

Unofficial

BENTON COMMUNITY SCHOOL CORPORATION
405 South Grant Avenue
Fowler, Indiana 47944

The Board of School Trustees of Benton Community School Corporation met in an EXECUTIVE SESSION Monday, November 2, 2020, at the Administration Building At 6:00 p.m. to receive information about and interview prospective employees and to discuss strategy with respect to collective bargaining.

Board members present were:

	<u>Present</u>	<u>Absent</u>
Gabe Widmer		X
Edward Schroeder		X
Robert Sondgeroth	X	
Jennifer Barce	X	
Chad Tolen		X

The executive session adjourned at 6:35 p.m.

Respectfully Submitted,

Brandie Burton, Recording Secretary

President

Vice-President

Secretary

Member

Member

TA Meeting
 Board of School Trustees
 November 9, 2020
 Administration Building

Board members present were:

	<u>Present</u>	<u>Absent</u>
Gabe Widmer	X	
Edward Schroeder		X
Robert Sondgeroth	X	
Jennifer Barce	X	
Chad Tolen		X

Call to Order, Recognize Quorum

Vice President Gabe Widmer called the TA meeting to order at 5:30 p.m., and recognized a quorum. Mr. Wittenauer indicated there was an item that needed to be added to the agenda. He stated it would be A.2. bus driver compensation. The board approved the amended agenda on a motion by Jennifer Barce and a second by Robert Sondgeroth. The motion carried.

Mr. Wittenauer presented and reviewed with the board the tentative agreement between the Benton Education Association and the Benton Community School Corporation. Mr. Wittenauer stated that they worked with Susan Traynor, the teachers and their representative at 2 different meetings to get this agreement worked out. He stated that he felt that the negotiations went well and was pleased to work with all involved. Mr. Wittenauer stated they agreed to a 3% base salary increase. He stated he was happy they were able to give this much to the teachers as many other corporations were giving much less or no base salary increase and only a stipend for the year. Mrs. Barce inquired what the starting salary for a new teacher was. Mrs. Albertson stated a BS & 0 years was \$36,519.00. Mrs. Barce commented that this was less than her starting salary 32 years ago where she started at. Mr. Wittenauer asked if the board members had any questions or comments on the tentative agreement.

Mr. Sondgeroth spoke about section 9B2. He stated that the ISBA worked to get the I-Step/I-learn 15% prong of the teacher evaluation models taken out and that the replacement the state came up with was the language in this section. Mr. Sondgeroth stated he felt this was a lose term and that there could be troubles with it but that he was happy the I-Step/I-Learn language was done away with and that the ISBA was working on clarifying what this new language meant.

Mrs. Barce inquired as to some language that was confusing regarding effective and needs improvement. Mrs. Albertson stated that the language was provided by the union.

Mr. Wittenauer stated that with the current situation with the school conducting virtual learning there have been some questions about paying of our employees. Mr. Wittenauer stated that non-certified staff were expected to come into the buildings to work if they were going to get paid. He stated that the administrators indicated they had things for the aides to work on at the schools. Mr. Wittenauer indicated that the bus drivers were a different situation. He stated that there was really nothing that they could come in and do. He stated they could wash their buses, but that was really a one-time thing. He stated he was up for suggestions.

Sheridan Denison, bus driver, spoke to the board about his concerns about not getting paid during virtual learning. He spoke about what it was to be

a bus driver and that there is a current shortage of bus drivers and that not getting paid would force them to look for other jobs.

Gail Green addressed the board regarding her concerns for the bus drivers not getting paid during the virtual days.

Kari Painter addressed the board regarding the treatment of bus drivers. She indicated that they are certified and did not appreciate being called non-certified employees. She stated they are willing to do what it takes to take care of the students. She stated that they were willing to come in and do jobs that they are physically able to do to get paid but that there is nothing for them to do. She stated they are asking to be treated the same as all others. She stated they are a passionate group and are not afraid to work.

Mrs. Barce clarified that all employees besides teachers are considered non-certified staff so that is where the term comes from. It is not a derogatory term.

Lynn Bowers addressed the board regarding the need to pay the bus drivers. She stated they wear different shoes in their jobs and that the money has already been appropriated. She stated there is already a retention problem with bus drivers and not paying them would only make this situation worse.

