CALL TO ORDER – President Joanna King called the November 19, 2019 School Board Meeting of the Board of School Trustees to order at 4:00 p.m. All Board Members were present. Others in attendance included Jane Allen, Superintendent, Robby Goodman, Assistant Superintendent, Josh Yoder, Director of Business Services, Jeff Palmer, Director of Buildings and Grounds and Melissa Deak, Director of Transportation.

SUPERINTENDENT’S REPORT- Report from York Elementary. Mr. Kominowski, Principal, Mrs. Beachy, Title 1 Teacher and Mrs. Oyer, 1st grade teacher at York Elementary gave the following presentation on their program Mini Crew.

• Mini Crew is a way for all of their students to build connections with the teachers in the building.
• Currently there are 24 Mini Crews running, K-3. The older kids really enjoy helping the younger kids.
• The 3rd grade students pick the kindergarten students.
• Students are getting to know other people in other classrooms.
• Students greet one another by name.
• Students and teachers get to know one another.
• Teachers see older students mentor the younger ones.
• The kids are excited about Mini Crew and seeing one another.
• The teachers help empower the older students to be leaders.
• Mrs. Beachy, a teacher at YES, shared a story about students being split into groups and they were building a house out of toothpicks and candy corn. She had one little girl who refused to do it, said she was allergic to candy corn. Mrs. Beachy assured her she didn’t have to eat it, she’d just touch it but she still refused to touch the candy. She just sat and didn’t work with her group. As the students were leaving, she just sat there so Mrs. Beachy asked her what was wrong and the little girl said she felt really sad. When questioned on why she felt sad, she told Mrs. Beachy, she lied to her (she really wasn’t allergic to candy corn). Two years ago, she wouldn’t have batted an eye about lying but because of their relationship she had to tell the truth. We are building those kind of relationships.
• Mr. Gayler assumes they have seen a lot of improvement socially, are there any other areas that you’ve seen an improvement. Mr. Kominowski thought the sense of belonging to something bigger … he has noticed kids say and feel they have that connection with other adults and that they care about them. Kindergarteners will have that same adult with them through all the four years at YES. Kids know they have other adults they can go to at the school. Mr. Eash asked if each one of the “crews” have kids from kindergarten thru 3rd grade. (Yes, they do). He asked if it has broken some barriers. Sometime you get your kindergartener with a third grader (and the third grader is the “big man on campus”) – do you see a change in the hallway between those students – the interaction? Mr. Kominowski said it’s a lot more kids looking out for each other. Mr. Miller said logistically you get all the adults in the building to get to the term “many”. Yes, they have all fourteen-classroom teachers, all the special teachers; all title teachers, and assistants ... all hands on deck. Mrs. King asked how long is Mini Crew. It is about 15 minutes. Each teacher does different activities with their crew, it depends on the teacher. The board thanked Mr. Kominowski for his presentation. The power point video did a wonderful job explaining exactly what they were doing in the classroom. Thank you for that that together.
EXPRESSIONS FROM PATRONS – Makayla Rayburn, 60650 CR 21, Middlebury, IN. She has taken over the Northridge Choral Invitational with the Choir Department. This is the 12th year of having the invitational, which is their second biggest fundraiser. They have had Wi-Fi issues (allowing credit card machines to have funds wired during the event). Once they get Wi-Fi, the money is dumped into an account. Cards aren’t declined right away, so they are losing money. Also, the credit card machines cost them quite a bit of money when they don’t use them. They would like to move to Square. They also need a Wi-Fi password. Mrs. Allen asked if that password is for everybody that uses the Wi-Fi. Ms. Raburn said if they just give it to the Directors and it would be just for the credit card machines. Mrs. Allen asked in the venue, what are they purchasing and was told it’s mostly food, tickets, and wristbands – also their T-shirt vendor. Mrs. King said she might be able to help, as she is a retailer who has used Square in several different locations as there are different ways you can use it.

CONSENT AGENDA -

- Minutes from the November 5, 2019 School Board Meeting and Executive Session
- Claims
- Donations
- Personnel

EMPLOYMENT:

Northridge High School
  Classified: Grant Martolf, Assistant Wrestling (Flex Coach), 43291-1
  50% Split with Trenton Bixler, Start Date: November 20, 2019
  Nicole Deckert, Winter Guard Coach, Start Date: November 8, 2019

Northridge Middle School
  Classified: Marilyn Moe, Temporary Receptionist
  Covering Kruzick’s Leave, Start Date: December 2, 2019

Heritage Intermediate School
  Certified: Cinnamon Short, Extracurricular Music Program Stipend
  Start Date: November 5, 2019

