

MINUTES

WEST LAFAYETTE COMMUNITY SCHOOL CORPORATION
Happy Hollow Building, LGI Room
1200 N. Salisbury Street
West Lafayette, Indiana

REGULAR MEETING OF THE BOARD OF SCHOOL TRUSTEES
Monday, October 9, 2023

PRESENT: Mrs. Rachel Witt; Mr. Bradley Marley; Mrs. Amy Austin; Mr. Thomas Schott; Dr. Yue Yin, Mrs. Dacia Mumford; Mr. Laurence Wang; Dr. Shawn Greiner, Superintendent; Mrs. Anna Roth, Assistant Superintendent and Mrs. Michelle Cronk, CFO

President Witt called the meeting to order at 6:00 p.m.

A recommendation was made by Mrs. Witt to move the Morris Leatherman Community Survey Presentation (New Business, Letter A) after Special Recognitions and prior to Communication from the Audience per the request of Dr. Lifo due to travel.

Motion by: Mr. Wang

Seconded by: Mrs. Austin

Vote: 7 of 7

I. SPECIAL RECOGNITIONS – WLIS Cross Country Championship Winners

Present:

- 🏆 Violet Boesch – 4th Grade Girls (6:53.9)
- 🏆 James Johnson – 4th Grade Boys (6:22.7 – New WLIS Record)
- 🏆 Maddie Clampitt-Morales – 5th Grade Girls (6:33.0 – New WLIS Record)
- 🏆 Pierce Serratos – 6th Grade Boys (6:01.4)

Absent:

- 🏆 Bilal Salem – 5th Grade Boys (6:12.0)
- 🏆 Meredith Andrew – 6th Grade Girls (6:33.1)

CONGRATULATIONS! We're so PROUD of you! Keep up the fantastic work!

**Morris Leatherman Community Survey Presentation was moved to this portion of the meeting by unanimous vote. (Notes are below under New Business)*

II. COMMUNICATION FROM THE AUDIENCE

Mrs. Witt reminded patrons, per policy 167.3, comments must be about programs, policies or procedures. Comments about building staff and/or children, other than the speaker's child(ren), shall not be heard in public session.

- Becky Creech, WLCSC Teacher
- Graham Whitcomb, WLCSC Teacher
- Andi Hipsher, WLCSC Teacher
- Jerry Gu, WLCSC Student
- Ashley Yang, WLCSC Student
- Lixia Cheng, WLCSC Parent

- Tanya Finkbiner, WLCSC Parent
- Erin Moon-Walker, WLCSC Parent

III. ROUTINE BUSINESS

A. A motion was made to approve the Agenda for the October 9, 2023 Regular Meeting of the Board of School Trustees.

Dr. Greiner noted that an update was added to the Personnel Report which included the retirement of Mr. Ronald Shriner, JSHS Principal. The information was not available until after the Board packet was finalized.

Discussion ensued.

Motion by: Mrs. Austin Seconded by: Mr. Schott Vote: 5 of 7

Yes: Witt, Marley, Austin, Schott, Mumford; No: Yin, Wang; The motion passed.

Dr. Yin made a motion to add an Agenda item detailing the procedure for hiring/evaluating/terminating external ECA staff members.

Motion by: Dr. Yin Seconded by: Mrs. Mumford Vote: 3 of 7

Yes: Yin, Mumford, Wang; No: Witt, Marley, Austin, Schott; The motion failed.

Mrs. Witt returned to the main motion.

B. A motion was made to approve the minutes of the Regular Meeting of the Board of School Trustees held on September 11, 2023.

Discussion ensued.

Motion by: Mrs. Austin Seconded by: Mr. Schott Vote: 6 of 7

Yes: Witt, Marley, Austin, Yin, Mumford, Wang; No: None; Abstention: Schott; The motion passed.

Mr. Wang mad a motion to correct the wording in the September 11, 2023 Board Minutes under Section III, Routine Business, Letter B. Mr. Wang referred back to the August 14, 2023 Board Meeting when he made a motion to “document the general substance of possible amendments of Policy 0166 proposed by member Mumford per IC 5-14-1.5-4 (b) (3).”

Discussion ensued.

