

School Board Meeting – December 6, 2022

Regular Session

CALL TO ORDER AND ROLL CALL – 7:00 P.M.

ESTABLISH A QUORUM AND PLEDGE OF ALLEGIANCE

The Board of School Trustees of the John Glenn School Corporation met in regular session at 7:00 p.m. on November 6, 2022, at the John Glenn Administration Building. Board members present were Bob Borlik, Dan Drotar, Jared Egger, Bill Groves, Dennis Holland, Ryan Knowlton and Christian Mattix. Superintendent Christopher Winchell and 62 observers were also present through building recognitions and Early Graduate recognitions. 28 observers stayed through the business portion of the meeting.

DONATIONS & FUNDRAISERS (WES, NLES, UMS, JGHS)

Walkerton Elementary School

➤ Donations

○ Dale Christopher	Hats/Hotwheels	Adopt-a-Family
○ AJ Screen Printing	\$54	Volleyball
○ Tyner Rebekah Lodge	\$118.50	
○ Lifetouch	\$1798.12	Fall Commission

North Liberty Elementary School

➤ Donations

○ Falcon 500	\$90	Chick-fil-A Math Lesson
○ American Legion Post #365	\$150	Shadow Box Display

Urey Middle School

➤ Donations

○ Walkerton Tri Kappa	\$350	Drama
○ John and Nancy Turner	\$50	Drama

John Glenn High School

➤ Donations

○ Jennifer Carr	\$30	Aerial
○ Daniel and Elizabeth Drotar	\$100	Girls Golf
○ Priscilla and John Duman	\$45	Aerial
○ Jeri Fansler	\$25	Drama
○ Kurt and Sarah Foster	\$20	Aerial
○ Roger and Shirley Hamilton	\$300	Drama
○ Jane Hostetler	\$10	Aerial
○ Irwin, Schmeltz and Sharpe Family	\$50	Aerial
○ Glenn and Lori Jacob	\$100	Drama
○ Judy Jerosky	\$100	Drama
○ John Glenn Education Foundation	\$250	Aerial
○ John Glenn Education Foundation	\$500	Drama
○ Chris and Erin Manering	\$20	Aerial
○ Abby Mejia	\$5	Aerial

○ Rob and Vikki Miller	\$300	Football
○ Modern Door	\$50	Baseball
○ Murray Family	\$100	Drama
○ North Liberty Post 1954	\$50	Drama
○ Sarah Rippy	\$20	Aerial
○ SAL Squadron Post 189	\$200	Girls Golf
○ Rich and Gina Snyder	\$50	Aerial
○ Donna Rummel	\$20	Aerial
○ Jack Wardman	\$500	Drama
○ United Rentals	Lift Use	Building Trades
○ Trane	Misc building materials and tools for	Building Trades
○ Brian and Terri Schmeltz	\$100	Drama

In Memory of Nathan Cannon Smith

Mr. Jared Egger made a motion to approve the donations and fundraisers listed above and Mr. Christian Mattix seconded the motion. The motion carried with a vote of seven to zero.

PUBLIC COMMENT

Mr. Knowlton opened the general public comment portion of the meeting. There was no public comment heard.

CONSENT AGENDA ITEMS #1 – 4

1. Approve Minutes – November 1, 2022 – Regular Session
November 30, 2022 – Executive Session
2. Approve Claims – 1298 – 1437
3. Approve Personnel Recommendations

Retirements/Resignations

- a. Michelle Meade Instructional Aide, North Liberty Elementary School

Appointments

- a. Cristyn Messick 5th Grade Boys A-team Basketball Coach, North Liberty Elementary School
- b. Heather Nimon 5th Grade Boys B-team Basketball Coach, Walkerton Elementary School
- c. Paul Kabacinski 6th Grade Boys B-team Basketball Coach, Walkerton Elementary School
- d. Keegan Rauen Head Wrestling Coach, Urey Middle School
- e. Stefanie Rohr-Press Girls Basketball Freshman Coach, John Glenn High School
- f. Sophie Flora Girls Track Head Coach, John Glenn High School
- g. Jordan Anderson Boys Golf Head Coach, John Glenn High School
- h. Madison Annis Temporary Special Education Teacher, John Glenn School Corporation
- i. Leslie Irish Student Tutor, John Glenn High School
Homebound Instructor, Walkerton Elementary School
- j. Madison Sonner Student Tutor, Walkerton Elementary School
Math Bowl Coach, Walkerton Elementary School

