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The regular School Board meeting convened at 8:40 p.m., in the Owensville Community School library. School Board members Rebecca Sparks, Brenda Leister, Duane Michel, Mike Bengert, David Graper, Richard Harder, and Bob Douglas were present along with Superintendent Mickey Dunaway, Business Manager Tim Armstrong, Attorney Robert Kinkle, SGSC teacher Pat Bengert, Star Times reporter Bob Spence, Technology Coordinator Mark Parker, and Principals Jim Isaacs, Sheila Meyer, Michael Galvin, and Mike Woods. Also present were various patrons of Gibson County.

CALL TO ORDER
President Becky Sparks called the meeting to order.

APPROVE MINUTES
Minutes of the December 17, 2003 Board meeting were approved by unanimous vote.

REORGANIZATION OF BOARD OFFICERS
Duane Michel moved and Mike Bengert seconded Brenda Leister be elected President of the South Gibson School Corporation Board of School Trustees for 2004. The vote was six (6) yes; Brenda Leister abstained.

Richard Harder moved and Rebecca Sparks seconded Duane Michel be elected Vice President of the South Gibson School Corporation Board of School Trustees. The vote was (6) yes; Duane Michel abstained.

Rebecca Sparks moved and Duane Michel seconded Dave Graper be elected Secretary of the South Gibson School Corporation Board of School Trustees. The vote was (6) yes; Dave Graper abstained.

Rebecca Sparks moved and Duane Michel seconded Mike Bengert be elected President of the South Gibson School Corporation Board of Finance. The vote was (6) yes; Mike Bengert abstained.

Rebecca Sparks moved and Richard Harder seconded Bob Douglas be elected Secretary of the South Gibson School Corporation Board of Finance. The vote was (6) yes; Bob Douglas abstained.

Bob Douglas moved and Rebecca Sparks seconded that the regular school board meetings be held on the third Tuesday of each month in the Central Office, 204 West Vine Street, Fort Branch, Indiana, at 6:30 p.m., prevailing time. The vote was unanimous.

Rebecca Sparks moved and Duane Michel seconded that J. Robert Kinkle be appointed corporation attorney for 2004 at the annual fee of $5000.00, an hourly rate of $115.00 for extra work. The vote was unanimous.

Richard Harder moved and Rebecca Sparks seconded that Elaine Tenbarge be appointed corporation treasurer for 2003. The vote was unanimous.

RECOGNITION OF BOARD APPRECIATION WEEK
Presents were given to the Board members in appreciation of the work they do for the corporation and the community.

OPEN BUSINESS AND PATRON CONCERNS
None.

REPORTS
Dr. Isaacs, Sheila Meyer, Mike Woods, and Michael Galvin led discussions on the PL221 progress reports in their respective buildings. Significant progress at all the schools was noted.
Tim Armstrong led a discussion concerning PERF voluntary deductions. No decision was made, but Bob Kinkle believes the Board had already addressed this issue in early 2003. Mr. Armstrong will investigate further.

**APPOINT BOARD MEMBER TO SGSC TECHNOLOGY COMMITTEE**
A discussion was centered around the members role with the committee. No action was taken.

**RECOMMENDATIONS**
Mr. Dunaway asked for a motion to accept NEOLA policy 5215, 5223, 5230, 5310, 5320, 5340 and 5421 as policy. Dave Graper motioned and Richard Harder seconded; the vote to accept was unanimous.

Mickey Dunaway led a discussion on the second reading of a policy to not allow the connection of personal equipment to the SGSC network, either wired or wireless. Mike Bengert moved, and Duane Michel seconded, accepting this as policy. The vote was unanimous.

**CONSENT AGENDA**
Bob Douglas moved and Duane Michel seconded to approve consent agenda items. Vote was unanimous. This covered the purchase of a freezer at Fort Branch Community School for $499.00; Kidpix 34 and myschoolonline webpage for Haubstadt Community School for $709.66 to be paid from the Toyota grant given to Haubstadt; authorization for the Superintendent to contract with Education Services Company as SGSC’s consultant for a Retirement Conversion Strategy in the upcoming negotiations; adoption of procedures related to non-exempt classified employees.

**OLD BUSINESS**
There was discussion concerning the vacancy left by Andy Paul’s retirement, and the payment of a stipend to a secretary to coordinate substitute teachers at the high school. No action was taken on either item.

**NEW BUSINESS**
Dr. Dunaway led a discussion on attendance at all the schools and discipline reports. Also, the problem with the STI software rounding grades up was discussed.

**CLAIMS**
Duane Michel moved and Rebecca Sparks seconded to approve claims #16305 -16430 and payrolls for 5 January and 16 January 2003 in addition to wire transfers to pay the Indiana Bond Bank and Union Planters monies borrowed in 2003.

**ADJOURNMENT**
Rebecca Sparks moved and Duane Michel seconded to adjourn at 10:35 p.m.
The regular School Board meeting convened at 6:35 p.m., in the Central Office. School Board members Rebecca Sparks, Brenda Leister, Duane Michel, Mike Bengert, and David Graper were present along with the Superintendent Mickey Dunaway, Maintenance Supervisor Chuck Lewis, Business Manager Tim Armstrong, Attorney Robert Kinkle, SGSC teacher Pat Bengert, Princeton Clarion reporter Andrea Howe, Technology Coordinator Mark Parker, Technology Support Technician Natalie Westby, and SGSC teacher Sharen Buyher. Also present was Gibson County patron Terry Wallace.

**CALL TO ORDER** President Brenda Leister called the meeting to order.

**APPROVE MINUTES** Minutes of the January 14, January 26, and February 10, 2004 Board meetings were approved by unanimous vote.

**OPEN BUSINESS AND PATRON CONCERNS** Terry Wallace presented to the Board a plan for the Tennis Boosters to light the tennis courts at Gibson Southern High School. This would be paid for by donations and Tennis Booster funds. The Board was asked to pay for electrical bills and maintenance if the project goes forward. Duane Michel moved, and Becky Sparks seconded, a motion to commit to this action if the Tennis Boosters are able to develop the project.

**REPORTS** Mark Parker led a discussion outlining the progress made on the Technology Strategic plan.

Chuck Lewis asked for guidance from the Board as to preferred locations of the proposed Central Office project. The Board asked Mr. Lewis to provide a list of recommendations at the March Board meeting and mentioned the need for more community feedback.

Chuck Lewis and Sharen Buyher updated the Board on progress made in equipping the schools and corporation school buses with modern radio equipment using money received from the Safe Haven Grant.

Mickey Dunaway informed the Board of meetings and discussions he is having with faculty, administration, and parents concerning the school calendar for 2004/2005 and the need to increase the school year in order to make up for snow days missed this winter.

**RECOMMENDATIONS** Chuck Lewis proposed a plan to continue with the renovation of Fort Branch Community School. Becky Sparks moved, and Dave Graper seconded, a motion to approve Mr. Lewis’s plan. The Board passed this unanimously.

Sharen Buyher proposed a motion for the Board to approve an exemption to the Grading Scale Policy. This is necessary because STI rounds up the final nine-weeks averages at the same time it automatically calculates a running average of all grades. This does not harm any student but is contrary to stated board policy. Dave Graper moved, and Duane Michel seconded, a motion to approve an exception to the Boards stated policy on rounding for the remainder of the year. The motion passed unanimously.

Mickey Dunaway recommended to the Board a resolution for the Board to approve past practice on the payment of snow days for non-exempt hourly personnel with the understanding that, under new policies, some employees could be paid twice for those days when they are made up later in the year. Mike Bengert moved, Dave Graper seconded, and the motion passed unanimously.
Mickey Dunaway recommended to the Board a resolution for the Board to approve past practice of any time off greater than two hours be made a half-day of paid-time-off. Becky Sparks moved, Duane Michel seconded, and the motion passed unanimously.

CONSENT AGENDA Dave Graper moved and Becky Sparks seconded to approve consent agenda items. Vote was unanimous. This covered the NEOLA working session on March 30, 2004 at 6:30 P. M. in the Gibson Southern High School Library; the SINE Grant; the employment of Shirley Robinson as temporary AT Risk aide at OCS due to employee medical leave; approval of Don Graper and Brian Bittner as middle school wrestling program volunteers; the employment of Marcia Dowell as Speech/Hearing paraprofessional at HCS and OCS; the employment of Barbara Engels as ESL tutor at GSHS; the appointment of Laura Happe to Fort Branch – Johnson Township Library Board; the approval of FBCS request for an overnight trip to Shiloh Battlefield; a request by the OCS 8th grade to hang mascot sign in the OCS gym; and the establishment of a petty cash fund in the Central Office of $100.00.

OLD BUSINESS The Board signed the contract with Jim Isaacs, Principal, Gibson Southern High School. Also, Tim Armstrong reported that the Board had previously approved the ability of employees to make additional contributions to PERF and TRF.

NEW BUSINESS There was discussion of the ISTEP tests results.

Robert Kinkle recommended a resolution to the board to approve the ability to borrow money until tax receipts are received. Becky Sparks moved and Mike Bengert seconded the motion which passed unanimously.

CLAIMS Dave Graper moved and Becky Sparks seconded to approve claims #16431 -16582 and payrolls for 30 January and 13 February 2004.

ADJOURNMENT Dave Graper moved and Becky Sparks seconded to adjourn at 9:05 p.m.
The special School Board meeting convened at 6:00 p.m., in the Central Office. School Board members Rebecca Sparks, Brenda Leister, Don Graper, Mike Bengert, Duane Michel and Richard Harder were present along.

The Board went into executive session to discuss a job performance evaluation of an individual employee.

The Board came out of executive session at 7:00 p.m. and began a public session.
The regular School Board meeting convened at 7:05 p.m., in the Central Office. School Board members Rebecca Sparks, Brenda Leister, Duane Michel, Mike Bengert, Rich Harder and David Graper were present along with the Superintendent Mickey Dunaway, Maintenance Supervisor Chuck Lewis, Business Manager Tim Armstrong, Attorney Robert Kinkle, Princeton Clarion reporter Andrea Howe, Star Times reporter Bob Spence, and various patrons of the district. Also present were members of Boy Scout Troop 248 along with their leader Barb Engels.