Motion by: Mr. Wang Seconded by: Mrs. Mumford Vote: 4 of 7

Yes: Wang, Yin, Mumford, Marley; No: Witt, Austin; Abstention: Schott; The motion passed.

Mrs. Witt returned to the main motion.

C. A motion was made to approve the minutes of the Work Session of the Board of School Trustees held on September 20, 2023.

Discussion ensued.

Motion by: Mrs. Mumford

Seconded by: Mrs. Austin

Vote: 7 of 7

Yes: Witt, Marley, Austin, Schott, Yin, Mumford, Wang; No: None; The motion passed.

Mr. Wang made a motion to amend the Minutes of the September 20, 2023 Work Session Minutes. Mr. Wang would like to see the “document of general substance of the school’s 2024 Annual Budget and Fiscal Plans per Indiana Open Door Law IC 5-14-1.5-4 (b) (3).”

Discussion ensued.

Motion by: Mr. Wang Seconded by: Mrs. Mumford Vote: 1 of 7

Yes: Wang; No: Witt, Marley, Austin, Schott; Abstention: Mumford, Yin; The motion failed.

Mrs. Witt returned to the main motion.

D. A motion was made to approve the minutes of the Tentative Agreement Meeting (Collective Bargaining) of the Board of School Trustees held on October 3, 2023.

Motion by: Mrs. Austin

Seconded by: Mrs. Mumford

Vote: 7 of 7

Yes: Witt, Marley, Austin, Schott, Yin, Mumford, Wang; No: None; The motion passed.

IV. UNFINISHED BUSINESS - None

V. NEW BUSINESS

A. Morris Leatherman Community Survey Presentation*

Dr. Lifto, with the Morris Leatherman Company, was in attendance to present the WLCSC 2023 Community Survey Summary of Results and the Community Survey Open-ended Responses Survey.

The Morris Leatherman Company conducted a community survey with 400 registered voters residing within the boundaries of the West Lafayette Community School Corporation. Interviews were completed between August 21st and September 2nd. The survey included 35 questions with an average interview length of 10 minutes.

The interview process included demographic targets intended to provide a representative sample of voters residing in the school corporation. The main body of the survey was split into two sections. The first measured opinions about the school corporation, its performance and its standing in the community. The second section asked about a potential renewal of the school corporation’s referendum funding, including impacts of funding on schools and programs.

The survey presentation/results can be viewed on the West Lafayette Community School Corporation website at <https://www.wl.k12.in.us/> recent documents / view all documents / School Board Information / Board Meeting Documents / 2023 / 2023_10_09.

**Communication from the Audience followed the Morris Leatherman Survey Presentation.*

B. Collective Bargaining Agreement

Recommendation: The WLEA ratified the Teacher Contract for the 2023-2025 school years. A Public Meeting was held on October 3, 2023 pursuant to Indiana Code 20-29-6-19(a) to discuss the terms of the tentative agreement of the teacher collective bargaining agreement. Dr. Greiner recommended that the Board of School Trustees approve the Collective Bargaining Agreement (Final Master Teacher Contract) as presented.

Discussion ensued.

A motion was made that the Board of School Trustees approve the Collective Bargaining Agreement as presented.

Motion by: Mr. Wang

Seconded by: Mrs. Mumford

Vote: 7 of 7

Yes: Witt, Marley, Austin, Schott, Yin, Mumford, Wang; No: None; The motion passed.

Dr. Yin made a motion to collect information regarding ECA for the next year, such as enrollment, frequency and lengths of the meetings, and duration of the program to evaluate the compensation plan in the agreement.

Discussion ensued.

Dr. Yin amended her previous motion and made a new motion that the school corporation collect data regarding ECAs for the Board. This information would be for the 2025-2026 school year.

Discussion ensued.

Motion by: Dr. Yin Seconded by: Mrs. Mumford Vote: 3 of 7

Yes: Yin, Mumford, Wang; No: Witt, Marley, Austin, Schott; The motion failed.

Mrs. Witt returned to the main motion.

C. Field Trip

Recommendation: Dr. Greiner recommended that the Board of School Trustees approve the following field trip request:

❖ **Social Studies Department; Washington, D.C. – November 8-12, 2023**

The purpose of this field trip is to provide students with the opportunity to enhance AP U.S. Government and Politics Curriculum.