Transfers

- a. Wes Walls Transfer from 5th Grade Girls B-team Basketball Coach to 6th Grade Girls B-team Basketball Coach, North Liberty Elementary School
- b. Cristyn Messick Transfer from 6th Grade Girls A-team Basketball Coach to 5th Grade

- c. Brian Bogard Girls A-team Basketball Coach, North Liberty Elementary School
Transfer from 5th Grade Girls A-team Basketball Coach to 6th Grade
- d. Brian Laskowski Girls A-team Basketball Coach, North Liberty Elementary School
Transfer from 7th Grade Girls B-team Basketball Coach to 8th Grade
- e. Kurt Foster Girls A-team Basketball Coach, Urey Middle School
Transfer from Girls Track Head Coach to Boys Track Head Coach,
- f. Roger Dittmar John Glenn High School
Transfer from 5th Grade Girls Basketball Coach, Walkerton
- g. Jodie Temple Elementary School to 7th Grade Girls B-team Basketball Coach, Urey
Middle School
Transfer from Part-time Instructional Aide to Full-time Instructional
Aide, Urey Middle School

4. Approve Administrative Leave for Employees #1050, #2184, #2165 and #4521

Mr. Bob Borlik made a motion to approve Consent Agenda Items 1 – 4 and Mr. Bill Groves seconded the motion. The motion carried with a vote of seven to zero.

Mr. Manering and Mr. Stephens took the opportunity to introduce and welcome the new staff members to the team.

NEW BUSINESS

1. Approve Seven-Semester Graduate Requests

Mr. Manering presented seven students to the Board who have completed all of the requirements for early graduation. Haley Buford, Macy Douglass, Adhemar Ennis, William “Liam” O’Bryant, Emma Shortt, Owen Rutishauser, and Summer Swiger have completed all credits and necessary testing. Mr. Manering noted how proud he is of the students especially because graduating early is no easy task and takes many hours of persistence and much dedication. Mr. Winchell noted that he would need to follow the School Board tradition at early graduate approval meetings. And he addressed the students to note how proud we were of all of their accomplishments, but also that there was no rush to grow up and they should enjoy being a kid just a little longer. Mr. Christian Mattix made a motion to approve Seven-Semester Graduate Requests and Mr. Dan Drotar seconded the motion. The motion carried with a vote of seven to zero.

2. Approve Baker Tilly Scope Appendix

Mr. Winchell explained that this is a contract that we need to re-engage in with our teammates Baker Tilly. Baker Tilly is a municipal financial advisor with a fiduciary responsibility to provide John Glenn School Corporation with financial advice that is in the best interest of the school district. We have partnered with them for some time as they were formerly Umbaugh and Associates. This contract outlines their fee schedule with us. It is appropriate to update this annually, or every few years. Baker Tilly is nationally recognized as leaders in their field of expertise and we are lucky to have them on our team. Mr. Bill Groves made a motion to approve Baker Tilly Scope Appendix and Mr. Dennis Holland seconded the motion. The motion carried with a vote of seven to zero.

3. Approve Athletic Training Services Agreement with Beacon Health System

Mr. Winchell reminded the Board that we are very fortunate to have a full-time athletic trainer on campus to assist our student athletes. A few years ago there was an opportunity to switch our athletic training services to Beacon Health from another provider. This has awarded us many benefits that we weren’t previously receiving such as summer coverage and a licensed physician on our sidelines during home football games, to name a few. Tom Bolze, continues to be our awesome, locally grown teammate

through Beacon Health, but they also provide services above and beyond what we previously received. This is a recommendation from the high school administration team specifically athletic department. And supported by the central office. Due to the nature of the agreement with Beacon, this is appropriate for the Board to approve it. This is budgeted through the budget process and official budget that was approved by the Board back in October. Mr. Jared Egger made a motion to approve Athletic Training Services Agreement with Beacon Health System and Mr. Dennis Holland seconded the motion. The motion carried with a vote of seven to zero.

4. Approve NIESC Regional Waste Removal/Recycling RFP

Mr. Winchell noted we belong to the Northern Indiana Educational Service Center (NIESC) that provides different services to school corporations. One of those services is collective price bidding. Earlier this year we approved a milk bid and a bakery bid, which are very common through the service center. We were recently made aware that NIESC has earned a better group bid price for trash and recycling removal services than what we are currently paying in a single bid price structure. You already approved a trash removal bid, but now we are asking for approval for the same service, through the service center group pricing. This is approximately a \$10,000 savings per year. Mr. Will Groves added that this will be the same vendor, the same containers, and the same pick up dates. The only difference will be the price. Mr. Bill Groves made a motion to approve NIESC Regional Waste Removal/Recycling RFP and Mr. Christian Mattix seconded the motion. The motion carried with a vote of seven to zero.

