

METROPOLITAN SCHOOL DISTRICT OF NORTH POSEY COUNTY
(Board of Education Meeting -- April 11, 1960.)

The Board of Education met in regular session on Monday night, April 11th, 1960, at 7:30 P.M., in the Administrative Office.

All members of the Board were in attendance. Also in attendance at the meeting were: William Wilson, Dir. of Elem. Ed.; Lloyd Hutchinson, Principal, North Posey Jr.-Sr. High School; Roy Goerges; Ralph Schuler, Attorney; Eldon R. Crawford, Supt.; and Charles Roberts, Ass't. Supt. Also attending were Mrs. Maurine Taylor and a delegation of parents from the Griffin School.

MINUTES:

Motion was made by Williams, seconded by Matz, to accept the minutes of the March 28th meeting as written. Motion carried.

PETITION IN REGARD TO MRS. TAYLOR:

A petition signed by seventeen patrons from the South Terrace School, requesting that Mrs. Taylor and the Board re-consider Mrs. Taylor's resignation, was presented. Also, a letter which supported Mrs. Taylor in her methods of teaching and handling children at the South Terrace School, signed by Mr. & Mrs. Arthur C. Drehee, was presented. The Board asked that Mrs. Taylor's letter of resignation, which had been submitted at the March 14th meeting, be read in detail.

Mrs. Taylor stated that Mr. Wilson told her the Board had acted on her dismissal, otherwise she would have had no intention or reason for resigning. Mr. Wilson stated that he did not make this statement; that there had been a misunderstanding, and that if Mrs. Taylor did withdraw her resignation and such withdrawal was permitted by the Board, he would then recommend that she be dismissed and ask the Board to take action on his recommendation.

Mrs. Taylor asked that she be told what the specific complaints against her are. Mr. Heckerman stated that he felt discussions of this nature should be confidential and not open to the public because of the possibility of harmful effects on the individual's professional standing and character. The policy and procedure which have been in operation since the North Posey District was created was explained again. An important part of this policy is the provision that teachers or other employees have the right and privilege to appear before the Board in official session and to be heard in cases where they feel they wish to take such action. Mr. Crawford stated that he felt that this was a very important provision of the policy and that it was required by law in the case of tenure teachers.

He also stated that administrators have the responsibility of evaluating teachers' performance and of making recommendations to the Board in regard to personnel and other matters which will, in their opinion, promote the best welfare of children. He also stated that he felt that the Board should support recommendations of administrators in so far as they have confidence in their judgment. He stated further that he was of the opinion that Mr. Wilson had attempted to make an honest evaluation in this matter and had taken his position on the basis of professional educational standards as he saw them. Mr. Crawford further stated that he felt that perhaps Mr. Wilson had acted somewhat hastily and prematurely before taking the matter with the Administrative Office and the Board of Education.

Mrs. Taylor stated that it was not her intention to withdraw her resignation and that she had appeared at the suggestion of a Board member in order to try to clarify some of the questions involved in the matter. Patrons from the Griffin School stated that, in their opinion, she had done an excellent job and that they felt complaints concerning her work had come from only a few who did not accept the philosophy that their child should be made to conform to rules and regulations or to take music against their wishes. Mrs. Taylor also stated that she would be willing to help with the summer educational music work if the Board wanted her in that capacity.

CLAIMS:

Regular Claims Nos. 936 to 872, and Payroll Claims Nos. 22 to 28, were presented for approval.

It was explained that the claim No. 947, for travel reimbursement in favor of Miss Dulcie Rachels, was similar to one which had been allowed in a previous meeting for Mrs. Harper, and was reimbursement for expense of attending a state conference at Purdue in August 1959 for Vocation Home Economics teachers.

It was pointed out that in Mrs. Harper's case the state did reimburse the school corporation for such expense, but reimbursement would not be forthcoming for Miss Rachels' claim, due to the fact that she is not teaching Home Ec. classes on the high school level; although, at the time she attended the conference, she was under the impression that she would be assigned to such classes.

Motion was made by Kemmerling, seconded by Matz, to authorize payment of the above claims. Motion carried.

REQUEST FROM FOSTER:

Mr. Crawford read a letter from J.D. Foster, Vocational Ag. teacher, requesting permission to attend a state conference for F.F.A. organizations at Purdue, along with thirteen students who are members of the local F.F.A. chapter. This conference is to be held on April 14, 15, 16, thus requiring Mr. Foster and his students to be absent from school one day, since April 15th is Good Friday and a school holiday.

