

REGULAR MEETING OF THE
COVINGTON COMMUNITY SCHOOL CORPORATION
BOARD OF SCHOOL TRUSTEES

September 14, 2020

VOLUME 2020

No. 12

Mrs. Carolyn Lloyd, President Carolyn Lloyd

Mr. Doug Hunter, Vice President Doug Hunter

Mr. Jason Beck, Secretary Jason A Beck

Mr. Kevin Cates, Member Kevin Cates

Mr. Chad Herzog, Member Chad Herzog

COVINGTON COMMUNITY SCHOOL CORPORATION

Minutes from the Regular Meeting

of the Board of Education on

September 14, 2020 in the

Covington Elementary Gymnasium

located at 1110 7th Street

Covington, IN 47932

1. Call to Order

The meeting was called to order by Carolyn Lloyd at 6:30 p.m. The Pledge of Allegiance was given.

Name	Attendance	Notes
Carolyn Lloyd	✓ Present	
Chad Herzog	✓ Present	
Doug Hunter	✓ Present	
Jason Beck	✓ Present	
Kevin Cates	✓ Present	

Officials:

- Dr. Kevin Smith, Superintendent Present
- Alison Karrfalt, HS Principal Present
- Trent McCormick, Athletic Director Present
- Ryan Sowers, MS Dean of Students Absent
- Michelle Beck, EL Principal Present
- Vicki Jones, Corporation Treasurer Present
- Mike Howard, Director of Operations Present

Guests:

- Paul Pfledderer, Administrator Assistance
- Leah Keele, Community Member
- Catherine Cobs, Community Member
- Brad Short, PE Teacher
- Tj Persinger, Community Member
- Danielle Persinger, Community Member
- Amanda Strawser, Community Member
- Allen Strawser, Community Member

2. Approval of Agenda

The meeting attendees were reminded of the health guidance during the meeting.

Mrs. Lloyd reviewed the agenda for the meeting with no changes being proposed following board member consideration.

Following review of the agenda of September 14, 2020 regular board meeting a motion was made to approve as presented.

Motion by: Jason Beck
Seconded by: Doug Hunter

Name	Vote	Notes
Carolyn Lloyd	<input checked="" type="checkbox"/> Yes	
Chad Herzog	<input checked="" type="checkbox"/> Yes	
Doug Hunter	<input checked="" type="checkbox"/> Yes	
Jason Beck	<input checked="" type="checkbox"/> Yes	
Kevin Cates	<input checked="" type="checkbox"/> Yes	

 **Decision** | Motion carried

3. Public Hearing - 2020 Collective Bargaining

The public hearing for the 2021 budget was called to order by Board President, Carolyn Lloyd at 6:45 p.m.

The floor was open for public comment on the proposed 2021 budget for Covington Community School Corporation. There being no public comment on the budget, the Budget Adoption is set for October 12, 2020 at 6:30 p.m. in the elementary school conference room.

Motion by: Chad Herzog

Seconded by: Doug Hunter

Name	Vote	Notes
Carolyn Lloyd	<input checked="" type="checkbox"/> Yes	
Chad Herzog	<input checked="" type="checkbox"/> Yes	
Doug Hunter	<input checked="" type="checkbox"/> Yes	
Jason Beck	<input checked="" type="checkbox"/> Yes	
Kevin Cates	<input checked="" type="checkbox"/> Yes	

 **Decision** | Motion carried

4. 2021 Operating Budget Hearing

There were no public comments regarding the proposed 2021 Budget, Capital Projects Plan and Bus Replacement Plan.

A motion was made to adjourn the public hearing

Motion by: Kevin Cates
Seconded by: Chad Herzog

Name	Vote	Notes
Carolyn Lloyd	<input checked="" type="checkbox"/> Yes	
Chad Herzog	<input checked="" type="checkbox"/> Yes	
Doug Hunter	<input checked="" type="checkbox"/> Yes	
Jason Beck	<input checked="" type="checkbox"/> Yes	
Kevin Cates	<input checked="" type="checkbox"/> Yes	

 **Decision** | Motion carried.

5. Educational Excellence

Dr. Smith presented the following observations from the first month of school, in particular in the area of our reentry protocol, as it relates to COVID.

The ADM/Enrollment information as a part of the data review.