5. Approve Classified Staff Raises and Non-Certified Wage Schedule

Mr. Winchell shared that this is the traditional time of year to review compensation for our employees. He noted that we usually do a teacher negotiation in October, but when we negotiated last year, we agreed upon a two year contract. Generally this recommendation comes on the heels of the teacher contract process, but since we approved a two year contract, we have not needed to approve anything new for the teachers this calendar year. It is our recommendation that all base salaries for classified staff be raised by 2%. Last year we went through the wage scale and re-tooled each position. We always want to provide our teammates with the best compensation and benefits packages that we can, while maintaining the fiscal integrity of the school system. This year we had budgeted for what we believe is appropriate and cost sensitive. We are also recommending a few slight adjustments to positions. As we have started to train our own bus drivers, we have added a trainer and a trainee position. We also had a couple of employees that were operating under the same title and we feel it is appropriate to separate them from the Floating Maintenance positions to a Head Floating Maintenance position and then a regular Floating Maintenance position. There was also an incentive pay position for obtaining a pesticide license. That is now a requirement that our teammates are required to have, so we have added that stipend to their base pay, and removed it as an incentive. The recommended new wage scale is in the packet for your review. Mr. Christian Mattix made a motion to approve Classified Staff Raises and Non-Certified Wage Schedule and Mr. Jared Egger seconded the motion. Mr. Winchell added that this pay increase will take effect on January 1, 2023. The motion carried with a vote of seven to zero.

6. Approve Administrative Contract Extensions

Mr. Winchell explained that in a similar manner to the comment regarding the timing of teacher contracts and non-certified staff raises, we generally do administrator contracts at the same time as teacher contracts. Last year, the teachers approved a two year contract so there is no action there, but we do need to take some action to approve new principal contracts. It is our recommendation that we extend Mr. Bendy's contract from July 1, 2022 through June 30, 2027. For all other administrators, I am recommending that their contract be extended from July 1, 2022 through June 30, 2025. These administrators would then be eligible to receive the same increase that the teachers received. Since the teachers had a two year contract, their contracts were automatically updated in July to reflect a \$700 or \$750 depending on the degree that they hold. The principals should receive the same compensation. This

will be retroactive to July 1, 2022. Mr. Bill Groves made a motion to approve Administrative Contract Extensions and Mr. Bob Borlik seconded the motion. Mr. Winchell added that Mr. Bendy is receiving a five year contract extension, which is the same extension that the Board approved for the superintendent a few weeks ago. The rest of the admin team will receive a three year extension effective July 1, 2022. The motion carried with a vote of seven to zero.

