NOTE: These are “proposed” minutes and will not be approved until the November 16, 2021 School Board Meeting

4:00 p.m. Tuesday
Administration Center
November 2, 2021

BOARD MINUTES

CALL TO ORDER- Vice-President Gregg Eash called the November 2, 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 Tim Shelly, Board Attorney. Not in attendance was, Mr. Paul Gayler, Board President.

SUPERINTENDENT’S REPORT-Dr. Snyder stated that we recently had an employee pass away. The employee and her spouse both passed after a related and relatively short illness. So out of respect for the Puckett family, we're not going to go into any more details, but many of us will continue to keep the family and the staff at Heritage Intermediate School in our prayers.
Mrs. Aundrea Smeltzer will present the Northridge High School Foreign Exchange Students that include students from Mexico, Italy, Sweden, Spain, Lebanon and Manoa.

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

Kirk Hertsel-Concerns about the Governors executive order, vaccines and board meeting minutes.

Barb Hertsel-Concerns about level of detail in board minutes and start time of board meeting.

Sara Heverling-Concerns about start time of board meetings.

Rebecca Yeater-Concerns about books in Middlebury Community School libraries.

Pam Keyser-Concerns about Stable Grounds, too much focus on mental health and concerns about a book.

CONSENT AGENDA –

• Minutes from the October 19, 2021 School Board Meeting
• Minutes from the October 19, 2021 Executive Session Meeting
• Claims
• Donations
• Personnel
Personnel

Northridge High School
CERTIFIED:  Randall Carpenter, Long Term Substitute Administrator
Replacing:  Kristin Wells
Start Date: November 8, 2021

CERTIFIED:  Mark Griffin, Assistant Robotics Coach
Start Date: November 3, 2021
CLASSIFIED:  Samuel Burge, Assistant Wrestling Coach
Split 50%/50% with Conner Cripe
Start Date: October 19, 2021

Northridge Middle School
CERTIFIED:  Jessica Cripe, Concession Manager – Winter and Spring
Start Date: October 22, 2021
CERTIFIED:  Melinda Bontrager, 8th Grade Girls ‘B’ Basketball Coach
Replacing:  Gretchen Whipple  Start Date: November 3, 2021
CLASSIFIED:  Laura Heiner, Cafeteria Worker, 3.5 hrs/day, 4 days/week
Replacing:  Sheryl Hunter  Start Date: November 3, 2021

Transportation
CLASSIFIED:  Shannon Fisher, Bus Monitor
Start Date: November 3, 2021

RESIGNATION:
Northridge Middle School
CLASSIFIED:  Gretchen Whipple, 8th Grade Girls ‘B’ Basketball Coach
Effective Date: October 27, 2021
CLASSIFIED:  Sheryl Hunter, Cafeteria Worker, 3.5 hrs/day
Effective Date: September 20, 2021
CLASSIFIED:  Jerry Sturma, Cafeteria Worker, 3.5 hrs/day
Effective Date: September 24, 2021
CLASSIFIED:  Jess Miller, Building Assistant, 8 hrs/day
Effective Date: October 21, 2021

EMERGENCY LEAVE:
Northridge Middle School
CLASSIFIED:  Heather Stutzman, Attendance Secretary
October 25, 2021 – 8 hours

LEAVE 4430:
Transportation
CLASSIFIED:  Marlin Mast, Bus Driver
November 8, 2021 – December 3, 2021
Mr. Miller moved to approve the consent agenda as presented, Mrs. Hummel seconded the motion. Motion approved 4-0.

CONSIDER APPROVAL OF ACTIVITY BUS RATE-
Dr. Snyder stated we are asking board members tonight to approve a rate of pay for bus monitors. They sometimes help us by driving an activity bus, these are smaller white buses you've seen on campus. This does not happen often, however, as a last resort, there are times where a bus monitor helps us as a substitute. The hourly rate would be higher than the typical rate as a bus monitor, which is appropriate because they're helping us out in the jam, but lower than the regular bus activity rate of pay.
Mr. Miller move we adopt the activity bus rate as presented, Mrs. Hummel seconded the motion. Motion Approved 4-0.

