

BROWN COUNTY SCHOOLS
Executive Special Session: Board of School Trustees
Brown County High School
Thursday, January 27, 2011, at 4:30 p.m.

MINUTES

The Board of School Trustees of the Brown County Schools, Nashville, Indiana, met in Executive Session on Thursday, January 27, 2011 at the High School. Board members present: John Mills, Carol Bowden, Judy Hardwick, and Connie Weddle. Teresa Waltman was absent. Staff members present: David Shaffer, Dennis Goldberg and Susie Owens.

The topic of discussion was as follows:

- ✓ collective bargaining strategy
- ✓ job performance evaluations of individual employees

The meeting adjourned at 6:00 p.m.

BROWN COUNTY SCHOOLS
Board of Finance Meeting: Board of School Trustees
Brown County High School
Thursday, January 27, 2011, at 6:00 p.m.

MINUTES

The Board of School Trustees of the Brown County Schools, Nashville, Indiana, met in Regular Session on Thursday, January 27, 2011 at the High School. Board members present: John Mills, Carol Bowden, Judy Hardwick, and Connie Weddle. Teresa Waltman was absent. Staff members present: David Shaffer, Dennis Goldberg and Susie Owens.

The Board of Finance meeting was called to order at 6:00 p.m.

BOARD OF FINANCE

The Board of Finance meeting was called to order by David Shaffer.

President - Connie Weddle nominated John Mills as President of the Board of Finance. Carol Bowden seconded the motion. No further nominations were made. Motion passed 4-0.

Secretary/Treasurer - Connie Weddle nominated Judy Hardwick for Secretary/Treasurer of the Board of Finance. Carol Bowden seconded the motion. No further nominations were made. Motion passed 4-0.

Financial Report

The Board of Finance is responsible for monitoring the overall investment policy of the school corporation. Susie Owens, Corporation Treasurer, presented a report summarizing the 2010 financial information of the school corporation.

Connie Weddle moved to adjourn the meeting of the Board of Finance. Carol Bowden seconded the motion, which passed 4-0.

The meeting adjourned at 6:10 p.m.

BROWN COUNTY SCHOOLS
Regular Meeting: Board of School Trustees
Brown County High School
Thursday, January 27, 2011, at 6:00 p.m.

MINUTES

The Board of School Trustees of Brown County Schools, Nashville, Indiana, met in a regular session on Thursday, January 27, 2011 at the High School. Board members present: John Mills, Carol Bowden, Judy Hardwick, and Connie Weddle. Teresa Waltman was absent. Staff members present: David Shaffer, Dennis Goldberg, Susie Owens, Deborah Harman, Matt Stark, Christy Wrightsman, Donna Duff, John Emkes, Lucy McGrayel, Al Kosinski, Julie Smith and Chrissy Keefauver

MEETING CALLED TO ORDER – 6:10 p.m.

MODIFICATIONS TO THE AGENDA – A modified agenda was provided at the meeting, with changes noted in red.

RECOGNITION OF VISITORS

PRESENTATIONS – None

DISCUSSION ITEMS –A brief discussion took place regarding the written job description for the Career Resource Center Director.

A lengthy discussion took place regarding pros and cons of proposed drug testing policy. Both sides shared points of concern. Some concerns are as follows:

Pro's –

We need to convey a community message that illegal drug use is not ok.

It would allow students another reason to say “no” to peer pressure.

We need tools to help keep our school learning environment “safe.”

Con's –

Funds used for drug testing could be used elsewhere.

Some view this as a privacy/personal rights issue.

Data on effectiveness of drug testing programs varies significantly.

Both sides – shared a genuine concern for the safety and well-being of our students. They agreed that we need to continue to reach out to our students with opportunities for relationship

and extra-curricular activities. Additionally, we need a better community awareness of the real and present dangers of drug abuse and the present and potential impact on our community.

Judy Hardwick shared the following information regarding phone calls and emails by the community to her:

- 1) Wednesday 1-26-2011 Mike Cline called me. He said that he served some years ago on the "Governors Commission for a Drug Free Indiana." He wanted to tell the School Board that he was against "Drug Testing." He thinks it is an invasion of rights. He wanted us to know that it was only by one vote that it passed the Supreme Court, and on another vote it might be repealed if only one other justice changed their vote.

He feels that the students that we will be testing for drugs are not the ones that will be doing drugs. He feels that it is the parents that should have them tested if they feel there is a need, and it is a parents right to ask us not to ask their children for bodily fluids. Because if a student is not doing anything then don't ask them.

He also feels that some students might opt out of being involved in extra-curricular activities, because of the testing.

He feels that we should use the money we would spend to implement other programs that would do more toward educating students of what drug abuse can do.