The board discussed options on what would be best. Mrs. Albertson said that they would need to pass a resolution like they did in the spring specifying who was getting paid and until when. It was determined that the board would put an action item on the November 16th board meeting agenda to pass a resolution to pay the bus drivers during virtual school days up to December 18, 2020.

The meeting adjourned at 6:11 p.m.

Respectfully Submitted,

Brandie Burton, Recording Secretary

President

Member

Vice-President

Member

Secretary

Public Meeting
 Board of School Trustees
 November 12, 2020
 Administration Building

Board members present were:

	<u>Present</u>	<u>Absent</u>
Gabe Widmer		X
Edward Schroeder	X	
Robert Sondgeroth	X (Via Zoom)	
Jennifer Barce	X	
Chad Tolen	X	

Call to Order, Recognize Quorum

President Edward Schroeder called the public meeting to order at 5:30 p.m., and recognized a quorum. The board approved the agenda on a motion by Edward Schroeder and a second by Jennifer Barce. The motion carried.

Audience to Visitors

None

Routine Matters

None

Communications

None

Old Business

None

New Business

Mr. Wittenauer presented the 2020-2021 Contract between the Benton Education Association and Benton Community School Board of Trustees and asked the board to ratify and approve same. Mr. Wittenauer stated that Mr. Schroeder was on the negotiations committee and that the bottom line was a 3% salary increase for the teachers and that he recommended the board approve it. Jennifer Barce moved, seconded by Chad Tolen to approve the 2020-2021 Contract between the Benton Education Association and Benton Community School Board of Trustees. Motion carried.

Heather Screen, BEA negotiations representative addressed the board. She stated that they had presented the agreement for ratification with their members a week ago. She stated they were all in all satisfied to have an increase on their base salary. She thanked the board for doing that especially with everything that is going on. She did state that they were disappointed to not receive a COVID stipend. She stated they understood there is only so much money and the base salary increase was the most important.

Mr. Wittenauer stated he felt the negotiations went well also. He stated that most other corporations were giving little to no base salary increases so he was glad we could offer that to our teachers. He did state that he felt the 2 hour delay professional development days were a compromise for a stipend. He stated it gave the teachers time to prepare during normal

hours.

Chad Tolen inquired what type of feedback had been received on the 2 hour delays.

Mrs. Screen stated that it is appreciated by the teachers. She stated that it is very useful to the elementary teachers especially. She stated that at first she was opposed to it because it is harder to juggle the high school students schedules but that it has been valuable to her and productive and they appreciate receiving those instead of money.

The meeting adjourned at 5:37 p.m.

Respectfully Submitted,

Brandie Burton, Recording Secretary

President

Member

Vice-President

Member

Secretary

Regular Meeting
 Board of School Trustees
 November 16, 2020
 Benton Central Jr./Sr. High School Cafeteria

Board members present were:

	<u>Present</u>	<u>Absent</u>
Gabe Widmer	X	
Edward Schroeder		X
Robert Sondgeroth	X	
Jennifer Barce	X	
Chad Tolen	X	

Also present were administrators, faculty, staff, and patrons.

Call to Order, Recognize Quorum

Vice President Gabe Widmer called the regular meeting to order at 7:01 p.m., and recognized a quorum. The Board, Interim Superintendent, administrators, faculty, staff and patrons stood for the pledge of allegiance and took a moment of silence. Mr. Wittenauer indicated Mr. Tolen would like to add an item to the agenda. Mr. Tolen stated he would like to add C.7 discussion on amending the policy for extracurricular activities during virtual learning. The board approved the amended agenda on a motion by Jennifer Barce and a second by Robert Sondgeroth. The motion carried.

Audience to Visitors

Hunter Hardebeck, senior Benton Central Jr./Sr. high school, addressed the board regarding allowing the boys basketball team to practice and participate in games during virtual learning days. He spoke about being a senior and this being his last year to participate. He spoke about the detrimental effect it was having on students. He stated they would be under the supervision of their coaches and follow all rules they needed to follow. He asked the board to please consider allowing them to participate.

Shawn Whitaker, parent of students, addressed the board regarding the referendum and the board only voting to use 15 cents of the 31 cent approved referendum. He spoke about the cuts that would need to be made and what would be priorities to cut. He asked the board to rescind their decision of only levying 15 cents. He spoke about the majority of the community voted for this referendum and the board should support what the community wants. Mr. Wittenauer informed Mr. Whitaker that the decision could not be rescinded for this year but that next year would be a new vote by the board on the referendum levy. Mr. Whitaker stated he would go door to door to convince the board to levy the full 31 cents so that needed programs and staff would not be cut.