CONSIDER APPROVAL OF THE 2022-23 SCHOOL YEAR CALENDAR-
Dr. Snyder stated that we are asking board members to approve the school calendar for 2022-23 school year. Administration created this calendar and then it was reviewed with both MTA co-presidents. Overall the school calendar for next year is quite similar to the current school year. One small change is that the Christmas break is extended by one extra day simply based on where New Year’s falls on the calendar. Other than that the school year looks very similar to the current school year. I think the only other difference that I recall is that we will return to having commencement graduation ceremony the weekend after Memorial Day in 2023 which is the first weekend in June.
Mrs. Hummel moved to approve the 2022-23 school year calendar as presented, Mr. Miller seconded the motion. Motion carries 4-0.

CONSIDER APPROVAL OF THE 2022-23 BOARD CALENDAR-
Dr. Snyder requested approval of the dates for the 2022-23 school board meetings. Mrs. Hummel moved to approve the 2022-23 board calendar as presented, Mr. Varner seconded the motion. Motion carries 4-0.

CONSIDER APPROVAL OF ADMINISTRATIVE SUB RATE-
Dr. Snyder stated we are recommending the approval of a pay rate to be used when an administrator must be out for an extended leave and a substitute has been hired. We rarely have administrators on extended leaves, but to summarize, the initial daily rate for the substitute administrator would be Level C on our teacher pay scale. They would increase to the daily rate at the bottom of the administrative range for that specific position being filled after the employee completes 15 consecutive days in that position. Similar to how we have extended substitutes for
all other positions, we just have not established this for the administration because it's not often something that happens. However, it is happening this school year. Mr. Eash moved to approve the rate of pay for long term substitute administrators as presented, Mrs. Hummel seconded the motion. Motion carries 4-0.

CONSIDER APPROVAL OF THE ELECTION PLAN RESOLUTION-
Dr. Snyder stated that Mr. Shelly, our school attorney, will summarize the resolution as well as share some reasoning behind the change. Mr. Shelly explained until 2005 there was an appointed school board but we have now transitioned to an elected school board. In the transition from an appointed board to an elected board, it was very important to board members and the administration that various political units made sure they had representation on the school board. Those political units were the three townships, York, Middlebury and Jefferson, as well as the fourth political unit, the town of Middlebury. Because of growth, a change is necessary. The resolution states that everybody in the school district is able to vote for every candidate, even if they don't live in that candidate's district. For example, the people inside the town of Middlebury, right now are only able to vote for candidates from that particular political subdivision. If we change the plan, then the people from the town of Middlebury will not only be able to vote for their representative but they'll also be able to vote for every other representative in the district. It does ensure that every political subdivision, the three townships and the town of Middlebury, still has a voice on the board here. That's why we are recommending you to adopt the resolution. The only change would be instead of just limiting your vote to those candidates who live in a particular voter’s district that all those voters are going to be able to vote on every representative on the school board. Mr. Miller moved to approve the election plan resolution as presented, Mrs. Hummel seconded the motion. Motion carries 4-0

CONSIDER APPROVAL OF DONATIONS-
Dr. Snyder stated we are recommending the approval of donations tonight. We have one from The Community Foundation of Elkhart County for $750 to support both girls' and boys' tennis programs with equipment and uniforms at Northridge High School. We have a donation from The Crystal Valley Exchange Club for $3,000 to be split evenly between the following groups at Northridge High School: Parent Council, Robotics, Weight Room Supplies, Drama Group, Guidance Materials, and Science Olympiad. We have a $5,242.80 donation to support School Spirit Week at Northridge High School from First State Bank. As always, we appreciate the generosity of so many in our community. Mr. Varner moved to approve the donations as presented, Mrs. Hummel seconded the motion. Motion carries 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 shared as most of you know, Mr. Paul Gaylor is resigning as a board member of this board effective later this month. This will allow him to spend more time focusing on family and his job. Paul served as a board member since 2015 with two years as president. He did an amazing job providing leadership within this group, and also in the Middlebury community. We are thankful for Paul, and I think everyone up here would consider Paul a colleague and a friend. Certainly Middlebury Community School is a better place because of the way Paul served. The board is currently accepting applications, all of that information can be found on the website on
Applications are due by November 10, 2021 to the current four board members who will make that decision. Applications can be submitted in person or digitally online. I also wanted to point out that our Raider marching band season finished last weekend at semi state in Indianapolis, certainly very proud of them, the show is outstanding. If you saw it from the beginning of the year until the end, you saw amazing progress. It's a fantastic group. They definitely represented Northridge and the community well with talent, integrity and class. I’d also like to mention boys and girls cross country. They were at the state finals in Terre Haute on Saturday. My family and I were able to drive down and see them and they were outstanding. The girls finished 16th in the state and the boys finished 8th in the state. Jack Moore, who had been at a previous board meeting, finished 8th overall. I think our boys’ team was the highest rated team in the northern half of the state. Both teams were incredible. Really proud of the team and the coaches. Finally, our football team is in the sweet 16, if you will, in the sectional finals this Friday night. That's the 4A sectional finals at Interra Field against Leo. Good luck to the Raiders!

