

BOARD MEETING
ADMINISTRATION OFFICE
November 5, 2018
7:00 P.M.

Call to Order: Phil Foster, Brian Gott, Mike Martin, Dennis Reagan, Melissa Smith, Shane Steimel
Absent: Rick Davis

Pledge of Allegiance
Prayer

- **MINUTES**

- The Chair entertained a motion to approve the minutes of the October 8, 2018, School Board Meeting.

Motion: Dennis Reagan, Second: Melissa Smith (Discussion) Vote: 6-0

- The Chair entertained a motion to approve the Work Session October 22, 2018.

Motion: Dennis Reagan, Second: Brian Gott (Discussion) Vote: 6-0

- **SPECIAL PRESENTATIONS/RECOGNITIONS**

- H.J. Umbaugh & Associates – Belvia Gray

ACTION ITEMS

By individual motions, the Board approved/adopted the following items or actions.

- **PERSONNEL**- All employment recommendations are pending completed satisfactory criminal background history report.
 - **Thorntown**
 - **ECA Recommendations**
 - Ken Conley – 5th Grade Boys Basketball Coach 2018-2019 school year
 - Melanie Keyes – 5th Grade Girls Basketball Coach 2018-2019 school year
 - Aimee Collins – RTI Representative 2018-2019 school year
 - Tiffany Baldwin – RTI Representative 2018-2019 school year
 - Kelsey Haney – RTI Representative 2018-2019 school year
 - Amy Corwin – Dyslexia Specialist 2018-2019 school year
 - **Granville Wells**
 - Casandra Anderson – FMLA effective November 22, 2018 to January 8, 2019
 - Jan Miller – Temporary - Technology Assistant effective November 26, 2018 to December 21, 2018
 - **ECA Recommendations**
 - Kristi Schlesinger – RTI position
 - Kelly Adams – RTI position
 - Sara Gentry – RTI position
 - Kelly Adams – Dyslexia specialist
 - Stefanie Ross – Yearbook sponsor
 - **Western Boone**
 - Michelle Williams – Employment – Special Education Instructional Assistant

- **Western Boone Transportation**
 - Danny Summers – Employment – SP Bus Driver effective October 24, 2018
- **Western Boone Athletics**
 - Philip Webb – Employment – Varsity Assistant Boys Basketball Coach
 - Kurt Baird – Employment – 8th Grade Boys Basketball Assistant Coach
 - Gabe Westerfeld – Employment – 6th Grade Boys Basketball Assistant Coach
 - Wes Nicely – Employment – 6th Grade Boys Basketball Assistant Coach

The Chair entertained a motion to approve the personnel as presented

Motion: Brian Gott, Second: Dennis Reagan (Discussion) Vote 6-0

- **BUSINESS**

- **Non-Resident Student**
 - Superintendent Ramey recommended the Board approve the following Non-Resident Students:
 - Barton Martin - Western Boone Jr.-Sr. High School, 12th Grade, 2018-2019 school year
 - Lucas V. Martin - Western Boone Jr.-Sr. High School, 11th Grade, 2018-2019 school year
 - Naarah Dickey – Granville Wells Elementary, 6th Grade, 2018-2019

Motion: Phil Foster, Second: Melissa Smith (Discussion) Vote: 6-0

- **Out of State/Overnight Field Trips**
 - Superintendent Ramey recommended the Board approve the field trip request for
 - Varsity Girls Basketball Vincennes Niehaus Holiday Tournament – December 27, 2018
 - Varsity Wrestling Connersville Holiday Tournament – December 28, 2018

Motion: Dennis Reagan, Second: Brian Gott (Discussion) Vote: 6-0

- **Approval of Superintendent Contract**
 - The Chair entertained a motion to approve the Superintendent Contract that was presented at a Public Meeting on October 8, 2018

Motion: Phil Foster, Second: Melissa Smith (Discussion) Vote: 6-0

- **Teacher Evaluation BP-3130**
 - Superintendent Ramey recommended the Board approve the updated Board Policy 3130 regarding the Modified RISE Evaluation Plan

Motion: Brian Gott, Second: Dennis Reagan (Discussion) Vote: 6-0

- **Teacher Appreciation Grants BP-3136**
 - Superintendent Ramey recommended the Board approve the updated Board Policy 3136 regarding how to distribute its Teacher Appreciation Grant monies received from the Indiana Department of Education

Motion: Dennis Reagan, Second: Melissa Smith (Discussion) Vote: 6-0

- **Renovation and Improvements**
 - Superintendent Ramey recommended the Board approve the publication of the Notice of Public Hearing for renovations and improvements at Western Boone Jr.-Sr. High School.