Middlebury Elementary School
  Certified: Richard Loar, Extracurricular Music Program Stipend
  Start Date: November 7, 2019
  Classified: Michelle Breniser, 5.5 Hour Instructional Assistant
  Replacing: Traci Love, Start Date: November 20, 2019

Orchard View Elementary School
  Certified: Kelly Johnson, Extracurricular Music Program Stipend
  Start Date: November 5, 2019
  Classified: Diane Beasey, 3.5 Hour Cafeteria Worker
  Replacing: Elmina Lehman, Start Date: November 20, 2019
  Kathleen Kirkman, 6.5 Hour Life Skills Para
  Replacing: Tracey Witmer, Start Date: December 2, 2019
York Elementary School
Certified: Nancy Stegmann, Extracurricular Music Program Stipend
Start Date: November 7, 2019
Classified: Tracy Grahl, 3 Hour Cafeteria Worker
Replacing: Dee Pasternak, Start Date: November 19, 2019

Jefferson Elementary School
Certified: Rhonda Yoder, Extracurricular Music Program Stipend
Start Date: November 14, 2019
Classified: Traci Love, 6.5 Hour Instructional Assistant
Replacing: Danielle Miller, Start Date: November 20, 2019

TRANSFER:
Heritage Intermediate School
Classified: Jeanette Chupp, 3.5 Hour Cafeteria Worker, to:
Cafeteria Sub, Effective Date: November 7, 2019

Transportation Department
Classified: Mary Borntrager, Substitute Bus Driver, to:
5.75 Hour Bus Driver, Effective Date: December 2, 2019

RESIGNATION:
Northridge High School
Certified: Jodie Steele, Head Varsity Volleyball Coach
Effective Date: November 13, 2019

York Elementary School
Classified: Tracie Hoogenboom, 12 Month Custodian
Effective Date: December 30, 2019

Middlebury Elementary School
Classified: Traci Love, 5.5 Hour Instructional Assistant
Effective Date: November 19, 2019

Transportation Department
Classified: Crystal Graber, Substitute Bus Driver
Effective Date: November 19, 2019

EMERGENCY LEAVE:
Northridge High School
Certified: Jennifer Purviance, Math Teacher
1 Day: November 19, 2019
Jeremy Gerber, Science Teacher
1 Day: November 19, 2019
Joshua Dueweke, Science Teacher
1 Day: November 19, 2019
Nancy Hannah, Science Teacher
1 Day: November 19, 2019
Laura Simons, Chemistry Teacher  
1 Day: November 19, 2019  

Ryan Mayden, Science Teacher  
1 Day: November 19, 2019  

Lisa Lozano, Foreign Language Teacher  
1 Day: November 19, 2019  

Northridge Middle School  
Certified: Cari Patel, Art Teacher  
1 Day: November 19, 2019  

Tonja Luken, NRA Teacher  
1 Day: November 19, 2019  

Classified: Elnora Yoder, Building Secretary  
1 Day: November 12, 2019  

Stephanie Myers, 7 Hour Special Education Assistant  
7 Hours: November 12, 2019  

Heritage Intermediate School  
Certified: Meghan Miller, 4th Grade Teacher  
1 Day: November 19, 2019  

York Elementary School  
Certified: Stephanie Ritchie, 2nd Grade Teacher  
1 Day: November 19, 2019  

Sarah DeShon, 3rd Grade Teacher  
1 Day: November 19, 2019  

Middlebury Elementary School  
Certified: Emily Reed, 3rd Grade Teacher  
1 Day: November 19, 2019  

Transportation Department  
Classified: John Baker, Bus Driver  
3.65 Hours: November 12, 2019  

Kim Dahlman, Bus Driver  
5 Hours: November 12, 2019  

Janet Swank, Bus Driver  
5.75 Hours: November 12, 2019  

FMLA LEAVE:  

Northridge High School  
Certified: Sandra Manglos, Choir Director  
From December 10, 2019 to January 21, 2020  

Sabrina Hyden, English Teacher  
From December 16, 2019 to January 6, 2020  

Daniel Baker, Choir Teacher  
From November 21, 2019 to December 6, 2019
TERMINATION:
Northridge Middle School
Classified: Allen May, 12 Month Custodian
Effective Date: November 19, 2019

Mr. Eash moved and Mr. Souder seconded a motion to approve the Consent Agenda as presented. The motion was approved with a vote of 5-0.

CONSIDER APPROVAL OF BIDS FOR THE ROAD PROJECT – The board had received a Northridge High School Site Improvement bid information. The was only one bidder and it was Shawnee Construction & Engineering.
- Base Bid “A” – Site Work $1,249,890.00
- Base Bid “B” – Tennis Restroom Building $334,900.00
- Alternate #1 – Parking Lot/Soccer Fields $173,000.00
Total contract amount is $1,758,490. Mr. Gayler questioned why we only received one bid. Mr. Palmer said there was another bid on it’s way but didn’t make the 10:00 a.m. deadline because of a car accident. The bids did come in fair and all within budget. We did have a high volume of interest at the pre-bid meeting. There was competition at that meeting. Mr. Gayler moved and Mr. Souder seconded a motion to approve the request as presented. The motion was approved with a vote of 5-0.

