

**NOTE: These are "proposed" minutes and will not be approved until the June 19, 2018 School Board Meeting**

4:00 p.m.  
Administration Center

Tuesday  
June 5, 2018

### **BOARD MINUTES**

CALL TO ORDER – President David Black called the June 5, 2018 meeting of the Board of School Trustees to order at 4:00 p.m. All members were present. Others in attendance included Jane Allen, Superintendent, Robby Goodman, Assistant Superintendent, Mark Snyder, Director of Business Services and Jeff Palmer, Director of Buildings and Grounds.

SUPERINTENDENT'S REPORT – Honor employees retiring at the end of the 2017-2018 school year.

The following employees were honored for their years of service and presented with a retirement gift.

- Cathy Morgan, Title 1 Coordinator and Teacher, 40.5 years
- Lucy Dickey, MES Teacher, 39 years
- Catherine Yoder, NHS Choir Teacher and Director of Choirs, 15 years
- Mary Jo Thomas, NHS Cafeteria, 24 years (absent)
- Jane Oyer, OVE Nurse, 18 years
- Angela Pross, NMS SpEd Assistant, 10 years (absent)
- Cindy Miller, OVE Cafeteria and Custodial Staff, 26 years (absent)

Mr. Black added all the years of service of the retirees and it came to approximately 172.5 years. He sincerely thanked all the retirees for all their commitment to education over the years.

EXPRESSIONS FROM PATRONS – None

CONSENT AGENDA –

- Claims Lists
- Minutes from the May 15, 2018 School Board Meeting
- Personnel

#### **EMPLOYMENT:**

Northridge High School

Certified: Dan Baker, Choir Co-Director, Replacing: Preston Shafer  
Start Date: August 10, 2018

Sandra Manglos, Choir Co-Director, Replacing: Catherine Yoder  
Start Date: August 10, 2018

Jon Sparks, English Teacher, Replacing: Dawn Slabach  
Start Date: August 10, 2018

Sabrina Hyden, Temporary English Teacher, Covering Nicole DuBois Leave  
Start Date: August 10, 2018

Brad Zook, Music Department Chair, Replacing: Catherine Yoder  
Start Date: June 6, 2018

Classified: Lawrence Baltazar, Head Boys Soccer Coach, 23130-2, Start Date: June 6, 2018

Ross Jones, Assistant Soccer Coach, 43230-1, Start Date: June 6, 2018

Vincent Baltazar, Assistant Soccer Coach, 43230-2, Start Date: June 6, 2018

Micah Miller, Assistant Soccer Coach, Replacing: Martin Wilson  
Start Date: June 6, 2018

Mounsithiraj Thavisith, Head Girls Soccer Coach, 23135-1, Start Date: June 6, 2018

Juliana Skow-Lewis, Assistant Soccer Coach, 43235-2, Start Date: June 6, 2018

Chris Malott, Assistant Girls Soccer Coach, 43235-1, Start Date: June 6, 2018

Matt Reverman, Head Boys Tennis Coach, 23120-2, Start Date: June 6, 2018

Bruce Greengood, Assistant Tennis Coach, 43220-2, Start Date: June 6, 2018  
Taeja Davis, 9<sup>th</sup> Grade Volleyball Coach, 43305-1, Start Date: June 6, 2018  
Courtney Fuller, Assistant Volleyball Coach, 43205-1, Start Date: June 6, 2018  
Gary Martin, Assistant Volleyball Coach, 43205-1, Start Date: June 6, 2018  
Casey Nordman, Head Cheer Coach, 23198-2, Start Date: June 6, 2018  
Gareth Troyer, Assistant Football Coach, 23200-3, Start Date: June 6, 2018  
Jay Woods, 9<sup>th</sup> Grade Football Coach, 33300-2, Start Date: June 6, 2018  
Kevin Crowder, 9<sup>th</sup> Grade Football Coach, 33300-3, Start Date: June 6, 2018  
James Greensides, Assistant Football Coach, 23200-2 (Full), Start Date: June 6, 2018

#### Northridge Middle School

Certified: Ashley Smith: Temporary 8<sup>th</sup> Grade Language Arts Teacher, Covering Judith Mantyla Leave  
Start Date: August 10, 2018

Classified: Debra Holds, 6.5 Hour Autism Para, Replacing: Shawn Yoder  
Start Date: August 15, 2018

