

School City of Hobart
Work and Regular Sessions
September 1, 2005

The Board of School Trustees of the School City of Hobart met in work and regular sessions on September 1, 2005, in the Board Room located in Hobart Middle School, 705 East 4th Street, Hobart, Indiana, with the following present:

Board Members

Jason Back
Robert W. Marszalek
Stephen R. Turner
Michael J. Rogers
Terry D. Butler
William David Bigler
Nancy J. Norris
Hobart High School student representative

Staff Members

John A. Leach
Rich Edwards
Peggy Buffington
Ted Zembala
William J. Longer
Peter L. Goerges

WORK SESSION: The work session began around 5:40 p.m.

AUDIENCE: The following were present in the audience:

Dave Blanton, Gibraltar Design
Don Monday, Gibraltar Design
Brian McFarland, Gibraltar Design
Chris LaFollette, Envoy, Inc.
Karen Snelling, *Post Tribune*

Dave Blanton, Gibraltar Design, indicated that they would be updating the Board on what's happened since the last meeting. They passed out the latest Design Development Presentation booklet dated September 1, 2005, showing Option A and contained information from the last three meetings. He noted that some of the inner courtyard classrooms were rearranged so that they now have full size windows. They recently met with the steering committee members from Cisco, performing arts, theater, special education, and physical education/athletics. The wetlands documents have been sent to IDEM and the Corps of Engineers requesting site visitations. Mr. Blanton indicated that Gibraltar also prepared a booklet with comparison information on synthetic turf versus grass. He commented that it was information that was compiled from suppliers/vendors for information purposes only. He had a sample of the synthetic turf which was passed around for the Board and administrators to view.

Brian McFarland reviewed the Design Development booklet with a PowerPoint presentation. The pages he highlighted are as follows: Page 3 - Material Selections; Page 4 - Overall Floor Plans; Page 5 - First Floor Academic Spaces; Page 6 - Second Floor Academic Spaces; Page 7 - First Student/Community Spaces; Page 8 - Second Floor Student/Community Spaces; Page 9 - First Floor Physical Education Spaces; Page 10 - Second Floor Physical Education Spaces; Page 11 - Front Facade; Page 12 - Main Entry and Performing Arts; Page 13 - Athletic Entry and Field House; Page 14 - Student Drop-off and Resource Room; Page 15 - Great Hall; Page 16 - Classroom; Page 17 - Elevations; and Page 18 - Site Plan.

Mr. McFarland noted that banding on the building may be an accent brick or stone, and that they were still investigating this. The upper portion of the field house and gym will be metal panels as had been discussed previously. The Board requested life expectancy of colors and panels as well as their R-value. He indicated that larger brick may be used to scale down the building visually as well as being cost effective in labor savings. Since Board members were not familiar with the larger brick, they asked Gibraltar to get them a list of buildings in the area that have the larger brick so that they could view them. Gibraltar felt that it would be better to use metal coping because long term it will be more water tight and cost effective compared to stone caps around the building. Mr. Turner commented that there are older buildings at Purdue with the stone caps that have not had water damage problems. The Board was told that small canopies will be used at some of the doors that open to the outside to help reduce the amount of rain/snow blowing in on the floors. Concern was also expressed about outdoor storage, and Gibraltar was working on the development of out buildings and will address the matter at a future meeting.

During discussion Mr. Turner inquired if anything could be done with the architectural design/materials that could tie the building to our other schools, especially Joan Martin so that people would know that the buildings are part of our school system. The architects indicated that they hadn't thought about that, but they would get back to the Board about this. Mr. Blanton indicated that another meeting had been held with the city engineer about parking, and Gibraltar was in the process of reviewing information on

attendance at football games to evaluate the number of parking spaces they would suggest were needed to the city. Dr. Buffington noted that Gibraltar had been given data that included attendance when the school was part of the Duneland Conference as well as current data. Mrs. Norris asked Gibraltar to check on the sizes of the trophies to make sure that they can be displayed in the cases. Mr. Turner inquired about the classroom furniture and indicated that he hoped there would not be any tablet arm chairs. Dr. Buffington indicated that more likely tables and chairs similar to those in Crown Point will be used so they can be used individually or placed together when needed. Mr. McFarland indicated that there probably would be a logo above the gym canopy and would give a presence on Union Street. Mr. Back expressed his concern about the four small windows in each of the academic wings on the front of the building. Mr. McFarland explained the rationale for the but indicated that they will look into this.

