

NOTE: These are "proposed" minutes and will not be approved until the August 6, 2019 School Board Meeting

4:00 p.m.
Administration Center

Tuesday
July 23, 2019

REGULAR SCHOOL BOARD MEETING

CALL TO ORDER – President Joanna King called the July 23, 2019 School Board Meeting to order at 4:00 p.m. All board members were present with the exception of Mr. Eash. Others in attendance included Jane Allen, Superintendent, Robby Goodman, Assistant Superintendent, Josh Yoder, Director of Business, Melissa Deak, Director of Transportation and Jeff Palmer, Director of Buildings and Grounds.

SUPERINTENDENT'S REPORT – None.

EXPRESSIONS FROM PATRONS – None.

CONSENT AGENDA –

- Minutes from the July 9, 2019 School Board Meeting
- Claim Lists
- 2019 June Financial Report
- Personnel List

EMPLOYMENT:

Northridge High School

Classified:

Blair Carlstrom, Assistant Volleyball Coach

Replacing: Hunter Gaerte, Start Date: July 24, 2019

Northridge Middle School

Administration:

David Gaskill, Assistant Principal

Replacing: Kyle Martin, Start Date: July 24, 2019

Certified:

Ashley Smith, Academic Superbowl Coach, LA, 4260-2

Start Date: July 24, 2019

Classified:

Autumn Elliott, 6.5 Hour Autism Para

Start Date: August 14, 2019

Courtney Holloway, 7th Grade A Volleyball Coach, 22705-1

Replacing: Jamie Halfast, Start Date: July 24, 2019

Autumn Elliott, 8th Grade Girls B Basketball Coach, 22855-1

Start Date: July 24, 2019

Craig Adams, 7th Grade Girls A Basketball Coach, 12755-2

Start Date: July 24, 2019

Craig Adams, Intramurals, 32497-2

Start Date: July 24, 2019

Trent Bixler, 7th Grade Assistant Football Coach, 22700-1

Replacing: Rich Troyer, Start Date: July 24, 2019

Norm Floria, 7th Grade Assistant Football Coach, 22700-2

Start Date: July 24, 2019

Jordan Elliott, 8th Grade Assistant Football Coach, 22800-2

Start Date: July 24, 2019

Derek Weatherholt, 8th Grade Assistant Football Coach, 22800-1
Start Date: July 24, 2019
Matt Holloway, Wrestling Coach, 22160-3
Start Date: July 24, 2019
Jeremy Weaver, Wrestling Coach, 22160-2
Start Date: July 24, 2019
David Plaster, 8th Grade Boys A Basketball Coach, 12850-2
Start Date: July 24, 2019
Dan Herber, Boys Swimming Coach, 22570-2
Start Date: July 24, 2019
Andrea Henderson, Golf Coach, 32140-3
Start Date: July 24, 2019
Autumn Elliott, Yearbook, 2245-3
Start Date: July 24, 2019
Nicole Deckert, Drama, 2215-3
Start Date: July 24, 2019
Nicole Deckert, Musical, 2220-3
Split with Augustine, Start Date: July 24, 2019
Ben Shirk, Academic Superbowl Coach, Social Studies, 4260-3
Start Date: July 24, 2019
Ben Shirk, Head Academic Coach, 4260-2
Start Date: July 24, 2019

Jefferson Elementary School

Administration: Tricia Brickner, Principal
Replacing: Curt Schwartz, Start Date: July 24, 2019
Classified: Malinda Bylsma, Speech Language Pathologist
Start Date: August 12, 2019
Nydia Morales, 3.5 Hour Cafeteria Worker
Replacing: Myra Miller, Start Date: August 14, 2019

Orchard View Elementary School

Administration: Kyle Martin, Principal, Replacing: Josh Yoder
Start Date: July 24, 2019
Classified: Valory Rasler, Speech Language Assistant
Start Date: August 12, 2019

York Elementary School

Classified: Dee Pasternak, 4 Hour Cafeteria Worker
Replacing: Margaret Ingold, Start Date: August 14, 2019