CALL TO ORDER President Brenda Leister called the meeting to order.

APPROVE MINUTES Minutes of the February 17 and February 26, 2004 Board meetings were approved with member name corrections.

OPEN BUSINESS AND PATRON CONCERNS Patrons of the district were present to discuss their concerns about the open position of Gibson Southern High School wrestling coach. Two names were presented to the Board for consideration; Kent Martin and John Barnett.

Patrons voiced reservations on the odors and dust present during the remodeling of Fort Branch Community School. Dr. Dunaway and Chuck Lewis spoke to their concerns and presented a plan to continue the remodeling with some modifications to the paint and primer being used.

Boy Scout Troop 248 was recognized for their work in obtaining their Communication Badges. Dr. Dunaway introduced members of the Board of Trustees and Administration to the Troop and welcomed them to the Board proceedings.

Tim Armstrong presented a request from Janet Becht of the Haubstadt Community School Parent Teacher Organization to fence part of the property at the school. The Haubstadt PTO is asking for financial assistance in doing this. Becky Sparks, a member of the PTO, reiterated the request. Chuck Lewis was asked to bring the cost estimate to the Board for its consideration in assisting the PTO in this project.

Members of the Boy Scout Troop requested that the dress code be modified to allow shorter shorts be worn at school. Dr. Dunaway assured them their concerns would be considered when the dress code is reviewed.

REPORTS Tim Armstrong led a discussion outlining the potential need to modify how bus routes are created as the district continues to grow. The potential of using purchased or existing software to help in maintaining safe and balanced bus routes was presented. Dr. Dunaway spoke of patron concerns he has received about bus crowding, and the safety issues of our existing bus stops. The Board was receptive to this project proceeding and asked to be kept up to date on progress.

RECOMMENDATIONS Dr. Dunaway presented a recommended school year calendar for both 2004-2005 and 2005-2006. After discussion, in which each Board member spoke of patron concerns, Duane Michel moved and Rich Harder seconded to adopt the modified school calendars as attached to these minutes. The vote was unanimous. The starting date for the 2004-2005 school year will be August 16, 2004. The starting date for the 2005-2006 school year will be August 15, 2005.

CONSENT AGENDA Dave Graper moved and Becky Sparks seconded to accept the following consent agenda items: The Youth First Grant proposal; transfer tuition for Sarah McNeely; the invitation to banks to quote for the general checking accounts of the corporation; the approval of a leaf tile mural at Fort Branch
Community School; the first reading of the policy concerning the office start of 9th grade; accepting the resignation of Mr. Robert Dezember as varsity wrestling coach; and the approval of the list of volunteer coaches for spring activities at Gibson Southern High School. The vote was unanimous.

Duane Michel moved and Rich Harder seconded to accept the resignation of Mr. Bill Crecelius as social studies teacher at Fort Branch Community School effective June 30, 2004. Each Board member expressed their reluctance to see such an outstanding teacher and man leave the corporation but they acquiesced to his wishes to retire in an unanimous vote.

**OLD BUSINESS** Becky Sparks moved and Rich Harder seconded the selection of Old National Bank as the lowest bidder for a line of credit to be paid back by December 31, 2004.

**NEW BUSINESS** A recommendation by the Central Office Planning Committee, presented by Chuck Lewis, Chair, to locate a new Central Office in Fort Branch was well received by the Board.

Chuck Lewis reported the planning committee for the remodeling of Gibson Southern High School will begin work after spring break 2004.

Dr. Dunaway presented recommendations for summer school classes and dates. Dave Graper moved and Duane Michel seconded a motion to accept Dr. Dunaway’s recommendations. The vote was unanimous.

**CLAIMS** Becky Sparks moved and Rich Harder seconded to approve claims 16583 – 16734 and payrolls for February 27, March 12, and March 19, 2004.

**ADJOURNMENT** Duane Michel moved and Dave Graper seconded to adjourn at 9:08 p.m.
The special School Board meeting convened at 5:36 p.m., in the Central Office conference room. School Board members Rebecca Sparks, Brenda Leister, Dave Graper, Mike Bengert, Duane Michel, Bob Douglas and Richard Harder were present along with Superintendent Mickey Dunaway, and Business Manager Tim Armstrong.

The Board went into executive session to discuss employee evaluations.

The Board came out of executive session at 7:10 p.m. and entered a public session.
SOUTH GIBSON SCHOOL CORPORATION
Minutes of the Regular Board Meeting April 20, 2004

The regular School Board meeting convened at 7:15 p.m., in the Central Office. School Board members Rebecca Sparks, Brenda Leister, Duane Michel, Mike Bengert, Richard Harder and David Graper were present along with the Superintendent Mickey Dunaway, Business Manager Tim Armstrong, Attorney Robert Kinkle, Princeton Clarion reporter Andrea Howe, Star Times reporter Bob Spence, and various patrons of the district. Additionally, Dr. Jim Isaacs, Terri Palmer, Michael Galvin, Lu Ann Buck, Michael Bertram, Pat Bengert, and Keith Farny were present.

CALL TO ORDER President Brenda Leister called the meeting to order.

APPROVE MINUTES Minutes of the March 11, March 16, March 18, March 29, April 6, April 12, and April 15, 2004 Board meetings were approved with corrections.

OPEN BUSINESS AND PATRON CONCERNS Patrons of the district were present to discuss their concerns about the open position of Gibson Southern High School wrestling coach. Members of the community were present to express their support of John Barnett to be the wrestling coach at GSHS.

REPORTS Dr. Dunaway presented a draft of a non-renewal letter to be sent to ECA coaches and sponsors. This letter is in compliance with policy and simply informs the non-corporation employees holding these positions the ending of the contract and the procedure for applying for the position during the next school year.

RECOMMENDATIONS Dr. Dunaway presented a recommendation by Chuck Lewis to add a fence to the Haubstadt Community School playground from the southeast corner of the building to the eastern perimeter fence. Becky Sparks moved, and Mike Bengert seconded a motion to build this fence with a projected cost of $1,450.00. The vote was unanimous.

Dr. Dunaway presented a recommended draft of a letter to send to nonexempt classroom aides informing these aides that their contracts expire at the end of the year and, if the position is filled during the next school year, the procedure they must follow to obtain a position. Rich Harder moved and Dave Graper seconded the approval of this policy and letter draft. The vote was unanimous.

CONSENT AGENDA Rich Harder moved and Bob Douglas moved to accept the following consent agenda items. The vote was unanimous.

- Mathematic textbook adoption for 2004 – 2010 adoption period
- Gibson Southern High School 2004 – 2005 handbook
- Gibson Southern High School band request to attend the Nokia Sugar Bowl
- Official beginning of the ninth grade year as policy – 2nd reading
- FFA Memorial Stone at Gibson Southern High School
- The Assistant Athletic Director position, a Category II ECA position, will be filled, effective 1 July 2004.

Rich Harder moved and Duane Michel seconded to accept the resignation of Mr. Max Fauquier as custodian at Fort Branch Community School effective May 31, 2004. Each Board member expressed their reluctance to see such a valued employee leave the corporation but granted his wish to retire by unanimous vote.
OLD BUSINESS Becky Sparks moved and Duane Michel seconded the joint revision of the previously approved school calendars for 2004 – 2005 and 2005 – 2006. The vote was unanimous.

NEW BUSINESS Bob Douglas moved and Dave Graper seconded the retirement of John Farmer as the Head Custodian of Owensville Community School as of the end of this school year. The Board expressed its gratitude and appreciation of Mr. Farmer’s years of dedicated service. The vote was unanimous.

Rich Harder moved and Dave Graper seconded a motion to approve the Memorandum of Agreement with the Indiana State Teacher’s Association to use Metropolitan Life as the preferred vendor for retirement programs which will come out of the SB 199 negotiations. The vote was unanimous.

Tim Armstrong led a discussion of the financial reports for the first quarter of the calendar year.

CLAIMS Becky Sparks moved and Bob Douglas seconded to approve claims 16735 – 16877 and payrolls for April 8 and April 23, 2004. The vote was unanimous.

ADJOURNMENT Duane Michel moved and Becky Sparks seconded to adjourn at 9:30 p.m. The vote was unanimous.
The special School Board meeting convened at 8:15 p.m., in the conference room of the Central Office. School Board members Rebecca Sparks, Brenda Leister, Dave Graper, Mike Bengert, Duane Michel, and Bob Douglas were present along with Superintendent Mickey Dunaway, Business Manager Tim Armstrong and School Attorney Bob Kinkle.

The Board went into executive session to discuss employee evaluations, prospective employees and collective bargaining.

The Board came out of executive session at 10:00 p.m. and adjourned.
SOUTH GIBSON SCHOOL CORPORATION
Minutes of the Regular Board Meeting May 18, 2004

The regular School Board meeting convened at 6:30 p.m., in the conference room of the Central Office. School Board members Rebecca Sparks, Brenda Leister, Duane Michel, Mike Bengert, Bob Douglas and David Graper were present along with the Superintendent Mickey Dunaway, Maintenance Supervisor Chuck Lewis, Business Manager Tim Armstrong, Attorney Robert Kinkle, Princeton Clarion reporter Ethan Ericson, Star Times reporter Bob Spence, and various patrons of the district. Additionally, Richard Ritter, Rick Schmitt, Phillip Lange, and various students in the FFA were present.

CALL TO ORDER
President Brenda Leister called the meeting to order.

APPROVE MINUTES
Minutes of the April 20, April 27, and April 28, 2004 meetings were approved.

OPEN BUSINESS AND PATRON CONCERNS
Richard Ritter, Rick Schmitt and Phillip Lange, FFA, presented the Annual Report of the Gibson Southern Agricultural Advisory Board to the Board of Trustees.