Motion: Dennis Reagan, Second: Phil Foster (Discussion) Vote: 6-0

- **CLAIMS**

- The Chair entertained a motion to approve the claims for the period of October 8, 2018, through November 5, 2018, as submitted

Motion: Brian Gott, Second: Phil Foster (Discussion) Vote: 6-0

- **MONTHLY FINANCIAL REPORTS**

- **OTHER**

- **Western Boone**
 - Lisa Pierce – FMLA effective October 25, 2018

Motion: Brian Gott, Second: Melissa Smith (Discussion) Vote 6-0

- **ANNOUNCEMENTS**

- Greater Jamestown Area Fund – David Rogers has resigned from his board appointed position. Any individual interested in fulfilling David's term needs to submit a letter.
- Western Boone High School – Fall Play November 10, 2018, 7:00 P.M.
- Western Boone School Corporation – Thanksgiving Break November 22 and November 23, 2018
- Western Boone School Corporation– eLearning Day November 28, 2018

- **ADJOURNMENT**

Motion: Dennis Reagan, Second: Brian Gott (Discussion) Vote 6-0

Western Boone County Community School Corporation

Preliminary Financing Option

November 5, 2018

UMBAUGH

It's all about experience

WESTERN BOONE COUNTY COMMUNITY SCHOOL CORPORATION

SCHEDULE OF EXISTING BONDED INDEBTEDNESS
(Unaudited)

Year	Common School Fund Loan #A1856 (1)	Common School Fund Loan #A1914 (1)	Common School Fund Loan #A2879 (1)	Common School Fund Loan #A2978 (2)	First Mortgage Refunding Bonds, Series 2008	General Obligation Bonds of 2016	First Mortgage Refunding Bonds, Series 2016 (3)	Total Annual Payment from Debt Service
2017	\$32,792	\$32,792	\$34,861		\$543,000	\$341,931	\$2,741,000	\$3,726,376
2018	32,475	32,475	34,527		543,000	358,701	2,771,000	3,772,178
2019	32,157	32,157	34,192	\$14,236	541,000	364,400	2,791,000	3,809,142
2020	15,959	15,959	33,858	13,583		364,600	3,084,000	3,527,959
2021			16,804	13,452		363,450	3,120,000	3,513,706
2022				13,321		366,800	3,122,000	3,502,121
2023				13,190		369,950	3,126,000	3,509,140
2024						372,900	3,117,000	3,489,900
2025						380,650	3,122,000	3,502,650
2026							3,120,000	3,120,000
2027							3,122,000	3,122,000
2028							3,122,000	3,122,000
Total	\$113,383	\$113,383	\$154,242	\$67,782	\$1,627,000	\$3,283,382	\$36,358,000	\$41,717,172

(1) Currently showing on Budget Year basis.