A motion was made that the Board of School Trustees approve the requested field trip as presented.

Motion by: Mr. Marley

Seconded by: Mrs. Austin

Vote: 7 of 7

Yes: Witt, Marley, Austin, Schott, Yin, Mumford, Wang; No: None; The motion passed.

- *At 8:02 p.m., Mrs. Witt motioned for a 10-minute break.*
- *At 8:12 p.m., Mrs. Witt called the meeting back to order.*

D. Personnel Report

Recommendation: Dr. Greiner recommended that the Board of School Trustees approve all information contained in the personnel report.

Discussion ensued.

A motion was made that the Board of School Trustees approve the names and positions reflected in the Personnel Report including the update as previously mentioned in the meeting.

Motion by: Mr. Schott

Seconded by: Mr. Marley

Vote: 7 of 7

Yes: Witt, Marley, Austin, Schott, Yin, Mumford, Wang; No: None; The motion passed.

E. JSHS Elevator Purchase

Recommendation: It was determined, over the summer, that the elevators at the JSHS need to be replaced as it is becoming difficult to have them repaired. Three vendors provided quotes with the lowest from TK Elevator at \$67,101.82. One will be replaced this year and the second one in 2024 in the Capital Projects Plan.

Discussion ensued.

A motion was made that the Board of School Trustees approve the purchase to replace the elevators at the JSHS as recommended.

Motion by: Mr. Wang

Seconded by: Mrs. Austin

Vote: 7 of 7

Yes: Witt, Marley, Austin, Schott, Yin, Mumford, Wang; No: None; The motion passed.

F. Health Insurance Renewal and Premiums

Recommendation: The insurance committee met on October 4, 2023 to discuss the Anthem renewal for 2024. Rates for dental, vision, life and LTD are locked in for another year at this time. Anthem initially suggested an increase of 8.8% to plan fees, but after negotiations, our consultant at Brown & Brown, was able to get the increase down to 5.6%. The Committee discussed an increase of no more than 7% to premiums with finalization after a meeting with the Association's Executive Board. An increase in the single deductible of the Corporation's High Deductible Plan to \$3,500 was also agreed upon. Mrs. Cronk recommended the Board's approval of the 7.0% health insurance rate increase along with the high deductible/single plan deductible to \$3,500.

Discussion ensued.

A motion was made that the Board of School Trustees approve the Anthem Health Insurance rate increase of 7%, in addition to, the high deductible/single plan deductible of \$3,500.

Motion by: Mrs. Austin

Seconded by: Mr. Marley

Vote: 7 of 7

Yes: Witt, Marley, Austin, Schott, Yin, Mumford, Wang; No: None; The motion passed.

G. Budget Adoption

Recommendation: The 2024 budget was reviewed during the public Work Session held on September 20, 2023. The Public Hearing for the 2024 budget took place to hear any public comment that evening as well. This is the official adoption of the 2024 budget with several resolutions that will need to be approved in order to move forward and submit to the Indiana Department of Local Government Finance for State approval to meet required deadlines.

For the Board's consideration are the following:

- Adoption of the school budgets for the Education Fund, Operations Fund, Referendum Fund, Rainy Day Fund and Debt Service Fund.
- Adoption of the Capital Expenditures Plan.
- Adoption of the School Bus Replacement Plan.
- Adoption of the Resolution of Budget Authority.
- Adoption of the Transfer Resolution.

Discussion ensued.

A motion was made that the Board of School Trustees approve and adopt the 2024 Budget as presented.

Motion by: Mr. Marley

Seconded by: Mr. Wang

Vote: 6 of 7

Yes: Witt, Marley, Austin, Schott, Yin, Wang; No: Mumford; The motion passed.

Mrs. Mumford made a motion to separate the first three adoptions from the last two adoptions.

Discussion ensued.

Motion by: Mrs. Mumford

Seconded by: Mr. Wang

Vote: 3 of 7

Yes: Mumford, Yin, Wang; No: Witt, Marley, Austin, Schott; The motion failed.

Mrs. Witt returned to the main motion.

