NOTE: These are “proposed” minutes and will not be approved until the November 2, 2021 School Board Meeting

4:00 p.m. Tuesday
Administration Center October 19, 2021

BOARD MINUTES

CALL TO ORDER- Vice-President Gregg Eash called the October 19, 2021 meeting of the Board of School Trustees to order at 4:00 p.m. Board Members present were Mr. Miller and Mr. Varner. Others in attendance included Dr. Jayson Snyder, Superintendent, Josh Yoder, Director of Business Services, Jeff Palmer, Director of Buildings and Grounds and Tim Shelly, Board Attorney. Not in attendance were Dr. Robby Goodman, Assistant Superintendent, Mr. Paul Gayler, Board President and Mrs. Kate Hummel, Board Member.

SUPERINTENDENT’S REPORT-None

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

Jenny Dibley-Concerns about vaccines.
Cindy Hajicek-Concerns about Governor Holcomb’s executive order and the US constitution.
Barb Hertsel-Concerns about minutes from board meetings.

CONSENT AGENDA –
• Minutes from the October 5, 2021 School Board Meeting
• Minutes from the October 5, 2021 Executive Session Meeting
• Claims
• Donations
• Personnel
• September 2021 Financial Report

EMPLOYMENT:
Northridge High School
CERTIFIED: Stephanie Zachar, Senior Class Co-Sponsor
50%/50% Split with Theresa Grossman
Effective Date: October 20, 2021
CERTIFIED: Theresa Grossman, Senior Class Co-Sponsor
50%/50% Split with Stephanie Zachar
Effective Date: October 20, 2021
CERTIFIED: Caleb Newcomer, Assistant Wrestling Coach
50%/50% Split with Grant Martsof
Effective Date: November 1, 2021
CLASSIFIED: Grant Martsof, Assistant Wrestling Coach
50%/50% Split with Caleb Newcomer
Effective Date: November 1, 2021
CLASSIFIED: Logan Shoopman, Autism Paraprofessional, 6.5 hrs/day
Replacing: Angie Elliott—Effective Date: October 11, 2021

CLASSIFIED: Conner Cripe, Assistant Wrestling Coach
50%/50% Split with Samuel Burge—Effective Date: October 19, 2021

CLASSIFIED: Robert Burns, Assistant Swim Coach
Effective Date: October 19, 2021

CLASSIFIED: Marissa Gardner, Assistant Swim Coach
Effective Date: October 19, 2021

CLASSIFIED: Mike Price, Assistant Wrestling Coach - 50% Split
Effective Date: October 19, 2021

CLASSIFIED: Elmina Lehman, Building Assistant, 4.5 hrs/day
Replacing: Jenny Miller—Effective Date: October 20, 2021

Northridge Middle School
CLASSIFIED: Colby Miller, 8th Grade Boys ‘B’ Basketball Coach
Replacing: Brent Hamood—Effective Date: October 4, 2021

Orchard View Elementary School
CLASSIFIED: Tracy Grahl, Life Skills Paraprofessional, 6.5 hrs/day
Replacing: Faith Weinberg—Effective Date: October 20, 2021

York Elementary School
CLASSIFIED: Amy White, Bookkeeper
Replacing: Joy Miller—Effective Date: October 26, 2021

Administration
CLASSIFIED: Darlene (DJ) Wilson, Transportation Secretary
Replacing: Melissa Garcia—Effective Date: October 26, 2021

RESIGNATION:
Northridge High School
CERTIFIED: Theresa Grossman, Senior Class Sponsor
Effective Date: October 13, 2021

CERTIFIED: Chad Eppley, Assistant Wrestling Coach
Effective Date: October 5, 2021

CLASSIFIED: Logan Shoopman, Special Education Assistant, 6.5 hrs/day
Effective Date: October 6, 2021

Transportation
CLASSIFIED: Stacie Johnson, Bus Driver
Effective Date: October 19, 2021

TRANSFER:
Northridge Middle School
CLASSIFIED: Dawn Zmuda, Leap/Merge Assistant, to:
6th Grade Special Education Assistant, 7 hrs/day
Effective Date: October 11, 2021
EMERGENCY LEAVE:

Northridge Middle School
CLASSIFIED: Elnora Yoder, Building Secretary
October 25, 2021 – 8 hours

Jefferson Elementary School
CLASSIFIED: Wanda Moore, Bookkeeper
November 11, 2021 – 3 hours
November 12, 2021 – 8 hours

Middlebury Elementary School
CERTIFIED: Marion Hostetler, Principal
October 8, 2021 – 1 day

Orchard View Elementary School
CERTIFIED: Matt Burridge, Teacher
October 14, 2021 – 1 day
CLASSIFIED: Erika Leisure, Mixed Ability Paraprofessional
October 11, 2021 – 6.5 hours
October 12, 2021 – 3 hours

