

LAKE CENTRAL SCHOOL CORPORATION
Lake Central High School – LGI Room – Enter Door G
8400 Wicker Avenue, St. John, Indiana 46373
Monday, December 12, 2016

A meeting of the Board of School Trustees of the Lake Central School Corporation was held in the Lake Central High School LGI Room, 8410 Wicker Avenue, St. John, IN on December 12, 2016. The meeting began at 7:30 p.m.

Board Members Present

Don Bacso, Member
John DeVries, President
Sandy Lessentine, Secretary
Janice Malchow, Vice-President
Howard Marshall, Member

Board Members Not Present

Administration Present

Sarah Castaneda, Director of Secondary Education
Al Gandolfi, Assistant Superintendent
Rob James, Director of Business Services
Theresa Schoon, Director of Primary Education
Dr. Lawrence Veracco, Superintendent

Administration Not Present

Bill Ledyard, Director of Facilities

BOARD MEETING MINUTES

Monday, December 12, 2016

*All motions passed 5-0
unless otherwise indicated.*

I.	Call to Order – <i>John DeVries</i> <ul style="list-style-type: none">The meeting was called to order by John DeVries at 7:30 p.m.
II.	Verification of Receipt and Review of Board Packet – <i>John DeVries</i> <ul style="list-style-type: none">Has each member successfully received the electronic version of tonight's board agenda, along with the individual supporting documents, reviewed them, and directed any questions or corrections to Dr. Veracco, prior to this meeting?<ul style="list-style-type: none">BacsoDeVriesLessentineMalchowMarshall
III.	Agenda: Approval, Deletions, Additions - <i>Dr. Veracco</i> - Action Required <ul style="list-style-type: none">Revisions to the Agenda include:<ul style="list-style-type: none">An addition of Adventure Club Donation as number 1 under Dr. Veracco's section;Addition of Resolution of the Lake Central School Corporation Board of Trustees as number 5 under Dr. Veracco's section;Additional donations under Rob James' section.Howard Marshall moved to approve the Revised Agenda. Sandy Lessentine seconded the motion. Motion carried.

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IV.	Correspondence – <i>Sandy Lessentine</i> <ul style="list-style-type: none"> Janice Malchow thanked John DeVries for his many years of service on the Lake Central School Board beginning in 1992 and ending this month. Thank you on behalf of the School Board for your total of 24 years of dedication to the Lake Central School Corporation. Enjoy your retirement!
V.	Liaison Committee Updates – <i>John DeVries</i> <ol style="list-style-type: none"> West Lake Joint Managing Board: Howard Marshall Building and Renovation Committee: Janice Malchow Personnel Interview Committee: Howard Marshall Legislative Committee: Janice Malchow: A public work session took place on 12-8-16 with Hal Slager, Rick Niemeyer and Julie Olthoff to discuss issues affecting Lake Central School Corporation. A follow up meeting will be held on March 3, 2017. Lake Central Education Foundation: Janice Malchow Wellness Committee: Janice Malchow Dollars for Scholars: Dr. Veracco Dyer Redevelopment Committee: Don Bacso St. John Redevelopment Committee: John DeVries Schererville Redevelopment Committee: Sandy Lessentine
VI.	Official School Board Business Topics: Consent Agenda – <i>Dr. Veracco</i> – Action Required <ul style="list-style-type: none"> Janice Malchow moved to approve the Consent Agenda. Don Bacso seconded the motion. Motion carried.
	A. Approval of Minutes: <ul style="list-style-type: none"> November 21, 2016: Regular Board Meeting December 5, 2016: Executive Session December 8, 2016: Special Board Meeting
	B. Approval of Claims, Payroll and Extracurricular Expenditures
VII.	Official School Board Business Topics: Regular Agenda
	A. Superintendent – <i>Dr. Veracco</i> <ol style="list-style-type: none"> Adventure Club Donation <ul style="list-style-type: none"> Sandy Langbehn, Director of Operations for The Adventure Club, presented to the Board monetary donations to each of our elementary schools in the amount of \$200 each. This item will be approved under Rob James' section. Board Recognition: <ul style="list-style-type: none"> LCHS Girls Cross Country: Section, Regional Champions, Semi-State 6th Place and team qualified for State. Second place in the DAC. Members: Madison BeDuhn, Emily Blink, Jenny Crague, Gabrielle DeVries, Samantha Dittrich, Sarah Hunsley, Ellie Keigh, Rachel Kujawa, Nova Olejnik, Anna Olivero, Hanna Roth, Kelly Shelton, Lillian Zubeck. As an individual, Sarah Hunsley placed 1st at Sectionals, breaking a school record 18:07, 2nd place finish at Regional and Semi-State, and on Indiana All-Star team. Coaches: Ann Downey, Karen Arehart.

