

**School City of Hobart
Work and Regular Sessions
August 4, 2005**

The Board of School Trustees of the School City of Hobart met in work and regular sessions on August 4, 2005, in the Board Room located in Hobart Middle School, 705 East 4th Street, Hobart, Indiana, with the following present:

Board Members

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

Staff Members

John A. Leach
Rich Edwards
Peggy Buffington
Ted Zembala
William J. Longer
Peter L. Goerges
Mark Lutze (regular session only)

Absent:
Hobart High School student representative

WORK SESSION: The work session began around 5:58 p.m.

AUDIENCE: The following were present in the audience:

Dave Blanton, Gibraltar Design
Don Monday, Gibraltar Design
Jim Thompson, Gibraltar Design
Alex Nelson, Gibraltar Design
Larry Dawson, Envoy, Inc.
Chris LaFollette, Envoy, Inc.
Dan Mayer, Envoy, Inc.
Karen Snelling, *Post Tribune*

Larry Dawson from Envoy, Inc. told the Board that they would be updating them on the new school project. He said that the team had met with the Department of Local Government Finance (DLGF) last week. The meeting was held due to the governor's plan to control school construction spending. After the presentation, the team was asked to reduce their budget by \$6.3 million to \$73.6 million from the estimated \$79.9 cost for both projects. Mr. Dawson indicated that Gibraltar and Envoy were seeking a motion for them to move forward with changes and value engineering items to move the project within the DLGF guidelines and budget constraints. A list of items to help reduce costs were presented and are as follows:

- ▶ Reduce hard surface parking by 400 cars (possibly 800 cars)
- ▶ Rearrange site to reduce wetlands mitigation from 7 acres to 2 acres
- ▶ Delete swimming pool
- ▶ Remove exterior offsets at end of academic wings
- ▶ Delete two mechanical mezzanine serving the field house (hang the equipment in the corners)
- ▶ Alternate bid for east balcony and south walkway (one of two upstairs court)
- ▶ Eliminate courtyards (same square footage)
- ▶ Change from "block corridor" to gypsum board (2 layers) in academic area
- ▶ Reduce amount of epoxy terrazzo and use VCT in academic area
- ▶ Reduce size of field house from three courts to two courts
- ▶ Design more cost efficient outside sports facility buildings
- ▶ Remove locker bays and move lockers on to one side of corridors

In the discussion it was noted that the first four items were DLGF mandates to control costs and the remaining items were possible cost saving options to protect the budget. There was lengthy discussion. Some of the comments are as follows:

- ▶ Continue to review the plans in an effort to find cost saving items that are not drastic changes in the design of the building and can't be upgraded later
- ▶ The estimated lifespan of epoxy terrazzo flooring was about 40 years compared to 20 years for VCT.
- ▶ Epoxy terrazzo flooring could be added at a later time as a replacement to VCT.
- ▶ Questioned whether it was possible to provide foundations to accommodate the east balcony if they will not be able to include it initially

- ▶ Consider lighting for the athletic fields as possible alternates
- ▶ Consider limiting the number of athletic playing fields or bid them as alternates
- ▶ Add the cost of the playing fields as line items in the site estimate
- ▶ Consider the outdoor courtyard by the cafeteria as an alternate
- ▶ Do not eliminate courtyards so inner classrooms will have windows for natural lighting
- ▶ Try to keep masonry corridors or find some other durable wall surface material other than gypsum board

Also in the discussion it was noted that Gibraltar and Envoy will continue their evaluation of technical and structural items in an effort to reduce costs but still retain the quality of the project. They will also create a list of modifications and note which items are permanent and cannot be upgraded later or bid as an alternate. The Board asked that they receive any new information as soon as possible but no later than August 16 when the August 18 Board meeting information would be delivered to them. In the discussion, it was noted that there are many variables that can affect a bid, and that was also a reason for bidding alternates. One of the volatile areas is the cost of steel as well as the cost of gas and the availability trades people in certain areas. Dr. Leach indicated that the budget for loose equipment might also be an area to be considered as a cost reduction. Some existing equipment might be able to moved and then replaced later to provide funds for a building/site item. Envoy was asked to provide the Board by the next meeting the projected costs by category. This will allow the Board to know the amount of reductions being made for each category. Mr. Dawson indicated that they are already processing this information, and it will be available for them.