The KPI's (Key Performance Indicators) from the Reentry Dashboard.

KPI's

1. Number of Positive Cases..... 2
 - Staff Positive Cases..... 2
 - Student Positive Cases..... 0
2. Student Attendance Rate..... 96.2%
3. Rate of Student Close Exposure/Symptomatic Quarantine Days, as Compared to Total Student Days Available:
 - Corporation Total..... 2.7%(97.3% Student Days Utilized)

The school corporation has been fortunate in that we have not had to cancel a day of school, due to COVID, with 22 days of the school year now completed. While there are certainly a number of variables at play, I would like to highlight two in particular that I believe are helping make a difference - the first is the adopted reentry plan and protocol and the attention being given by our students and staff to adhere to the guidance; and the second is the continued focus and pride our school - community, the parents and children, provide towards ensuring good health and hygiene.

Certainly, we do not for one moment take the success seen early in the school year for granted, understanding that just as others have been, we could be impacted at any moment.

During the first month of school there have been a number of feedback points provided, from diverse perspectives. The feedback received mirrors the input provided by our parents on the reentry survey in June.

The perspectives range from:

We should not be in - school due to the life and death nature of COVID - 19 to we are going too far in efforts to mitigate risks with the virus.

Input received includes:

1. Encouragement to keep doing what we are doing.
2. Appreciation for the diligence being put into the execution of our reentry protocol on behalf of students and staff.
3. Observations of the positive adherence by student and staff to the reentry protocol.
4. Concerns over the starting point for the contact tracing.
5. Concerns over the approach being utilized for our due diligence, in particular when using the contact tracing process to determine those individuals at risk due to close exposure.
6. Concerns on the athletic attendance guidelines being too restrictive.

With the previously mentioned data in mind, the board and school corporation leadership team have identified an opportunity to adjust an area of our reentry protocol.

Trent McCormick discussed the adjustments being made to the athletic attendance protocol.

Dr. Smith highlighted the need for the continued and expanded support of the school and community in following the health guidance --- Masking and Social Distancing --- when attending an event. This support is needed to ensure our students can continue to enter our schools for in-person instruction and have an opportunity to be on the field and court.

Turning to the buildings and how we have been able to continue the high standards of educational instruction, there is one area of particular concern Ms. Beck and Ms. Karrfalt have been working diligently to enhance - the distance learning programs in their facilities.

Ms. Beck reviews the status at the elementary school.

Ms. Karrfalt reviews the status at the middle/high school.

Mike Howard provided an update on the first month of school operations, from the maintenance and transportation perspective.

Dr Smith - thanked the administration/directors and commended the work our building leaders and their staff members have provided and are providing through the love and care they provide in serving our children, staff, and school - community.

6. Consent and Approvals

a. Review and Approve Minutes

A motion was made to approved the minutes of the August 17, 2020 Regular Session Board Meeting.

Motion by Chad Herzog
Seconded by Kevin Cates

We have had an opportunity to review the minutes of the August 17, 2020 Regular Session Board meeting.

Name	Vote	Notes
Carolyn Lloyd	<input checked="" type="checkbox"/> Yes	
Chad Herzog	<input checked="" type="checkbox"/> Yes	
Doug Hunter	<input checked="" type="checkbox"/> Yes	
Jason Beck	<input checked="" type="checkbox"/> Yes	
Kevin Cates	<input checked="" type="checkbox"/> Yes	

 **Decision** | motion carried

b. Review and Approval of Claim Dockets

The next item under the Consents and Approval section of the agenda are the Claims listed in the board packet this evening. Board approval is being requested for Claims totaling **\$561,061.77** which includes payroll and pre-paid claims.

Included in the expenditures this evening are the following items:

Education Fund Transfer to Operations.....	\$50,000
Final Payout for Corporation Office (2018 GO Bonds)	\$51,681
First Monthly Payment to Cigna (Health Provider).....	\$46,956

WRSSC Occupational Therapist Contract..... \$22,500

Social Studies Textbook Purchase (6th/7th)..... \$14,177

Utilities.....
\$13,657

Project Lead The Way - Launch Training (CES)..... \$ 9,500

Harmony Subscription (Student Management System) \$ 5,464

MPR Locker Room Ceiling Replacement..... \$4,532

I recommend Claims 10138 - 10333 be approved as presented.

