



Kelly DiBenedetto
Chairperson
School Board
1200 E. 42nd Street
Indianapolis, IN 46205

Indiana School for the Deaf
School Board Meeting

November 19, 2019
5:00 p.m. – 7:00 p.m.

Alumni Building, Media Center

Minutes

Voting Members Absent:

Amy Waggoner

Non-Voting Members Absent:

P. J. McGrew

Voting Members Present:

Kelly DiBenedetto, Chairperson
Dr. Ray Furner
Andy Leffler
Terri Miller
Ann Reifel, Vice Chairperson
Lucy Witte

Non-Voting Members Present:

Rep. Ed Clere
Patrick Rhodes

ISD Staff:

Superintendent Dr. Geeslin

- I. **Call to Order:** Chairperson Di Benedetto convened the meeting at 5:00 p.m., noting that a quorum was met.
- II. **Approval of minutes:** Dr. Furner requested a spelling error corrected on page 2 (move should be more). Motion by Ms. Witte, second by Ms. Miller to accept the September 24, 2019 minutes as amended. Motion passed.
- III. **Chairperson's Remarks:** Chairperson DiBenedetto reminded the board of the importance of conducting the meeting in a bilingual / bicultural format. Only one person will communicate at a time and are asked to raise their hand to be recognized before speaking to ensure that all communities are fully informed of today's proceedings. Additional comments will be shared at the end of the meeting.
- IV. **Superintendent report:**
 - Topic suggestions for the 2020 School Board meetings:
 - January - student data and NWEA performance results provided by Kim Kause.

The Indiana School for the Deaf is a bilingual educational environment where students belong, excel and thrive academically and socially.

- February – CEASD accreditation. Supt. Geeslin recommended the meeting time moved to noon, for the culinary students provide lunch for the School Board. The Board will move to the accreditation room after lunch where the artifacts will be placed for the accreditation team. The Board will “walked through” the accreditation process, led by Superintendent Geeslin and Kim Kause.
 - ❖ Motion by Vice Chairperson Reifel, second by Dr. Furner to move the February meeting to 1:00pm (Executive session) with the public session at 1:30pm – 3:30pm. Motion passed.
 - March – ISD policy revisions, led by Superintendent Geeslin.
 - April – in-depth tour of ISD to include Student Life and dormitories. The meeting will need to be moved to an earlier time, e.g. 2pm – 4pm, led by Administration Team.
 - ❖ Motion by Mr. Leffler, second by Vice Chairperson Reifel to move the April 21 meeting to April 14 at 1:30pm (Executive Session) with the public session/tour at 2:00pm – 4pm. Motion passed.
 - May – ISD accomplishments
- Staff recognition:
 - Operations Division: Donnie Knight (Maintenance Manager) and Kevin Noel (Groundskeeper). ISD’s Physical Plant Director is on new parent leave until January. Mr. Knight has been with ISD for over 40 years and has taken on more of the administrative role (acquisitions, purchase orders, etc.). Mr. Noel also does maintenance work and has 25-30 years in steam plant operations. He has begun (in an interim position) as the steam plant supervisor. overseeing the operation of our steam plant. He has identified several issues and have plans to resolve them. Both have stepped up and done an amazing job.
 - Student Life Division: Wade Curtis, ISD’s interim Athletic Director. He has worked very hard to make sure the athletic department is running smoothly. Wade has been through a lot during this transition (facing some adversity among his parents, among his coaches, many who were not familiar with him as his previous focus has always been with middle school athletics) but he not once uttered a word of complaint. We appreciate his perseverance. He “bleeds orange and black”
 - Education Division: Robert Wilson, Technology Teacher (3-D printing, web design, filming, etc.). His classroom (old print shop classroom) has beautiful wood floor tiles that have been neglected for many years. He took it upon himself (during his own time on weekends) to clean the floor and give it a coat (or two) of shellac. What was once an “eye sore” is now beautiful. It is not the buildings that make ISD what it is, it is our exceptional staff.
 - School Update:
 - Visual Communication System: Approved for purchase and hopefully installation will happen soon.
 - Active shooter drill is scheduled for tomorrow, Nov. 20, 2019, at 9:00am.
 - Locker replacement in Caskey gymnasium: ISD is researching the cost to revamp the locker room area for middle and high school and replace the outdated lockers.
 - Operations Division vacancies: ISD is exploring the possibility of a job fair in February. Hopefully, this will draw the type of applicants we are looking for to fill our vacancies

