I. Organization of the Meeting
   A. Call to Order
      President Ron Yeiter called the meeting to order at 7:00 p.m. in the Board Room at the CIMC.
   
   B. Roll Call
      Secretary Gene England requested that the record show that all school Board members were in attendance. Robert Haworth (Superintendent), Sandra Weaver (Assistant Superintendent) and Kevin Scott (Chief Financial Officer) were also in attendance.
   
   C. Moment of Silence/Pledge of Allegiance
      A moment of silence was observed. Those in attendance recited the Pledge of Allegiance.
   
   D. Board Communication
      Dr. Haworth announced that on Monday, December 3 at 6:00 p.m. there will be an Executive Session regarding personnel.
   
   E. Student Council Report
      Mallory Kendall, WCHS Student Council President, was in attendance and gave the Board an update on WCHS activities.
   
   F. Special Presentation by Kristin Boyd, WCHS Sophomore, regarding Seven Period Day
      Kristin Boyd and Justina Radzveiciute, WCHS students, were in attendance and presented the Board with a petition regarding a seven period day. They announced that to date, 1000 signatures have been obtained with 200 of those being teachers and parents. Some of the petition pages were provided to Kay Kelly. The rest are to be provided at a later time.

      They read the objections to a seven period day that were distributed with the petition.

      Delores Hearn requested a listing of the issues presented.

      Parent signatures are high-lighted on the petition pages.

      (Attached to these minutes is the list and the signed petitions as presented.)

II. Consent Agenda Items
   By consensus of the Board, each consent agenda item was voted on as a separate item.

   Chuck Sauders made a motion to approve the minutes of the October 15 regular meeting. Tammy Dalton seconded the motion.

   Dan Robinson requested that on Page 3, Item VI. B, there be more information regarding the questions that were asked by Board members in regards to the lack of positive results in the survey.
Dr. Haworth suggested that the Board vote on the measure as presented.

Chuck Sauders voted for the motion. Ron Yeiter, Dan Robinson, Gene England, Tammy Dalton and Delores Hearn opposed the motion. The motion did not pass by a vote of one (1) in favor and five (5) opposed. Deb Wiggins abstained. This item will be brought back to the December meeting for approval.

It was suggested that in the future, to begin the meeting asking for additions or corrections to the minutes and then accepting them as presented or accepting them as amended.

Delores Hearn made a motion to approve claims #4376-#4802 and prior to claims #3899-#3903 and #4303-#4321 and the treasurer’s financials. Chuck Sauders seconded the motion. Deb Wiggins abstained. The motion was carried by a vote of six (6) in favor and one (1) abstention.

Dan Robinson made a motion to approve the personnel recommendations. Gene England seconded the motion and the motion carried unanimously.

**Resignations – Extra Curricular:**
- Joe Conlon resigned as English Academic Super Bowl Coach for WCHS.
- Adam Augustine resigned as Freshman Baseball Coach for WCHS.
- Jill Western resigned as Academic Super Bowl Coach at Lakeview.

**Resignations – Support Staff:**
- Rebecca Dachenhaus resigned as an Instructional Assistant & Cafeteria Assistant at Jefferson.
- Helen Bremer resigned as a P/T Instructional Assistant at Eisenhower.
- Mary Bradley resigned as a P/T Custodian for Eisenhower.
- Jody Hatcher resigned as a P/T Preschool Specialized Paraprofessional & Clerical Assistant for the ALC.
- Kelly Davis resigned as a P/T ESL Instructional Assistant at the ALC.
- Ryan Engelberth resigned as a P/T A+ Instructional Assistant at Lakeview.
- Richard Kridner resigned as a P/T Custodian for Edgewood.
- Dave Dady resigned as F/T Head Custodian at Lakeview.
- Samantha Rogers resigned as a Substitute Custodian at WCHS.
- Thomas Southall resigned as a Substitute Custodian at WCHS.
- Lillian Cline resigned as a F/T Custodian for WCHS.
- Mona Hemmer resigned as a Substitute Driver for Transportation.
- Kari Wildman resigned as a Substitute Transportation Assistant for Transportation.
- Kevin Lilly resigned as a Substitute Bus Driver for Transportation.
- Virginia Shultz resigned as a Bus Driver for Transportation.