Heritage Intermediate School

Classified: Amanda Marsh, Speech Language Pathologist
Start Date: August 12, 2019
Olga Panchelyuga, 4.5 Hour Cafeteria Worker
Replacing: Brandy Barnett-Rood, Start Date: August 14, 2019
Kimberly Wicks, 3.5 Hour Cafeteria Worker
Replacing: Diana Reed, Start Date: August 14, 2019

Transportation Department

Classified: Brian Wyatt, 5.75 Hour Bus Driver
Start Date: August 5, 2019
Shamla Canen, 4.5 Hour Bus Monitor
Start Date: July 29, 2019
Janet Swank, Bus Driver Trainer
Replacing: Shelly Garver, Start Date: July 16, 2019

RESIGNATION:

Northridge High School

Classified: Christina Young, 9 Month 5 Hour/Day Custodian
Effective Date: July 15, 2019
Jacqueline Olguin, 6.5 Hour Life Skills Para
Effective Date: July 19, 2019

Northridge Middle School

Administration: Kyle Martin: Assistant Principal
Effective Date: July 25, 2019
Certified: Andrew Graber, 6th Grade Language Arts Teacher
Effective Date: July 15, 2019
Carrie Yoder, National Junior Honor Society, Co-Sponsor
Effective Date: August 1, 2019
Pam Shenk, School Counselor
Effective Date: July 23, 2019
Nicole Belschner, National Junior Honor Society, Co-Sponsor
Effective Date: July 23, 2019
Classified: Sarah Lyles, 6.5 Hour Autism Para
Effective Date: July 22, 2019

Heritage Intermediate School

Classified: Brandy Barnett-Rood, 6 Hour Cafeteria Worker
Effective Date: August 1, 2019
Kristin Speed. 3.5 Hour Cafeteria Worker
Effective Date: July 18, 2019

Jefferson Elementary School

Administration: Curt Schwartz, Principal
Effective Date: July 18, 2019
Certified: Tricia Brickner, Instructional Coach
Effective Date: July 23, 2019
Classified: Myra Miller, 3.5 Hour Cafeteria Worker
Effective Date: July 23, 2019

York Elementary School

Classified: Dee Pasternak, 3 Hour Noontime Assistant
Effective Date: July 19, 2019

TRANSFER:

Jefferson Elementary School

Certified: Jamie Van Daele, Kindergarten Teacher, to:
Instructional Coach
Replacing: Tricia Brickner, Start Date: July 24, 2019

Middlebury Elementary School

Certified: Sarah Steiner, Kindergarten Teacher, to:
First Grade Teacher, Start Date: August 12, 2019

Administration Center

Classified: Autumn Gray, Technology Administrative Assistant, 186 days, to:
Technology Administrative Assistant, 216 Days
Effective Date: June 10, 2019

Northridge High School

Classified: Lisa Yoder, 6.5 Hour Autism Para, to:
7.5 Hour Special Education Assistant
Replacing: Deb Johnson, Start Date: August 13, 2019
Em Brewer, 7.5 Hour Building Assistant, to:
5.5 Hour Building Assistant, Replacing: Sarah Burton
Start Date: August 13, 2019

Classified: Sarah Burton, 5.5 Hour Building Assistant, to:
7.5 Hour Building Assistant, Replacing: Em Brewer
Start Date: August 13, 2019

EMERGENCY LEAVE:

Northridge High School

Classified: Michelle Willey, Registrar
1.5 Hours: July 12, 2019

FMLA LEAVE:

Transportation Department

Classified: Kim Dahlman, Bus Driver
From August 14, 2019 to September 11, 2019

Mr. Gayler moved and Mr. Miller seconded a motion approve the consent agenda as presented. The motion was approved with a vote of 4-0.

CONSIDER APPROVAL OF JEFFERSON ELEMENTARY PRINCIPAL – Mrs. Allen is recommending Mrs. Tricia Brickner as the new principal at Jefferson Elementary. She has been at Jefferson for the past 16 years as a Kindergarten and 2nd grade teacher and for the past 6 years she has been an instructional coach. Mrs. Brickner has an amazing heart for kids and is an exemplary collaborator. Mr. Gayler moved and Mr. Souder seconded a motion to approve Mrs. Tricia Brickner as the new principal for Jefferson Elementary School. The motion was approved with a vote of 4-0.

