chaneil T.	Indiana University Fort Wayne Bachelor of General Studies	.5	Certified Sub	Franke Park/Grade 1	R	0101	11-05-19

TEACHER(S) RECOMMENDED FOR BOARD ACTION

<u>NAME</u>	<u>FROM</u>	<u>TO</u>	<u>STATUS</u>	<u>FUND</u>	<u>EFFECTIVE</u>
Glowaski, Jessica M.	Northrop/Family Medical Leave	Northrop/French	R	0101	11-11-19
Nielson, Andrea J.	Abbett/Grade 3	Abbett/Worker's Comp Leave	L	0101	11-12-19 to 12-20-19
Rickman, Robin K.	Washington Center/Grade 2	Washington Center/Worker's Comp Leave	L	0101	11-20-19 to 01-03-20

SUBSTITUTE(S) RECOMMENDED FOR RETIREMENT/RESIGNATION/
TERMINATION/END OF ASSIGNMENT

Davis, Desmon J.	Marshall, Christine M.	Ogle, Kathleen L.
Herschberger, Derick R.	Moden, Carrie V.	Olson, Ashley N.
Kintz, Timothy E.	Murray, Meagan D.	Perales, Chelsie K.
Lantz, Kaitlyn C.	Nehls, Tara L.	Rorick, Jacob P.
Leff, Karen S.	Oetting, Marshall A.	Taylor, Anne M.
Makridakis, Anastasia A.		

CERTIFIED PERSONNEL RECOMMENDED FOR HOMEBOUND ASSIGNMENT(S)

Adkins, Lori A.	Eager, Sandra L.	Rauch, Jeremy M.
Arnold, Marvin G.	Felger, Brian E.	Rumschlag, Jordan J.
Barnes, Dominique K.	Gonzalez, Reagan G.	Ryan, Gina M.
Bransteter, Judith K.	Guitard, Mark A.	Tracey, Makenzie M.
Campbell, Diane I.	Hormann, Kimberly S.	Vohs, Jerald W.
Davis, Lois J.	Jackson, Cayla E.	Wilson, Angela M.
Deitche, Joseph A.	Mickley, Danielle M.	Witte, Katie R.
Diaz, Deborah A.	Norfleet, Reginald D.	Yates, Katherine A.
Dillon, Megan E.		

CLASSIFIED PERSONNEL RECOMMENDED FOR
RETIREMENT/RESIGNATION/TERMINATION/END OF ASSIGNMENT

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>STATUS</u>	<u>FUND</u>	<u>EFFECTIVE</u>
Almonrode, Dawn C.	Lane/School Asst Special Ed	Resign	<u>0101</u>	11-01-19
Barnett, Elizabeth C.	Nutrition Process Center/Cafeteria Asst	Resign	<u>0800</u>	11-05-19
Cooper, Teresa L.	Washington Center/Sick Leave	Resign	<u>0101</u>	11-15-19
Dervisevic, Belkisa	Northrop/Cafeteria Asst	Resign	<u>0800</u>	12-06-19

Fish, Lynuel O.	Transportation South/Bus Driver Sub	Terminate	<u>0300</u>	10-04-19
Glass, Cheryl T.	Transportation North/Bus Driver + Supplemental Bus Driver + Extracurricular	Retire	<u>0300</u>	11-13-19
Goes, Barbara J.	Technology/Project Leader Systems Development	Death	<u>0300</u>	11-15-19
Hale- Hudson, Cheyanne C.	Northrop/Cafeteria Asst	Resign	<u>0800</u>	12-20-19
Harris, Brianna N.	Glenwood Park/School Asst	Resign	<u>0101</u>	11-07-19
Jackson, Leondra M.	Shawnee/School Asst Special Ed	Resign	<u>0101</u>	11-27-19
Kiefer, Dean M.	Title I/Non Pub Tutor	End of Assignment	<u>4170</u>	11-12-19
Kiser, Tamela S.	Nutrition Process Center/Family Medical Leave	Resign	<u>0800</u>	11-15-19
Lewis, Latoria A.	Northrop/Cafeteria Asst	Resign	<u>0800</u>	12-13-19
McLemore, Christian D.	Transportation North/Bus Driver Sub	Resign	<u>0300</u>	11-14-19
Moga, Sharla C.	Arlington/School Asst	Resign	<u>0101</u>	01-10-20
Murphy, Jason A.	Purchasing/Purchasing Agent	Resign	<u>0300</u>	01-03-20
O'Shaughnes sy, Stephanie B.	Lane/School Asst Special Ed	Resign	<u>0101</u>	12-20-19
Roberts, Mary L.	Technology/Network Security Specialist	Retire	<u>0300</u>	12-31-19
Romeo, Tiffany M.	Washington Center/School Asst	Resign	<u>0101</u>	11-19-19
Swain, Tyrell M.	Snider/School Asst Special Ed	Resign	<u>0101</u>	11-01-19
Switzer, Delicia D.	Franke Park/School Asst	Resign	<u>0101</u>	12-20-19