Motion was made by Lowe, seconded by Williams, to grant this request. Motion carried.

Mr. Foster also asked permission by letter to farm the north end of the high school site which would not be used for school purposes, under the same type of arrangement which they worked out last year. This farming project would be sponsored by the F.F.A. organization. Mr. Crawford suggested that the Board grant tentative approval to this request subject to preparation of written contract or agreement which would set down the conditions expressed by both parties and be properly signed. It was pointed out that in the project of grading and tiling the athletic fields it might be necessary to cross this area with drainage tile, thus damaging a certain portion of crops.

Mr. Foster also requested approval from the Board to proceed in negotiation for the purchase of additional ground lying west of the school site and extending to the banks of Cany Creek at the north end of the site. The approximate area stated in his request was estimated at three acres. It was reported that this ground would be purchased by the F.F.A. organization and that the project would include the borrowing of money and repayment out of F.F.A. earnings. Mr. Crawford suggested that final approval of the Board in this matter be subject to presentation of a description of the plan for negotiations and making the purchase.

Motion was made by Williams, seconded by Matz, to approve the request for farming the north section of the school site and the proposal to purchase the additional ground -- both projects to be approved tentatively at this time, with final approval subject to the preparation of a contract or written agreement in regard to the farming operation, and a written description of the proposed procedure in the anticipated purchase of additional ground. Motion carried.

HOME-BOUND INSTRUCTION:

It was reported that tentative arrangements have been made to provide home-bound instruction for Ima Jean Morlock, an eleventh grade student in the North Posey High School, who will be confined to her home probably for the remainder of the school year. Application for approval of this program by the Special Education Division of the State Dept. of Education was signed by the President of the Board, and an explanation of the instruction arrangements was made.

Motion was made by Matz, seconded by Lowe, to approve the program of home-bound instruction for Ima Jean Morlock. Motion carried.

GRADUATION EXERCISES:

Mr. Hutchinson was asked to report to the Board concerning a plan which has been made to date in regard to graduation exercises. He reported the possibility of arrangements for an outside Commencement program, also the intention of using two students as Commencement speakers rather than a professional speaker. He also stated that if an outside program is held, it could be in the late afternoon or evening; also that alternate plans to hold the program in the gym would have to be prepared in case of inclement weather. The date of the Commencement was reported as Wednesday, May 18th.

Mr. Hutchinson was asked what plans were being made for Baccalaureate services. He stated that they had decided to dispense with the Baccalaureate Service and let each church recognize seniors who attended that church. He stated that this decision had been reached because of the widespread area involved and the many different religious denominations reported in the school district, and what seemed to be the difficulty of deciding who would conduct such services among ministers. Mr. Roberts and Mr. Crawford both stated that, in their opinion,

Baccalaureate services were a very important part of graduation exercises and that the general public throughout the area would expect such services to be conducted and that they would recommend that the Board take action to that effect. It was suggested that the ministers of the area be contacted and asked to cooperate together in preparing a tentative program for Baccalaureate. The Board indicated that they were in favor of holding a Baccalaureate service.

TRANSPORTATION:

Data concerning school bus routes were distributed to the Board members and a discussion concerning procedure in negotiating with drivers was held. It was suggested that Mr. Roberts make a study of each route, taking into consideration length of route; time necessary to drive the route; conditions of routes; number of children handled; size of bus, etc., for the purpose of arriving at a fair wage scale on each route which could be used by the Board as a basis for negotiating with drivers. Also, it was suggested that the Board get together at 6:30 P.M. on the set date of April 18th to further discuss procedure before beginning negotiations at 7:00 P.M. Mr. Roberts was asked to prepare a schedule for receiving prospective drivers on April 18th and to distribute such schedule to all drivers and Board members.

It was agreed that persons other than present drivers who might be interested could be scheduled after present drivers had been interviewed.

It was also agreed that the proposed base-figure for negotiations include a reasonable amount to be paid the driver for keeping the bus washed on the outside.

PERSONNEL RECOMMENDATIONS:

No. 1 -- Elementary Recommendations:

In regard to re-employment of instructional and non-instructional personnel for the elementary schools, recommendations were submitted by Mr. Wilson and Mr. Crawford. These recommendations call for re-employment of all teachers except Mrs. Velsa Saalwachter, who is a first grade teacher at South Terrace and has announced that she plans to retire; Mrs. Maurine Taylor, who has submitted her resignation; and Mrs. Evelyn Roberts, who has also submitted her resignation.

