

**SCHOOL CITY OF HOBART
REGULAR SESSION
DECEMBER 16, 2004**

The Board of School Trustees of the School City of Hobart met in regular session on December 16, 2004, in the Board Room at Hobart Middle School, 705 East 4th Street, Hobart, Indiana, with the following present or absent as noted:

Board Members

Michael J. Rogers
Jason Back
William David Bigler
Stephen R. Turner
Terry D. Butler
Nancy J. Norris

Absent:

Robert W. Marszalek

Staff Members

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

CALL TO ORDER: The meeting was called to order around 7:30 p.m. by Michael J. Rogers, President of the Board.

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

EXECUTIVE SESSION: As noted on the agenda, the Board met in executive session at 6:30 p.m. 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.

APPROVAL OF MINUTES: President Rogers entertained a motion for approval of the executive and regular session minutes of December 2, 2004. Nancy Norris so moved. Seconded by Stephen Turner. All ayes. Motion carried.

FINANCIAL REPORTS: The following was presented for the Board's consideration:

1. Vouchers for December 16, 2004:

Terry Butler read the summary sheet of the December 16 accounts payable voucher register and moved to approve the vouchers as follows:

General Fund - \$487,626.28,
Capital Projects Fund - \$55,691.12,
Transportation Operating Fund - \$24,826.93,
Special Education Pre-School Fund - \$103,078.00,
School Lunch Fund - \$53,586.77,
Early Intervention Fund - \$300.00,
PCGB Agreement Proceeds - \$642.51,
Hobart Educational Foundation Fund - \$815.91,
Non-English Speaking Program - \$381.47,
Technology Fund - \$600.00,
IN School Academic Improve Program Fund - \$556.28,
Professional Development Capacity Building Fund - \$259.18,
Title I Fund 2004-2005 - \$1,890.84,
Title V Fund 2003-2004 - \$1,324.01,
Drug Free Schools 2004-2005 - \$50.18,
Drug Free Schools 2003-2004 - \$2.72,
School to Work - STE 744 Fund - \$253.84,
Title II, Part A Fund 2003-2004 - \$706.88,
Title II, Part A Fund 2004-2005 - \$1,302.51,
Title II, Part A Fund 2002-2003 - \$106.49,
Physical Education Program - \$1,520.00,
Clearing Accounts - \$398,274.31,
Clearing/Flexible Benefits - \$2,795.46, and
Clearing/Insurance Account - \$23,432.05

totaling \$1,160,023.74 with no transfers. The November 2004 payroll distribution by the corporation treasurer totaled \$1,081,762.45.

Seconded by Jason Back seconded. All ayes. Motion carried.

Board members also received the following monthly financial reports dated, December 9, 2004: Summary of Balances by Account-Object, Estimated Revenue by Account, Analysis by Object. and Summary of Receipts and Expenditures.

AUDIENCE: The following individuals were present in the audience:

Don and Jackie Rogers, high school teachers
Mark Leto, high school teacher
Tom Martin, high school teacher
Wally McCormack, high school teacher
John Hevel, member of citizens advisory committee
Catherine Wiseman, member of citizens advisory committee
Karen Snelling, *Post Tribune*
Kathie Godfrey, *Hobart Chronicle*
Linda Buzinec, Mayor of the City of Hobart
Jim Thompson, Gibraltar Design
Alex Nelson, Gibraltar Design
Jim Elizondo, City Securities
Larry Dawson, Envoy, Inc.
Chris LaFollette, Envoy, Inc.
Brian Johnson, Envoy, Inc.
Karl Sturbaum, Bose, McKinney & Evans
Terry Burkhart, head bus mechanic
Unidentified persons

PERSONNEL: Ted Zembala, Business Manager, presented the following personnel items for the Board's consideration:

Homebound Teaching Contracts -

November 23, 2004/January 17, 2005: Andrea Fressle, English 4-3, \$50.02 per hour; and
Thomas Fortney, investigative geometry, \$44.40 per hour

Requests for Leave of Absence -

Sara Hart, Joan Martin/kindergarten, FMLA (12 weeks maximum), on or about March 7 until
or about June 3, 2005 and unpaid leave on or about June 3 until June 8, 2005

Christine Decker, George Earle/2nd grade, FMLA extension from January 3/January 27, 2005,
and unpaid leave from January 28/March 4, 2005

Extra Duty Club Contract -

Jenn Jarmula, Joan Martin School/yearbook club (40 hours), September 1, 2004/June 10, 2005,
\$731.60

Extra Duty Contract -

John Holden, Hobart High School/9th boys basketball, November 8, 2004/March 26, 2005,
\$1,305.00

Resignation -

Steven Newman, Hobart High School/custodian, effective December 1, 2004

Mr. Zembala recommended approval and requested Board action.