**Additional Period Assignments:**
- Steve Savage was approved to teach an additional period of instruction with the Project Lead The Way pilot for the new biomedical program at Warsaw Community High School (WCHS) from November 26 - March 05, 2008 (60.5 days).
- Jennifer Burley was approved to teach an additional period of instruction of English as a New Language at Warsaw Community High School (WCHS) from November 26, 2007 – March 5, 2008 (60.5 days).

**Extracurricular Contracts:**
- Rick Glass was approved as a Tech Club Supervisor for Harrison
- Judy Kinsey was approved as a Tech Club Supervisor for Harrison
- James Hornaday was approved as the Boy’s Basketball Coach for Jefferson.
- Jason Culver was approved as a 7th Grade Boys’ Basketball Coach for Edgewood.
- Timothy Devlin was approved as a Club Sponsor for Edgewood.
~ **Barb Martz** was approved as an Assistant Girls’ Basketball Coach at WCHS.
~ **Matt Deeds** was approved as the Assistant Boys’ Freshman Basketball Coach for WCHS.
~ **Nikki Wood** was approved as the Assistant Girls’ Freshmen Basketball Coach for WCHS.
~ **Stan Seiss** was approved as the Assistant Boys’ Track Coach for WCHS.
~ **Kim Burkett** was approved as the English Academic Super Bowl Coach for WCHS.

**Support Staff Recommendations:**
~ **Melissa Silveus** was approved as F/T Certified Occupational Therapy Assistant.
~ **Whitney Bradley** was approved as a P/T Specialized Instructional Assistant for Good Beginnings Preschool.
~ **Amanda Waddle** was approved as a P/T Instructional Assistant for Eisenhower.
~ **Michele Heckert** was approved as a P/T Instructional Assistant for Harrison.
~ **Leona Griffith** was approved as a P/T Instructional Assistant for Leesburg.
~ **Jessica Hart** was approved as a P/T Title 1 Instructional Assistant for Lincoln.
~ **Kirsten Petty** was approved as P/T Instructional Assistant & Cafeteria Assistant at Jefferson.
~ **Erica Toney** was approved as a P/T Cafeteria Assistant at Lincoln.
~ **Pamela Floor** was approved as a P/T Title 1 Instructional Assistant at Lincoln.
~ **David Rogers** was approved as a Substitute Custodian for Edgewood.
~ **Tammy Mahaska** was approved as a Substitute Custodian for Edgewood.
~ **Kerri Gieras** was approved as a P/T Instructional Assistant for WCHS.
~ **Tanya Frye** was approved as a Substitute Custodian at WCHS.
~ **Ivy Francis** was approved as a Substitute Cafeteria Assistant.
~ **Daniel Beeson** was approved as a Sound/Light Assistant at Lakeview.
~ **Bobbi Fuller** was approved as a Substitute Custodian at Eisenhower.
~ **Mark Lair** was approved as a Substitute Bus Driver for Transportation.
~ **Cindy Shuler** was approved as a Substitute Bus Driver for Transportation.
~ **Christi Hapner** was approved as a Substitute Bus Driver for Transportation.
~ **Kandi Jones** was approved as a Substitute Bus Driver for Transportation.
~ **Cindy Whitaker** was approved as a Substitute Bus Driver for Transportation.

### III. Recognition

**A. Public Recognition and Public Input**
Dr. Haworth recognized the public in attendance and invited any public comments.

Todd Eastis, sophomore at WCHS, requested that a committee be formed to discuss moving to a seven period day. The committee would include students, teachers, administrators, and board members. He requested that this decision be put off for one year.

**B. Community Recognition**

1. **Bibler Family Charitable Trust** was recognized for donating $500 to the N.E.W. (Nontraditional Employment for Women) Opportunities Workshop.