H. Accounts Payable/Finance Update

Recommendation: Mrs. Cronk recommended that the Board of School Trustees approve the audited claims in the report.

The total claims paid:

- o Corporation Claims – \$2,512,580.53
- o WVEC Claims – \$65,141.01
- o Total Claims Paid – \$2,577,721.54

Discussion ensued.

A motion was made that the Board of School Trustees approve the audited vouchers as presented.

Motion by: Mrs. Austin

Seconded by: Mr. Marley

Vote: 7 of 7

Yes: Witt, Marley, Austin, Schott, Yin, Mumford, Wang; No: None; The motion passed.

I. Superintendent Evaluation Process

Dr. Greiner’s contract renewed effective July 1, 2023 for a further term of 3 years (July 1, 2023-June 30, 2026). So, Dr. Greiner is in the first year of that three-year term. This contract is structured to automatically renew every July 1, for an additional three years.

One of the most important jobs we do as a board is conduct an annual performance review of the superintendent.

1. Board members will receive from the board chair resources for review and training related to the superintendent evaluation process, a link to the proposed evaluation model for 23-24, as well as a copy of the previous year’s evaluation and goals by October 12, 2023. Please take time to carefully review this information. The majority of our board have little to no experience with superintendent evaluations and minimal training, please contact me with any questions. It is the board’s responsibility to work together for the superintendent evaluation process. This is a human resource evaluation process and is confidential.
2. Please note that the proposed evaluation model is identical to the previous year, and the model recommended by the ISBA/IAPSS. There were some comments last year from a couple of members who were not comfortable applying a number to the rubric and wished for more open-ended comment spaces. Any changes to the evaluation model are due to the board chair by October 20, 2023.

3. Superintendent will complete a self-evaluation and send it to all board members for review, due October 20, 2023.
4. Board Chair sends out the superintendent evaluation form, via Google form, to each board member to complete within two days of distribution of the Superintendent self-evaluation.
5. Each member is expected to return the completed evaluation form to the board officers by October 30, 2023.
6. Board officers will compile the responses into one document and compute an average of the numerical scores. Utilized a google form, so this will happen automatically. Please make sure ALL comments/feedback you have listed are in the form. Nothing sent outside of the form will be included, though you will have the ability to voice additional input when we meet to discuss in executive session.
7. Board members will meet in executive session, date TBD, to review and discuss the comments, numerical scores and goals to develop a review document.
8. A final compiled evaluation will be sent to the members of the board for a final review.
9. Board officers will meet with the Superintendent to go through the review, discuss feedback, scores and goals and receive follow up response, if any, from the superintendent.
10. Any follow up response will be shared, directly by the superintendent, with all members.
11. This process should be entirely complete no later than Nov 30, 2023.

Discussion ensued.

VI. INFORMATION TO THE BOARD - Mrs. Witt

Board Training - Board members have inquired recently about individual and corporation liability related to public expressions of their opinions regarding personnel matters.

In response to these inquiries, I have both reviewed appropriate bylaws, and made an inquiry to legal counsel.

In Board Bylaw 144.2 'Board Member Ethics'-

A School Board member should maintain desirable relations with the Superintendent of Schools and his/her staff by:

- giving the Superintendent full administrative authority for properly discharging his/her professional duties, and also by holding him/her responsible for acceptable results;
- acting only upon the recommendation of the Superintendent in matters of employment or dismissal of school personnel;
- referring all complaints to the proper administrative office and by discussing them only at a regular meeting after failure of administrative solution.

A School Board member should meet his/her responsibilities to his/her community by:

- refusing to discuss personnel matters or any other confidential business of the Board in his/her home, on the street, or in his/her office;
- Legal Counsel, Jessica Billingsley has provided the following statement to clarify for members of the board, what potential legal ramifications exist for failure to comply with the board bylaws.
 - ❖ From a legal standpoint, Board members should generally refrain from participating in personnel matters until brought to their attention by administration. The Board is the ultimate hiring and firing authority of the school corporation and, as such, any actions taken by the Board collectively or by individual members will likely be attributed to the school corporation for liability purposes.

