CALL TO ORDER- Vice-President Gregg Eash called the August 24, 2021 meeting of the Board of School Trustees to order at 4:00 p.m. Board Members present were Mr. Miller, Mrs. Hummel, and Mr. Varner. Others in attendance included Dr. Jayson Snyder, Superintendent, Dr. Robby Goodman, Assistant Superintendent, Josh Yoder, Director of Business Services, Jeff Palmer, Director of Buildings and Grounds and Randy Hesser, Board Attorney. Not present was Board President Paul Gayler.

SUPERINTENDENT’S REPORT-Dr. Snyder expressed his sincere condolences to the family who has experienced a horrible tragedy this week. We are all thinking about the family and everyone impacted by that incident. I spent several days at the high school this week and I saw servant filled, loving leadership from our administrators and our teachers and especially our counselors. They are doing everything they can to support students and each other as they struggle through this. I want to state how thankful I am for the people who work in this school district. Including people in other buildings who offered to come help at the high school and to parents who offered to help in any way they could. I am thankful to be in a community who will pull together in a time like this.

I’d like to report that the numbers for our overall, confirmed positive cases is a very small number in comparison to the other school districts in this area, we are thankful for that. For that reason at this time, our administration and school board do not see the need to increase mitigation. Obviously we are monitoring our situation on a daily basis and at some point if that changes, mitigation could change. At this time we are comfortable where we are at and we are thankful that that number is extremely low. I’m sure there is value in looking at data from the county and the state, but for right now we are most focused on the daily data for our students and staff in this school district. We are letting our data drive our mitigation. Please understand that if the data changes that could change things in the future. Our administration and school board are trying to do what is best for students in a very trying time.

The opening of the school year has been great! It was interesting to not have power the second day of school. It has been very successful and we have so many people doing amazing work. Thank you to all of our employees, our parents and our students who are working together to help us have a successful start to the school year. A special thank you to Mr. Palmer. Jeff and his team worked around the clock when the power went out. Possibly even chasing down NIPSCO trucks to see when the power would be restored. I really appreciated all of that work.

Early College Report-Mr. Woods is not able to be here but Mrs. Summer Runyan is here along with some high school administrators. Mrs. Runyan is going to give us a glimpse at our early college program. I think we have 51 freshman and I was able to meet with this group the week before school started and it is a fantastic group of students and educators and I am incredibly excited to see where this program goes.

Mrs. Runyan would like to thank the school board for having them at the meeting tonight on a day surrounded by so much tragedy. I am so grateful for the team at the high school and our community that really supported us through today. I am so excited to be here to talk about such a
positive program like our Aspire program. We are venturing into our first year with Aspire. As Dr. Snyder stated we have 51 freshman that have a delightful start to their school year. We started our journey with these students in the spring. We opened the application process to all students in the 8th grade class. Also targeted that are first generation and maybe from our free and reduced lunch to make sure that we selected the students that would really be impacted by this program and the support they will receive. Of the 76 applications we were able to receive 84% of the program of students who are supported from those groups. It is really great to recruit those students, get them to apply and really pick the students that we wanted Aspire to be about. We have fantastic programming for our special education students and our high ability students here in Middlebury Community Schools and we wanted to provide that middle 50% of students a great program as well. What we have done so far is open with a parent information night where we invited all of the families and we had a fantastic turnout. We had the opportunity to meet individually with parents, we talked with them and explained what the program was all about. Aspire is an early college program, we will focus on bringing these students up and receive at the minimum the Indiana college core. That is a 30 hour credit group of core classes that are transferable. In addition to that, here in Middlebury we are pioneers and we want to do things that no one else is doing! We are focusing our efforts in career pathways. Those students will also be able to earn credentials in manufacturing or health science or additional programming that the career center will provide. The idea is that these students will leave our walls with some sort of credential that will prepare them to go on to wonderful positions after they leave our door. Aspire is different because of the support these students will get over the next four years. We are so excited to build these kids up and get them prepared to get them a solid path that is right for them.

EXPRESSIONS FROM PATRONS – The following patrons expressed concerns as noted:

Kim Cammenga-Spoke about the extreme gratitude she has for our administration and board members. They have put in so much work to make Middlebury Community Schools an amazing place for our kids and our teachers. Kids are happy to be back at school and teachers are happy to be back in the classroom. Thank you for continuing to lead our school district in the best possible way for our community, or students, our parents and our staff.

Jessica Barkby-Thanked the administration and board for making summer classes available to students, especially at the high school level. My daughter participated in summer PE and enjoyed it so much. They were able to attend amazing field trips that wouldn’t be possible during the school year. I am grateful to the teachers that led this class. I know it takes an enormous amount of time to set up each class and that doesn’t go unnoticed. I know you have a lot of tough decisions to make, I appreciate all of the time you put into them and thank you for offering summer classes. Thank you also for making decisions that put our students first!