CONSIDER APPROVAL OF ORCHARD VIEW ELEMENTARY PRINCIPAL – Mrs. Allen is recommending Mr. Kyle Martin as the new principal for Orchard View Elementary School. Kyle was the assistant principal at Northridge Middle School last year and came to us from WaNee where he was an assistant principal for 5 years and a teacher and coach for 10 years. Mr. Souder moved and Mr. Gayler seconded a motion to approve Mr. Kyle Martin as principal at Orchard View Elementary. The motion was approved with a vote of 4-0.

INTRODUCING NEW ASSISTANT PRINCIPAL AT NORTHRIDGE MIDDLE SCHOOL – Mrs. Allen introduced Mr. David Gaskill as the new Asst. Principal at Northridge Middle School, who was approved tonight under the Consent Agenda. Mr. Gaskill is currently a teacher at Goshen Community Schools and is a graduate of Northridge High School. Congratulations to Mr. Gaskill!

CONSIDER APPROVAL OF THE ATHLETIC PROJECT TURF COSTS – Mrs. Allen said it was mentioned at the last school board meeting we do not have to have bids on this project but they did think it was necessary for the board to see the cost of the turf and understand what it includes. The MOTZ Group is the company who is part of the consortium that Mr. Palmer referred to at the last meeting. The costs presented refer to all the turf cost for football, baseball and softball. The total cost for all the turf \$2,625,500. Mrs. King asked Mrs. Allen (for public record) to explain what it means being part of a consortium. Mrs. Allen explained there are a lot of different areas where we utilize the consortium (which is a group of the area schools). We have them do the bidding. In this case, the consortium negotiated thru the State, which was required, with multiple contractors regarding price, etc. Mr. Palmer said all the schools in our conference that have placed turf have used the same manufacturer/contractor. Other schools have chosen additional options where we have not. Mrs. King wanted the public to know how this process works (we do not bid this out – the consortium does) and how we get to those price amounts. Mrs. King appreciates the information given. Mr. Miller moved and Mr. Souder seconded a motion to approve the Athletic Project Turf Costs as presented. The motion was approved with a vote of 4-0. Mr. Souder asked how many schools in our regional have turf. Mr. Palmer said he was not sure about the regional, but in our conference Warsaw, Wawasee, Plymouth and Goshen have turf fields. He was not sure what Elkhart was using.

CONSIDER APPROVAL TO PUBLISH 2019 ANNUAL FINANCIAL REPORT – We publish our Annual Financial Report every year. This is done in July because our fiscal year is from July 1 – June 30. Mr. Yoder reviewed some of the report with board members. Mr. Gayler moved and Mr. Miller seconded a motion to approve the publication of the 2019 Annual Financial Report as presented. The motion was approved with a vote of 4-0.

CONSIDER APPROVAL OF FINMARS – This is a routine item that is done every year. We have to include our Corporation Goals for trying to meet the percentage goal for expenditures with student instruction. We never meet it so we have to explain why and that is what this is. Mrs. Allen explained FinMars is a representation of funds. There was a goal set by the legislators that said 85% of our money goes to student instruction. The hard part is we cannot reach that because when we have to count all the money in transportation, buses, capital projects, building & maintenance, none of that goes directly to the classroom. That was the goal that was set previously. We never meet it so we have to explain why.

Corporation Goals for Expenditure Categories in Indiana Code 20-42.5-3-5

Middlebury Community Schools shall strive to increase the percentage for the student instructional expenditure categories as compared to other expenditure categories as described in IC 20-42.5-3-5 for the fiscal year 2019-20 by continuing to identify efficiencies in all expenditure categories.

Middlebury Community Schools firmly believes the focus of all expenditures is successful student instruction. Support staff and support services contribute to student achievement in today's learning environment. Maximizing total instructional learning is as important as total instructional expenditure.