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- a. LCHS Boys Cross Country: Joey Copeland was sectional champ, placed 3rd in Regional and was an IHSAA State Qualifier. Also won DAC MVP with team coming in 2nd in the DAC. Billy Duszynski was Sectional runner up, placed 5th at Regionals and qualified for State meet. Coaches: Jeff Rhody, Todd Iwema.
 - b. LCHS Girls Golf: The LC Golf Team were Sectional, Regional champs, qualifying for the State Tournament. As a team they placed 10th at State. Members of the 2016 State team were Alexis Miestowski, Brooke Scartozzi, Kaitlin George, Dominique Colantuono and Elana Lippe. As an individual, Alexis Miestowski was the individual sectional winner, placed 2nd at Regionals and tied for 3rd at State meet.
3. Health Care and Benefits Committee Update

**LCSC Health Care Plan
Benefits Committee Work
12.12.16**

Sher Cosgrove – Homan Elementary
Angie Szymborski – CO
Dr. Larry Veracco – CO

**Recent Successes Tied to Employee
Commitment to Protect “Our” Plan**

- › Understanding what it means to be self funded
- › Strong Communications
- › Commitment to become better consumers of healthcare (My Anthem)
- › Increase in excellent Wellness Programs

Self Funded since 2002

- › Self funded NOT self insured
- › Self insured refers to plans that do not take out any third party insurance
- › LCSC has individual stop loss at \$175,000 per individual participant per year
- › LCSC has aggregate stop loss at 125% of total expected claims for the calendar year
 - *Stop loss is often referred to as Reinsurance*
- › LCSC pays all claims up to the limits listed above out of pool made up of corporation contributions and employee contributions

Expected Claims v. Actual Claims

- › Anthem estimates (expected) claims for the future based on demographics and past experience
 - *Actual Claims are often referred to as Experience*
- › LCSC Benefits Committee analyzes expected claims, benefit levels, employee contributions and reserves in order to set plan for the next calendar year
- › For 2017 we will have no benefit or cost changes

Benefits Committee

- › Meets monthly to learn about marketplace trends and to plan for the future
- › All schools are represented on the committee
- › This committee includes members of LCTA negotiating team and the committee is recognized as a sub committee of Negotiations team (*Wellness)
- › Regularly compare LCSC plan to other school district plans
- › Committed to keeping our plan high quality

Strong Communications

- › In 2011, all staff were educated on the concept of self funded insurance
- › Staff has received ongoing communication from the committee and our benefits coordinator
- › Benefits Coordinator shares enrollment information and other important details each November
- › Benefits Coordinator serves the corporation daily by assisting staff members

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Wellness Activities

Educated Consumers of Healthcare

- › Staff utilizes My Anthem
- › Staff moved from Emergency room to Urgent Care facilities
- › Staff utilizes generic prescriptions at an admirable rate
- › Staff questions billing and understands the pool of money from which claims are paid is "Our Money"