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

EXPRESSIONS FROM BOARD MEMBERS –

Mrs. Hummel- I wanted to just again, thank the foreign exchange students who have since left. It was really, really neat to see 10 Different countries represented and I think that's great for our students to be able to learn from them as well, very cool. Also, just taking a moment to recognize that we have been praying for the Puckett family as well as our intermediate school and community in general, I know that kind of loss is far reaching. So that's a hard one for us. Also, just for Paul Gayler, we are definitely feeling his absence this evening. He is a phenomenal leader, I think we've all learned a lot from him, and he is absolutely a friend and colleague. He will be missed. But we're looking forward to welcoming someone new and opening back that team camaraderie. The one other thing I did want to address in talking about positives. I have to respectfully disagree with Mrs. Keyser about the Stable Grounds facility. I would encourage you, if you haven't visited that facility yet, to please reach out and do that. My daughter is one of the students that goes there because she has a couple of different chronic illnesses. It is incredible the way that it's therapeutic for her and it gives her that incentive and that motivation to push through when she's not feeling well to go to school. She's learning responsibility and many different skills that I, as a parent, am very thankful for. I understand your overall point and wanting to highlight the positives academically. But I do want to take the opportunity just to mention that there's a lot of families that are being positively impacted by that facility as well.

Mr. Miller-Just an expression of sadness for the Puckett family. You know, anybody that that knew Ron and Donna liked them, they didn't have any enemies. When you went to the viewing and the funeral, the number of people that turned out, they live here, they work here, and their kids went to school here. It's just insane what happened to that family and very sad.

Mr. Varner-I would like to echo what Kate said about Stable Grounds. I'm proud to serve on that board as well and pretty amazing things happen there. When you think about that facility and that 100% of it was donated by folks in the community, it's pretty amazing. Just that and then they kind of stole my thunder on the Raider Bands. That was a great season for them. Unfortunately, they can't march at Lucas Oil next weekend, but I hope that the directors, Mr. Zook, Mr. Cone and Mr. Flynn, can take a bit of a break and recharge their batteries from working really hard since early August or even before then probably. A final thought for Paul, just great leadership. We're going
to miss him but wish the best for him and his future and thank him for the service to our community.

Mr. Eash-That's the bad thing about going last because everybody said everything I was going to say but just thoughts and prayers to the Puckett family, Sean and Ron's brothers, Greg and Keith and friends of mine. So just a really tough, tough time for them. And I did pass I believe it was the Raider band heading south as I was heading north from Indianapolis over the weekend. Congratulations to all our sports teams and our band for great seasons and looking forward to what's coming this winter.

OTHER BUSINESS—None

ADJOURNMENT –
Mrs. Hummel moved to adjourn the November 2, 2021 school board meeting and move to executive session, Mr. Miller seconded the motion. The motion was unanimously approved with a vote of 4-0 at 5:00 p.m. The next scheduled school board meeting will be on November 16, 2021 at 4:00 p.m. at the Administration Center.

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Paul Gayler, President  Gregg Eash, Vice President

_________________________________________
Mitch Miller, Secretary

_________________________________________
Michael Varner, Member

_________________________________________
Kate Hummel, Member