CONSIDER APPROVAL OF DONATION TO NORTHRIDGE HIGH SCHOOL - Mrs. Allen asked for approval of a donation from Alpha Systems, LLC in the amount of $1,500.00 for Boys Basketball. If you add that to the donations in the Consent Agenda, the total donations were $2,050.00. Mr. Souder moved and Mr. Gayler seconded a motion to approve the donation as presented. The motion was approved with a vote of 5-0.

UNFINISHED BUSINESS – None.

FIELD TRIPS – Dr. Goodman reviewed the list of field trips with the board members.

ANNOUNCEMENTS AND CORRESPONDENCE –
- Mrs. Allen thanked everyone for all the work for the Swing Fry this past weekend.
- Mrs. Allen wanted to thank all of our teachers who participated in the Red for Ed Rally and for our teachers here making sure we had school as usual. We have a wonderful staff and are very proud and thankful of them.

ANNOUNCEMENTS FOR TRAVEL – Dr. Goodman reviewed and answered questions regarding the list of travel requests.

EXPRESSIONS FROM BOARD MEMBERS –
- Mr. Miller said he has had some positive feedback from our senior population on having received the MCS Gold Card.
Mr. Gayler thinks this is a momentous day. He is really proud of our schools, staff, teachers, and administration because the message needs to be loud and clear on how we feel about our schools and students. We need help and the state clearly isn’t doing their part. He wanted to thank all the teachers that stayed today to teach and those that went to Indianapolis. He thinks we are going to look back and this is the start of something very good that is going to change in Indianapolis. Thank you.

Mr. Souder piggybacked on what Mr. Gayler said. He also wanted to thank those who filled in for the teachers that went to Indianapolis. There are a lot of positive things, which he thinks is awesome.

Mr. Eash also agreed with the other board members regarding Red-Ed. He wanted to touch on the Swing Fry – he’s always been a sports dad and now he’s a choir dad. He get the commitment his daughter and her fellow students have. What talented students we have. Mr. Cone starting that Jazz Ensemble, he could sit there for hours listening to it. He was a volunteer hall monitor during the day and got to meet many of the students and not one of them was disrespectful – thumbs up to that!

Mrs. King thanked Mr. Komínowski for his presentation tonight. Mini Crew is an important thing, - it’s teaching children the importance of community. What they get from it and what they give to it. It is creating a great culture. She is so appreciative of this community and how they have rallied around our teachers and education as a whole. We value education and she feels that the administrators are doing a really great job of making sure we do the very best for our students and our staff. She had a long phone call last evening from a member of this community and has lived here his whole life. His daughter has recently graduated and in her 2nd year of teaching. He shared with me how disheartened she is already. She spent over ½ hour on the phone with him and realized this community gets it. She shared a post on social media it’s not a red or purple day, although she is appreciative of all the red she sees. This is about the future of the community and it rests solely on what we do. Especially when what’s happening right now in public education. Our children learn in this institution and what we do to protect and grow it. It’s going to fall on our shoulders as to what we have done and haven’t done. She takes it very personally, what is happening in the state of education in Indiana. When she look at lists and the State of Indiana is on the bottom 10% and sometimes the very last, it saddens her. After looking at York and Mini Crews, wouldn’t it be great, if we could all, sit together, the Kindergarteners with the 3rd graders, the legislators with the teachers, and we could work on this together. Not for her benefit or your benefit but for the benefit of the children in this community. That’s what needs to happen. It’s not about my side winning or your side winning, it about doing what’s right for the kids. We need people who will come to the table with ideas and are ready to listen and will help flush out inconsistencies and the false agendas that have been put out there. She is proud of Mrs. Allen and what she has done creating a culture of learning, families, and growth and how she supports our teachers. It’s important for this community that the teachers hear from them. Fourteen years ago, when she got on the board, they were able to make more decisions that affected this school corporation (than what we are today). There are many things that need to change in public education. It’s going to take bringing the right people to the table. She is willing to help with that and is asking anyone else that is willing to also step up and help. We need to change what is happening in Indiana with public education.

OTHER BUSINESS – None.

ADJOURNMENT – Mr. Souder moved and Mr. Gayler seconded a motion to adjourn the November 19, 2019 school board meeting at 4:45 p.m. The motion was approved with a vote of 5-0. The next school board meeting will be on December 10, 2019 at the Administration Center.