

TRITON SCHOOL CORPORATION
ADMINISTRATION OFFICE
100 TRITON DRIVE
BOURBON, IN 46504-1801

*** **BOARD MINUTES** ***

Regular Sessions

May 10, 2021

The Board of School Trustees of Triton School Corporation, Marshall and Kosciusko Counties, met in Regular Session at 7:00 PM, in the Triton Jr./Sr. High School Media Center, 300 Triton Drive, Bourbon, Indiana, on May 10, 2021. Due to the Center for Disease Control's direction on COVID-19 to not gather in groups, the Regular Session was live streamed on social media as well.

Members Present: Mrs. Terri Barnhart, Mr. Kevin Boyer, Mr. Ken Miller, Mr. Steve Stichter, and Mr. Wes Rettinger.

Members Absent: None.

Others Present: Mr. Jeremy Riffle – Superintendent; Mr. Tom McFarland – Business Manager; Mrs. Anita Haines – Corporation Receptionist; Mrs. Christine Cook – Elementary Principal; Mr. Nathan McKeand – Jr./Sr. High School Principal; and Mr. Orion Lemler – Triton Social Media.

Pledge of
Allegiance

The Pledge of Allegiance was recited.

Consensus
Agenda

Mr. Stichter made a motion to approve accounts payable vouchers #2845 – #3009 in the amount of \$370,557.24, payrolls #8 – #9 in the amount of \$362,289.68, minus voided checks #32954 and #32980 in the amount of \$3,279.96, for a grand total of \$729,566.96; and to approve the minutes of the executive and regular sessions held on April 12, 2021. Mr. Boyer seconded the motion and it carried 5 – 0.

Patrons'
Comments

There were no patrons' comments.

Personnel

Mr. Rettinger moved, Mr. Stichter seconded, and the motion carried unanimously, to hire Mr. Aaron Talbert as a Substitute Bus Driver.

Subsequent to Mr. Riffle's recommendation, Mr. Boyer made a motion to hire Miss Grace Smith as a Summer School Teacher. Mr. Stichter seconded, the motion and it carried 5 – 0.

Mr. Stichter made a motion to approve Mr. Riffle's recommendation to transfer Mrs. Haley Young from a 3 hours per day position to a 5 ½ hours per day position in the Elementary cafeteria. Mr. Miller seconded the motion and it carried unanimously.

Mr. Boyer made a motion to approve the correction on the positions for Mr. David Seel and Mrs. Susan Dietzel from Drama Productions Co-Directors to Musical Productions Co-Directors, as there is a difference in the salaries for these positions. Mr. Rettinger seconded the motion and it carried 5 – 0. *(NOTE: A drama would have been presented this school year but due to COVID restrictions that were in place in the 2019/2020 school year, the musical presentation was delayed until the 2020/2021 school year.)*

Mr. Stichter moved, Mr. Miller seconded, and the motion carried unanimously, to accept the following resignations effective at the end of the 2020/2021 school year:

- Mr. Joshua Higgins as a Social Studies Teacher at the Jr./Sr. High School;
- Mrs. Creigh Graham as a First Grade Teacher at the Elementary; and
- Mrs. Elizabeth (Erne) Mosier as a Fourth Grade Teacher at the Elementary.

Subsequent to Mr. Riffle's recommendation, Mr. Rettinger made a motion to approve pro-rated COVID extra duty stipends for all staff employed on January 1, 2021. Mr. Miller seconded the motion and it carried 3 – 0 – 2 (Mr. Miller and Mr. Stichter recused themselves from voting (as per IC 35-44.1-1-4).

Other
Business

Mr. Stichter moved to approve the second reading and adoption of the updates of Corporation Policies and Administrative Guidelines. Mr. Rettinger seconded the motion and it carried 5 – 0.

Mr. Miller made a motion to approve the NIESC Regional Waste Removal/Recycling contract with the vendor being Republic Services, for the period of July 1, 2021 through June 30, 2023. Mr. Boyer seconded the motion and it carried unanimously.

Following Mr. Riffle's recommendation, Mr. Boyer moved to approve the 2021/2022 180 Day Instructional Waiver Request as presented. Mr. Stichter seconded the motion and it carried 5 – 0.

Mr. Stichter made a motion to approve the "Memorandum of Understanding Between the Board of School Trustees of Triton School Corporation and the Triton Teachers Association: Stipend for Extra Duties Caused by the COVID-19 Pandemic." This was followed by a second from Mr. Rettinger. The motion carried unanimously.

Mr. Stichter made a motion to approve the recommendation for the social studies curriculum adoption for grades three through twelve (Houghton Mifflin Harcourt for all grades, with the exception of fourth grade which will utilize McGraw Hill's social studies curriculum). Mr. Rettinger seconded the motion and it carried 5 – 0.

Mr. Stichter moved to approve the quote from Central Indiana Hardware in the amount of \$42,444.36 to replace all classroom door locks and deadbolts at the Jr./Sr. High School. Mr. Miller seconded the motion and it carried unanimously.

Superintendent's
Report

Mr. Riffle identified the following core values that have been recognized since the previous meeting:

Continuous Improvement: As good as we are, we know that we can always achieve better results. We constantly try to find better ways of doing our work, and when we achieve our goals, we set higher targets.

