Lake Central High School KAY TRAPP BOARD ROOM – Enter Door E 8260 Wicker Avenue, St. John, Indiana 46373 Monday, September 17, 2018 at 7:30 p.m.

A meeting of the Board of School Trustees of the Lake Central School Corporation was held in the Kay Trapp Board Room at Lake Central High School, 8260 Wicker Avenue, St. John, IN on September 17, 2018. The meeting began at 7:30 p.m.

Board Members Present

Don Bacso, President
Sandy Lessentine, Vice-President
Janice Malchow, Board Member
Howard Marshall, Board Member
Cindy Sues, Secretary

Board Members Not Present

Administration Present

Sarah Castaneda, Director of Secondary Education Becky Gromala, Director of Special Education Rob James, Director of Business Services Bill Ledyard, Director of Facilities Rick Moreno, Director of Technology Terry Mucha, Director of Human Resources Theresa Schoon, Director of Primary Education Dr. Lawrence Veracco, Superintendent **Administration Not Present**

SCHOOL BOARD MEETING MINUTES

Monday, September 17, 2018

All Motions Were Passed With a 5-0 Vote Unless Otherwise Indicated

- I. Call to Order Don Bacso
 - The Board Meeting was called to order at 7:30 p.m. and Pledge of Allegiance led by Board President, Don Bacso.
- II | Agenda: Approval, Deletions, Additions Dr. Veracco- Action Required
 - Revisions to the Agenda include:
 - Revisions to the Personnel Recommendations under Terry Mucha's section.
 - Revision to the Professional Leave Requests under Sarah Castaneda's section.
 - Revision to the Field Trip Requests under Sarah Castaneda's section.
 - The addition of a Professional Leave Request under Bill Ledyard's section.
 - Sandy Lessentine moved to approve the Revised Agenda. Howard Marshall seconded the motion.
 Motion carried.
- III | Correspondence Cindy Sues

V

- There was no correspondence.
- I | Liaison Committee Updates *Don Bacso*
 - 1. West Lake Joint Managing Board: Howard Marshall:
 - Next meeting on Sept. 26th, 4:00 pm at School Town of Munster.

Lake Central High School

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- 2. Dyer Parks Department: Don Bacso:
- Nothing to report.
- 3. Personnel Interview Committee: Howard Marshall/Sandy Lessentine:
- Nothing to report.
- 4. Legislative Committee: Janice Malchow:
- ICPE Legislative Report Cards are out.
- Plan to meet next with legislators after the elections.
- 5. Lake Central Education Foundation: Janice Malchow:
- Next round of grants in October.
- Having a fundraiser with Which Wich, so far very successful.
- 6. Wellness Committee: Sandy Lessentine/Janice Malchow:
- Meeting last week. 500+ staff participated in blood screening, numbers are up from last year. This helps keep insurance costs down.
- Suicide prevention walk at Wicker Park this weekend.
- 7. Dollars for Scholars: Cindy Sues:
- Homecoming is on September 29th. 1600 tickets were sold.
- 8. Dyer Redevelopment Committee: Don Bacso:
- Nothing to report.
- 9. St. John Redevelopment Committee: Cindy Sues:
- Nothing to report.
- 10. Schererville Redevelopment Committee: Sandy Lessentine:
- Luers Farm property was recently annexed by town of Schererville.
- V Official School Board Business Topics: Consent Agenda Dr. Veracco Action Required
 - Howard Marshall moved to approve the consent agenda. Cindy Sues seconded the motion.
 Motion carried.
 - A Approval of Minutes:

Ι

- September 4, 2018 Executive Session
- September 4, 2018 Regular Meeting
- B Approval of Claims, Payroll and Extracurricular Expenditures
- V | Public Comments Regarding Action Items
 - There were no public comments.
- VII Official School Board Business Topics: Regular Agenda

Lake Central High School

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Superintendent – Dr. Veracco