Jared Hall, parent and Benton Central Jr./Sr. High School Athletic Trainer, addressed the board regarding allowing students to participate in sports during virtual school days. Mr. Hall spoke on the successful fall athletics and how following the protocols put in place made this happen. Mr. Hall stated that of the 1295 students he treated during athletics 0 of those were for COVID. He stated they had no sports related COVID spread. Mr. Widmer indicated that Mr. Hall had hit his 3 minute limit for speaking.

Debbie Wainscott, aide at Prairie Crossing Elementary, addressed the board regarding the paying of aides during virtual learning days. She spoke to

the board about being required to come into the building and work in order to get paid during the virtual days. She spoke that with teachers and students not in the building there was little for them to do. She commented that her administrators were not in the buildings and trying to find something to keep them busy was becoming very difficult. She stated they felt unappreciated. She asked the board to consider paying the aides during the virtual days like had taken place in the spring.

Bridgett Sharp, teacher Prairie Crossing Elementary, addressed the board on the importance of our aides and being able to retain the aides. She asked that the board to consider paying the aides to stay home during virtual learning days.

Routine Matters

The board approved the minutes of the Executive Session and Regular meeting of October 12, 2020, the minutes of the Public Meeting of October 26, 2020 and of the Executive Session of October 27, 2020 on a motion by Jennifer Barce and a second by Chad Tolen. The motion carried.

Mrs. Albertson presented the vouchers to the board for approval. Mrs. Albertson indicated she had received questions from Mr. Tolen. She stated he had asked about the transfer tuition payments. Mrs. Albertson indicated these are payments that are made for students that are placed at facilities. She reminded the board that a couple of years ago the state changed the way payments were made and that we have to pay the full amount directly to the facility and then the state reimburses us for their portion. Mrs. Albertson stated Mr. Tolen also asked about buying tires from Pomp Tires instead of a local vendor like Etter Tires. Mrs. Albertson stated she spoke with Mr. Bowman and that the particular tires that were purchased were not available through Etter Tires. Mrs. Albertson stated the last question Mr. Tolen had was the payment for attorney fees to Lewis & Kappes. Mrs. Albertson indicated this was for attorney fees incurred for Susan Traynor during teacher contract negotiations. Mrs. Albertson asked the board members if they had any other questions. There being no questions from the board, Mrs. Albertson asked the board to approve the vouchers as presented. Chad Tolen moved, seconded by Jennifer Barce, to approve accounts payable vouchers totaling \$662,899.46 and payroll and benefits vouchers of \$1,891,766.75 for a grand total of \$2,554,666.21. The motion carried with Robert Sondgeroth abstaining.

Communications

Mr. Wittenauer indicated he had provided the revised Teacher Evaluation Plan to the board for their review. He stated that administrators and teachers at Benton Central had helped with the revisions in the plan. He stated that he would submit the plan to the necessary people since the review of the plan was now complete.

Mr. Wittenauer acknowledged the following donations:

Benton Central

- \$50.00 from Joshua R. Meyer to Benton Central Super Mileage Team;
- \$50.00 from Joshua R. Meyer to Benton Central Engineering Classes;
- \$645.00 through various donations to Jr. High Fundraiser;
- \$750.00 from Purdue Federal Credit Union to Benton Central Student Activity Fund;
- \$150.00 from an anonymous donator to BC CAAP Christmas in a Shoe Box;

- \$1500.00 from Holscher Products for World Kindness Day 2020 T-shirts.

Mr. Wittenauer presented the board with the fundraiser report.

Mr. Wittenauer stated that the decision was made to have our classes continue to be virtual until November 30, 2020. He stated the decision to do this was not done lightly. He stated that we currently have several staff members that are out with either positive cases or out for close contact tracing. He stated we have 125 students out from contact tracing and/or positive cases. Mr. Wittenauer stated they will continue to monitor the situation and that closer to November 30, 2020 they will make a decision on returning to in person classes. He stated he is hopeful we can go back to in person classes as he feels this is the best place for our students to learn. Mr. Wittenauer stated he would like to commend the administrators for all their efforts and extra work they have been putting in this school year. With getting ready over the summer to be able to come back to school to working weekends to contact trace etc. He stated he just wanted to say thank you and comment on their great job.