Taylor-Manning, Margaret A.	Lindley/Secretary School Year (.72)	Resign	<u>0101</u>	11-15-19
Visley, Jamesdean	Special Education/Therapist Occupational	Resign	<u>0101</u>	12-20-19
Wolff, Ashleigh K.	Kekionga/School Asst Special Ed	Resign	<u>0101</u>	12-20-19
Worthen, Suzanne M.	Title I/Non Pub Tutor	End of Assignment	<u>4170</u>	11-12-19

CLASSIFIED PERSONNEL RECOMMENDED FOR EMPLOYMENT

Employment is contingent upon satisfactory completion of all pre-employment requirements.

<u>NAME</u>	<u>FROM</u>	<u>TO</u>	<u>STATUS</u>	<u>FUND</u>	<u>EFFECTIV E</u>
Anstead, Pauline I.	New	South Side/School Asst	R	0101	11-18-19
Bumgardner, Julie L.	New	School Asst-Sub (0101) + Special Ed Asst Sub (0101) + Clerical-Sub (0101) + Food Service-Sub (0800)	R	0101/ 0800	11-04-19
Cabrera, Emiliano	New	Helen Brown Natatorium/Lifeguard	R	0101	11-14-19
Coultas, Allen D.	New	Student & Family Support/Pathway Student Advisor	R	6730	11-18-19
Creech, Jessica L.	School Asst-Sub (0101) + Special Ed Asst Sub (0101) + Clerical-Sub (0101) + Food Service-Sub (0800)	Abbett/School Asst	R	0101	11-06-19
Dunnuck, Cybil R.	New	CAS Nebraska/School Asst Special Ed	R	0101	11-25-19
Gater, Ann C.	New	School Asst-Sub (0101) + Special Ed Asst Sub (0101) + Clerical-Sub (0101) + Food Service-Sub (0800)	R	0101/ 0800	10-25-19
Gray, Mary L.	New	School Asst-Sub (0101) + Special Ed Asst Sub (0101) + Clerical-Sub (0101) + Food Service-Sub (0800)	R	0101/ 0800	11-04-19
Gurrola, Ana Y.	New	Brentwood/School Asst Special Ed	R	0101	11-18-19

Happ, Rhonda S.	New	Glenwood Park/Cafeteria Manager Satellite Elementary	R	0800	11-12-19
Hayes, Lucus K.	New	Security/Floater Security Guard Sub	R	0300	11-13-19
Hill, Talitha D.	New	School Asst-Sub (0101) + Special Ed Asst Sub (0101) + Clerical-Sub (0101) + Food Service-Sub (0800)	R	0101/ 0800	11-04-19
Holloway, Aschlee T.	New	School Asst-Sub (0101) + Special Ed Asst Sub (0101) + Clerical-Sub (0101) + Food Service-Sub (0800)	R	0101/ 0800	11-04-19
Johnson, Keymerra J.	New	Lincoln/School Asst Special Ed	R	0101	11-18-19
Key, Leodis J.	New	Northwood/School Asst Special Ed	R	0101	11-12-19
Knuth, Tara R.	New	Arlington/School Asst Special Ed	R	0101	11-13-19
Lindsey, Megan K.	New	Northrop/Secretary School Year (1.0)	R	0101	11-18-19
Lock, Eileen M.	New	School Asst-Sub (0101) + Special Ed Asst Sub (0101) + Clerical-Sub (0101) + Food Service-Sub (0800)	R	0101/ 0800	11-04-19
Lwin, Su	New	Haley/School Asst	R	0101	11-13-19
Mau, David J.	New	Transportation North/Bus Driver + Supplemental Bus Driver + Extracurricular	R	0300	11-12-19
Melton, Rebecca A.	New	Maplewood/Cafeteria Manager Satellite Elementary	R	0800	11-25-19
Ramsey, Cierra N.	New	School Asst-Sub (0101) + Special Ed Asst Sub (0101) + Clerical-Sub (0101) + Food Service-Sub (0800)	R	0101/ 0800	11-06-19
Reneau, Mark R.	School Asst-Sub (0101) + Special Ed Asst Sub (0101) + Clerical-Sub (0101) + Food Service-Sub (0800)	Haley/School Asst	R	0101	11-06-19