For their regular session meeting, Mr. Dawson asked for approval for Envoy and Gibraltar to continue to get the scope of the project inside the designated budget amount and the compliance letter be forwarded to the Department of Local Government Finance as quickly as possible. He did note that bond counsel and the financial advisor were working on their items. He felt that this needed to be done before the Board's next meeting. Envoy and Gibraltar will be coming back to the Board with a budget so that the Board will then be able to select which items will be in or out of the project.

Mr. Dawson told the Board that the presentation before the DLGF was very thorough, and he complimented each of the team members on their individual presentations.

The work session ended around 7:06 p.m., and the Board thanked Envoy and Gibraltar for their presentations and excused them from the meeting.

CALL TO ORDER: Jason Back, President, called the regular session meeting to order around 7:29 p.m.

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

EXECUTIVE SESSION: President Back indicated that the Board had met in executive session prior to the work session, as noted on the agenda, 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: Stephen Turner moved to approve the minutes of the executive session and work and regular sessions of July 21, 2005. Seconded by Michael Rogers. All ayes. Motion carried.

AUDIENCE: The following were present in the audience:

Karen Snelling, *Post Tribune*
 Chris Seibert, new middle school teacher
 Erin Wright, new middle school teacher

FINANCIAL REPORTS: Ted Zembala, Business Manager, indicated that there were no financial reports.

PERSONNEL: Mr. Zembala presented the following personnel items for the Board's consideration:

Summer Programs Contracts —

Elementary Summer School, August 1/19, 2005

Teachers: Jamie Brandenburg, 68 hours, \$3,387.08; Shannon Jancich, 68 hours, \$3,285.76; Karen Kasiak, 68 hours, \$3,336.76; Karen Kuyachich, 68 hours, \$3,387.08; Daniel Liechty, teacher, 68 hours, \$3,336.76; Kathy Martin, 68 hours, \$3,143.64; Phyllis Moore, 68

hours, \$3,336.76; Laura Stephens, 68 hours, \$3,336.76; and Beth Jones-York, 68 hours, \$3,336.76

Elementary Summer School, August 1/19, 2005

Aides: Theresa Spain, 67.5 hours, \$12.99 per hour; Becky Froman, 60 hours, \$9.85 per hour; Donna Fuller, 60 hours, \$11.94 per hour; and Christie Elsey, 60 hours, \$9.85 per hour

Hobart High/Summer Band

Brian Grenier, director, 114 hours, July 1/August 19, 2005, \$3,513.48; Crissy Borton, auxiliary corps (ECA position), June 28, 2005/March 3, 2006, \$1,111.00; Nick Boersma, woodwind specialist, August 8/12, 2005, 48 hours, \$9.85 per hour; Joe Byseik, assistant auxiliary corps, July 25/August 3, 2005, 16 hours, \$9.85 per hour; and Kelly Carpenter, assistant auxiliary corps, August 2/August 4, 2005, 9 hours, \$9.85 per hour

Summer Service Agreement —

Summer Recreation Program, June 13/July 22, 2005

Lauren Smith, 20 hours, \$211.60

Teacher Contracts for 2005-2006 School Year —

Hobart Middle School, August 23, 2005/June 8, 2006

Erin Wright, 6th grade/language arts & social studies, \$28,677.00

Christopher Seibert, physical education/health, \$28,677.00

Retirement Resignation —

Martha Carnahan, George Earle/1st grade, end of 2005-2006 school year

Extra Duty Resignations —

Colin May, Hobart High/boys junior varsity basketball, effective immediately

Steve Balash, Hobart High/assistant varsity football, effective immediately

Extra Duty Assignment for 2005-2006 School Year —

Steve Balash, Hobart High/9th grade football, effective for the 2005-2006 school year

Extra Duty Contracts —

Hobart High/

Cheerleading: Sue Berg, fall varsity, August 1/Nov 26, 2005, \$998.00; and Lyndsay Rosenbaum, 9th grade, August 1, 2005/March 25, 2006, \$919.00

Soccer, August 1/October 29, 2005: Ken Klein, girls varsity, \$3,040.00; John Yzenas, girls junior varsity, \$1,781.00; and Robert Locke, boys varsity, \$3,410.00

Football, August 1/November 26, 2005: Scott Freckelton, assistant varsity, \$3,683.00

Volleyball, August 1/November 5, 2005: Martha Lams, 9th grade, \$1,305.00

New Employee —

Cathy Fugate, Hobart Middle/student supervisor (PT), effective August 24, 2005, \$9.85 per hour

Mr. Zembala recommended approval and requested Board action.

Nancy Norris moved to approve. Terry Butler seconded. All ayes. Motion carried.

Mr. Butler asked whether background checks were done on community coaches, and Mr. Zembala indicated that they were.

