

FORT WAYNE COMMUNITY SCHOOLS
1200 SOUTH CLINTON STREET
FORT WAYNE, IN 46802

6:05 p.m.

June 22, 2020

OFFICIAL PROCEEDINGS

The Board of School Trustees of the Fort Wayne Community Schools met in regular session in the Lester L. Grile Administrative Center on Monday, June 22, 2020 at 6:05 p.m. Due to the COVID-19 Pandemic, no members of the public or media were permitted in the Grile Administration Center. The meeting was available and open to the public at: Cable Comcast 54 and Frontier 24, streamed live on the FWCS Facebook page (www.facebook.com/FWCommSchools) and the LTV2454 FWCS YouTube Channel. President Julie Hollingsworth called the meeting to order with the Pledge of Allegiance and the following members in attendance:

Roll Call	Members present:	Julie Hollingsworth, Chairperson Stephen Corona Anne Duff Maria Norman Glenna Jehl Tom Smith
Awards and Recognitions	Dr. Robinson presented the following recognition concerning Board Member Jordan Lebamoff:	
Board Member Jordan Lebamoff	RECOMMENDATION: It was recommended that the Board recognize Board Member Jordan Lebamoff	
	RELATED INFORMATION: Jordan Lebamoff died unexpectedly this past March 9 while a member of the FWCS Board of Trustees. Jordan was elected to the Board in 2010 and began his service in January 2011. A 1984 honors graduate of South Side High School, Jordan and his family lived next to South Side in his parents' home so that his two sons, Sebastien and Julien, could also attend and graduate from South Side.	
	Along with his service to this Board, Jordan was an attorney with Lebamoff Law Offices for 30 years, was a lifelong member of St. Nicholas Eastern Orthodox Church and enjoyed scuba diving, gardening and spending time with his family.	
	Jordan's wife of 23 years, Nicole Jaubert-Lebamoff, is here with us today as we honor Jordan with the presentation of an FWCS flag to be flown on the family property. A tree with a plaque honoring Jordan will also be planted on school property next to the Helen P. Brown Natatorium, across the street from the Lebamoff family home. The plaque will read: Honoring Jordan Lebamoff, FWCS Board 2011-2020, Lifelong FWCS Supporter.	
Consent Agenda	Dr. Robinson presented the following consent agenda items with recommendations for approval: Minutes from the Regular Board meeting on June 8, 2020; Vouchers for the period ending June 22, 2020; Payroll for the period ending June 5 22, 2020; and the Personnel Report and Addendum.	
Minutes	The Minutes from the Regular Board meeting June 8, 2020 were distributed to Board members for review with a recommendation for approval.	

Vouchers and Payroll

RECOMMENDATION: It was recommended that the Board approve the vouchers for the period ending June 22, 2020 and the payroll for the period ending June 5, 2020.

RELATED INFORMATION: All vouchers paid by the Fort Wayne Community Schools appear on a voucher listing totaling \$7,916,025.70.

Gross wages and fringe benefits paid by the Fort Wayne Community Schools appear on the Payroll Certification document totaling \$8,068,370.30 for the period ending June 5, 2020.

Detail of all paid vouchers and payroll remains on file in the Business Office until audited by the State Board of Accounts. Following the audit, these records are stored as required by record retention regulations.

Personnel Report

FUNDS

0101 Education	3110 Driver Education	5550 Adult Basic Education
0300 Operations	3710 Non-English Speaking	6260 Perkins Grant
0800 Food Service	3905 Warehouse	6460 Medicaid Reimbursement
0900 Textbook Rental	3910 Gifted & Talented	6730 Gear Up
1400 Career Center	4120 Delinquent	6840 Title II
2100 Donations Fund	4170 Title I	6880 Title III
2110 Access Channel	5110 Steward B. Homeless Asst	6880 Refugee Children Impact Grant
2200 Alternative Ed Grant	5200 Special Education Fund	7970 Magnet
	5430 Pre-School Special Education	7980 PEER