Chris LaFollette from Envoy reviewed budget information for athletic options. The information showed reductions needed to meet the mandated budget. The information showed hard costs for courts and fields at 10th Street, outbuildings with all utilities for baseball, tennis, softball, track/soccer/locker rooms, renovation items at Brickie Bowl, football field/track/soccer at 10th Street, and alternate items were also included. He also reviewed information that reflected the cost difference between the grass fields which would be separate fields for competition soccer and football and synthetic turf which would be a combined competition field for soccer and football. The Board also received information about the high school's soccer program from Dr. Buffington. Mr. Turner questioned Mr. LaFollette's cost figures for synthetic turf as compared with the costs quoted in Gibraltar's information that the Board received earlier in the meeting. Mr. LaFollette showed which figures needed to be added together to get a similar cost. Mr. Turner requested that the Board needed "a straight up comparison" to assist them in their decision making. Mr. Blanton indicated that Mr. LaFollette wasn't aware of the information that they prepared or the costs that were included. There was discussion about the turf. Mr. Bigler indicated his willingness to ask Bob Mattix, Athletic Director, in Portage to speak to the Board about the synthetic turf if the Board so desired.

After the discussion, Mr. Blanton indicated that Gibraltar will continue working on the project and will be reporting back to the Board in a work session at the next meeting on September 15. They will continue to meet with steering committee members.

The work session ended around 7:26 p.m. and the Board thanked the Gibraltar team and Chris LaFollette from Envoy for their presentations.

CALL TO ORDER: Jason Back, President, called the regular session meeting to order around 7:37 p.m.

PLEDGE OF ALLEGIANCE: Mr. Back led everyone present in the Pledge of Allegiance.

EXECUTIVE SESSION: President Back indicated that the Board had met in executive session prior to the work session, as noted on the agenda, in accordance with I.C. 5-14-1.5-6.1(b)(1) where authorized by federal or state statute; and (2) for discussion of strategy with respect to: (A) collective bargaining and (B) initiation of litigation or litigation which is either pending or has been threatened specifically in writing.

APPROVAL OF MINUTES: Nancy Norris moved to approve the minutes of the executive session and work and regular sessions of August 18, 2005, as distributed. Seconded by Stephen Turner. All ayes. Motion carried.

AUDIENCE: The following were present in the audience:

Karen Snelling, *Post Tribune*
Al Zacher, Maintenance Supervisor

FINANCIAL REPORTS: Ted Zembala, Business Manager, indicated that there were no financial reports.

PERSONNEL: Mr. Zembala presented the following personnel items for the Board's consideration:

Summer Service Agreements:

Elementary Summer Curriculum/Kindergarten Prescreening, June 9/August 19, 2005

Amy Adzia, 6½ hours, \$169.78; Susan Coleman, 24½ hours, \$639.94; Beverly Crouch, 8 hours, \$208.96; Sara Hart, 15½ hours, \$404.86; and Melissa Walley, 23½ hours, \$613.82

Hobart High School/Summer Curriculum, July 5/August 12, 2005

Stephanie Waldron, 10½ hours, \$274.26

Elementary/ISTEP Workshop Preparation, June 8/July 31, 2005

Joseph Burger, 1 hour, \$26.12; Jennifer Caddick, 13 hours, \$339.56; Barbara Phelps, 6 hours, \$156.72; and Sara Rogers-Gutierrez, 12 hours, \$313.44

Full Day Kindergarten Curriculum, August 19/22, 2005

Sara Hart, 10 hours, \$261.20, and Melissa Walley, 10 hours, \$261.20

2005-2006 Teacher Contract:

Julie Crawford, Ridge View/4th grade, August 23, 2005/June 8, 2006, \$28,677.00

Extra Duty Resignations:

Carrie Spinks, Liberty/1st grade, effective August 22, 2005

Drew Martin, Hobart High/8th grade football @Hobart Middle School, effective 2005-2006 school year

Extra Duty Assignments:

Sheri Evans, elementary/1st grade coordinator, effective 2005-2006 school year

Marcia Anderson, elementary/3rd grade coordinator, effective 2005-2006 school year

Mindy Nicholas, Liberty/student council, effective 2005-2006 school year

Beth Peterman, Liberty/intramurals, effective 2005-2006 school year

Drew Martin, HHS/9th grade football, effective 2005-2006 school year

Kari Roach, HHS/career liaison coordinator, effective 2005-2006 school year

Extra Duty Contracts:

Mary Casco, Ridge View/student council, 2005-2006 school year, \$758.00

James Johnston, Sr., Hobart High School/assistant conditioning director (fall), September 1/November 30, 2005, \$836.00

New Employee:

Edie McGuire, Ridge View/recreation paraprofessional, effective August 23, 2005, \$70.03 for 90 day probation period; then \$72.03 per day

2005-2006 Aide Assignment:

Sara McKinney, Joan Martin/teacher aide, effective August 23, 2005, \$68.70 for 90 day probation period; then \$70.70 per day

Probationary Employees:

Vicky Flowers, Service Center/school bus driver, August 24/November 20, 2005, \$46.48

Alan Janes, Service Center/school bus driver, August 24/November 20, 2005, \$46.48

(Contracts may be issued upon successful completion of the probationary period.)

