

School Board Meeting – December 2, 2025 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 December 2, 2025, at the John Glenn Administration Building. Board members present were Christine Carson, Jared Egger, Kathy Jaworski, Ryan Knowlton, Christian Mattix, Todd McGaughey, and Carissa Smith. Superintendent Christopher Winchell and 23 observers were present through New Business Item #1, and ten patrons observed through adjournment. The meeting was also available for virtual attendance.

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

Walkerton Elementary School

➤ Donations

- | | | |
|-----------------------------------|-------|----------------------------|
| • John Glenn Education Foundation | \$468 | Veteran’s Day Flag Project |
|-----------------------------------|-------|----------------------------|

North Liberty Elementary School

➤ Donations

- | | | |
|--------------|---------|--|
| • Falcon 500 | \$86.26 | Applied Skills Classroom |
| • Falcon 500 | \$52 | Interlocking discs and engineering set |

Urey Middle School

➤ Donations

- | | | |
|--------------|-------|------------------------------|
| • Falcon 500 | \$100 | Health Class Service Project |
|--------------|-------|------------------------------|

John Glenn High School

➤ Donations

- | | | |
|-----------------------|-------|-------------------------------------|
| • Anonymous | \$25 | Spell Bowl |
| • John & Nancy Turner | \$500 | Drama |
| • Mashelle Pavey | \$50 | Drama, In Memory of Ken Rohrer |
| • Mashelle Pavey | \$100 | Drama, In Memory of Joanna Dreessen |

➤ Fundraiser

- | | | |
|----------------|----------|----------------------|
| • Cheerleading | 12/1-1/1 | Fathead Cutout Sales |
|----------------|----------|----------------------|

Mr. Ryan Knowlton made a motion to approve Donations and Fundraisers as presented, and Mr. Todd McGaughey seconded the motion. The motion carried with a vote of seven to zero.

PUBLIC COMMENT

No Public Comment was made at tonight’s meeting.

CONSENT AGENDA ITEMS #1 – 5

1. Approve Minutes – November 4, 2025
2. Correction to Minutes – June 26, 2025

Mr. Winchell noted that an inadvertent scrivener's error occurred when updating his contract in June, resulting in the inclusion of the incorrect draft in the board packet. After discussion with Mr. Bill Kaminski, Corporation Attorney, he recommended that we correct the updated contract language to approve as a correction to the minutes.

3. Approve Vouchers 106238 through 106405
4. Approve Personnel Recommendations

Retirements/Resignations

- a. Alexandra Rogers Color Guard Instructor, John Glenn High School
- b. Robyn Kelley Instructional Aide, Walkerton Elementary School
- c. Aimee Egger Head Track Coach, Urey Middle School
- d. Rob Jackson Varsity Softball Assistant Coach, John Glenn High School

Appointments

- a. Roger Dittmar Girls Basketball Freshman Coach, ½ pay, John Glenn High School
- b. Myra Ross Winter and Fall Cheer Coach, Urey Middle School
- c. Sophia Cauffman Winter and Fall Cheer Coach, Urey Middle School
- d. Hailey Kadolph Gifted/Talented Art Club Sponsor, Walkerton Elementary School
- e. Sue Kline Secretary, Walkerton Elementary School
- f. Emma Meert Instructional Aide, North Liberty Elementary School
- g. Preston Minix Girls Basketball Assistant Coach, Walkerton Elementary School

Transfers

- a. Kyannah Stull Transfer from Girls Basketball Freshman Coach, Full-pay to Girls Basketball Freshman Coach, ½ pay, John Glenn High School
- b. Aimee Egger Transfer from School Nurse, North Liberty Elementary School to Corporation Nurse, John Glenn School Corporation
- c. Kelli Cruz Transfer from Full-time Instructional Aide, to Part-time Instructional Aide, Walkerton Elementary School

5. Approve Transfer Students

To date, we have 105 new transfer requests for the 2025-2026 school year, including the five students presented for approval at tonight's meeting.