Richardson, Garrett M.	School Asst–Sub (0101) + Special Ed Asst Sub (0101) + Clerical–Sub (0101) + Food Service–Sub (0800)	Adams/School Asst	R	0101	11-06-19
Sanchez, Andy	New	School Asst–Sub (0101) + Special Ed Asst Sub (0101) + Clerical–Sub (0101) + Food Service–Sub (0800)	R	0101 /0800	10-31-19
Sanders, Audrey A.	New	Northwood/Cafeteria Asst	R	0800	11-18-19
Saunders, Vivian R.	New	Weisser Park/School Asst	R	0101	11-18-19
Shappell, Moncia S.	School Asst–Sub (0101) + Special Ed Asst Sub (0101) + Clerical–Sub (0101) + Food Service–Sub (0800)	North Side/School Asst Special Ed	R	0101	11-06-19
Sievers, Nathan M.	New	Maplewood/School Asst	R	0101	11-18-19
Stewart, Kristen K.	New	Fiscal Affairs/Clerk Payroll	R	0300	11-19-19
Stimer, Rachel N.	New	Lane/Cafeteria Asst	R	0800	11-11-19
Tidwell, Joshua M.	New	Helen Brown Natatorium/Lifeguard	R	0101	11-14-19
Winston, Terri L.	New	Transportation South/Bus Asst	R	0300	11-18-19

CLASSIFIED PERSONNEL RECOMMENDED FOR BOARD ACTION

<u>NAME</u>	<u>FROM</u>	<u>TO</u>	<u>STATUS</u>	<u>FUND</u>	<u>EFFECTIVE</u>
Branson, Sarah E.	Lindley/Cafeteria Manager Temporary	Lindley/Cafeteria Manager Satellite Elementary	R	0800	11-18-19
Davis, Emonie A.	Washington/School Asst	Washington/School Asst + Breakfast Asst	R	0101/ 0800	11-18-19

Foreman, Carol A.	Harris/School Asst	Harris/Sick Leave	L	0101	11-13-19 to 12-20-19
Geier, Candice E.	Glenwood Park/School Asst + Transportation Asst	Glenwood Park/School Asst	R	0101	11-18-19
Grose, Ashley M.	Lakeside/Sick Leave	Lakeside/Cafeteria Asst	R	0800	11-27-19
Guy, Betty J.	Wayne/School Asst Special Ed	Wayne/Sick Leave	L	0101	11-08-19 to 12-20-19
Hamilton, Debra A.	Jefferson/School Asst Special Ed	Shambaugh/School Asst Special Ed	R	0101	11-11-19
Hensch, Suzanne M.	Waynedale/School Asst	Waynedale/Title I Pre-School Asst	R	4170	10-28-19
Jackson, Julia I.	Whitney Young/Leave of Absence	Whitney Young/Cafeteria Manager Satellite Elementary	R	0800	11-18-19
Kiser, Tamela S.	Nutrition Process Center/Cafeteria Asst + Cafeteria Asst Transportation	Nutrition Process Center/Family Medical Leave	L	0800	11-14- 19 to 11-15-19
Ladd, Renee M.	Transportation North/Sick Leave	Transportation North/Sick Leave, extended	L	0300	11-08-19 to 01-06-20
Makuba, Esther	South Side/Cafeteria Asst	South Side/Sick Leave	L	0800	11-15-19 to 12-20-19
Rodewald, Erica R.	Northcrest/School Asst	Northcrest/Sick Leave	L	0101	11-12-19 to 11-22-19
Walker, Lawana E.	Career Education Center/School Asst Special Ed	Career Education Center/Family Medical Leave	L	5260	11-21-19 to 01-03-20

CLASSIFIED PERSONNEL RECOMMENDED FOR TEMPORARY ASSIGNMENT (S)

Ahlersmeyer, Janet L.	Filler, Jonathon P.	Hills, Parker D.
Armour Dowdell, Kingston X.	Fleischer, Rebecca C.	Madden, Sarah J.
Bird, Samuel N.	Haines, Haley M.	Meza, Melissa
Branson, Sarah E.	Hannie, Chelsea A.	Mossoian, Emily R.
		Neuman, Mason M.

A motion was made by Steve Corona, seconded by Tom Smith, that the following consent agenda items be approved: Minutes from the regular Board meeting November 11, 2019; Vouchers for the period ending November 25, 2019; Payroll for period ending October 25, 2019; and Personnel Report. Roll Call: Ayes, unanimous; nays, none.