Mr. Zembala recommended approval and requested Board action.

Terry Butler moved to approve. Nancy Norris seconded. All ayes. Motion carried.

COMMENTS ON AGENDA ITEMS: There were no comments from the audience on the listed agenda items.

PUBLIC HEARING: 2006 BUDGET, SCHOOL BUS REPLACEMENT PLAN, AND CAPITAL PROJECTS FUND PLAN: Superintendent Leach indicated that Ted Zembala, Business Manger, reviewed the 2006 Budget, School Bus Replacement Plan, and Capital Projects Fund Plan at the last Board meeting. Board members received a copy of School Budget Form #3, the Notice to Taxpayers for Tax Levies, the 2006-2008 Capital Projects Fund Plan, and the School Bus Replacement Plan.

Ted Zembala briefly reviewed Form 3 (Notice to Taxpayers for Tax Levies), the 2006-2008 Capital Projects Fund, and the School Bus Replacement Plan. He highlighted information that had been discussed at the last meeting as follows:

- ▶ advertise a protected budget
 - to do this it was important to protect rates, levies, and line 1
 - unknowns are A.D.M. and assessed value
 - decreased the assessed value by 20 percent
- ▶ funding formula doesn't support school districts who are growing quickly because as ADM grows, the formula only funds 75 percent of the ADM figure.
- ▶ state obligations that have been shifted to local taxpayers such as transportation costs, utility costs, and property and casualty insurance

- being able to pay for utility and property and casualty costs from the Debt Service Fund will end in 2007
- ▶ school bus replacement plan
 - will be replacing four buses which is one more than originally planned
 - additional bus needed because of the increase in high school students attending vocational classes through the Porter County Interlocal Vocational Education Program

Mr. Zembala indicated that the Year 2006 Budget as well as the Capital Projects Fund Plan and the School Bus Replacement Plan were advertised two times in the *Post Tribune* and *Times* with the public hearing on these items to be held at this meeting. The public hearing allows for comments or questions from the audience.

President Back opened the meeting for the public hearing and requested comments and/or questions regarding the 2006 Budget, the School Bus Replacement Plan, and the Capital Projects Fund Plan.

There being no comments or questions, President Back closed the public hearing and directed that the 2006 Budget, School Bus Replacement Plan, and Capital Projects Fund Plan be placed on the September 15 meeting agenda for formal adoption consideration.

Mrs. Norris indicated that at one time the law was very specific as to how the funds in the Capital Projects Fund and Debt Service Fund could be expended. More and more General Fund items have been shifted to these funds so that "the divisions are getting a little fuzzy." Also, she noted that the state has shifted obligations to the local taxpayers. Mr. Zembala indicated that transportation costs was one of those items.

REPORT: SUMMER MAINTENANCE PROJECTS: Dr. Leach indicated that Al Zacher, Maintenance Supervisor, had to leave to check on the air conditioning in the Board Room, and he asked that this item be delayed until his return.

AGREEMENT BETWEEN THE BOARD OF SCHOOL TRUSTEES OF THE SCHOOL CITY OF HOBART AND THE HOBART TEACHERS ASSOCIATION: Dr. Leach indicated that he was glad to report that negotiations with the Hobart Teachers Association were completed before the start of school this year. He indicated that the Board's team was comprised of Pete Goerges, Nancy Norris, Mike Rogers, Rich Edwards, Peggy Buffington, Ted Zembala, and himself. Bob Cambridge continued as the facilitator for the interest-based negotiations.

Pete Goerges indicated that both parties wanted to have negotiations completed before the start of school. Based upon study of past A.D.M. information and an estimate for the coming school year, the teams felt that a two percent (2%) salary increase on the salary schedule and the extra-curricular activities (ECA) schedule and a one-half percent (½%) contribution to their 401a account could be accommodated. Mr. Goerges noted that Dr. Edwards and HTA representatives met, reviewed the ECA schedule, and made adjustments to the schedule making it more viable. Board members received a copy of the 2005-2006 Salary Schedule and the 2005-2006 extra curricular information.

Dr. Leach recommended that the Board approve the amendment to and the term of the 2004-2007 contract.

