

**Scott County School District 2  
School Board of Education Meeting  
Central Office Board Room  
375 East McClain Avenue  
Scottsburg, IN 47170**

**Board Work Session**

**Agenda**

**April 18, 2016**

**Board Work Session - 5:00 p.m.**

I. Call to Order

President Jason Kendall called the public meeting to order. The public meeting was called to order at 5:06 p.m. Mr. Jason Kendall, Mr. Ron Moore, and Mrs. Andrea Soloe were present. Mr. Josh Mays and Mrs. Christy Roberts were absent.

II. Pledge of Allegiance

President Jason Kendall led the meeting in the Pledge of Allegiance.

III. 2016-17 Staffing and Beyond

Dr. Slaton opened the presentation by discussing key points about the meeting: focusing on what we can afford based on cash balance in the general fund, prioritize the needs and wants for each building, developing a “sense of urgency” to be sure that we attract top quality candidates by being in the market for staff members now rather than later, and continuing to provide more opportunities for students which this plan addresses.

Dr. Slaton then shared the year end 2015 General Fund cash balance and also anticipated year end General Fund cash balances going forward if the anticipated annual revenues and expenditures remained flat. The second assumption for the projections are based on no drastic changes in the state funding formula in 2018 or beyond. As part of the General Fund presentation, Dr. Slaton also shared figures as it related to the staffing plan and that impact on the General Fund cash

balance in 2016 and future years.

### Staffing Plan Presentation

Mrs. Doris Marcum, Principal at Johnson Elementary School, discussed the needs and wants for Johnson Elementary School. These included, a nurse, a Resource room Instructional Assistant, and a Full-time art aide. She also mentioned additional Instructional Assistants in Title One. Dr. Slaton advised that would be analyzed and discussed once the Title One budget came out next month as those must be hired through that grant.

Mr. Kendall asked why only one nurse now and why JES and LES. After much discussion, it was decided to work to hire both nurses in 2016-17 and make adjustments if necessary. Discussion was made to look into possibly partnering with the local hospital to contract these services instead of hiring them as district employees.

Mr. Nick South, incoming Principal at Lexington Elementary School, discussed the need for a 2nd section at the 5th Grade level. Currently, Lexington Elementary School has 38 4th graders. He also liked the idea of having additional nursing staff.

Mrs. Deb Yost and Mr. Jordan Warner, Principal and Assistant Principal at Scottsburg Elementary School, were present to discuss the needs and wants at SES. Mrs. Yost wants to maintain current Instructional Assistants. Mrs. Yost would also like consideration given to a large incoming 4th Grade class. Dr. Slaton advised that this was on the "watch list" as there is currently 85 students for 3 teachers. Dr. Slaton noted that he had not included this position at this time due to similar class sizes at other elementary schools and also that he felt this would be a one year position based on the enrollments in the other grade levels at SES.

Mrs. Tiffany Barrett, Principal at Vienna-Finley Elementary, was present to discuss the situation at VFES. Mrs. Barrett opened by requesting that no cuts be made to her existing staff. She also addressed large class sizes for next year in Grade 3 and Grade 4 and asked for consideration for those grades. Mrs. Barrett stated that her biggest need right now was a Duty Aide position primarily for recess. Many recesses have around 110 students and there is only 2 Recess

Aides to supervise that many students. Mrs. Barrett requested a 3rd Aide to help in that supervision. Mrs. Barrett was also in favor of a full-time nursing position as she currently shares a nurse with SHS.

Ms. Kristin Nass, Principal of Scottsburg Middle School, shared her needs and wants for Scottsburg Middle School. Ms. Nass stated that SMS is in need of electives for their students. Based on that need, Ms. Nass requested a Family and Consumer Science position. Ms. Nass is also willing to cut a supervision aide position in order to assist from a financial standpoint. In addition, a SMS Athletic Director Stipend position, was discussed as a possibility to assist SMS Admin in practice scheduling, supervision, game schedules, and officials. It was noted that since this position was only a stipend that a clear and concise job description should be developed as some duties and responsibilities would remain with the Scott 2 Athletic Director's position.

Mr. Ric Manns, Mr. Jacob Johanningsmeier, and Mrs. Keri Hammons, SHS Principal, New Tech Principal, and HSTW Principal, were present to speak on behalf of Scottsburg High School's needs. They spoke about the need for Health and PE teacher. SHS has seen an increase in Health pass rates with the efforts this year of teaching Health in a "face to face" format as opposed to forcing every student to take it online. There is some uncertainty with the existing staff to be able to still teach that next year with some changes coming so the need is great there.

The SHS Admin also talked about the strong school and community interest in working to continue to get our students more College and Career Ready. With this comes a potential position for Scott 2 of a College and Career Readiness Counselor position. This position would work with students in elementary, middle, and high to help prepare them for college and or careers.

SHS is also looking at adding a Computer Science class for the Spring 2017 semester for those students who have expressed an interest in this opportunity. SHS was also in favor of the additional nursing staff so that they would have a full time nurse as well.

Dr. Slaton talked about a couple of other items that are "district-wide" considerations. He identified two groups of employees (Instructional Assistants and Food Service Workers) who do not have a salary schedule. Once they hire in, they make the same wage every year regardless of how many years that they

work. Dr. Slaton and Ms. Sparkman stated that they would like to develop a salary schedule for these groups of employees.

Dr. Slaton also mentioned the Elementary Sports Coordinator position again (this position replaces the Elementary Basketball Coordinator- Boys' and Girls').

Lastly, he talked about the need to have a stipend position for the Corporation Test Coordinator and the District State Reporting Coordinator. Dr. Slaton stated that he was still in the process of getting job descriptions together for these two positions however.

Dr. Slaton also mentioned that he would like to work on a plan to do something for the current Scott 2 staff in the form of a stipend payment prior to the 2016 Calendar Year End. Dr. Slaton and Ms. Sparkman both believe that there will be money available to address this at a later date.

After discussion, Mr. Kendall asked Dr. Slaton for a timeline of when he would like to see these items come before the board for a vote. Dr. Slaton stated that the sooner the better so that proper planning could take place and so that we could get in line for seeking quality candidates while the "pool of candidates was still deeper". Dr. Slaton stated that he would like to see the financial impact of the second nursing position on the overall bottomline.

Ms. Sparkman quickly added that position to the existing spreadsheet and determined that it only impacts the General Fund Cash Balance by a tenth of a percent.

Mr. Kendall asked Dr. Slaton if he had a recommendation. Dr. Slaton recommended the following:

- Second 5th Grade Section at LES
- Elementary Sports Coordinator
- Scott 2 College & Career Readiness
- 2 Additional District Nursing Positions
- SHS Health/PE Teacher
- SMS Athletic Director Stipend Position
- Full Time Art Aide which allows art coverage at JES
- JES Resource Aide

- VFES Duty Aide
- FACS Teacher @ SMS (less 1 Aide)
- Salary Schedule for Instructional Assistants
- Salary Schedule for Food Service Workers (no cost to the General Fund)

After discussion amongst board members, Mr. Ron Moore made a motion to approve the above. Mrs. Andrea Soloe seconded that motion. The motion carried 3-0.

#### IV. Adjourn

Mr. Ron Moore made the motion to adjourn. Mrs. Andrea Soloe seconded the motion and the motion carried 3-0. The meeting adjourned at 6:49 p.m.

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Jason Kendall, President

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Josh Mays, Vice President

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Christy Roberts, Secretary

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Ron Moore, Member

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Andrea Soloe, Member