Towles Intermediate School Kitchen & Cafeteria Remodel and Portage Middle School Kitchen Remodel – BD101498 and BD101499

Dr. Robinson presented the following recommendation concerning the Towles Intermediate School Kitchen & Cafeteria Remodel and Portage Middle School Kitchen Remodel – BD101498 and BD101499:

RECOMMENDATION: It is recommended that the Board approve two construction contracts at various sites:

Towles Intermediate School – Kitchen & Cafeteria Remodel

Hamilton Hunter Builders Inc.
 Base Bid.....\$1,748,600
 Total Contract.....\$1,748,600

Automated Logic
 Controls Base Bid (Towles Kitchen & Cafeteria)\$22,830
 Total Contract.....\$22,830

Portage Middle School – Kitchen Remodel

Schenkel Construction Inc.
 Base Bid.....\$633,425
 Total Contract.....\$633,425

Automated Logic
 Controls Base Bid (Portage Kitchen)\$14,770
 Total Contract.....\$14,770

RELATED INFORMATION The project at Towles consists of site, architectural, mechanical, plumbing and electrical renovations to the existing kitchen and serving lines, replacement of the cooler and freezer and the renovation of the existing cafeteria. The project at Portage consists of minor mechanical, plumbing and electrical renovations to the existing kitchen and serving lines. Both projects also include the replacement of the kitchen and serving line equipment. The existing building automation systems (controls) are proprietary and Automated Logic is the single source vendor for this work. Moake Park Group designed both projects. Funding for the project will be from a combination of Nutrition Services Funds and Capital Projects Plan Funds. The work is anticipated to be substantially completed by July 22, 2020.

Questions were addressed by Director of Facilities Darren Hess.

Towles Intermediate School Kitchen & Cafeteria Remodel

Contractor	Allen County Builders	C3 Construction Services	Hamilton Hunter Builders	Shawnee Construction
Base Bid	<u>\$1,971,000</u>	<u>\$1,950,000</u>	<u>\$1,748,600</u>	<u>\$1,759,400</u>
Recommendation	\$1,971,000	\$1,950,000	\$1,748,600	\$1,759,400

Portage Middle School Kitchen Remodel

Contractor	Allen County Builders	C3 Construction Services	Hamilton Hunter Builders	Schenkel Construction
Base Bid	<u>\$752,000</u>	<u>\$677,000</u>	<u>\$702,550</u>	<u>\$633,425</u>
Recommendation	\$752,000	\$677,000	\$702,550	\$633,425

A motion was made by Tom Smith, seconded by Glenna Jehl, that the recommendation concerning the Towles Intermediate School Kitchen & Cafeteria Remodel and Portage Middle School Kitchen Remodel – BD101498 and BD101499 be approved. Roll Call: Ayes, unanimous; nays, none.

Wage and Salary Increase for AFSCME, Classified, Nurses and Teamsters

Dr. Robinson presented the following recommendation concerning the Wage and Salary Increase for AFSCME, Classified, Nurses and Teamsters:

RECOMMENDATION: It is recommended that the Board approve wage and salary increases for active employees represented by the collective bargaining groups of AFSCME, Classified, Nurses and Teamsters:

RELATED INFORMATION: Contracts for these groups do not expire until June 30, 2020. Rather than delay wage increases for these groups, it was determined that we should increase their wages for this school year.

For the 2019-20 school year, active employees represented by AFSCME, Classified, Nurses and Teamsters are will receive a two and a half percent (2.5%) wage or salary increase for the 2019-20 school year.

Questions were addressed by Charles Cammack, Jr., Chief Operations Officer

A motion was made by Maria Norman, seconded by Steve Corona, that the recommendation concerning the Wage and Salary Increase for AFSCME, Classified, Nurses and Teamsters be approved. Roll Call: Ayes, unanimous; nays, none.

Battelle for Kids Contract

Dr. Robinson presented the following recommendation concerning the Battelle for Kids Contract:

RECOMMENDATION: It is recommended that the Board approve the contract with non-for-profit Battelle for Kids to provide human capital consulting services for the remainder of 2019-20 and 2020-21 school years. The amount of \$880,871.44 will be paid through the U.S. Department of Education, Teacher and School Leadership Incentive Program (TSLIP) - The Performance + Equity = Excellent Results! = PEER grant.

RELATED INFORMATION: Battelle for Kids will focus on developing the knowledge and skills of Human Capital leaders at FWCS which includes professional learning on HR organizational development; compensation systems review; and process improvement.

This contract supports FWCS district Goal I: *Achieve and Maintain Academic Excellence.*

Questions were addressed by Charles Cammack, Jr., Chief Operations Officer.

A motion was made by Tom Smith, seconded by Maria Norman, that the recommendation concerning the Battelle for Kids Contract be approved. Roll Call: Ayes, unanimous; nays, none.