V. **Old Business:** None

VI. **New Business:**

a. Operations/Financial Division update – Jeremy Hawk, Director of Operations & Chief Financial Officer

- At the end of the last fiscal year ISD was \$290,000 over budget due to unfunded salary increases for the health center staff and food service workers and the number of teachers leaving ISD (teacher salaries are prorated). ISD worked with State Budget Agency (SBA) and they agreed to subsidize the shortfall with contingency funds.
- Expenses last year met our appropriated amount which caused ISD to request a redemption from the reversion requirement, which SBA waived.
- ISD, SBA and State Personnel Department (SPD) are still working on teacher salaries. SBA and SPD agreed to increase the minimum to match the new IPS minimum salary. However, that has caused the first-year teachers to make more than teachers with several years-experience. SBA and SPD are working on this issue.
- Exploring salary upgrades for the maintenance department and campus police, will also cause an impact on ISD's budget, but will be funded by SBA.
- Working closely with department heads on staffing issues and salary concerns.
- Capital projects are in the beginning phases for next spring and summer. Simpson Hall demolition will take place sometime next summer.
- The new window project for buildings 1 (Raney/CDHHE), 2 (Vincennes University) and 3 (old Health Center) has passed the design phase and should start sometime in April
- The budget for the HVAC replacement for building 8 (dormitory) is approved. The bids will go out early next year. The project will take place next summer.
- The steam plant renovation that was approved last year is still in the design phase.
- Due to the big projects happening on campus next summer there will not be a lot of programs/events on campus.

b. Student Life Division update – Matthew Krueger, Student Life Director

- ISD continues to look for an Athletic Director. Will meet with all ISD coaches tomorrow morning for an open dialogue and an opportunity to express concerns. The position will be reposted in January and we hope to have the position filled by Summer.
- Athletic Summit - the Athletic Director and Superintendent from the 6 large schools for the deaf (Indiana, Texas, Maryland, MSSD, Fremont and Riverside) attended the summit at California School for the Deaf-Riverside to resolve recruitment, playing rules, and other issues affecting the schools participation in NDIAA tournaments. The NDIAA membership will develop policies and procedures for the schools to follow if they are not members of their state high school athletic association. ISD is a member of ISHAA.
- ISD will host the Clerc basketball tournament on January 17 & 18. Eight schools for the deaf will be participating.
- There are currently 79 residential students.
- Staffing continues to be a challenge.

- Student Life hosted an open house in October.
- The after school care program has grown along with the chess club.

VII. Public comments: None

VIII. Board comments:

- Chairperson DiBenedetto – How many teaching positions are vacant?
 - Kim Kause – Currently there are 7 vacant positions. Some classroom sizes were increased, PE electives are not offered this year, staff who have teaching licenses (who were not teaching) are now teaching a class and a few teachers were reassigned. The middle school classes were increased to 10 or 11. Students are still receiving a quality education. Hopefully, the new salary will make a difference and ISD will be assertive with career recruiting in the spring.
- Chairperson DiBenedetto – Superintendent Geeslin’s yearly evaluation is due to State Personnel by December 28. The draft will be emailed to the Board tomorrow. All comments need to be submitted no later than December 2nd. This is the same format used last year and by ISBVI.
- Ms. Miller – Attended the Governor’s Planning Council for People with Disabilities conference and saw the video starring Andy Leffler and Superintendent Geeslin. It was very impressive.
- Mr. Leffler – Applauded the hard work of ISD staff. While at Gallaudet University last month, it was also mentioned to Mr. Leffler that ISD was doing good things.

IX. Next meeting: January 21, 2020 at 5:00 p.m. in the Alumni Building, Media Center

X. Adjournment: Meeting adjourned by Chairperson DiBenedetto at 6:08 p.m.