

BOARD MINUTES  
BOARD MEETING  
ADMINISTRATION BUILDING  
December 13, 2021  
7:00 P.M.

Call to Order: Phil Foster, Brian Gott, Greg Hole, Dennis Reagan, Adam Shepherd, Melissa Smith and Shane Steimel.  
Pledge of Allegiance  
Prayer

- **MINUTES**

- The Chair entertained a motion to approve the minutes of the November 8, 2021, School Board Meeting.

*Motion: Dennis Reagan, Second: Adam Shepherd, (Discussion), Vote: 7-0*

- **SPECIAL PRESENTATIONS/RECOGNITIONS**

- Superintendent Ramey recognized Darrell McKinney on his retirement from Western Boone after 36 years of service.
- Teachers Leslie Baker and Samantha Gillingham presented to the school board the plan for the 2022-2023 6<sup>th</sup> Grade Band and Choir.
- Superintendent Ramey provided an update on the Elementary and Secondary School Emergency Relief (ESSR) III Return to School Plan. No revisions to the plan were recommended.
- No public comment was given.

**ACTION ITEMS**

By individual motions, the Board approved/adopted the following items or action.

- **PERSONNEL** All employment recommendations are pending completed satisfactory criminal background history report.
- **Granville Wells**
  - Sara Gentry – Temporary Disability Leave – Kindergarten Teacher effective December 6, 2021, to December 17, 2021
  - Christi Ines – Resignation – 4<sup>th</sup> Grade Teacher effective December 31, 2021
- **Thorntown**
  - Misty Aliff – Employment – Special Education Instructional Assistant effective November 29, 2021
  - Katelynn James – Resignation – Instructional Assistant effective December 6, 2021
  - Harlene Barta – Resignation – Special Education Teacher effective December 31, 2021
  - Alyssa Perry – FMLA – 6<sup>th</sup> Grade Teacher effective February 21, 2022, to August 8, 2022
  - Hannah Nicley – FMLA – Kindergarten Teacher effective March 14, 2022, to August 8, 2022
  - Lindsey Musgrave – Temporary Employment – For FMLA Kindergarten Teacher effective March 14, 2022, to May 26, 2022
- **Western Boone**
  - Pat Anderson – Resignation – Cafeteria effective November 17, 2021
  - Donald Crawford – FMLA – Maintenance effective November 29, 2021, to February 1, 2022
- **Western Boone Transportation**
  - Kristel Crowder – Employment – Substitute Bus Monitor effective December 1, 2021
- **Western Boone Athletics**
  - Alexis Freeman – Junior High Cheerleading Head Coach
  - Taylor Miller – Resignation – Junior High Cheerleading Head Coach
  - Loren Corey – Resignation – Junior High Cheerleading Assistant Coach

*Motion: Adam Shepherd, Second: Phil Foster, (Discussion), Vote: 7-0*

- **BUSINESS**

- **Superintendent Contract**

- The Chair entertained a motion to approve the Superintendent Contract that was presented at a Public Meeting on November 8, 2021.

*Motion: Dennis Reagan, Second: Adam Shepherd, (Discussion), Vote: 7-0*

- **Construction Invoice from Rainy Day Fund**

- Superintendent Ramey recommended the Board approve payment to Moake Park Group in the amount of \$75,349.55 utilizing the Rainy Day Fund. Upon issuance of the bonds for the Thorntown Elementary School Addition/Renovation Project, the Rainy Day Fund will be reimbursed.

*Motion: Greg Hole, Second: Dennis Reagan, (Discussion), Vote: 7-0*

- **Non-Resident Student**

- Superintendent Ramey recommended the Board approve the following Non-Resident Students:
  - Casey Richardson – Thorntown, 3<sup>rd</sup> Grade, 2021-2022 school year.
  - Carson Richardson – Thorntown, 5<sup>th</sup> Grade, 2021-2022 school year.

*Motion: Brian Gott, Second: Greg Hole, (Discussion), Vote: 7-0*

- **Donations**

- Superintendent Ramey recommended the Board approve the following donations:
  - Granville Wells received \$200.00 from Jerry & Deb Brown for the donation fund.
  - Granville Wells received an anonymous donation of \$100.00 for the donation fund.
  - Granville Wells received \$200.00 from Lynn Redick for the student assistance fund.
  - Granville Wells received \$500.00 from Skylar Parmer for the student assistance fund.
  - Thorntown Elementary Preschool received an anonymous donation of \$100.00.
  - High School Athletics received an anonymous donation of \$1,400.00.
  - Western Boone Hoops received an anonymous donation of \$100.00.
  - Key Club received \$750.00 donation from Kiwanis Club of Lebanon.
  - Light up the Holidays received an anonymous donation of \$970.00.