STATUS

C Position Changed	N New Position/Allocation	T Temporary Position
L Leave	R Replacement	

ADMINISTRATOR(S) RECOMMENDED FOR EMPLOYMENT

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>STATUS</u>	<u>FUND</u>	<u>EFFECTIVE</u>
Henderson, Amanda B.	<u>Haley/Assistant Principal (Schl-Year), SS II, Group 13, Step 45.2</u>	R	<u>0101</u>	07-20-20

TEACHER(S) RECOMMENDED FOR RETIREMENT/RESIGNATION/TERMINATION/DECEASED

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>STATUS</u>	<u>FUND</u>	<u>EFFECTIVE</u>
Greuter, John B.	<u>St. Joe Central/Grade 4</u>	Retire	<u>0101</u>	05-29-20
Lambert, Kayla S.	<u>Miami/Language Arts</u>	Resign	<u>0101</u>	05-29-20
Lucabaugh, Aimee E.	<u>Lindley/Physical Education (0.50)</u>	Resign	<u>0101</u>	05-29-20
Shaffer-Childers, Ashley J.	Career Education/Health Careers	Resign	1400	05-29-20

TEACHERS(S) RECOMMENDED FOR EMPLOYMENT

Employment is contingent upon satisfactory completion of all pre-employment requirements.

<u>NAME</u>	<u>COLLEGE</u>	<u>EXP</u>	<u>FROM</u>	<u>TO</u>	<u>STATUS</u>	<u>FUND</u>	<u>EFFECTIVE</u>
Alabre, Daphenie	Florida International University Miami, FL BA	2.0	New	Northcrest/ Music	R	0101	2020-2021 School Year
Aybar, Lula C.	Ohio Dominican University Columbus, OH MS	<u>0.0</u> 12.0	New	Northrop/Math	R	0101	2020-2021 School Year
Benson, Cassandra L.	University of Wisconsin- Whitewater BS	<u>0.0</u> 2.0	Certified Sub	Shambaugh/ Grade 4	R	0101	2020-2021 School Year
Faulk, Susan E.	Indiana University Fort Wayne BS	2.0	Certified Sub	Portage (.50) + Memorial Park (.50)/ELL	R	0101	2020-2021 School Year
Fleece, Erin N.	Indiana University Fort Wayne BS	0.0	Certified Sub	Washington Center/Grade 5	R	0101	2020-2021 School Year
Hopper, Lacey N.	University of St. Francis MA	<u>0.0</u> 1.5	Certified Sub	Lakeside/ Science	R	0101	2020-2021 School Year
Russell, Courtney A.	Western Governors University BA	.5	Certified Sub	Forest Park/Grade 5	R	0101	2020-2021 School Year
Sorrell, Carrie L.	Western Governors University BA	0.0	Certified Sub	Blackhawk (.50) + Lane (.50)/ED	R	0101	2020-2021 School Year
Switzer, Delicia D.	Western Governors University BA	0.0	Certified Sub	Franke Park/Grade 1	R	0101	2020-2021 School Year

TEACHER(S) RECOMMENDED FOR BOARD ACTION

<u>NAME</u>	<u>FROM</u>	<u>TO</u>	<u>STATUS</u>	<u>FUND</u>	<u>EFFECTIVE</u>
Adhiambo, Christabel E.	North Side/MOMD	Career Education/MOMD	R	0101	08-06-20
Ervin, Rhea A.	Franke Park/Building Coach	Glenwood Park/Building Coach	R	0101	08-06-20
Grimm, Adrienne G.	Northwood/Language Arts	Lane/Building Coach	R	0101	08-06-20
Hamblin, Lisa M.	Bloomingtondale/Grade 3	Harris/Building Coach	R	0101	08-06-20
Repp, Jennifer F.	South Side/Math	Towles/Building Coach	R	0101	08-06-20
Trout, Eva C.	Curriculum/District Coach	Jefferson/Science	R	0101	08-06-20
Valdez, Ashley N.	Northwood/ED	ACJC/MIMD	R	0101	08-06-20

CERTIFIED PERSONNEL RECOMMENDED FOR ADDITIONAL ASSIGNMENT(S)

Bogges, Julie A.