Learning Forward Contract

Dr. Robinson presented the following recommendation concerning the Learning Forward Contract:

RECOMMENDATION: It is recommended that the Board approve the Learning Forward Leadership contract totaling \$222,600 for the 2019-20 school year to support the continuation of professional learning.

RELATED INFORMATION: Learning Forward will continue to collaborate with District Level Administrators, Curriculum & Instruction, Interventionists, and Coaches in comprehensive professional learning. This contract will be paid from the Performance + Equity = Excellence Results (PEER) Grant.

Questions were addressed by Ramona Coleman, Director of Professional Learning.

A motion was made by Glenna Jehl, seconded by Maria Norman, that the recommendation concerning the Learning Forward Contract be approved. Roll Call: Ayes, unanimous; nays, none.

Public Hearing Concerning Possible Facility Improvement Project

Dr. Robinson presented the following recommendation concerning Public Hearing Concerning Possible Facility Improvement Project:

RECOMMENDATION: It is recommended that the board conduct the first of two public hearings for a possible facility improvement project totaling \$130 million. The project includes major renovations at Blackhawk Middle School, Miami Middle School and Wayne High School, as well as, additions to Levan Scott Academy and Franke Park Elementary. It also includes improvements to lighting, security, ADA accessibility, roofs and temperature controls at various other schools.

RELATED INFORMATION: The Board has discussed the potential project at work sessions and presentations have been made at community meetings. A second public hearing is required on December 9. The board will also be asked to vote on the project at that meeting. Both public hearings were properly advertised on November 14, 2019.

Kathy Friend, Chief Financial Officer, gave a presentation regarding the project and it's financing at this time. Upon conclusion of the presentation, members of the public may address the Board regarding the possible facility project.

At the 6:47 p.m. the presentation was concluded and the public hearing regarding the possible facility project was opened for comments. There were no comments. The public hearing was closed at 6:47 p.m.

Comments

Board Member Glenna Jehl spoke of recently peeking into buildings to see the ongoing work and she feels it is remarkable. The air conditioning and safety vestibules are very essential. Ms. Jehl thanked the facilities department for doing a phenomenal job.

Board Member Tom Smith thanked the local media for the great coverage of the education rally in Indianapolis. He felt it was the most concentrated, positive coverage about public education that he has seen in a long time.

Board Member Maria Norman invited people to attend the FWCS Culinary Arts Program's Thanksgiving Dinner. The students are amazing.

Board Member Anne Duff spoke of the Red for Ed Rally. She feels this is just the beginning. To keep momentum going she suggests: pay attention to the education session, write letters to legislators, write letters to the editor, cut articles out and mail them to legislators, be an advocate all the time, educate other people, join education advocacy groups, look up voting records of those running for office, and vote.

Superintendent Robinson spoke of FWCS' privilege of having Michael Fullan here last week. The event was very well attended and FWCS made some community connections in terms of promoting what should matter in public education. One of the highlights of the evening for Dr. Robinson was having a few of her Student Advisory kids meet and interview Dr. Fullan behind stage. The students represented us well. Dr. Robinson also shared that at an upcoming meeting with her Student Advisory group, they will talk of the importance of educating young students about voter registration and the 2020 Census.

Board President Julie Hollingsworth spoke of attending the Red for Ed Rally this past Tuesday. The attendance numbers were very impressive, she hopes it is the start of a movement. The average teacher pay in Indiana is lower than any surrounding state. The average percentage of traditional public education budgets going to administrator pay is 11.5%, while statewide the average percentage of administrator pay in charter schools is 27.4%. Over the past 10 years, funding for K-12 schools has increased 12% while inflation has gone up 17%. The total government spending for the State of Indiana has gone up 21%. Ms. Hollingsworth also said the rally was not all about teacher pay but also about the need more support staff, less testing, and respect. Lastly, President Hollingsworth spoke of the upcoming visit from a superintendent search firm. She encouraged attendance at one of the community meetings and to take the online survey.

Next Meeting	The next regular meeting of the Board is scheduled for Monday, December 9, 2019 at 6:00 p.m. in the Lester L. Grile Administrative Center.
Signatures	Documents to be signed by members of the Board were the Regular Board Meeting Minutes from November 11, 2019, Payroll Certification and Voucher List.
Adjournment and Dismissal	There being no further business, and no speakers, the meeting was unanimously adjourned and dismissed at 7:04 p.m.

President
Julie Hollingsworth

Vice President
Stephen Corona

Secretary
Anne Duff

Member
Glenna Jehl

ABSENT

Member
Jordan Lebamoff

Member
Maria Norman

Member
Thomas Smith