- › Programs contribute to creating a healthier culture and healthier staff members
- › Blood work detects issues prior to becoming more serious (2014-336, 2015-448, 2016-525)
- › Health Fairs educate staff
- › Quick Reads provide helpful information
- › Contests jump start activities and exercise among staff members
- › Louise Tallent serves on both Benefits & Wellness

Other Vital Information – Reserves

- › Self funded plans must maintain reserves in case claims are unexpectedly high
- › Reserves were inadequate in 2011
- › Reserves are now healthy however it only takes a couple of "bad" years (high claims) to significantly reduce reserves
- › Reserves should be thought of as a "Rainy Day" fund for our health plan

Areas of Concern

- › Family plan employee costs remain higher than industry standard
- › "Trend" or cost of medical care continues to rise rapidly
- › State school funding has been rising very slowly compared to inflation or "Trend"

Areas of Pride

- › All of LCSC recognizes solid health care plan as key to overall compensation package
- › Benefits Committee is very effective
- › Experience has not increased as much as other industries
- › Other organizations are envious of LCSC taking no premium increases in 2014, 2015, 2016 or 2017

4. ISTEP Replacement Committee Recommendations

5. Resolution of the Lake Central School Corporation Board of Trustees (*Janice Malchow*)

RESOLUTION OF THE LAKE CENTRAL SCHOOL CORPORATION
BOARD OF TRUSTEES

Whereas the Board of School Trustees of Lake Central School Corporation desires to explore alternatives to the current state assessment system, alternatives that require less testing time and that provide timely information about student academic progress that can be used by teachers, parents, and school to create continuous improvement plans; AND

Whereas the Board of School Trustees of Lake Central School Corporation desires to explore alternatives to the current state school accountability system, alternatives that provide multiple measures and serve as a more complete and accurate picture of school and district progress towards helping each student achieve their full potential; AND

Whereas the lake Central School District can cooperate and collaborate with community stakeholders to enhance the education opportunities provided to the children of Lake Central School Corporation;

THEREFORE, BE IT RESOLVED, that the Board of Trustees hereby ratifies, approves and affirms that the Corporation shall participate in this process; AND

BE IT FURTHER RESOLVED, that the Board of Trustees reserves the authority to vote on any locally developed plan before that plan may be submitted to the State.

This resolution is hereby adopted this ____ day of ____, 2017 by the Lake Central School Corporation Board of School Trustees.

- The Resolution will be brought to a future meeting for action.

