CALL TO ORDER- Vice-President Gregg Eash called the December 7, 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.

SUPERINTENDENT’S REPORT-Dr. Snyder amended the agenda to delete item 5.7, which was the student discipline hearing. And that will be rescheduled to a later date. Therefore, there was also no executive session prior to today's meeting. I'd like to introduce Principal Rachel Vallance, she is here to give us some exciting news about the Northridge Middle School math counts team. Mrs. Vallance stated she is very excited to be here and bring Mr. Nisen, math teacher and math counts coach and the math counts team that makes up only 2% of the student body at Northridge Middle School. Mr. Nisen thanked the board for the opportunity to present and update on what his team is doing. The math counts program at Northridge Middle School has been around for a long time, it goes back to principals and administrators supporting the program years and years ago. We have grown from maybe just a handful of students participating in this national premier middle school math competition, to now where we have over 50 students in the program. Not all were able to come tonight, but we open it to any sixth, seventh and eighth grader, you don't have to be in the top percent of your class, but just whoever's interested, and we just help you grow, grow, grow. These pictures are from the last time we got to go to the University of Notre Dame and represent our school, and the eighth graders were sixth graders, but because of the virus and things, it's kind of closed some of the things down. We've still been able to participate and the students have been coming to practice and it's really exciting. So we say it is Northridge Math Counts, but we do much more than the math counts competition, which is a national competition. The regionals are usually at the University of Notre Dame and state competitions are at Purdue University or Rose-Hulman and then there is a national competition. Last year, we had a student, while we were virtual, place sixth in the state and that was Colin Mack. We gather in the mornings, three times a week right now for an hour before school, and we have a great turnout.

It's “fun” learning. Some people travel for sports and we travel for math! Currently there are many online competitions, the Mathematical Association of America has a national tournament that we have been participating in once a week since this school year started. We are currently in the Elite 8 of the nation in the division 1 bracket. We are competing this week to see if we can make it to the Final 4. The awesome thing is that we have beat schools from Illinois, Alabama, Colorado, Massachusetts, and California and all of these schools have said, “Northridge Middle School beat us.” We are currently ranked 5th in the nation and we are so proud of these kids. Mr. Nisen had a demonstration of some of the types of questions that the students answer in competitions. Example: If today, December 7 is a Tuesday, what day of the week is it 1000 days from today? A student answered in 4 seconds. It was amazing! Mr. Eash stated society in general tends to not reward kids for academic excellence as much as we do for sports. But what you guys are doing, it's just absolutely amazing. I'm pretty good at math, but when I get out of plusses and
minuses, then it leaves me a little bit. Congratulations! Keep up the hard work and we will look for you in the Final Four and then the National Championship. Mr. Miller stated that the community made a very big deal about the football team going to a state finals, has math counts ever gone to state? Mr. Nisen said every year for the last two decades. Mr. Miller wants to keep that comparison going!

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

Randy Keyser- Concerns about library book review at Northridge High School.

Pam Keyser- Concerns about library book review at Northridge Middle School.

Kirk Hertsel- Concerns about library books.

Rebecca Yeater- Praising Mr. Nisen and Math Counts. Shared concerns about board meeting start time.

CONSENT AGENDA –
- Minutes from the November 16, 2021 School Board Meeting
- Minutes from the November 16, 2021 Executive Session Meeting
- Claims
- Donations
- Personnel

Personnel

EMPLOYMENT:
Northridge High School
Certiﬁed:  Dave Harms, Long Term Substitute
Replacing: Summer Runyan—Start Date: November 15, 2021
Certiﬁed:  Jeremy Gerber, 2nd Super Bowl Coach
Replacing: Crystal Brewster—Start Date: December 8, 2021
Certiﬁed:  Savannah Kimmerling-Troyer, National Honor Society Sponsor
Replacing: Ellen Augustine—Start Date: December 8, 2021
Certiﬁed:  Ellen Augustine, Troupe Director
Start Date: December 8, 2021
Certiﬁed:  Jaime Nathaniel, Super Bowl Coach
Start Date: December 8, 2021
Classiﬁed: Nicole Deckert, Troupe Director
Start Date: December 8, 2021
Classiﬁed: Nicole Deckert, Musical
Start Date: December 8, 2021
Classiﬁed: Nicole Deckert, Drama
Start Date: December 8, 2021
Classiﬁed: Logan Shoopman, Special Education Assistant, 7 hrs/day
Replacing: Randall McMahon—Start Date: November 18, 2021
Classiﬁed: Randall McMahon, 1:1 Autism Paraprofessional
Replacing: Logan Shoopman—Start Date: November 18, 2021
Northridge Middle School
CERTIFIED: Tim Magnuson, 7th Grade ‘B’ Team Boys Basketball Coach
Replacing: Joey Rowan—Start Date: November 12, 2021