Administration
CLASSIFIED: Chris Kratzer, Network Administrator
October 18, 2021 – 1 day
October 19, 2021 – 1 day
October 22, 2021 – 1 day
October 25, 2021 – 1 day

FMLA:

Northridge High School
CERTIFIED: Kristin Wells, Assistant Principal
November 11, 2021 – January 17, 2022

TERMINATION:

Northridge Middle School
CLASSIFIED: Ryan Kratzer, Special Education Assistant, 6.5 hrs/day
Effective Date: October 7, 2021

Mr. Miller moved to approve the consent agenda as presented, Mr. Varner seconded the motion. Motion approved 3-0.

CONSIDER ADOPTION OF THE 2022 BUDGET-Dr. Snyder stated that we are asking board members to approve the annual budget resolution for appropriations. This was included in your board packet. It includes debt service fund levy, amount and the rate, operations fund levy, amount and rate, as
well as the education fund amount. Board members have had this to preview in their board packet and also we have had our recent budget work session. Mr. Varner moved to approve the 2022 annual budget as presented, Mr. Miller seconded the motion. Motion carries 3-0.

CONSIDER APPROVAL OF THE RESOLUTION TO ADOPT THE 2022 CAPITAL PROJECTS PLAN-
Dr. Snyder stated that we are seeking approval of the capital projects plan. Mr. Yoder is here to provide a short description and answer any questions you might have. Mr. Yoder stated prior to 2019, the capital projects was its own fund, however, since then, is part of the operations fund. We are required to list items and cash capital projects that we anticipate having the next three years. Some of the examples of capital projects listed in our plan will be classroom repairs, painting, parking lot maintenance, chiller replacements, and things of that nature. Examples from other capital equipment that might be over the $10,000 threshold would be kitchen freezer, copy machine, dishwasher and lawnmower. And then typically we replace one fleet vehicle, which would be our maintenance pickups, police cars, things of that nature. And we have about 20 of those vehicles in our fleet and generally replace one per year. Mr. Miller moved to approve the resolution to adopt the 2022 capital projects plan as presented, Mr. Varner seconded the motion. Motion carries 3-0.

CONSIDER APPROVAL OF THE RESOLUTION TO ADOPT THE 2022 BUS REPLACEMENT PLAN-
Dr. Snyder stated Mr. Yoder will provide a short description and answer any questions. Mr. Yoder stated the Indiana bus replacement plan assumes that buses are going to be in service for 12 years. In 2022 we are scheduled to replace four buses with an estimated total cost of $450,000 which was one less bus and about $100,000 less than last year. Mr. Eash moved to approve the resolution to adopt the 2022 bus replacement plan, Mr. Miller seconded the motion. Motion carries 3-0.

CONSIDER APPROVAL OF RESOLUTION TO REDUCE 2022 APPROPRIATIONS-
Dr. Snyder stated the Mr. Yoder will explain how this resolution allows us some flexibility to reduce appropriations if possible. Mr. Yoder stated when the DLGF certifies their budget, they always assume that we're going to spend all of our appropriations for the current year, which is generally not the case, we usually have leftover appropriations at the end of the year. So if they asked us to make an adjustment, I prefer to make the adjustment on the appropriations that we're not going to spend this year so that we can certify the budget we're asking for next year. So this resolution allows us to do that. The leftover funds just stay in our cash balance that we carry forward to the next year. Mr. Varner moved to approve the resolution to reduce 2022 appropriations, Mr. Miller seconded the motion. Motion carries 3-0.

CONSIDER APPROVAL OF THE 2021-2023 MASTER TEACHER CONTRACT-
Dr. Snyder stated that after bargaining we are ready to enter into a two year contract agreement with our teachers. As discussed during the meeting with board members on October 6, we are happy to be able to offer our amazing teachers a raise in both this school year and next school year. In year one, this current school year, tiered raises for teachers will equal an average raise of 7.5%. And all teachers will receive an additional 2% raise in year two of this agreement. Year one of this agreement will be retroactive, back to the beginning of this school year. And it's our understanding that this will be one of the highest percentage increases in this region. Additionally, this agreement allows our teachers to maintain their 3% incremental annual steps as they'd had previously. And helps us to establish a starting teacher salary of over $40,000 per year by the beginning of next school year, as required by House Bill 1001. We're excited to be able to offer our
teachers this salary increase. Mr. Miller appreciates the level of cooperation and collaboration to see this to fruition. Mr. Miller moves to approve the 2021-2023 master contract, Mr. Varner seconded the motion. Motion carries 3-0.