Motion by Jason Beck

Seconded by Doug Hunter

Name	Vote	Notes
Carolyn Lloyd	☑ Yes	
Chad Herzog	☑ Yes	
Doug Hunter	☑ Yes	
Jason Beck	☑ Yes	
Kevin Cates	☑ Yes	

 **Decision** | motion carried

c. Consideration of Human Resources

Under the Human Resources section, we have the following items for consideration this evening:

i. New Hires

Katie Badger, CES Temporary Instructional Aide (Distance Learning)

ECA Assignments

Tammy Pearman, CES Mentor

Kyle Hartzog, Band K - 12/Chorus 9 - 12

Craig Sowers, Lighting/Sound Technician/Yearbook

Carolyn Davis, Sponsor - Senior Class

Eric Stockberger, Sponsor - Senior Class/French Club

Carrie Coffing, Sponsor - Junior Class/Student Council - High School

Jodee Brown, Sponsor - Junior Class

Brad Short, Sponsor - Sophomore Class

Amanda Short, Sponsor - Sophomore Class

Lindsey Reed, Sponsor - Freshman Class/Art Club

Jordan Rennick, Sponsor - Freshman Class

Mikaela Girdler, Sponsor - Spanish Club

Rachel Cotten, Sponsor - National Honor Society

Scott Myers, FFA

Aliah Larsen, Girls Basketball - Junior Varsity Coach

Scot Vogel, Girls Basketball - Freshman Coach

Chad Tanner, Girls Basketball - 8th Grade Coach

Travis Brown, Girls Basketball - 7th Grade Coach

Jeremy Pettit, Girls Basketball - 6th Grade Coach

2020 Summer Nurse - COVID Health Screening

Kelli Pinkerton

A motion was made to accept the Human Resources report as presented.

Motion by Jason Beck

Seconded by Chad Herzog

Name	Vote	Notes
Carolyn Lloyd	<input checked="" type="checkbox"/> Yes	
Chad Herzog	<input checked="" type="checkbox"/> Yes	
Doug Hunter	<input checked="" type="checkbox"/> Yes	
Jason Beck	<input checked="" type="checkbox"/> Yes	
Kevin Cates	<input checked="" type="checkbox"/> Yes	

 **Decision** | motion carried

ii. Retirements

None

iii. Resignations

None

iv. Professional Leave

None

d. Review and Approval of Travel Requests

None

i. Field Trips

None

ii. Staff Development

Superintendent

Out - of - District Transfers

We have three out - of - district student transfers (PK, Grade 9, Grade 7) for board consideration Ms. Beck and Ms. Karrfalt have done their due diligence and are recommending acceptance of the student requests.

A motion was made to accept the Out-of-District student transfers as presented.

Motion by Jason Beck

Seconded by Chad Herzog

Name	Vote	Notes
Carolyn Lloyd	<input checked="" type="checkbox"/> Yes	
Chad Herzog	<input checked="" type="checkbox"/> Yes	
Doug Hunter	<input checked="" type="checkbox"/> Yes	
Jason Beck	<input checked="" type="checkbox"/> Yes	
Kevin Cates	<input checked="" type="checkbox"/> Yes	

 **Decision** | motion carried

7. Old Business

a. Administration

b. Finance/Business

Project Updates

Dr. Smith presented the project updates.

Classroom Renovations

The VUV's (Vertical Unit Ventilators) have arrived, with installation occurring in the five classrooms currently being renovated. The rooms are expected to be complete by fall break.

Related to the finishing of the classrooms there is a proposal contained in the board packet this evening recommending SDR Coating Company, Inc. as the contractor for preparation and painting of classroom walls. If you recall, the original plan was for school corporation personnel to conduct the painting work, however upon demolition of the rooms it was discovered that the concrete glue used in the past creates a need for specific expertise in order to complete the wall finishes.

With this in mind, I am recommending the SDR Coating proposal be accepted as presented.

A motion was made to accept the bid from SDR Coating Company, Inc. as presented.

Motion by Doug Hunter

Seconded by Jason Beck

Name	Vote	Notes
Carolyn Lloyd	☑ Yes	
Chad Herzog	☑ Yes	
Doug Hunter	☑ Yes	
Jason Beck	☑ Yes	
Kevin Cates	☑ Yes	

🔗 **Decision** | motion carried

Dr. Smith presented the following.