The recommendations ask for approval to fill the vacancies created by the resignation of the above-named people, also to employ an additional third grade teacher at the South Terrace School for next year.

Recommendations also called for re-employment of all custodial and cafeteria personnel and the elementary school secretary, and Mrs. Wade as School Nurse.

Mr. Crawford submitted his approval of Mr. Wilson's recommendations and also recommended that Mr. Wilson be re-employed as Director of Elementary Education for the school year 1960-'61.

Motion was made by Williams, seconded by Lowe, to accept the recommendations of Mr. Crawford and Mr. Wilson in regard to employment of instructional and non-instructional personnel for the elementary schools for 1960-'61.

It was pointed out that the newly employed custodian in the Cynthiana School was not included in the recommended list, but a recommendation concerning his employment for next year would be made at a later date, after an opportunity had been had to observe his performance during the remainder of this year.

No. 2 -- Recommendations for Non-Instructional Personnel at the High School: Recommendations concerning non-instructional personnel at the high school were submitted by Lloyd Hutchinson and approved by Mr. Crawford with certain suggestions and considerations.

Mr. Hutchinson's recommendations call for re-employment of presently employed cafeteria personnel; presently employed custodial personnel, placing Mr. Motz under contract for 12 months rather than 10; and secretarial personnel as follows: re-employment of Kathryn Ramsey, and dismissal of Vivian Rumble.

Mr. Crawford submitted approval of these recommendations with the following questions:

A. Is it advisable to have two men as custodians at the high school -- both on a 12-month basis?

- B. In light of considerable complaint concerning food service throughout the year, should there not be some consideration of changing cafeteria personnel or changing assignments at the cafeteria?
- C. It is suggested that the name of Mrs. Wade be added to the high school list of recommendations, as school nurse.

In the discussion following these recommendations it was pointed out that the suggestion had been made previously that someone be hired during this summer to drive the tractor-mower, other than one of the custodians, in order that they could devote all of their time to care of their buildings.

It was suggested that if two men are employed on a 12-month basis at the high school, then the mowing could probably be done by one of these men. It was also suggested that, since the appropriation for care of grounds was in better shape than appropriation for janitors' salaries, the employment of Mr. Motz on an hourly basis during the summer months -- which employment would include mowing throughout the district -- might work out better from the standpoint of the budget.

Some mention was made of the need to employ a maintenance supervisor in the near future in order that he could become acquainted with the nature of the work before Mr. Roberts leaves. Mr. Crawford suggested that the maintenance supervisor would have very little time to do any maintenance work himself, and that his job would primarily be to plan and organize and supervise the repair and maintenance program.

In regard to cafeteria cooks, Mr. Hutchinson stated that they were doing a good job.

Motion was made by Matz, seconded by Williams, to accept the recommendations of Mr. Hutchinson and Mr. Crawford in regard to employment of non-instructional personnel at the high school, with the provision that Mr. Motz be continued on a 10-month contract basis, but that he be given summer employment on an hourly wage basis, which would include operating the tractor-mower outfit. Motion carried.

No. 3 - Instructional Personnel - High School:

Recommendations of Mr. Hutchinson concerning re-employment of instructional personnel at the high school were presented. These recommendations call for re-employment of all instructional personnel except: Jack Wagoner -- Mrs. Sara Harper -- Mrs. Mary Braxton -- who were recommended for dismissal. Also Mr. Hutchinson recommended that the Board approve a year's leave of absence for Wayne Sharp in compliance with his earlier request to do graduate study at the University of Georgia.

Mr. Hutchinson's recommendations further called for a transfer of Mrs. Martha Erbacher to a position in the elementary schools, provided this is acceptable to Mr. Wilson, since Mrs. Erbacher does not have a secondary license, which is required of all teachers in a Junior-Senior High School in order to qualify for a First-Class Commission.

The recommendations also called for Mr. Anson and Mr. Cousert to be employed for one more year, with the understanding that if there was no improvement in the quality of their work, they would be recommended for dismissal at the end of next year. Mr. Goerges was not listed among the personnel recommended by Mr. Hutchinson.

Mr. Crawford submitted the following comments in regard to Mr. Hutchinson's recommendations on instructional personnel.