I asked him what programs he would want implemented? He replied that it has been so long since he has been involved with the task force that he couldn't remember them, but that counselors would be one good thing, and bringing people in to talk to the students that have been involved with drugs, would go further than the drug testing.

I replied to him that drug testing is only one more tool in the toolbox. That we already have people come in to talk about how devastating drug abuse can be and what it can and will do to their lives and that we do have counselors to the students.

We do not intend to just look for students to catch so we can say, "Yea, now we've caught you, and your expelled," just to send them home to continue on with the drugs. We will have things in place to help them and their families.

We believe there may also be a need for families and extended families to have some direction in how to handle securing their prescription drugs to keep them out of their child's possession. Or how to handle the situation of drug abuse if it does arise. And these will be in place.

Do not forget that we have had students who have problem. Most of our students do drive cars, and spend time running around our county.

- 2) From Amie Claburn to Judy Hardwick: email sent Thu 1/27/11 1:22 PM, RE: Random School Drug Testing.

"To Whom This May Concern,

I am a citizen of Nashville, and a parent of two children who are in the Brown County School System, and I am in FAVOR of Random School Drug Testing for several reasons.

By implementing Random Drug Testing we will be teaching our children accountability. If we, as law abiding citizens don't teach our children that there are consequences to their actions, then we are only setting our children up to fail.

Also, I believe that along with accountability it will provide our children with a safe avenue to resist peer pressured usage, and hopefully leaving a positive impact on their peers who are abusing drugs.

Children lead by example, whether to the good or the bad, and the more positive influences that our children have to follow, the better they will be as a student, which will only lead to their becoming a better citizen, and providing a productive lifestyle in our society.

And on a personal note, I believe that if you don't have anything to hide then there shouldn't be any resistance regarding this manner. I'd like to thank the school board for their time and effort in trying to provide a safe and stable learning environment.

*Sincerely,
Amie Claburn"*

- 3) From Glenda Brunner to Judy Hardwick: email sent Thu 1/27/11 11:09 AM

"To whom it concerns,

I live in Brown County & I have just heard about the drug testing that is in question. I am very much in favor of a policy like this being put into place. I hope that the school board or whoever approves this. It is for the safety of the children & the residents of this county for that matter. My children are no longer in the school system, but my grandchildren are & I want to know that they & others are safe at school. If you have any questions for me feel free to contact me. I am a business owner here in town & you can reach me at Kiss the Cook 988-0426.

*Thank you
Glenda Brunner"*

John Mills read the following personal statement on this issue: “Preventing Drug Abuse – The primary source for these comments is “Preventing Drug Use Among Children and Adolescents” from the National Institute on Drug Abuse of the U.S. Department of Health and Human Services. The following quotes, which I have drawn from that publication, paint a clear picture of risk indicators which, if unaddressed, may lead to Adolescent drug abuse. They also suggest appropriate targets for intervention.

1. ...”out of control aggressive behavior may be seen in a very young child. If not addressed through positive parental actions, this behavior can lead to additional risks when the child enters school. Aggressive behavior in school can lead to rejection by peers, punishment by teachers, and academic failure. Again, if not addressed through preventive interventions, these risks can lead to the most immediate behaviors that can put a child at risk for drug abuse, such as skipping school and associating with peers who abuse drugs.”
2. “Evidence is emerging that a major risk for school failure is a child’s inability to read by the third and fourth grades (Barrera et al. 2002), and school failure is strongly associated with drug abuse.”
3. “Similar to earlier research, recent research shows that for each dollar invested in prevention, a savings of up to \$10 in treatment for alcohol or other substance abuse can be seen.”

“Making Sense of Student Drug Testing, Why Educators Are Saying No”, jointly authored by the Drug Policy Alliance and the American Civil Liberties Union, contains the following statements:

- a. “Proponents assert the success of random student drug testing by citing a handful of reports from schools that anecdotally claim drug testing reduced drug use. The only formal study to claim a reduction in drug use was based on a snapshot of two schools and was suspended by the federal government for lack of sound methodology.”
- b. “The first large-scale national study on student drug testing found virtually no difference in rates of drug use between schools that have drug testing programs and those that do not.”
- c. “Random drug testing is typically directed at students who want to participate in extracurricular activities, including athletics, which have proven among the most effective pathways to preventing adolescent drug use. However, all too often drug testing policies actually prevent students from engaging in these activities.”
- d. “Because marijuana is the most detectable drug, with traces of THC remaining in the body for weeks, students may simply take drugs that exit the body quickly, like methamphetamine, MDMA (Ecstasy) or inhalants. Knowing alcohol is less detectable, they may also engage in binge drinking, creating health and safety risks for students and the community as a whole.”