REPORTS
Chuck Lewis presented the next phase of the renovation of Fort Branch Community School. Mr. Lewis recommended to the Board the following:

- Floor covering $21,153.79
- Lighting materials $3,500.00
- Locker repairs $16,173.29
- Locker repainting $4,556.24

The estimated total of this phase of the project is approximately $45,383.03. It should be noted that the labor for the lighting materials will be supplied by school corporation employees. Becky Sparks moved and Duane Michel seconded accepting Mr. Lewis’s recommendation. The vote was unanimous.

Dr. Dunaway led a discussion concerning the scheduling of NEOLA meetings. The following dates were established:

- June 28, 2004 in the Gibson Southern High School library, 6:30 PM
- July 19, 2004 in the Gibson Southern High School library, 6:30 PM
- August 23, 2004 in the Gibson Southern High School library, 6:30 PM

RECOMMENDATIONS
Dr. Dunaway suggested the following policy be adopted:
“Twelve-month employees are granted (9) paid holidays: Independence Day, Labor Day, Thanksgiving (2), Christmas Eve (1/2 day), Christmas Day, New Year’s Eve (1/2 day), New Year’s Day, Good Friday and Memorial Day. Scheduling of the paid holidays shall be at the discretion of the Superintendent of Schools.” This serves as the first reading of policy.

CONSENT AGENDA
Duane Michel moved and Bob Douglas seconded to accept the following consent agenda items. The vote was unanimous.

- Fort Branch Community School Handbook for 2004-2005
- The awarding of the corporation Central Office checking accounts to Integra Bank for a two-year period.
- ECA purchases as follows:
  - Weight equipment for GSHS athletics $4,774.00
  - A projector bulb for GSHS science $465.00
A turf aerator attachment to be paid for from Capital Projects ($2,500.00) and the Booster Club ($3,000.00) for a total of $5,500.00.

- The non-renewal of the following contracts for non-permanent teachers:
  - Mr. Alan Wittmer
  - Mrs. Jennifer Hall
  - Mrs. Donya Bengert
  - Mrs. Donna Dunlap
  - Ms. Erica Ross

- The posting of the following positions:
  - FBCS
    - 5/9ths Middle School Language Arts (an increase from 3/9ths)
  - HCS
    - 1st Grade (Sarah Weber’s former position)
    - 1st Grade (additional teacher needed based upon enrollment of 35)
    - 3rd Grade (Donna Long’s 2nd Grade position which needs to be used in 3rd Grade)
    - ½ Day PE/Health (Shared with OCS)
  - OCS
    - ½ Day LD Resource
    - ½ Day PE/Health (Shared with HCS)
    - 8/10ths Speech/Language (Shared with HCS)

- Approval of Pat Seib as Assistant Athletic Director for 2004-2005
- Approval of John Barnett as Varsity Wrestling Coach for 2004-2005
- Grant a maternity leave request for Jane Toth of OCS
- Accept the following resignations:
  - Charla Byers as FBCS/GSHS Family & Consumer Sciences teacher
  - Mark Monroe as Assistant Varsity Basketball Coach at GSHS
- Approve the use of Prime Time aides in grades K-3, if needed, for 2004-2005
- Approve transfer tuition students for the 2004-2005 school year as per the attached list

Becky Sparks moved and Mike Bengert seconded a motion to approve the dates of the Girls’ Basketball Summer Camp, the Girls’ Volleyball Summer Camp, and the Golf Summer Camp as per the attached list.

OLD BUSINESS
None.

NEW BUSINESS
Mike Bengert moved and Dave Graper seconded a motion to approve the transfer of Brenda Donohoo from GSHS to OCS for one period to teach Algebra I and Tandy Jones from HCS to FBCS for three periods to teach PE.
The vote was unanimous.

Duane Michel moved and Mike Bengert seconded a motion to accept the retirement request from John Weber as a teacher in the South Gibson School Corporation. The vote was unanimous.

Duane Michel moved and Dave Graper seconded a motion to accept the retirement request from Janet Moore as a teacher in the South Gibson School Corporation. The vote was unanimous.

Dave Graper moved and Duane Michel seconded a motion to accept the retirement request from Charlotte Luhring as a teacher in the South Gibson School Corporation. The vote was unanimous.
The Board wishes to express its collective, and individual, appreciation to all the individuals whose retirements and resignations were accepted this evening. Their dedication, devotion, and love of teaching and children are outstanding.

Becky Sparks moved and Duane Michel seconded a motion to approve the hiring of Lauren Mixner as a middle school social studies teacher at FBCS beginning in the 2004-2005 school year. The vote was unanimous.

Dave Graper moved and Mike Bengert approved the resignation of Haley Harris as the junior varsity volleyball coach effective immediately. The vote was unanimous.

Bob Douglas moved and Mike Bengert seconded the promotion of Don Barrett to the Head Custodian position in Owensville to fill the vacancy that will be created with the retirement of John Farmer. The vote was unanimous.

Duane Michel moved and Dave Graper seconded a motion to hire Dick Smith as a custodian at FBCS. The vote was unanimous.

Becky Sparks moved and Mike Bengert seconded a motion to hire Brad Kramer to fill the vacancy at GSHS created by the promotion of Don Barrett. The vote was unanimous.

**CLAIMS**  
Bob Douglas moved and Duane Michel seconded to approve claims 16878 – 17007 and payrolls for May 7 and May 21, 2004. The vote was unanimous.

**ADJOURNMENT**  
Becky Sparks moved and Duane Michel seconded to adjourn at 8:00 p.m.. The vote was unanimous.
The special School Board meeting convened at 5:25 p.m., in the Library of the Fort Branch Community School. School Board members Brenda Leister, Mike Bengert, Rich Harder and Duane Michel were present along with Superintendent Mickey Dunaway, Business Manager Tim Armstrong and School Attorney Bob Kinkle. Additionally, Doug Cassman of ESC, Mike Shanassy of ISTA Financial Services, Cathy Heck ISTA, various members of the South Gibson Teachers’ Association, and Bob Spence of The South Gibson Star Times.

Brenda Leister called the meeting to order. Duane Michel moved and Rich Harder seconded a motion to revise the agenda to include Open Business & Patron Concerns, Consideration of Summer Contracts, and New Business in addition to the advertised agenda of a working session for Senate Bill 199. The vote was unanimous to so move.

Open Business and Patron Concerns – None.

Consideration of Summer Contracts – Dr. Dunaway recommended the approval of the camps, cost and personnel per the attached detail. Mike Bengert moved and Duane Michel seconded a motion to do so. The vote was unanimous.

New Business – Rich Harder moved and Duane Michel seconded a motion to reluctantly accept the retirement of Phyllis Nordhaus from the South Gibson School Corporation. The vote was unanimous. The Board wishes to express its gratitude for the dedicated service of Mrs. Nordhaus to the children of South Gibson.

The Board then went into general discussions with ESC, ISTA Financial Services, and SGTA concerning the potential bonding for unfunded liabilities under Indiana law which must be done by December 31, 2004. Discussion lasted until 9:30 p.m. with no agreements reached.
The special School Board meeting convened at 5:00 p.m., in the Library of Fort Branch Community School. School Board members Rebecca Sparks, Brenda Leister, Dave Graper, Mike Bengert, Duane Michel, and Rich Harder were present along with Superintendent Mickey Dunaway, Business Manager Tim Armstrong and School Attorney Bob Kinkle. Doug Cassman of ESC joined the meeting by teleconference.

The Board went into executive session to discuss collective bargaining.

The Board came out of executive session at 6:20 p.m. and went into a public session.
The special School Board meeting convened at 6:25 p.m., in the Library of the Fort Branch Community School. School Board members Brenda Leister, Dave Graper, Mike Bengert, Rich Harder and Duane Michel were present along with Superintendent Mickey Dunaway, Treasurer Elaine Tenbarge and School Attorney Bob Kinkle. Additionally, Cathy Heck ISTA, and various members of the South Gibson Teachers’ Association were present.

Brenda Leister called the meeting to order.

Open Business and Patron Concerns – None.

Transfer of Scott VanMeter – At the recommendation of Dr. Dunaway, Duane Michel moved and Dave Graper seconded a motion to transfer Scott Van Meter from OCS Elementary to Physical Education for Haubstadt and Owensville. The vote was unanimous.

The Board then went into general discussions with the South Gibson Teachers’ Association on contract negotiations. Discussion lasted until 9:00 p.m. with no agreements finalized.

At 9:00 p.m., Mike Bengert moved and Rich Harder seconded a motion to adjourn. The vote was unanimous.
The special School Board meeting convened at 5:00 p.m., in the library of Fort Branch Community School. School Board members Dave Graper, Mike Bengert, Duane Michel, and Richard Harder were present along with Superintendent Mickey Dunaway, Business Manager Tim Armstrong and School Attorney Bob Kinkle.

The Board went into executive session to discuss collective bargaining.

The Board came out of executive session at 6:00 p.m. and went into a public session.
The special School Board meeting convened at 6:05 p.m., in the Library of the Fort Branch Community School. School Board members Dave Graper, Mike Bengert, Rich Harder and Duane Michel were present along with Superintendent Mickey Dunaway, Business Manager Tim Armstrong and school attorney Bob Kinkle. Additionally, Cathy Heck ISTA, Bob Spense of the Star-Times, Larry Johnson and various members of the South Gibson Teacher’s Association, including Pat Bengert and Clint Heuring, were present.

Vice President Duane Michel called the meeting to order.

Open Business and Patron Concerns – None.

Discussion for a band/chamber music workshop – Doug Goodwin and Keith Farney presented a proposal to the Board concerning a music they are offering this summer. The Board expressed their collective thanks and interest in the program.

Vice President announced Mike Bengert would be the spokesperson in the negotiations scheduled for this evening. The Board then went into general discussions with the South Gibson Teachers Association on contract negotiations. Discussion lasted until 10:00 p.m. with no agreements finalized.