Mr. Wittenauer stated he provided the board with some information on buses that the board decided to not replace this year. He stated some of the buses have been taken out of service by the state police because of issues that can't be fixed. He stated he provided them with quotes on fixing issues with some of the buses. He stated that he was going to encumber the money that was already appropriated this year for replacing these buses so that the new school board could reevaluate the need and have that money there to replace the buses if they see fit.

Mr. Wittenauer stated that there were several things to think about and discuss when talking about allowing athletics during virtual learning. He stated we need to think about not only the safety of our students and staff but also the legal ramifications that could come from this as well. He stated he would need to discuss with our corporation attorney what if any legal ramification the corporation could face. Mr. Widmer stated that it would be all extracurricular activities that would need to be considered not just sports. He stated the board needed to look at what is best for all students. Mrs. Barce inquired as to what protocol would be in place to safely have our students participate in extracurricular activities since it was deemed not safe for the students to be in class at this time. Mrs. Barce stated that if it was possible to safely do this she would be okay with it. Mr. Tolen stated that it would be smaller groups participating and smaller groups to contact trace if need be. It was decided that the board would need more information to make a decision on allowing this to happen. They asked Mr. Wittenauer to speak with our corporation attorney on the legal ramifications and to gather information on what surrounding school corporations were doing as well.

New Business

Mr. Wittenauer presented the staff report to the board. Jennifer Barce moved, seconded by Chad Tolen to approve the following staff report as presented:

Leaves

- FFCRA leave for the following employees:
 - o Holly Andres - November 2, 2020 through November 4, 2020;
 - o Renee Bunch - November 3, 2020 through November 6, 2020;

- o Esmeralda Luna - November 3, 2020 through November 5, 2020;
- o Mayrani Cortes - November 3, 2020 through November 5, 2020;
- o Macey Happ - November 9, 2020 through November 19, 2020;
- o Michelle Thurston - November 10, 2020 through November 24, 2020;
- o Michelle Bauer - November 1, 2020 through November 21, 2020;
- o James Warf - September 18, 2020 through September 28, 2020;
- o Penny Cooper - October 1, 2020 through October 2, 2020;
- o Zachary Winkler - October 16, 2020 through October 26, 2020
- o Scott Smith - October 21, 2020 through October 27, 2020;
- o Sheryl McMillan - October 5, 2020 through October 16, 2020;
- o Mary Burk - October 21, 2020 through October 30, 2020;
- o Robert Ponto - November 2, 2020 through November 11, 2020;
- FMLA leave for Noreen Gonzalez beginning October 14, 2020;
- FMLA leave for Rebekah Porch beginning May 10, 2021 through May 26, 2021;
- FMLA leave for Kasey L. Honsowetz beginning November 30, 2020 through January 28, 2021;
- FMLA leave for Rachelle Bailey beginning November 23, 2020 through January 4, 2021.

Resignations

- Darlene Burnes as 5.75 cafeteria employee effective November 6, 2020;
- Crystal Anthrop as 5.75 cafeteria employee effective November 19, 2020.

Employment

Corporation

- Transfer of Tiffany Bushman to Corporation Secretary effective November 17, 2020;
- Transfer of Helen Center to Food Service Director effective January 1, 2020.

Benton Central

- Transfer for Elizabeth Brost to Cafeteria Manager effective January 1, 2020.

Boswell Elementary

- Amber Becker as a one on one aide effective November 30, 2020.

Mr. Wittenauer asked the board to approve the Superintendent Contract of and Addendum for Stephan Van Der Aa as was advertised and presented to the board. Mr. Wittenauer indicated that Mr. Van Der Aa would like to go by Scott and not Stephen. He indicated that Scott was unable to be here tonight because his wife has COVID. He stated that Scott would be at the December board meeting with his family to be introduced. Mr. Wittenauer stated that Scott was the High School principal at North White and was excited to be our new superintendent. Chad Tolen moved, seconded by Jennifer Barce to approve the Superintendent Contract and Addendum for Stephan Van Der Aa. Motion carried.

