CALL TO ORDER – President Paul Gayler called the August 4, 2020, meeting of the Board of School Trustees to order at 4:00 p.m. Board Members present were Mrs. King, Mr. Eash, Mr. Miller, Mr. Gayler and Mrs. Hummel. Others in attendance included Jane Allen, Superintendent, Robby Goodman, Assistant Superintendent, Josh Yoder, Director of Business Services and Jeff Palmer, Director of Buildings and Grounds and Melissa Deak, Director of Transportation.

SUPERINTENDENT’S REPORT -
Report on 2020-2021 Back to School Information.

Mrs. Allen stated that normally Middlebury Community Schools would have had an in person registration however because of the situation this year registration was held online. We have had 4,527 registration responses so far. Principals, teachers and secretaries have all pitched in to call parents to remind them to register. We have around 70-100 students who are not accounted for yet so we will count on them returning in person. We have had some parents who registered their student multiple times online so that 4,572 number is off a little bit. Right now we are averaging about 90% at every building in every grade level attending school in person. That means we have about 10% who have chosen to do virtual for the first 9 weeks. We have lost some students whose parents have chosen to homeschool due to COVID, many of these students are Amish. At Middlebury Elementary we have lost 30 students and 60-70 in all other schools total. This is not our final count but enrollment is down. We usually make up these losses with transfers from other schools but at this point, I do not have those totals. Usually we get a lot of new registrations on the day we hold in person registration at all of the schools, since we were unable to do that this year we feel that there will be a lot of new registrations after school begins. Right now we are down about 120 students. Some of the Kindergarten teachers are going to have meetings with students for 10 minutes per teacher so they can meet their teacher and see their class. We have 700 people who have said they will not be using bus transportation and will be driving their students that means we could have some traffic issues at first. I do want to say a special thank you to all of the teachers who have been working in the schools already to organize their rooms and move furniture all around in order for the students to social distance in the classrooms and preparing to teach like they have never done before. I feel very blessed in this district to have all of these staff members who are taking this so seriously and trying to do the best they can without knowing what it is going to look like yet. I’d like to especially thank the principals who are working double duty in overdrive, answering constant questions that they aren’t even sure how to answer and they are doing their best to do that. We are all going to figure out how to do this and it will be great because I know that we have professional educators and they can’t wait to see their kids in their buildings. It might be uncertain times but I am certain that principals and teachers can’t wait to see those smiles the first day.
EXPRESSIONS FROM PATRONS-Mr. Gayle announced that if a patron would like to comment they must fill out the form and turn it in. Please state your name and address, each patron will have 3 minutes to speak. After your comment, Mrs. Allen will be responding in the next few days with the response from the board.