*Motion: Dennis Reagan, Second: Brian Gott, (Discussion), Vote: 7-0*

- **CLAIMS**

- The Chair will entertain a motion to approve the claims for the period of November 8, 2021, through December 13, 2021, as submitted.

*Motion: Phil Foster, Second: Melissa Smith, (Discussion), Vote: 7-0*

- **MONTHLY FINANCIAL REPORTS**

- Kristen Dunn, Corporation Treasurer, provided an update on the financial reports of the school corporation.

- **OTHER**

- **PERSONNEL** All employment recommendations are pending completed satisfactory criminal background history report.
  - Western Boone
    - Melanie Pulliam – Employment – Custodian effective December 14, 2021

*Motion: Adam Shepherd, Second: Greg Hole, (Discussion), Vote: 7-0*

- **ANNOUNCEMENTS**
  - Western Boone School Corporation – Christmas Break Begins – December 17, 2021, to December 31, 2021
  - Western Boone School Corporation – Students and Staff Return – January 3, 2022

- **ADJOURNMENT**

*Motion: Brian Gott, Second: Dennis Reagan, (Discussion), Vote: 7-0*

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## **SUPERINTENDENT'S CONTRACT OF EMPLOYMENT**

This Contract is approved and executed this 13th day of December, 2021, by and between Western Boone County Community School Corporation ("School Corporation") and Robert W. Ramey ("Ramey") setting forth the terms under which Ramey shall be employed and serve as the Superintendent of the School Corporation.

1. Duties and Responsibilities. During the term of this contract, Ramey shall perform such duties and have such responsibilities as are typically performed by the superintendent of an Indiana public school corporation as well as those assigned to the superintendent by the School Corporation's policy manual and those delegated to Ramey from time to time by the Board of School Trustees of the School Corporation ("Board"). Ramey represents that he is fully licensed for this position and is required to maintain such license during the term of this contract. This Contract shall replace all previous employment contracts Ramey has had with the School Corporation.

2. Contract Term: Automatic Extension. The initial term of this contract shall retroactively commence on July 1, 2021, and extend for a period of three (3) years through June 30, 2024. The annual term shall consist of 240 working days. The contract will automatically be extended by one year each July 1st unless before that date either the School Board or Superintendent provides written notice to the other of the intent the term not be so extended. This contract may be terminated or canceled only by written agreement of the parties or pursuant to the grounds and procedure set forth in Indiana law.

3. Base Salary. For the initial twelve-month term of this contract Ramey shall be paid a base salary of One Hundred Thirty Thousand Eighty-Seven Dollars (\$130,087) payable in twenty-six equal bi-weekly installments. The Board may increase the annual salary but may not reduce the salary below the above starting salary.

4. Insurance Coverage. The School Corporation shall pay all but One Dollar (\$1.00) of the annual cost of group health, term life, and long-term disability insurance coverage for Ramey consistent with what the School Corporation provides its administrative personnel. In addition to the group policy that currently provides One Hundred Thousand Dollars (\$100,000) of term life insurance coverage for administrators, the School Corporation shall arrange and pay the premium cost for Ramey to be covered with an additional One Hundred Thousand Dollars (\$100,000) of term life coverage, provided Ramey is insurable and cooperates in securing that additional coverage. School Corporation shall pay Fifty Dollars (\$50) annually toward vision insurance premium and Two Hundred Dollars (\$200) annually toward dental insurance premium.

5. State Teacher's Retirement Fund. In addition to whatever amount is paid by the State to the Indiana Teacher's Retirement Fund, the School Corporation shall pay the additional sum required to bring the annual contribution to the state required amount of Ramey's base salary.

6. Retirement Plan Contributions. The School Corporation shall also contribute Seven Thousand Four Hundred Fifty Dollars (\$7,450) per year to a section 403(b) plan and Five Thousand Two Hundred Dollars (\$5,200) to a section 401(a) plan in order to provide a tax-sheltered retirement plan for Ramey's benefit. Such payments shall be made in accordance with School Corporation practice.

7. Holiday, Vacation, Sick Leave, and Personal Leave Days. Ramey shall be entitled to annual holiday, sick leave, and personal leave days as set forth in the School Corporation's Benefits for Administrative Personnel. In addition, Ramey shall have ten (10) paid vacation days per contract year. Any vacation days which remain unused in a contract year shall not carryover but instead shall be paid to Ramey annually at the daily rate determined by dividing Ramey's base salary by the annual number of contract days. Ramey may retain his existing accumulated illness leave and accumulate additional unused illness leave days up to a maximum of two hundred forty (240) days.

