

**LAKE CENTRAL SCHOOL CORPORATION  
SCHOOL BOARD MEETING MINUTES  
MONDAY, MARCH 4, 2013**

A meeting of the Board of School Trustees of the Lake Central School Corporation was held in the Lake Central Freshmen Center LGI Room, 8410 Wicker Avenue, St. John, IN on Monday, March 4, 2013. The meeting began at 7:30 p.m.

Board Members Present

Don Bacso, Vice-President  
George Baranowski, President  
John DeVries, Secretary  
Janice Malchow, Member  
Howard Marshall, Member

Board Members Not Present

Administration Present

Al Gandolfi, Assistant Superintendent  
Rob James, Director of Business Services  
Mark Kellogg, Director of Primary Education  
Bill Ledyard, Director of Facilities  
Dr. Lawrence Veracco, Superintendent

Administration Not Present

<b><u>BOARD MEETING MINUTES: MARCH 4, 2013</u></b>	
<i>Please Note: All Motions Passed With 5-0 Vote Unless Otherwise Indicated</i>	
I.	Call to Order – <i>Mr. Baranowski</i> <ul style="list-style-type: none"> <li>• The Meeting was called to order at 7:30 p.m. by Board President, George Baranowski.</li> </ul>
II.	Pledge of Allegiance to the American Flag – <i>Mr. Baranowski</i> <ul style="list-style-type: none"> <li>• Pledge of Allegiance led by Mr. Baranowski.</li> <li>• Mr. Baranowski informed the audience that there is a clipboard in back for those to sign if they wish to make comments at the end of the meeting. There is a 3 minute limit, one subject per person per discussion.</li> </ul>
III.	Agenda: Approval, Deletions, Additions - <i>Dr. Veracco</i> - <b>Action Required</b> <ul style="list-style-type: none"> <li>• Revised Professional Leave Requests under Mr. Gandolfi’s section.</li> <li>• Revised Field Trips under Mr. Gandolfi’s section.</li> <li>• Revised Professional Leave Request under Mr. Kellogg’s section.</li> <li>• John DeVries moved to approve the Agenda as Amended. Howard Marshall seconded the motion. Motion carried.</li> </ul>
IV.	Correspondence – <i>Dr. DeVries</i> <ul style="list-style-type: none"> <li>• Dr. DeVries stated there is no correspondence.</li> </ul>
V.	Official School Board Business Topics: Consent Agenda – <i>Dr. Veracco</i> – <b>Action Required</b> <ul style="list-style-type: none"> <li>• Don Bacso moved to approve the Consent Agenda. John DeVries seconded the motion.</li> </ul>

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	<ul style="list-style-type: none"> <li>• Janice Malchow asked how many students would be going to Pathfinder. Dr. Veracco replied that he sent her an email last Friday containing the number of students going to Pathfinder currently and for the entire year, so that question has been answered. Dr. Veracco offered to pull up the e-mail and read the information. Dr. Malchow stated she did not get that e-mail. Dr. Veracco asked the other Board members to confirm if they had received the e-mail, as Dr. Veracco did copy them on the reply. All other Board members replied they did receive the e-mail. Dr. Malchow asked Dr. Veracco to send the e-mail again, he responded that he would.</li> <li>• Motion carried.</li> </ul>
A.	<p>Approval of Minutes:</p> <ul style="list-style-type: none"> <li>• February 19, 2013 Regular Meeting</li> </ul>
B.	<p>Approval of Claims, Payroll and Extracurricular Expenditures</p>
VI.	<p>Official School Board Business Topics: Regular Agenda</p>
A.	<p>Superintendent – <i>Dr. Veracco</i></p> <ol style="list-style-type: none"> <li>1. HB 1337 / SB 416 AO-F Metrics <ul style="list-style-type: none"> <li>• Dr. Veracco updated the Board on what is going on with the State legislature in regard to the A-F grades. On February 20<sup>th</sup>, SB 416 came out of the senate education committee with an 11-0 vote, and that bill sponsored by Senator Yoder would have voided the current A-F system and that required that grades not be based on measuring student growth against their peers. The original PL221 in Indiana prohibited that type of comparison back in 1999. Moving forward to Feb 25<sup>th</sup>, Senator Yoder withdrew his bills and killed it, saying he believed HB 1337 is a better place for the legislation to be part of. Later that night HB 1337 was soundly defeated. Dr. Veracco discussed the possibilities as to why HB 1337 failed and why the SB 416 was withdrawn earlier in the day. Dr. Veracco is hopeful that this will bring itself back in another catch-all bill in the future. Dr. Veracco recognized the current problems with A-F, that it is unfair and does not accurately represent how our schools are doing.</li> </ul> </li> </ol>
B.	<p>Assistant Superintendent / Personnel / Director of Secondary Education – <i>Al Gandolfi</i></p> <ol style="list-style-type: none"> <li>1. Personnel Recommendations – <b>Action Required</b> <ul style="list-style-type: none"> <li>• Howard Marshall moved to approve the personnel recommendations as presented. Don Bacso seconded the motion.</li> </ul> </li> <li>2. Professional Leave Requests – <b>Action Required</b> <ul style="list-style-type: none"> <li>• John DeVries moved to approve the professional leave requests of Sean Begley, Lisa Schilling, Kathryn Clark, Deborah Stack, Todd Smolinski, Jennifer Gleason, Gina Campagna, Mary Joan Martin, Kendal Smith, Ruth Bonacci, Amy Alessandrini, Rosie Perez, Stevie Rogers, Patti Heimstra, Terri Budlove, Rita Chavez, Robert Harnish, and Amanda Schuyler. Howard Marshall seconded the motion.</li> <li>• Janice Malchow asked about our involvement with the NWI Writing Project and if LC is still actively involved. Mr. Gandolfi replied that we offer that as an opportunity to our English Teachers. The teachers volunteer a good portion of their time, which we appreciate, and then we pay the entry fee.</li> <li>• Motion carried.</li> </ul> </li> </ol>