Vickey Maloolie-I am a teacher at the high school. First I would like to say how much I love teaching. So much has been asked from everyone in the school system. From our school board to our janitors, everyone is equally contributing in different ways. As I do every year, I began the school year fostering a community of learners where diverse individuals can encourage, support and help each other reach their goals. My favorite book has two quotes that I challenge myself personally and professionally to live by this year. The first is “blessed are the peacemakers” and the second is “do not let any unwholesome talk come out of your mouths but only what is
helpful for building others up according to their needs that it benefit those who listen.” Despite the challenges of the past two years, despite the anger and resentment that they could have chosen, despite their tiredness and fatigue, my students have showed me already the best of what the world has to offer, encouraging and affirming the advice I had chosen as my own beacon as the year. It would have been easy for these students to look at the negative but instead they chose to lean in and rejoice in their in person learning, take ownership of their learning and be their brothers’ and sisters’ keepers and be helpful to those who are absent and standing up for each other. I am seeing that even in a room filled with diverse opinions, my students are able to listen to each other, even when it is hard and easy to become rude and talk over each other. They chose to listen to each other and hear their differences. It is my joy to teach your students, they are bright and shining and bring hope to this world. Thank you for all you do to make a space for them to learn.

Jenny Dibley-Thank you for keeping our mask optional policy. Had concerns about FDA approval of vaccines and CDC guidelines on masks.

Pam Keyser-Thank you Dr. Snyder and board members for allowing me to speak to you tonight. Concerns about contact tracing, mask mandates and vaccines.

Jim Bontrager-Thank you for sitting up here and having the fortitude to not be swayed by everything everyone else in the area is doing and taking an honest look at where we live and making decisions based on that is commendable. Thank you teachers for your service, it is invaluable to this community. Spoke about the Northridge area parents association and natural immunity.

Jennifer Albertson-Thank you for hearing me today. Spoke about the various locations she has lived and taught. The commitment of the school here is amazing and not comparable to many other areas. Concerns on censorship about Covid information.

Dave Gaskill-Assistant principal at Northridge Middle School spoke about the positives from the beginning of the school year at Northridge Middle School. Any opportunity we get to brag on our 11-14 year olds is great. The first positive that has affected teachers is our ability to go back to our normal schedule. Our teachers are able to take the time to support each other, help the students at their lockers, plan middle school activities and field trips. Kudos to our teachers for jumping back in feet first. Our students have amazed me already this year. I cannot tell you how many middle school students have gone and sat with a student who are sitting by themselves. Kids helping with their lockers, helping other students pick up their things, just being kind. Students telling bus drivers thank you for coming back on their second routes. Students know that waiting extra time is not something the bus driver can control and they are thankful. Students are so active this year, working concession stands, a large number of kids playing football and volleyball, these kids are very active and here to support their classmates, and it is awesome. A lot of positives at the middle school and we are very happy for such a great start to the new year.
CONSENT AGENDA –

- Minutes from the July 20, 2021 School Board Meeting
- Claims
- Donations
- Personnel

EMPLOYMENT:

Northridge High School

CLASSIFIED: Jenny Miller, Building Assistant, 4.5 hrs/day
(pending passed ParaPro test)
Replacing: Chelsea Varner
Start Date: August 27, 2021

CLASSIFIED: Taeja Davis, Head Volleyball Coach
Start Date: August 1, 2021

CLASSIFIED: Austin Christner, Head Boys and Head Girls Tennis Coach
Start Date: August 1, 2021

CLASSIFIED: Seth Cripe, Assistant Swim Coach
Start Date: August 1, 2021

CLASSIFIED: Karen Bradley, 2nd Shift 9 Month Custodian, 5 hrs/day
Replacing: Jennifer Dickhaut
Start Date: August 25, 2021

CLASSIFIED: Alexis Holthues, Assistant Volleyball Coach
Start Date: August 1, 2021

CLASSIFIED: Brian Hardy, 9th Grade Football Assistant Coach
(50/50 Split with Mikey Kyle)
Start Date: July 21, 2021

CLASSIFIED: Michael Kyle, 9th Grade Football Assistant Coach
(50/50 Split with Brian Hardy)
Start Date: July 21, 2021

CLASSIFIED: Trenton Bixler, Head Wrestling Coach
Replacing: Eric Highley
Start Date: August 25, 2021

Northridge Middle School

CERTIFIED: Gabriel Beck, Pathfinder Science Teacher
Replacing: Erin Wagner
Start Date: August 16, 2021

CERTIFIED: Tracy Stanger, School Counselor
Replacing: Angela Ness
Start Date: August 25, 2021

CERTIFIED: Casey Middleton, Temporary Mixed Ability Teacher
Replacing: Shannon Strick
Start Date: August 6, 2021