Nancy Norris moved for approval. Terry Butler seconded. All ayes. Motion carried.

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

PUBLIC HEARINGS: A. 1028, B. PRELIMINARY DETERMINATION TO ENTER INTO LEASE, AND C. YEAR-ROUND SCHOOL: President Rogers turned the meeting over to Larry Dawson from Envoy, Inc., the construction management company. Mr. Dawson indicated that the meeting would be handled similarly to the public forum meetings with a recap of the work that has been done, the facility needs of the buildings, the educational requirements, the options that were developed, the tax impact, and then the public will have the opportunity to speak on behalf of the listed hearings. Mr. Dawson introduced the team members present: Jim Thompson and Alex Nelson, design members from Gibraltar Design; himself, Chris LaFollette, and Brian Johnson from Envoy, Inc., the construction management company; Jim Elizondo, financial consultant from City Securities; Bill Longer and Pete Goerges, local counsel; and Karl Sturbaum, bond counsel from Bose, McKinney & Evans.

Superintendent Leach was the first presenter, and he noted that the last available parcel of land within the school corporation boundaries was purchased several years ago in anticipation of a building project of this scope, and that it was a good decision regardless of the project to be built on it. He said that the present Board and former Boards' that he has worked with have always made "decisions in the best interests of students," and he complimented them for that. He reviewed the timeline history beginning with a comprehensive report of school facilities that was completed in February of 2002 which was followed by a Community Feasibility Study being done in April of 2002. There were two Safety, Assets Protection and HVAC Installation Projects completed--one in August of 2003 and the other in August of 2004. Educational Needs were established from staff committees' reports, and a Report of Options was made to the Board to Address Educational and Site Needs in October of 2004. Then community breakfast meetings were held in November, and the 1028 hearing was being conducted at this meeting.

Dr. Peggy Buffington, Assistant Superintendent, who along with Dr. Jack Peterson from Gibraltar Design worked with the staff committees to develop educational needs, was the next speaker. She noted that there were three committees--one at the high school, one for the middle school, and a site assets committee. She noted that Jackie Rogers was the chair of the high school committee, and she was present at the meeting. The chair of the middle school committee was Eric Stoelb, and Bob Glover was the chair of the site assets committee. The committees prepared comprehensive reports in a short amount of time, and everyone was appreciative of their work. The committee meeting schedule was reviewed as were the summaries of the individual committees' educational facility needs as including an educational technology summary. Dr. Buffington indicated that all of the educational needs assessments can be reviewed at the storefront whose hours were 2-6:00 p.m. Monday through Friday and 8:00 a.m. to 12:00 noon on Saturday and was located next to Piper's on Main Street.

Jim Thompson from Gibraltar Design indicated that if this project was approved it will solve the needs of both the high school and middle school students at the same time. He said that Hobart was in "a unique position" because many school corporations are not able to do this. He highlighted an overview of the option to construct a new high school and move the middle school to the existing high school after modest modifications/improvements were made to the high school as well as possible improvements to the 10th Street property to allow for the desired programming, development, and construction of site assets. A new high school for the 21st century would be designed to accommodate 1200 to 1400 students, and a possible conceptual floor plan was shown. He gave an overview of the potential improvements to the existing high school for a middle school environment and spoke about potential site improvements to Corgan Field. A concept site plan for the new property was highlighted, and he commented that they appreciated hearing the concerns of the neighbors at the community meetings. They were looking at landscape buffers and traffic control for the site which is about 80 acres on East 10th Street. As recommended by the site assets committee, there will be consolidation of baseball, tennis, soccer, for physical education and extracurricular use. In regards to Brickie Bowl, Mr. Thompson indicated that they will be itemizing the cost of repairs to Brickie Bowl for its continued use which will also involve the state and Army Corp of Engineers because of the location of Duck Creek. An extensive review of what will be required was now under consideration, but because of budget constraints and after the repair needs list was documented, Gibraltar Design and Envoy will be giving the Board the estimated costs which will be part of the scope of this project. He also noted that the 3D video presentation may be viewed 24/7 at the storefront at anytime because the monitor can be seen at any time through the storefront window.