CMS Security Vestibule

The middle school security vestibule project was completed on Wednesday, September 2 under budget.

Fencing

The fencing replacement project, at the complex, is scheduled to start and be completed the week of September 21, 2020. The contractor has been awaiting the manufacturing of the fencing mesh to launch the work.

WRCTE Automotive Facility

The construction of the new automotive facility continues to progress, with completion expected by the end of September. There is one new item requiring board consideration and approval this evening:

The four school corporations have agreed to have a gravel drive and parking area put in place on the north and west sides of the facility. This addition will cost \$9,500 (\$2,375 per school). With this information at hand, I would ask for board consideration and approval of the addition of the drive and parking area as previously described.

Ms. Lloyd - Is there any board discussion?

A motion was made to accept the bid from Hayman Construction for the gravel drive as presented

Motion by Chad Herzog

Seconded by Kevin Cates

Name	Vote	Notes
Carolyn Lloyd	<input checked="" type="checkbox"/> Yes	
Chad Herzog	<input checked="" type="checkbox"/> Yes	
Doug Hunter	<input checked="" type="checkbox"/> Yes	
Jason Beck	<input checked="" type="checkbox"/> Yes	
Kevin Cates	<input checked="" type="checkbox"/> Yes	

 **Decision** | motion carried

c. Curriculum

None

d. Technology

None

e. Buildings and Grounds

None

f. Transportation

None

g. Projects

h. Other

8. New Business

a. Administration

Dr. Smith presented the following.

Sexual Harassment Grievance Procedure

On August 14, 2020, the new federal regulations on the investigation of sexual harassment under Title IX went into effect. The regulations require a separate grievance procedure for sexual harassment complaints and the investigations of those complaints. The ISBA (Indiana School Boards Association) legal team has provided school corporations with a procedure, which includes a policy statement, aligned with the new regulations. A copy of this procedure has been provided to the board this evening for their consideration of approval.

In conjunction with board approval of the recommended sexual harassment grievance procedure, I am asking for the board to approve Michelle Beck as the school corporation's Title IX Coordinator.

A motion was made to approve Michelle Beck as the school corporation's Title IX Coordinator as presented.

Motion by Kevin Cates

Seconded by Chad Herzog

Name	Vote	Notes
Carolyn Lloyd	☑ Yes	
Chad Herzog	☑ Yes	
Doug Hunter	☑ Yes	
Jason Beck	— Abstain	
Kevin Cates	☑ Yes	

🔗 **Decision** | motion carried

b. Finance/Business Superintendent

Direct Care Agreement

We have an item remaining to be considered for approval from our recent change in the health insurance benefit process involving the continued partnership with the wellness clinic. As a member of Hoosier Heartland the health insurance plan included the wellness clinic costs, however our new process places the wellness clinic as a direct service provider to the school corporation. With this said, contained in the board packet this evening is a copy of our direct care agreement with Proactive MSO, LLC. Stu Weliever and I worked closely together in ensuring the agreement aligned, both in the legal and the services areas. I ask the board for their consideration, support and approval of the agreement as presented.

A motion was made to approve the Direct Care Agreement with Proactive MSO, LLC. as presented.

Motion by Kevin Cates

Seconded by Doug Hunter

Name	Vote	Notes
Carolyn Lloyd	<input checked="" type="checkbox"/> Yes	
Chad Herzog	<input checked="" type="checkbox"/> Yes	
Doug Hunter	<input checked="" type="checkbox"/> Yes	
Jason Beck	<input checked="" type="checkbox"/> Yes	
Kevin Cates	<input checked="" type="checkbox"/> Yes	

 **Decision** | motion carried

c. Curriculum

d. Technology

e. Buildings and Grounds

f. Transportation

Dr. Smith presented the following.

Bus Route Analysis

Pursuant to Indiana Code 21-12-20 and 20.5 the school corporation bus routes have been reviewed in an effort to minimize and/or eliminate the need for students to cross a state or U.S. route (Highway). We have one student who has to cross SR 32 to get to the loading point for the bus. Indiana code mandates when a school bus is operated on a US. route or state route, outside of the boundary of a city or town, the driver may not load, or unload a student at a location that requires the student to cross a roadway, unless there are no other safe alternatives.