Since early behavioral, social and academic problems are strong indicators for future risk of drug abuse, we have a start on addressing the academic component by our Balanced Literacy Program, our Math Initiative and the coming Science Initiative, which are overlays on our K-12 curriculum. Rather than drug testing extracurricular participants, which research has shown to be ineffective, I think we should address the behavioral and social risk indicators through another overlay program of counseling

K-12. For willing parents, advice or instruction in parenting skills related to these problems could be offered through the Career Resource Center.” John Mills.

Connie Weddle read her personal statement on this issue,

“I have read the information that you provided and I would like to comment.

The program that we are proposing of Random Drug Testing is only one part of our drug prevention efforts in Brown County Schools. I agree that drug testing alone is not effective in preventing drug use among students; however, I believe that it can a tool in the toolbox.

In our Brown County Schools we are already engaging students in after school programs.

Karen Harper and Patty Bartels have worked with a drug awareness after-school program at the Jr. High for many years.

We have incorporated reality-based drug education into the school curriculum as a part of Health classes and as a part of Indiana State Academic Standards. We host convocations on drug, alcohol, and tobacco use.

We also provide counseling for students with drug problems – however, few students come to counselors and just come out and say they have a problem with drugs.

Today, drug testing is a part of our culture. It is an ongoing requirement for many jobs. In the words of Supreme Court Justice Thomas, “Testing students who participate in extracurricular activities is a reasonable effective means of addressing legitimate concerns in preventing, deterring, and detecting drug use.”

Perhaps for some, the primary objection to drug testing is that students’ Fourth Amendments rights might be compromised. The law recognizes the custodial role of public schools in the term “in loco parentis” which essentially means in the place of parents. In the words of Justice Thomas, “A student’s privacy interest is limited in a public school environment where the State is responsible for maintaining discipline, health, and safety. Securing order in the school environment sometimes requires that students be subjected to greater controls than those appropriate for adults. Students who participate in extracurricular activities voluntarily subject themselves to intrusions on their privacy.”

Our schools today are not only expected to teach the fundamentals and have great test scores. We are also expected to feed students breakfast and lunch, offer after-school care, and provide medical and psychological services. This must all be done in a safe school environment that encouraged learning. We are already doing much in our schools to address drug use problems. By adding drug testing to all the things that we are already doing along with any future efforts, I believe we will be providing an effective way to address our concerns in preventing, deterring, and detecting drug use.” Connie Weddle.

This discussion will continue at the next Board meeting.

APPROVAL OF MINUTES— January 6, 2011. Connie Weddle moved to approve the minutes as presented. Carol Bowden seconded the motion, which passed 4 – 0.

ACTION NEEDED ITEMS

1. Recommendation to accept a \$400 donation from Cedar Hills Home Extension Club for the purpose of the OPERA, Daughter of the Regiment. Carol Bowden moved to approve the recommendation. Connie Weddle seconded the motion which passed 4 – 0.
2. Recommendation to approve Maternity Leave Requests:

- a. – Jillian Herb, her last work day will be May 20, 2011 through the end of the school year. She will return to her position at the beginning of the 2011-2012 school year.
 - b. Amanda Duncan, her maternity leave will begin on March 21, 2011 until the end of the 2010-2011 school year. She will return to her position at the beginning of the 2011-2012 school year.
Connie Weddle moved to approve the maternity leave requests as presented.
Judy Hardwick seconded the motion which passed 4 – 0.
3. Recommendation to extend the Administrative Contracts of our Principals and appropriate Directors for one additional year. Carol Bowden moved to approve the recommendations as presented, with the addition of adding David Shaffer's contract as Superintendent. Connie Weddle seconded the motion which passed 4 – 0.
4. Recommendation to approve title changes for existing positions:
 - a. Director of Administration becomes Assistant Superintendent
 - b. Title 1/Assessments Coordinator becomes Director of Student Learning (expanded position)
 - c. Maintenance Supervisor becomes Director of Maintenance
 - d. Transportation Supervisor becomes Director of TransportationConnie Weddle moved to approve the recommendation as presented. Carol Bowden seconded the motion which passed 4 – 0.
5. Recommendation to approve Support Staff and Administrative Salary/Wage Increases. Connie Weddle moved to approve the recommendation as presented, with the addition of a 4% increase for David Shaffer and Dennis Goldberg. Carol Bowden seconded the motion. It was stated for the record that this was the first salary increase since June 2007 for David Shaffer and the other members of the Administrative Team. The motion passed 4 – 0.
6. Recommendation to approve the job description of the CRC Director. Carol Bowden moved to approve the recommendation. Connie Weddle seconded the motion which passed 4 – 0.
7. Recommendation to approve the addition of a daytime GED class at the CRC. Judy Hardwick motioned to approve the recommendation as presented. Connie Weddle seconded the motion. The Board commented that they are glad we can offer GED classes that are paid with federal funding. The motion passed 4 – 0.
8. Recommendation to approve a single instance Bus Route Extension: Route #5/Tracy Brester, length of extension 2.3 miles. Cost of extension \$18.37, required to return a child back to school who got on the wrong bus on December 15, 2010. Carol Bowden moved to approve the recommendation. Judy Hardwick seconded the motion which passed 4 – 0.