Assistant Principal Mark Lutze introduced the two new middle school teachers and highlighted their educational training and experience. Mr. Seibert graduated from Valparaiso High School and Valparaiso University, and he has coached several sports. Miss Wright graduated from Hobart High School and Purdue University. The Board welcomed the teachers to the staff.

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

PROGRESS REPORT: DESIGN DEVELOPMENT FOR NEW HIGH SCHOOL PROJECT: Superintendent Leach indicated that the Board had just completed a detailed work session concerning the new high school project, and he didn't feel it was necessary for further discussion so he requested a motion to move the project forward.

Robert Marszalek moved to allow Envoy and Gibraltar to continue with their work inside the budget and guidelines of the DLGF (Department of Local Government Finance) and to authorize the superintendent or his designee to communicate the necessary compliance letter to the DLGF. Seconded by Nancy Norris. All ayes. Motion carried.

BOARD POLICY SECOND READING AND POSSIBLE ADOPTION: BULLYING PREVENTION: Superintendent Leach presented the Bullying Prevention language for second reading. He noted that Dr. Buffington had reviewed some of the things that are being done in the schools to eliminate bullying in the schools at the last meeting and he indicated that the proposed language was the same as presented at the last meeting. The new policy languages is as follows:

ARTICLE NINE: STUDENTS

7. Bullying

a. Bullying Defined

“Bullying” means overt, repeated acts or gestures, including:

- (1) verbal or written communications transmitted;
- (2) physical acts committed; or
- (3) any other behaviors committed by a student or group of students against another student with the intent to harass, ridicule, humiliate, intimidate, or harm the other student.

b. In accordance with I.C. 20-33-8-0.2, it is the policy of the School City of Hobart to prevent bullying and to provide for education against bullying, for parental involvement in bullying and to develop procedures for reporting, investigation and intervention.

c. This provision shall not be construed to give rise to a cause of action against a person or school corporation based on an allegation of noncompliance with this section may not be used as evidence against a school corporation in a cause of action.

d. The school administration is directed to create administrative regulations to implement this policy.

Dr. Leach recommended that the Board approve the bullying prevention language so that it would become Board policy.

Michael Rogers so moved. Terry Butler seconded. All ayes. Motion carried.

UPDATES/ANNOUNCEMENTS/REPORTS: Dr. Leach told the Board that he did not have any Updates, Announcements or Reports.

COMMENTS: From the administration, Dr. Leach told the Board that everyone has been busy this summer, and he said that even though it seemed like graduation just happened, he just completed the opening of school letter for the coming school year. He noted that all of the facilities are in various stages of work, but they will all look great by the time school begins. He commented that bus inspection was completed, and since he hadn't heard anything about it, he was sure that everything went well. Mr. Butler said that he had checked, and everything went well. Dr. Buffington indicated that Erin Wright was one of her 3rd grade students. She said that she was more than happy to call the middle school to recommend her for a position, and she was glad that she was teaching here. She welcomed both of the new teachers. Mr. Zembala commented about an article that was in the *Post Tribune* Neighbors Section about music soothing rivalries. The band was formed from three different school communities to

perform a concert for the summer music program at the Hobart band shell. In respect to bullying, he noted that many times bullying happens because of a dissension that is real or perceived. He read a statement by a former River Forest band member who indicated that band was like a big family with no cliques, and everyone is accepted for who they are. He said he has found that to be true, and he noted that "when you are making music together, it doesn't matter" everyone is accepted. He suggested having everyone play music to prevent bullying and to learn tolerance.

There were no comments from the audience.

From the Board, Mrs. Norris concurred with Mr. Zembala's statements and said that when the Rusty Pipes was formed many of their members commented on missing band because it was like a big family. She told the Board that the student representative was absent because he was on a camping trip with friends. Mr. Bigler welcomed the two new teachers to the staff. He noted that he had worked with Miss Wright with Junior Achievement in Mrs. Beaty's class last school year, and he extended his appreciation for her help. Mr. Butler welcomed the new teachers and commented that Miss Wright comes from a great family. Mr. Rogers also welcomed the new teachers as did Mr. Marszalek. Mr. Marszalek indicated that he would not be at the next Board meeting.

There being no further business to come before the Board, President Back thanked the audience for coming and adjourned the meeting around 7:44 p.m.

BOARD OF SCHOOL TRUSTEES
SCHOOL CITY OF HOBART

By _____
Jason Back, President

Attest:

By _____
Stephen R. Turner, Secretary

Submitted for Approval: August 18, 2005