

HUEDC
BOARD OF DIRECTORS
ATTENDANCE RECORD

DATE: September 17, 2024

TIME: 6:30 p.m.

PLACE: 500 West Main Street, Mitchell, IN

MEMBERS PRESENT

Sharon Mitchell
Pam Holzbog
Bill Mitchell
Mary Alice Brown
Sara Luallen
Angela Turpin
Martha Fields
Nancy Miller
Charlotte Speer
Janie Johnson
Rosie Winger
Vicky Bauernfiend
Stacey Bowling
Janet Harrison
Bob Jones
Dave Dedrick
Reita Nicholson
Richard Beaty
Ava Kinney
Max Bedwell
Lana Sullivan

MEMBERS ABSENT

Clara House	A
Angela Crecelius	E
Greg Taylor	A
Suzanne Brown	A
Herman Campbell*	A
Richard Dixon	E
Karan Jones	E
Craig Jones	E
Seth Purlee	E

* Alternate
A Absent
E Excused Absence

STAFF PRESENT: David Miller and Angelia Owens

GUEST PRESENT:

HOOSIER UPLANDS ECONOMIC DEVELOPMENT CORPORATION
BOARD MINUTES

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DATE: September 17, 2024

- I. CALL TO ORDER: The meeting was called to order by Martha Fields, Chairperson.
Opening Prayer
- II. ROLL CALL/ESTABLISH QUORUM: Roll call was done by Angelia Owens. There were (21) members in attendance. A quorum was present.
- III. APPROVAL OF PREVIOUS MINUTES: No corrections or questions.

Sharon Mitchell made the motion to approve August minutes. Bob Jones seconded the motion. MOTION CARRIED

IV. FINANCIAL REPORT – July Report

Rosie Wininger made the motion to approve the July Financial Reports as mailed. Max Bedwell seconded the motion. MOTION CARRIED

V. OLD BUSINESS: N/A

VI. COMMITTEE REPORTS: Executive Committee – CEO Evaluation

After review, the Hoosier Uplands Executive Committee finds that the CEO, David Miller, meets and/or exceeds the goals and expectations of the Board of Hoosier Uplands.

The Executive Committee recommends the CEO be given a 4% salary increase.

Stacey Bowling made the motion to approve the recommendation of the Executive Committee that the CEO be given a 4% salary increase. Bill Mitchell seconded the motion. MOTION CARRIED

VII. EXECUTIVE DIRECTORS REPORT: David Miller

REQUIRING BOARD ACTION

1. 2025 Scholarship Recommendation

Since 1993 we have given out scholarships to a graduating senior from each high school in the five county area we serve. We have given out nearly 300 scholarships totaling \$404,000 in that time.

In the past few years we have given \$1,400 in scholarship and an additional \$300.00 to each student. With our costs for things like insurance, utilities, and benefits increasing so much, I am recommending to the Board that the total scholarship amount be reduced to \$1,200 going forward.

Stacey Bowling: Is this \$1,200 per student?

David Miller: Yes, we had been giving \$1,700 times 11 to the school districts we serve.

Dave Dedrick: Does this come out of a special scholarship account?

David Miller: No, it comes out of our general fund.

Lana Sullivan: Is this a one time scholarship?

David Miller: Yes.

Reita Nicholson: Does this scholarship include Trade Schools?

David Miller: Yes.

Following discussion, Lana Sullivan made the motion to approve the recommendation of the CEO to reduce the total scholarship amount to \$1,200 going forward. Janie Johnson seconded the motion. MOTION CARRIED

2. Head Start Request - Approval

Hoosier Uplands has operated a Head Start program since 1966 and an Early Head Start program since 1999. Throughout the 58 years of our program, we have seen a great number of changes take place. Family dynamics have changed, the overhaul of the welfare system, and Covid to name a few.