At 10:00 p.m., Rich Harder moved and Mike Bengert seconded a motion to adjourn. The vote was unanimous.
SOUTH GIBSON SCHOOL CORPORATION
Minutes of the Regular Board Meeting June 22, 2004

The regular School Board meeting convened at 6:30 p.m., in the conference room of the Central Office. School Board members Rebecca Sparks, Brenda Leister, Duane Michel, Bob Douglas, Rich Harder and David Graper were present along with the Superintendent Mickey Dunaway, Maintenance Supervisor Chuck Lewis, Technology Director Mark Parker, Business Manager Tim Armstrong, Attorney Robert Kinkle, Star Times reporter Bob Spence, and various patrons of the district. Additionally, Pat Bengert and Sharen Buyher were present.

CALL TO ORDER
President Brenda Leister called the meeting to order.

APPROVE MINUTES
Minutes of the May 18, June 2, June 7, and June 11 2004 Board meetings were approved.

OPEN BUSINESS AND PATRON CONCERNS
- None.

REPORTS
Dr. Dunaway led a discussion concerning the progress made by the Team Leaders of the Strategic Planning Team. Chuck Lewis reported progress for Facilities, Sharen Buyher reported for Teaching & Learning, Mark Parker for Technology, and Tim Armstrong for Finance. Dr. Dunaway reported for Human Relations.

Tim Armstrong outlined the actions and dates the Board needs to meet for the 2005 budgeting process. The Board will set definite meeting dates during the regular July 2004 meeting.

Sharen Buyher presented the Adequate Yearly Progress (AYP) report. A copy is attached.

Dr. Dunaway led a discussion concerning potential changes in the Extra-Curricular Activities funded by the Corporation. The Board agreed this is in the very early stages of a long and complex process which would involve substantial public input. The Board asked the Central Office to present a report in July or August 2004. Dr. Dunaway led a discussion for the Board reporting on the summer camps hosted by the school corporation. A copy of this report is attached. Specific policies and procedures will be developed to govern these camps.

RECOMMENDATIONS
Dr. Dunaway suggested the following policy be adopted:
“Twelve-month employees are granted (9) paid holidays: Independence Day, Labor Day, Thanksgiving (2), Christmas Eve (1/2 day), Christmas Day, New Year’s Eve (1/2 day), New Year’s Day, Good Friday and Memorial Day. Scheduling of the paid holidays shall be at the discretion of the Superintendent of Schools.”

This serves as the second reading of policy. Dave Graper moved and Becky Sparks seconded a motion to accept this policy as official Board policy. The vote was unanimous and this policy is now effective in South Gibson School Corporation.

Dr. Dunaway recommended to the Board the Corporation modify the 2004-2005 School Calendar to allow for a full day of professional development on September 24, 2004. This recommendation has the support of the Teacher’s Association. This would eliminate two half days of professional development on September 24, 2004 and January 11, 2005 if the State of Indiana approves this action. Becky Sparks moved and Rich Harder seconded a motion to accept this recommendation contingent on State approval. The vote was unanimous.
CONSENT AGENDA
Duane Michel moved and Rich Harder seconded to accept the following consent agenda items. The vote was 4 – 2, with Dave Graper and Bob Douglas dissenting.

- Title I program participation for FYI 2005
- Participation in the National School Lunch, Special Milk & Commodities Programs
- A contract with Star One Sports Therapy & Rehabilitation for 2004-05
- Renewal of bonds of Corporation Treasurer ($20,000 and $7,500) and for each of the School Treasurers ($7,500 each) by Rosemeyer Agency
- Approve and sign summer school teaching and summer ECA contracts
- Approve summer dance camp
- Adopt music textbook for GSHS
- ECA purchases
  - Type to Learn program for K-2 at Haubstadt Community School
- Personnel
  - Extension of Sharen Buyher’s contract by 25 days for summer work
  - Accepting the resignations of the following:
    - Tasha Joines as assistant cheer coach at Gibson Southern High School
    - Sheryll Martin and Rose Nellis as yearbook sponsors at Owensville Community School
    - Laurie Ziliak as cheer coach at GSHS
  - Employment of personnel – for full-time positions, this listing establishes seniority
    - Demetra Tolley as Speech/Hearing teacher to serve OCS and Haubstadt Community School in an 8/10’s position working Monday through Thursday
    - Kyle DeBord as a full-time Science teacher at GSHS
    - Barbara Brown as the FACS teacher serving Fort Branch Community School and GSHS in a full-time capacity
    - Erica Ross as a First Grade Elementary teacher at FBCS in a full-time capacity
    - Jennifer Baker as a Second Grade Elementary teacher at FBCS in a full-time capacity.
    - Jennifer Hall as a Learning Disabilities teacher at OCS in a ½ time position.
    - Donya Bengert to continue the full-time First Grade Elementary position she had filled in the 2003-04 school year at Haubstadt Community School.
    - Donna Dunlap to move from Second Grade to Third Grade full-time position at HCS.
    - Kiley Koenig to transfer from ½ HCS Elementary and ½ OCS Title I to all day First Grade Elementary at HCS in a full-time capacity.
    - Brian Bittner as GSHS assistant varsity wrestling coach.
    - Megan Lindauer and Natalie Whitehead as FBCS cheer sponsors.
    - Tasha Joines as GSHS summer cheer sponsor with a one-time stipend of $1,476 in order to cover the time period until the cheer sponsor position is filled.

OLD BUSINESS
Bob Douglas moved and Duane Michel seconded a motion to approve the Chamber Music Camp which was presented to the Board in the June 11, 2004 special meeting. The vote was unanimous.

NEW BUSINESS
Dave Graper moved and Becky Sparks seconded the approval of band camp per the attached request. The vote was unanimous.
Bob Douglas moved and Duane Michel seconded a motion to approve the following recommendation presented by Chuck Lewis concerning the continuation of the renovation of FBCS.

- Vinyl $12,454.10
- Carpet $17,516.57
- Paint $ 2,000.00
- Painting labor $ 8,000.00

The vote was unanimous.

Becky Sparks and Chuck Lewis led a discussion concerning the track at FBCS, soccer, and middle school track. These topics were tabled for further investigation and recommendations.

**CLAIMS**  
Becky Sparks moved and Rich Harder seconded to approve claims 17008 - 17136 and payrolls for June 4 and June 18, 2004. The vote was unanimous.

**ADJOURNMENT** Duane Michel moved and Bob Douglas seconded to adjourn at 8:35 p.m. The vote was unanimous.
The special School Board meeting convened at 6:45 p.m., in the Library of Gibson Southern High School. School Board members Dave Graper, Mike Bengert and Rich Harder were present along with Superintendent Mickey Dunaway, Business Manager Tim Armstrong, GSHS Principal Dr. Jim Isaacs, Owensville Community School Principal Mike Woods, Haubstadt Community School Principal Shelia Meyer, Sharen Buyher, Pat Bengert, Michael Bertram, and Tandy Jones. Also attending was Ethan Erickson of the Princeton Daily Clarion.

Since there was no quorum of board members present, the meeting consisted of reviewing policies and guidelines. The group worked until 8:00 p.m. and dismissed.
The regular School Board meeting convened at 6:30 p.m., in the conference room of the Central Office. School Board members Rebecca Sparks, Mike Bengert, Duane Michel, Bob Douglas, Rich Harder and David Graper were present along with the Corporation Treasurer Elaine Tenbarge, Business Manager Tim Armstrong, Attorney Robert Kinkle, Star Times reporter Bob Spence, Ethan Erickson of the Princeton Daily Clarion, and patrons of the district.

CALL TO ORDER
Vice - President Duane Michel called the meeting to order.

APPROVE MINUTES
Minutes of the June 22, June 28, and June 30, 2004 Board meetings were approved.

OPEN BUSINESS AND PATRON CONCERNS - None.

REPORTS
a) Tim Armstrong led a discussion concerning potential complications with ECA camps during the summer and the charging of fees to participants. The Board is awaiting more information before any action could, or would, be taken. Also, Mr. Armstrong expressed the Administration’s desire to issue receipts to students for all moneys accepted by Corporation employees.

b) Tim Armstrong presented the Board with proposed dates for Special meetings by the Board to discuss and approve the 2005 Budget. No action was taken but dates will be approved in the Regular August meeting of the Board. Becky Sparks moved and Dave Graper seconded a motion to allow the publication of the 2005 Budget (Form 3, CPF Plan, & Bus Replacement Plan) the weeks of August 9 and August 16, 2004.

c) The Board discussed the proposed posting for a South Gibson School Corporation Attendance Officer. Rich Harder moved to accept this recommendation, modified to state August 6, 2004 instead of August 1, 2004. Bob Douglas seconded and the Board approved the motion unanimously.

RECOMMENDATIONS
Tim Armstrong recommended the attached “South Gibson School Corporation Pay Procedures” be adopted as policy. This serves as the first reading of this potential policy.

CONSENT AGENDA
Dave Graper moved and Becky Sparks seconded a motion to approve the following consent agenda items. The vote was unanimous.

a) A resolution to allow the movement of appropriations within funds to keep the funds and appropriations in balance.
b) Approve and sign a contract with ESC to provide financial advisory services to South Gibson School Corporation in regards to bonding for payment of teacher retirement bonds.
c) Approve the Driver Education fee for 2004-05.
d) Personnel:
   b. Approve Diane Armstrong as Sunshine Sponsor at Gibson Southern High School for 2004-05.
   c. Approve April Foster as assistant volleyball coach at GSHS

Rich Harder moved and Dave Graper seconded a motion to authorize the GSHS August 2004 Band Camp with personnel to be determined by the Superintendent and ratified by the Board in August 2004. The vote was unanimous.

OLD BUSINESS
A) Becky Sparks moved and Mike Bengert seconded a motion to approve the tentative contract agreement reached with the South Gibson Teachers Association on June 30, 2004.