A. Approval of recommendations concerning all personnel except: Ted Anson -- Otis Cousert -- Wayne Sharp -- Martha Erbacher -- Jack Wagoner -- Sara Harper -- and Mary Braxton.

B. In regard to the above-named individuals no comment in support or non-support of Mr. Hutchinson's recommendations, but he suggested that each individual be considered separately and acted upon separately by the Board.

In connection with this, the Board was asked to consider a separate recommendation submitted by Mr. Crawford, which would provide for reducing the number of personnel in the high school instructional staff from an equivalent of $25\frac{1}{2}$ to an equivalent of 21 or 22. Also, to eliminate the position of Assistant Principal. Such a move would provide a teacher-pupil ratio of 1 to 25 for classroom instruction plus: (1) full-time librarian -- (1) full-time non-teaching Principal -- (2) $\frac{1}{2}$ time guidance and counselling positions combined with $\frac{1}{2}$ time teaching.

APRIL 11, 1960.

Motion was made by Williams, seconded by Lowe, to approve the recommendations of Mr. Hutchinson and Mr. Crawford in regard to the first sixteen people listed in Mr. Hutchinson's recommendations, ending with Don Kramer. Motion carried. *(tentatively subject to final approval at the next meeting)*

Discussion concerning the other individuals resulted in the following action. Motion was made by Lowe, seconded by Williams, to accept recommendations of Mr. Hutchinson in regard to Mr. Anson, Mr. Cousert, Mrs. Erbacher, Mr. Wagoner, Mrs. Harper and Mrs. Braxton, and to hold action concerning Mr. Sharp's request for a leave of absence in abeyance until the next meeting. Motion carried.

The Superintendent was instructed to notify those persons who are slated for dismissal that action approving recommendations for dismissal has been taken by the Board, and that they may submit a resignation prior to the meeting of April 25th if they wish; also that if they wish to appear at the April 25th Board meeting to discuss the matter, they should consider that they have that privilege.

RESIGNATION:

The resignation of Mrs. Evelyn Roberts as instructor in the schools of the North Posey District, was submitted.

Motion was made by Lowe, seconded by Kemmerling, to accept Mrs. Roberts' resignation. Motion carried.

Audio-Visual Report:

The question was raised again in regard to qualifying for reimbursement from federal funds for the purchase of audio-visual educational equipment. It was pointed out again that audio-visual educational equipment is not reimbursable as such but only to the extent that it may be used for the instruction of mathematics, science, or modern language. The question was raised as to whether application had been made from this school district for such funds. It was pointed out that, in order to qualify for such funds, a school had to be a commissioned school, and as yet the North Posey Jr.-Sr. High School has not been commissioned.

The question was asked if application had been made for the commission. Mr. Crawford replied that the applications was made several months ago, that the State Inspector had visited the school, and that everything was in order except the fact that Mr. Hutchinson did not have a Principal's license. Mr. Crawford stated further that Mr. Hutchinson's license was not renewed until approximately two weeks ago and that he had immediately reported to the State Department as soon as the license had been filed in the Administrative Office. It was suggested that the application for federal funds could be prepared and held until such time as the school is commissioned. It was also pointed out that state funds cannot legally be distributed to local school corporations until schools are commissioned. In regard to a deadline date for filing applications and claims, Mr. Crawford stated that, in his opinion, the application could be filed at any time, but that deadline dates pertain to a particular fiscal year.

RE: EMPLOYMENT OF HUTCHINSON AND GOERGES:

It was pointed out that the names of Mr. Hutchinson and Mr. Goerges did not appear on any recommendation concerning re-employment of personnel. Mr. Crawford stated that he did not wish to make recommendations in regard to these individuals unless the Board insisted. However, if the Board insisted on recommendations, he would do so provided it could be done in a confidential session.

Motion was made by Williams, seconded by Kemmerling, to adjourn at 11:00 P.M., and to re-convene in a special, confidential meeting. Motion carried.

Mr. Crawford was asked to make recommendations pertaining to Mr. Hutchinson and Mr. Goerges. He stated again that he would rather leave the matter entirely up to the Board, but that he did have prepared special recommendations in regard to each of these men. These recommendations, which were recommendations to the Board to relieve them of their respective duties, were distributed to members of the Board and followed by questions and discussion. Mr. Crawford then stated that, since he was not going to remain the system, it did not matter to him personally what the Board did in regard to these individuals. Further, that he would leave the meeting so that the Board could discuss it freely and reach their own decision.

