

MONROE COUNTY COMMUNITY SCHOOL CORPORATION
BOARD OF SCHOOL TRUSTEES
Retreat (Work Session), August 16, 2008

MEMORANDA

The Board of School Trustees of the Monroe County Community School Corporation met in Retreat (work session), for which proper notice had been given, at 8:00 a.m. on Saturday, August 16, 2008, at the School Administration Center, 315 E. North Drive, Bloomington, Indiana.

Board members present: Jeannine Butler, Teresa Grossi, Valerie Merriam, Jim Muehling, Lois Sabo-Skelton, Vicki Streiff and Sue Wanzer

Also present: Ron Barnes, Facilitator; Tim Hyland, Interim Superintendent-Elect; Tim Thrasher, Comptroller; Peggy Chambers, Assistant Superintendent for Human Resources and Personnel; Mary Lovejoy, Assistant Superintendent for Curriculum and Instruction; Mike Shipman, Director of Assessment and School Operations; Kathleen Hugo, Director of Special Education; Mike Scherer, Director of Extended Services; and Janet Tupper, Administrative Assistant.

President of the Board, Teresa Grossi, called the meeting to order at 8:00 a.m.

The Board received information about and/or discussed the following:

1. **Department Goals for 2008-2009**

[Copies of department goals as submitted are included with the official record of this meeting.]

- a. Assessment and School Operations – Mr. Shipman shared 2008-2009 goals for assessment, positive behavioral supports (PBS), revision of Use of School Facilities Policy, student services and other goals set for Information Services, School Age Care (SAC) Program, SAC/Bell collaborations, Health Services and Alcohol Grant implementation.

Mr. Shipman responded to questions and comments regarding expansion of alternatives for middle school students and where such a program may be located. Dr. Hugo noted that the idea of a middle school alternative ties into PBS for middle school students, i.e. to offer a variety of options.

Regarding revision of the Use of School Facilities policy, Mr. Shipman confirmed that a study of this policy has been ongoing for more than a year. He said defining ‘not-for-profit’ organizations is in question. For example, many organizations are ‘not-for-profit’; however, they charge fees and their teachers/coaches are paid. Some sell concessions and T-shirts and charge admission but use the facilities free of charge. He said they have looked at policies for other school systems and in some cases the superintendent decides. This discussion and review will continue.

- b. Human Resources and Personnel – Ms. Chambers reviewed 2008-2009 goals for benefits, recruitment and hiring, records, AFSCME and support staff, and professional development. She said they are trying to reorganize the department so there is a first person to call while at the same time educating people so they can find information on the school system’s website.

In response to questions, Ms. Chambers explained the recruitment and hiring process as it relates to tenure and filling positions as per the contract with teachers. For example, some grants require that certified teachers are hired to fill positions, but people who are hired must come in within the terms of the contract with MCEA. She is continuing to work with the MCEA leadership to review language pertaining to the seniority status of part-time positions.

- c. Comptroller – Mr. Thrasher said he has been working extensively with Ms. Chambers, Mr. Scherer and John Carter (Director of Planning) to address the school corporation’s safety experience to minimize injuries to staff and Worker Compensation insurance premium expense. He reviewed the school system’s financial situation and talked about his goal to develop an updated, more cost effective and affordable medical/dental insurance plan.

A number of Worker Compensation claims are filed because employees have been injured by students who are out of control. Board members discussed with Mr. Thrasher, Ms. Chambers and Dr. Hugo the implementation of a plan in each building to keep student outbursts from escalating. Likewise, bus drivers are receiving similar training.

- d. Extended Services – Mr. Scherer presented goals for Extended Services: (1) bid and start construction on the seven projects in Phase One of the long range plan; and (2) complete a reorganization of the Maintenance Department. Board members complimented Mr. Scherer for progress made to get Bloomington New Tech High School open on time; it looks wonderful.
- e. Curriculum and Instruction – Dr. Lovejoy reviewed 2008-2009 goals for Curriculum and Instruction. She said the first goal is for all students to meet high standards of achievement. Second, she said the curriculum alignment process for English, reading and language arts will be successfully completed by July 2009. Her third goal is to support the faculty and staff at Fairview Elementary in their efforts to meet the Indiana Department of Education mandates. She said she will continue to work with the Early Childhood and Middle School Task Forces. Adding to her list of goals, Dr. Lovejoy said a lot of work needs to be done in staff development and she hopes to have a professional development academy with parents. She said Theresa Malone, CAPE coordinator, will help with that. She also plans to develop a newsletter for curriculum and instruction.
- f. Special Education – Dr. Hugo explained that state law, Article 7, has been revised over the past two years to be in compliance with federal law. She said in the spring we were told that it would be in effect by September. Since then, the effective date has been moved forward twice – finally to August 13. She explained that we have been moving to a new IEP (Individual Education Plan) system and after looking at other options decided to go with the State Department of Education IEP system – ISTART7. She said it is free and will always be in compliance with the law. As they move in that direction, they have had to work through a number of glitches, held meetings and training sessions and met with parents to make sure people have the same information.

Dr. Hugo said the second goal for her department is to work with curriculum and instruction to develop a plan for response to intervention (RTI). She said the plan will be to proactively assess students and monitor their progress before they are placed in special education. Fairview and Templeton are moving toward implementation; the goal is for all schools to have a plan for implementation of the four core principles of RTI by the end of the year.

- 2. School Board Group Norms, School Board Protocols and a Transition Plan – At 10:00 a.m. members of the Superintendent’s Cabinet had completed their reports to the Board and left the meeting. Following a brief break, Board members spent time discussing School Board Group Norms, School Board Protocols and a plan for implementing a smooth transition to an interim superintendent prior to naming a superintendent of schools in December.

The Retreat (work session) adjourned at 1:00 p.m.

Teresa Grossi, President

Jeannine Butler, Vice President

Valerie Merriam, Secretary

Susan P. Wanzer, Assistant Secretary

Jim Muehling, Member

Lois Sabo-Skelton, Member

Vicki Streiff, Member