

Executive Session, September 11, 2013 6:00 p.m.

Present: Mr. Jay, Mr. Thurston, Mr. Hester, Mr. Dingwerth, and Mr. Webster.
Dr. Edsell was also present.

Mr. Jay

Mr. Dingwerth

Mr. Thurston

Mr. Webster

Mr. Hester

Regular Meeting of the Board of School Trustees, September 11, 2013; 7:00 p.m.

Call to Order with Pledge of Allegiance.
Mr. Hester opened the meeting with prayer.

Present: Mr. Jay, Mr. Thurston, Mr. Hester, Mr. Dingwerth, and Mr. Webster were present.
Dr. Edsell, Mr. Chidester, Mrs. Blessing, Mr. Metzger, Mr. Pritchard, Mrs. Sonsini,
and Mrs. Webb were also present.
Others: Mrs. Robertson, Mrs. Breitenbach, Mrs. Van Pelt, Mrs. Dubach, Mrs.
Gaddis, Mr. Merkamp, students and parents.

Minutes: The Board approved the minutes of the August 28, 2013, Board Meeting.
Motion Mr. Webster. Second Mr. Dingwerth. Vote 5-0

Claims: The Board approved payment of claims #310 through #384.
Motion Mr. Hester. Second Mr. Webster. Vote 5-0

**Administrative
Reports:**

Superintendent - Dr. Edsell welcomed everyone to this evening's meeting.
Mr. Pritchard and Mrs. Sonsini introduced sixth grade student, Miss Kelli Drake to
the Board. She was nominated as Northeastern Elementary School's September
Student of the Month.

Her teachers were also in attendance: Mrs. Jackie Breitenbach, Mrs. Heather Dubach, and Mrs. Laura Van Pelt. Miss Drake was presented with a plaque by Dr. Edsell and congratulated by each Board member.

Dr. Edsell is looking into a partnership with the Indiana State Police regarding stop arm violations on bus routes. Troopers would ride with Northeastern bus drivers periodically to watch for violations of Indiana traffic law.

The design on the new gym floor is coming along. Work should be finished by the end of next week.

The science classroom project will begin the first week of October.

Curriculum & Technology Director – Mrs. Blessing presented preliminary results of I-Step testing. These results were released on Monday. More data will be coming next week.

Elementary Principal – Mr. Pritchard informed the Board that teachers are receiving training for Acuity Assessment and Star Math. The faculty is also working on school improvement goals.

The high school band will perform their “Duck Dynasty” show for the elementary school on Friday morning. The P.T.O. will begin offering free child care during meetings to encourage more families to participate in the organization. The first grade is scheduled to take a field trip to the Indianapolis Zoo next Tuesday. The “Back Sack” program begins this week. This is a collaboration of Communities In Schools and Gleaners to provide a little extra food for students who are in need over the weekend.

Jr/Sr High Principal – Mr. Metzger informed the Board that Homecoming will be Friday, September 27th, with a football game against Centerville. Mrs. Nocton met with 47 junior parents during “Junior Night”.

Unfinished Business: None

New Business:

Personnel Dr. Edsell recommended that the Board approve the following personnel:

Rebecca Spencer – The Board voted to accept the resignation of Rebecca Spencer as teaching assistant.

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

Kelly Scripture - The Board voted to hire Kelly Scripture as regular full time teaching assistant.
Motion Mr. Webser. Second Mr. Dingwrth. Vote 5-0

Ryan Branagin - The Board voted to hire Ryan Branagin as Grade 5/6 Girls Basketball coach for the 2013-2014 regular season.
Motion Mr. Dingwerth. Second Mr. Webster. Vote 5-0

Chris Curtis - The Board voted to hire Chris Curtis as Grade 5/6 Boys Basketball coach for the 2013-2014 regular season.
Motion Mr. Webster. Second Mr. Hester. Vote 5-0

Tim Shook - The Board voted to accept the resignation of Tim Shook as custodian.
Motion Mr. Hester. Second Mr. Thurston. Vote 5-0

Tuition Transfer 2013-14 The Board voted to approve the following tuition transfer students:

Dylan Hampton	Grade 2
Kayleigh Hampton	Grade K
Simon Hillyer-Carter	Grade 7
Kyle Woolums	Grade 6

Motion Mr. Hester. Second Mr. Thurston. Vote 4-1
Mr. Webster voted against.

The Board voted to deny one student tuition transfer application.
Motion Mr. Dingwerth. Second Mr. Hester. Vote 5-0

NHS Band Trip Mr. Merkamp presented the details of the Band's trip to Disney World. Dates for the trip are Wednesday, March 26, 2014 returning on March 31st. Students would miss only 1 day of school. This a trip that has become a tradition for Northeastern Band planned every 4 years. Approximately 160 students and 20 adults are registered to go.