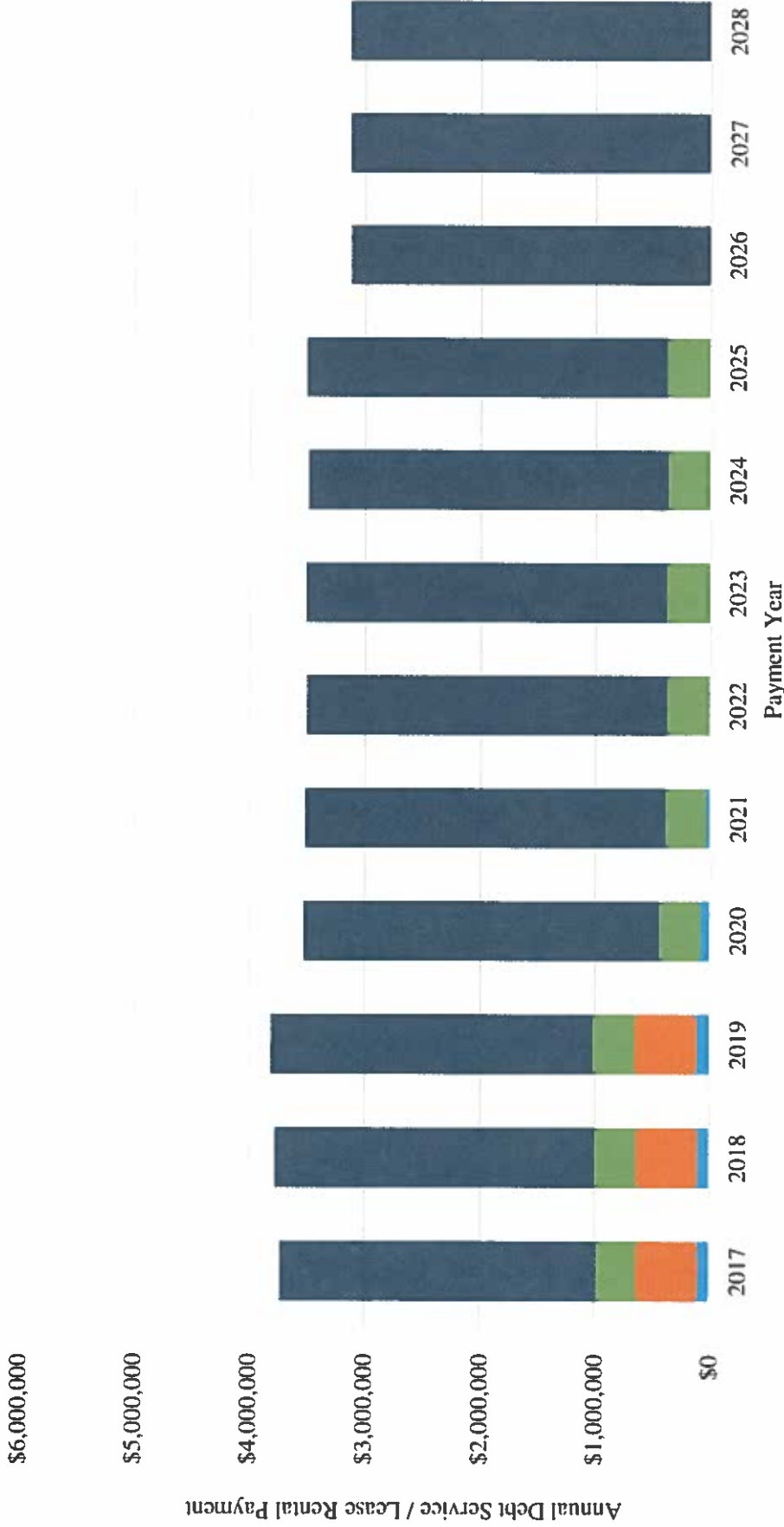
(2) Currently showing on Calendar Year basis.

(3) Refunded the First Mortgage 2009 Bonds on November 29, 2016.

UMBAUGH

It's all about experience

WESTERN BOONE COUNTY COMMUNITY SCHOOL CORPORATION
SCHEDULE OF EXISTING DEBT SERVICE / LEASE RENTAL PAYMENTS



■ Common School Fund Loans (1)
 ■ First Mortgage Refunding Bonds, Series 2008
■ General Obligation Bonds of 2016
 ■ First Mortgage Refunding Bonds, Series 2016

(1) Includes Common School Fund Loans A1865, A1914, A2879 and A2978.

Note: Excludes interest on temporary loans and unreimbursed textbooks.

Western Boone County Community School Corporation

Summary of Preliminary Financing Option

	Proposed First Mortgage Bonds, Series 2019
Estimated Borrowing Amount	\$5,000,000
Estimated Total Interest Expense (1)	\$2,477,415
Estimated Increase over 2019 Payment (1)	\$140,000
Estimated Increase over 2019 Tax Rate (2) (3)	\$0.0196
Estimated Maximum Annual Payment (1)	\$2,418,000
Estimated Maximum Tax Rate (2) (4)	\$0.3385

(1) Based upon current market interest rates, plus 1.00% to 1.50% as of the date of this report.

(2) Based on the 2019 certified net assessed value of \$678,530,334 for Western Boone County Community School Corporation per the Department of Local Government Finance. Assumes 5% license excise/financial institutions factor. Per \$100 of assessed value.