The review of our bus routes and school bus safety polices, as required by Indiana code has been completed. The law mandates that if a school bus driver must load or unload an elementary school student at a location that requires the student to cross a roadway that is on a U.S. route or state route outside of a city or town boundary limits, the superintendent...shall present the school bus route to the governing body for approval recognizing the completion of this year's bus route analysis.

A motion was made to approved the school bus route as presented.

Motion by Chad Herzog

Seconded by Kevin Cates

Name	Vote	Notes
Carolyn Lloyd	<input checked="" type="checkbox"/> Yes	
Chad Herzog	<input checked="" type="checkbox"/> Yes	
Doug Hunter	<input checked="" type="checkbox"/> Yes	
Jason Beck	<input checked="" type="checkbox"/> Yes	
Kevin Cates	<input checked="" type="checkbox"/> Yes	

 **Decision** | motion carried

g. Other

9. Comments, Announcements, and Other Business

a. Public Comments

There were no public comments.

Dr. Smith thanked everyone for the input provided the board this evening. We do value the views and opinions each of you have.

b. Superintendent Report Out

Aligning

The school corporation received notice on Tuesday, September 8, 2020 of the 2021 Secured School Safety Grant Award. This year's grant is valued at \$47,828, with all but \$1k being used to fund the high school resource officer role. The \$1K will be used to conduct a threat assessment, which is required to be completed by the end of June 2021.

Modeling

The Fall ADM date is now set for Friday, September 18, 2020. CCSC's current enrollment number stands at 791. This is a reduction of 38 students from the spring count of 829 students.

Obviously, the impact of COVID has been significant for the school corporation with families electing to homeschool their children at a higher rate than previously experienced. We have also had a large number of families move from the district, impacting the overall enrollment.

The loss of the 38 students projects to a reduction of forecasted state tuition (revenue) of annualized amount of \$218,736.

There are two points of emphasis that relates to the overall fiscal impact, with the first being the Governor's recommendation to the State Board of Education that all distance and E - Learning students be funded at 100%, rather than the 85% identified by Indiana code for children who receive less than 51% of their instruction through in - person learning. Assuming the SBOE accepts the governor's recommendation, this will avoid a loss of an additional \$91,890 for the school corporation.

Secondly, the per student rate was increased with the biennium budget adopted by the state legislature during the 2019 session, for the 2020 - 2021 school year. This increase will help offset a small portion of the projected loss due to drop in enrollment.

c. Board Comments

doug - thank you to the administration - pretty impressive

10. Dates of Interest

- a. Collective Bargaining Begins - September 15, 2020
- b. Fall ADM - September 18, 2020
- c. End Grading Period 1 - October 9, 2020
- d. Next Board Meeting - October 12, 2020
 - i. 2021 Operating Budget Adoption
- e. E - Learning/Staff Development - October 13 - 14, 2020
- f. Fall Break - October 15 - 16, 2020
- g. Collective Bargaining Ends - November 15, 2020
- h. Thanksgiving Break - November 25 - 27, 2020
- i. End Semester 1 - December 22, 2020
- j. Winter Break - December 23, 2020 - January 5, 2021
- k. Begin Semester 2 - January 6, 2021


11. Adjournment

A motion was made to adjourn the meeting.

Motion by Chad Herzog

Seconded by Jason Beck

Name	Vote	Notes
Carolyn Lloyd	<input checked="" type="checkbox"/> Yes	
Chad Herzog	<input checked="" type="checkbox"/> Yes	
Doug Hunter	<input checked="" type="checkbox"/> Yes	
Jason Beck	<input checked="" type="checkbox"/> Yes	
Kevin Cates	<input checked="" type="checkbox"/> Yes	

 **Decision** | Meeting adjourned at 7:15 p.m.

An executive session was held at 6:30 p.m. to discuss IC 5-14-1.5-6.1 (b) (1) Collective Bargaining and IC 5-14-1.5-6.1 (b) (3) Assessment, Design, and Implementation of School Safety and Security Measures, Plans, and Systems. The executive session resumed immediately after the regular meeting.

Jason A Beck

Secretary of the Board

"Everyone Matters, Everyone Counts"