On a motion by Mr. Webster, and seconded by Mr. Hester, the Board voted to approve the trip. Vote 4-0-1
Mr. Thurston abstained.

Anti-Bullying Policy

Dr. Edsell highlighted language changes to anti-bullying laws made by the state legislature in its last session. Dr. Edsell recommended that the Board approve the policy as presented.

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

Northeastern Wayne School Corporation Anti-Bullying Policy

(a) Bullying is **prohibited** by the School Corporation. Students who commit any acts of bullying are subject to discipline including but not limited to suspension, expulsion, arrest, and/or prosecution.

(b) Definition: "Bullying" is defined as overt, unwanted, repeated acts or gestures, including verbal or written communications or images transmitted in any manner (including digitally or electronically); physical acts committed; aggression; or 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 targeted student, creating for the targeted student an objectively hostile school environment that:

- (1) places the targeted student in reasonable fear of harm to his or her person or property;
- (2) has a substantially detrimental effect on the targeted student's physical or mental health;
- (3) has the effect of substantially interfering with the targeted student's academic performance; or
- (4) has the effect of substantially interfering with the targeted student's ability to participate in or benefit from the services, activities, or privileges provided by the school.

(c) The following definitions according to Webster's Seventh New Collegiate Dictionary of harass, ridicule, humiliate, intimidate, or harm will be referenced in reports of alleged bullying incidents.

- (1) harass: "to annoy continually"
- (2) ridicule: "the act of exposing to laughter"
- (3) humiliate: "to reduce to a lower position in one's own eyes or others' eyes"
- (4) intimidate: "to make timid or fearful"

(5) harm: "to injure"

Bullying does **not** include:

- participating in a religious event;
- acting in an emergency involving the protection of a person or property from an imminent threat of serious bodily injury or substantial danger;
- participating in an activity consisting of the exercise of a student's freedom of speech rights;
- participating in an activity conducted by a nonprofit or governmental entity that provides recreation, education, training, or other care under the supervision of one (1) or more adults;
- participating in an activity undertaken at the prior written direction of the student's parent; or
- engaging in interstate or international travel from a location outside Indiana to another location outside Indiana.

(c) Applicability: The School Corporation prohibits bullying in all forms. This policy may be applied regardless of the physical location in which the bullying behavior occurred, whenever the individual committing the bullying behavior and any of the intended targets of the bullying behavior are students attending a school within the School Corporation and disciplinary action is reasonably necessary to avoid substantial interference with school discipline or prevent an unreasonable threat to the rights of others to a safe and peaceful learning environment. The School Corporation prohibits bullying through the use of data or computer software that is accessed through any computer, computer system, or computer network.

(d) Education: All students will receive information on anti-bullying measures.

(e) Reporting: Anyone who believes that a student has possibly been or is the victim of bullying is encouraged to **immediately** report the situation to an appropriate staff member such as a teacher, school counselor, or administrator (including the Superintendent). All staff who observe or receive a report of suspected bullying shall **immediately** notify a designated school administrator in charge of receiving reports of suspected bullying. If a staff member does not know

who to make a report to, he or she should report directly to the building principal or Superintendent. Bullying reports to the Department of Child Services and/or law enforcement must be made as required by law, such as when a staff member believes that a student is the victim of abuse or neglect. Any person who makes a report of bullying and requests to remain anonymous will not be personally identified as the reporter or complainant to extent permitted by law. The School Corporation will act appropriately to discipline staff members who fail to initiate or conduct an investigation of a bullying incident and for persons who falsely report an incident of bullying.

(f) Investigation: Once a report of suspected bullying is received by the designated school administrator, an expedited investigation shall follow. The investigation should be facilitated by the designated school administrator or other appropriate school staff. Information relating to the investigation will be gathered using means including, but not limited to: witness interviews, request for written witness statements, record identification and review, and an assessment of whether bullying occurred. The investigation will be initiated within two (2) school days of the report to the designated school administrator and will ordinarily be completed within thirty (30) calendar days.

(g) Intervention/Responses: If a report of suspected bullying is substantiated through an investigation, then the School Corporation shall take appropriate intervention and responses as consistent with policy and procedure. The School Corporation will take prompt and effective steps reasonably calculated to stop the bullying, remedy the bullying, and prevent the bullying from recurring. Interventions and responses include, but are not limited to: separating the bully and the target; follow-up school counseling for the target; bullying education for the bully; and prompt disciplinary action against the bully. These steps should not penalize the target of the bullying. Disciplinary actions against the bully may include, but are not limited to: suspension and expulsion for students; discharge for employees; exclusion for parents, guests, volunteers, and contractors; and removal from any office for governing body members. Also, if the acts of bullying rise to the level of criminal offense the matter will be referred to law enforcement.

