

**BROWN COUNTY SCHOOLS**  
**Regular Meeting:** Board of School Trustees  
Administration Building  
Thursday, August 19, 2010

**MINUTES**

The Board of School Trustees of Brown County Schools, Nashville, Indiana, met in a regular meeting on Thursday, August 19, 2010 at the Administration Building. Board members present: John Mills, Carol Bowden, Judy Hardwick, Teresa Waltman, and Connie Weddle. Staff members present: David Shaffer, Dennis Goldberg, Susie Owens, Matt Stark, Dave Bartlett and Chrissy Keefauver. The regular meeting was called to order at 6:05 p.m.

**MODIFICATIONS TO THE AGENDA**

**Additions**

John Mills requested the addition of the ISBA Fall Conference to the Discussion Items. Connie moved to approve the motion as presented. Carol Bowden seconded the motion, which passed 5 – 0.

**PRESENTATION**

Terry Lancer from RQAW will present information regarding the Entry Projects at Nashville Elementary and the High School. Both projects are based on safety for students and staff. Drawings were presented.

**DISCUSSION ITEMS**

ISBA Fall Conference- John Mills presented a need to have a board member attending the conference serve as the “delegate” for our board. Judy Hardwick volunteered.

**APPROVAL OF MINUTES** – August 5, 2010

Carol Bowden moved to approve the minutes as presented. Connie Weddle seconded the motion, which passed 5-0.

**ACTION NEEDED ITEMS**

**David Bartlett’s response to the School Board questions regarding the CRC Lifelong Learning Position. Recommendation to return the CRC Lifelong Learning Facilitator to the Consent Agenda Items.**

Connie Weddle motioned to return the CRC Lifelong Learning Facilitator to the Consent Agenda Items. Carol Bowden seconded the motion, which passed 5-0.

**Offer by Evan Werling to provide Brown County Schools with a no-cost “Management Audit” of the CRC.**

Mr. Shaffer read the following statement:

*“Because there have been multiple reviews of the operations of the CRC over the years of the CAPE Grant which cost cumulatively a lot of money (a requirement placed upon the CRC by Lilly);*

*Because you have typically acted on matters of the CRC that have come from the Steering Committee;*

*Because it appears that the group offering to do the Management Audit has some pre-conceived agenda related to either the CRC or the Referendum;*

*I recommend that we politely and respectfully decline the offer to conduct a free Management Audit of the CRC.”*

John Mills read a portion of the statement from the CRC Steering Committee. The statement in entirety follows:

*“Concerning the question of a Management Audit:*

*Although multiple annual evaluations of the CAPE funded CRC program have shown that the CRC has largely achieved or exceeded its goals and objectives, there has been concern for several years about the long-term direction of sustainability of the CRC.*

*Two years ago, two successive sustainability committees worked to reorganize and streamline the CRC for the future. As part of their work they articulated a clear and limited mission statement. They then decided on a lean organization structure with four full-time positions to support that mission. A modest budget, of which roughly 80% is wage and benefit costs for these positions, was developed as the minimum necessary to continue CRC operations at a productive level of service.*

*This early committee work yielded to a more permanent six-member steering committee that includes a representative of Brown County Schools and the Brown County Community Foundation and four at large community members. This committee has met monthly with the Director of the CRC to provide guidance and direction. In addition, both the Director and the steering committee have had extensive consultation with the School Superintendent, his deputy, and others in the school system to both inform and insure the CRC was pursuing the right course. More recently, a member of the community, who has extensive management consulting experience, has volunteered his services and is working with the CRC director to fine tune the operation of the center.*

*Recognizing the fact that any organization can be improved by an objective review of its management operations, a balance needs to be struck between the perceived need and the cost and benefits of conducting a review. At this point the CRC Steering Committee doesn't feel it has enough information about the management audit under current consideration. To support such a review, the Steering Committee believes it needs a clearer understanding of the audit's goals and objectives, a detailed scope of work, the level of effort and proposed time-frame for the conduct of the review, the individuals proposed to conduct the audit and the qualification of those individuals to conduct an audit of an educational institution. Only with this information in hand does the Steering Committee believe it and it's implementing partners, the Brown County Schools and the Brown County Community Foundation, can make a determination of what added value a management review might provide. August 9, 2010 Brown County Career Resource Center Steering Committee”*

Jack Wynn and Donna Ormiston made brief comments regarding the CRC Steering Committee's statement.