CERTIFIED: Michelle Nieter, 7th Grade Science Teacher
Replacing: Tim Magnuson
Start Date: August 6, 2021

CLASSIFIED: Ellen Davenport, MLL Assistant, 7.5 hrs/day
Replacing: Myra Dyck
Start Date: August 9, 2021
CLASSIFIED:  Austin Bensics, 7th Grade Assistant Football Coach
Replacing: Trenton Bixler
Start Date: August 2, 2021

Middlebury Elementary School
CLASSIFIED:  Lauren Christner, Instructional Assistant, 5.5 hrs/day
(pending passed ParaPro test)
Replacing: Kari Gale
Start Date: August 27, 2021

Orchard View Elementary School
CLASSIFIED:  Tobi Wenger, Building Assistant, 7.5 hrs/day
Replacing: Mary Jo Lantz
Start Date: August 25, 2021

York Elementary School
CERTIFIED:  Mackenzie West, Music Stipend
Start Date: August 6, 2021
CERTIFIED:  Megan Coryell, Instructional Guide – 60% Contract
Start Date: August 25, 2021
CLASSIFIED:  Linda Mallett, Cafeteria Worker, 3 hrs/day
Replacing: Shamla Canen
Start Date: August 25, 2021

Administration
CLASSIFIED:  Greg Deak, Substitute Custodian
Start Date: August 18, 2021
CLASSIFIED:  Cheryl Yoder, Substitute Bus Driver
Start Date: August 25, 2021

RESIGNATION:
Northridge High School
CERTIFIED:  Andrew Robinson, Assistant Softball Coach
Effective Date: August 9, 2021
CLASSIFIED:  Angela Elliott, 1:1 Paraprofessional, 6.5 hrs/day
Effective Date: August 11, 2021

Northridge Middle School
CLASSIFIED:  Ellen Davenport, 1:1 Paraprofessional, 6.5 hrs/day
Effective Date: August 6, 2021

York Elementary School
CERTIFIED:  Megan Coryell, Instructional Guide
Effective Date: August 25, 2021

Administration
CLASSIFIED: David Bowman, Substitute Bus Driver  
Effective Date: August 11, 2021

RETIREMENT:  
Orchard View Elementary School  
CLASSIFIED: Shari Haarer, Kindergarten Assistant  
Effective Date: September 15, 2021

EMERGENCY LEAVE:  
Heritage Intermediate School  
CERTIFIED: Pamela Hamilton, Intermediate Literacy Coach  
Tuesday, August 24, 2021 – ½ day

Orchard View Elementary School  
CERTIFIED: Matt Burridge, Teacher  
Wednesday, August 18, 2021 – 1 day  
Thursday, August 19, 2021 – 1 day  
Friday, August 20, 2021 – 1 day  
Monday, August 23, 2021 – 1 day

Middlebury Elementary School  
CLASSIFIED: Crystal Christner, Speech Paraprofessional  
Monday, August 16, 2021 – 1 day

FMLA:  
Middlebury Elementary School  
CLASSIFIED: Kathleen Hartzler, Cafeteria Worker, 6 hrs/day  
August 18, 2021 – October 29, 2021

Administration  
CLASSIFIED: Cliff Wolf, Corporation Maintenance  
August 20, 2021 – Intermittent Leave

Mrs. Hummel moved to approve the consent agenda as presented, and Mr. Varner seconded the motion. Motion approved 4-0.

CONSIDER APPROVAL OF 2021 SBOA ANNUAL FINANCIAL REPORT-  
Dr. Snyder stated the state board of accounts annual financial report is something that is approved every year. Mr. Varner moved to approve the 2021 SBOA annual financial report as presented, Mr. Miller seconded the motion. Motion approved 4-0.

CONSIDER APPROVAL OF BOARD POLICY 3220.01 (TEACHER APPRECIATION) ON FIRST READING-  
Dr. Snyder stated the Indiana department of education requires school districts to annually re-adopt their own policy in order to receive the teacher appreciation grant. Mr. Miller moved for approval of board policy 3220.01 teacher appreciation grant as presented, Mrs. Hummel seconded the motion. Motion approved 4-0.
CONSIDER APPROVAL OF 2021-22 ADULT MEAL PRICES-
Dr. Snyder stated that for us to qualify to provide all students with free meals, the USDA is requiring us to re-calculate adult breakfast and lunch prices. Adult breakfast will now be $2.50 and adult lunch will be $4.60. Thank you Dr. Goodman and Sara Reafsnyder for helping establish some options for our adults as well. Mrs. Hummel moved to approve 2021-22 adult meal prices as presented, Mr. Varner seconded the motion. Motion approved 4-0.