Mrs. Kathy Jaworski noted an error in the minutes from November 4, 2025, under New Business Item #1, Compensation Update, which should read \$2,500, rather than \$2,5000. This correction will be made for the record.

Mr. Christian Mattix made a motion to approve Consent Agenda Items 1-5, and Mr. Jared Egger seconded the motion. The motion carried with a vote of seven to zero.

NEW BUSINESS

1. Approve Early Graduates

Mr. Winchell explained that we have eight students who have completed all of the local requirements to graduate from John Glenn High School. They have also completed all of the State and pathway requirements. Our board policy requires board approval for a student to graduate early. Mr. Winchell and Mr. Manering recommended that all eight of these students be approved for early graduation. Mr. Jared Egger made a motion to approve Early Graduates, and Mrs. Kathy Jaworski seconded the motion. The motion carried with a vote of seven to zero. Mrs. Jaworski noted that the drive and tenacity it takes to graduate early will serve these students well in their future endeavors.

2. Approve Updated Salaries for Certified Staff (Teachers), Year-Round Central Office Administrative Staff, and Administrators

Mr. Winchell reminded the board that we worked through a lengthy Collective Bargaining process with the teachers' union. We met all of the statutory requirements to hold public hearings and approved the Teacher Contract at the last meeting. The final step is to satisfy the State Board of Accounts by approving updated teacher salaries, certified administrator salaries, and year-round Central Office Administrative Staff. As a reminder, Certified Teachers received a \$2,500 base salary raise, which includes adjustments for health insurance and retirement VEBA. In the second year of the contract, Certified Teachers will receive a \$1,575 base salary raise. Directors, Certified Administrators, and year-round central office administrative staff will receive a \$3,200 base salary increase, which is prorated for the additional days they work. They will also receive a \$3,000 raise in the second year of the contract. Similar to the Certified Teachers, the Certified Administrators, Directors, and Year-Round Central Office Staff also experienced changes in their insurance benefits. They will receive a permanent, prorated base salary increase of approximately \$2,000 to \$6,000, depending on the employee and their contracted responsibilities. Similar to the Certified Teachers, the Certified Administrators were also a part of the retirement VEBA that is being discontinued. They will receive a one-time permanent annuity increase of \$1,800 to offset the VEBA Retirement that they will no longer receive. Salary and Benefits for certified teachers, Certified Administrators, Directors, and year-round central office administrative staff are reflected in the spreadsheets located in the board packet, along with the Employment Agreements and Contract Addendums. The Business Manager will also receive an additional 10 Vacation Days. Again, we have worked through the budget for this year and forecasted the budget for next year. All of these salary increases fit inside the budget. Mr. Christian Mattix made a motion to approve Updated Salaries for Certified Staff (Teachers, Year-Round Central Office Administrative Staff, and Administrators, and Mr. Ryan Knowlton seconded the motion. The motion carried with a vote of seven to zero. Mr. McGaughey inquired whether, with the change in insurance plan coverage, spouses who work for the corporation will still be eligible for full premium coverage. Mr. Winchell explained that the contract stipulates that the school corporation will cover 60% of the employees' insurance premiums. When we have a set of spouses that both work for the corporation, we don't pay 120% for the family plan. Instead, the spousal group gets 100% of their insurance premium paid. That benefit will continue.

3. Approve Updated Salaries for Classified Staff (Updated Hourly Classified Wage Scale)

Mr. Winchell noted that, again, similar to our past practices and the timing of our budgets, this is the time of year that we update salaries for our classified staff. Generally, classified staff members live on the Hourly Classified Wage Scale. These teammates will receive a 2% raise, effective January 5th. The Corporation Nurse increase was slightly larger than 2% due to the increasing medical needs of our collective student body's healthcare needs and additional record oversight. We also recommend that all these employees receive a one-time \$250 stipend in addition to their 2% raise. For employees covered by the corporation's insurance, we recommend a one-time insurance bridge stipend of \$500 for those on the single plan and a one-time insurance bridge of \$1,500 for those on the family plan. The board approved a budget for the 2026 calendar year in October. All of these recommendations fit within the 2026 budget and the 2027 forecasted budget. Mr. Jared Egger made a motion to approve the Updated Salaries for Classified Staff (Updated Hourly Classified Wage Scale), and Ms. Carissa Smith seconded the motion. The motion carried with a vote of seven to zero. Mr. Todd McGaughey asked if he needed to abstain from