Carol Bowden made a motion to decline the offer of Evan Werling to provide a "Management Audit" of the CRC as presented. Judy Hardwick seconded the motion, which passed 5-0.

**Bus Route Extension – Route/Owner #12 Joey Dallas, length of extension: 0.3 miles, cost per day of the extension: \$7.25**

David Shaffer recommended the motion to approve the bus route extension. Connie Weddle motioned to approve the bus route extension as presented. Carol Bowden seconded the motion, which passed 5-0.

**CONSENT AGENDA ITEMS**

**Resignations – Non-Certified**

**Susan Hoskins** – Special Education Para – Sprunica

**Appointments Non-Certified**

**Alyse Crouch** – Special Education Para-Professional – Van Buren – to be paid \$8.36 per hour effective August 16, 2010.

**Christi Cummins** – Special Education Para-Professional – Sprunica – (Mon – Tues) to be paid \$8.36 per hour starting August 23, 2010.

**Ronna Snyder** – Special Education Para-Professional – Sprunica – (Wed – Fri) to be paid \$7.84 per hour starting September 8, 2010.

**Lewis (Lou) Worcel** – Special Education Bus Monitor –to be paid \$15.00 per trip starting August 11, 2010.

**Sandra Pool** – Special Education Para-Professional – Helmsburg – from part-time to full-time. To be paid \$9.77 per hour starting August 11, 2010.

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**Sue Dillon** – CRC Lifelong Learning Facilitator – to be paid \$19.00 per hour for a minimum of 32 hrs/wk and a maximum of 40 hrs/wk, with benefits

Judy Hardwick moved to approve the Consent Agenda items beginning with the resignation of Susan Hoskins and ending with the appointment of Sandra Pool. Connie Weddle seconded the motion, which passed 5-0.

John Mills called for discussion of the CRC Life Long Learning Facilitator.

John Mills read the proposal from the CRC, which was different from the one that was previously tabled: *"Sue Dillon be hired in the Life Long Learning Facilitator position at the Career Resource Center at a reduced rate of \$19 per hour for 32 hours per week of work and at times of need the hours can be expanded beyond 32, but never more than 40 because we don't want to pay overtime rates."*

Connie Weddle moved to approved the appointment of the CRC Life Long Learning Facilitator as presented. Carol Bowden seconded the motion.

David Bartlett explained the position of the Life Long Learning Facilitator as a developer and program manager (GED, Ivy Tech, Community Programs) of adult basic education programs. Another vital role of the Life Long Learning Facilitator is grant writing initiatives. Due to State funding to help support the GED program, there are numerous legal and record keeping obligations that are very involved. July 1<sup>st</sup> the new “regions” for adult education (mainly GED/Workforce Development) will take effect. We will now be part of the Bloomington region. At the end of this year will be eligible for federal funds, so that may be another revenue stream.

Susie Owens stated for the record that the GED instruction had previously been paid via a “stipend” and would now be paid at a “teacher contract” rate, effective July 1, 2010.

Connie Weddle asked David Bartlett how vital is this position to the success of the CRC. Mr. Bartlett responded, *“Really crucial because it is the one that really is the designer and implementer of the adult education programs. I’ve been involved with it and I’m learning a great deal, but Sue from the onset has had this role. Sue developed the relationship with Ivy Tech which honestly has paid big dividends and she was the one that created the GED program in its previous form. She helped develop the community classes that are now services for a fee, which is another revenue stream.”*

Donna Ormiston added that the position requires grant writing skills, which Sue Dillon has.