The Board's involvement in a personnel matter at any time prior to the ultimate determination diverges from the standard process to address personnel matters. Treating any employee differently in this way could provide grounds for a discrimination claim. And while rare, Board members can face personal liability if the conduct violates clearly established law.

Moreover, regarding certified staff, the Board will have to serve as the ultimate arbiter if a certified staff member challenges the cancellation of their contract. If a Board member has been involved with a matter previously, that Board member will likely need to recuse themselves to maintain the integrity of the process.

Jessica L. Billingsley | Partner

VII. BOARD AND SUPERINTENDENT REPORTS

Mrs. Witt

Board Teacher Discussion was held on Thursday, September 21, 2023. This continues to be a collegial discussion of matters related to our schools. Principals, Administrators and teacher representation from all buildings were present. The teachers prepare and provide the agenda for this monthly meeting. Conversations this month included classroom sizes and some tweaks to classroom furniture for efficiency and space, support staffing update, sub fill rates and some related technology issues, changes expected from new legislation, as well as an update on student mental health needs observed in classrooms. As always, our teachers provided insight and worked with our administrators to answer questions and find solutions.

There are no outstanding public record requests at this time.

Dr. Greiner, Mrs. Witt, Mrs. Austin and Mrs. Mumford recently attended the ISBA Fall Regional Meeting. Board members should submit their written notes, from the Fall Regional Meeting, to share with fellow members.

Dr. Greiner

Mrs. Tanya Finkbiner has t-shirts available for Board members; Dr. Greiner requested they put their name and size on the paper that was being passed around.

Congratulations to Dr. Bawendi who spoke highly of Mr. Guy and others who encouraged him during the WLSEF Wall of Pride event. This speaks volumes of this amazing community and school district. This is one more thing for us to celebrate.

Presentations continue for parent groups and staff regarding the facts related to the upcoming referendum. Fact sheets have been available that address the details related to the referendum and will be mailed in the near future to families. There was also an E-Newsletter that went out with another to follow with facts related to the referendum. A public meeting has been scheduled for October 18, 2023 at WLIS beginning at 5:30 p.m. There will be entertainment, light refreshments, a presentation, then Dr. DeBoer will speak regarding facts related to school funding. A Zoom or Google meet will be scheduled so community members can participate from their homes allowing them to ask questions.

Mr. Schott

The Homecoming tailgate and related activities drew over 125 alumni. A highlight of the evening came between the first and second quarters of the football game when dozens of alumni were recognized, including many who returned to celebrate 100 years of West Side football. Among them was Dick Bossung, class of 1954 and a retired teacher and coach. The foundation is grateful to all who helped contribute to this successful evening of events.

We're looking forward to hosting the classes of 1964 and 1965 on Oct. 21 for a tour of the Jr./Sr. High School and dedication of the room they named in honor of Mr. Guy as part of the RDP Campaign.

A reminder that teacher grant applications are due to building principals by Oct. 20 and to WLSEF by Oct. 27.

And, of course, we're continuing to celebrate the news of Dr. Mounji Bawendi (Class of 1978) receiving a share of the Nobel Prize in Chemistry last week. Dr. Bawendi was inducted into the West Lafayette Wall of Pride in 2022. The foundation is looking at opportunities to celebrate and recognize Dr. Bawendi throughout our schools. A feature is expected on WLFI-TV tonight. Stay tuned.

Dr. Yin

The West Lafayette Parks and Recreation will be hosting the Harvest Hustle 5K on Friday, October 13, 2023.

Lincoln Park is under construction/renovation.

Dr. Yin asked the Parks about the tennis courts and a possible collaboration to renovate them.

Bylaw 1240 addresses the evaluation of the Superintendent and doesn't state that only the Board President works with the Superintendent regarding the evaluation.

Mrs. Witt clarified that it is the Board Officers that meet, casually, with the Superintendent, allowing him the benefit of all Board member's comments.

Mr. Marley

Deferred to Dr. Greiner as he was unable to attend the last RDC (Redevelopment Commission) Meeting.