(3) Represents estimated increase in debt service tax rate based upon estimated increase in overall annual debt payments. The School Corporation could utilize a portion of its operating balance to reduce the incremental impact.

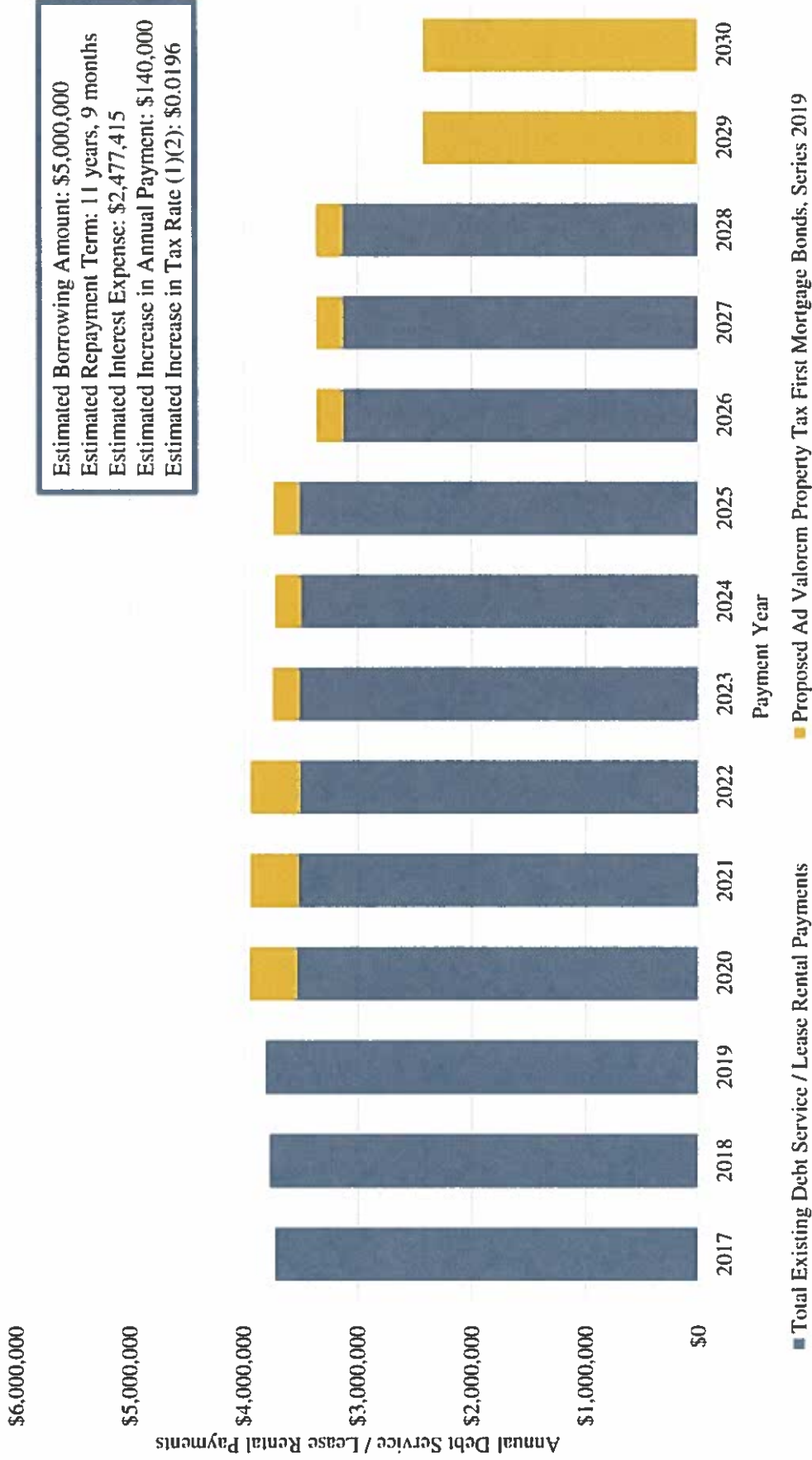
(4) Represents estimated maximum tax rate allocable to the bond issue based upon the maximum annual payment.

UMBAUGH

It's all about experience

WESTERN BOONE COUNTY COMMUNITY SCHOOL CORPORATION

SCHEDULE OF EXISTING & PROPOSED DEBT SERVICE / LEASE RENTAL PAYMENTS



(1) Based upon current market interest rates, plus 1.00% to 1.50% as of the date of this report.