Kyleene Varner-814 Eaglewood Dr., Zionsville, IN
I am a homeschool parent, I am a volunteer and I am a parent advocate. I have some things that I would like to read to you today that will correspond with the documents you have in your packet. As of 2018 Middlebury Community Schools identified itself and its structure as a quote five member elected school board which takes responsibility for educating all students in the district. The school corporation’s responsibility is to educate all students enrolled in its school, or as Tech Trep Academy (TTA) refers to you as, referees. On July 7, 2020 Dr. Robby Goodman introduced Mrs. Janet Cox, TTA Indiana Program Director. Dr. Goodman described TTA as “A bridge between homeschooling families or families who choose to educate their children at home at school districts.” Boastfully touting its transparency Tech Trep Academy is a virtual public school, advertising itself as homeschooling as endorsed by Dr. Goodman. Indiana Code offers three classifications for education. The first is accredited public, the second is accredited non-public and the third is non-accredited non-public, otherwise known as non-accredited private schools. Homeschoolers in this state are prohibited from receiving any sort of public education dollars. As stated in IC-20-33-2-12: Non-public, non-accredited and non-state board approved schools are not bound by curriculum or content requirements of public or accredited non-public schools. Actively recruiting Indiana families as of July 24 and assuring enrollment beginning August 5, 2020 TTA is confused as its purpose in our state. Is it a VPS, is it distance learning, is it homeschooling? All of these terms have been used interchangeably by TTA both in written communication and by its staff. TTA assures “homeschooling parents that they will receive reimbursement or access to state education funding by simply submitting both formal and handwritten receipts for goods and services rendered.” TTA tells parents they may expense Netflix, Amazon Prime, Disney Plus, family zoo memberships, museum memberships, expensive bicycles from specialty bicycle shops and more. How will Middlebury assure your own integrity and that no misappropriation of funds have occurred? The $1700.00 TTA is committing to families is roughly 22% of what Middlebury receives for each student enrolled in this program. Where is the remaining 78% going? I am going to read you a quote from Mrs. Janet Cox during a July28 zoom call that she recorded, “In my case many of the books and educational games I purchased with a supplemental learning funds, also known as state tax dollars, are given to my kids at Christmas time, birthdays or as rewards for what they see as their more boring school work.” My question to you is, do Middlebury teachers also receive each of these $1700.00 budgeted funds to reward their in class students with Christmas presents, birthday gifts and incentives for doing their more boring work? Thank you for your time.
I would like to take the opportunity to thank the board of trustees for the time to speak and address you. I was raised by educators and greatly value the role of education in our society. In keeping with the structure of Middlebury Community Schools, Middlebury will be accepting responsibility for any student enrolled in its school via Tech Trep Academy. As Superintendent, how will Mrs. Allen assure attendance requirements are being met for her new state wide student base? Will she dutifully notify parents that their children must now attend school the same number of days as Middlebury and not as their local public school system? How will anyone know if truancy as occurred? What is the plan to assure each child enrolled through Middlebury in Tech Trep Academy will receive support services as required by law? TTA claims they may be able to do some of these through Zoom, but has no comment as how services will be provided in person if necessary. As students will no longer be eligible to receive support services through their local public schools, are parents expected to provide transportation to Middlebury for services? Will parents be notified their enrolled children are no longer eligible to play sports in their local public school system due to legal settlement law? Will parents be notified of their educational service center location? Families need sufficient time to plan transportation for required standardized tests throughout the year. How will Mrs. Allen ensure the children are receiving 5 hours of instruction each day via an Indiana certified teacher as outlined in Indiana code 20-30? TTA assures parents they may teach their child nearly anything they like using any secular curriculum they like. Parents are required to submit a learning plan and bi-weekly learning logs that could be in the form of, “A written report, a worksheet, a short video showing something the student has learned or a drawing.” TTA then will grade the progress plan submitted by the parent and track progress towards state standards. Can TTA cultivate an environment of student success while providing an equivalent education as measured by Indiana education standards without a standard and approved curriculum? What is your plan to uphold IC 20-25.52 requiring curricular materials, not learning plans, be approved and aligned with state standards? How can Middlebury Schools promote Tech Trep Academy curriculum bazaar while upholding Indiana code 20-30-5-21? As my time to address the board is running low I’d like to make it clear. The five trustees of Middlebury Community Schools are deciding on a contract to up end public education funding in Indiana and are creating a poison pill of funding which may be used to encroach on homeschool liberties and parental rights for the entire state of Indiana. Will Middlebury Community Schools expand its student base to operate state wide? How will the schools responsibility to those statewide students be fulfilled? In what local economy will the public education funds for these enrolled students be invested? Middlebury? Indiana? Idaho? Utah? Thank you.

Mr. Gayler asked if there was any other patron who would like to address the board at this time? Thank you for bringing the issues to the board. We do appreciate any feedback. Again, we will respond in a timely manner to any of your comments, so thank you very much.

CONSENT AGENDA –

- Minutes from the July 21, 2020 School Board Meeting and Executive Session
- Claims List
- Donations
- Personnel
EMLOYMENT:

Northridge High School
CLASSIFIED: Tera Gascho, Music Department Assistant
Replacing: Jodi Koss  Start Date: August 5, 2020
CLASSIFIED: Anita Huff, Cafeteria Worker, 7/hr day
Replacing: Jenny Miller  Start Date: August 10, 2020
CLASSIFIED: Lisa Yoder, Building Assistant, 7.5/hr day
Replacing: Sarah Burton  Start Date: August 12, 2020

Northridge Middle School
CERTIFIED: Hannah Davis, 8th Grade Language Arts Teacher
Replacing: Valerie Anglemyer  Start Date: August 10, 2020
CLASSIFIED: Barbra Hertsel, 6th Grade Special Education Assistant
Replacing: Cole Miller  Start Date: August 12, 2020
CLASSIFIED: Sidney Mais, Cheerleading Coach
Replacing: Danielle Dernay  Start Date: August 5, 2020
CLASSIFIED: Christian Aitken, 7th Grade Asst. Football
Replacing: Norm Floria  Start Date: August 5, 2020
CLASSIFIED: Savanna Fager, 9 Month Custodian
Replacing: Bruce Abbott  Start Date: August 5, 2020

