

The Board of School Trustees of the Nettle Creek School Corporation met in regular session on September 13, 2023 at Hagerstown Elementary LGI Room.

The following board members were present: David Moore, Shaun Lieberman, Dan Davis, Marcie Houghton, and Cody Sankey. Guests present were: Elizabeth Bryant, Ron Cross, Josh Hallatt, Tiffani Hokey, Rick Cole, and Chris Blaase.

### **CALL TO ORDER OF BOARD MEETING**

The regular meeting of the Board of School Trustees was called to order by Mr. Davis at 6:33 p.m. at Hagerstown Elementary LGI Room.

Mrs. Schaeffer certified compliance with the open meeting law.

### **APPROVAL OF BOARD MEETING MINUTES**

Lieberman/Moore moved to approve the Regular Board meeting minutes on August 9, 2023. Motion carried 5/0.

### **FINANCIAL ITEMS**

Houghton/Sankey moved to approve payroll claims totaling \$531,093.88 and vendor claims totaling \$833,405.97. Motion carried 5/0.

### **APPROVAL OF THE PRELIMINARY BOND RESOLUTION (EXHIBIT A)**

There was no public comment on the bond issues.

Lieberman/Sankey moved to approve the Preliminary Bond Resolution (Exhibit A). This preliminary bond resolution establishes the maximum amount to be borrowed, maximum term of repayment, and maximum interest rate. Motion carried 5/0.

### **APPROVAL OF THE OFFICIAL INTENT TO REIMBURSE EXPENDITURES (EXHIBIT B)**

There was no public comment on the bond issues.

Houghton/Lieberman moved to approve the official intent to reimburse expenditures. If the School Corporation pays any preliminary costs related to the project in advance of receiving the bond proceeds, it may want to reserve its ability to be reimbursed from bond proceeds after the closing. The Internal Revenue Service requires that a School Corporation declare its official intent to reimburse as documented in this resolution in order to reserve this ability to reimburse. Motion carried 5/0.

### **PUBLIC COMMENT**

Rick Cole, Hagerstown Fire Chief, addressed the board regarding concerns with not allowing a staff member to leave his duty station to go on fire runs. He knows that we have a teacher who cannot leave a class full of students to go on runs but doesn't understand why Mr. Shepherd is unable to attend runs. Mr. Cole stated that per the Indiana Code, we cannot punish an employee who is at a fire call prior to the contractual hours or who leaves duty station to attend a fire run.

Mr. Cole stated that town employees are able to go on runs if they are able and he wouldn't expect Mr. Shepherd to leave if he was busy. Mr. Cole stated that the State has made it harder for people to join fire departments and thus numbers have dropped for several departments. Mr. Cole stated that his department used to go on approximately 100 runs a year. Now that Reid has taken over the ambulance service, Hagerstown Fire Department assists them and are going on approximately 300 runs a year.

Mrs. Schaeffer stated that the way she reads the Indiana Code is that the employee must have prior authorization to leave duty station to go on fire runs. Mrs. Schaeffer stated that from a management side of things, she cannot justify allowing one employee to attend runs while not allowing another.

Mrs. Houghton stated that there is also a lack of communication. We are not being told when he left or returns and it is not being documented properly on a timesheet. This creates a liability issue for the Corporation.

Mr. Davis stated that the procedures do have some gray areas. Mr. Davis told Mr. Cole that we would take comments and see if there is a way to allow employees to go on fire runs.

Mr. Lieberman stated that we need find balance. He believes this is worth having a discussion with Ron Cross, school attorney, regarding possible discrimination and set some procedures on communication expectations.

## **SUPERINTENDENT SPOTLIGHT**

Mrs. Schaeffer recognized Mr. Chris Blaase during the Superintendent Spotlight. Mr. Blaase became credentialed under the Higher Learning Commission requirements for dual credit instructors through the University of Indianapolis CELL program. Mr. Blaase completed 18 credit hours at no cost to him through the program. This opportunity allows HJSHS to offer dual credit psychology courses.

## **SCHOOL NEWS**

Mrs. Schaeffer stated she had an exciting day with members of the National NIET. Having the CEO of NIET on campus sitting down with students and speaking to our staff really shows the growth Nettle Creek Schools is making. Mrs. Schaeffer said that now we are three years into the NIET framework, teachers are continuing to reflect, refine and grow.

Mrs. Hokey stated that her and her staff were really inspired by the NIET visit today. We will have Mississinewa schools will be visiting tomorrow. Mrs. Hokey stated we are just a few steps ahead of them with the NIET framework. She reminded the Board that staff from Hagerstown were able to visit Brown County last year, who were just a few steps ahead of us with NIET. It is nice to visit other schools that are implementing the framework well to set goals for your own school.

Mr. Davis asked if schools who visit are already apart of the NIET framework or looking to join. Mrs. Hokey stated it is a little of both. Mrs. Bryant also stated that it helps that we have a Board that has been supportive of starting school at 8:30 to give the teachers time for the training and professional development. Several schools are unable to implement NIET because they do not have the time built into their day or do not have the support from their Board like we do.