York Elementary School
CLASSIFIED: Tracy Grahl, 1:1 Paraprofessional
Start Date: December 8, 2021

RESIGNATION:
Northridge High School
CLASSIFIED: Logan Shoopman, Autism Paraprofessional, 7 hrs/day
Effective Date: November 18, 2021
CLASSIFIED: Randall McMahon, Special Education Assistant, 7 hrs/day
Effective Date: November 18, 2021

Northridge Middle School
CLASSIFIED: Joey Rowan, 7th Grade ‘B’ Team Boys Basketball Coach
Effective Date: November 10, 2021

Orchard View Elementary School
CLASSIFIED: Tracy Grahl, Life Skills Paraprofessional
Effective Date: December 7, 2021

TRANSFER:
Northridge High School
CLASSIFIED: Evan Troyer, Custodian, to:
Custodian at Heritage Intermediate School
Replacing: Ismael Rodriguez-Torres
Effective Date: December 6, 2021

RETIREMENT:
Northridge High School
CLASSIFIED: Jacqueline Gingerich, Cafeteria Worker, 7.5 hrs/day
Effective Date: December 30, 2021

EMERGENCY LEAVE:
Northridge High School
CERTIFIED: Amy Aparicio, Teacher
Friday, November 19, 2021 – 1 day

Middlebury Elementary School
CERTIFIED: Lori Hochstetler, Math Coach
Friday, December 10, 2021 – 1 day
CLASSIFIED: Kathleen Hartzler, Cafeteria Worker
York Elementary School
CLASSIFIED:  Katie Kalb, Building Assistant
Monday, November 15, 2021 – 2.5 hours

LEAVE 3430:
Northridge High School
CERTIFIED:  Mike Molohon, School Counselor
January 3, 2022 – June 6, 2022

FMLA:
Northridge High School
CERTIFIED:  Andrew Wood, Principal
Intermittent Leave- November 16
CERTIFIED:  Summer Runyan, School Counselor
November 29, 2021 – January 3, 2022

Heritage Intermediate School
CERTIFIED:  Cinamon Short, Music Teacher
November 29, 2021 – January 3, 2022

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

BOARD REORGANIZATION- Mr. Eash stated that this is the time of year where that we vote for the
president, vice president, secretary and several other positions. The voting order will be President,
Vice President and Secretary. Mr. Miller nominated Mrs. Hummel for president of the board. Mr.
Eash seconded the motion. Motion passes 3-0 with Mrs. Hummel abstaining. Mrs. Hummel moved
to elect Mr. Eash as vice president, Mr. Miller seconded the motion. Motion passes 3-0 with Mr.
Eash abstaining. Mr. Eash moved to elect Mr. Miller for secretary, Mr. Varner seconded the motion.
Motion passes 3-0 with Mr. Miller abstaining.
Dr. Snyder stated that the administration recommend that we appoint Lisa Stutzman as the
corporate treasurer. She is our current corporate treasurer. Motion by Mr. Varner, seconded by
Mr. Miller, motion carries 4-0.
Appointment of ISBA State Liaison, Mr. Eash nominated Mr. Varner, seconded by Mr. Miller,
motion carries 3-0 with Mr. Varner abstaining.
Appointment of Dollars for Scholars representative, Mr. Eash motioned Mr. Miller continue in this
position, Mrs. Hummel seconded the motion. Motion carries 3-0 with Mr. Miller abstaining.
Appointment of MCS corporation attorney. Dr. Snyder stated administration would like to move
forward with Warrick and Boyn as our legal counsel. Mr. Varner motioned to keep Warrick and
Boyn as our legal counsel and thank them for all of their service through the years, Mrs. Hummel
seconded the motion. Motion carries 4-0.
CONSIDER APPROVAL OF REQUEST TO PROCESS & RELEASE END-OF-YEAR CLAIMS AS NEEDED-
Dr. Snyder stated we are asking for approval to continue processing claims for the rest of the month of December. We need to do this because we don't have another board meeting until January. It's something the district has done annually in December. It just offers us flexibility to complete the claims as required for the remainder of this month. Mr. Miller moved to approve the request to process and release end of year claims as needed, Mrs. Hummel seconded the motion. Motion carries 4-0.