David Bartlett further commented that as we are moving forward a critical thing that the CRC can help play a role in and Sue has experience with and I’ve made some connections as well is in knowing how to direct people into Workforce Development. We are providing the educational opportunities to get people started, to get involved so that they can complete their degree and such, but at the end of that time that is not a guarantee of a job. Where we are putting our efforts and where Sue is very helpful is that she knows the Workforce Development system, and we’re working some in-roads in places like Bloomington and Columbus so that we can start getting our best people placed in these positions. That’s where Brown County is really going to see the dividends.

John Mills stated that it may not be clear to the community that this is not a new position. The Life Long Learning position has been in place since the inception of the Career Resource Center. Most recently it was paid \$49,000 per year. It has been vacant since Sue Dillon took over as Interim Director, so this is filling a vacancy. After the board tabled it after the last meeting, there has been conversation or negotiation, whatever you want to call it has occurred between the board and the CRC Director and Steering Committee and the result has been a significant reduction in the pay rate by a little over thirty-five percent from the \$49,000 that was last paid for this position. There was an article after the item was tabled so I thought we should clarify the outcome.

Jack Wynn asked if the board was clear on the recruiting/hiring process for this position: There were thirteen applications for this position, ten of those applicants were reviewed and did not meet the minimum qualifications. There were three candidates interviewed by Dave and myself. We ranked the three candidates. Sue for a variety of reasons including her experience particularly in the area of adult education placed her above the other two candidates, one who had not been in the field for eight or nine years but has

some relevant skills and the other who had experience as a teacher, but at the elementary school level; also a skilled person but could not compete with the experience and skills that Ms. Dillon had.

David Bartlett wanted to add one more thing about the reductions because all the positions at the CRC have been reduced. The Career Coordinator was paid \$38,000 and has now been reduced to part-time position at a \$30,000 rate. The Director position has been reduced by one-third. So it's consistent with everything else. ...Now all the positions have been pared back in a some-what equivalent fashion.

Teresa Waltman thanked Dave Bartlett, Donna Ormiston and Jack Wynn for coming and making these things more clear; for the time and efforts from them and the Steering Committee which helped the board to come to the best conclusion.

Donna Ormiston stated that the CRC would welcome questions from the community directed to the CRC Steering Committee because they would certainly like to answer the questions that are out there.

Connie Weddle added for the record that she never had a question about Sue Dillon's ability to do the job, or her experience, but as the "watch dogs" of the funding of the CRC we felt like we had to really spend some time on this issue.

Jack Wynn commended the board for their actions and stated that it shows the community that the CRC is not operating out there as some wild and woolly unit and that we are working together, that we are talking to each other, and where there is a misunderstanding or a disagreement that we will work that out.

The motion passed 5 – 0.

### **SUPERINTENDENT'S REPORT**

Dennis Goldberg reported to the board that we are currently in the process of taking bids for liability insurance. He will bring a report of bids to the next meeting.

John Mills asked Dr. Goldberg whether or not we would need an additional "appropriation line" on the upcoming budget in order to be able to utilize the funds that would become available if the Referendum is successful. Dr. Goldberg stated that no change to the appropriation budget was required.

Mr. Shaffer gave the Board an update on the completion/status of summer facility projects. These include:

- DOE School of Finance Board Development Seminar 8/31/10
- Free/Reduced Form Collection
- Eagle Park/Wetlands Lab Update
- Job Descriptions Update/Distributed at last meeting
- Federal Law Jobs Stimulus IN \$207,060,000: Distributed on Title 1 Allotment Method

### **APPROVAL OF CLAIMS**

Teresa Waltman abstained from items 1937, 1781 and 1741.

John Mills abstained from item 1863.

Connie Weddle moved to approve the claims as presented. Carol Bowden seconded the motion, which passed 5-0.

## **ADJOURNMENT**

There being no further business Carol Bowden moved to adjourn the meeting. Teresa Waltman seconded the motion, which passed 5-0.

The meeting adjourned at 8:05 p.m.