B) Personnel items:
a. Mike Bengert moved and Bob Douglas seconded a motion to accept the resignation of Keith Farny as Assistant Band Director. The vote was unanimous.
b. Becky Sparks moved and Mike Bengert seconded a motion to accept the resignation of Sandy Ungetheim as the nurse at Haubstadt Community School. The vote was unanimous.
c. Rich Harder moved and Dave Graper seconded a motion to accept the resignation of Jennifer Hall at Owensville Community School in a Learning Disabilities position. The vote was unanimous.
d. Becky Sparks moved and Dave Graper seconded a motion (which was unanimously voted on) to accept the recommendations from Principal Mike Woods of Owensville Community School for the following ECA positions at Owensville:
   ii. 8th Grade Volleyball – Barb Barrett.
   iii. 8th Grade Girls Basketball – Jeff Matsel.
   iv. 5th Grade Boys Basketball – Nick Ivy.
   v. 6th Grade Boys Basketball – Larry York.
   vi. 7th Grade Boys Basketball – Jeremy Aydt.

e. Dave Graper moved and Becky Sparks seconded a motion to employ Amber Holland as the cheer coach at GSHS at the pay specified by the Master Contract. The vote was unanimous.

C) Rich Harder moved and Mike Bengert seconded a motion to appoint the firm of Ice Miller as the acting bond counsel for the sale of retirement bonds. The vote was unanimous.

D) Rich Harder moved to accept a recommendation by Tim Armstrong to sell retirement bonds in the amount of $4,000,000 (12 year maturity, not to exceed 8% interest). The motion died without a vote.

E) Becky Sparks moved and Rich Harder seconded a motion to sell retirement bonds in the amount of $3,900,000 (12 year maturity, not to exceed 8% interest). Dave Graper, Rich Harder and Becky Sparks voted yes; Mike Bengert, Duane Michel, and Bob Douglas voted no, therefore the motion died.

F) Bob Douglas moved and Becky Sparks seconded a motion to sell retirement bonds in the amount of $3,800,000 (12 year maturity, not to exceed 8% interest). The vote was unanimous.

G) Mike Bengert moved and Rich Harder seconded to approve the bond resolution recommended by Counsel Robert Kinkle. The vote was unanimous.

H) Dave Graper moved and Mike Bengert seconded a motion to approve the hearing resolution recommended by Counsel Robert Kinkle. The vote was unanimous.

I) Becky Sparks moved and Bob Douglas seconded a motion recommended by Counsel Robert Kinkle to satisfy the tax neutrality of the bond issue for 2005 by a reduction of levy in the Capital Projects Fund. The vote was unanimous.

CLAIMS
Becky Sparks moved and Rich Harder seconded to approve claims 17137 - 17242 and payrolls for July 2 and July 16, 2004. The vote was unanimous.

ADJOURNMENT
Becky Sparks moved and Rich Harder seconded to adjourn at 8:27 p.m. The vote was unanimous.
The regular School Board meeting convened at 6:30 p.m., in the Library of Haubstadt Community School. School Board members Brenda Leister, Rebecca Sparks, Mike Bengert, Duane Michel, Bob Douglas, Richard Harder and David Graper were present along with Superintendent Dr. Mickey Dunaway, Corporation Treasurer Elaine Tenbarge, Principal Dr. Jim Isaacs, Assistant Principal Terri Palmer, Business Manager Tim Armstrong, Attorney Robert Kinkle, Star Times reporter Bob Spence, Ethan Erickson of the Princeton Daily Clarion, and patrons of the district.

CALL TO ORDER
President Brenda Leister called the meeting to order.

APPROVE MINUTES
Minutes of the July 20, 2004 Board meeting was approved.

OPEN BUSINESS AND PATRON CONCERNS
- Attorney Robert Kinkle lead a discussion concerning the additional appropriation needed by South Gibson School Corporation in order to sell bonds to eliminate unfunded liability associated with retirement benefits. Information has been posted in public places and advertisements have been in area newspapers. There were no comments by the public.
- Patron Tim Nurrenbern presented to the Board his concerns regarding a large class size at Haubstadt Community School. He asked the Board to address this issue in order to assure the continued success of students in our district.
- HCS teachers Janet Oldham and Donna Dunlap led a presentation by their students regarding the Traveling Flyers program which was funded by grants. The program was well received by the Board and all in attendance.
- Dr. Mickey Dunaway presented Learning by Design awards to Donna Dunlap and Janet Oldham in order to recognize their efforts with the Traveling Flyers Staring Ollie & Willie multimedia program.

DISCUSSION & REPORTS
- Teacher Shawn Spear presented to the Board details regarding a Pioneer Grant which has been applied for and received in the amount of $2,500. This grant is to be used for the purchase of a LCD projector, AV cart, and connection cable and the equipment is to be used by the Science and Agricultural Departments at GSHS.
- Dr. Dunaway led a discussion concerning ECA camps and State Board of Accounts requirements in regard to the charging of fees for said camps. The consensus was this issue will be addressed as the camps come up for discussion in the future.
- Tim Armstrong led a discussion concerning the advertising of the 2005 budget and dates for a budget hearing and the budget adoption. Advertisements of the budget will be made in the Star Times and the Princeton Clarion on 24 August and 31 August. The budget hearing will be 3 September 2004 in GSHS library at 6:30 p.m., and the budget adoption hearing will be held on 14 September 2004 in the Central Office Conference Room at 6:30 p.m..
- Dr. Dunaway recommended to the Board they approve the current fee schedules being charged at the schools which were presented to the Board. Rich Harder moved and Duane Michel seconded a motion to approve the current fees. The vote was unanimous.
- Dr. Dunaway led a discussion concerning the first two days’ enrollment in each of the schools and grade levels. In light of the heavier then expected enrollment, Dr. Dunaway recommended the following one year contracts be approved by the Board:
  - Owensville Community School
    - ½ day Kindergarten teacher
    - (1) 5th grade teacher
(2) 5.5 hour classroom aides (Mrs. Jane Parker and Theresa Roudebush) in 1st grade
  o Haubstadt Community School
    ▪ (1) 2nd grade teacher
    ▪ (1) 3.5 hour classroom aide (Connie Guetling)
  o Gibson Southern High School
    ▪ (1) 5.5 hour Remediation Aide
    ▪ (1) One period per day Chorus teacher

Dave Graper moved and Rich Harder seconded a motion to approve Dr. Dunaway’s recommendations as outlined above. The vote was unanimous.

RECOMMENDATIONS

- Dr. Dunaway recommended to the Board the approval of a policy regarding the approval of grants. This serves as the first reading of this policy.
- Tim Armstrong recommended to the Board the approval of the policy which was first read at the 20 July 2004 Board meeting concerning Corporation Pay Procedures. This recommendation served as the second reading of the policy. Bob Douglas moved and Dave Graper seconded a motion to approve this as policy. The vote was unanimous.
- Sheriff Allen Harmon, Sherry Schmidt and Assistant Principal Terri Palmer presented to the Board details of the Gibson County Community Corrections Suspension Program. The presentation was very well received by the Board. Duane Michel moved and Becky Sparks seconded a motion to approve participation in this program by the Corporation.
- Terri Palmer presented copies of the GSHS Teacher Handbook and GSHS Student Handbooks. The Board recognized the efforts put forth by Dr. Isaacs and Terri Palmer in completing these handbooks.

CONSENT AGENDA

Rich Harder moved and Becky Sparks seconded a motion to approve the following consent agenda items. The vote was unanimous.
  a) Approve and sign a contract with Randy Smith to transport special needs students to and from GSHS for 2004-05.
  b) Adoption of the FACS clothing textbook for GSHS.
  c) Personnel
     ▪ Extend Roberta Silva’s contract for 6 days at GSHS.
     ▪ Ratify Superintendent’s appointments to the following positions:
       ▪ Douglas Hassell – Band Director/Music – GSHS & OCS
       ▪ Toni Hess – Guidance Director – GSHS
       ▪ Heather Bradfield – LD Resource teacher – OCS 5/9 per day
       ▪ April Dayberry – Maternity leave for Mrs. Toth – OCS
       ▪ Marilee Rostron – School Nurse – HCS 5.5 hours per day
     ▪ Approval of the attached ECA coaches, sponsors, and volunteers
     ▪ ECA purchase of the attached equipment consisting of a microphone & audio recorder for Computer Applications class at GSHS
     ▪ Employment of classroom aides, if needed as determined by the Superintendent, for OCS, HCS, & FBCS

Duane Michel moved and Dave Graper seconded a motion to employ Keith Farney as Band at FBCS and GSHS. The vote was 5-1 with one abstention. Voting for were Brenda Leister, Becky Sparks, Duane Michel, Dave Graper and Rich Harder. Mike Bengert voted against, and Bob Douglas abstained from voting.
OLD BUSINESS
Bob Kinkle presented a resolution to approve the additional appropriations as needed by the bond issue related to unfunded liabilities as mandated by the State of Indiana. The resolution would approve the publication and approval of such bonds. Mike Bengert moved and Dave Graper seconded a motion to accept Mr. Kinkle’s resolution. The vote was unanimous.

NEW BUSINESS
- Dave Graper moved and Duane Michel seconded a motion to accept the resignation of Charles Mills as the Science Club Sponsor at GSHS. The vote was unanimous.
- Duane Michel moved and Becky Sparks seconded a motion to accept the payment of stipends to the 9 coaches at the summer football camp. The vote was unanimous.
- Bob Douglas moved and Rich Harder seconded a motion to accept the recommendations of Principal Michael Galvin for Cross Country Coach, Spell Bowl Sponsor and Academic Excellence as attached. The vote was unanimous.
- Dave Graper moved and Rich Harder seconded a motion to accept Principal Galvin’s recommendation for Angie Brittingham to volunteer coach 5th and 6th grade volleyball at FBCS. The vote was unanimous.
- Brenda Leister expressed a desire for administration to review the music program as it exists in all the schools of the district.

CLAIMS
Becky Sparks moved and Mike Bengert seconded to approve claims 17243 - 17381 and payrolls for July 30 and August 13, 2004. The vote was unanimous.