(h) Parental Involvement: Parents are encouraged to be involved in the process of minimizing bullying. Parents should report suspected acts of bullying to an

appropriate school official. In addition, parents of students suspected of bullying will be notified with a phone call or through other appropriate means of communication. Conversely, parents of students suspected of being the target of acts of bullying will also be notified with a phone call or through other means of appropriate communication. Parent notifications will occur in an expedited manner within five (5) school days after the designated school administrator receives the report of suspected bullying. Parents of students who are disciplined for acts of bullying will be involved in the disciplinary process consistent with the law and School Corporation policy.

I.C. 5-2-10.1, 20-20-8-8, 20-30-5-5.5, 20-33-8-0.2, 20-33-8-13.5, 20-34-6-1

**NORTHEASTERN WAYNE SCHOOL CORPORATION
BULLYING PREVENTION AND INTERVENTION INCIDENT REPORTING FORM**

Name of Reporter/Person Filing the Report: _____

2. Check whether individual is: Target of the behavior Reporter (not the target)

3. Check whether individual is a: Student Staff member (specify role) _____
 Parent Administrator
 Other (specify) _____

Your contact information/telephone number: _____

4. If student, state school: _____ Grade: _____

5. If staff member, state school or work site: _____

6. Information about the incident:

Name of Target (of behavior): _____

Name of Aggressor (Person who engaged in the behavior): _____

Date(s) of Incident(s): _____

Time When Incident(s) Occurred: _____

Location of Incident(s) (Be as specific as possible): _____

7. Witnesses (List people who saw the incident or have information about it):

Name: _____ † Student † Staff † Other _____

Name: _____ † Student † Staff † Other _____

Name: _____ † Student † Staff † Other _____

8. Describe the details of the incident (including names of people involved, what occurred, and what each person did and said, including specific words used). Please use additional space on back if necessary.

FOR ADMINISTRATIVE USE ONLY

9. Signature of Person Filing this Report: _____ Date: _____
(Reports may be filed anonymously.)

10: Form Given to: _____ Position: _____ Date: _____

Signature: _____ Date Received: _____

II. INVESTIGATION

1. Investigator(s): _____ Position(s): _____

2. Interviews:

Interviewed aggressor Name: _____ Date: _____

Interviewed target Name: _____ Date: _____

Interviewed witnesses Name: _____ Date: _____

Name: _____ Date: _____

3. Any prior documented incidents by the aggressor? Yes No

If yes, have incidents involved target or target group previously? Yes No

Any previous incidents with findings of BULLYING, RETALIATION Yes No

Summary of Investigation:

(Please use additional paper and attach to this document as needed)

III. CONCLUSIONS FROM THE INVESTIGATION

1. Finding of bullying or retaliation:

- YES NO
- Physical Incident documented as _____
- Verbal Discipline referral only _____
- Social/Relational Retaliation
- Electronic/Written Communication

2. Contacts:

Target's parent/guardian Date: _____

Aggressor's parent/guardian Date: _____

Law Enforcement Date: _____

3. Action Taken:

- Loss of Privileges Detention Counselor referral Suspension
- Community Service Education Other _____

4. Describe Safety Planning: _____

Follow-up with Target: scheduled for _____ Initial and date when completed: _____

Follow-up with Aggressor: scheduled for _____

Initial and date when completed: _____

Report forwarded to Principal: Date _____
(If principal was not the investigator)

Signature and Title: _____ Date: _____

CONFIDENTIAL

Master Contract Dr. Edsell thanked all those who were a part of negotiations process:
Mrs. Robertson and Mrs. Gaddis, representatives from the Northeastern Classroom Teachers Association; Mr. Jay and Mr. Hester who represented the Board of School Trustees and those who could not attend this evening. Dr. Edsell expressed appreciation for Mrs. Robertson's collaboration in creating a new salary schedule and merit pay model.

Mr. Jay asked for any questions about the master contract. There were none.

The Board voted to approve the Contract between the Northeastern Wayne School Board of Trustees and the Northeastern Wayne Classroom Teachers Association.

Motion Mr. Webster. Second Mr. Hester.

Vote 5-0

Patron

Comments: None

Board

Comments: None

Adjournment

8:29 p.m. On a motion by Mr. Thurston and second by Mr. Hester, the Board voted to adjourn.

Vote 5-0

Mr. Jay

Mr. Dingwerth

Mr. Thurston

Mr. Webster

Mr. Hester