(2) Based on the 2019 certified net assessed value of \$678,530,334 for Western Boone County Community School Corporation per the Department of Local Government Finance. Assumes 5% license excise/financial institutions factor. Per \$100 of assessed value.

Summary of Estimated Annual Taxpayer Impact

\$5,000,000 First Mortgage Bonds

(Assumes taxpayers not at Circuit Breaker Tax Cap and School Corporation does not utilize operating balance)

Market Value of Property	Net Assessed Value (1)	Estimated Tax Impact Over Current Levels: \$0.0196
\$75,000	\$16,500	\$3.23
100,000	32,750	6.42
150,900 (2)	65,835	12.90
200,000	97,750	19.16
300,000	162,750	31.90
Farmland		
1 Acre of Agricultural Property (3)	\$1,610	\$0.32
100 Acre of Agricultural Property (3)	161,000	31.56
Commercial/Rental Property		
	\$100,000	\$19.60

Note: Based upon current market interest rates, plus 1.00% to 1.50%, as of the date of this report.

- (1) Tax impact based upon net assessed valuation of home which includes the standard deduction, supplemental homestead deduction, and the mortgage deduction.
- (2) Represents the median home value of \$150,900 within the School Corporation, per the U.S. Census Bureau, 2012-2016 American Community Survey 5 year Estimates.
- (3) Per the DLGF, agricultural land is assessed at \$1,610/acre for taxes payable in 2019. Actual value will vary based on productivity factors.

UMBAUGH

It's all about experience

Teacher Evaluation

Western Boone Modified RISE Evaluation Plan

BP-3130

State Law: Must be annual for every teacher, must show student growth data, must put teachers in one of four ratings.

Staff members that are not present 162 days of the school year will be evaluated using two short observations until the following year that they are present 162 days. These staff members will keep their previous year's category. For those teachers present at least 120 days who kept ineffective rating, there must be sufficient evidence in accordance to their improvement plan to support evaluator's recommendation for continued employment or dismissal.

Using the Modified RISE Model

Domain 2: Instruction=85%

Domain 3: Leadership=15%

Core Professional Domain

Teachers rated as Highly Effective or Effective from previous year:

Short Observation: Use electronic RISE Teacher Effectiveness Rubric

- At least 1 during fall semester
- No pre-conference
- At least 10 minutes in length
- Feedback will be sent electronically within 5 school days following observation
- Post-conference if noted by administration or teacher

Mid-Year Extended Observation: Use electronic RISE Teacher Effectiveness Rubric

- Completed by April 15th
- No pre-conference required
- At least 30 minutes in length
- Feedback will be sent electronically within 7 school days following observation
- Post-conference if noted by administration or teacher

Final Evaluation: Conference must be completed in May using RISE rubric

- Phase I: Meet with teachers individually with rubric, SLO data, and compiled documentation. Evaluation will be signed by teacher and administrator.
- Teachers will be preliminarily placed in one of four rating categories
- Teachers who are rated as Improvement Necessary or Ineffective will start a professional development plan (use Professional Development Plan form)

Fall Information/Data Available

- Phase II: Using Summative Form, 75% from RISE rubric and 10% from School-Wide Learning (SWL)(school grade A-F). 15% from Student Learning Objectives (SLO) or Individual Growth Model (IGM). Will be signed by teacher and administrator
- Teachers will be placed in one of four rating categories
- Teachers who are rated as Improvement Necessary or Ineffective will start a professional development plan (use Professional Development Plan form in Standard for Success)

Teachers rated as Probationary, Improvement Necessary or Ineffective

Short Observation: Use electronic RISE Teacher Effectiveness Rubric

- At least 4 conducted throughout the school year
- No pre-conference
- At least 10 minutes in length
- Feedback will be sent electronically within 5 school days following observation
- Post-conference if noted by administration or teacher

Mid-Year Extended Observation: Use RISE Teacher Effectiveness Rubric

- Completed after January 1st but before April 15th
- No pre-conference required
- At least 30 minutes in length
- Feedback will be sent electronically within 7 school days following observation
- Post-conference if noted by administrator or teacher