Mrs. Hokey also thanked the Board and Administration for all of the support the last couple of weeks with the loss of a student. Last Thursday, the Elementary had approximately 20 staff members out to attend the funeral. Mrs. Hokey was in a kindergarten classroom while Mrs. Schaeffer and Mrs. Bryant covered preschool.

Mr. Hallatt stated that we are halfway through the first nine weeks. Attendance is a big push right now. So far this year, the HJSHS has had a 93.6% attendance rate. This time last year, the attendance rate was at 90.8%.

Mr. Davis stated that not only do we have good things happening for our current students, but great things are also happening for past graduates. A 1995 graduate, Richard Federico was named to the US Court of Appeals. A 2005 graduate, Tyler Dougherty, is an SRO for Westfield Schools. Tyler was able to work with the secret service during the First Lady's visit.

## **PERSONNEL ITEMS**

Sankey/Moore moved to approve the following personnel items:

Glen Meek	Homebound Instructor	\$45.70/hr.
Tammy Andis	On-Call Sub Teacher	\$80.00/day
Ava Neuman	PreSchool/Daycare Asst.	\$9.54/hr. (student)
Samantha Estrada	Nurse Assistant	\$21,488.32 (180 days)
Sharon Shelton	Custodian-Part-time	\$13.11/hr. (up to 29 hrs./wk)
Jacquelyn Mullin	On-Call Sub Nurse	\$15.92/hr.

Katie Johnson resignation as HJSHS Instructional Assistant. Effective September 1, 2023.

Motion carried 5/0.

## **APPROVAL OF THE A LA CARTE PRICING FOR STUDENTS AND STAFF**

Houghton/Lieberman moved to approve the a la carte pricing for students and staff. There are no changes in the prices from last year. Motion carried 5/0.

## **APPROVAL OF THE MOU WITH IVY TECH, RICHMOND**

Lieberman/Sankey moved to approve the Memorandum of Understanding with Ivy Tech Richmond. The MOU allows Hagerstown High School to offer 20 dual credit courses taught by HJSHS teachers. These courses are offered to students on HJSHS campus. The partnership with Ivy Tech Richmond also allows HJSHS students to receive credit in the Indiana College Core which is 30 college credit hours that will transfer to post-secondary education. Motion carried 5/0.

## **APPROVAL OF THE 2023-2024 TEACHER APPRECIATION GRANT POLICY**

Lieberman/Moore moved to approve the 2023-2024 Teacher Appreciation Grant Policy. Each year we have to approve a policy that indicates how we will distribute the Teacher Appreciation Grant money. This is the exact same policy that was adopted last year for the same purpose. Motion carried 5/0.

## **SECOND READING AND APPROVAL OF BOARD POLICY UPDATES**

Houghton/Lieberman moved to approve the following policy updates:

Policy 0141	Number
Policy 0142	Election/Appointment of Members & Eligibility to Service
Policy 0142.1	Term
Policy 0142.2	Oath
Policy 0142.3	Vacancies
Policy 0144.1	Compensation
Policy 0144.2	Board Member Ethics
Policy 0152	Officers
Policy 0164.5	Member Participation in Meetings through Electronic Means of Communication
Policy 0167.3	Public Participation at Board Meetings
Policy 1213.01	Staff-Student Relations
Policy 1425	Nursing Mothers
Policy 1615	Use of Tobacco By Administrators
Policy 2410	Audio, Video, and Digital Recording of Meetings
Policy 2461	Recording of IEP Team Meetings/Case Conferences
Policy 2462	Dyslexia Screening and Intervention
Policy 2510	Adoption of Curricular Materials
Policy 3124	Employment Contracts with Professional Employees
Policy 3213.01	Staff-Student Relations
Policy 3215	Use of Tobacco by Professional Staff
Policy 3231	Outside Activities of Staff
Policy 3362.01	Threatening and/or Intimidating Behavior Toward Staff Members
Policy 3425	Nursing Mothers
Policy 4120	Employment of Support Staff
Policy 4213.01	Staff-Student Relations
Policy 4215	Tobacco Use Prevention
Policy 5330	Use of Medication
Policy 5512	Tobacco Use Prevention
Policy 5517	Anti-Harassment
Policy 5517.01	Bullying
Policy 5771	Search and Seizure
Policy 6152	Student Fees and Charges
Policy 6250	Required ADM Counts for the Purpose of State Funding & Verification of Residency for Membership
Policy 6550	Travel Payment and Reimbursement
Policy 6700	Fair Labor Standards Act ("FLSA")
Policy 7434	Use of Tobacco by Visitors
Policy 7440	Facility Security Program
Policy 7540.02	Web Accessibility, Content, Apps, and Services
Policy 8310	Public Records
Policy 8451	Pediculosis (Head Lice)
Policy 9111	Communications

Motion carried 5/0.

## **OTHER ITEMS OF INFORMATION**

The next meeting will be October 18, 2023 at Hagerstown Elementary School LGI Room at 6:30 pm. Mrs. Schaeffer noted that is the third Wednesday of October due to Fall Break.

## **ADJOURN**

Meeting adorned at 7:29 pm.

Signed \_\_\_\_\_  
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