CONSIDER APPROVAL OF BID FOR THE NORTHRIDGE HIGH SCHOOL CLASSROOM ADDITION & REMODEL PROJECT-Dr. Snyder stated the bids were opened on Tuesday the 23rd of November. We are asking for approval for the lowest bidder. The board had the statement with all the bids in the board packet and then Mr. Palmer is here to answer any questions that board members might have about this action item.
Mr. Varner moved to approve the bid for the Northridge High School classroom addition & remodel project as presented, Mr. Miller seconded the motion. Motion carries 4-0.

CONSIDER APPROVAL OF BOARD VACANCY APPOINTMENT-Mr. Eash stated the board started the process to replace Mr. Gayler. We announced the opening and we had at eight applicants and interviewed four of those applicants. And in my opinion, they were four great interviews, which makes our decision hard. Everybody's had a couple of weeks to go through what they heard in the interviews what they saw in the interviews, look through the resumes and their cover letters. And now we get to make the decision who's going to fill this position so I will open it up to the board members for any discussion or a nomination that they feel is ready. Mr. Miller started by stating the phrase that schools are a reflection of the community. And Middlebury is a good place to raise a family. The school system provides quality education with multiple avenues for students to excel within and beyond the classroom. So when the school board was tasked to appoint a trustee that resided within the town of Middlebury, multiple applications were received, as Mr. Eash just described. The applications in my opinion, were also a reflection of the community, meaning the applicants were of high quality. Each of the applicants interviewed had unique qualities, skills and backgrounds that I felt would enhance and provide benefit to our local school board. Mr. Eash I agree with you personally, and honestly, this appointment would have been easier if there were not multiple good choices. Mr. Eash said it would have been easier if we had four positions. Well, that that being said, Mr. Miller would like to offer for consideration of this board the nomination of Don Anderson to complete the term of the Town of Middlebury school board trustee. Mrs. Hummel stated that she agrees, Don actually was my top choice as well. However, I was extremely impressed with all four. And I believe that all four candidates we interviewed had a lot to offer. Don stood out as far as his role in the community. So just to get some points that I thought weighed in his favor, at least as I was kind of comparing. He's lived in the community for 50 years, which is longer than I've been alive. That's not too bad, right. His children attended Middlebury Community Schools, he currently has a grandchild in the district as well. And I think it was also really interesting, his strength for us would be the fact that he has the experience of working with the insurance company that represented our school district for quite a few years. So he'll have that knowledge base as well. And then just something that we always look for when we're interviewing, because we've been in this position a couple of times now is just that kid centered mentality. And I think all four candidates had a heart for children, and that was huge. So we really couldn't go wrong. It just so happens that I had the same top choice. Just a couple examples for Mr. Anderson. Some of the service clubs that he belonged to and in respect to children, just the fact that he was chair of ADEC, Loveway, Camp Mack, President of the Kiwanis
Club of Goshen and that's just directly involved with children. He was on the Middlebury town council. He was chair of the Elkhart Chamber of Commerce, United Way of Elkhart County, Elkhart General Hospital. There were six different insurance boards that he served on, he was chair of five of those six, and a member of the Beacon Health System Board and served on the strategic planning committee, quality committee and compensation committee. He's extremely qualified, obviously. So I would definitely second that. I think too, it's important to note the social climate as it is the fact that he was on that board for Beacon during such a tumultuous time when Elkhart and South Bend merged. I think that helps. It will serve him well because we do have the responsibility of sometimes putting aside our bias and having to make some decisions that might be difficult at the time. But again, trying to make sure we keep it focused on what's best for students. I would second that nomination. Mr. Varner stated that Kate said a lot of things I was going to say. I would agree with what everyone said that the candidates were excellent that we interviewed, which does make it difficult to decide. Mr. Anderson does offer some unique experience. Just to echo what you said, what resonated particularly with me was the service with the Beacon Health System and community reaction to that, and how that board listened and reacted to the to that, but it still went forward and made the right decision for both communities. So that resonated well, with me, in particular. And so I'm excited to move forward. Mr. Eash stated that he is the only one that really hasn't spoken, just because Kate covered everything pretty well. Like she said, and I've said all four candidates were good candidates and would be great to have up here as a team member on this board. You know, each of them had their own special qualities and characteristics that would have helped us. I support this decision. Hearing what I've heard I will look for a formal motion, a second and then we will put it to a vote. Mr. Miller motioned to nominate Mr. Don Anderson to the school board, Mrs. Hummel seconded the motion. Motion carries 4-0. Welcome Mr. Anderson.