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B.	<p>Assistant Superintendent / Personnel – <i>Al Gandolfi</i></p> <p>1. Personnel Recommendations – Action Required</p> <p><i>I. Classified Appointments, Transfers, Change of Hours and Resignations:</i></p> <p><i>A. Appointments:</i></p> <ol style="list-style-type: none"> <i>1. Andrea Anderson (St. John), Cafeteria Assistant, Lake Central High School (effective November 28, 2016).</i> <i>2. Kerri Isom (Schererville), Cafeteria Assistant, Non-School Specific (effective November 28, 2016).</i> <i>3. Julie Fleming (Crown Point), Cafeteria Assistant, Bibich Elementary School (effective November 28, 2016).</i> <i>4. Dyana Butcher (Highland), Cafeteria Assistant, Clark Middle School (effective November 28, 2016).</i> <i>5. Georgianna Boatright (Cedar Lake), Cafeteria Assistant, Grimmer Middle School (effective November 28, 2016).</i> <i>6. Shelley Kwolek, (Dyer), Cafeteria Assistant, Clark Middle School (effective January 9, 2017).</i> <p><i>B. Transfers:</i></p> <ol style="list-style-type: none"> <i>1. Nicole Silvers, from Cafeteria Assistant (3.25 hours) at Bibich Elementary School to Operational Assistant (7.5 hours) at Grimmer Middle School (effective November 28, 2016).</i> <i>2. Mary Szpara, from Cafeteria Assistant (4 hours) at Grimmer Middle School to Product Assistant (7 hours) at Grimmer Middle School (effective November 28, 2016).</i> <i>3. Maria Raichle, from Paraprofessional/RTI Interventionist to 9 Month Secretary At Clark Middle School (effective January 9, 2017).</i> <p><i>C. Change of Hours:</i></p> <ol style="list-style-type: none"> <i>1. Miriam Lustig, Cafeteria Assistant, Grimmer Middle School (from 3.25 hours per day to 4 hours per day effective November 28, 2016).</i> <p><i>D. Resignations:</i></p> <ol style="list-style-type: none"> <i>1. Silvia Jackson, Bus Aide, Lake Central Transportation Department (effective November 23, 2016).</i> <i>2. Sandy Pyzik, Paraprofessional, Watson Elementary School (effective November 17, 2016).</i> <p>II. Certified Extracurricular Appointments:</p> <p><i>A. Appointments:</i></p> <ol style="list-style-type: none"> <i>1. Nick Podrebarac, Assistant Boys Golf Coach/Lake Central High School (effective for the 2016-2017 school year).</i> <i>2. Leslie Iwema, Foreign Language Teacher/Lake Central High School (purchase of plan time to teach section of social studies at Grimmer Middle School second semester of the 2016-2017 school year).</i> <p>III. West Lake</p> <p><i>Classified Appointments and Resignations:</i></p> <p><i>A. Appointments:</i></p> <ol style="list-style-type: none"> <i>1. Catherine Baginski (Lowell), Paraprofessional, West Lake/Clark Middle School (effective December 5, 2016).</i> <i>2. Geraldine Luna (Schererville), Paraprofessional, West Lake/Eads Elementary School (effective December 1, 2016).</i> <p><i>B. Resignations:</i></p>
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1. Chandra Ware, Paraprofessional, West Lake/Elliott Elementary School (effective December 2, 2016).
 2. Rachel Qualizza, Paraprofessional, West Lake/TAP (effective November 29, 2016).
 3. Laura Drever, Paraprofessional, West Lake/Lake Central High School (effective December 2, 2016).
 4. Victoria Scharnke, Paraprofessional, West Lake/TAP (effective November 30, 2016).
 5. Todd Mazurkiewicz, Paraprofessional, West Lake/Clark Middle School (effective December 22, 2016).
- Don Bacso moved to approve the Personnel Recommendations. Howard Marshall seconded the motion. Motion carried.
2. Safety Committee Update
 - On February 28, 2017 there will be a Wake Up Call presentation held in the LGI Room. This is will be for adults only.
 - In early September 2017, there will be a Playground to Pills presentation held at each of our three middle schools as well as an evening presentation for the community.

C. Director of Primary Education – *Theresa Schoon*

1. Professional Leave Requests – **Action Required**
 Howard Marshall moved to approve the professional leave requests of Kristen Hankins and Emily Maurek. Sandy Lessentine seconded the motion. Motion carried.
2. ISTEP Results

Lake Central Elementary ISTEP Results						
	E/LA 2014-15	E/LA 2015-16	Difference	Math 2014-15	Math 2015-16	Difference
Lake Central School Corp			Difference			Difference
3rd Grade	83.9%	83.2%	- .7	68.6 %	72.1%	+ 3.5
4th Grade	82.2%	78%	- 4.2	70.8%	76.2%	+ 5.4
Bibich Elementary			Difference			Difference
3rd Grade	86.4%	83.5%	- 2.9	70.8%	71.1%	+ .3
4th Grade	88.2 %	87.3%	+ .9	76.5%	83.1%	+6.6
Homan Elementary			Difference			Difference
3rd Grade	77.5%	81.5%	+ 4	56%	63.4%	+ 7.4
4th Grade	83.8%	72.2%	- 11.6	68.6%	61.3%	- 7.3
Kolling Elementary			Difference			Difference
3rd Grade	81.2%	78.2%	- 3	71.9%	66.4%	- 5.5
4th Grade	81.2%	77.9%	- 3.3	76.6%	81.6%	+ 5
Peifer Elementary			Difference			Difference
3rd Grade	85%	83.6%	- 1.4	68.2%	73.4%	+5.2
4th Grade	78.1%	80%	+ 1.9	57.2%	73.6%	+16.4
ProtsmanElementary			Difference			Difference
3rd Grade	86%	82.4%	- 3.6	63.9%	77%	+ 13.1
4th Grade	80%	69%	- 11	71.8%	74.6%	+ 2.8
Watson Elementary			Difference			Difference
3rd Grade	88.1%	92.9%	+ 4.8	81.2%	82.8%	+1.6
4th Grade	81.8%	83.6%	+ 1.8	70.7%	81.8%	+ 11.1