1. Encouraging Teacher Growth and Retention

Encouraging Teacher Growth and Retention

- From the "Moving Beyond Compliance" presentation from Standards for Success at the ISBA annual conference, several significant points were made regarding more thorough use of
- Recall that STAGES (our software evaluation model vendor) was purchased by Standards for Success and LCSC has made the decision to remain with the acquiring vendor
- Rubric information including aggregate score data drawn from sub categories may be used to identify trends and in turn develop targeted PD for teachers
- Current emphasis on PD designed to improve instruction to emphasize engagement is still an extremely important area to emphasize as it benefits all staff members
- Using sub category score analysis of staff may indicate areas needing support such as differentiation of instruction, quality of questioning, or other leading practices
- Our administrative team has already been creating a document that will list numerous instructional strategies that have been shared with staff over the last 3-4 years which will become a part of how teachers earn a highly effective score in a handful of categories in the
- The observation of certain strategies (CRISS, Rak, Relue etc) or the inclusion of meaningful artifacts when included in the written evaluation will also give administrators the ability to analyze those areas in need of a refresher or initial PD
- All changes to staff evaluation of course must go through the teacher discussion process
- This list will continue to grow over time as we continue staff development at both LCSC ongoing training and NWI Superintendent Study Council training
- This intentional process will also benefit those teachers who might have come up a little short of the high effective rating and are looking for proven strategies that will help them reach the highest teacher rating designation
- Janice Malchow asked who funds this and is there an additional fee.

2. Bargaining Timeline 2018



INDIANA EDUCATION EMPLOYMENT RELATIONS BOARD
143 West Market Street Suite 404
Indianapolis, IN 46204
Telephone: (317) 233-6820
Fax: (317) 233-6820
http://www.in.gov/ieerb

Bargaining Parties & Stakeholders From: Stacey Hughes & Sarah Cudahy September 6, 2018

2018 Bargaining & Compliance Reminders

(Items in blue are clickable links)

<u>Due Dates</u>: (All corporations, even if not bargaining, must complete all <u>Gateway</u> data collections.)

- September 15: Exclusive representatives must submit a membership affidavit to employers
- October 1: School employers must upload the membership affidavit into Gateway
- November 15: Bargaining Status Form I is due in Gateway
- November 15: All CBAs must be signed, ratified, and uploaded in Gateway to avoid impasse
- December 3: 2017-2018 Collective Bargaining Report is due

Collective Bargaining and Compliance

- NEW: Impermissible salary increase differentials will be found non-compliant in 2018-2019
 NEW: SEA 387 allows more flexibility for academic needs and to reduce the salary gap
- Complete the Compliance Checklist and upload with your CBA
- 2018 CBA Compliance Rubric
- 2018 Practitioner's Guide to Bargaining and Impasse will be posted on September 14th
- IEERB Compliance webpage (including model compensation plans)

Impasse

- 560 IAC 2-4-1 NEW: A school employer shall provide to the board and the exclusive representative the following information, upon which the school employer intends to rely to support the school employer's LBO: (1) all revenue; (2) bargained teacher expenses; (3) nonbargained teacher expenses; and (4) nonteacher expenses

 NEW: Deficit financing will be calculated using the general fund for July 1 – December 31,
- 2018, and the education fund January 1 June 30, 2019
- LBO Guidance will be posted on September 14th

Representation (All Bargaining Unit changes must be certified by IEERB before taking effect. All notices should be posted by October 1.)

- 2018 Guide to Exclusive Representative Affidavit and Teacher Letter
- Sample Exclusive Representative Affidavit

2018 IEERB Webinar

Nont LCSC Negotiatin Meeting Scheduled for 9.18.18

Lake Central High School

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Monday, September 17, 2018 at 7:30 p.m.

B | Director of Human Resources / Personnel – Terry Mucha

- 1. Personnel Recommendations Action Required
- Sandy Lessentine moved to approve the personnel recommendations as Revised. Cidy Sues seconded the motion. Motion carried.
 - I. Classified Appointments, Transfers, & Termination:
 - A. Appointments:
 - 1. Joe Jordan (Crown Point), Custodian 2A, Lake Central High School, (effective September 18, 2018, pending background check).
 - 2. Jeri Kalwasinski, (Dyer), Title 1 Tutor, Bibich Elementary School, (effective September 17, 2018).
 - 3. Amy Shelton (Highland), Secretary/Bookkeeper, Bibich Elementary School, (effective October 1, 2018).
 - B. Transfers:
 - 1. Julie Flemming, from Product Assistant at Bibich Elementary School to Title 1 Tutor at Protsman Elementary School, (effective September 17, 2018).
 - 2. Miriam Lustig, from Cafeteria Assistant at Grimmer Middle School to Paraprofessional at Lake Central High School, (effective September 17, 2018).
 - C. Termination:
 - 1. Stojanka Jovanovic, Custodian 1A, Lake Central High School, (effective August 29, 2018).
 - II. Certified Extracurricular Appointments:
 - A. Appointments:
 - 1. Tina Miljevic, Math Bowl Sponsor, Homan Elementary School, (effective for the 2018-19 school year).
 - 2. Melissa Cummins, Spell Bowl Sponsor, Homan Elementary School, (effective for the 2018-19 school year).