8. Automobile Usage. The School Corporation shall provide Ramey with a motor vehicle of the School Corporation's choosing and at its expense for Ramey's use in performing School Corporation business. Personal use of this corporation-owned vehicle is permitted, but Ramey shall accurately record any personal usage of the vehicle and report that usage to the School Corporation for its use in preparing Ramey's annual W-2 form. Should the corporation-owned vehicle be unavailable and Ramey use his personal vehicle in service to the School Corporation, the School Corporation shall reimburse Ramey at the then current IRS rate for actual mileage incurred in his personal vehicle in the performance of such services. Ramey shall properly document such usage in requesting reimbursement.

9. Other Professional Expenses. The School Corporation shall reimburse Ramey for other appropriate business and professional expenses reasonably incurred in the performance of his duties, including the cost of membership and participation in state and national professional associations of educational administrators and expenses related to his attendance at conferences, meetings, and activities approved by the Board.

10. Public Record. The parties agree that this contract is a public record under the Indiana Public Records Law, IND. CODE § 5-14-3 and § 20-6.1-4-3(b).

11. Construction of Contract. For purposes of the construction and interpretation of this contract, both parties participated in the drafting of this contract.

12. Entire Agreement of Parties. This contract contains or incorporates by reference all the agreed terms of employment and will not be modified except in a written document signed by both parties. If any term or provision is found to be invalid under state or federal law, that shall not affect the validity of the remaining terms of this contract.

Executed by the undersigned on the date set forth above.

**SUPERINTENDENT**

**BOARD OF TRUSTEES OF WESTERN BOONE  
COUNTY COMMUNITY SCHOOL CORPORATION**

\_\_\_\_\_  
Robert W. Ramey

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## INVOICE

**To:** Western Boone County Community School Corporation  
Rob Ramey, Superintendent  
1201 N. State Road 75  
Thorntown, IN 46071-9229

**Date:** November 11, 2021

**Invoice No:** 489004-09

**Project No:** 489004

**Purchase Order No:**

**For:** Thorntown Elementary Add & Reno

Professional Services provided through: **October 31, 2021**

**CONTRACT FEE:** \$862,500.00

<u>Phase</u>	<u>Phase Fee</u>	<u>% Complete</u>	<u>Fee Earned</u>
Schematic Design	\$129,375.00	100%	\$129,375.00
Design Development	\$172,500.00	100%	\$172,500.00
Construction Documents	\$327,750.00	43.1%	\$141,381.00
Bidding	\$17,250.00	0%	\$0.00
Construction Administration	\$215,625.00	0%	\$0.00
<b>Total Fee Earned</b>			\$443,256.00
<b>Less Prior Fee Billings</b>			(\$368,395.00)
			<u>\$74,861.00</u>

*ok  
11-15-21* *Ramey Pay Fund*

**Reimbursable Expenses:**

**Travel**

10/05/2021 Jeremy Ogle - Board Meeting Interior Finishes 282 miles	\$155.10
10/07/2021 Jeremy Ogle - Board Meeting MEP Review 282 miles	\$155.10
10/21/2021 Jeremy Ogle - Field Work & Verification 282 miles	\$155.10
<b><u>MPG Service Fee</u></b>	<u>\$23.25</u>

\$488.55

Services Billed to Date \$443,256.00  
Reimbursables to Date \$1,812.73  

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Total Billed to Date \$445,068.73

**Total Due This Invoice:**

**\$75,349.55**

*Ramey  
11-15-21*



## **EDUCATION & OPERATION FUND COMPARISON REPORT**

As of November 30, 2021, the Education Fund cash balance was \$4,249,610. The Education Fund expenditures for November 2021 were \$847,937. As of the end of November 2021, a total of 81% of the 2021 appropriation was expended.

As of November 30, 2021, the Operation Fund cash balance was \$677,672. The Operation Fund expenditures for November 2021 were \$329,051. As of the end of November 2021, a total of 70% of the 2021 appropriation was expended.

Western Boone County Community School Corporation has investments in the form of various interest-bearing accounts and deposits with financial institutions and has earned interest as follows:

<u>Financial Institution</u>	<u>2021 YTD Interest Earned</u>
Home National Bank	\$9,021.36

On Wednesday, June 23, 2021, and Thursday, December 9, 2021, with the authority of the Board of Trustees granted by a resolution on February 8, 2021, the corporation treasurer transferred \$809,902.45 and \$864,707.38 from the Education Fund to the Operations Fund for Operation Fund expenditures that in prior years were General Fund Expenditures. The first transfer was for expenditures from January through May and the second was for expenditures from June through October.

FYI: The November 2021 - Fund, Appropriation, and Revenue Reports are posted to the School Board Document Site