Roberts, Christopher T.

CLASSIFIED PERSONNEL RECOMMENDED FOR
RETIREMENT/RESIGNATION/TERMINATION/END OF ASSIGNMENT

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>STATUS</u>	<u>FUND</u>	<u>EFFECTIVE</u>
Archibald, Lara C.	Weisser Park/School Asst	Resign	<u>0101</u>	05-28-20
Diaz, Lilia K.	Career Education Center/Student Worker	End of Assignment	<u>1400</u>	05-28-20
Diaz Davilla, Karla V.	Towles/Montessori Asst	Resign	<u>0101</u>	05-28-20
Fadus, Karl E.	Transportation/Bus Technician	Retire	<u>0300</u>	07-31-20
McCollister, Bayleigh J.	Career Education Center/Student Worker	End of Assignment	<u>1400</u>	05-28-20
Mondragon, Kenya	Career Education Center/Student Worker	End of Assignment	<u>1400</u>	05-28-20

Niccum, Tomax A.	Helen Brown Natatorium/Lifeguard	Resign	<u>0101</u>	06-04-20
Pruser, Andrew J.	Career Education Center/Special Program Asst	End of Assignment	<u>1400</u>	05-28-20
Schoedel, Joseph D.	Career Education Center/Special Program Asst	End of Assignment	<u>1400</u>	05-28-20
Simmons, Cornealius C.	South Side/School Asst	Resign	<u>0101</u>	05-28-20
Soulier, Sarah J.	Title I/Non-Pub Tutor	Resign	<u>4170</u>	06-01-20
Swift, Jaquez C.	Career Education Center/Special Program Asst	End of Assignment	<u>1400</u>	05-28-20
Watson, Raheemah	Center for Academic Success/ACJC Transition Specialist Case Manager	Surplus	<u>4120</u>	06-09-20

CLASSIFIED PERSONNEL RECOMMENDED FOR EMPLOYMENT

Employment is contingent upon satisfactory completion of all pre-employment requirements.

<u>NAME</u>	<u>FROM</u>	<u>TO</u>	<u>STATUS</u>	<u>FUN D</u>	<u>EFFECTIVE</u>
Hudson, John L.	New	Facilities & Support Services/Coordinator Capital Projects	R	0300	06-22-20

CLASSIFIED PERSONNEL RECOMMENDED FOR TEMPORARY ASSIGNMENT (S)

Austin, Elizabeth J.	Harris, Jeanette L.	Noll, Victoria A.
Backstrom, Samuel L.	Hess, Jonathan C.	Panning, Tamara L.
Benson, Brittany A.	Hess, Samantha A.	Prince, Judith E.
Bergelin, Denise R.	Hickey, John H.	Radin, Julia K.
Berghoff, Kimberly A.	Hockemeyer Ashlyn E.	Rennecker, Julie L.
Berghoff, Mary C.	Homan Kurt R.	Richard, Meagan F.
Beverforden, Ashley M.	Howard, Jacqueline Y.	Rivera, Jonathan
Birch, Andrew C.	Hudson, Stephanie M.	Shank, Michelle L.
Blott, Holly M.	Johnson, Melissa A.	Sickafoose, Angela N.
Bond, Michelle B.	Kiep, Lissa K.	Smethers, Steven J.
Buday, Andrea M.	Konow, Amy S.	Spice, Robert C.
Crider, Janice D.	Krause, Jeremy M.	Steury, Angela D.
Dalton, Ethan J.	Kriesel, Susan M.	Torres-Meyer, Donna P.
Darr, Kaitlyn E.	Kurtz, Michael T.	Vargas, Gloria A.
Dysert, Hunter D.	Litchfield, Victoria S.	Vivas Ortega, Gonzalo P.
Fee Gehl, Kathleen A.	Luetzelschwab, Victoria A.	Woods, Latonia V.
Ferguson, Sean D.	Marinko, Renee S.	Wray, Donna R.
Fitts, Dodd A.	Murphy, Jessica M.	Yeiter, Colin M.
Gabet, Nancy W.	Musco, Adriana M.	York, Kevin J.
Geary, Debra K.	Nino, Orlando	Zoucha, Kathryn A.