ADJOURNMENT
Duane Michel moved and Becky Sparks seconded a motion to adjourn at 9:35 p.m. The vote was unanimous.
The School Board went into executive session to discuss job performance evaluations of individual employees at 9:55 p.m. in the Library of Haubstadt Community School. School Board members Brenda Leister, Dave Graper, Mike Bengert, Duane Michel, Bob Douglas, Becky Sparks and Richard Harder were present along with school attorney Bob Kinkle. Mr. Kinkle left the meeting at 10:15 p.m. and the meeting adjourned at 11:00 p.m.
SOUTH GIBSON SCHOOL CORPORATION
Minutes of the Regular Board Meeting September 21, 2004

The regular School Board meeting convened at 6:30 p.m., in the Central Office Conference Room. School Board members Brenda Leister, Rebecca Sparks, Mike Bengert, Duane Michel, Bob Douglas, Richard Harder and David Graper were present along with Superintendent Dr. Mickey Dunaway, Maintenance Supervisor Chuck Lewis, Business Manager Tim Armstrong, Attorney Robert Kinkle, Star Times reporter Bob Spence, Princeton Daily Clarion reporter Ethan Erickson, and patrons of the district.

CALL TO ORDER President Brenda Leister called the meeting to order.

APPROVE MINUTES Minutes of the August 17, August 23, September 3, and September 14, 2004 Board meetings.

OPEN BUSINESS AND PATRON CONCERNS

DISCUSSION & REPORTS
*Teacher Shawn Spear, along with students Michelle Jochim and Laura Hirsch, presented to the Board details regarding the formation of a Students Against Destructive Decisions (S.A.D.D.) at Gibson Southern. They asked for the Board’s approval in this process. Becky Sparks moved and Dave Graper seconded the Board’s enthusiastic approval for a S. A. D. D. chapter to be formed at Gibson Southern. The vote was unanimous.

*Dr. Dunaway lead a discussion concerning the use of band parents as chaperones on band contest trips. This would allow the band members to leave the contest without having to await the Band Director’s attendance at the critique which follows all contests. Rich Harder moved and Duane Michel seconded a motion to enact this as procedure under the Superintendent’s authority in accordance with corporation policies. The vote was 6-0 with Brenda Leister abstaining.

*Becky Sparks moved and Mike Bengert seconded the list of band parental volunteers on the designated dates as presented by Dr. Dunaway. The list is attached. The vote was 6-0 with Brenda Leister abstaining.

*Dr. Dunaway lead a discussion regarding the list of Major Projects which the administration is undertaking. The Board expressed concern with the number of projects and the commitments of personnel. The Board wants to study these programs and return to the topic at a future date yet to be determined.

RECOMMENDATIONS

*Dr. Dunaway recommended to the Board the approval of the Grant Application Policy. This serves as the first reading of this policy.

*Dr. Dunaway led a discussion concerning the Central Office Planning Committee’s recommendation for a new Central Office to be constructed on land owned by the School Corporation in Fort Branch with a cost of around $500,000. After much discussion, the recommendation was tabled for further Board review

*Dr. Dunaway lead a discussion concerning the number of boys’ and girls’ high school basketball coaching positions. Dr. Dunaway recommended a one year reallocation of one boys’ coach to a girls’ coaching position. The Board expressed concerns on taking this action. Instead, Becky Sparks moved and Dave Graper seconded a motion to hire an additional girls’ high school basketball coach. The vote was unanimous.

CONSENT AGENDA Becky Sparks moved and Duane Michel seconded a motion to approve the following consent agenda items. The vote was unanimous.

Personnel Resignations
*Natalie Westby – Technology Support Technician
*Kathy Dean – Secretary/Treasurer at FBCS
*Kenna Dix – Cafeteria staff member at FBCS
*Craig Miller – Assistant swim coach for GSHS
Rhonda Wells – Varsity swim coach for GSHS
Scott Walden – Grade 8 basketball coach for OCS

Duane Michel moved and Dave Graper moved to accept the following 1 year appointments made by Dr. Dunaway. The vote was unanimous.

*Tina Mosier – 3rd grade – Haubstadt
*Jeremy Aydt – 5th grade – Owensville
*Shawna Riggs – Requested change from all day to ½ day kindergarten – OCS
*Theresa Roudubush – All day kindergarten – Owensville
*Alan Jacobs – Chorus – GSHS
*April Foster – Classroom aide – Owensville
*Kathy Morgan and Kim Sisk – Cafeteria – Fort Branch

Bob Douglas moved and Duane Michel moved to accept the following consent agenda items. The vote was unanimous.

*Approve the ECA coaches/sponsors/volunteers as listed for 2004-2005
*Increased hours for Heather Bradfield, LD Resource teacher – OCS
*ECA purchases
  - Cash register for GSHS Bookstore - $525.00
  - Volleyball uniforms and supplies for FBCS - $1,127.55

OLD BUSINESS
The Gibson Southern Tennis Team expressed their appreciation to the Board of Trustees for the repairs done to the GSHS tennis courts through a thank you card signed by the team and coaches.

Rich Harder moved and Dave Graper seconded a motion to create a second Grade Music stipend at Fort Branch Community School. The vote was 5-2, with Mike Bengert and Becky Sparks voting against the motion.

NEW BUSINESS
*Becky Sparks lead a discussion concerning the status of the FBCS track and the future location of the varsity soccer field. Administration will have a report at the next Board meeting.
*Becky Sparks lead a discussion inquiring on the status of additional air conditioning in the computer server room at Gibson Southern. Administration will have a report at the next Board meeting.
*Dave Graper moved and Bob Douglas seconded a motion to raise salaries of the listed administrators by the designated amounts for the 2004-2005 school year. The vote was unanimous.
*Mike Bengert moved and Rich Harder seconded a motion to raise all classified employees, except those listed in the above motion, pay by 2% for the school year 2003 – 2004 and by another 2% for the school year 2004-2005. The vote was unanimous.
*Rich Harder moved and Dave Graper seconded a recommendation by Dr. Dunaway to redistribute the $1,500 increase designated for Dr. Dunaway as follows: Tim Armstrong – additional $500; Terri Palmer – additional $500; Dr. Isaacs – additional $500; with Dr. Dunaway not receiving an increase. The vote was 6-1 with Becky Sparks voting no.

CLAIMS
Mike Bengert moved Becky Sparks seconded to approve claims 17382 - 17584 and payrolls for August 27, August 30, September 10, September 17, and September 24, 2004. The vote was unanimous.

ADJOURNMENT
Duane Michel moved and Becky Sparks seconded a motion to adjourn at 10:30 p.m. The vote was unanimous.
The School Board went into executive session to discuss job performance evaluations of individual employees at 5:30 p.m. in the Central Office Conference Room. School Board members Brenda Leister, Dave Graper, Mike Bengert, Bob Douglas, Becky Sparks, Duane Michel and Rich Harder were present. At 6:15 p.m. Superintendent Mickey Dunaway, Attorney Bob Kinkle and Business Manager Tim Armstrong joined the meeting.

The Board came out of Executive Session at 7:05 p.m. and entered a public session.
CALL TO ORDER
President Brenda Leister called the meeting to order.

APPROVE MINUTES
Minutes of September 21 and October 4, 2004 was approved as amended.

OPEN BUSINESS AND PATRON CONCERNS
- Learning by Design awards were presented by Dr. Dunaway, on behalf of the Corporation and the Board, to Carol Hudson, John Spradley and Kathy Wildman for demonstrating excellence in education and service to the children of the District.

DISCUSSION & REPORTS
- Terri Palmer, GSHS Assistant Principal, presented a recommendation to the Board regarding the health situation of Jeremy Spindler, a freshman at GSHS. Due to an accident, Master Spindler will miss the entire 2004 Fall Semester. His parents, Randy and Tammy Spindler of Haubstadt, request, with the endorsement of the Principal and Assistant Principal of GSHS, that the Board grant to Master Spindler an exemption to the Board’s policy of requiring eight (8) semesters to graduate. Bob Douglas moved, and Becky Sparks seconded, the following motion: Due to the profound effect of the injuries to the student’s motor and cognitive abilities at this present time, the Board waives the eight-semester policy of South Gibson School Corporation. The vote was unanimous.
- Dr. Jim Isaacs, Principal at GSHS, presented a recommendation to the Board for the creation of a Leadership Club at GSHS. This club would pay a sponsor stipend of $903.00 per school year. Rich Harder moved, and Dave Graper seconded a motion to approve the creation of the club and stipend. The vote was unanimous.
- Dr. Jim Isaacs also presented a report to the Board concerning the assessment of GSHS varsity soccer field needs. Dr. Isaacs, Athletic Director Glover Priar, and Maintenance Supervisor Chuck Lewis recommended an upgrade of the facility at Fort Branch Community School. The Board asked for further study and additional recommendations at a future Board meeting.

RECOMMENDATIONS
- None.

CONSENT AGENDA
Bob Douglas moved and Mike Bengert seconded a motion to approve the following consent agenda items. The vote was unanimous.
  - a) Second reading of the Grant Application Policy.
  - b) Approval of Gifted/Talented, Title IIA, Title IID, Title IV, and Title V Grant Applications.
  - d) Personnel
     - Maternity leave request for Ranell Rexing from 2/14/05 to the end of the 2004-2005 school year.
     - Employment of April Dayberry to fill Mrs. Rexing’s maternity leave.
     - Ratify the Superintendent’s following appointments:
• Tamara Graham – 5th grade – Haubstadt Community School.
• Lynette McKee – Secretary/Building Treasurer – Fort Branch Community School.