7. Approve Greene Township Resolution

Mr. Winchell asked for the audience and Board to allow him a moment to explain what has been a four year strategic initiative in the making. He then noted that many will remember that in the early 1980's, North Liberty School was part of the South Bend Community School Corporation. There was a need for South Bend to reorganize/desegregate and at that time North Liberty School left South Bend School and became part of John Glenn School Corporation through a negotiated process and official school Board action. At that time, there was a desire for the families of Greene Township to also join John Glenn, but that just wasn't able to come to fruition at that time. When the Indiana General Assembly re-tooled how property taxes work back in 2009-2010, the way schools were funded was also changed. Schools now receive a certain amount of funding per enrolled student. This was how open enrollment was created in Indiana. Students used to have to attend the school they were districted to [lived in], or pay a very hefty enrollment fee [to transfer school districts]. When open enrollment was created, those transfer tuition costs were drastically reduced, or went away completely allowing families to send their students to the school corporation of their choice. From 2009-2018, the vast majority of families in Greene Township chose to attend John Glenn School. There are approximately 400 families in Greene Township, about 250 of those students who chose to attend JGSC, and approximately 75 students who chose to attend South Bend Schools. The remaining families choose other neighboring districts. It was the process of the Greene Township residents on their own choosing to come to John Glenn that brought the Greene Township Trustee to the JG School Board to ask what would need to be done to have Greene Township officially join JGSC. The Greene Township Trustee working with JG officials and state legislators through a long process is what has led to where we are today. About a year ago, Dr. Cummings from South Bend and I were summoned to speak in Indianapolis before a group of Legislators regarding the desire that Greene Township continued to express to leave SBCSC and join JGSC. We were given some directives from Representative Behning that we need to work together before the state legislators stepped in and issued a new bill that would take away local control over the topic. We both really believe in being good teammates and in local control for our schools so we started working together through this very complicated process. We have been working diligently for the last year to bring the School Boards a resolution that would enact a Greene Township Annexation. There is an Indiana Code 20-23-5 that outlines the process and statutes to annex a territory. The first step in that process is to pass a nearly identical resolution. This resolution has been derived in a collegial way with the John Glenn and South Bend teams, including attorneys and business office teammates. I am excited to report that SBCSC Board passed this resolution last evening at their meeting. Pending approval tonight, this will be the culmination of 4 years of unofficial work, 40 years of wishful thinking by the residents of Greene and this will officially start our process to annex Greene TWP. It is important to note that in this resolution, it outlines the statutory requirements, outlines that once both boards pass the resolution, there is a requirement to post the resolution in the newspaper with a notice to taxpayers of a right to remonstrance in which they will have 30 days from the date of the second publication to file a petition with the circuit court of Indiana challenging the plan. Assuming no one does that, our Board and the South Bend Board will have the obligation to reorganize our governing documents. Those documents will need to be approved by the State Board of Education for both schools, and then in South Bend's case, they will have to have their documents approved by the Department of Justice since they are still under a desegregation decree related to desegregation that governs their school boundaries. Assuming that the Board approves this resolution tonight, everything is properly posted in the newspaper, no petition remonstrance takes place, and then the documents are approved by the Department of Education and the Department of Justice; Greene Township would then become a special taxing district as of January 1, 2024. The residents of Greene Township will have some tax obligations to South Bend for a period of time because of the bonds that

have been approved by South Bend during the time Greene has been their territory. It is similar to a mortgage or home equity loan. South Bend has taken some mortgages while Greene Township was a part of their district and even though they are close to having permission to leave, they still have the obligation to pay those mortgages/bonds. They will also have some obligations to John Glenn to start helping fund what is known as the operations fund. The Operations Fund are the expenses that go into our buildings, help with transportation and fuel costs. Over time in a graduated way, Greene will pay off their debt to South Bend, and they will not be required to take on new debt from them. In the same token, in a graduated way, Greene Township will begin to help fund our new bonds/mortgages. All of this is outlined in the resolution that has been prepared by a team of bond counsel/municipal advisors, legal counsel and approved by our local legal counsel. There is also a letter of understanding included from the current and newly elected County Assessor acknowledging their understanding of this special tax situation and stand ready to assist us. Mrs. Sandy Ort, Greene Township Trustee, said she was thankful for the diligence and support of Mr. Winchell. This resolution is making a wrong, a right and it is 40 years in the making. She noted if our kids went to South Bend Schools our township is assigned to, our children would all attend failing schools. The whole idea of this resolution is putting the children of our township and their education first. The caring parents of Greene Township have already proven with their feet that they want to send their children to schools that are not failing. Our children are our next leaders. She concluded by thanking Mr. Winchell, the John Glenn Board and the leaders of South Bend Schools for working together to make this happen. Mr. Bill Groves made a motion to approve Greene Township Resolution and Mr. Dennis Holland seconded the motion. Mr. Groves noted that Mr. Dick Reese was very instrumental in the beginning of this process but Mr. Winchell has really put a lot of time and effort into this very complicated process to get across the finish line. The motion carried with a vote of seven to zero.

REPORTS

1. Director of Learning Report

Mr. Davis reported the following:

- Years ago the administrative team read the book “From Good to Great”. In that book Jim Collins made a statement “as good as we are, we can always get better”. Tomorrow, Mr. Goewert, Mr. Romer and Dr. Fuller will gather with the 5th-8th grade teams to see what is going on with our iLearn scores and see how we can get better.