Heritage Intermediate
CERTIFIED: Jenni Zimmer, TEMP 5th Grade Special Education Teacher
Replacing: Bonnie Miller  Start Date: August 10, 2020
CLASSIFIED: Amy Walmer, Building Assistant, 7.5/hr day
Replacing: Tera Gascho  Start Date: August 10, 2020

Orchard View Elementary
CERTIFIED: Tessa Zimmerly, Kindergarten Teacher
Replacing: Elizabeth Manly  Start Date: August 7, 2020

Jefferson Elementary
CLASSIFIED: Angela Miller, Building Assistant
Replacing: Kathy Kreuger  Start Date: August 10, 2020
CLASSIFIED: Heidi Loucks, Cafeteria Worker, 6/hr day
Replacing: Angela Miller  Start Date: August 12, 2020

Middlebury Elementary
CERTIFIED: Beth Scott, TEMP Kindergarten Teacher
Replacing: Sarah Steiner (1st Grade Teacher)
Start Date: August 10, 2020

York Elementary
CERTIFIED: Amee Click, Art Teacher (pending Emergency License)
Replacing: Lori Eichstadt  Start Date: August 5, 2020
CLASSIFIED: Darcy Ryall, Cafeteria Manager
Replacing: Cindy Miller  Start Date: August 5, 2020
CLASSIFIED: Laura Greensides, Assistant Cafeteria Manager
Replacing: Darcy Ryall  Start Date: August 10, 2020
CLASSIFIED: Tracy Grahl, 5 Hour Cafeteria Worker
Replacing: Laura Greensides  Start Date: August 10, 2020

RESIGNATION:
Northridge High School
CLASSIFIED: Tera Gascho, Building Assistant, 7.5 hrs/day
Effective Date: August 4, 2020
CLASSIFIED: Jenny Miller, Cafeteria Worker, 7 hrs/day
Effective Date: July 22, 2020
CLASSIFIED: Lisa Yoder, Special Education Assistant
Effective Date: August 3, 2020

Northridge Middle School
CLASSIFIED: Amanda Yoder, Special Education Assistant, 7 hrs/day
Effective Date: August 3, 2020

Orchard View Elementary
CLASSIFIED: Monica Eshleman, Guided Reading Assistant, 6 hrs/day
Effective Date: July 29, 2020
CLASSIFIED: Valory Rasler, Speech Language Pathology Assistant – 20%
Effective Date: July 31, 2020

Jefferson Elementary
CLASSIFIED: Angela Miller, Cafeteria Worker, 6 hrs/day
Effective Date: July 29, 2020
CLASSIFIED: Heidi Loucks, Cafeteria Worker, 3.5 hrs/day
Effective Date: July 31, 2020

Heritage Intermediate
CLASSIFIED: Lisa Cortes, Autism Para, 6 hrs/day
Effective Date: July 27, 2020
CLASSIFIED: Amy Walmer, Noontime Assistant
Effective Date: July 27, 2020

Middlebury Elementary
CLASSIFIED: Missy Osborn, Cafeteria Worker, 3.5 hrs/day
Effective Date: July 29, 2020
CLASSIFIED: Beth Scott, Building Assistant, 7.5 hrs/day
Effective Date: August 3, 2020

York Elementary
CLASSIFIED: Janet Heuer, Special Education Assistant
Effective Date: July 27, 2020
CLASSIFIED: Tracy Grahl, Cafeteria Worker, 3 hrs/day
Effective Date: August 4, 2020
CLASSIFIED: Darcy Ryall, Assistant Cafeteria Manager
Effective Date: August 4, 2020
CLASSIFIED: Laura Greensides, Cafeteria Worker, 5 hrs/day
Effective Date: August 4, 2020

Administration
CLASSIFIED: Michelle Hart, Transportation Secretary
Effective Date: August 11, 2020

Transportation
CLASSIFIED: Craig Baker, Substitute Bus Driver
Effective Date: July 27, 2020