Chris LaFollette from Envoy, Inc., the construction management firm, indicated that the preliminary budget for the project as reviewed was \$73,324,350.00. Jim Elizondo, financial consultant from City Securities, highlighted how a dollar amount was estimated for a bond issue--hard costs (construction materials and labor), soft costs (contingencies, on-site expenses, professional fees, off-site expenses, builder's risk insurance), financing costs (attorney fees, bond rating, title insurance, underwriting, bond insurance, printing) and capitalized interest (interest paid to bondholders during construction, before school corporation begins making lease payments), and he indicated that the estimated maximum bond issue amount would be \$79,960,000. Current market interest rates were increased 1.25% for interest rate protection and a conservative assessed valuation was also used. Future increases in assessed value will only decrease the tax rate. Current obligations for the Debt Service Fund are the Joan Martin School and the latest bond issue that took care of recent renovations done in the schools. All bonds will be paid off by the end of 2007 except for tax anticipation warrants that are done on an annual basis. The new bond issue has been structured to begin as the Debt Service obligations are paid off beginning in 2007 with a 23 year repayment schedule with zero increase to the 2006 Debt Service tax rate which was the goal of the Board concerning this building project. State law now requires a school board to discuss at this hearing the possibility of appealing for additional monies for opening a new facility. An estimated cost has to be set, and Mr. Elizondo indicated that he estimated this figure to be just over \$1.2 million to make that transition. The Board would not have to make the decision to do this at this time nor will the actual amount be known until later in the project, but the disclosure of this possibility does have to be made at this meeting.

Mr. Dawson noted that the community advisory committee was a very important component in this process and because of the renovation work that has been completed the past two years, the Board was now in a position to satisfy the needs of the middle school and high school students and staff without an increase in the Debt Service Fund. He complimented both groups for their foresight. Mr. Dawson indicated that the meeting would be opened to allow the public to speak, and he noted that the Board would be listening to comments but not responding to questions. The consultants would try to answer any questions that might arise. He asked people to give their name and address at the microphone provided in the meeting room. Comments from the audience were in favor of a new high school, and highlights of those comments are as follows:

► Jackie Rogers, 1012 Lake George Drive

36 year employee of the school corporation and was "enthusiastically supporting" a new high school
Felt a new high school would help with projected teacher shortages by attracting new staff members as well as keeping present teachers at the school
Thought a new school would also assist in attracting new families to Hobart
Indicated and cited improved academic accomplishments of the high school in the past few years
Noted that recent ISTEP scores for elementary and middle school students were impressive
Indicated that area school corporations have newer facilities so a new high school would assist in making Hobart more marketable
Noted her concerns for student safety for current students having to walk to fields not on the school site
Noted the limited parking at the school
Commented that the financial picture was good and supported building a new high school

► Linda Buzinec, 749 Lincoln Street

Not only speaking personally but as the Mayor of the City of Hobart
Congratulated the Board on the job they have done in reaching their decision
Committed the city to assisting the Board with negotiations for necessary items such as roads, etc.
Indicated that students and teachers not only needed a new school but thought they deserved one

► John Hevel, 95 Hillcrest Drive

Resident for over 40 years with two children who attended the public schools

Extended his compliments to the Board "for being proactive and focused"
Was a member of the community advisory committee and former educator in a neighboring school district
Had reservations about whether a new school could be built but knew the Board was working on making it a reality
Noted that middle school students will now have an auditorium and swimming pool and it will be "nice for the community to have a brand new high school"
Agreed with Mrs. Rogers that people look to schools when relocating and a new high school would be "our shining star"
Giving teachers a great resource will allow them to do their job, and noted that "the schools are the backbone of your community"

► Tom Kerr, 919 East 8th Street

Former school board member and a retired Hobart educator with 36 years of service
Excited about the new school and extended his appreciation to the Board and administrators for their work with this project
Felt that a new high school and the new hospital will attract new families who look not only at the school facilities but also the academic programs
Consolidation of athletic facilities will be good for everyone, but asked the Board to do whatever they could to keep Brickie Bowl
Commended the Board and noted that he would like to attend the groundbreaking ceremonies

► Tom Martin, 53 Deep River Drive

Taught 11 years at the middle school and the past two years has taught at both the middle school and high school
Has two daughters with the oldest attending Joan Martin
Agreed with the decision to build a high school
Commended the Board for their work

Mr. Dawson indicated that the last item to be addressed was the year-round school issue. Dr. Leach reviewed an Addendum to a Feasibility Study Related to School Facility Needs, Year-Round Schools dated December 16, 2004. The single track and multi-track options were noted as were the implications and enrollment projections for the school district. The financial impact of the multi-track option were noted as were other implications of the multi-track option. It was his recommendation that a multi-track year-round program was not "a viable alternative to the improvements and additions to school facilities in the School City of Hobart."