Mrs. Norris indicated that interest-based bargaining was a smoother process than traditional negotiations. Because of the sharing of available revenue, the process works well, and the process was completed with a limited number of meetings this year. Mr. Marszalek asked how much money the one-half percent was. Mr. Goerges explained that they have been trying to get the annuity amount to two and one-half percent (2½%), but they have had to delay this because of there was not enough money to do this so the teams agreed to the recommended increases. Mr. Butler expressed his appreciation to everyone involved—administrators, teachers, and board members.

Vote on the Motion: All ayes. Motion carried.

RECOMMENDATION: ADMINISTRATIVE AND SUPPORT STAFF COMPENSATION FOR THE 2005-2006 SCHOOL YEAR: Superintendent Leach recommended that the Board approve a two and one-half percent (2½%) salary increase for the following employees:

- All support staff covered by the Administrative Regulations for Support Staff Pay Rates and Benefits
- All food service employees

- All transportation employees covered by the Memorandum of Understanding Between the School City of Hobart and the School Bus Drivers and Matrons
- All custodial and maintenance employees covered by the Agreement Between the School City of Hobart and S.E.I.U. Local 73, Division 208
- All administrative staff covered by the Personnel Policies and Regulations of the Administrative Staff
- Food Service Director, Tammie Pavletic
- Head Bus Mechanic, Terry Burkhart, and bus mechanic, Jeff Cannon
- Computer Coordinators, Joan Storey and Debbie Matthys
- Computer Technicians, Gregory Crouch, Christopher King, and Russell Mellon
- School Nurses, Pamela Cunningham, Ronda Velasquez, and Kathy Maniszko
- Courier, Nancy Murchek
- Transportation Coordinator, Vicky Johnson
- Maintenance Supervisor, Al Zacher

President Back asked that Dr. Leach and Mr. Longer also be included for a salary increase and be included in the motion.

Approval was so moved by Stephen Turner, and Michael Rogers seconded. All ayes. Motion carried.

REPORT: SUMMER MAINTENANCE PROJECTS: Dr. Leach indicated that Tony Skimehorn was unable to attend the meeting, and Al Zacher, Maintenance Supervisor, was presenting the report. However, since Mr. Zacher had not returned, Superintendent Leach reviewed the 2004-2005 Building & Grounds Maintenance Major Projects Report for each of the schools and other facilities as follows:

➤ George Earle Elementary

- Replaced sidewalks on South & East Side of school
- Trouble shoot, re-leveled, tore out, sandblasted and recoated univent pans in gym
- Trimmed all trees

➤ Joan Martin Elementary

- Sidewalk replacement front and back
- Installed new sign
- Demo old partitions in 4th & 5th grade restrooms
- Installed new partitions, handicap railing, and toilet paper dispensers in 4th & 5th grade restrooms
- Joa Island in front of school - Tore out old sidewalk, graded and seeded area
- Trouble shoot inconsistent problems with compressors/chillers

➤ Liberty Elementary

- Installed new sign
- Assisted the PTA with the courtyard renovation

➤ Ridge View Elementary

- Repaired floors and install expansion tile where expansion joints were breaking up
- Installed new sign
- Repaired roof and fencing due to vandalism
- Trouble shoot, re-level, tear-out, sandblast and recoat univent pan in gym
- Replaced windows due to vandalism
- Installed two poles and four lights in new front parking area

➤ Hobart Middle School

- Resurfaced Brickie Bowl Track
- Installed new hose hydrant outside West end of Office complex
- Removed large abandoned roof vents
- Cardio Room
 - Built office
 - Wired room and installed sound system
- Installed HVAC system
- Brickie Bowl – Landscaped around flagpoles and sign
- Ordered new siding for shed due to vandalism
- Replaced 5 windows due to vandalism

➤ High School

- Installed sound barriers on North side of chiller

- Designed and fabricated grating and hand railing around chillers
- Crack-filled, seal-coated and line striped Lot B (pool/main gym) parking lot
- Installed new hose hydrant in and outside of girls locker room
- Re-keyed kitchen due to problems with unauthorized entry
- Room 205 – Installed locks in all four (4) storage rooms
- South side outside of girls locker room - repair to storm drain
- Swimming Pool
 - Replaced bad piping, actuators and expansion joints
 - Revamped lighting
 - Replaced directional jets
 - Problems with Pool Shark
 - Problems with deck heater
 - Due to water line failure in the locker room, removed fixtures and fire alarm conduit for ceiling tear-out and replaced old galvanized water lines and ceiling
- Corgan Field
 - Tore out old platforms for ROTC revamp of building
 - Repaired walls for ROTC building.
 - Fire and burglar alarm rehabilitation for ROTC building
 - Seal coated and line striped parking lot
 - Demo old building
- Mundell Field
 - Seal coated and striped parking lot
 - Fabricated new legs for bleachers
- Cleaned out all Hobart sports equipment from City Ball Park
- Landscaped in front of the school

➤ All Schools

- Plugged, aerated, and fertilized grass
- Installed defibrillators
- Inspected and cleaned all boilers
- Because of drought
 - additional watering of new plantings and sports fields
 - additional weed killing.