Mr. Wittenauer asked the board to approve the Resolution to Pay Bus Drivers and Bus Aides During Virtual Learning Days Due to COVID 19. Mr. Wittenauer indicated this would be until December 18, 2020. Jennifer Barce moved, seconded by Robert Sondgeroth to approve the Resolution to

Pay Bus Drivers and Bus Aides During Virtual Learning Days Due to COVID 19 as presented. Motion carried.

Mrs. Albertson asked the board to approve the Resolution to Transfer Rainy Day Funds to Cover the Shortfall of the Cafeteria Fund Due to the Pandemic. Mrs. Albertson stated this was to cover the shortfall through June 20th. She indicated this was because we were not getting any revenue during the shutdown in the spring but were still providing meals. She indicated that there would need to be another resolution to cover the shortfall for July through December of 2020 as well. Chad Tolen moved, seconded by Jennifer Barce to approve the Resolution to Transfer Rainy Day Funds to Cover the Shortfall of the Cafeteria Fund Due to the Pandemic. Motion carried.

Mr. Wittenauer asked the board to approve the raise for Administrators and Continuation of Benefits as presented to the board. Mr. Wittenauer indicated that it was a 3% salary increase, the same as was given to the teachers and the continuation of the benefits as well. Jennifer Barce moved, seconded by Chad Tolen to approve the raise for Administrators and Continuation of Benefits. Motion carried.

Mr. Wittenauer asked the board to approve the raise for Non-Certified Staff and Continuation of Benefits as presented to the board. Mr. Wittenauer again stated it was a 3% salary increase, the same as was given to the teachers and the continuation of the benefits as well. Jennifer Barce moved, seconded by Robert Sondgeroth to approve the raise for Non-Certified Staff and Continuation of Benefits. Motion carried.

Mr. Wittenauer stated that the 2 hour delay professional development days were a success and the teachers really appreciate having the extra time to help prepare for virtual and in person students. He stated there is suggestions to do at least 2 more of these in December as well.

Mr. Sondgeroth made comments regarding an ISBA Journal article.

The meeting adjourned at 8:04 p.m. The next regular board meeting will be held at 7:00 p.m. Monday, December 14, 2020, at the Administration Office.

Respectfully Submitted,

Brandie Burton, Recording Secretary

President

Member

Vice-President

Member

Secretary

The Board of School Trustees of Benton Community School Corporation met in an EXECUTIVE SESSION Monday, November 30, 2020, at the Administration Building At 7:00 p.m. to receive information about and interview prospective employees.

Board members present were:

	<u>Present</u>	<u>Absent</u>
Gabe Widmer	X	
Edward Schroeder	X	
Robert Sondgeroth	X	
Jennifer Barce	X	
Chad Tolen	X	

The executive session adjourned at 7:41 p.m.

Respectfully Submitted,

Brandie Burton, Recording Secretary

President

Member

Vice-President

Member

Secretary

Special Board Meeting
 Board of School Trustees
 December 4, 2020
 Administration Building

Board members present were:

	<u>Present</u>	<u>Absent</u>
Gabe Widmer		X
Edward Schroeder	X	
Robert Sondgeroth	X	
Jennifer Barce		X
Chad Tolen	X	

Also present were administrators, faculty, staff, and patrons.