III. West Lake

Classified Appointments & Resignations:

- A. Appointments:
 - 1. Jen Triezenberg (St John), Paraprofessional, West Lake/Lake Central High School, (effective September 20, 2018).
 - 2. Pamela Zochalski (St John), Paraprofessional, TAP, (effective September 24, 2018).
 - 3. Reinalda Rivera (Crown Point), Paraprofessional, West Lake/Watson Elementary School, (effective September 20, 2018).
 - 4. Brenda Whitmore (Crown Point), Paraprofessional, West Lake/Watson Elementary School, (effective September 10, 2018).
 - 5. Brittany Gleason (Cedar Lake), Paraprofessional, Wilbur Wright Middle School, (effective September 24, 2018).
 - 6. Karly McKinney (Schererville), Paraprofessional, Frank Hammond, (September 18, 2018, pending background check).
 - 7. Denise Sitkowski (St John), Paraprofessional, Campagna, (effective September 17, 2018).
- B. Resignations:
 - 1. Sedelia Beecher, Paraprofessional Wilbur Wright Middle School, (effective September 7, 2018).
 - 2. Lola Cole, Paraprofessional, Wilbur Wright Middle School, (effective September 24, 2018).

Lake Central High School

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III. Approval of Lake Central School Corporation Substitute Staff Appointments and Resignations – Refer to list of substitutes hired and resigned from September 6, 2018 – September 18, 2018.

- 2. Professional Leave Requests Action Required
- Howard Marshall moved to approve the professional leave requests of Terry Mucha.
 Don Bacso seconded the motion. Motion carried.
- 3. Substitute Teacher Pay **Action Required**

Substitute Teacher Comparisons

Munster Sub permit License Teacher	\$70 \$80	Highland Sub permit (HS) Licensed teacher	\$66 \$71
Merrillville Sub license (HS) Sub License (Assoc/BA) Licensed teacher	\$70 \$75 \$85	Crown Point Sub permit 4 yr degree Licensed teacher Retired CP teacher	\$70 \$75 \$80 \$90

Lake Central Substitute Proposal

Sub permit	Currently \$70	Increase to \$75
Licensed teacher	Currently \$76	Increase to \$83
Retired LC teacher	Currently \$77	Increase to \$87

Our largest group of substitutes are in the sub permit category with LC retired teachers as our smallest group.

Last year, we spent \$713,150 on substitutes. With this proposal, we would be spending an additional \$50,000 - \$65,000 depending on which category increases.

*If we don't have sufficient substitutes to cover our classes, we pay teachers their hourly rate which will cost substantially more than these raises.

- Janice Malchow asked if other school districts nearby have recently raised their sub pay.
- Sandy Lessentine asked where this will be advertised and when the increase begins.
- Janice Malchow moved to approve. Sandy Lessentine seconded the motion. Motion carried.

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4. Multi-Tiered Systems of Support

Multi Tiered Systems of Support

- IDOE has selected MTSS as their primary structure for learning and support.
- · Evidence based framework for academics, behavior, and social-emotional
- Uses universal screening and data informed decision making
- Three tiers
 - Core effective instruction where 80% of the students are meeting benchmarks
 - Core + supplemental and targeted support where 70-80% improve performance
 - Core + supplemental + Intensive individual instruction where students are making progress towards their goals and benchmarks.
- Support will include lessons and plans for teachers. Many teachers do this now but it will be more intentional and best practice.
- For social and emotional it's a choice. You can pick another program.
- Phase 1 now. Awareness of MTSS
- Phase 2 January 2019. Toolkits and resources will be available. Working with Dr. Lori Desautels on competencies. Workshop in Feb.
- Phase 3 Workshops with resources and interventions
- Will become part of school improvement plan in the future. Need to be able to show evidence that it is effective.
- Howard Marshall asked what samples of effective evidence would be.
- Janice Malchow asked if this is a third intervention and asked about the screening process.
- C Director of Primary Education Theresa Schoon
 - 1. Professional Leave Requests **Action Required**
 - Howard Marshall moved to approve the professional leave requests of Becky Stevenson, Melody Wolff, Janel Grimmer, Kim Udchitz (2), Jane Dvorscak, Tina Miljevic, Lynn Zaikos, and Emily Perfetti. Sandy Lessentine seconded the motion. Motion carried.
 - 2. Field Trip Requests **Action Required**
 - Howard Marshall moved to approve the field trip request of Kim Yelich. Janice Malchow seconded the motion. Motion carried.
 - 3. Lake Central Plan for Staff Evaluation
 - Howard Marshall thanks Theresa Schoon for the very thorough report nice job.
 - Janice Malchow asked why changes were made in number of observations.