Personnel
Report
Addendum

ADDENDUM

It is recommended that the Board of School Trustees approve the following:

**Add Titles: Chief of Elementary School Leadership and Chief of Secondary School Leadership
Salary Schedule I, Pay Group 27, Steps 51.1 – 59.1**

ADMINISTRATOR(S) RECOMMENDED FOR BOARD ACTION

<u>NAME</u>	<u>FROM</u>	<u>TO</u>	<u>STATUS</u>	<u>FUND</u>	<u>EFFECTIVE</u>
Nichols, Get W.	School of Leadership Office/Chief of School Leadership, SS I, Group 27, Step 55.1	School of Leadership Office/Chief of Elementary School Leadership, SS I, Group 27, Step 55.1	N	0101	07-01-20

Consent
Agenda

A motion was made by Steve Corona, seconded by Tom Smith, that the following consent agenda items be approved: Minutes from the Regular Board meeting, June 8, 2020; Vouchers for the period ending June 22, 2020; Payroll for the period ending June 5, 2020; and the Personnel Report and Addendum. Roll Call: Ayes, unanimous; nays, none.

Transfer from
the Education
Fund to the
Operations
Fund

Dr. Robinson presented the following recommendation concerning the Transfer from the Education Fund to the Operations Fund:

RECOMMENDATION: It was recommended that the Board approve a transfer of up to \$15,000,000 from the Education Fund to the Operations Fund. This represents 7.0% of budgeted Education Fund revenue.

RELATED INFORMATION: Beginning in 2019, Indiana school districts deposit State tuition support to the Education Fund and property taxes to the Operations Fund. Transfers from the Education Fund to the Operations Fund are necessary to properly fund expenditures necessary to the operations of the school district. Half will be transferred by June 30 and the balance needed by December 31.

Questions were addressed by Chief Financial Officer Kathy Friend.

A motion was made by Glenna Jehl, seconded by Maria Norman, that the recommendation concerning the Transfer from the Education Fund to the Operations Fund be approved. Roll Call: Ayes, unanimous; nays, none.

School
Technology
Advancement
Account
Application

Dr. Robinson presented the following recommendation concerning the School Technology Advancement Account Application:

RECOMMENDATION: It was recommended that the Board approve the application for and the receipt of advancement from the School Technology Advancement Account (STAA) in the amount of \$589,720 for the 2020-2021 school year.

RELATED INFORMATION: The School Technology Advancement Account provides funds annually for school systems to purchase computer technology for student instruction. The Fort Wayne Community Schools uses these moneys to fund learning and technology plans of schools.

The request of \$589,720 is based on a guideline provided by the state of \$500 for each 25 students. Funds are provided in the form of a loan with a very low interest rate. The last loan under this program had an interest rate of 1%. Funds would be budgeted in the Debt Service Fund to repay this loan beginning in 2022.

Questions were addressed by Technology Coordinator Rick Herber.

A motion was made by Steve Corona, seconded by Maria Norman, that the recommendation concerning the School Technology Advancement Account Application be approved. Roll Call: Ayes, unanimous; nays, none.

Student Basic
Accident
Insurance and
Athletic
Insurance

Dr. Robinson presented the following recommendation concerning the Student Basic Accident Insurance and Athletic Insurance:

RECOMMENDATION: It was recommended that the Board approve a two-year agreement for student accident insurance through Alive Risk at a cost of \$179,695 per year for 2020-21 and 2021-22.

