

**Executive Session
Northeastern Wayne School Corporation
Board of School Trustees, May 13, 2015, 5:30 p.m.
Meeting held at Northeastern Elementary Media Center**

Present: Mr. Hester, Mr. Dingwerth, Mr. Webster, Mr. Jay, and Mr. Austerman.
Also present: Mr. Chidester.

The general substance of the matter discussed in Executive Session was to discuss job performance evaluation of individual employees. This subdivision does not apply to a discussion of the salary, compensation, or benefits of employees during a budget process.
IC: 5-14-1.5-6.1(b)(9)

This is to certify that no subject matter was discussed in the executive session other than the subject matter specified in the public notice.

Mr. Hester

Mr. Jay

Mr. Dingwerth

Mr. Austerman

Mr. Webster

**Regular Meeting
Board of School Trustees, May 13, 2015; 7:00 p.m.
Northeastern Wayne School Corporation
Meeting Held at
Northeastern Elementary School Gymnasium**

Mr. Hester called the meeting to order with the Pledge of Allegiance.
Mr. Dingwerth opened the meeting with prayer.

Present: Mr. Hester, Mr. Dingwerth, Mr. Webster, Mr. Jay, and Mr. Austerman were present.
Mrs. Blessing, Mr. Chidester, and Mrs. Webb were also present.

Others: Mrs. Tudor, Mrs. Robertson, Ms. Wetzell, Mr. and Mrs. Berger, students, parents, and patrons.

Minutes: The Board approved the minutes of the April 22, 2015, Regular Board Meeting.
Motion Mr. Jay. Second Mr. Webster. Vote 5-0

Claims: The Board approved claims #3233 through #3319.
Motion Mr. Dingwerth. Second Mr. Austerman.

Vote 5-0

Community

Comments: Mrs. Melanie Berger spoke to the Board about her concerns about Northeastern.

Mr. Jonas Smith spoke to the Board.

Mr. Dick Warvel spoke to the Board to the Board.

Mrs. Robin Moran and daughter, Randi, also spoke to the Board.

Administrative

Reports:

Superintendent – Mrs. Blessing updated the Board on the following:

- The Top Ten Seniors and their guests were recognized Monday evening at a dinner given in the dining room at Reid Hospital.
- 7th & 8th band concert was held last evening. There is a Damsel, Choir and HS Band concert this evening.
- Many celebrations have been planned from Kindergarten Graduation through Senior Graduation on May 19th.
- Last minute testing and end of year events will soon be completed.

Unfinished

Business: None

New

Business:

Fundraiser NHS Tennis Camp – Camp for students grades 3-12 June 8 through 12th
Motion Mr. Webster. Second Mr. Dingwerth. Vote 5-0

Personnel Mrs. Blessing recommended the following personnel:

Hailey Miller – The Board voted to hire Miss Hailey Miller as a kindergarten teacher for the 2015-2016 school year.
Motion Mr. Dingwerth. Second Mr. Jay. Vote 5-0

Meghan Hollinger – The Board voted to accepted the resignation of Meghan Hollinger as remediation teaching assistant effective May 8, 2015.

Motion Mr. Jay. Second Mr. Dingwerth. Vote 4-0-1 abstention
Mr. Austerman abstained.

Meghan Hollinger – The Board voted to hire Mrs. Meghan Hollinger as fourth grade teacher for the 2015-2016 school year replacing Mrs. Fonda Adams.

Motion Mr. Webster. Second Mr. Jay. Vote 4-0-1 abstention
Mr. Austerman abstained.

Krista Oler – The Board voted to hire Mrs. Krista Oler as a third grade summer school remediation teacher for summer 2015.

Motion Mr. Webster. Second Mr. Austerman. Vote 5-0

Amy Wiley – The Board voted to hire Mrs. Amy Wiley as a second grade summer school remediation teacher for summer 2015.

Motion Mr. Webster. Second Mr. Dingwerth. Vote 5-0

Wade Hill – The Board voted to hire Wade Hill as regular full time custodian beginning May 18, 2015, replacing Jerry Barker.

Motion Mr. Webster. Second Mr. Jay. Vote 5-0

Jacob Austerman – The Board voted to hire Jacob Austerman as summer maintenance worker.

Motion Mr. Jay. Second Mr. Webster. Vote 4-0-1 Abstention
Mr. Austerman abstained.

John Lewellen – The Board voted to hire John Lewellen as Varsity Girls Basketball coach for the 2015-2016 regular season.

Motion Mr. Webster. Second Mr. Dingwerth. Vote 5-0

Mark Bevins – The Board voted to hire Mark Bevins as Varsity Girls Golf coach for the 2015-2016 regular season.