Call to Order, Recognize Quorum

President Edward Schroeder called the special meeting to order at 10:03 a.m., and recognized a quorum. The Board, Interim Superintendent, administrators, faculty, staff and patrons stood for the pledge of allegiance and took a moment of silence. Mr. Wittenauer asked Mr. Schroeder if he could briefly address the board regarding things that have happened at the corporation in the last couple days. He indicated that the decision has been made to use the summer protocol for sports activities. He stated that it means when we are in virtual education instead of saying they can't participate we are going to say they are going to follow the protocols that the summer activities had to follow. He stated that basically will have to take your temperature, wear a mask etc. Mr. Wittenauer asked Mr. Tolen if he could explain it better. Mr. Tolen indicate that was the main thing they had to do, social distancing, wearing a masks, taking temperatures, not coming if feeling ill. Mr. Wittenauer stated he would make sure the athletic director sends the information out to everyone and they understand the protocol. Mr. Wittenauer stated that if a student decides they do not want to participate then they will not be punished/penalized for that. He stated this was an important factor in the protocol for him. Mr. Tolen inquired if it starts today. Mr. Wittenauer indicated that it would start this day. Mr. Wittenauer stated that Dan Meyer the athletic director made the recommendation to follow this protocol at this time as well. Mr. Wittenauer stated that it would apply to all extracurricular activities not just sports. Mr. Wittenauer stated that if a student/athlete tests positive for COVID then the CDC guidelines would be used for the suspension of the sport/activity. Mr. Sondgeroth inquired how long those would be suspended. Mr. Wittenauer stated he believed the CDC guidelines were 10 days. Mr. Wittenauer stated he would like to now talk about the decision to have Benton Central go virtual for the day. He stated that the reason was primarily that on Thursday we had 3 positive student cases and they all had to be contact traced. He stated that one of those students had been at school positive all week and knew it and did not notify the school staff until Thursday. He stated they also have 6 pending cases which will need to be contact traced if they are positive. He stated they needed today to get those results back and then be able to make a decision about moving forward. Mr. Wittenauer stated he had given the board a copy of the new CDC quarantine guidelines. He stated he has spoken with Miranda and we are going to follow those new recommendations. Mr. Wittenauer stated right now we have enough staff to cover everything. Mr. Wittenauer stated that until someone tells him differently he plans on being back in person on Monday. Mr. Wittenauer stated that some school corporations have a policy that if so many students are out with a common illness then they close the schools and go virtual. Mr. Schroeder stated

that last year when we closed Otterbein it was through the health department and he believed it was 20-25 % and we closed the school down. Mr. Schroeder stated he did not think we had a policy and just followed the recommendations of the health department. Mr. Wittenauer stated that the last time we closed it was Dr. Moody who said we needed to close and so we followed his recommendation. Mr. Schroeder stated whether we have a policy or not if the state mandates it we have to follow it. Mr. Tolen asked if Mr. Wittenauer thought that most of the kids getting it are catching it from students at school or at home or in the community. Mr. Wittenauer said he did not know for sure but that he thinks they are not catching it at school but from their outside activities. Mr. Wittenauer stated that when we have a student who has been here all week and knew they had it may change the spread of it in school. Mr. Schroeder stated that this only works if everyone follows the rules and is responsible. Mr. Tolen asked if Mr. Wittenauer was saying that the student knew they had a positive result and came to school anyway. Mr. Wittenauer stated that yes that was the case that they knew they were positive and came to school anyway. Mr. Wittenauer stated that when people follow the rules we don't have a problem with it spreading at school but when we have someone come to school knowingly positive then that changes the game. Mr. Tolen stated that if someone with AIDS knowingly gives it to other people that is a crime and they can be punished. He asked if a student knows he has COVID and comes to school anyway can they be held accountable. Mr. Wittenauer stated he did not know we would need to talk with our attorney about it. Mr. Tolen stated or talk to the police department. Mr. Wittenauer stated he thinks the best place for our students to learn is in person and that his goal always is to have that happen. He stated he did keep the elementary schools open today. Mr. Sondgeroth stated he would like to compliment Mr. Wittenauer on keeping the elementary schools open. Mr. Sondgeroth stated that statistics and data show that the elementary kids are not affected as much as the high school students. Mr. Sondgeroth stated that our kids need to be in school. He stated the suicide rate is skyrocketing and it is mainly because our kids are not back in school. Mr. Schroeder asked if we knew why we didn't use other staff members to sub for teachers. Mr. Wittenauer stated that we do use other staff members that are available to sub to keep our schools open. Mr. Schroeder stated he thinks that is something that should be known to the public. Mr. Schroeder stated that people think that we are not trying to fill the gaps and it appears that we are. Mr. Wittenauer stated we will be sending out a request for people to sign up to substitute teach. Mr. Wittenauer stated he believes the only requirement was the need for a high school diploma. Mr. Wittenauer inquired to Brandie Burton if there were other requirements. Ms. Burton stated that they needed to obtain a substitute teaching permit. She stated they would need to go to the Indiana Department of Education and apply for it but that it was not difficult to do. She stated they would need to follow protocol because a background check would need to be completed as well. She stated it is not like they can just come in and volunteer. Mr. Wittenauer stated we will send something out that states all the qualifications that are necessary. Mr. Schroeder stated he thought it would be good to let them know that the corporation would help them get what they needed to be able to substitute if they are wanting to do so. Mr. Wittenauer stated he would work with Ms. Burton to get something together to send out. Mrs. Lange from the Benton Review stated they have to pay for the license. Ms. Burton stated there is a \$15.00 fee for the substitute teaching license. Mrs. Lange stated there is also a fee for the background check as well. Ms. Burton stated that yes there is one for the extended background check. Mr. Schroeder stated he thinks it would be good for the corporation to pay the \$15.00 fee to get more people to substitute. Mr. Wittenauer stated that we will have them call us if they are interested. Mr. Sondgeroth