RELATED INFORMATION: The underwriter for the recommended insurance is United States Fire Insurance Company (AM Best Rated A). AG Administrators is the claims administrator.

We received proposals from five agents specializing in student insurance. Alive Risk provided the lowest premium for the coverage we requested. The premium for the basic sports and accident insurance each year will be \$174,720, a \$19,954 increase from 2019-2020. This will provide a \$25,000 maximum medical benefit with a \$0 deductible for each student.

The premium for catastrophic coverage will be \$4,975 each year, a \$908 increase from 2019-2020. The coverage with a maximum benefit of \$5,000,000 is for middle school athletes only. The IHSAA provides catastrophic coverage for high school athletes and K&K Insurance Group, Inc. is the current agent for this coverage.

Optional policies will be available to parents to provide 24-hour coverage and/or extended dental coverage at the expense of the parents.

Funding will come from the Operations Fund.

Questions were addressed by Stefan Pittenger, Director of Fiscal Affairs

A motion was made by Tom Smith, seconded by Maria Norman, that the recommendation concerning the Student Basic Accident Insurance and Athletic Insurance be approved. Roll Call: Ayes, unanimous; nays, none.

IO Assessment
Platform

Dr. Robinson presented the following recommendation concerning the IO Assessment Platform:

RECOMMENDATION: It was recommended that the Board approve the contract for IO Subscription Renewal for the 2020-21 school year in the amount of \$154,714.60.

RELATED INFORMATION: The Subscription Renewal includes IO Assessment Annual License and the Inspect Item Bank. The IO Assessment includes a Test Delivery Platform and Reporting Suite. The Inspect Item Bank includes: pre-built and modifiable assessments, an item bank with more than 31,885 ELA and 25,310 math items. The items are continuously refined and improved based on psychometric analysis and are well-aligned to Indiana Academic Standards. FWCS' written curriculum currently includes 1436 Math Formative and Summative Assessments and 851 ELA Formative and Summative Assessments. Teachers utilize the results of the assessments to shift instructional practices to support student-learning needs.

Funding will come from the Education Fund.

The grant supports Goal I: *Achieve and Maintain Academic Excellence.*

Questions were addressed by Jennifer Mable, Director of Curriculum, Assessment and Instruction and/or Jeannie Hitchcock, Assessment Coordinator

A motion was made by Anne Duff, seconded by Glenna Jehl, that the recommendation concerning the IO Assessment Platform be approved. Roll Call: Ayes, unanimous; nays, none

Northwest
Evaluation
Association
(NWEA)
Assessments

Dr. Robinson presented the following recommendation concerning Northwest Evaluation Association (NWEA) Assessments:

RECOMMENDATION: It was recommended that the Board approve NWEA MAP/Skills Assessments for the 2020-21 totaling \$516,840:

RELATED INFORMATION: MAP provides four of the six dyslexia screening requirements mandated by IDOE. As a result, MAP will allow FWCS to reduce assessments and testing time. Additionally, MAP is adaptive, similar to ILEARN, and is aligned to Indiana Academic Standards.

Fort Wayne Community Schools adopted the Northwest Evaluation Association (NWEA) MAP Growth Assessment for the 2020-21 school year. During the spring of 2020, preliminary work began with a District assessment literacy evaluation conducted by representatives from NWEA. Data revealed there was a need for consistent student assessment data to drive teacher and leader collaboration and instructional decisions. Introductory professional learning for principals and District leaders is being provided using a virtual format and will continue during the summer and 2020-21 school year.

This phase will include the items listed below and will be paid using the 2020 IDOE Assessment grant (\$350,000) and Education Fund.

- MAP Growth & MAP Reading Fluency licenses; all K-2 students
- MAP Growth & MAP Reading Fluency licenses; all K-2 students
- MAP Reading Fluency (English & Spanish)
- Professional Learning
- Small-team Blended Learning Onsite (5 consultants supporting each school's teaching teams, 3 times per year)
- Data Coaching

This initiative supports FWCS District Goal I: Achieve and Maintain Academic Excellence.