Motion Mr. Dingwerth. Second Mr. Austerman. Vote 5-0

Katina Childers – The Board voted to accept the resignation of Mrs. Katina Childers as Jr. High Cheerleading coach at the end of the 2014-2015 school year.

Motion Mr. Jay. Second Mr. Webster. Vote 5-0

Terry Collinworth – The Board voted to accept the resignation of Terry Collinworth as regular full time bus driver effective May 30, 2015.

Motion Mr. Dingwerth. Second Mr. Webster. Vote 5-0

Yvonne Lanter – The Board voted to accept the retirement of Yvonne Lanter at the end of the 2014-2015 school year.
Motion Mr. Jay. Second Mr. Dingwerth. Vote 5-0

Jerry Barker – The Board voted to accept the retirement of Jerry Barker as regular full time custodian as of May 22, 2015.
Motion Mr. Austerman. Second Mr. Webster. Vote 5-0

Brooke Ullery – The Board voted to approve the maternity leave of Mrs. Brooke Ullery beginning May 7, 2015 through the end of the school year using her leave days.

Ashley Reed-Kimble – The Board voted to accept the resignation of Mrs. Ashley Reed-Kimble as elementary social worker effective at the end of the 2015-2016 school year.
Motion Mr. Webster. Second Mr. Dingwerth.

Mrs. Blessing made the following recommendation to the Board:

On March 27, 2015, Victor Berger was given written notice of the preliminary decision of Principal Angel to cancel his teaching contract at the end of the 2014-2015 school year upon the final decision the School Board. This notice advised Victor Berger of the right to a private conference with the Superintendent should one be requested within five days of receiving the written notice of the Principal's preliminary decision.

Victor Berger requested a conference with the superintendent within the allotted time. On March 30, 2015, Victor Berger requested in writing a private conference with the superintendent. On Wednesday, April 8, 2015 Victor Berger had a private conference with the superintendent.

After the private conference with Mr. Berger, Mrs. Blessing notified the School Board and Victor Berger that she was recommending the teaching contract of Mr. Victor Berger with Northeastern be cancelled, effective immediately upon the final decision of the school board. Per IC 20-28-7.5-2(f), Victor Berger had the right to an additional private conference with the School Board if he filed a request with the School Board not later than five days after meeting with the superintendent.

On April 10th, Mr. Berger filed his written request for a private conference with the School Board.

The private conference was set for Monday, May 11, 2015.

On Tuesday, May 4, Victor submitted to Mrs. Blessing, Mr. Hester, and Mr. Dingwerth a statement withdrawing his request for a private meeting with the school board, so the Principal's preliminary decision is considered final.

Upon reflection, I am partially amending my earlier recommendation and recommend to the Board of School Trustees of Northeastern that Mr. Victor Berger's teaching contract with Northeastern be cancelled effective at the end of his current teaching contract, but that he be suspended from teaching with pay for the duration of the 2014-2015 school year.

Mr. Hester asked for questions or comments from the Board.

Mr. Jay asked: How did we get to this point and when did this whole process start with this evaluation?

Mrs. Blessing: The teacher evaluation laws are different now, starting with an Indiana statute in 2012, where teachers are evaluated yearly. They are rated according to a scale. If improvement is needed, the teacher and principal voluntarily enter into an improvement plan. On May 27, 2014, Mr. Berger was put on an improvement plan.

Throughout the first semester Mr. Berger had four checkpoints where he met with Mr. Angel as he worked through his improvement plan. That led up to the final conference in March to go over Mr. Berger's evidence.

Mr. Dingwerth: How many other staff members are on improvement plans?

Mrs. Blessing: Since the statute began in 2012, to date, Northeastern has had twelve staff members on improvement plans. Eight of those were certified teachers.

Mr. Dingwerth: How many have resulted in cancellation of contracts?

Mrs. Blessing: To this point, we have had one.

Mr. Dingwerth: Mr. Berger did have a right to have a hearing but waived that right.

A question was raised asking for clarification of a hearing and a private conference.

Mr. Chidester: Language of the Indiana statutes refers to it as a private conference; however, case law interpretation is that it has to be held as a hearing.

Mr. Hester asked for Board action on Mrs. Blessing's recommendation.
Motion by Mr. Dingwerth. Second by Mr. Webster. Vote 5-0

Board

Comments: Mr. Webster remarked that he takes no pleasure in this matter. He noted the improvements that have been made in the past two years and supports the current administration in continuing to make improvements.

Adjournment

7:29 p.m. On a motion by Mr. Webster and second by Mr. Jay, the Board voted to adjourn. Vote 5-0

Mr. Hester

Mr. Jay

Mr. Dingwerth

Mr. Austerman

Mr. Webster