Finally, Mr. Dawson recommended that the hearings be closed and that the Board return to their regular meeting. President Rogers then closed the public hearings.

CONSIDERATION OF 1028 RESOLUTION: Secretary David Bigler read the 1028 resolution, Resolution No. 2004-30, aloud:

Resolution No. 2004-30

RESOLUTION OF THE BOARD OF SCHOOL TRUSTEES
OF THE SCHOOL CITY OF HOBART
(1028 RESOLUTION)

(A copy of Resolution No. 2004-30 is available at the Administration Office.)

Terry Butler moved to adopt Resolution No. 2004-30. Seconded by Stephen Turner.

In the discussion Mr. Butler indicated that Item 4 was an option and doesn't increase the cost of the building project. Mrs. Norris indicated that she wasn't happy with the possible tax increase due to the unknowns dealing with the reassessment situation.

Secretary Bigler called roll on the vote: Ayes - Butler, Turner, Bigler, Back, and Rogers. Nays - Norris. Motion carried.

CONSIDERATION OF RESOLUTION OF PRELIMINARY DETERMINATION TO ENTER INTO A LEASE AND AUTHORIZING NOTICE: Secretary Bigler read aloud Resolution No. 2004-31, the resolution of Preliminarily Determining to Enter into a Lease and Authorizing Notice.

Resolution No. 2004-31

**RESOLUTION OF THE BOARD OF SCHOOL TRUSTEES
OF THE SCHOOL CITY OF HOBART
PRELIMINARY DETERMINING TO ENTER INTO LEASE**

(A copy of Resolution No. 2004-31 is available at the Administration Office.)

It was moved by Stephen Turner to adopt Resolution No. 2004-31. Jason Back seconded. Secretary Bigler called roll on the vote: Ayes - Butler, Turner, Bigler, Back, and Rogers. Nays - Norris. Motion carried.

RECOMMENDATION: SCHOOL BUS REPLACEMENT BIDS: Bids were opened on December 9, 2004, at 10:00 a.m. at the Service Center for four 2005 full size 72 passenger conventional school buses. Board members received a bid tabulation sheet and recommendation from Tony Skimehorn, Director of Support Services. As requested, Board members also received bid tabulations from 2002 and 2003 for their information. Mr. Skimehorn and Terry Burkhart, Head Bus Mechanic, were present to answer any questions that the Board had. Two companies submitted bids as follows:

Information	Midwest Transit	Kerlin Bus Sales
Four 72 Passenger Buses	\$59,724.00 (International/International)	\$62,488.00 (Thomas/Mercedes Benz)
Total for four buses	\$238,896.00	\$249,952.00
Upgrade (video to digital cameras) for Two cameras	\$9,700.00	\$9,450.00
Less Trade-In (Three Buses)	\$21,600.00	\$18,000.00
Total Cost	\$226,996.00	\$241,402.00

It was recommended that the Board accept the bid of Midwest Transit totaling \$226,996.00.

It was so moved by Nancy Norris, and Terry Butler seconded. All ayes. Motion carried.

Mr. Skimehorn and Mr. Burkhart thanked the Board.

AGREEMENT BETWEEN THE BOARD OF SCHOOL TRUSTEES OF THE SCHOOL CITY OF HOBART AND THE HOBART TEACHERS ASSOCIATION: Superintendent Leach indicated that Pete Goerges, Legal Consultant, would briefly review the settlement features in the Agreement Between the Board and the Hobart Teachers Association. He commented that Board members, Terry Butler and Nancy Norris, also participated in the interest-based negotiation process.

Mr. Goerges indicated that the evaluation process for MTGP was revamped by a committee and will be going through as a pilot program. There will be a one percent salary increase, and there was a change to the severance retirement program. There will be a one-half percent contribution to their 401A account with a one time contribution of two percent to their 401A account. This will replace monies that would have been used for this purpose and will “jumpstart” their annuity as a replacement for the former severance system that had been in place. He noted that the HTA had ratified the Agreement. The term of the Agreement has been extended through the summer of 2006.

Mrs. Norris indicated that she appreciates the interest-based bargaining process, and Mr. Butler noted that he was “impressed” with the process and commented that everyone was working towards providing compensation for our teachers. He felt that the annuity program was such program for the staff.

Terry Butler moved to approve the Amendment to and the term of the 2003-2004 contract as per the August 2004 re-opener. Nancy Norris seconded. All ayes. Motion carried.