Final Evaluation: Conference must be completed in May using RISE rubric

- Phase I: Meet with teachers individually with rubric, SLO data and compiled documentation. Evaluation will be signed by teacher and administrator.
- Teachers will be preliminarily placed in one of four rating categories
- Teachers who are rated as Improvement Necessary or Ineffective will start a professional development plan (use Professional Development Plan form)

Fall Information Data Available

- Phase II: Using Summative Form, 75% from RISE rubric and 10% from School-Wide Learning (SWL)(school grade A-F). 15% from Student Learning Objectives (SLO) or Individual Growth Model (IGM). Will be signed by teacher and administrator.
- Teachers will be placed in one of four rating categories
- Teachers who are rated as Improvement Necessary or Ineffective will start a professional development plan (use Professional Development Plan form)

Final Yearly Summative Rating (Will be determined once IDOE releases IGM and SWL data)

75% from Teacher Effectiveness Rubric 10 % from School Wide Learning 15% from SLO or IGM

Four Category Final Ratings

4 = Highly Effective (3.5 – 4.0) 3 = Effective (2.5 – 3.49)
 2 = Improvement Necessary (1.75 – 2.49) 1 = Ineffective (0.0 – 1.74)

Negative Impact on Statewide Assessments

Teachers using IGM Data from ISTEP

Negative impact on student learning, as measured by student performance on statewide assessments, is characterized by a significant decrease in student achievement and notably low levels of student growth. IDOE will calculate negative impact for all teachers with IGM data. The determination of negative impact is based on two key variables:

- 1) Mean ISTEP[®] scale score: The mean ISTEP[®] scale score must drop by 15 or more scale points from one year to the next.
- 2) Median student growth percentile: The median student growth percentile must be 15 or less

The criteria for both variables must be met in order for a teacher to be identified as negatively impacting student learning.

Teacher using SLO Data of Approved Assessments

Negative impact on student learning will be defined as assessment data that falls into the ineffective category as detailed in the teacher's Student Learning Objective (SLO).

Per state law, any teacher who shows negative impact will only be allowed to be in the category of Improvement Necessary or Ineffective.

Appeal Process

Any staff member that receives a rating score of ineffective may request a private conference with the Superintendent within 10 days following the summative conference with the primary evaluator. Request and reasons for appeal must be submitted in writing. Following conference, the Superintendent will have 10 days to give written reply noting change or no change to rating score. Written document will be placed in teacher's permanent file.

Date Adopted: 09/09/13

Date Adopted: 11/05/18

TEACHER APPRECIATION GRANTS

BP – 3136

The Western Boone County Community School Corporation will distribute its Teacher Appreciation Grant monies received from the Indiana Department of Education to the teachers who meet the following criteria:

1. Employed in the classroom or directly provided education in a virtual classroom setting;
2. Received a Highly Effective or an Effective rating on their most recently completed performance evaluation; and
3. Employed on December 1st of the year the Corporation receives the Teacher Appreciation Grant monies.

The School Corporation will distribute its Teacher Appreciation Grant monies as follows:

1. To All Effective Teachers: A stipend as determined by the superintendent
2. To All Highly Effective Teachers: A stipend in the amount of 25% more than the stipend given to Effective teachers

The School Corporation will distribute the stipends within 20 business days of the distribution date by the Indiana Department of Education of the Teacher Appreciation Grant monies to the School Corporation.

LEGAL REFERENCE: I.C. 20-43-10-3.5

Date Adopted: 8/14/17
11/5/18

Agenda item

Rob Ramey

Mon 10/29/2018 1:56 PM

To: Tammy Clanton <Tammy.Clanton@webo.k12.in.us>;

For November's board agenda -

Authorize the publication of the Notice of Public Hearing for the renovation and improvements to the Jr/Sr high school in the maximum total project cost of \$5,000,000.

Rob Ramey, Superintendent
Western Boone County Community School Corporation
1201 N. St. Rd. 75
Thorntown, IN 46071
Phone 765.482.6333 Ext. 2401



GENERAL FUND COMPARISON REPORT:

As of October 31, 2018 the General Fund cash balance was \$2,633,867.

The General Fund expenditures for October 2018 were \$878,278. As of the end of October 2018, a total of 74% of the 2018 appropriation was expended.

FYI: The October 2018 - Fund, Appropriation, and Revenue Reports are posted to the School Board Document Site