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4. Elementary Class Sizes

Lake Central Elementary Class Sizes 2018-19

Bibich

	Kindergarten	1 st Grade	2 nd Grade	3rd Grade	4th Grade
2018-19	22	22	22	35	4 Grade

Homan

Kindergarten	Kindergarten	1st Grade	2 nd Grade	3rd Grade	4 th Grade
2018-19	21	20	23	21	22

Kolling

Kindergarten	1st Grade	2 nd Grade	3 rd Grade	4 th Grade	
2018-19	19	23	23	27 E	4 Grave

Peifer

	The second secon				
	Kindergarten	1 st Grade	2 nd Grade	3rd Grade	4 th Grade
2018-19	22	23	31	25	4 Glade
			21	25	24

<u>Protsman</u>

	Kindergarten	1 st Grade	2 nd Grade	3rd Grade	4 th Grade
2018-19	20	21	21	22	23

Watson

	Kindergarten	1st Grade	2 nd Grade	3 rd Grade	4 th Grade
2018-19	18	21	22	23	26

Numbers reflect the building average class size

- Don Bacso asked if class sizes are down from last year.
- Janice Malchow asked if we have ½ day kindergarten.

D Director of Secondary Education – Sarah Castaneda

1. Secondary Class Sizes

Lake Central Middle School Class Sizes 2018-19

Numbers reflect the building average class size.

Kahler Middle School

APPLE DE LA SERIE	5 th Grade	Language Arts	Math	Science	Social Studies
2018-19	24.9	27	23.8	27	26.2

Grimmer Middle School

	5 th Grade	Language Arts	Math	Science	Social Studies
2018-19	27.1	25.9	24.8	26.9	26

Clark Middle School

	5 th Grade	Language Arts	Math	Science	Social Studies
2018-19	26.2	26.7	27.1	26.8	26.8

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Lake Central High School Class Sizes 2018-19

Numbers reflect the building average class size.

English Department	English 9	English 10	English 11	AP English 12	World Literature	Composition	Advanced Speech	Film Lit
2018-19	24.6	25.5	28.6	25.5	28.8	26.1	30.2	31.5

Math Department	Algebra I	Geometry	Algebra II	Pre-Calculus & Trigonometry	AP Calculus	Statistics	
2018-19	23.5	23.4	28.7	29.9	31	30.2	

Social Studies Department	AP Human Geography	World History	US History	Government	Economics	Sociology	Psychology	
2018-19	28.2	29.9	27.6	28.8	29.2	31.6	29	

Science Department	Biology	Chemistry	Physics	Anatomy & Physiology	ICP	Earth Space Science	Zoology	Forensic Science	Environmental Science	Human Genetics
2018-19	28	24.7	22.7	31.5	23.9	26.7	29.8	32.8	27	23

World Languages Department	Spanish	French	German
2018-19	28.3	22.4	26.9

- Janice Malchow asked if the 5th grade is self contained.
- Don Bacso was happy to see class sizes being kept down.
- 2. Professional Leave Requests Action Required
- Cindy Sues moved to approve the professional leave requests of Louise Tallent, Sue Schweitzer, Julie Moore, Jolene Bogacki and Valerie Gardner. Sandy Lessentine seconded the motion. Motion carried.
- 3. Field Trip Requests **Action Required**
- Janice Malchow moved to approve the field trip requests of Louise Tallent, Christina Schneider, and Christina Arroyo.
- E | Director of Special Education *Becky Gromala*
 - 1. Professional Leave Request **Action Required**
 - Cindy Sues moved to approve the professional leave requests of Amy Monesmith, Nicole Saulters, Kimberly Hayes, Rebecca Gromala and Mary Rebey. Janice Malchow seconded the motion. Motion carried.

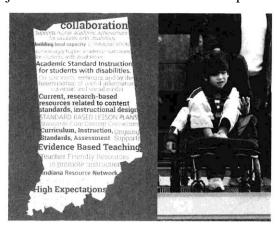
Lake Central High School

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Monday, September 17, 2018 at 7:30 p.m.

2. Project SUCCESS Professional Development



Thursday, September 13

8:30 AM – 3:00 PM Hobart High School 2211 East 10th Street Hobart, IN 46342

Enter through Door 1 at the front of the building on 10th Street.

Bring driver's license and school ID, if you have one.

Who We Are

Project SUCCESS is a resource center that supports higher academic achievement for students with disabilities. We are building local capacity to ensure that students with significant cognitive disabilities achieve increasingly higher academic outcomes and leave high school ready for post-secondary options. Project SUCCESS is part of the Indiana Resource Network and strives to support teams of teachers and administrators in Indiana as they work to implement academic standards into instruction for students with significant cognitive disabilities.