RECOMMENDATION: ADMINISTRATIVE AND SUPPORT STAFF COMPENSATION FOR THE 2004-2005 SCHOOL YEAR: Dr. Leach made the following recommendations for the Board's consideration:

- All Support Staff Covered by the Administrative Regulations for Support Staff Pay Rates and Benefits
 1. 1% salary increase
 2. 2½% stipend*
 3. Approval of the revised Administrative Regulations for Support Staff Pay Rates and Benefits including the 2004-2005 salary schedule.

- All Food Service Employees
 1. 1% salary increase
 2. 2½% stipend*

- All Transportation Employees Covered by the Memorandum of Understanding Between the School City of Hobart and the School Bus Drivers and Matrons
 1. 1% salary increase
 2. 2½% stipend*
 3. Approval of the revised Memorandum of Understanding Between the School City of Hobart and the School Bus Drivers and Matrons including the revised pay rates.

- All Custodial and Maintenance Employees Covered by the Agreement Between the School City of Hobart and S.E.I.U. Local 73 Division 208
 1. 1% salary increase
 2. 2½% stipend*
 3. Approval of the revised Agreement Between the School City of Hobart and S.E.I.U. Local 73 Division 208 including the revised pay rates.

- All Administrative Staff Covered by the Personnel Policies and Regulations of the Administrative Staff
 1. 1% salary increase
 2. ½% stipend*
 3. 2% of the system-wide administrative total salary to be used to create salary increments.
 4. Approval of the revised Personnel Policies and Regulations of the Administrative Staff including the administrative salary schedule.

- A 1% salary increase and a 2½% stipend* for the following additional employees:

Food Service Director:	Tammie Pavletic with a contract extension through June 30, 2007
Head Bus Mechanic:	Terry Burkhart with a contract extension through June 30, 2007
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

* Stipend was 2½% of the base 2003-2004 salary and does not include overtime, etc.

Board members received copies of the revised document pages for their review.

Nancy Norris moved to approve. David Bigler seconded.

Mr. Butler asked that the motion be amended to include Bill Longer, the Board 's attorney, for a similar salary increase that was given to the other employee groups. Mrs. Norris agreed to amend the motion. Mr. Turner noted that because he had a family member in one of the affected categories, he would abstain from voting on the motion.

Vote on the Motion: All ayes except for Mr. Turner who abstained. Motion carried.

Mrs. Norris noted that employees get the same percent of increase even though it may be in a different form except for Board members.

UPDATES/ANNOUNCEMENTS/REPORTS: There were no Updates, Announcements, or Reports.

COMMENTS: From the administration, Dr. Leach wished everyone "a happy holiday season" and indicated that he appreciated all of the work that's been done. Dr. Edwards extended happy holiday greetings to everyone. Dr. Buffington wished everyone a "Merry Christmas and Happy New Year." Mr. Zembala wished all a happy and healthy holiday season. He noted that once again there will be a shortfall from the state. Their assessed valuation went down in 2004, and they were over budget so our state support had to be reduced by a small amount. He complimented the construction team on the good job they had done with their presentations for the new school project. Mr. Goerges wished everyone a "Happy New Year," and Mr. Longer concurred.

From the Board, Mrs. Norris also extended her best wishes and commented that not many were in holiday spirit with only five holiday neckties. Mr. Butler indicated that at the last Coop meeting the managing board had the opportunity to learn about a program at Crown Point. Students volunteer to do peer tutoring with the special education students. He thought their presentation was interesting and the students were very enthused about it. He thought that it might work here unless it had already been tried. Mrs. Norris noted that one school system put their gifted and talented students in the same building with the special education students, and she commented that it "worked out well for all of them." Mr. Turner indicated that the Board meeting was important and affirmed the Board's decision for a new high school, and he enjoyed hearing the comments for the new school project. He also felt that it was important to support the teachers and Hobart community to the best of the Board's ability to do so. Mr. Bigler suggested taking time "to reflect on the joy of the season" and everything that has been accomplished this past year. Mr. Rogers wished everyone "happy holidays" and noted he was presiding at his last meeting, and he indicated that what the Board accomplished at this meeting will prove to be fruitful for the school corporation and the community as a whole.

There were no comments from the audience.

There being no further business to come before the Board, President Rogers adjourned the meeting around 9:00 p.m.

BOARD OF SCHOOL TRUSTEES
SCHOOL CITY OF HOBART

BY _____
President

ATTEST:

BY _____
Secretary

Submitted for Approval: January 6, 2005