   Deb Wiggins made the motion to accept this gift. Dan Robinson seconded the motion and the motion carried unanimously.

2. **Weiss Homes, Inc.** was recognized for donating $1000 to the Harrison Elementary art department. In addition, a coloring contest was held and three prizes per grade level were awarded along with an overall winner being named.
The overall winner’s picture will be placed on Weiss Homes’ holiday card. The Board requested to see a copy of the card. A copy of the card will be sent to all board members by Weiss Homes, Inc.

Tammy Dalton made the motion to accept this gift. Gene England seconded the motion and the motion carried unanimously.

C. Student Recognition
D. Staff Recognition
   1. Cindy Nash (Harrison Elementary Teacher) was recognized for having a writing idea published in Mailbox Magazine.

IV. Reports of Superintendent and Assistant Superintendent
   A. Reports for No Future Action
      1. School Board’s Evaluation of the Superintendent
         Dr. Haworth reported that annually, the Warsaw Community Schools Board of School Trustees evaluates the superintendent. The assessment instrument was included in board members’ board books. It was decided that the assessment instrument will be discussed at the December 3 Executive Session.

   2. Curriculum Report: Curriculum Development & Implementation
      Dr. Weaver shared the English/Language Arts curriculum audit results and recommendations that were completed in May by Learning Points Associates. These were necessary due to Warsaw Community Schools being in year three of school improvement. A copy of the entire report will be placed on the WCS website.

      A PowerPoint presentation was shown. Slides included Overall Percent Passing, Poverty Percent Passing, ESL Percent Passing, and Special Education Percent Passing. A copy of the PowerPoint presentation is attached to the minutes.

      An integrated document showing the NCA findings, curriculum audit, High Schools that Work report and Title I is being created and will be shared in the future.

      Learning Points is requiring that a curriculum mapping program must be purchased and will be done on the computer by every teacher. Every teacher will have a deadline to learn the curriculum mapping process but it will be updated on an ongoing basis. This will ensure that the same curriculum is being taught in all grades throughout the district.

      Dr. Haworth stated that even if Warsaw is out of sanctions in December, this process will continue due to the direct link between curriculum mapping and achievement.

      A discussion was held that the schools that Dr. Weaver showed are in compliance and we are not, even though our scores are higher. We are above state standards in all areas. The reason for the compliance issue is that the other schools are at different places in the AYP process.

   3. New Legislation for High Ability Students
      Deborah Blatz, Assistant Director of Special Education, shared that in July the Indiana Code for High Ability Students was changed. Warsaw Community Schools’ personnel are planning and implementing changes to comply with the new law. She
provided the Board with the proposal for review of the program for high ability students.


Deb Blatz shared that students will be evaluated several times during their school career. This information is placed on the child’s school record. Parents are involved in this process. We are accountable to raise achievement levels even higher. If we do not, the legislature will take money away. The formula for funding is not known at this time. We currently have 805 identified students at this time.

**Kovert Hawkins Building Update**

Jamie Lake presented an update on the WCS building project. There has been a delay to the aggressive schedule which has been caused by the State. We are still awaiting final approval of the order from Cheryl Musgrave, Commissioner of the Department of Local Government Finance. Thomas Peterson from Ice Miller (bond counsel) has indicated that Commissioner Musgrave is looking to approve $59 million of the $65 million requested. The State is looking at adding back some money because of the sixth grade components being in the elementary schools which would equate to $250,000 more to the project. It is unclear what the cuts mean to the project. This information will be made clear when the final order is received.

The next step is to await the order then start with the floor plans for two new buildings. Renovation plans will follow for Jefferson and Claypool. Kovert Hawkins is working with WCS regarding land acquisitions in Leesburg and new Madison site. After these steps are in order, they will return to work with staff and administrators to finalize designs – hopefully by the end of January.

Dan Robinson indicated he expects to see preliminary floor plans before too much time is spent on drawings.

Jamie Lake reported that Kovert Hawkins will always present to the Board first; then this information will be shared with staff members.