CONSENT AGENDA ITEMS

Personnel

1. Separations

- a. ECA/BCJH Football Coach, Jim McFall, effective at the conclusion of the 2010 football season.

2. Appointments

- a. ECA/BCHS Asst Varsity Baseball Coach, Grant Stuart, starting March 14, 2011. (Replacement for Gavin Steele)
- b. Non-certified/temporary Remediation Para Professional at Sprunica Elementary, Tiffany Jones, to be paid at entry-level para-professional hourly rate, effective January 21, 2011, until 2010-2011 Remediation Grant funds are expended.
- c. Non-certified/temporary Remediation Para Professional at Nashville Elementary, Daniele Coe, to be paid at entry-level para-professional hourly rate, effective January 24, 2011, until 2010-2011 Remediation Grant funds are expended.
- d. Non-certified/temporary Remediation Para Professional at Helmsburg Elementary, Dorothy (Dede) Parry, to be paid at entry-level para-professional hourly rate, effective January 21, 2011, until 2010-2011 Remediation Grant funds are expended.
- e. Non-certified/temporary Remediation Para Professional at Van Buren Elementary, Megan Scales, to be paid at entry-level para-professional hourly rate, retro to January 18, 2011, until 2010-2011 Remediation Grant funds are expended.
- f. Non-certified/temporary Remediation Para Professional at Junior High, Jonathan Sindlinger, to be paid at entry-level para-professional hourly rate, effective January 31, 2011, until 2010-2011 Remediation Grant funds are expended.
- g. Non-certified/part-time evening receptionist at the Career Resource Center, Tabitha Brown, to be paid \$8.00 per hour, retro to January 17, 2011.
- h. Non-certified/part-time interim GED instructor at CRC, Sue Dillon, for 4 hours per week at \$46.49 (contingent upon verification of teaching experience) which is equivalent to the teacher pay-scale for Master's level w/12 yrs of experience. Not to exceed 40 hours per week (32-36 hours per week as Life Long Learning Facilitator and 4 hours as the interim GED Instructor), retro to January 4, 2011 until a permanent instructor is hired.
- i. Non-certified/ Para Professional at Van Buren Elementary, Mary Katherine (Kate) Krieger, full-time with benefits, to be paid at entry-level para-professional hourly rate, effective January 24, 2011, (replacement for Cathy Cockerham Mejean)

3. Transfers

- a. Non-certified/Para-Professional at Sprunica transferring to Nashville Elementary School (transferring with IEP student), Diana Callon, effective January 18, 2011. Additionally, Diana will add the duty of bus monitor for the rate of \$15 per trip.

Judy Hardwick moved to approval of the consent agenda items as presented. Connie Weddle seconded the motion, which passed 4 - 0.

SUPERINTENDENT'S REPORT

David Shaffer reported:

- The Board Retreat will be held on February 8th at 9:00 AM at the Eagle Park House. This will be a pitch-in.
- The Shriner's Club will be providing tickets for first graders to go to the Shrine Circus in Indianapolis on March 3, 2011. School Board members are invited to attend.
- The current contract between BCS and Rumpke will end on September 22, 2011. We have sent Rumpke our termination notice to prevent the contract from automatically renewing.
- There was a waterline leak under the new asphalt in the west lot at Sprunica this week. Thanks to Tom Ferry and our Maintenance Dept for their work late into the night on Tuesday, January 25th to have water running on Wednesday.
- We plan to discuss the concept of a Balanced Calendar at the Board Retreat on February 8th.
- Auditors from the State Board of Accounts are here for a bi-annual audit of our bookkeeping. The audit is expected to be concluded by February 15th.
- We are considering changing vendors for our Bus Driver Drug Testing Program.
- We would like to express our thanks to Mr. Stark and the Brown County High School for their hospitality hosting tonight's meeting.

APPROVAL OF CLAIMS -

Connie Weddle moved to recommend the approval of claims as presented. Carol Bowden seconded the motion. Judy Hardwick abstained from claim # 138.
The motion passed 4 – 0.

ADJOURNMENT - There being no further business Carol Bowden moved to adjourn. Connie Weddle seconded the motion, which passed 4-0. The meeting adjourned at 8:52 p.m.