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D. Director of Secondary Education – Sarah Castaneda

1. ISTEP Results

LC Secondary Level ISTEP Data 2015-16						
	E/LA 2014-15	E/LA 2015-16	Difference	Math 2014-15	Math 2015-16	Difference
Lake Central School Corporation	74.6	76.4	1.8	63.7	61.4	-2.3
5th Grade	73.6	74.4	0.8	73	64.2	-8.8
6th Grade	69.8	76	6.2	60.1	60.1	0
7th Grade	71	76.8	5.8	49.9	47.1	-2.8
8th Grade	67.6	69.4	1.8	60.3	48.9	-11.4
10 th Grade	N/A	72.9	N/A	N/A	39.7	N/A
Clark Middle School	71.1	71.5	0.4	63.5	54.2	-9.3
5th Grade	74.6	73.1	-1.5	76.3	63.5	-12.8
6th Grade	65	72.8	7.8	61.5	56.6	-4.9
7th Grade	69.5	73.3	3.8	50.9	48.4	-2.5
8th Grade	75.1	66.9	-8.2	64.4	49.5	-14.9
Grimmer Middle School	74.2	77.1	2.9	61.9	55.5	-6.4
5th Grade	74.1	67	-7.1	72.7	61	-11.7
6th Grade	75.2	80.2	5	60.3	66	5.7
7th Grade	77.7	81.9	4.2	53.1	45.4	-7.7
8th Grade	69.9	79	9.1	62.6	51.7	-10.9
Kahler Middle School	66.4	74.3	7.9	56.9	55.6	-1.3
5th Grade	71.9	82.4	10.5	69.4	67.6	-1.8
6th Grade	70	76.2	6.2	58.4	59.3	0.9
7th Grade	66.5	75.9	9.4	46	47.1	1.1
8th Grade	58.2	63.1	4.9	54.3	44.7	-9.6
Lake Central High School	N/A	72.9	N/A	N/A	39.7	N/A
10 th Grade	N/A	72.9	N/A	N/A	39.7	N/A

2. Professional Leave Requests – Action Required

- Don Bacso moved to approve the professional leave requests of Kelsey Becich, Richard Moore, Lori Smith, James Simmons and Kendal Smith. Howard Marshall seconded the motion. Motion carried.

3. Field Trip Requests – Action Required

- Janice Malchow moved to approve the field trip requests of Kelsey Becich, Gabrielle Rabin, Ms. Budlove, Mrs. Combis and Mr. Swartzentruber. Don Bacso seconded the motion. Motion carried.

E. Director of Facilities – Bill Ledyard

1. LCSC Transportation Center Projects - Update
2. Award and execute Change Order #034 to Gough Inc., for LCHS Phase III - Bid Package #12 – Athletic Fields - **Action Required**
 - Howard Marshall moved to award and execute the Change Order #034 to Gough Inc., for LCHS Phase III - Bid Package #12 – Athletic Fields. Don Bacso seconded the motion. Motion carried.