As a result of this session, decision was reached to re-employ Lloyd Hutchinson as Principal, to eliminate the position of Assistant Principal, but to offer Goerges a position which would consist of half-time audio-visual director and half-time teacher -- on a 10-month basis. This position would also be reimbursed for travel not to exceed \$500.00 per year.

Copies of all recommendations pertaining to personnel and a record of the action of the Board in regard to Hutchinson & Goerges are filed in the Minute Book.

Signed: _____

Chairman

Virgil B. Williams

APRIL 11, 1960.

MINUTES OF AN EXECUTIVE SESSION OF THE BOARD OF EDUCATION OF
THE METROPOLITAN SCHOOL DISTRICT OF NORTH POSEY COUNTY, IND.

The Board of Education of the Metropolitan School District of North Posey County, Indiana, met in executive session following the adjournment of the regular meeting on April 11, 1960. Present were members Kemmerling, Matz, Heckerman, Lowe and Williams.

The President stated that the purpose of the meeting was to consider the filling of the position of Principal of the Jr.-Sr. High School, and that of Assistant Principal of the Jr.-Sr. High School. The Board then heard the comments of the Superintendent concerning these positions and the present holders of these offices.

Following a general discussion, upon motion duly made, by Williams, seconded by Kemmerling, and unanimously carried, the Board decided to re-hire Lloyd Hutchinson as Principal.

Following discussion on the position of Assistant Principal, upon motion made by Williams, seconded by Kemmerling, and unanimously carried, it was decided that this position was not needed, but that a contract be offered to Roy Goerges as a half-time audio-visual director and half-time teacher, on a 10-month basis, with salary to be the regular nine-month salary as determined by the teaching schedule, together with an additional month, and with a travel allowance not to exceed \$500.00, based upon mileage driven.

Signed: _____

Chairman

Secretary

METROPOLITAN SCHOOL DISTRICT OF NORTH POSEY COUNTY

(SPECIAL BD. OF ED. MEETING - Neg. of Bus Routes)

April 18, 1960.

A Special Meeting of the Board of Education of the Metropolitan School District of North Posey County was held in the Administrative Office on Monday evening, April 18th.

All Board members were present; also Eldon R. Crawford, Supt., and Charles Roberts, Ass't. Supt.

The purpose of the meeting was to negotiate with bus drivers for driving contracts for the school year 1960-'61.

Beginning at 6:30 P.M. preliminary discussion in regard to wage factors, terms of contract, etc., was held. It was agreed that pay of drivers should be equalized as nearly as possible in accordance with the conditions of the various routes, taking into consideration condition of roads, size of busses, length of routes, number of pupils, driving time, etc.

Data for each route, including the wage scale agreed upon as a basis for negotiation, are as follows:

<u>Route No.</u>	<u>Pass.</u>	<u>No. Pupils</u>	<u>Road Condition</u>	<u>Mileage</u>	<u>Approx. Time</u>	<u>Max. Salary Recommended</u>
1	- 60	-- 72	---- Poor to Good	--- 40 mi.	-- 55-60 mins.	--- 7.80
2	- 48	-- 55	---- Poor	--- 63	-- 80	--- 8.25
3	- 48	-- 60	---- Poor	--- 70	-- 85	--- 8.25
4	- 60	-- 110	---- Poor	--- 70	-- 85	--- 8.25
5	- 48	-- 34	---- Poor	--- 46.8	-- 70	--- 7.25
7	- 60	-- 104	---- Good	--- 30.2	-- 70	--- 7.25
8	- 60	-- 79	---- Fair	--- 52	-- 90	--- 7.80
9	- 48	-- 35	---- Fair to Good	--- 42.4	-- 55	--- 7.25
10	- 48	-- 28	---- Good	--- 40	-- 45	--- 7.00
11	- 60	-- 77	---- Good	--- 56	-- 90	--- 7.80
12	- 60	-- 69	---- Poor	--- 45	-- 90	--- 7.80
13	- 54	-- 67	---- Poor	--- 47	-- 90	--- 8.00
14	- 54	-- 87	---- Poor	--- 52.6	-- 85	--- 8.00
16	- 48	-- 33	---- Good	--- 43	-- 45	--- 7.25
17	- 48	-- 25	---- Fair	--- 40	-- 55	--- 6.65
18	- 48	-- 28	---- Poor	--- 45	-- 55	--- 7.25
20	- 54	-- 87	---- Poor to Good	--- 45	-- 83	--- 7.80