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	<p>3. Field Trips – <b>Action Required</b></p> <ul style="list-style-type: none"><li>• John DeVries moved to approve the field trips of MaryJoan Martin, Kendal Smith, Rosie Perez, Rita Chavez, Terri Budlove, and Amanda Schuyler (2). Don Bacso seconded the motion. Motion carried.</li></ul>
C.	<p>Director of Primary Education – <i>Mark Kellogg</i></p> <ol style="list-style-type: none"><li>1. Professional Leave Requests – <b>Action Required</b><ul style="list-style-type: none"><li>• John DeVries moved to approve the revised professional leave request of Jennifer Baker. Janice Malchow seconded the motion. Motion carried.</li></ul></li><li>2. Kindergarten Orientation Update and Enrollment Reminder<ul style="list-style-type: none"><li>• Mr. Kellogg reviewed the Kindergarten Orientation meeting, reviewed requirements, and reminders to parents about signing their children up early so we can adjust enrollment as needed. Mr. Kellogg discussed the issues when parents sign up in late August. If space dictates, we will mandate that a child who is registering late, be placed in a different school. We will operate on the “last enrolled, first moved basis.”</li><li>• Janice Malchow asked for confirmation that this is being done to alleviate the huge class size problems we had this year and that parents will be told when they sign up that this is what we may need to do. Mr. Kellogg confirmed.</li></ul></li></ol>
D.	<p>Director of Facilities – <i>Bill Ledyard</i></p> <ol style="list-style-type: none"><li>1. LCSC Projects Update – Update<ol style="list-style-type: none"><li>a. LCHS<ul style="list-style-type: none"><li>• George Baranowski asked about if we are on schedule as far as the pool. Mr. Ledyard replied that we are. Mr. Ledyard also remarked that we are also a bit ahead of schedule as far as the storm detention work. Once that is done, we will be seeding in spring, staying off until 4<sup>th</sup> of July, and that will be used as a practice playing field next fall.</li></ul></li><li>b. Protsman ES</li></ol></li></ol>
E.	<p>Director of Business Services – <i>Rob James</i></p> <ol style="list-style-type: none"><li>1. Extra-Curricular Purchases – <b>Action Required</b><ul style="list-style-type: none"><li>• Lake Central High School Theatre Department is requesting to purchase a digital wireless microphone system. The system would be purchased from the Theatre Extra-Curricular Fund at a cost of \$599.99.</li><li>• Grimmer Middle School is requesting approval to purchase a high jump pit. The high jump pit would be purchased from the Athletic Fundraiser Extra-Curricular Fund at a total cost of \$4,900.00.</li><li>• Watson Elementary School is requesting approval to purchase 8 iPads and cases. The iPads will be purchased from the Fundraiser Extra-Curricular Fund at a total cost of \$4,351.63.</li><li>• John DeVries moved to approve the extra-curricular purchases. Howard Marshall seconded the motion. Motion carried.</li></ul></li><li>2. Donations – <b>Action Required</b></li></ol>