Questions were addressed by Jennifer Mable, Director of Curriculum, Assessment and Instruction.

A motion was made by Anne Duff, seconded by Maria Norman, that the recommendation concerning the Northwest Evaluation Association (NWEA) Assessments. Roll Call: Ayes, unanimous; nays, none.

Purchase of
Lenovo ThinkPad
Yoga 11e Laptops

Dr. Robinson presented the following recommendation concerning the Purchase of Lenovo ThinkPad Yoga 11e Laptops:

RECOMMENDATION: It was recommended that the Board approve the purchase of 2,597 Lenovo ThinkPad Yoga 11e laptops from ProSys of Indianapolis for \$1,164,235.10

RELATED INFORMATION: The purchase of these laptops represents the first purchase for the fifth year of the 5-year technology plan that ensures students and teachers have current technology to support instruction. Since we were able to accomplish our 1:1 goal during the fourth year, these computers will be used to start our replacement schedule.

FWCS was able to secure pricing that was below General Services Administration (GSA) pricing. Indiana law does not require public bidding for purchases made at or below GSA pricing.

Funding will come from CSF (Common School Fund).

Questions were addressed by Rick Herber, District Technology Coordinator.

A motion was made by Tom Smith, seconded by Glenna Jehl, that the recommendation concerning the Purchase of Lenovo ThinkPad Yoga 11e Laptops be approved. Roll Call: Ayes, unanimous; nays, none.

Purchase of iPads

Dr. Robinson presented the following recommendation concerning the Purchase of iPads:

RECOMMENDATION: It was recommended that the Board approve the purchase of 900 Apple iPads and cases with a keyboard from Apple of Cupertino, CA for \$324,000

RELATED INFORMATION: The purchase of these iPads represents the first purchase for the fifth year of the 5-year technology plan that ensures students and teachers have current technology to support instruction.

Funding will come from the Common School Fund.

Apple Inc. is the sole source provider for iPads. Indiana Law does not require bidding for purchases made from sole source providers.

Questions were addressed by Rick Herber, District Technology Coordinator.

A motion was made by Steve Corona, seconded by Maria Norman, that the recommendation concerning the Purchase of iPads be approved. Roll Call - Roll Call: Ayes, unanimous; nays, none.

Computer Bags for Student Laptops

Dr. Robinson presented the following recommendation concerning the Computer Bags for Student Laptops:

RECOMMENDATION: It is recommended that the Board approve the purchase of 30,000 computer bags from DKM Embroidery of Fort Wayne, IN for \$194,000.

RELATED INFORMATION: These computer bags will be used by students for their laptops. The bags can be used both at school and to transport the laptops to and from school if FWCS decides to send computers home.

Because of COVID-19, the Board previously authorized the Superintendent or designee to take any and all action as such person deems necessary. The current situation did not allow enough time for the normal bid process to be completed and to receive the bags in time for school to start.

Funding will come from the Education Fund.

Questions were addressed by Diana Fulton, Supervisor of Network Support Services.

A motion was made by Tom Smith, seconded by Glenna Jehl, that the recommendation concerning the Computer Bags for Student Laptops be approved. Roll Call: Ayes, unanimous; nays, none.

Learning Forward Leadership Contract

Dr. Robinson presented the following recommendation concerning the Learning Forward Leadership Contract:

RECOMMENDATION: It was recommended that the Board approve the Learning Forward Leadership contract totaling \$295,500 for the 2020-21 school year to support the continuation of professional learning.

RELATED INFORMATION: Our partnership with Learning Forward continues to thrive. Learning Forward will continue to collaborate with Cabinet, Extended Cabinet, Academic Services, and Interventionists in comprehensive professional learning. This partnership will ensure leaders have the skills to assist staff in becoming leaders of learning with an expertise to apply the principles and practices of standards driven professional learning.