CONSIDER APPROVAL OF CLASSIFIED STAFF AND ADMINISTRATIVE SALARY INCREASES-
Dr. Snyder stated we are recommending for all classified employees, an 8.5% raise this current school year and 2% next school year. We believe this will allow us to continue to attract and retain classified employees which are obviously a critical part of what we do every day in our schools with our students. Additionally, we are asking for the approval of raises for administrative staff. Raises for the administrators will be a lower percentage than all the classified staff. It will be based upon a percentage raise for teachers at the top of the current pay scale. So no administrator would receive a raise larger than any teacher based on percentages. Board members have details in the packet about that in specific dollar amounts and at this time we ask for your approval. Mr. Eash wondered if Dr. Snyder could maybe say a little bit about classified staff, what positions that might be? Dr. Snyder explained that would be everyone that's not an administrator or a teacher. They would receive an 8.5% raise. It’d be retroactive to the beginning of this school year. So if there's a lump sum of money that they would have made with an 8.5% since the beginning of the year, they'll receive back pay in November to catch them up. Talking with other superintendents, that's a very competitive or significant raise for classified employees and talking with our Teachers Association and administrators, everybody believes that the school district can't be successful without all of those people. So we’re happy to provide that raise this year. Mr. Eash moved to approve the classified staff and administrative salary increases as presented, Mr. Miller seconded the vote. Motion carries 3-0.

CONSIDER APPROVAL TO ADVERTISE FOR BIDS FOR THE NHS CLASSROOM EXPANSION PROJECT-
Dr. Snyder stated we are seeking approval to advertise for bids for the Northridge high school classroom expansion project. This is the project that board members already approved. After tonight we would be able to start advertising for and receiving bids. Mr. Varner moved to advertise for bids for the NHS classroom expansion project as presented, Mr. Eash seconded the motion. Motion carries 3-0.

CONSIDER APPROVAL OF DONATIONS-
Dr. Snyder stated we are recommending the approval of donations tonight. We have one from Paddletek for 25 pickle ball paddles for PE classes at Orchard View Elementary valued at a total of $1,250. We have a donation of $534.51 from the Orchard View PTO to purchase sand from IMSE for tactile learning in kindergarten at Orchard View. We also have a donation of $2,175 from the Heritage PTO to purchase a subscription for the Happy Numbers math program for all Heritage students during the current school year. As always, we appreciate the generosity of so many in our community. Mr. Varner moved to approve donations as presented, Mr. Miller seconded the motion. Motion carries 3-0.

UNFINISHED BUSINESS—None

ANNOUNCEMENT OF FIELD TRIPS-Dr. Snyder reviewed the list of field trips with board members.

ANNOUNCEMENTS AND CORRESPONDENCE-
Dr. Snyder shared two things. The first thing is that the ISBA region 2 fall meeting is November 16th in Plymouth board members know that. And then also I wanted to say publicly, I know we
have some teachers here that were part of the negotiations. I've worked through the negotiations process six different times in my previous district, and I can say this was probably my best experience yet. I'd like to thank the co-presidents Kim Cammenga and Tracy Martin, all of the MTA negotiations team that was led by Mr. Borntrager, and also all of the administrators that were part of the negotiations process, especially Mr. Yoder, who did most of the heavy lifting in preparation for the process. I genuinely appreciate everyone who was involved in the negotiations process.

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

EXPRESSIONS FROM BOARD MEMBERS –
Mr. Miller- on Sunday, I attended the high school play Father of the Bride, and I expected it to be good, but it exceeded expectations and Mr. Palmer, you have a high school student who participated in that and it was outstanding. I really enjoyed it!

Mr. Varner-I just want to mention I had breakfast on Monday with a business associate and the subject of schools came up. He has two daughters, a third grader and a kindergartner at Jefferson, he was overwhelmingly appreciative of our teachers. So that's a little bit of a shout out for Jefferson specifically, but he shared with me several times during that breakfast, how thankful he was to have his kids at Middlebury Community Schools. It was just awesome to hear and to reaffirm what we're doing, that's a big thank you to the teachers and the staff that care for our kids. So thanks!

Mr. Eash-I’ll cover a different part, the extracurricular, our cross country teams did quite well again, Mr. Moore, continues to improve every week. It's amazing how somebody can run that fast for that far. I don't know if I can ride my bike that fast for that distance. And then we have our boy’s tennis doubles team who won regional and will advanced to state down in Indianapolis. So congratulations to those young men and the women of the cross country.

OTHER BUSINESS—None

ADJOURNMENT –
Mr. Miller moved to adjourn the October 19, 2021 school board meeting and move to executive session, Mr. Varner seconded the motion. The motion was unanimously approved with a vote of 3-0 at 4:35p.m. The next scheduled school board meeting will be on November 2, 2021 at 4:00 p.m. at the Administration Center.