Negotiations with various drivers and terms as agreed upon are as follows:

<u>Route No.</u>	<u>Name of Driver</u>	<u>Amount Per Day</u>	<u>Length of Contract</u>
1	- Don Espenlaub	7.80	3 Years
2	- Rex Sawyer	8.25	3
3	- Russell Kincheloe	8.25	3
4	- John Goedde	8.25	3
5	- Gordon Rumble	7.25	3
7	- Gene Williams	7.25	3
8	- Leslie Pritchett	7.80	3
9	- James Schmidt	7.25	3
10	- Harold Crawford	7.00	3
11	- Delbert Titzer	7.80	3
12	- Marvin Titzer	7.80	3
13	- Allen Hicks	8.00	3
14	- Malcolm Lamar	8.00	3
16	- Theodore Papenmeier	7.25	3
17	- Charles Schutz	6.65	3
18	- Clifford Creek	7.25	3
20	- Ed. Knapp	7.80	3

(April 18th Minutes Continued -- Page 2.)

There was a discussion in regard to purchase of gasoline for school busses on a competitive bid basis. It was suggested that the specifications and conditions call for the bid to include installation of storage tanks and pumps at the Poseyville, South Terrace, and Cynthiana Schools.

A recommendation setting out general conditions of procedure in this matter was presented; also recommendation to advertize for bids for fuel oil, coal and gas to be received on May 6, 1960.

A motion was made by Mr. Matz -- seconded by Mr. Kemmerling -- to approve the recommendation. Motion carried.

Copy of Recommendation is attached.

Proposal to use busses to transport Seniors to and from Vincennes as a part of their Senior Trip, was made.

The motion was made by Mr. Matz -- seconded by Mr. Williams -- to approve use of busses for this purpose, and also to give Mr. & Mrs. Charles Roberts leave of absence to accompany Seniors on the trip. The motion carried.

Signed: George H. Heckerman
Chairman

Virgil B. Williams
Secretary

RECOMMENDATIONS FOR INSTALLATION OF GASOLINE PUMPS, TANKS, ETC.
AT THE POSEYVILLE, SOUTH TERRACE AND CYNTHIANA SCHOOLS.

To reduce cost of gasoline it is recommended that gasoline tanks and pumps be installed at Cynthiana, Poseyville and South Terrace Schools.

1. Tanks shall be 2,000 gallon and pump shall have a computer to show:
(a) The number of gallons delivered; (b) the cost of gasoline ordered.
2. The successful bidder for furnishing gasoline shall furnish both the tanks and the pumps.
3. Bids shall be based on the spot transport price at Poseyville, Indiana.
4. The custodian at each school shall sign for and check each delivery made by the successful bidder.
5. The custodian at each school shall keep an accurate record of all gasoline delivered to busses.
6. Bus drivers shall fill busses at the school nearest the end of their morning trips.
7. In instances where it is advantageous to the school corporation to purchase gasoline from a private station, agreements will be made with the private station owner and the school corporation prior to purchase of gasoline.
8. Gasoline for extra-curricular trips which are at the expense of the school corporation shall be recorded in the office of the Superintendent of Schools.
9. Gasoline for extra-curricular trips not paid for by the school corporation shall be purchased from a private operator by the group making the trips.

It is suggested that notice to bidders for gasoline, fuel oil and coal be published on Friday, April 29, and May 6, 1960, and that bids be studied and awarded at the regular meeting on May 9, 1960.

METROPOLITAN SCHOOL DISTRICT OF NORTH POSEY COUNTY
(Bd. of Education Meeting ---- April 25, 1960)

M I N U T E S

The Board of Education met in regular session on Monday, April 25, 1960, at 8:00 p.m. CDT in the Administrative office.

All Board members were present as well as the following: Mr. Wilson, Director of Elementary Education; Mr. Crawford, Superintendent of Schools; Mr. Charles Roberts, Asst. Superintendent; Mr. Ralph Schuler, School Attorney and Jack Wagoner and Mrs. Mary Braxton -- teachers.

THE MEETING WAS CALLED TO ORDER BY MR. HECKERMAN, CHAIRMAN.

MINUTES:

Motion was made by Matz, seconded by Kemmerling to table the minutes until all other business was transacted.

CLAIMS:

Regular claims -- Nos. 973 to 991 -- were presented for approval. Motion was made by Matz, seconded by Williams, to approve payment of claims. Motion carried.

