

**JENNINGS COUNTY SCHOOL CORPORATION**  
**Jennings County High School**  
**Executive Session**  
**Regular Board Meeting**  
**December 9, 2021**

**Executive Session:** The Jennings County School Corporation Board of School Trustees met in executive session on December 9, 2021, at 5:00 p.m. in Room 106 of Jennings County High School, 800 West Walnut Street, North Vernon, IN 47265, to discuss the following in accordance with IC 5-14-1.5-6.1(b):

- (9) To discuss a job performance evaluation of individual employees. This subdivision does not apply to a discussion of the salary, compensation, or benefits of employees during a budget process.

Board members present were Earl Taggart, Tony Daeger, Pat Sullivan, Travis Shepherd, Chelsea Morrison, Amy Pettit and Susan Wahlman. Superintendent Teresa Brown and Assistant Superintendent Nicole Johnson were also in attendance.

The executive session adjourned at 7:03 p.m.

**Regular Meeting:** The Board of School Trustees held its regular meeting in the Cafeteria/Commons of Jennings County High School, Door I, 800 West Walnut Street, North Vernon, IN 47265. The meeting began at 7:05 p.m.

Board members present were Amy Pettit, Pat Sullivan, Earl Taggart, Susan Wahlman, Travis Shepherd, Tony Daeger and Chelsea Morrison. Superintendent Teresa Brown, Assistant Superintendent Nicole Johnson, Administrative Assistants Shannon Lacoursiere, Philip Marsh, Amanda Sullivan, Todd Ebinger, Roy Herr and Board Executive Secretary Debbie Andis were also in attendance.

This meeting was a meeting of the School Board in public for the purpose of conducting the School Corporation's business and it was not to be considered a public community meeting. There was time for public participation as indicated by the agenda. (Policy 0166)

Consent Agenda Items: The following items were provided to the Board for their review and approval. If any Board Member had a concern about an item, he/she would have requested that the item(s) be removed from this grouping to be voted upon individually.

The following consent agenda items were presented for approval without discussion:

- III. Minutes;
- VIA2. Field Trips;
- VIB1. Professional Staff: Leaves;
- VIB2. Professional Staff: Resignations, Retirements;
- VIB4. Conference Requests;
- VIC1. Support Staff: Leaves;
- VIC2. Support Staff: Resignations, Retirements;

VIC4. Conference Requests;  
VII. Claims;

Information Items: These items were given to the Board to review. If a Board Member wished to discuss any of these items; he/she would have indicated that the item(s) be removed from the grouping for discussion during the meeting.

The following information items were shared with the Board:

VID3. November Fund Report

VIIIA1. Essential Service Committee Meeting Minutes 10/19/2021.

VIIIA2. Area Plan Commission Meeting Minutes 11/1/2021.

VIIIA3. Essential Service Committee Meeting Minutes 11/23/2021.

Mr. Sullivan opened the meeting with this statement before he called the meeting to order. He first thanked everyone for attending. "I think everyone in this room is here to advocate for and make the best possible decisions for our kids. We may not agree on the decisions but we are all motivated by wanting to do what is right for the students in Jennings County. One of the reasons why Jennings County is so special is because we have always been a community that looks out for each other. We take care of our neighbors. We look out for the elderly and we come together to provide our kids with food, clothes, backpacks and other resources when they are needed. Parents are often active partners in this community and show up and support our kids at student activities, programs and concerts. We often talk about how we are truly stronger working together. That is why I wanted to take a few moments tonight and talk about how I think it is important for us to come back together as a community. We are all Jennings County community members and need to work together despite our differences of opinion.

We have heard you and your concerns about masks. We are still a community under a red advisory according to the Indiana Health Department. This is the highest level of COVID spread. To keep our kids in school, we know masks are the best option and allow fewer students to be sent home as close contacts. We understand that masks are not the perfect solution. But, they have allowed us to stay open and keep far more kids in class face to face with their teachers.

Our mask policy is in place because students are required to be in school and we are required to contact trace. It is about keeping our kids in school. We listened to your questions about why we must have masks at board meetings when they are not being enforced at athletic events. We have reevaluated our position regarding board meetings to be more consistent with voluntary activities outside of school. Board members and administration are the only required members and we will wear masks. However, this board meeting does not impact keeping our kids in school and you are adults, who are here voluntarily. We are not required to contact trace positive cases of COVID after this meeting as we are with our students. Even though the masks are strongly encouraged, if you are not able or feel strongly that you cannot wear one, we have created seating that allows you to socially distance from one another. While we are all tired of the pandemic and COVID, it is still with us and we ask everyone in this room to be respectful of others and remember the spirit of the season to be kind and look out for one another.