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F.	<p>Director of Business Services – <i>Rob James</i></p> <p>1. Donations – Action Required</p> <ul style="list-style-type: none"> • The St John Police Department would like to donate an old police car to the Lake Central High School Auto Shop. The car is not complete, but the engine would be a valuable teaching tool for the students and allow our introductory students the opportunity to master various automotive skills. • The Homan PTO would like to donate \$800 for the purchase of an iPad and protective case to be used by the Homan PE teacher. • The Adventure Club desires to give back to the Lake Central School Corporation in appreciation of the opportunity to serve our school district’s students and families. The Adventure Club would like to donate \$200 to each of our six elementary schools. • Clark Middle School recently held a Red Out game to raise money for the American Heart Association. The school would like to donate \$800 to the American Heart Association. • The Clark Paws for a Cause Club would like to donate \$943.75 to Alsip to the Rescue for the purchase of 26 dog beds for their rescued animals. The money was raised through a bake sale the club did at Alsip Nursery. • The Kahler Student Council would like to donate \$100 to the Dyer Firefighters Association for their 2016 Annual Fund Drive. • John DeVries asked if Sean Begley reviewed the automobile donation. • Sandy Lessentine moved to approve all donations. Janice Malchow seconded the motion. Motion carried. <p>2. Extra-Curricular Purchases – Action Required</p> <ul style="list-style-type: none"> • The High School Athletic Department would like to purchase 4 Phantom Batting Tunnels for use in the Fieldhouse. The tunnels would cost an estimated \$12,100 and would be paid from the Athletics Extra Curricular Account. • Sandy Lessentine moved to approve. Janice Malchow seconded the motion. Motion carried.
VIII	<p>Public Comments– <i>John DeVries</i></p> <ul style="list-style-type: none"> • COLLEEN ROMELI of St. John: Voiced concerns regarding the 2nd grade class size at Kolling as well as corresponding classroom support.
IX.	<p>Board Comments and Consideration of Future Agenda Items – <i>John DeVries</i></p> <ul style="list-style-type: none"> • Sandy Lessentine: <ul style="list-style-type: none"> - Would like to see more data items, i.e., how did our students do this semester, strengths, weaknesses, attendance, schedule issues with double lunches last semester. • Janice Malchow: <ul style="list-style-type: none"> - Congratulations to John DeVries on his retirement. - Shared a compliment from Hal Slager about Mr. Brannock. - ESSA changes – there is extra money in mental health grants - who can give her an update in January? - Suggests that one or all board members should be on the strategic plan committee.

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	<ul style="list-style-type: none">- Suggests considering setting goals for the Board Members in January.• Don Bacso:<ul style="list-style-type: none">- Thank you for the benefits presentation.- Thank you for all donations.- Thank you John DeVries for your 24 years of service, it has been great serving with you.• Howard Marshall:<ul style="list-style-type: none">- Howard Marshall read a personal note to John DeVries sharing his experience in serving on the board with him, and wishing him well in his retirement.• John DeVries:<ul style="list-style-type: none">- Shared what motivated him to run for school board position 24 years ago and how proud he was to serve the Lake Central School community.
X.	Board Calendar of Future Activities – <i>Dr. Veracco</i> <ul style="list-style-type: none">• Next school board meetings are on the 2nd and 4th Mondays in January due to the holidays.
XI.	Adjournment – <i>John DeVries</i> – Action Required <ul style="list-style-type: none">• Janice Malchow moved to adjourn the meeting at 9:15 pm. Don Bacso seconded the motion. Motion carried.
Minutes of the December 12, 2016 School Board Meeting were approved and adopted by the Board of School Trustees at the January 9, 2017 School Board Meeting.	
<div style="display: flex; justify-content: space-between;"><div>ATTEST:</div><div>_____ School Board President</div></div> <div style="display: flex; justify-content: space-between; margin-top: 100px;"><div></div><div>_____ School Board Secretary</div></div>	
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