This contract will be paid from the Performance + Equity = Excellence Results (PEER) Grant, Title II, Part A and Title IV, Part A grants.

Questions will be addressed by Ramona Coleman, Director of Professional Learning.

A motion was made by Maria Norman, seconded by Steve Corona, that the recommendation concerning the Learning Forward Leadership Contract be approved. Roll Call: Ayes, unanimous; nays, none.

Education in Motion Contract (d.b.a. New Pedagogies for Deep Learning)

Dr. Robinson presented the following recommendation concerning the Education in Motion Contract (d.b.a. New Pedagogies for Deep Learning):

RECOMMENDATION: It is recommended that the Board approve the Education in Motion (d.b.a. New Pedagogies for Deep Learning) contract totaling \$631,000.00 for the 2020-21 school year to support the design and implementation of Deep Learning.

RELATED INFORMATION: FWCS is committed to fostering the growth of our students and staff through Deep Learning, which ensures equity and access to high quality learning experiences for all students and adult learners. Education in Motion (d.b.a. New Pedagogies for Deep Learning) will continue to collaborate with Cabinet, Extended Cabinet, the Deep Learning Team, the Quality Improvement Team, and certified and classified staff throughout the district. This partnership will ensure a District-wide Deep Learning pathway for clarity, depth, and sustainability of the 6 C's (Character, Communication, Citizenship, Critical Thinking, Creativity, and Collaboration) and the four elements that combine to create the new pedagogies and foster Deep Learning pedagogical practices, learning environments, learning partnerships, and leveraging digital.

The contract will be paid from the Performance + Equity = Excellence Results (PEER) Grant, the Title II, Part A and Title IV, Part A Grants.

Questions will be addressed by Ramona Coleman, Director of Professional Learning.

A motion was made by Maria Norman, seconded by Anne Duff, that the recommendation concerning the Education in Motion Contract (d.b.a. New Pedagogies for Deep Learning) be approved. Roll Call: Ayes, unanimous; nays, none.

Salary Project

Dr. Robinson presented the following recommendation concerning the Salary Project:

RECOMMENDATION: It is recommended that the Board approve phase 2 of the Fort Wayne Community Schools Salary Project.

RELATED INFORMATION: Phase 1 of the project was approval of a new salary schedule for Elementary, Middle, High School and Career Academy at Anthis, Principals and Assistant Principals.

Phase 2 converts remaining certified and all classified exempt staff to a similar salary schedule based on a daily rate.

Questions were addressed by Chief Operations Officer Charles Cammack.

A motion was made by Glenna Jehl, seconded by Steve Corona, that the recommendation concerning the Salary Project be approved. Roll Call: Ayes, unanimous; nays, none.

Battelle for Kids Contract

Dr. Robinson presented the following recommendation concerning the Battelle for Kids Contract:

RECOMMENDATION: It was recommended that the Board approve the contract with non-for-profit Battelle for Kids to provide human capital consulting services effective October 1, 2020 through September 30, 2022. The amount of \$1,652,662 will be paid through the U.S. Department of Education, Teacher and School Leadership Incentive Program (TSLIP) - The Performance + Equity = Excellent Results! = PEER grant.

RELATED INFORMATION: Battelle for Kids will focus on developing the knowledge and skills of Human Capital leaders at FWCS, which includes professional learning on HR organizational development; compensation systems review; and process improvement.

This contract supports FWCS District Goal I: *Achieve and Maintain Academic Excellence.*

Questions were addressed by Charles Cammack, Jr., Chief Operations Officer.

A motion was made by Maria Norman, seconded by Anne Duff, that the recommendation concerning the Battelle for Kids Contract be approved. Roll Call: Ayes, unanimous; nays, none.

Wage Increase for Non-union Permanent Hourly Staff

Dr. Robinson presented the following recommendation concerning the Wage Increase for Non-union Permanent Hourly Staff:

RECOMMENDATION: It is recommended that the Board approve wage increases for all non-union permanent hourly staff.