Larry Buckmaster, patron, asked about the energy efficiency that will be placed into the buildings.

Jamie Lake reported that this will depend on the amount cut by the State. The largest cost in a project is the mechanical systems. Geothermal and conventional units are both being investigated. The new energy bills require a higher level of energy efficiency.

**B. Reports for Future Action**

1. **Warsaw High School Moving to Seven Period Day**

Robert Haworth requested that Warsaw Community High School move to a seven period day beginning the 2008/2009 school year for many reasons. He thanked the students who presented earlier regarding this subject.
A PowerPoint presentation was shown. Slides included: Schedule, Vision and Mission, Advocates claim the following attributes to longer periods/fewer classes, Criticisms of longer periods/fewer classes, Block Studies, Science Study, Washington, Results of Studies, Factors, “This is not about where we have been or where we are but where we are going”, Landscape, 90% of WCS’s General Fund is tied to salary and benefits of school employees, Other factors to consider, Factors, If these factors affect learning, then it is helpful to organize time in the best way to achieve these five criteria, If I could give you a program that would:, Would you implement it?, That is why I am advocating a seven period day as well as a balanced schedule, What is a balanced calendar?, What is an intersession?, Referrals for Intersession, Teachers & Technology, Why do some school districts offer a balanced calendar?, What are some advantages of a balanced calendar?, Will families still have summer vacation time?, Traditional Calendar, Balanced Calendar, Kentucky Comparison Study 2005, Concerns, What I am proposing. A copy of the PowerPoint presentation is attached to the minutes.

Dr. Haworth reported that the next steps will be to take this information to the calendar committee, provide this information to staff members and community members. In January, this item will be brought back to the Board.

A student asked if the breaks between classes would make it more difficult for retention.

Dr. Haworth shared that the Kentucky Study showed that compared with traditional schedules, the balanced schedule allows for refreshing/renewing time rather than diminishing knowledge.

A mother from Europe shared that this sounds much like the schedule that is done in Europe and typically students do much better in Europe. She suggested that some classes also be blocked for special interest classes.

Dr. Haworth stated that as a district we must decide which standards are most important.

A student asked why the pilot was three year and not one year.

Dr. Haworth stated that it takes longer than one year to make a determination for success.

Todd Eastis, a student, asked why Dr. Haworth was proposing both a balanced schedule and a seven period day.

Dr. Haworth indicated that this has been investigated and with a trimester schedule the traditional holiday schedule does not fit.

Mary Haeck, WCHS Teacher, indicated that when Dr. Haworth presented to the high school staff, an important piece that he also shared was that with shorter periods, certain subjects can be taught every day.

V. Unfinished Business
Expenditure Goal Statement
Kevin Scott, Chief Financial Officer, requested that a report for future action be added. Public Law 191-2006 indicates that for 2007-2008 governing bodies need to establish goals related to spending. He provided a draft to Board members. This will be brought back to the Board next month.

VI. New Business
A. Confirming Resolution for Participation and Issuing of Warrants with the Indiana Bond Bank for the Year 2008
Kevin Scott, Chief Financial Officer, explained to the Board the need to adopt a resolution to show our need to borrow tax anticipation monies in the General Fund in 2008 and to continue our participation in the Indiana Bond Bank, which we began in July 1989. This is the most economical method of providing funds to cover our expenses prior to the receipt of local property tax monies. The interest on these warrants is expected to be near or below market level.

Tammy Dalton made the motion to accept the recommended continued participation of WCS with the Indiana Bond Bank. This resolution allows for the president and secretary to sign the resolution when it is received. Chuck Sauders seconded the motion and the motion was carried unanimously.

B. Approval of Administrative Contracts
Robert Haworth requested that this item be tabled until the December board meeting.

Dan Robinson made the motion to move the approval of administrative contracts to December. Gene England seconded the motion and the motion carried unanimously.