We appreciate your participation and we are glad you are involved in your child's education. We wanted to send a message tonight that we are not the enemy and we are all on the same side. We hope you will join us in working together as we continue to make decisions for our kids.

Following the meeting, we will have some Christmas cookies to share and hope that we can all have respectful and productive conversations this evening. For those of you who are signed up to speak tonight, we provided the procedures for that process on the table. Thank you.”

## **Agenda**

- I. Pledge  
The President opened the meeting with the Pledge of Allegiance.
- II. Consent Agenda Items  
Mr. Taggart made a motion to approve the consent agenda items. Mr. Daeger seconded the motion. 7 yes, 0 no. Approved.
- III. Minutes of the Executive Session, Public Meeting on the Teacher Contract Ratification and the Regular Board Meeting of November 11, 2021 and Minutes of the Executive Session and the Special Board Meeting of November 29, 2021.  
The minutes were approved without discussion as a consent agenda item.
- IV. Community Non-Agenda Items
  - The President asked if anyone would like to speak on an item not on the agenda.

Susie Knighton spoke on the mask mandate. She listed harmful side effects from our students wearing masks. She stated that masks don't work!
- V. Old Business
  - A. NEOLA, Approval
    1. NEOLA Policy 1422, Nondiscrimination and Equal Employment Opportunity, Second Reading.
    2. NEOLA Policy 1422.02, Nondiscrimination Based on Genetic Information of the Employee, Second Reading.
    3. NEOLA Policy 1623, Section 504/ADA Prohibition Against Disability Discrimination in Employment, Second Reading.
    4. NEOLA Policy 1662, Anti-Harassment, Second Reading.
    5. NEOLA Policy 2260, Nondiscrimination and Access to Equal Educational Opportunity, Second Reading.
    6. NEOLA Policy 2260.01, Section 504/ADA Prohibition Against Discrimination Based on Disability, Second Reading.
    7. NEOLA Policy 3122, Nondiscrimination and Equal Employment Opportunity, Second Reading.
    8. NEOLA Policy 8510, Wellness, Second Reading.

Mr. Sullivan stated that we have eight NEOLA policies and we have a speaker that would like to speak on Policy 1662, Anti-Harassment.

Lianna McKinney spoke on the policy regarding harassment. She stated that on November 29<sup>th</sup>, at the JCSC Special Board Meeting, Mrs. McKinney felt that the behavior of Pat Sullivan towards herself (because she refused to wear a mask) was unprofessional of an elected official. She stated that Mr. Sullivan went into a tirade and she felt hatred, contempt, disgraced and ridiculed. She stated that Mr. Sullivan violated

the schools own harassment policy. She stated that Mr. Sullivan went too far and is asking Mr. Sullivan to step down from the school board. “What say you?” Yes, or No. Mr. Sullivan thanked her for her comments and noted that he is an elected official. Mrs. McKinney then stated that if Mr. Sullivan refuses to step down she wants to press charges for assault. Officer Staples, who was in attendance, stated that she could file a report after the meeting.

Mrs. Pettit made a motion to approve the above NEOLA policies. Mr. Daeger seconded the motion. 4 yes, 2 no (Taggart & Morrison), 1 abstain (Shepherd). Approved.

Mr. Taggart stated that he voted no because he feels there wasn’t enough in the policy to vote yes.

B. Administration (Policy 1000)

1. Administrator Salary Adjustments, Approval

Mrs. Brown stated that the Board has approved salary increases for teachers and classified staff and so tonight we’re bringing the Administrator salary adjustments to the Board, asking for \$3,000.00 salary increase for the 2021-2022 school year and \$3,000.00 increase for the 2022-2023 school year with one new employee being prorated the first year and then the full amount the second year. Mrs. Brown is asking the Board to approve salary adjustments for Administrators.

Mr. Daeger made a motion to accept the pay raises as presented. Mr. Shepherd seconded the motion. 5 yes, 2 no (Taggart & Sullivan). Approved.