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- Kahler Middle School is looking to receive a donation of a piece of weight lifting equipment from Dr. Keith Pitchford & Great Lakes Orthopedics & Physical Therapy. The company would like to donate an apparatus called a “Smith Machine.” It is used as a squat rack with controlled movements. It would be placed in the auxiliary gym and used as a part of the Kahler Middle School strength training program for athletics and PE classes. The machine is slightly used, but in great condition. It has a value of \$3,500.00 brand new, but an estimated value of \$1,200.00-\$1,500.00 slightly used.
  - The Lake Central High School Science Olympiad team has received a donation of \$200 from an anonymous donor.
  - The Clark Middle School Library received a \$10 donation from a Clark parent.
  - Howard Marshall moved to approve the donations. Don Bacso seconded the motion. Motion carried.
3. 2013 Tuition Support per ADM
- The Indiana Department of Education has finalized the school funding formula for calendar year 2013. These computations were made based on the State’s current budget allocation for K-12 Education. In your board packet, I have provided you a detail of the Tuition Support per ADM for all Indiana school corporations (public and charter).
    1. Lake Central’s Tuition Support per ADM increased from \$4,663 in 2012 to \$4,793 for 2013.
    2. In 2012, Lake Central’s funding was ranked 351<sup>st</sup> out of 357 school corps; we are now 353<sup>rd</sup> out of 363. Therefore, instead of being in the lowest 1.68%, we are now in the lowest 2.75%.
    3. The State Average increased from \$5,668 to \$5,707.
    4. Lake Central was \$1,005 lower than the average in 2012; we are now \$914 lower.
    5. The highest Tuition Support per ADM is down \$175 from \$8,169 to \$7,994.
    6. The lowest Tuition Support per ADM is up \$109 from \$3,745 to \$3,854.
    7. The difference between the highest funded and the lowest funded was \$4,424 in 2012; it is now \$4,140 in 2013.
    8. 39 of the top 55 funded school corporations are charter schools
  - John DeVries asked if our funding were brought up to the average per student, what that would equate to. Mr. James responded that would be about \$9.5 million dollars.
  - Dr. DeVries also asked if the attitude in Indianapolis is “if you don’t like your funding, go have a General Fund Referendum.” Mr. Baranowski replied that it does seem to be that way, and that they do not seem to trying to put any more money into the funding, just reallocating through the formula where they are putting their funding. The Senate and House need to hear enough voices to say that we need to raise and add additional funding. This is the budget year, if it does not change now, it will remain the same for the next two years.
  - Howard Marshall referenced other school districts on the list and what their funding is.
  - Mr. Baranowski also commented on the economics of some of the areas, the fact that they may be a more affluent area and are still getting more funding, due to the amount of free and reduced lunch students that are being reported, which is a factor

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	in the funding formula. Lake Central follows the rules as far as free and reduced lunches go.
VII.	<p>Public Comments– <i>Mr. Baranowski</i></p> <ul style="list-style-type: none"><li>• Bob Gustas read the following statement: <i>Members of the School Board and Dr. Veracco,</i> <i>As President of the LCTA and collective voice of our membership, I am here to make a statement in regards to the recent stipends and raises that were approved last board meeting, and more importantly, the comments that were made at that meeting on February 19.</i> <i>Comments were made saying Lake Central is able to hire a new director of Secondary Education because of personnel cuts to various staff members. Stipends and raises were given because of all the hard work and the increased responsibilities. In total, you gave stipends and raises totaling almost \$200,000 for 11 people and one new to the Lake Central School Corporation. If these were, as stated, given to help keep staff at Lake Central, what message does this say about your other current staff and teachers?</i> <i>Because of these comments and actions, the rest of the teachers and staff feel that they are NOT valued. Their spirits are broken and they feel both defeated and unappreciated. Whether or not this was the intent of these stipends and raises, this was the message that was heard. What if teachers ran their classrooms like this, praising and rewarding only a handful of select students? Not only would a teacher be rated ineffective, but also the other students, administrators, their parents and the community would not allow it – nor should they! Don't you see a parallel here in what was done?</i> <i>Those who received the raises and stipends are not the only ones who have had an increase in responsibilities. Teachers at Lake Central have had their hours increased with more and more responsibilities added. Teachers have agreed to pay freezes so programs and our colleagues would not be cut and the students of Lake Central, our kids, would not suffer. It is your teachers, like those here tonight, who are in the classroom providing a warm, welcoming environment and a high quality education for our community, making LC one of the highest performing corporations in the state. As stated at the last meeting, "Rest assured, we intend to be fair to all employees." With such a large dollar amount given to about 2% of all employees, the members of the LCTA are anxious to hear and see how this will happen for the other 98%.</i> <i>Thank you for your time,</i> <i>Bob Gustas</i></li><li>• David Michael (Corrie) of Crown Point, read the following statement: <i>Would like to make a simple sports parallel:</i> <i>There was once a football team that had demonstrated years of measurable success. However the owners of that team (inaudible). It began investing resources in the team management and coaches who were trained and compensated. The players on this same successful team were told to make sacrifices and to take one for the team. They were told for years that salary caps did not allow for any greater compensation. They were even told that greater performance could result in greater compensation but only if funds were available. It was insinuated that little to no funds would be allocated to them. However the coaching staff was still compensated at a generous rate and new coaches were even added to the staff so that __ (inaudible) __. When the coaches or the owners were questioned concerning their reasoning for such strategies they were rude, defensive, condescending and evasive. In</i></li></ul>