PERSONNEL:

A recommendation in regard to personnel was presented. This recommendation provided the following:

- a.) That Elizabeth Heim and Betty Walters be re-employed as secretaries in the Administrative office; and that Guy Dunlap be re-employed as custodian in the Administrative office.
- b.) That the Board accept the resignation of Mrs. Sara Harper and Charles Christmas.
- c.) That the Board grant Wayne Sharp leave of absence for graduate study during the 1960-'61 school year.
- d.) That final action be taken in regard to dismissal of Mrs. Mary Braxton and Mrs. Vivian Rumble.
- e.) That Mrs. Martha Erbacher be assigned to teach third grade at the South Terrace school during the 1960-'61 school year.

There was some discussion in regard to employment of Mr. Guy Dunlap as custodian since it is possible that the Administrative offices may be removed from present quarters. It was suggested that Mr. Dunlap's contract could be prepared to read that he would be employed as long as the present quarters were occupied.

Mrs. Harper's letter of resignation was read by Mr. Crawford.

Mr. Wagoner talked with the Board on behalf of Mrs. Harper and Mrs. Braxton.

Mrs. Braxton stated to the Board that she felt that the recommendation for her dismissal was based on reasons which were not justifiable and not altogether valid and true. She read a prepared statement to this effect. It was brought out that a petition has been circulated among the junior and senior high school students and signed by over 160 students -- asking that Mrs. Braxton be retained. The question was again raised as to whether it is proper policy to permit teachers to appear before the Board to express their viewpoints in regard to matters pertaining to their dismissal.

Mr. Crawford stated that he felt it was a matter of fair treatment to employees and assurance to employees, that their jobs did not necessarily depend on their satisfactory performance as judged by one individual, but that the Board can be approached and is willing to listen to any employees who feel that they need to express themselves in regard to their problem. In short, it is simply a matter of reasonable human rights in the employer-employee relationship. He also stated that in this particular case the function of the Board was to determine whether the reasons as stated in the recommendation for dismissal were justifiable. If they were so considered, then they should accept and approve Mr. Hutchinson's recommendation. If they were not considered justifiable, then they should ask Mr. Hutchinson to reconsider. It was further pointed out that school administrators are employed and it should be their function to determine the competency or incompetency of employees under their supervision and to make recommendations

accordingly. On the other hand, it was stated that as a safeguard to the rights of individual employees, they should have the privilege of appeal to the Board and at the least an opportunity to express their own views.

Motion was made by Williams, seconded by Lowe, to accept the recommendations in regard to personnel with the provision that employment of Guy Dunlap as custodian of the Administrative office will terminate at such time as the present quarters are abandoned. Motion carried.

NOTICE TO BIDDERS -- COAL, FUEL OIL, GASOLINE:

Mr. Roberts submitted proposed specifications concerning coal and fuel oil for the 1960-'61 school year. He also submitted specifications for gasoline to be used in school buses, which include the installation of storage tanks at the South Terrace, Cynthiana and Poseyville schools. The storage tanks are to be owned by the school Corporation and the successful bidder to furnish gasoline will supply gasoline pumps in each location. Notices to bidders in regard to the above services are to be published on April 29 and May 6.

Motion was made by Williams, seconded by Lowe, to publish notice to bidders for fuel oil in South Terrace and the high school; for coal at Cynthiana, Griffin, Poseyville and Poseyville gym; and for gasoline for school buses, including storage tanks to be installed at Cynthiana, Poseyville and South Terrace Schools. Motion carried.

BUILDING REPAIR:

Mr. Roberts reported that there was need for repair of guttering at the Cynthiana school and of downspouts at the high school. He suggested that the downspouts at the high school be protected by a metal shield extending seven feet high to prevent recurrence of the kind of damage which necessitated this repair. He stated that he had a total estimate for all of this work from Thornburg of \$75.00. Motion was made by Lowe, seconded by Williams, to authorize the repair of gutters in accordance with the proposal submitted. Motion carried.

ESTIMATES -- LAWN MOWERS:

Estimates on repair of small lawn mowers at Poseyville and Griffin were presented by Mr. Roberts.

It was also suggested that consideration be given to buying new mowers, with the possibility of some trade-in credit rather than spend money for repair. Motion was made by Lowe, seconded by Williams, to authorize Mr. Roberts to get estimates on the cost of the mowers and to present them to the Board for study at the next meeting. Motion carried.