Mr. Taggart stated that he doesn’t like voting no against pay raises but he doesn’t feel that this was enough for the administrators. Mr. Sullivan stated that we did right by the teachers and classified staff raises but he also feels we didn’t do enough for our administrators. Mrs. Pettit stated that there are other board members that feel the same but also feels it’s important to support the administration staff by voting yes to give them pay raises.

VI. New Business

A. Programs (Policy 2000)

1. JCHS New Course Proposals for 2022-2023, Inform

Mrs. Johnson noted that this an inform for new course proposals for JCHS 2022-2023 school year:

- Advanced Manufacturing Technology (7103)
- Agriculture Structures Fabrication and Design (7112)
- Audio and Video Production Essentials (7135)
- Management Fundamentals (7143)
- New Venture Development (7148)
- Relationships and Emotions (7177)
- Child and Adolescent Development (7157)
- Nutrition (7171)

JCHS will give their presentation to the board and ask for approval at the next meeting.

2. Field Trips

None at this time.

B. Professional Staff (Policy 3000)

1. Leaves

None at this time.

2. Resignations/Retirements

- Nina Graue, JCHS English Teacher, resignation effective 12/17/2021.
- Rhonda Heiman, JCS Special Ed Teacher, retiring effective 12/17/2021.

This resignation & retirement were approved without discussion as a consent agenda item.

3. Recommendations

- Leah McLeod, JCMS ½ Teacher / ½ Elementary Athletic Director to JCMS Athletic Director, \$70,000 yr. (225day), effective 1/4/2022.
- Justin Smith, JCHS Boys Track & Field Head Coach, \$4,469 stipend, effective 1/1/2022.

Mr. Daeger made a motion to approve the above recommendations. Mr. Shepherd seconded the motion. 7 yes, 0 no. Approved.

4. Conference Requests

- Keith Chilton, Skyward iCon, St. Petersburg, FL., 3/2 -3/4/2022.

The above conference was approved without discussion as a consent agenda item.

C. Support Staff (Policy 4000)

1. Leaves

None at this time.

2. Resignations/Retirements

- Alvi Applegate, JCHS part-time Custodian, resignation effective 11/4/2021.
- Opal Bebout, BCE Custodian, retiring effective 1/3/2022.
- Evan Chaille, JCHS Boys' Soccer Assistant Coach, resignation effective 11/30/2021.
- Nianna Cline, SCE Para Pro, termination effective 9/30/2021.
- Nina Hicks, BCE Para Pro, resignation effective 11/11/2021.
- Brandon Koors, SE Para Pro, resignation effective 11/23/2021.
- Sara Ray, JCEC Test Proctor, resignation effective 11/30/2021.

The above resignations / retirement were approved without discussion as a consent agenda item.

3. Recommendations

- Sharon Gardener, SCE Sub to SCE Para Pro, \$14.50 hr. x 7.5 hrs. day, effective 11/29/2021.
- Breanna Hammond, JCHS Custodian & Crossing Guard, \$13.13 hr. x 8 hrs. day, effective 12/1/2021.
- Michael Holt, JCHS Custodian & Crossing Guard, \$14.13 hr. x 8 hrs. day, effective 12/1/2021.
- Alicia Lack, JCHS CNA, \$16.50 hr. x 7.5 hrs. day, effective 11/29/2021.
- Christopher Lowe, JSC Tech, \$17.00 hr. x 8 hrs. day, effective 10/20/2021.
- Linda Minger, NVE Custodian, \$16.00 hr. x 8 hrs. day, effective 11/22/2021.
- Stephen Dinn, JCHS part-time Custodian, \$9.50 hr. x 5-6 hrs. day, effective 11/15/2021.
- Shawn Over, SCE Boys Basketball Coach, \$432.00 stipend, effective 10/1/2021.
- Rick Sochacki, JCMS Assistant Wrestling Coach, \$962.50 ½ stipend, effective 11/24/2021.

- Brendan Sutton, JCMS Assistant Wrestling Coach, \$962.50 ½ stipend, effective 11/24/2021.
- Hunter Wildey, JCS Mechanic to Mechanic with Designee of Assistant Transportation Director, \$2.00 hr. added for change in position, effective 12/1/2021.
- Bob Willhite, GCE Girls Basketball Coach, \$432.00 stipend, effective 11/1/2021.
- Judith Wright, SCE Para Pro, \$14.00 hr. x 7 hrs. day, effective 12/8/2021.