Bring Your Own Device (BYOD)

Bring curriculum, lesson plans, data sheets, and/or any other best practice ideas to share!

Questions?

Ashley Quick aquick@pcgus.com



www.projectsuccessindiana.com



Objectives

- Participants will...be updated on topics such as Content Connectors, Certificate of Completion, and I AM.
- Participants will...explore curriculum and resources to guide instruction aligned to Content Connectors.
- Participants will...have an opportunity to collaborate and set goals for the current school year.

Agenda

Introductions & Overview | 8:30-9:45 AM

Updates | 9:45-10:45 AM

- Content Connectors
- Certificate of Completion
- I AM assessment

Time to Share | 10:45-11:30 AM

- . Q&A: What's on your mind?
- . Celebrations: How'd you rock it?

Lunch On Your Own | 11:30-12:45 PM

Afternoon Session | 12:45-3:00 PM

Choose a strand:

- 100: Intro to Content Connectors
- 200: Unpacking & Curriculum Alignment
- Model Sites



• Janice Malchow asked what they get out of it and will this information trickle down to general education teachers.

F Director of Facilities – *Bill Ledyard*

Lake Central High School

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1. LCSC Maintenance Building

- a. Award and execute the contract for the Demo, Excavation, Site Utilities Action Required
- Howard Marshall moved to award and execute the contract for the Demo, Excavation, Site Utilities. Sandy Lessentine seconded the motion. Motion carried.
- b. Award and execute the contract for the Plumbing Action Required
- Janice Malchow moved to award and execute the contract for the Plumbing. Cindy Sues seconded the motion. Motion carried.
- c. Award and execute the contract for the HVAC Action Required
- Sandy Lessentine moved to award and execute the contract for the HVAC. Don Bacso seconded the motion. Motion carried.
- d. Award and execute the contract for the Electric Action Required
- Cindy Sues moved to award and execute the contract for Electric. Janice Malchow seconded the motion. Motion carried.
- 2. Kolling ES Update
- 3. Town of Dyer Water Board Bibich Water Main Improvement Update
- 4. NIPSCO Primary Electric Upgrades Homan ES Update
- 5. Professional Leave Request Action Required
- Howard Marshall moved to approve the professional leave request of Bill Ledyard. Sandy Lessentine seconded the motion. Motion carried.

G | Director of Technology – Rick Moreno

- 1. Professional Leave Request Action Required
- Howard Marshall moved to approve the professional leave request of Rick Moreno and Theresa Scherzinger. Motion carried.

H | Director of Business Services – *Rob James*

- 1. Public Hearing on 2019 Budget, Capital Project Plan, and Bus Replacement Plan
- Mr. James gave the School Board an update on the 2019 budget, Capital Projects Plan, and 5-Year Bus Replacement Plan. Upon completion, the public shall have an opportunity to be heard.
- There were no public questions or comments.
- 2. Donations **Action Required**
- The LCHS Future Medical Club would like to donate \$100 to Phil's Friends, a care facility for kids with cancer.
- Cindy Sues moved to approve the donation. Janice Malchow seconded the motion. Motion carried.
- 3. Extra-Curricular Purchases **Action Required**
- The Grimmer Middle School Athletic Department would like to purchase new wrestling mats for the school. The mats would cost an estimated \$10,675 and would be paid from the Grimmer Athletics Extra Curricular Account.
- Howard Marshall moved to approve. Don Bacso seconded the motion. Motion carried.

VIII | Public Comments— Don Bacso

• Isaac Beatty, a LCHS senior, addressed the Board about the boys' cross country team being required to wear shirts during practices even in extreme heat.

IX | Board Comments and Consideration of Future Agenda Items – *Don Bacso*

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	 Cindy Sues: Homecoming dance is on September 29th, football game is September 28th. Don Bacso: Took part in the first annual LC Athletic Department Golf Outing. Compliments to the Athletic Department.
X	Board Calendar of Future Activities – <i>Dr. Veracco</i>
	 Next Board Meeting in two weeks.
	• Please continue checking the calendar for upcoming events and activities.
XI	Adjournment – Don Bacso – Action Required
	 Howard Marshall moved to adjourn the meeting at 9:00 p.m. Janice Malchow seconded the motion. Motion carried.
	nutes of the September 17, 2018 School Board Meeting were approved and adopted by the Board of School stees at the October 1, 2018 School Board Meeting.
	Don Bacso, President ATTEST:
	Cindy Sues, Secretary
///	