TRANSFER:
Northridge Middle School
CLASSIFIED: Stephanie Myers, Special Education Assistant, to:
Special Education Assistant at York Elementary
Effective Date: August 5, 2020

Transportation
CLASSIFIED: Shanda Patterson, Substitute Bus Monitor, to:
Bus Monitor Effective Date: August 12, 2020
CLASSIFIED: Kathie Holdeman, Bus Driver, to:
Substitute Bus Driver Effective Date: July 27, 2020
CLASSIFIED: Heather Fitzgerald, Bus Driver, to:
Substitute Bus Driver Effective Date: August 12, 2020
CLASSIFIED: Tracy LeDuc, Substitute Bus Driver, to:
Bus Driver Effective Date: August 5, 2020
CLASSIFIED: Michelle Hart, Transportation Secretary, to:
Bus Driver Effective Date: August 12, 2020

Orchard View Elementary
CLASSIFIED: Lizzie Miller, Cafeteria Worker, 3.5 hrs/day, to:
Cafeteria Substitute Effective: August 12, 2020

LEAVE 3430:
York Elementary
CERTIFIED: Nancy Stegmann, Music Teacher
August 10, 2020 – December 31, 2020

LEAVE 4430:
Heritage Intermediate
CLASSIFIED: Ashley Bryant, Mixed Abilities Paraprofessional
Mr. Eash moved to approve the consent agenda items as presented, Mrs. King seconded the movement. Mrs. King did have a quick question about the donation by First State Bank. Should we assume that money is from the spirit cards? Mrs. Allen stated that the donations need moved to 5.5 because they were over $500.00. Mr. Eash moved to approve the revised consent agenda and Mrs. King seconded the motion. Motion carries 5-0.

CONSIDER APPROVAL OF TECH TREP CONTRACT- Mrs. Allen stated that they are asking for board approval of the relationship with Tech Trep. The company will offer curriculum and resources to our parents who choose to homeschool this year utilizing a percentage of the funding we receive from the ADM funding we receive from the state. It is a one-year contract. We had it revised and written by our Warrick and Boyne attorneys to make sure that it covers all of our bases. If you have any questions or concerns please address Dr. Goodman, he has worked directly with them and Randy Hesser, attorney with Warrick and Boyne, is here as well if you have any other questions. Mrs. King would like to confirm that this is a one-year contract. Mrs. Allen answered, “yes, it is basically a one year pilot”. Mr. Eash asked Mr. Hesser that the contract reads that if anytime during the process we feel like it isn’t the program we wanted it to be we can get out of it. Mr. Hesser answered that with cause that would be the case. Mr. Eash asked if cause is even something like ruining our reputation as a school and Mr. Hesser answered yes. Mrs. King stated that one of the things they have always talked about is that Middlebury Community Schools has worked really hard to establish a really good learning environment and it is something that our teachers, administration and our community is really proud of. This is going in a direction that we have never gone before but we also feel like it is meeting a need, especially this year for families that don’t feel comfortable sending their kids to school but want that additional help to be able to do homeschooling. Different from a traditional homeschool environment like my sister did. She chose to do that on her own and felt comfortable with that. I believe this gives parents a safety net to help them be able to make that choice to be able to be home with their kids. It is uncharted territory for Middlebury Community Schools but I feel like from the research I’ve done it is a good first step for those families that have asked us for help, especially this year. Mr. Gayler said it is interesting that we started this discussion way back before COVID hit and it seems like it is a better alternative than originally thought. I think it will reach a broader group of people. Many people have approached me and said they think this is good because it gives them a curriculum and that is the hardest thing, in their opinion to find while homeschooling. Mrs. King said the one thing that stood out to her in Mrs. Allen’s report is the Amish population who are near and dear to her heart because she was one at one time. I think they continue to move away from public schools and I don’t know that their private schools have been adequate at times. I say that just because of the conversations I have had with their superintendent. When they have someone who finishes 8th grade schooling and then is teaching students. The Amish population has a significant number of students in our district and they continue to leave the public school system. I keep wondering how we meet the needs of those students too. I don’t know if this is that vehicle but it is an option. Mrs.
Allen and this administration team has not looked at education as a cookie cutter and that there are other ways to educate your student. I am glad we are trying this for a year.

Mrs. King moved to approve the Tech Trep Contract as presented,
Mr. Eash seconded the motion. The motion carries 5-0.