Mrs. Wahlman made a motion to approve the above recommendations. Mrs. Pettit seconded the motion. 7 yes, 0 no. Approved.

4. Conference Requests

None at this time.

D. Finances (Policy 6000)

1. Donations, Approval

- NVIC, \$250.00 to Hayden Elementary 1<sup>st</sup> Grade Parent-Student Project.
- NVIC, \$250.00 to Hayden Elementary 3<sup>rd</sup> Grade Mini Golf Course.
- NVIC, \$250.00 to Hayden Elementary 6<sup>th</sup> Grade Full “STEAM” ahead Project.
- NV Branch of Centra Credit Union, \$200.00 to Helping GCE Students in Need.
- Jennings County Community Foundation, \$300.00 to NVE for Classroom Art Supplies.
- Emily & Mark Greenwald, \$500.00 to JCHS Alternative Ed Student Thanksgiving Dinner.
- Jennings County Community Foundation, \$300.00 to JCHS IMPACT 2021 Classroom Grant Award.
- Jennings County Community Foundation, \$857.76 to JCHS Sherida Moore Endowment Fund Grant.
- Hilex Poly, \$2,000 to JCHS Student Athlete Leadership Team.
- Zenas Baptist Church, \$500.00 to HOPE Food Program.
- NV Walmart, 20 boxes of school supplies to JCS.
- Anonymous Donor, 4000 Christmas Ornaments, one to each JCS Student.

Mr. Taggart made a motion to approve the above donations. Mr. Shepherd seconded the motion. 7 yes, 0 no. Approved.

2. Resolutions, Approval

- a) *Attachment* - Resolution Authorizing the Treasurer or Deputy Treasurer of Jennings County Schools to make payment of claims without Board action prior to January 13, 2022, and to allow the Treasurer or Deputy Treasurer to make transfers of Appropriation within the Education, Debt Service, and Operations Funds in order to Balance Major Account Classifications.

Mr. Daeger made a motion to approve the above resolution. Mr. Shepherd seconded the motion. 7 yes, 0 no. Approved.

- b) *Attachment* - Resolution Authorizing the Treasurer or Deputy Treasurer of Jennings County Schools to make Temporary Transfers from a Fund having a Sufficient Balance to a Fund having a Depleted Balance for December 31, 2021 Cash Flow Purposes.

Mrs. Wahlman made a motion to approve the above resolution. Mrs. Pettit seconded the motion. 7 yes, 0 no. Approved.

3. November Fund Report

A copy of this report was included in the board packet.

E. Operations (Policy 8000)

1. Purchase of Ruth Reitman's Bus # 705 & Bus Route, Approval

Mrs. Brown stated that JCS Transportation brought this to us last spring and the bus driver requested to put it on pause. Ruth Reitman is now asking for JCSC to purchase Bus #705 and the bus route. Mrs. Brown is recommending we purchase the bus and route for \$50,000 (it is valued at \$75,000).

Mr. Daeger made a motion to approve the purchase of Bus #705 and bus route.

Mr. Shepherd seconded the motion. 7 yes, 0 no. Approved.

VII. Claims

The claims were presented for approval in the amount of \$2,666,796.95 (claims 7699 – 7999) and payrolls in the amount of \$2,940,910.84 (check dates 11/30/2021 & 12/15/2021).

The claims were approved without discussion as a consent agenda item.

VIII. Other

A. Updates

1. Essential Service Committee Meeting Minutes 10/19/2021.

2. Area Plan Commission Meeting Minutes 11/1/2021.

3. Essential Service Committee Meeting Minutes 11/23/2021.

The above minutes were included in the board packet.

4. Other

IV. Adjournment

Mr. Taggart made a motion to adjourn the meeting at 7:35 p.m. Mrs. Pettit seconded the motion. 7 yes, 0 no. Approved

The Board of Trustees of Jennings County School Corporation did not discuss any subject matter in the Executive Session other than that specified in the Public Notice.

BOARD OF TRUSTEES

\_\_\_\_\_  
Patrick Sullivan - President

\_\_\_\_\_  
Travis Shepherd

\_\_\_\_\_  
Amy Pettit - Vice President

\_\_\_\_\_  
Earl Taggart

\_\_\_\_\_  
Chelsea Morrison - Secretary

\_\_\_\_\_  
Susan Wahlman

\_\_\_\_\_  
Tony Daeger