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*addition to all of this, the team invested in the construction of a new stadium for the coaches to coach in and the players to play in. What do you think will happen to this team? Will the players play harder? Will the best players stay? Might you end up with a team filled with rookies \_\_\_(inaudible)\_\_\_ perform poorly and \_\_\_(inaudible)\_\_. Consider this. Even great coaches cannot generate great players. But great players can make coaches look great.*

- **Anka Terry of Valparaiso:**  
*In light of the recent district-wide financial crisis and the resulting deep cuts made to LC programs, staffing, reduction—and in some cases elimination of stipends, we ask the LC School Board to provide its constituency with a clear rationale for its approval of administrative salary increases and position creations.*
- **Kathryn Clark of Lowell:**  
*My name is Kay Clark, I taught English here at LC high school for 7 years. My husband and I are both teachers here at the high school. We are raising three kids on two teachers' salaries and times are starting to get desperate. Not only has our household not received any pay increase for several years, our income has actually decreased because the cost for healthcare has (inaudible) increased. I now make less than I did four years ago. My family is extremely dedicated to this school corporation and I am devastated to find that financially we are almost at the point where we both can't continue being LC teachers. In the NWI Times article that came out regarding administrative raises, it was stressed that these raises were given in order to remain highly (inaudible) school districts, to keep the (inaudible) valuable administrative members of the corporation here at Lake Central. I am disheartened that my husband and I were not apparently as valued and that we are not worth keeping here at school. From the bottom of our hearts we both want to remain teachers until we retire. But the way things are going we can barely afford to support our family on our teacher salaries. I would like the School Board to understand how (inaudible) decisions affect my family.*
- **Sarah Verpooten of Crown Point:**  
*I taught journalism, photo and publication at the high school for eleven years now. I wanted to share my story because I know it speaks to many people in this room. The publications class is co-curricular and (inaudible) stipends for time spent on yearbook and newspaper outside of my contracted time. I love my job and my students and (inaudible) my programs for these national ward winning publications. This year we are one of only two schools in Indiana that are up for the highest national award for student journalism. Last year I put in 300 extra hours to make this happen and I never questioned why I did it until last week. After being told for the last three years that there is no money to fund a co-curricular stipend, the news website, lakecentralnews.com, which has over 20,000 hits from the community per month. I watched stipends much higher than I ever requested being handed out. So then, like many others in this room started to do the math. The 300 plus hours I spent last year, 300 hours away from my five year old while also pregnant, I was compensated at less than minimum wage. Looking back this embarrasses me. I know my story is not unique. Teachers in this room give of themselves year after year because they love kids. Unfortunately our love for students and learning has been exploited. We still have bills to pay, we still have families. So please understand that when you designate specific jobs in the corporation as valuable and worthy of additional compensation, it becomes not only financial but also a matter of respect for those of us who are apparently not as worthy to try to keep. It is one thing to say you have great teachers, but another thing entirely to act like it. Additionally, on the first day of school Dr. Veracco you asked us to consider sending our children that live outside the district*

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*to Lake Central. My husband and I strongly considered it. Our son is currently a kindergartener at Winfield Elementary in the Crown Point School Corporation. He is in a class of 21 students with a teacher that knows them all very well. I believe our kindergarten teachers here are fabulous but there is no way as a parent that I would send my child voluntarily into a classroom of more than 30. At that point the choice was clear for us that unfortunately Lake Central was not the right place to send our son. And until class sizes come down that is not going to change. So please understand that we are not saying these things and we are not here just out of money. It is a value of our time and our energy and it is very disheartening to us when we are not considered valuable any longer. Thank you.*

- **Lynne Kasperan of St. John:**  
*I graduated from LC in 1989. My parents owned a business in this community for 26 years. So this year I have also made the same decision – my youngest went to kindergarten, my oldest would have gone to kindergarten, but the lottery at Kolling and Watson did not allow it. (inaudible). These class sizes are not good for kids. Us cleaning our floors is not good for kids. Tutoring extra on top of two mornings a week is not good for kids. We can't get around to the kids that need all the help. Please remember the kids in all of this. Not only just us but remember the kids.*