➤ Administration Building

- Landscaped around building, flagpole and trees

➤ Service Center

- Changed routing for electric for main gate
- Demo electric for paving of parking lot
- Prepped area for paving parking lot
- Resurfaced ½ of parking lot and added 46 parking spaces
- Line-striped parking lot
- Removed all NIPSCO concrete, rails, railroad ballast from NW corner of property

Dr. Leach indicated that a broken water line was being repaired at the high school and that he had left the Board a voice mail about the situation. He complimented the maintenance staff for the work that has been done and noted that Mr. Zacher has been doing a good job in assisting Mr. Skimehorn. There were some questions about some of the items. However, it was noted that the list was for a school year rather than just a summer work list so some of the items shown were projects done last fall and not done again this past summer. The new sign at Liberty was mentioned, and Dr. Leach indicated that he was not aware that a sign was being purchased. Mr. Butler suggested the development of a signage policy. Mr. Turner thanked the maintenance staff and Mr. Skimehorn for all of the work that was completed and noted that he appreciated all of their efforts.

UPDATES/ANNOUNCEMENTS/REPORTS: Board members received the following school information: a weekly activities calendar from Joan Martin Elementary School.

COMMENTS: From the administration, Dr. Leach indicated that now that school had begun there were many activities happening in the schools. Dr. Edwards noted that the AED's have been installed in all of the schools and that Pam Cunningham, school nurse, has been training staff on how to use them as well as CPR procedures. The training is for all employees and will be ongoing throughout the school year. Dr. Buffington told the Board that she had attended the open house for parents of the full-day

kindergarten students earlier in the evening. The program will begin on September 6th and will be held at Joan Martin School. Dr. Buffington also extended her appreciation to Vicky Johnson, Terry Burkhart, and the bus drivers for their flexibility in setting up the transportation to the Porter County Vocational School and for the full-day kindergarten students. She noted that everything has gone smoothly. Mr. Zembala indicated his appreciation for the opening day program and extended his thanks to Tammie Pavletic, Food Service Director, and staff for a great breakfast. He also said that he enjoyed Wave Length's performance and thought the performance "was better than last year." It was an upbeat morning, and he said that the teachers were enthusiastic and ready to begin teaching. He told the Board that Patty Bond, Director of Finance for the Indiana Department of Education, passed away. He indicated that she was very knowledgeable about school finance and always attended the IASBO meetings to answer questions or share information. He noted that "every school corporation lost a good friend."

There were no comments from the audience.

From the Board, Mrs. Norris suggested that addresses be added to the name tags of kindergarten students because many do not know where they live. Mr. Bigler indicated that he enjoyed the opening day breakfast and that everyone was looking forward to the coming school year. He noted that the kids were excited about returning to school. The high student representative said that he was "happy to be back at school." He indicated that his classes were a little larger this year, but everything was going smoothly. Mr. Butler noted that the plans for the new school are moving along and are along the lines of what the Board had planned to do. It will soon be time for a decision to be made about what will be done with athletics, and he indicated that he had originally indicated that he would vote against leaving Brickie Bowl. However, since that time, people have changed their thinking about the issue, and he said that he would like to have all athletics at one site. Mr. Rogers thanked everyone for everything that they do in preparation for the Board meetings and noted that the Board's job was easier because of this. Mr. Turner expressed his appreciation to the administration, the teachers, and all of the employee groups and other employees for settlement on salaries for the coming school year and thanked them for their commitment. He indicated that everyone will now be able to "focus on what's in the best interest of students" and noted that this was not true in other school corporations. Mr. Turner also noted the Gulf Coast disaster and asked everyone to keep the inhabitants in their thoughts and to find ways to help them. Mr. Marszalek commended all of the custodians and maintenance staff for their work in getting the buildings ready for the start of school. He indicated that clean buildings with shiny floors offers a good environment for learning.

There being no further business to come before the Board, President Back thanked the audience for coming and adjourned the meeting around 8:14 p.m.

BOARD OF SCHOOL TRUSTEES
SCHOOL CITY OF HOBART

By _____
Jason Back, President

Attest:

By _____
Stephen R. Turner, Secretary

Submitted for Approval: September 15, 2005