

**MINUTES OF THE REGULAR MEETING
OF THE BOARD OF SCHOOL TRUSTEES OF
CASTON SCHOOL CORPORATION**

The Caston Board of School Trustees met Tuesday, March 4, 2014, in the administration building. Present were Board members Mr. Russell Phillips, Mrs. Michaela Slisher, Mr. Jason Herd, Mr. Gary Baumgardner and Mr. Bruce Cress. Also present was Interim Superintendent – Mrs. Lucinda Douglass and Corporation Attorney – Mr. Robert Murray. Patrons attending the meeting included Caston School Bus drivers Marla DuVall and Darla Powlen.

Regular Meeting: President, Mr. Jason Herd, called the meeting to order with the pledge of allegiance at 7:00 P.M.

Celebrations: Mrs. Douglass thanked Crop Production Services and Terry Ulerick for assisting with the hauling of snow and cleaning of the parking lot with the recent back-to-back storms.

The following Junior & Senior Caston Athletes were recognized as “Academic All Conference” by the MWC for the Winter Sports Season: Girls’ Basketball players: Madison Taylor, Tierney Rentschler, Katie Henry, Sarah Holt and Anna Brown. Boys’ Basketball players: Quentin Douglass, Jake Kingery, Dustin Offenberger and Graham Rentschler. Caston Wrestlers: Braden Moss and Dalton Daily. Caston had the most athletes recognized for their academic standing of any school in the MWC.

Public comment re: advertised items: none

Consent Agenda: Mr. Cress requested that item (e.) be removed from the consent agenda and voted on separately. Mrs. Slisher moved and was seconded by Mr. Phillips to approve items (a.) – (d.) as presented:

- a. Approve minutes of the February 19, 2014 Executive Session as printed in advance
- b. Approve minutes of the February 19, 2014 Regular meeting as printed in advance.
- c. Presentation and review of claims 34707 to 34794
- d. Approve Treasurer’s Report for February, 2014.

Unanimous 5 – 0

(Removed from Consent Agenda):

- e. Mrs. Slisher moved seconded by Mr. Herd to accept the resignation of Lori Cress from her position as full-time custodian effective March 21, 2014.

Passed with a 4-0 Vote (with Mr. Cress abstaining)

New Business: Mrs. Slisher moved, seconded by Mr. Phillips to approve the proposal for hourly workers not compensated due to waived days from the 2013-14 school calendar. Employees will given opportunities to recoup some of the pay they would have otherwise been able to earn on those days as outlined by the Superintendent on page 27 of the board packet (#1-5) as follows:

- 1) Providing a training such as CPR for any non-certified employee not currently certified in CPR, and paying them their daily/hourly rate for this training
- 2) Providing a training on workplace etiquette, introduction of the anti-bullying policy and procedures put into place for this, review of the emergency handbook, etc. which would be in exchange for one day of driving or 3 hours of work for other employees.
- 3) For any employee that has summer extended contract days and legitimate work to do during that time, allow them to recoup any lost days in the summer (this would apply to the building secretaries)
- 4) Allow bus drivers to drive fieldtrips between now and the end of the school year and exchange the time for their daily rate up to a maximum of 6 days (i.e. – up to 18 hours with each 3 hours counting as 1 day of driving at their daily rate. *(this does not apply to extra-curricular driving for sporting or club events.)*)
- 5) Cafeteria workers potentially helping with heavy cleaning/inventory of the kitchen/cafeteria storage areas at year-end.

Passed on a 3-2 Vote (with Gary Baumgardner and Bruce Cress voting nay)

Mr. Phillips moved, seconded by Mrs. Slisher to transfer \$23,776.18 from Debt Service Fund to the Extra-Curricular Textbook Rental Fund as per Indiana Code 21-2-4-2.

Unanimous 5-0

BYLAWS & POLICIES: Mr. Baumgardner moved seconded by Mr. Phillips to approve the second reading of the following bylaws/policies as listed:

1. 0150 – (Bylaws) Organization
2. 1662 – (Administration) Anti-Harassment
3. 3362 – (Professional Staff) Anti-Harassment
4. 4362 – (Support Staff) Anti-Harassment

5. 5517 – (Students) Anti-Harassment
6. 1630.01 - (Administration) Family & Medical Leaves of Absence (FMLA)
7. 3430.01 – (Professional Staff) Family & Medical Leaves of Absence (FMLA)
8. 4430.01 – (Support Staff) Family & Medical Leaves of Absence (FMLA)
9. 4419.02 – (Support Staff) Privacy Protections of Fully Insured Group Health Plans
10. 3419.02 – (Professional Staff) Privacy Protections of Fully Insured Group Health Plans

Unanimous 5-0

Mr. Phillips moved, seconded by Mrs. Slisher, to adopt the 2014-2015 Caston School Corporation Calendar as presented by the school’s calendar committee.

Unanimous 5-0

Mrs. Slisher moved, seconded by Mr. Phillips to approve the request for the National Junior Honor Society to attend a Cedar Point school event day with date TBD for students meeting the established criteria, and to take a school bus out of state for this event. The board did stipulate this not be scheduled prior to a day needed for standardized testing, and that the date must have prior approval of the Superintendent since they have not yet established a date for this.

Unanimous 5-0

Mr. Baumgardner moved, seconded by Mrs. Slisher to approve the offering of summer school classes as follows: SAE, Band, Reading, Advanced PE, and Indiana Virtual Academy.

Unanimous 5-0

Other Business: Mr. Phillips moved, seconded by Mr. Baumgardner to approve Mark Evans as a volunteer track coach for the 2013-14 Spring Track Season.

Unanimous 5-0

Reports/Information: Mrs. Douglass presented the following reports and information to the board members:

1. 1st & 2nd Semester ADM Reports
2. Receipts and Expenditures of Extra-Curricular Accounts for January, 2014
3. Appropriation Report as of 2-28-14
4. Revenue Report as of 2-28-14
5. Submitted Insurance Proposals & Quotes
6. Article submitted to Pharos Tribune for Supt.’s Forum

Public Comment:

Darla Powlen stated that the transportation budget should allow for paying all the needs of the drivers, so consequently unworked days waived this year should be paid for. She also stated that receiving insurance premium holidays should not be considered a benefit to the bus drivers because they paid money into this trust and it was owed back to them. She also commented that it’s a lot harder now to be a bus driver.

Marla DuVall mentioned that money was saved from buses not being on the road, so bus drivers should be paid for days waived this school year. She stated that bus drivers are feeling underappreciated.

Board Comment: Mr. Phillips asked about retirement/severance compensation for newer bus drivers since the drivers attending the meeting stated this was not provided to drivers newly hired into the school corporation. Mr. Phillips commented that he felt the most recent handbook, revised in 2012 continued to refer to retirement and severance benefits. He also stated that the alternative pay opportunities approved by the board tonight need to be advertised to employees. Mr. Phillips also thanked Lori Cress for her years of service to Caston School Corporation, and stated that he has never, as a board member, heard a negative comment regarding Lori’s work at Caston and feels this is commendable; he stated that he appreciates this very much.

Adjournment: Mr. Baumgardner moved, seconded by Mr. Cress that the regular meeting be adjourned at 9:08 P.M.

Unanimous 5 - 0

CASTON BOARD OF SCHOOL TRUSTEES