**Board Comments and Consideration of Future Agenda Items – Mr. Baranowski**

- Howard Marshall referenced a Schererville Town Meeting that will have discussion regarding the shops on Main Street. For anyone who is interested, the Town Council Financing Meeting is on Wednesday at 6pm.
- Howard Marshall also stated that the group that is dealing with Dr. Veracco in negotiation has been under constant meetings at least once per month, and discussions are ongoing. Consequently, he will defer any comments to the administrative staff who is involved in that negotiations with that leadership.
- Don Bacso thanked everyone for coming and out and their comments and passion. He cannot comment at this time due to negotiations between LCTA and administration and Dr. Veracco so he will leave any comments up to Dr. Veracco.
- Dr. Malchow stated: Everyone hears what you are saying and understand what you are going through. It a tragedy and is very upsetting, having been in education for 40 years, it breaks my heart. We are losing a lot of young excellent teachers because of the salary and insurance. At the same time it is not just an LC problem. We need to reach out to those agencies and state government facilities that are responsible for this. I will be going to Indianapolis Wednesday to attend the State Board Meeting, not representing the School Board, but on our behalf. In addition to that, I will be attending the county council meetings. I will continue to do that, there has to be a way to get this resolved. I echo the other board members in that we very much appreciate what you do. We know you have a love for children and a love for learning. I know it is an urgent problem. Dr. Veracco has said he wants to attract and retain good educators. I see no reason why that cannot be done. I will do discovery to find out what is out there and be a liaison to other communities.
- Dr. Malchow asked Mr. Kellogg: with the professional learning model that we have going on, how does that information is filtering down to other educators in the buildings? Mr. Kellogg explained that we try to keep it more local, send our people out to get trained and share it with their buildings, supervisors, etc. It is an ongoing and continuous process.
- Dr. Malchow asked where we are with common core at elementary level. Mr. Kellogg

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	<p>explained that common core is moving forward. Basically, information is brought back from study groups and workshops, shared with principal groups and then disseminating that back with the teaching staff. Mr. Gandolfi stated that the same general model is used at the middle and high school level.</p> <ul style="list-style-type: none"><li>• Dr. Malchow asked about RISE model. What data sources will be used? ISTEP? Mr. Kellogg confirmed that ISTEP will be used as part of the state mandate. Mr. Kellogg stated that he will share at a future meeting how we have done on ISTEPs over the last several years.</li><li>• Howard Marshall addressed the teachers in the audience and told them to keep the faith, the process is ongoing. As a group, he respects the support, and hats off to them for what they represent. As a board member, and collectively, he appreciates what they do. Howard Marshall offered a round of applause with the rest of the board members, to our teachers.</li><li>• George Baranowski spoke that as a Director for ISBA, when visiting Tony Bennett every 3 months, his first questions to him were always “How are we doing on funding, when are you changing the formula, and when is the governor going to give us more money.” He was told “we (the House and Senate) don’t get that many phone down here calls from people up north.” If people put pen to paper and finger to phone, contact Hal Slager or Glenda Ritz, put pressure on people to get more funding. \$200 a kid makes a big difference in what we can do. Only alternative option is a general fund referendum which is not in our community’s best interest. We need the voices of the people – the constituents have to call, and they will be heard. They need to hear from you saying “we need more money for our schools.” Once April 29<sup>th</sup> passes, the budget is locked for two years. I truly believe this is partnership. LC would not be rated where it is without the teachers. LC would not be rated where it is without the facilities and administration. No one piece is bigger than the other. Sometimes they get out of sync. Sometimes they all get things at the same time. But we need your help. Please contact the legislators, at least try, before the week is out. Nobody likes cutting staff. We’ve cut teachers, support staff, we’ve cut all kinds of things over the past four years. Please, reach out to our legislators.</li></ul>
IX.	Board Calendar of Future Activities – <i>Dr. Veracco</i> <ul style="list-style-type: none"><li>• Next Board Meeting: March 18, 2013</li></ul>
X.	Adjournment – <i>Mr. Baranowski</i> – <b>Action Required</b> <ul style="list-style-type: none"><li>• John DeVries moved to adjourn the meeting at 8:30 p.m. Howard Marshall seconded the motion. Motion carried.</li></ul>
Minutes of the March 4, 2013 School Board Meeting were approved and adopted by the Board of School Trustees at the March 18, 2013 School Board Meeting.	
ATTEST:	<p style="text-align:right">_____ George Baranowski, President</p> <p style="text-align:right">_____ Dr. John DeVries, Secretary</p>