In our Head Start program, we define challenging behaviors as behaviors that are Disruptive, Destructive, and/or Dangerous to self or others. These behaviors create barriers to learning, not only for the child with the behaviors but for all children in the classroom. Outbursts of anger accompanied by screaming, stomping, and throwing objects are not uncommon in our Head Start classroom today. Many children in the classroom are frightened by these actions. Some will cry uncontrollably, while others run to the safe place and cover their ears due to the level of noise from screaming and crying. In addition to the challenging behaviors, we have a record number of children coming to Head Start who are not potty trained. Two staff spend 75-80% of their time changing diapers/pull-ups and redirecting behaviors.

The Early Head Start program has also had more than its share of difficulties during the past two years especially with trying to hire staff to fill the two home visitor positions. We finally had a Head Start assistant teacher with a master's degree in early childhood education to transfer to fill one of the vacant positions. In order to serve as many families as possible, the Early Head Start supervisor has carried a caseload of 10 families off and on for over two years. With three additional home visiting programs in our service area, we are constantly competing not only for staff but for families to enroll.

The Director of Children's Services would like the Board to approve her submitting an application for a Change in Scope in our Head Start and Early Head Start programs to reduce the number of children we serve. We currently operate 13 classrooms with 17 children enrolled in each classroom. I would like to lower the class size from 17 to 14. This would be a total reduction of 39 enrollment slots in our Head Start program. We will continue to employ the same number of staff in each of our centers. I would like to reduce the Early Head Start enrollment from 66 to 56. This reduction would eliminate one home visiting position and we would use funding the available funding for that position to increase the hourly rate of pay of the home visitors and increase our health clerk position from part-time to full-time.

Stacey Bowling: From my understanding, we approved the same thing last year but they turned it down?

David Miller: No, we did not submit it.

Ava Kinney: Will that reduce the number of classes?

David Miller: No, just the number of kids per class.

Angela Turpin: With the slots that are cut, will we have the opportunity to decide when they fill the slots who the fill them with? Will the kids who do not exhibit bad behaviors be first in line?

David Miller: No, they will not be able to do that and most of the time they do not know who the kids are until they get in the classroom. This will not take affect until next school year.

Lana Sullivan: Will we get less funding?

David Miller: No, our funding will be the same.

Following discussion, Max Bedwell made the motion to approve the Director of Children's Services submitting an application for a Change in Scope in our Head Start and Early Head Start program to lower the class size in Head Start from 17 to 14 and to reduce Early Head Start enrollment from 66 to 56. Nancy Miller seconded the motion.
MOTION CARRIED

3. Out of State Travel: TB Conference to Atlanta, GA (Sept. 16-19th)

Need Board approval to allow Sam Horrocks, Roxanne Collins, and Candace Ntiamoah in the Health, Education and Aging division to travel out of state to Atlanta, GA on September 16th – 19th, 2024 to attend the TB Conference.

The estimated cost of the trip is \$6,000 and the funding source is the TB Program.

Following discussion, Stacey Bowling made the motion to approve the out of state travel for Sam Horrocks, Roxanne Collins, and Candace Ntiamoah in the Health, Education and Aging division to travel to Atlanta, GA on September 16th – 19th, 2024

to attend the TB Conference. Dave Dedrick seconded the motion.
MOTION CARRIED

INFORMATION ONLY:

1. The CEO educated the Board on how expenses for the agency are allocated out. In general, the corporation uses direct costs to grants and programs, however when certain expenses are shared by more than one program or service those costs are allocated in a manner consistent with generally accepted accounting principles. A Cost Allocation handout was given to each Board Member to review that details how all of this is handled in the agency.

The CEO informed the Board of Board Training material that can be found on the Hoosier Uplands website at www.hoosieruplands.org.

2. The Energy Assistance Monitoring Closeout report was given to each Board Member to review.
3. Flu Shots will be given to Board Members and/or spouses prior to the October meeting beginning at 5:30 pm.
4. The CEO and Board honored Angelia Owens for her 30 years of service to the Agency.

PROVIDED MATERIALS

- Program Director's Board Reports
- News Articles
- Letters

VIII. ADJOURN

Richard Beaty made the motion to adjourn the meeting. Bob Jones seconded the motion. MOTION CARRIED

Reita Nicholson, Secretary

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