suggested that on their first day of substituting the \$15.00 fee would be added to that days wages. He stated that way we are not out anything if the person chooses not to ever sub for us. Mr. Schroeder stated he felt that was a good idea. Mr. Wittenauer asked Ms. Burton if she knew how much we paid a day for substitutes. Ms. Burton said she believed it was \$70.00 per day. She also stated that retired teachers that come back and sub make more.

Mr. Wittenauer attempted to move on to new business. Ms. Burton reminded the board and Mr. Wittenauer that they still needed to approve the agenda.

Mr. Schroeder stated they had recognized a quorum and asked for any additions to the agenda. There being no additions Mr. Schroeder asked for a motion to approve the agenda as presented. Robert Sondgeroth moved, seconded by Chad Tolen to approve the agenda as presented. Motion carried.

Audience to Visitors

None

Routine Matters

None

Communications

None

Old Business

None

New Business

Mr. Wittenauer stated we have been able to get our new superintendent to start in a role for the next two weeks. He stated he will be here starting Monday. Mr. Wittenauer stated the contract to be superintendent does not begin until January 1, 2021. He stated the board feels like it would be a good situation for Mr. Van Der Aa to be here the next two weeks to learn from him over that period. Mr. Wittenauer stated that through his company Administrator Assistance is how it would work, the board would sign a contract with them that would say we are paying Mr. Van Der Aa's daily rate to AA and AA would in turn pay Mr. Van Der Aa. Mr. Wittenauer stated that his company is not getting paid anything extra to facilitate this. He stated it is a way to get Mr. Van Der Aa here prior to the January 1st date that was advertised. Mr. Schroeder stated with legal issues and having to re-advertise this was the best way to go about getting Mr. Van Der Aa here. He stated the board felt it would be good to get him here early with everything that is going on and be able to get acquainted with everyone. He stated they felt it was in the best interest of the corporation and Mr. Van Der Aa. Mr. Wittenauer stated it was for ten days and that if the board wanted to keep Mr. Wittenauer on in an advisory capacity that can be discussed at the meeting on the 14th. Mr. Schroeder inquired if that would be like a consultant. Mr. Wittenauer stated yes it would be. Mr. Schroeder asked if Mr. Van Der Aa would be at the board meeting on the 14th. Mr. Wittenauer stated that yes he would be at the meeting. Mr. Wittenauer stated Mr. Van Der Aa would be like an assistant to him the next two weeks. Mr. Schroeder stated that hopefully after the first of the year the COVID situation would change and we could

have a community meeting for everyone to meet him. Mr. Schroeder stated that he was a good man and a very nice man and that he has a lot of faith in him that he will be really good for this community and corporation. He stated that Mr. Van Der Aa impressed him very much. He stated he feels he is going to be an asset. Mr. Wittenauer stated we want him to be successful. Mr. Schroeder stated that is why we want to get him in here. He stated he needed to see how deep the water was before he jumped in and this would give him that opportunity. Chad Tolen moved, seconded by Robert Sondgeroth to approve the contract with Administrator Assistance for in office training days of December 7, 2020 through December 18, 2020 for Stephen Scott Van Der Aa. Motion carried.

Mr. Wittenauer stated that the revisions of the reopening plan do not need board approval. He stated he found this out after the agenda had been created and sent to the board. He stated that it is a fluid document which was known when it was approved so the changes that happen do not need approval. Mr. Schroeder stated that is what he thought was as well. Mr. Schroeder asked if everyone was okay with that and the consensus was yes.

Mr. Sondgeroth thanked all the staff for all they have been doing during this very stressful time. He stated we are trying to do the best things for our students and it is very difficult at times.

Mr. Schroeder stated he would like to thank the parents and students as well. He stated he feels we have some of the best students you can find in this community. He stated they want to go to school as much as we want them to go to school. He stated we are very fortunate.

The special board meeting adjourned at 10:30 a.m.

Respectfully Submitted,

Brandie Burton, Recording Secretary

President

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