voting due to his wife being an employee whose position lives within this wage scale. Mr. Winchell noted that it is entirely up to a board member to abstain if they feel it necessary, but in this case, it is not legally required because the board is voting on a raise that affects a group of employees, not just one individual.

REPORTS

1. Assistant Superintendent's Report– Dr. Patrick Fuller

Dr. Fuller reported the following:

- We are continuing our professional development, working on our ELA Playbook. Tomorrow, both buildings are meeting together at NLES, to compare notes. We are very excited about how the project is progressing.
- I had the privilege to present at the AI Conference at Purdue University. It was very nerve-racking, but overall an excellent opportunity.
- The high school ELA department met with the UMS ELA department. The roadmaps will be different from the elementary levels since not every teacher teaches ELA.
- Next week we will close out our PD sessions with more AI usage discussions at this high school. Mr. Medesi, Mr. Houser and I are meeting with Magic School to see what a corporation-wide AI program might look like.

2. Superintendent's Report – Mr. Christopher Winchell

Mr. Winchell reported the following:

- We had wonderful Veteran's Day events. Even though the weather tried to throw a wrench in our celebrations, it was still one of the highlights of the year.
- A lot of our local veteran's are also involved with the food pantry. It is fun to honor them, and then see all four buildings work alongside them with their food drives and stuff the bus.
- Boys basketball had their home opener on the Wednesday before Thanksgiving. It is always an exciting game with a lot of alumni attending.
- The girls basketball team is off to a great 5-1 start to the season. They are playing St. Joe tonight.
- Boys and girls wrestling has had some weather challenges so they are looking forward to getting into the swing of things.
- The FFA Parlay Team was supposed to be in competition tonight, but it was unfortunately cancelled.
- Thanksgiving break was enjoyed by all, especially since we had the extension with the snow day yesterday.
- The UMS toy drive is underway. These toys go to a group called Santa's Workshop, here in Walkerton. Santa's Workshop is comprised of members of the Walkerton Presbyterian Church and the Walkerton Community Church. The toys will be collected at Urey, then taken to the church, and families will be able to walk through to "shop" for gifts for their kids. The churches will also help make connections for other community resources for families. Thanks to Mr. Steinkellner for continuing this tradition, and we are very grateful for the community partners we have.
- It is audit time again. We are meeting with the auditors on December 9th for the pre-meeting, where we will finalize the audit calendar. The board president is required at the audit exit conference, but the whole board is invited to attend any of the audit meetings.
- There is a legislative meeting on December 12th at Penn High School. I plan to attend and welcome anyone to attend with me.
- The end of the first semester will be December 19th.
- Our Central Office Open House will be on Thursday!
- Our next meeting will be on January 6, 2026. The main focus of this meeting will be board reorganization, and we will then hold a second meeting to execute the Board of Finance meeting.

BOARD COMMENTS/QUESTIONS

UPCOMING EVENTS

Administration Office Holiday Open House – December 4th – 1:00 to 5:00

Winter Choir Concert – December 9th – 6:00

WES 5th & 6th Grade Holiday Concert – 7:00

A Christmas Story – December 12th – 14th

Winter Band Concert – December 15th – 6:00

Holiday Luncheon at JGHS – December 16th - 11:15 – 12:30

NLES 3rd & 4th Grade Holiday Concert – 7:00

Winter Break – December 22nd through January 4th

NEXT MEETING DATE: January 6, 2026 7:00 P.M. JG Admin Regular Session

ADJOURNMENT

Mrs. Christine Carson called the meeting adjourned at 7:43 P.M.

PRES. _____

SEC'Y. _____