VISITATION DAY -- SIXTH GRADERS TO HIGH SCHOOL:

Mr. Crawford stated that plans had been set up tentatively, providing for sixth graders from the elementary schools to spend a day at the high school for the purpose of acquainting them with the high school building and the schedule which they would be following next fall; also to provide for their pre-enrollment in the junior high school organization. It was pointed out that the plans include the use of school-owned buses to transport these children to and from the high school on visitation day. Motion was made by Kemmerling, seconded by Williams, to approve the plans for visitation day. Motion carried.

CLOSE OF SCHOOL SCHEDULE:

The time schedule for the last two days of school was proposed as follows:

Thursday, May 19 ----- Dismissal at noon after having had lunch at school.

Friday, May 20 ----- Convene school at regular time -- pass out report cards -- and then return students to homes.

This plan will provide Thursday afternoon and most of Friday to permit teachers to complete final reports.

Motion was made by Williams, seconded by Kemmerling, to approve the proposed schedule as presented, in regard to the last two days of school. Motion carried.

SCHOOL HEALTH:

It was reported to the Board that Mrs. Wade and Dr. Boyle had administered patch tests for tuberculosis to all students of the high school, with permission of parents in each individual case; also that this program had had the cooperation

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of the Posey County Tuberculosis Association, which furnished the necessary supplies and materials. Also it was noted that Dr. Boyle did not charge for his services.

Another phase of Mrs. Wade's activity was reported which provides for children who are now at sixty-grade level to visit their family physician during the summer for a physical check-up and any necessary immunizations or booster shots as a part of their preparation for entrance into the junior high school. A letter and the form which is being used in connection with this program were presented to the Board for examination. Information in regard to this program will become a part of the student's health records.

SUMMER EDUCATIONAL PROGRAM:

It was pointed out that decision should be made in regard to whether or not a summer educational program would be sponsored during the coming summer and if so, what all would be included in the program. Mr. Crawford pointed out that, during the past two or three years, the program had provided for music activity, recreation and physical activity, and home-making activities in connection with the 4-H Club program.

It was pointed out that, perhaps, some different arrangement could be set up this year for the home-making phase of the program in accordance with the suggestions of the 4-H Club adult organization, which recommends that each local 4-H Club be in charge of a volunteer lay leader and that the home-making facilities at the high school be made available at such times as the various clubs would need them.

It was suggested that perhaps employment of one Home Economics teacher on a summer educational contract would provide for consultant and advisory service to local volunteer leaders and also supervisory service at such time as these clubs would be using facilities at the high school. There was some discussion as to whether the interest in the organizational phase of the program justified the employment of personnel to carry out and supervise these activities.

Mr. Crawford suggested that some person be designated to serve as an overall co-ordinator and supervisor of the summer education program and that such person be requested to prepare a proposed schedule of activities and necessary personnel, to be submitted to the Board of Education at its next meeting, if possible. Mr. Wilson stated that he would be willing to accept the responsibility of coordinator and overall planner for the program without additional pay.

APPLICATION FOR GOVERNMENT FUNDS FOR SCIENCE AND MATH. EQUIPMENT:

The question was again raised in regard to the application for government funds for science and mathematics equipment which had been purchased for the new high school. It was pointed out that the application had not yet been made because the school had not been commissioned until a few days ago and that the commission had been delayed due to the fact that the principal had neglected to renew his license until this late date.

The question was asked as to whether it was the intention to make application and to get it completed by May 1. Mr. Crawford stated that he would attempt to get the job done, but that he could not say at this time whether it would be possible. However, he assured the Board that every effort would be made to compile the information and get it into the proper state officials' hands before the deadline date.

MINUTES OF THE MEETINGS OF APRIL 11 and APRIL 18:

A question was raised concerning the minutes of April 11th, regarding a paragraph which indicates that the Board had taken final action on Mr. Hutchinson's recommendations pertaining to dismissal of certain teachers.

In regard to the recommendation of Mr. Hutchinson and subsequent Board action, it was suggested that the minutes be amended to read "to accept tentatively, subject to final approval at the next meeting, recommendations of Mr. Hutchinson, etc."

Motion was made by Williams, seconded by Lowe, to accept the minutes of April 11th as corrected. Motion carried.

Also a motion was made by Kemmerling, seconded by Matz, to accept the minutes of April 18th Special Meeting as written. Motion carried.

Meeting adjourned at 11:00 P.M.

Signed:

Chairman

Virgil B. Williams
Secretary