Middlebury Community Schools is a growing school corporation; as such, it encounters the following:

1. New teacher hires that have a lower salary level than more experienced teachers.
2. School construction debt obligation.
3. Increased transportation cost because we are a growing rural school corporation in which most of our students live outside communities with sidewalks for easy access to schools for students.

4. Increased water and sewer billing because the majority of our buildings are outside the town of Middlebury and as a result they must pay a fifty percent premium for water and sewer services.
5. As a result of the change in the state funding formula since 2009 which lowered our per pupil funding, the expenses for debt service, transportation, cafeteria, maintenance, technology, and bus purchases becomes an exaggerated part of our total aggregated expenditures.

The circumstances stated above dramatically skew the percentage of student instructional expenditure compared to other expenditure categories in our school corporation. Middlebury Community Schools will continue to target its resources to achieve high student achievement.

Mr. Gayler moved and Mr. Souder seconded the motion to approve the 2019-20 FinMars as presented. The motion was approved with a vote of 4-0.

UNFINISHED BUSINESS – None.

FIELD TRIPS – None.

ANNOUNCEMENTS AND CORRESPONDENCE –

- Andy Williams, one of our NMS PE Teachers, Track and Cross County Coach, at MCS, got 1st place in the 5 K race at the Elkhart County Fair. Congratulations to Andy!
- Our cheerleaders got 1st place on their float in the fair parade!
- We are very proud of all of our students participating at the fair!

ANNOUNCEMENTS FOR TRAVEL – Dr. Goodman reviewed the list of travel requests.

EXPRESSIONS FROM BOARD MEMBERS –

- Mr. Souder said he was glad we had the chance to pull everything together and he's glad we have some new folks, who he thinks will fit in very well.
- Mr. Gayler said congratulations to all the new staff. It's truly awesome we can fill these positions with educators that really care about the schools and community. A lot of other school corporations have problems getting quality people. Thank you again and congratulations!
- Mr. Miller welcomed and congratulated Mrs. Brickner, Mr. Martin and Mr. Gaskill on their new positions. Welcome aboard for the beginning of a new adventure. He also expressed his appreciation to Mr. Palmer for all the work he has done on the athletic project. Thank you.
- Mrs. King said last week we had our ground breaking ceremony for the new Athletic Complex. She is so thankful for Interra and how they are supporting this project. It shows a partnership to the level they are willing to take. This is one of the biggest deals in Indiana when it comes to this type of project. It would not have happened without people like Jeff Palmer with his attention to detail. She was also really encouraged by the number of community members that came out to see this ground breaking. This included some of our town council members, Gary O'Dell and Miranda Cripe. She likes that they are seeing what we are doing and are a part of what we are doing here. We also had a couple of news stations that came out. The most striking thing to her, during the ground breaking ceremony, was watching Mrs. Allen get up and prepare to speak. Jane has been such a champion for our students, especially our students that are in after school programs. She has been to more athletic events than anyone else in this community. She has continued to see the importance of this project and it is finally happening. It was a little emotional watching Jane get up to speak. It was a good day – beginning of a very long project but it's in good hands. Jeff has done an amazing job of making sure everything and detail is taken care of. It's not what we're really here for - that is to educate kids, except for (she knows from personal experience) learning on the field, how to lose and win gracefully. We just have so many good things happening at this school corporation. She is so excited for the future. To have new staff tonight – we welcome to your new positions, it's exciting to see your families here to support you. People in this community understand the

importance of community. Welcome! Thank you to the other administrators who came tonight to support these new employees.

OTHER BUSINESS – None.

ADJOURNMENT – Mr. Miller moved and Mr. Gayler seconded a motion to adjourn the July 23, 2019 school board meeting at 4:35 p.m. The motion was approved with a vote of 4-0. The next school board meeting will be on August 6, 2019 at the Administration Center.

Joanna King, President

Paul Gayler, Vice President

Robert Souder, Secretary

Mitch Miller, Member

Gregg Eash, Member