• ECA sponsor/coaches
  • Pat Seib – Freshman Girls’ Basketball Coach – GSHS.
  • Paul Miles – Varsity Head Swim Coach – GSHS.
  • Deanne Rhodes – Volunteer Assistant Swim Coach – GSHS.
  • Jeff Keenan – 6th Grade Girls’ Basketball – HCS.
  • Tamara Graham – 5th Grade Girls’ Basketball – HCS.
  • Derek Barton – Grade Music sponsor – FBCS.

  e) ECA purchases
  • Logitech optical mouse & flash drive for GSHS basketball - $31.00.
  • Accelerated Reader upgrade for HCS – approximately $250.00.
  • Printer for GSHS Art Department - $657.00 from the Technology Budget.

Item c) of the Consent Agenda died from the lack of a motion.

OLD BUSINESS

• The Board announced its desire to see options for a new Central Office with a price tag in the range of $300,000.
• The Board accepted information regarding statistical evidence from the Indiana School Boards Association regarding administrative salaries.

NEW BUSINESS

• Dave Graper moved and Rich Harder seconded a motion to appoint the following ECA positions:
  • Gary May – 7th Grade Girls Basketball – HCS.
  • Rebecca Dike – 5th Grade Girls Basketball – FBCS.
  • April Foster – 6th Grade Girls Basketball – FBCS.
• The Board discussed its position on corporal punishment but no decision was made regarding any change in policy.
• Rich Harder moved and Bob Douglas seconded a motion to increase the hours of the nurses at HCS and OCS to the same as GSHS and FBCS. This makes these positions full time. The vote was unanimous.
• Mike Bengert expressed a desire for the Corporation to consider the use of co-op students from local universities to help with technology issues within the district.
• Mike Bengert lead a discussion concerning the abstinence program currently being offered in the district. Board members expressed their desire for the parental permission slip to be more specific about the materials and issues to be covered by this program.

CLAIMS
Mike Bengert moved Becky Sparks seconded to approve claims 17589 - 17763 and payrolls for October 8, October 15, and October 22, 2004. The vote was unanimous.

ADJOURNMENT
Dave Graper moved and Becky Sparks seconded a motion to adjourn at 9:20 p.m. The vote was unanimous.
The regular School Board meeting convened at 6:30 p.m., in the Central Office Conference Room. School Board members Brenda Leister, Duane Michel, Rebecca Sparks, Mike Bengert, Bob Douglas, Rich Harder and David Graper were present along with Superintendent Dr. Mickey Dunaway, Maintenance Supervisor Chuck Lewis, Business Manager Tim Armstrong, Attorney Robert Kinkle, Gibson Southern High School Principal Dr. Jim Isaacs, Haubstadt Community School Principal Shelia Meyer, Jared Mitchell of the Star Times, Suzy Heichelbech of the Daily Clarion, and various teachers and patrons of South Gibson School Corporation.

**CALL TO ORDER**

President Brenda Leister called the meeting to order.

**APPROVE MINUTES**

Minutes of October 19 and November 10, 2004 were approved.

**OPEN BUSINESS AND PATRON CONCERNS**

Dr. Dunaway presented certificates to State Champions of SGSC. Receiving these awards were the FFA, GSHS Band, GSHS Girls Softball, and HCS Spell Bowl Teams. A plaque will be commissioned for display in the Central Office of the South Gibson School Corporation.

**DISCUSSION & REPORTS**

- Maintenance Supervisor Chuck Lewis led a discussion concerning the potential renovation of the track at FBBCS, and the potential of where a soccer complex should be constructed, or the renovation of the FBBCS football field to accommodate soccer. The board asked Mr. Lewis to provide additional information concerning the construction of a soccer stadium on the FFA test field at GSHS.
- Tim Armstrong led a discussion concerning the finances and fund balances of the corporation year-to-date.
- Dr. Dunaway led a discussion about the results of a Reality Check survey of corporation members and board on the planning priorities of SGSC.
- Dr. Dunaway reported to the board the results of his investigation concerning the policy of school corporation activities on Wednesday nights. Duane Michel submitted a motion to direct the Superintendent to craft a policy requiring students to be off school grounds on Wednesday nights by 6:00 P.M. Bob Douglas seconded the motion and the motion passed unanimously.

**RECOMMENDATIONS**

Bob Kinkle recommended the ratification of language changes in the 2003-04 and 2004-05 Master Teacher Contract. Becky Sparks moved and Rich Harder seconded a motion to adopt the recommended modifications to the Master Teacher Contract as ratified by the Teachers’ Association. The vote was unanimous to ratify the language.

**CONSENT AGENDA**

Dave Graper moved and Mike Bengert seconded a motion to approve the following consent agenda items. The vote was unanimous.

a) Employment of William F. Taylor as SGSC Attendance Officer for 2004-2005 school year at the approved $4500/year maximum compensation
b) Reappointment of Jeff Lutz to the Owensville Carnegie Public Library Board of Trustees.
c) ECA purchase

- Microphone – Thumb driver USB – Tabletop microphone stand-light/reflector kit for Mr. Spradley totaling $190 as recommended by the Technology Committee.
d) Personnel
• Maternity leave request from Laura Decker for second semester
• Employment of Sara Schalasky as substitute teacher for Mrs. Decker
• Resignations
• Dan Gomez as Varsity Boys’ Soccer Coach at GSHS
• Ratify the Superintendent’s appointments
• Matt Dale as Technology Support Technician
• ECA sponsor/coaches/volunteers
• Alex Rutter as Assistant Varsity Wrestling at GSHS
• Rebecca Sparks as Volunteer 6th Grade Boys’ Basketball coach at HCS

OLD BUSINESS
Mike Bengert moved and Duane Michel seconded a motion to accept the recommendation by Bob Kinkle language to accept the sale of bonds through the Indiana Bond Bank for the debt related to Senate Bill 199. Dave Graper moved and Rich Harder seconded a motion to fill the fourth Boys’ Basketball position at GSHS (which is Junior Varsity) with Brian Stillwell. The vote was unanimous. Bob Douglas led a discussion concerning the salaries paid to each nurse in the corporation. Bob Douglas moved and Becky Sparks seconded a motion directing Tim Armstrong to review and report to the board in December. The vote was unanimous. Rich Harder moved and Duane Michel seconded a motion to set the following salaries for the 2004-2005 school year:
Mike Woods, Principal of Owensville Community School, $65,370.00
Michael Galvin, Principal of Fort Branch Community School, $ 63,150.00
The vote was 5 – 2, with Bob Douglas and Dave Graper voting “no”.
Becky Sparks led a discussion concerning the redesign of the parental permission slip for the abstinence program and the possibility of presenting the program to parents before the program was presented to the children. Becky Sparks also expressed a desire for the program to be presented in two sessions, one for boys and one for girls. No action was taken.

NEW BUSINESS
• Duane Michel moved and Becky Sparks seconded a recommendation by Dr. Dunaway to accept Robert Schleeter as a volunteer assistant wrestling coach at GSHS. The vote was unanimous.
• Dr. Dunaway presented the resignation effective immediately of John Obermeier as head football coach at GSHS. Dave Graper moved and Bob Douglas seconded a motion to accept the resignation. The vote was unanimous.
• Becky Sparks moved and Dave Graper seconded a motion to accept Terry Wallace as a volunteer 5th grade boys’ basketball coach at HCS. The vote was unanimous.
• Dr. Dunaway asked permission to read a statement into the record. Permission was granted by Board President Brenda Leister, and a copy is attached [ed. note see page 38].
• Mike Bengert moved and Dave Graper seconded a motion to accept the resignation of Dr. Dunaway as Superintendent of South Gibson School Corporation effective July 1, 2005. The vote was 5-1-1 with Rich Harder voting “no” and Becky Sparks abstaining.

CLAIMS
Rich Harder moved and Duane Michel seconded to approve claims 17765 - 17916 and payrolls for November 5, and November 19, 2004. The vote was unanimous.

ADJOURNMENT
Duane Michel moved and Becky Sparks seconded a motion to adjourn at 8:20 p.m. The vote was unanimous.
“Three years ago we entered into an agreement together to lead this district in new and focused directions – directions which would place increased learning by students and staff at the forefront and position this organization to prosper in the changes which are steadfastly marching if not racing toward South Gibson.

We have made many changes – some bold – some subtle, but all with only one aim – to increase learning for all children. In all areas, we have tried to focus our energy on that one goal. Toward that end:

- We have modernized and standardized the employment process. We have placed the major portion of this process at the building level where needs are best known.
- We began the Learning By Design Award – an employee recognition program to say thank you to those staff members who create special learning opportunities for our students.
- We have recognized our retirees with a well deserved recognition dinner at the end of each year.
- We have initiated an ECA personnel evaluation system to assure that those individuals who work with children outside the classroom meet high levels of expectations.
- The development of a best-of-class teacher evaluation system is well under way and should yield recommendations to the board before the school year’s end.
- We brought the system into compliance with legal expectations in many areas from software licensing to wage and hour regulations to use of facilities.
- We completed a comprehensive five year strategic plan in our first year – a plan which has daily guided our decisions and provided the structure for shared decision-making at all levels of the corporation.
- We have shared decision-making in unprecedented ways, yet ways which are based on organizational best practice.
- We have begun the training of almost 50 staff members and parents in the skills of leadership through Gibson’s Future Leaders so that they may more fully and effectively participate and lead at the school and district levels.
- We have significantly increased the level of parent participation through the superintendent’s parent advisory council, and added new parent organizations at Haubstadt and Gibson Southern.
- We have moved from a grading system which had 14 different forms at GSHS alone to a corporation-wide system based upon research and best practice, studied and recommended by a team of teachers, parents, students, and administrators.
- We have placed SGSC squarely in the forefront of using technology to collect and analyze data, and to communicate internally and externally to accomplish our core mission. We have even used that technology as a tool for the discussion of new and emerging ideas.
- Professional development has moved from an add-on to an expectation. Even this week, two small groups will meet to study and discuss the areas of how to improve decision making in an organization and student assessment. The second study is a continuation from last year by the
same group of dedicated life-long learners who, because THEY thought the job was unfinished and the goal just too important to leave unaddressed, unselfishly give of their time to become better educators.

- We have brought nationally renowned educators to South Gibson and taken South Gibson to hear from the best in the nation all at no cost to the corporation.