2. Superintendent’s Report

Mr. Winchell reported the following:

- Last week I handed out patches that were given to us by Mr. Mike Dreessen. This was a very unique patch that was designed by Mr. Dreessen.
- Our Audit Report is included in the board packet. As a superintendent I have been through six audits and for the very first time, I am excited to report that the awesome work of the business office that is led by Mr. Bendy, we have a “no findings” audit. Also hats off to the Food service department, there were no findings there either. We have had to put extra checks and balances in place due to the expectations of the auditors. These are referred to as internal controls. It requires more people and more time which is more money. But, our vision and reorganization efforts have definitely paid off. Mr. Bendy is very humble but I want to express our gratitude for all the hard work he and his team have put in. He and his team are true experts in the realm of school finance and school business operations. They are to be commended and recognized.
- We have received a check from the Redevelopment Commission for approximately \$125,000. You may remember that we had this crazy idea to install our own fuel station, but we didn’t necessarily have the property to install it. We had the vision and contract opportunities through the different service centers available to use. We decided to partner with the town who had the

property. This all happened on the front end of COVID and fuel tanks and equipment became more expensive and harder to get than it had ever been in the past. So the cost of the project nearly doubled over that time of installation. I am so happy to report that even though the RDC had approved a certain amount, after seeing how beneficial the project is to the town and the school, they have decided to fund the entire project for both entities. We are now able to take advantage of wholesale fuel pricing.

- JESSE is a special education cooperative that we belong to. We share special education services with nine different school districts. Conversations have happened over the years that JESSE would need to evolve to support the needs in our current educational state. Plymouth decided they were going to withdraw from JESSE. That started a domino effect of other schools that wanted to withdraw as well. There was a public meeting held where a vote was taken for JESSE to dissolve. The vote passed 8-1, John Glenn voted no to this action because I felt the process was being rushed there weren't enough details being ironed out and I was concerned that there would not be adequate services available for our students. I didn't feel we were properly handling, not being fair and professional to the JESSE staff by rushing to this decision right before Thanksgiving. Interestingly enough, we found out this week that the bylaws require a unanimous decision to dissolve JESSE. Now there is a requirement for the JESSE Board of Directors to revisit. The original plan was for JESSE to dissolve and start our own programs in July of 2024, but for some reason the plan changed to dissolving as of June 1, 2023. There is going to be a revisiting of this, there is a high likelihood the timing will be adjusted. This is a big deal because there are so many federal and state regulations that are connected to providing special educational services and there is a whole department at JESSE who handles compliance and another department who handles the very unique special educational services. We usually only handle general special education services on the district level. There are some very specialized teammates through JESSE and that will need to be ironed out before we dissolve to ensure a continuation of services for our kids.
- Mr. Bendy noted that we received our budget approval from the state. The tax rate came back at \$.96 which is down eight cents. Mr. Winchell added that we start building our budget in July for the following January. Once our Board approves the budget, it is sent to the Department of Local Government Finance (DLGF). Our budget doesn't really exist until the DLGF sends back the 1782 Notice/Budget Order. We have received this 1782 notice back and Mr. Bendy has already updated our local documents. We have received approval for exactly what the Board approved for us to submit for the budget. It is a really important point that Mr. Bendy made about the tax rate because over the last four years, we have given historical teacher raises multiple times, increased our cash balance, we have invested a dozen million dollars into our buildings, we have increased teaching staff and we have reduced the tax rate for the fourth year in a row. That is a lot of growth to then turn to our tax payers and say we have lowered your tax rate as well. We have done all of this with no referendum when many neighboring districts have asked their tax payers to pass greater tax levies though referendum, we have done everything we just said while lowering taxes.

BOARD COMMENTS/QUESTIONS

- Mr. Knowlton shared a special thank you for our outgoing/retiring board members, Mr. Groves, Mr. Drotar and Mr. Holland. Thank you for your many years of service.
- Mr. Borlik shared thoughts and well wishes for his fellow board members.
- Mr. Groves shared a heartfelt note of great appreciation for the school corporation and his family for their support during his tenure as a board member. Mr. Groves is officially the longest service John Glenn Board Member with 25 years of service.
- Mr. Holland shared that it has been an honor and a privilege to service the community and retiring is bittersweet.
- Mr. Knowlton invited the public to join in a retirement reception immediately following the meeting.
- Mr. Egger thanked each board member for pushing and encouraging him in their own way and leading him to be a good board member.

- Mr. Winchell added that this current board was instrumental in my opportunity to come back to this community and lead as superintendent. There are a lot of things that make John Glenn special but what makes these three retirees special is that they are all men of faith and these three men along with the entire board have all had the same agenda and that agenda has been to do what is best for kids! This is what has and does set John Glenn apart. That is a promise that we will make to continue this awesome tradition of doing what is best for kids.

NEXT MEETING DATE: January 10, 2023 7:00 P.M. JGSC Admin Building Regular Session

ADJOURNMENT

Mr. Knowlton called the meeting adjourned at 8:38 PM.

PRES. _____

SEC'Y. _____