RELATED INFORMATION: All active permanent hourly staff not represented by a collective bargaining group will receive a one and a half percent (1.5%) wage increase for the 2020-21 school year. Permanent staff does not include substitutes or temporary or inactive employees.

Questions were addressed by Chief Operations Officer Charles Cammack.

A motion was made by Glenna Jehl, seconded by Tom Smith Jehl, that the recommendation concerning the Wage Increase for Non-union Permanent Hourly Staff be approved. Roll Call: Ayes, unanimous; nays, none.

Revocation of AFSCME as Bargaining Agent

Dr. Robinson presented the following recommendation concerning the Revocation of AFSCME as Bargaining Agent:

RECOMMENDATION: It was recommended the Board withdraw its recognition of the American Federation of State, County, and Municipal Employees (AFSCME) as the bargaining agent for employees identified as secretaries, media clerks, school assistants, bus assistants, special education assistants, clerks, hearing and visually impaired interpreters, groundskeepers and nutrition services employees.

RELATED INFORMATION: On August 14, 1978, this Board adopted a policy by which representatives of hourly-rated employees could be designated as a unit, which would then be designated as the sole bargaining representative to participate in employment contract negotiations. Thereafter, AFSCME was designated as the sole and exclusive bargaining agent for the aforementioned employees. Forty-one years later, on November 5, 2019, the AFSCME Local 561 Executive Board (consisting entirely of FWCS employees) unanimously voted to end their association with AFSCME, effective December 31, 2019.

The current AFSCME Contract is set to expire on June 30, 2020. FWCS will continue to meet and work with the group of employees formerly represented by AFSCME.

Questions were addressed by Charles Cammack, Jr., Chief Operations Officer.

A motion was made by Tom Smith, seconded by Anne Duff, that the recommendation concerning the Revocation of AFSCME as Bargaining Agent be approved. Roll Call: Ayes, unanimous; nays, none.

Severance
Payment

Board President Julie Hollingsworth presented the following recommendation concerning Severance Payment:

RECOMMENDATION: It was recommended that the Board approve severance payment to Dr. Robinson in the amount of Twenty Thousand Dollars (\$20,000). It is also recommended that Julie Hollingsworth, as Board President, be authorized to execute an agreement to that effect behalf of the Board.

RELATED INFORMATION: In appreciation of Dr. Wendy Robinson's dedication to the District during her seventeen years of skillful leadership, and in recognition of her commitment to FWCS students and the Fort Wayne community, it is proposed the Board award to Dr. Robinson severance in the amount of Twenty Thousand Dollars (\$20,000).

A motion was made by Maria Norman, seconded by Glenna Jehl, that the recommendation concerning Severance Payment be approved. Roll Call - Ayes: Steve Corona, Glenna Jehl, Maria Norman, Julie Hollingsworth, and Anne Duff; Nays: Tom Smith.

Comments

Board members spoke words of gratitude to Dr. Robinson for 47 years of service to Fort Wayne Community Schools. They also wished her well in her retirement.

Dr. Robinson said she would continue to be a strong supporter of Fort Wayne Community Schools. The Board has elected a fine superintendent in Dr. Daniel and he will do well.

Board President Julie Hollingsworth spoke of the process for filling the 4th district Board seat. Applications are due June 30th.

Next
Meeting

The next regular meeting of the Board is scheduled for Monday, July 27, 2020 at 6:00 p.m. in the Lester L. Grile Administrative Center.

Signatures

Documents to be signed by members of the Board were the Minutes from the Regular Board meeting June 8, 2020; Vouchers for the period ending June 22, 2020; Payroll for the period ending June 5, 2020.

Adjournment
and Dismissal

There being no further business and no speakers, upon a motion by Steve Corona, seconded by Maria Norman, the meeting was unanimously adjourned at 7:19 p.m.

President
Julie Hollingsworth

Vice President
Maria Norman

Secretary
Anne Duff

Member
Steve Corona

Member
Glenna Jehl

Member
Thomas Smith