C. Approval of Non-Licensed 2008 Support Personnel Wages
Dr. Haworth explained that WCS continues the use of a formula to determine certified salary increases which in turn is used to determine the salary schedule for all employee groups. He recommended the Board approve a 3.4% increase for non-licensed 2008 support personnel. In addition, he recommended that an increase of $.25 per hour be approved for a select grade level of employees in addition to the wage increase. The increases would be effective January 1, 2008.

Kevin Scott shared that the minimum wage in 2009 will increase $.25 and there is money in the budget to implement the increase now.

Chuck Sauders made the motion to approve the non-licensed support personnel salary recommendations. Tammy Dalton seconded the motion and the motion was carried unanimously.

D. Approval of Salary Recommendations for Certified, Administrative and Special Services Personnel Salaries
Dr. Haworth recommended a 2.2% increase to the certified salary schedule, a 3.4% increase for special services employees and an increase for administrative personnel from 1.2% to 3.4. The increases would be effective July 1, 2007.

Tammy Dalton made the motion to approve the certified, administrative and special services personnel salary recommendations. Delores Hearn seconded the motion. Dan Robinson opposed the motion. The motion passed by a vote of six (6) to one (1).
E. **Re-Appointment of Mark Morrison to the Warsaw Community Public Library Board**

Dr. Haworth introduced Mr. Mark Morrison. Dr. Haworth recommended that Mark Morrison be re-appointed for another 4-year term from November 2007 to November 2011.

Mr. Morrison shared that this will be his fourth term.

Gene England made the motion for the re-appointment of Mark Morrison to the Warsaw Community Public Library Board. Tammy Dalton seconded the motion and the motion was carried unanimously.

F. **Harrison Elementary PTO Fundraiser Request**

Randy Polston, Harrison Elementary Principal and Paul Wagner, Harrison Elementary PTO President, were in attendance and requested the Board approve allowing Harrison to schedule their second “limited” fundraiser for this school year in the spring of 2008.

Paul Wagner explained that this is a transition request and in the fall of 2009, Harrison will go back to holding their fundraiser in the fall. The fundraiser generates approximately $16,000-$21,000 per year. Mr. Wagner indicated that this information will be documented in the Harrison PTO minutes and the Harrison PTO bylaws.

Dan Robinson asked if other schools can make this request.

Dr. Haworth indicated that this could open the door. He suggested that as the policy book is updated that a staggered schedule might be investigated.

Gene England made the motion to approve Harrison Elementary move their fundraiser to the spring. Dan Robinson seconded the motion. Deb Wiggins requested caveats be made as indicated above and both forward and reverse transitions be covered. The motion was carried unanimously.

VII. **Board Policy**

A. **Approval of Section 2000 Program**

Dr. Haworth requested this item be tabled until the December Board meeting.

VIII. **Public Comments**

There were no public comments.

IX. **Strategic Plan Update**

Dr. Haworth indicated there was no strategic plan update. He did refer to goal #1 – We value increased student achievement in the areas of reading, writing and math across the corporation. The first indicator states, “restructure the calendar to provide for increased student achievement by the fall of 2009”. He reported that what was discussed earlier is consistent with this target.
X. **Items From Board Members**

Dan Robinson stated that Harrison and Leesburg had an event last week.

Randy Polston shared that last year Leesburg teachers thought up the idea of a basketball game between Leesburg and Harrison. This year the event was held during the community food-a-thon. Harrison was packed. Next year, Leesburg will host but it will be held at Lakeview Middle School.

Delores Hearn shared that she attended Seussical the Musical. It was outstanding and very professionally done. She also attended the NEW Workshop which was also very well done.

Ron Yeiter reminded everyone that the Education Summit will be held on November 29 from 7:00 a.m. to 10:30 a.m. at Lakeland Christian Academy.

XI. **Adjournment**

Gene England made the motion that the meeting be adjourned. Delores Hearn seconded the motion and the motion was carried. The meeting adjourned at 9:20 p.m.

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President

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Vice-President

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Secretary

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Member

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Member

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Member

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Member

Minutes taken and transcribed by Kay Kelly, Administrative Assistant to the Superintendent