CONSIDER APPROVAL OF DONATIONS-
Dr. Snyder stated we are recommending the approval of donations tonight. Tonight we have a donation from the Community Foundation of Elkhart County for $510 to the public foundation endowment for the Northridge High School drama department. We also have a donation of $1,805 from Orchard View PTO to Orchard View Elementary, and this is to cover upcoming field trips. We had a donation of $2,888 that came from Williamsburg Furniture and purchased 361 students tickets for any of the high school students who wished to attend the home football game that occurred on November 12th. And then, finally, a very large donation here of $65,000. This is from the Jefferson Elementary PTO to Jefferson Elementary School and this money will cover the purchase and installation of all new playground equipment at Jefferson Elementary. We appreciate the generosity of so many in the community. Mrs. Hummel moved to approve the donations as presented, Mr. Varner 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-I'd like to congratulate Mr. Anderson for becoming the new board member. Thanks to many in the community, I know Mr. Miller was present Thursday and Friday, participating in mock interviews at the high school. We received a lot of good feedback from students and from parents. There where over 600 interviews were conducted at the high school on Thursday and Friday. So it's a really cool thing and my freshman daughter was able to participate too. I was able to hear about it as a parent as well. So thank you to everyone that
participated and the Northridge staff members who helped organize that event. And then since this is our last board meeting this year, just to wish board members and everybody a Merry Christmas and happy holiday season.

ANNOUNCEMENTS OF TRAVEL—Dr. Goodman reviewed the list of travel with board members.

EXPRESSIONS FROM BOARD MEMBERS—

Mr. Varner- Two things, welcome Mr. Anderson to the board, I am no longer the freshmen board member. Thank you! Then I just want to announce that this Thursday from 10 to 6 Stable Grounds is having an open house at the facility over behind Orchard View and all are welcome to come if you're interested in learning more about the program. They're serving kids and doing wonderful things there. I would put in a plug if anyone would still interested in donating to that organization. Kind of what Mr. Palmer talked about, we are at the mercy of some building material cost inflation. So the facility cost quite a bit more than what we had budgeted, we are very thankful that we were able to build it with no problem, but there are some needs that the organization has. Rather you feel led to donate or not, please come to the open house, because we want to show off what we’re doing. Thank you!

Mrs. Hummel- I echo what Mike is saying, again, Stable Grounds is pretty special to our family in particular, my daughter has benefited tremendously from the services that they have. We even get pictures sent to us occasionally with the mini horse wishing her luck for medical procedures and things like that. Last week we spent an entire day at Riley and that gave her a huge smile and kind of helped us remove nervous jitters before some pretty big tests. I can't thank Stable Grounds enough and we will definitely be there Thursday. Congratulations to Mr. Andersen. That’s very exciting. We will get you thrown right into the wolves today. But otherwise, I hope everybody has a happy and safe holiday season. Happy New Year.

Mr. Miller- I will echo that Mr. Hummel, have a safe and blessed holiday!

Mr. Eash- Well, since nobody said anything about our football team I will mention it, usually it's stolen right away. A lot of us, well, I think most of Middlebury was in Indianapolis for that game. And even though the outcome isn't what any of us were hoping for every one of those kids, the parents of those kids, the coaches, cheerleaders, administration, everyone in this community should be so proud of what they accomplished. And, you know, who knows if we'll ever see it again. You know, I'm pretty old and that's the first time I saw it. It was just a fun experience to be down there and kind of take in the atmosphere and it was fun to see your daughter and Rudy Chapman, having a great time. Cheering and dancing and singing. Despite all this going on in Rudy's life, fighting cancer again. It's was just great to see a kid that's fighting so much, to have so much fun. So it was really, really nice. Mr. Anderson, welcome to the board to the other three that we have interviewed and to the other four that applied I thank you for wanting to be a part of the board and just thank you, I mean, it's especially you know, it's not the easiest job right now to get that many people interested, it was it was really nice to see that many people care. Math counts group, you are amazing. I hate to see kids that are that much younger than me that are that much smarter than me. But you know, that happens every day in my house too. Kudos to Mr. Nisen and Mrs. Valance and everything that they're doing, all the great things that they're doing at the middle school. And then I just wish Kate good luck in this seat from now on. It was a good learning experience while I was here, but it's time for some new blood.

OTHER BUSINESS—Mr. Anderson took his oath of office and was sworn in as a board member.
ADJOURNMENT –
Mr. Miller moved to adjourn the December 7, 2021 school board meeting, Mrs. Hummel seconded the motion. The motion was unanimously approved with a vote of 4-0 at 5:18 p.m. The next scheduled school board meeting will be on January 4, 2022 at 4:00 p.m. at the Administration Center.

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Gregg Eash, Vice President

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Mitch Miller, Secretary

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Kate Hummel, Member

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Michael Varner, Member