- We are completing the process of aligning curriculum and instruction to insure that every child has the same opportunity to learn and the same opportunity for success at the next level regardless of which school he or she attends.

- Our 8th graders now benefit from the opportunity to take Algebra I for credit, and the entire state is catching up to us.

- We have challenged and evaluated our school leaders on the expectation to lead not just manage their buildings and they have responded. Comfort zone is now a negative idea.

- We have moved toward a mission-based budget process and financial accounting system. Soon you will be able to analyze and compare the costs of educating every child in the district on a school by school basis in order to determine the most effective programs.

- In just a few days perhaps the most important single event to improve student achievement will take place. For the first time in the long and distinguished history of this corporation we will give an end-of-semester test in the areas of language arts and mathematics to every student in the district in grades 1-9. And we will give another at the end of the 3rd and 4th quarters.

This assessment is the culmination of hours and hours of work by dedicated teachers and administrators who have worked to align our curriculum, to identify critical standards, and to develop assessment items to measure our students’ success in meeting our expectations.

From this assessment, our people will develop an instructional calendar which will guide the teaching and learning of non-mastered skills during the second semester. In January we will implement the Student Success Process. We will know the needs of each student, and we will teach to those needs, and if they don’t learn it, we will teach it again. No longer will we simply teach and move on, and hope that they get it somehow.

- While all of these projects have been going on, our students’ achievement on ISTEP+ has increased at a rate significantly higher than the remainder of the state, and that is the bottom line. Those are the results we strive for. That is why I came to SGSC.

I want to thank all of those people who have given to each other the support necessary to accomplish these significant changes in direction. There are those will understandably say, “We have tried to do too much too quickly.” I say, “How can you ever move too quickly when the future of children rests on your actions or inactions?”

In the part of the country I call home, hospitality is cherished value. The flip side of hospitality is the good sense to know when it is time for one to leave. I have taught my two children that there is wisdom in knowing when to change directions and honor in having the courage to stick to convictions and move on when that is appropriate.

With that in mind, tonight I offer my resignation to you, effective July 1 2005.”
SOUTH GIBSON SCHOOL CORPORATION
Minutes of the Regular Board Meeting December 1, 2004

A Special School Board meeting convened at 7:30 p.m., in the Central Office Conference Room. School Board members Brenda Leister, Duane Michel, Rebecca Sparks, Mike Bengert, Bob Douglas, Rich Harder and David Graper were present along with Superintendent Dr. Mickey Dunaway, Business Manager Tim Armstrong, Attorney Robert Kinkle, Gibson Southern High School Principal Dr. Jim Isaacs, Haubstadt Community School Principal Shelia Meyer, Fort Branch Community School Principal Michael Galvin, Owensville Community School Principal Mike Woods, Jared Mitchell of the Star Times, Suzy Heichelbech of the Daily Clarion, and various teachers and patrons of South Gibson School Corporation.

CALL TO ORDER President Brenda Leister called the meeting to order.

OPEN BUSINESS AND PATRON CONCERNS - None

HIGH SCHOOL CURRICULUM ISSUES

- Mike Bengert, Brenda Leister, and Becky Sparks led a discussion concerning the consistency of the music, including dance, curriculum from kindergarten through high school in our school system. After much dissertation, it was agreed Sharen Buyher would chair a committee consisting of music teachers in the system to bring recommendations to the board before the fall 2005 school schedules are finalized.

DISCUSSION REGARDING GRADING SCALE

- Duane Michel presented a recommendation to reopen the issue of letter grades versus numerical grades in the system. Terri Palmer presented anomalies which can occur under the current system. Duane Michel moved, and Dave Graper seconded, a motion to ask the Grading Scale Committee to reconvene and come back to the board by 21 December 2004 with recommendations after reviewing the awarding credit based on numerical or letter grading system.

COMMITTEE APPOINTMENTS AND STRUCTURES

- Brenda Leister led a discussion concerning the standing committees in the system which will require some adjustments as we approach the time when Dr. Dunaway will no longer be in the district.

PERSONNEL SALARIES AND DEVELOPMENT

- Bob Douglas asked for and was given documentation on the hourly wages of all hourly employees in the district as well as the salaries of the nursing staff. Mike Bengert asked for and was promised by Dr. Dunaway a listing of the duties performed by Sharen Buyher. Dave Graper inquired about the posting of the head football coach position. This position has not been posted as of the date of this meeting.

ADJOURNMENT
Duane Michel moved and Becky Sparks seconded a motion to adjourn at 9:30 p.m. The vote was unanimous.
A Special School Board meeting convened at 6:30 p.m., in the Library of Gibson Southern High School. School Board member David Graper was present along with Owensville Community School Principal Mike Woods, Business Manager Tim Armstrong, Gibson Southern High School Principal Dr. Jim Isaacs, Teachers Lynn Rowe and Michael Bertram.

Principal Mike Woods called the meeting to order at 6:30 p.m. With no quorum of the Board of Trustees present, only discussion could take place and all recommended actions cannot serve as first readings of policy. The group discussed NEOLA suggested policies and adjourned at 8:30 p.m.
The regular School Board meeting convened at 6:40 p.m., in the Central Office Conference Room. School Board members Brenda Leister, Duane Michel, Rebecca Sparks, Mike Bengert, Bob Douglas, Rich Harder and David Graper were present along with Superintendent Dr. Mickey Dunaway, Business Manager Tim Armstrong, Attorney Robert Kinkle, Gibson Southern High School Principal Dr. Jim Isaacs, Jared Mitchell of the Star Times, Suzy Heichelbech of the Daily Clarion, and various teachers and patrons of South Gibson School Corporation.

CALL TO ORDER
President Brenda Leister called the meeting to order.

APPROVE MINUTES
Minutes of November 16, December 1, and December 6, 2004 Board meetings were approved.

OPEN BUSINESS AND PATRON CONCERNS
- Dr. Dunaway presented the Learning by Design Award to Haubstadt Community School parents, faculty and staff for the Cowboy Thematic Unit, which was conducted at HCS. Accepting the award on behalf of the school was Barbara Enderson.

DISCUSSION & REPORTS
- Dr. Dunaway and Tim Armstrong reported on the progress of Central Office Planning Committee, which will have a report for the Board in January. Bad weather has interfered with additional work being done on planning for soccer facilities.
- Tim Armstrong discussed November 2004 financial reports along with preliminary December 2004 reports.
  - Tim Armstrong presented information regarding the number of students riding buses in the district. Work will be done to balance out routes to decrease overcrowding on buses.
  - Tim Armstrong and Bob Kinkle discussed information the district has received which will change our payroll practices on pay dates.
- Sharen Buyher disseminated information to the Board concerning the district’s ISTEP scores and the End of Semester Test given by SGSC teachers. The End of Semester Test scores will be collected and used as baseline data for the SSP program the district is starting. Information was also provided to the Board concerning Mrs. Buyher’s corporation duties and responsibilities.
- Becky Sparks moved and Duane Michel seconded a motion to set the next Board meeting at 11 January 2005 at 7:30 P.M. at the Central Office. The vote was unanimous.
- Dr. Dunaway submitted a request by Chasity Botts to waive the 8-semester graduation requirement due to a circumstance that was unforeseeable and out of her control. Both Dr. Dunaway and GSHS Principal Dr. Jim Isaacs recommended the Board waive the rule. Rich Harder moved and Bob Douglas seconded a motion to waive the 8-semester graduation requirement for Ms. Botts due to unfortunate health problems suffered by Ms. Botts’ grandmother. The vote was unanimous.
- Dave Graper moved and Mike Bengert seconded a motion to approve of the Chorus Line Dance Clinic at GSHS. The vote was unanimous. The Board wants to discuss camps in the January meeting.

RECOMMENDATIONS
The Gibson Southern Renovation Committee recommended SGSC contract with Dr. Robert Boyd to conduct a feasibility study of the district concerning the physical buildings of the schools and future needs as they relate to
classroom needs of the district. Duane Michel moved and Rich Harder seconded a motion to contract with Dr. Boyd with the funds coming from either the Capital Projects Fund or the Bond refinancing proceeds. The vote was unanimous.

CONSENT AGENDA
Dr. Dunaway recommended the approval of the consent agenda. Dave Graper moved and Becky Sparks seconded the approval of all of the consent agenda items. The vote was unanimous. The items are as follows:

- 2nd reading – Wednesday Night Activities Policy
- Reappointment of Sharen Buyher to INCOLSA library board
- ECA purchase
  - Scorekeeper bench for HCS from school & corporation funds - $2,400.00
  - Software upgrade for GSHS computer department - $44.00
- Personnel
  - ECA sponsor/coaches/volunteers
    - Eric Campbell – Volunteer Assistant – Boy’s Basketball – GSHS

OLD BUSINESS
- Becky Sparks moved and Bob Douglas seconded a motion to have a moratorium on the Jenny Heim abstinence program until the Board has an opportunity to review the program further. The vote was unanimous.
- Brenda Leister expressed the Boards appreciation for Becky Sparks’ 16 years of service on the Board.
- Dave Graper lead a discussion regarding the phone systems as they currently exist in the buildings. He expressed his desire for the Administration and the Board to consider installing phone system upgrades as part of the ongoing upgrading of facilities.

NEW BUSINESS
- Dr. Dunaway recommended the Board accept the resignation of Alan Jacobs, GSHS Choir Director, as of 31 December 2004. Becky Sparks so moved and Dave Graper seconded. The vote was unanimous.
- Mike Bengert moved and Dave Graper seconded a motion to allocate $5,000.00 for the advertising of the Superintendent position. The vote was unanimous.

CLAIMS
Becky Sparks moved and Duane Michel seconded to approve claims 17917 - 18081 and payrolls for December 3 and December 17, 2004. The vote was unanimous

ADJOURNMENT
Becky Sparks moved and Duane Michel seconded a motion to adjourn at 8:30 p.m. The vote was unanimous.