CONSIDER APPROVAL OF INDIVIDUAL BUILDING PL 221 PLANS-
Dr. Snyder introduced the three building principals who presented a summary of their school improvement plans. Mr. Hostetler, principal of Middlebury elementary presented for the K-5 buildings, Mrs. Vallance, principal of Northridge middle school presented for 6-8 grade, Mrs. Wells, assistant principal at Northridge high school presented for grades 9-12. Mrs. Hummel moved to approve the buildings PL 221 plans as presented, Mr. Miller seconded the motion. Motion approved 4-0.

CONSIDER APPROVAL OF RESOLUTION TO TRANSFER FUNDS-
Dr. Snyder stated that we need approval to transfer funds from the education fund to the operations fund for the second half of the 2021 calendar year. This is routine, but required to pass the resolution to keep us compliant with the department of local government finance and the Indiana department of education regulations. Mr. Varner moved to approve the resolution to transfer funds as presented, Mr. Miller seconded the motion. Motion approved 4-0.

CONSIDER APPROVAL OF DONATIONS TO SCHOOLS-
Dr. Snyder presented the donations to Northridge athletics for $2000.00 from Meijer for the fall souvenir guides. York PTO has donated $4494.07 to York elementary. Mrs. Hummel moved to approve the donations as presented, Mr. Varner seconded the motion. Motion approved 4-0.

UNFINISHED BUSINESS–None

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

ANNOUNCEMENTS AND CORRESPONDENCE–
Dr. Snyder stated that after a conversation with our teacher association, it has been decided that the school make-up day for the power-outage will be an e-learning day on Monday, October 25. We will soon be publishing our pre-negotiations hearing that will be on Sept. 8 to start the mid-September collective bargaining with our teachers association. Our fall athletics are off to a great start. We are very thankful to our coaches and our student athletes and parents. This Friday, immediately before the football game, we will be honoring Mrs. Allen at the sports complex named in her honor.

ANNOUNCEMENT OF TRAVEL – Dr. Goodman reviewed the list of travel with board members.

EXPRESSIONS FROM BOARD MEMBERS –
Mrs. Hummel-I think it is appropriate to say that all of us on the board have been feeling for our community for the last couple days and sending thoughts and prayers to the family. On the opposite side of that, the positives that were shared tonight were so wonderful I was holding back tears. It is incredible to hear such positive stories about the students, to see how resilient they are and take all of the negative on social media and from all of the Covid talk and yet the kids are
thriving and doing wonderful things. Thank you to all of the teachers for being so amazing to our students. I love hearing how the kids are doing so great. Exciting news!

Mr. Miller-Pass

Mr. Varner- I would like to thank Dr. Snyder and the leadership team, I was envisioning Jeff Palmer running after a NIPSCO truck during the power outage! Thank you for all of the excellent communication keeping our community informed. I would like to tell all of the teachers I admire you so much for what you do, thank you. The energy and passion that you pour into our kids is amazing. From the bottom of my heart I thank you for that. I believe in public education, I believe in Middlebury Community Schools, I would guess that all of us in this room do, it had to be in the top 2 choices of why you chose your house was because Middlebury Community Schools. I know you believe in it too, or else why would you be here on a 100 degree afternoon. I appreciate the respect we have for each other in these conversations. We are all on the same team, and as long as we remember that this is all for our kids. When the board was interviewing to replace Mrs. Allen, we looked for someone who believed in putting kids first and Dr. Snyder drove that home. That is what we all want. Thank you for the respect and realizing we are all on the same team.

Mr. Eash-Mr. Varner said a lot of what I wanted to say. I just want to thank Dr. Snyder, Mr. Palmer, Dr. Goodman, all the administrative staff, teachers and principals. We got off to a rough start with the weather. Appreciate the efforts and the communication you put out to keep everyone informed. I wanted to comment that you could see the enthusiasm back in the faces of Summer Runyan and Dave Gaskill and that is really good to see. Lastly, Sam Grewe, a young man from our community, will be competing in the para Olympics starting next week. I had the honor of coaching him in lacrosse and he is going to bring home the gold! There really are good things going on in the world.

OTHER BUSINESS—Dr. Snyder appreciates the administrators and teachers who supported the fundraiser for the boys and girls club. There were 16 teams in the boys and girls grill off and we won! Our burger will be highlighted at 41 Degrees. I appreciate everyone who came out and raise a lot of money for the boys and girls club.

ADJOURNMENT —
Mr. Varner moved to adjourn the August 24, 2021 school board meeting and move to executive session, Mrs. Hummel seconded the motion. The motion was unanimously approved with a vote of 4-0 at 5:15p.m. The next scheduled school board meeting will be on September 7, 2021 at 4:00 p.m. at the Administration Center.

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Paul Gayler, President

Gregg Eash, Vice President

Mitch Miller, Secretary

Kate Hummel, Member

Michael Varner, Member