CONSIDER APPROVAL OF 2020 ANNUAL FINANCIAL REPORT-Mrs. Allen stated that this is an annual report that we approve each year. The report is put together by Mr. Yoder and all of the people in the business services. It does show receipt comparisons, budgets, etc. Mr. Yoder stated our budget receipts and what we actually receipted were higher than what we budgeted. What we budgeted to spend was actually less what we actually spent. So it is good on both ends. We took in more money than we had anticipated and we spent less than what we budgeted for. That is always good for the bottom line. The next section of the report gives information for the public of teacher salaries, extracurricular salaries, classified staff pay and administrative pay. There is enrollment information and towards the end of report it gives tax rate and assessed evaluation for the district. And then finally there is a section for the debt the school corporation carries. This is an annual report we put out to wrap up fiscal year 2019-2020 and a summary of this will go into the paper. The full report will be posted on our website. Mr. Miller asked if Mr. Yoder could talk about the operations fund a little more specifically, especially when you get to close capital projects and transportation. These two numbers are significantly different when I look at them and I am just curious how we could come out that much farther ahead. Mr. Yoder asked if he wanted him to talk about the expenditure side or the receipt side. Mr. Miller said it looks like budget was about $9,000,000.00 and receipts were a little less than double. Mr. Yoder said 2019 was the year we went from three separate funds to one operations fund. When we did the estimated receipts, we didn't really have anything to go off of other than trying to piece together the parts of different funds that were going into that.

Mr. Gayler asked for any questions. Mrs. King moved to approve the 2020 Annual Financial Report as presented Mr. Eash seconded the motion. Motion carries 5-0.

CONSIDER APPROVAL OF HIPPA EXEMPTION ELECTION FOR SELF-FUNDED GROUP HEALTH PLAN-STARTING OCTOBER 1, 2020—Mrs. Allen said this is housekeeping that we do each year. This is part of our self-insured requirement. It is an exemption election for non-federal governmental group health plan which is Middlebury Community Schools group health plan. We do this each year and the board approves it for us to make sure that we have everything right in terms of the certain limits with health benefits and such. Mr. Eash moved to approve the proposed approval of HIPPA exemption election for self-funded group health plan starting October 2020. Mrs. King seconded the motion. Motion carries 5-0

CONSIDER APPROVAL OF DONATIONS-
$5,000.00- Jefferson Elementary from Jefferson Elementary PTO to use for additional playground equipment.
$700.00 - Northridge High School from Community Foundation of Elkhart County and that is for tennis uniforms for Boys and Girls tennis teams.
$4005.80 from First State Bank Spirit Account that we get quarterly.
$500 donation from Edward Jones for Robotics Cyber Buggies
Total: $10,205.80

Mrs. King moved and Mr. Eash seconded the motion to approve the approval of donations. Motion carries 5-0
UNFINISHED BUSINESS- None

ANNOUNCEMENT OF FIELD TRIPS- None

ANNOUNCEMENTS AND CORRESPONDENCE- We do need more bus drivers if you know of anyone who would like to do that please have them apply! We would love to interview you and sign you up!

REQUESTS FOR TRAVEL –Dr. Goodman would like to state that all of the requests are virtual. Also, the date of requested for Mrs. Buller, Mrs. Brickner and Mrs. Ness has already passed, however they did have their request turned in on time, they did not make the board packet. All travel will be virtual unless it is absolutely required to be in person. At the next board meeting we will have one pending. Angie Ness was chosen to speak at the Indiana School Counselors Association Conference in November. If we are allowing travel, she will go in person. Just so the board knows we are still restricting travel, unless a request date is so far out it will be pending.

EXPRESSIONS FROM BOARD MEMBERS –
Mr. Miller—None
Mrs. King—None
Mr. Eash—None
Mrs. Hummel—None
Mr. Gayler—None

OTHER BUSINESS--None

ADJOURNMENT – Mr. Eash moved and Mrs. King seconded a motion to adjourn the August 4, 2020 meeting of the School Board of Trustees at 4:35pm. The motion was unanimously approved with a vote of 5-0. The next scheduled school board meeting will be on August 25, 2020 at 4:00 p.m. at the Administration Center.

__________________________________________  ____________________________
Paul Gayler, President                            Joanna King, Vice President

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Gregg Eash, Secretary                             Mitch Miller, Member

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Kate Hummel, Member