Dr. Greiner reported that he, Mrs. Roth and Mrs. Cronk attended the RDC (Redevelopment Commission) Meeting, along with Dr. Hanback, to support the approval of the agreement related to the Early Childhood Education Study. APA Consulting is the company that is in the process of conducting a study with a completion date of April of 2024. Surveys, of families, will be conducted during the month of February based on their timeline. Erin Easter will be attending the November Board meeting to explain the process that will take place over the next several months.

Mr. Wang

Mr. Wang was involved with Collective Bargaining and felt the meetings were smooth and productive. He can see the collaborative and constructive efforts that were involved and appreciates everyone's dedication and effort.

Mrs. Mumford

The Public Schools Foundation had a successful Cupcake Run/Walk, and they're currently reviewing their fall grants which should be announced in the next few weeks.

Mrs. Mumford wanted to share concerns with the upcoming AP exams. She asked the Board if financial assistance could be provided, to the families of the students taking the exams, by the Foundation.

During the discussion, Mrs. Cronk, WLCSC CFO, said that she was looking into ways the school and/or Foundation could assist with the AP exam fees.

Discussion ensued.

Mrs. Austin

9/13 - attended ISBA's Zoom meeting about library policies and the new law regarding book challenges. One of the best ISBA events I've attended - very useful. I sent my notes to Mrs. Witt and Dr. Greiner already, and am willing to share them with the rest of the board if anyone is interested.

9/19 - attended GLASS Governing Board Meeting - they have 15 open positions they are seeking to fill, I met their new director, Lisa Stranahan, who is very impressive.

9/21 - ISBA Delegate Prep Zoom - since I had a speaking role at the conference I had this brief meeting with ISBA to go over things that unfortunately interfered with Board Teacher Discussion. I appreciate Rachel covering for me.

9/24-9/26 - ISBA Conference - my detailed notes will appear in the documents along with this meeting but it was a really good conference, I made some great strides in our relationships with ISBA and other school districts across the state, and I learned a lot.

VIII. FUTURE MEETINGS

Wednesday, November 1, 2023 at 5:30 p.m. – ISBA Fall Regional Meeting, The Stables
Friday, November 10, 2023 at 7:00 a.m. – Work Session (**IF NEEDED**), Happy Hollow Building, LGI Room
Monday, November 13, 2023 at 6:00 p.m. – Regular Board Meeting, Happy Hollow Building, LGI Room

IX. UPCOMING DATES of INTEREST

Wednesday, October 11, 2023 – 1st Nine Weeks Grading Period Ends
Thursday, October 12 – Tuesday, October 17, 2023 – Fall Break (no school)
Wednesday, October 18, 2023 – 2nd Nine Weeks Grading Period Begins
Tuesday, November 7, 2023 – Election Day

X. INFORMATION for the PUBLIC

Board documents will be posted on the WLCSC website as early as Friday afternoon and no later than noon on the Monday prior to the Board meeting.

Video, audio, and written transcript will be posted within 7-10 days following the Board meeting.

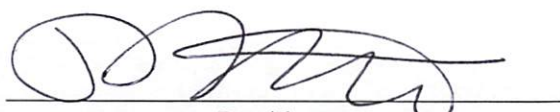
XI. ADJOURNMENT – The meeting was adjourned at 9:00 p.m.

Motion by: Mrs. Austin

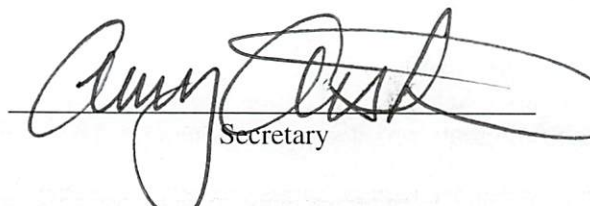
Seconded by: Mr. Wang

Vote: 7 of 7

Yes: Witt, Marley, Austin, Schott, Yin, Mumford, Wang; No: None; The motion passed.



President



Secretary

Please note: a transcript of a meeting is a non-edited electronic transcription generated by YouTube from the livestream of the meeting. These have not been reviewed or edited for accuracy and **should not** be considered official minutes of the meeting. Typographical errors and omissions should be expected.

Documents are available on the WLCSC website <https://www.wl.k12.in.us/> Recent Documents / View All Documents / School Board Information / Board Meeting Documents / 2023 / 2023_10_09