We continue to use a variety of means to look closely at improving the Triton School Corporation website, branding, and marketing as a way to share or introduce the great things that are happening inside and outside our walls. We are currently working with Red Feather West to compile a series of videos that highlight the great people and programs we have at Triton. We met with Nick Price last week and began creating a vision for the first "All About Us Video". We are also working with Bob Barcus from Apheus to update, reconfigure, and reorganize our website for ease of navigating and efficiency of use. In addition, we are in the process of creating a branding guide with Stephen Jones and Communication Design, Inc., from Warsaw. This will ensure more consistency with our use of colors and logos for uniforms, marketing materials, signage, and use of colors throughout the buildings.

Mr. McFarland, Mr. Gephart, Mr. McKeand and Mr. Riffle continue to research in preparation for the 2022/2023 Tax Neutral Bond that will allow us to look at needed facility upgrades at both buildings. This includes but is not limited to secure entrances, ADA code recommendations, auditorium/classroom upgrades, etc.

Shared Leadership: We work as a team. Each member provides essential leadership in support of our common goals.

The marketing efforts and capital projects needs that were shared in "Continuous Improvement" also applies to our core value for "Shared Leadership".

Social Responsibility: We ensure that we are good partners within our community and that our students and employees support local individuals and organizations. We demonstrate wise stewardship of public resources and ensure that our graduates are ready to shoulder their civic responsibilities.

We lost a friend of Triton School Corporation and Marshall County last week, namely Mrs. Carol Anders. Mr. Riffle stated, "I vividly remember Carol oftentimes catching me after a board meeting to clarify items that we had covered. She always started with "you know I am not as quick as I used to

Superintendent's
Report (Cont.)

Social Responsibility (Continued): We ensure that we are good partners within our community and that our students and employees support local individuals and organizations. We demonstrate wise stewardship of public resources and ensure that our graduates are ready to shoulder their civic responsibilities.

be” and she often finished with, I just love what Triton has going on here, then often began talking about her grandkids and how they were involved with things at school.”

Accountability: Each person affiliated with the TSC system, including students, employees, parents/family members, and community stakeholders share accountability for our performance results and for providing personal best effort in support of our goals.

We are preparing to embark on the journey to update our Strategic Plan in 2021. The current plan ran through this year and we did not want to begin this process while dealing with the pandemic and the uncertainty of what that would bring. Mr. Riffle is working with a couple of different agencies who will present how best to take us through this process efficiently and in a cost effective manner.

High Expectations: Our learning organization requires that we maintain high expectations for one another and for self.

Mr. Riffle congratulated the Triton High School Band and Choir on both receiving a gold rating at the ISSMA contests earlier this month.

Alignment: We are most successful when everyone in our learning organization works together to achieve common goals. We can enhance efficiency and effectiveness by achieving alignment across our system.

Mr. Riffle stated, “I think it is important every now and then to remind our board, community, staff, and scholars what we expect at Triton School Corporation and what we will do to try to achieve alignment through the corporation and community. As we discussed many of these items with Nick Price in the process of doing the “All About Us” video, it reminded me that we all need to know what the underlying expectations are in order to meet and exceed these expectations. We must clearly communicate, review and follow through on our stated expectations.”

“Daily, the foundational alignment of Trojan PRIDE, The Trojan Way is being reinforced. From Pre-K through 12th grade, students are reminded of the expectations to show personal responsibility, respect, integrity, determination, and enthusiasm while doing our best to think of others over self. This can be seen and heard throughout each building on signage and in conversations with our Triton scholars.”

“These stated expectations will continue to lead our scholars to meet many of the Corporation goals of continuous improvement, shared leadership, social responsibility, accountability, high expectations, and alignment. It is our goal at Triton School Corporation to continue to mold and shape Triton scholars into a belief that they can be high character individuals ready to impact our community and world.”

“We have these same expectations for staff and one another. These core values help us make staffing decisions, it helps us drive improvement, and sometimes even have really difficult conversations. We don’t want to simply talk about continuous improvement in customer service or collegiality, but expect it to be lived out. We are not perfect, we do not expect perfection, but we will strive to continually improve our corporation’s efficiency, culture, and product each year.”

“I think it is important for our staff, students and community to understand that we cannot and will not be satisfied with the status quo if it is not best for our school corporation, students, or community. I thank the Triton Board of Trustees for their support in the effort to continue to improve and make Triton School Corporation the school of choice for those in Bourbon, Etna Green, Tippecanoe, and surrounding communities.”

Patrons'
Comments

There were no patrons' comments.

Building
Reports

Mrs. Cook gave an update on events at the Elementary.

Mr. McKeand reported on events at the Jr./Sr. High School.

Other

Mr. Riffle announced the graduation ceremony for our senior class will be on June 13 at 2:00 PM, in the gym at Triton Jr./Sr. High School.

Adjournment

There being no other business to come before the Triton Board of School Trustees, Mrs. Barnhart declared the meeting adjourned at 7:36 PM.

Mr. Steve Stichter, Secretary

Approved: _____ June 14, 2021

President: _____

Secretary: _____