Jordan Elliott, 7<sup>th</sup> Grade Assistant Football Coach, 22700-1, Start Date: June 20, 2018  
Emily Mercer-Nelson, 7<sup>th</sup> Grade Girls Track Coach, 22785-2, Start Date: June 20, 2018  
Emily Mercer-Nelson, 7<sup>th</sup> Grade B Volleyball Coach, 32705-2, Start Date: June 20, 2018  
Rich Troyer, 8<sup>th</sup> Grade Assistant Football Coach, 22800-1, Start Date: June 20, 2018  
Jeremy Weaver, Wrestling Coach, 22160-2, Start Date: June 20, 2018  
Matt Holloway, Wrestling Coach, 22160-3, Start Date: June 20, 2018  
Gary Smith, Head Girls Soccer Coach, 22135-3, Start Date: June 20, 2018  
Craig Adams, Intramurals Coach, 32497-2, Start Date: June 20, 2018  
Craig Adams, 7<sup>th</sup> Grade A Girls Basketball Coach, 12755-2, Start Date: June 20, 2018  
David Plaster, 8<sup>th</sup> Grade A Boys Basketball Coach, 12850-2, Start Date: June 20, 2018  
Norm Floria, 8<sup>th</sup> Grade Assistant Football Coach, 22800-1, Start Date: June 20, 2018  
Jeremy Tallman, Assistant Boys Soccer Coach, 32230-1, Start Date: June 20, 2018  
Lucy Vallance, Tennis Coach, 32125-2, Start Date: June 20, 2018  
Andrea Henderson, Golf Coach, 32140-3, Start Date: June 20, 2018  
Robert Lloyd, 7<sup>th</sup> Grade Assistant Football Coach, 22700-1, Start Date: June 20, 2018  
Dan Herber, Boys Swimming Coach, 22570-1, Start Date: June 20, 2018  
Emma Herber, Girls Swimming Coach, 22575-1, Start Date: June 20, 2018  
Kingham Mounsithiraj, Assistant Girls Soccer Coach, 32235-3, Start Date: June 20, 2018  
Autumn Elliott, Yearbook Sponsor, 2245-2, Start Date: June 20, 2018  
Nicole Deckert, Musical, 2220-3, Start Date: June 20, 2018  
Nicole Deckert, Drama, 2215-3, Start Date: June 20, 2018  
Benjamin Shirk, Head Academic Coach, 4260-1, Start Date: June 20, 2018  
Benjamin Shirk, Academic Super Bowl Coach, Social Studies, 4260-3  
Start Date: June 20, 2018  
Ashley Smith, Academic Super Bowl Coach, LA, 4260-2, Start Date: June 20, 2018  
Leah Rowan, 6.5 Hour Life Skills Para, Replacing: Chesi Huston, Start Date: August 15, 2018

#### RESIGNATION:

##### Northridge High School

Certified: Dawn Slabach, English Teacher, Effective Date: May 25, 2018  
Aundrea Smeltzer, Senior Class Sponsor, Effective Date: June 4, 2018  
Hannah Deak, Physical Education Teacher, Effective Date: May 26, 2018  
Hannah Deak, Aquatic Director, Effective Date: May 26, 2018  
Hannah Deak, Assistant Swim Coach, Effective Date: May 26, 2018

Classified: Doug Slabach, Social Worker, Effective Date: May 25, 2018

##### Northridge Middle School

Certified: Joy Holmes, 7<sup>th</sup> Grade Track Coach, Effective Date: May 31, 2018  
Pam Shenk, Leisure League Sponsor, Effective Date: May 28, 2018

Classified: Debra Holds, 3.5 Hour Cafeteria Worker, Effective Date: May 25, 2018  
Shawn Yoder, 6.5 Hour Autism Para, Effective Date: May 25, 2018  
Ashley Smith, 7 Hour 8<sup>th</sup> Grade Special Education Assistant  
Effective Date: June 1, 2018

Jefferson Elementary School

Classified: Paula Dill, 5.75 Hour Special Needs One-to-One Para, Effective Date: May 25, 2018

Middlebury Elementary School

Classified: Mackenzie Sonner, 5.5 Hour Temporary Instructional Assistant  
Effective Date: May 24, 2018

Madison Sonner, 5.5 Hour Temporary Instructional Assistant  
Effective Date: May 24, 2019

EMERGENCY LEAVE:

Administration Center

Classified: Carlie Davis, Payroll and Benefits Coordinator, 1 Day: May 18, 2018

FMLA LEAVE:

Northridge Middle School

Certified: Jennifer Balsbaugh, 8<sup>th</sup> Grade Science Teacher, From October 8, 2018 to January 7, 2019  
Lauren Bailey, Blended Learning Teacher, From August 16, 2018 to October 1, 2018

Jefferson Elementary School

Certified: Melissa Highley, 3<sup>rd</sup> Grade Teacher, From October 2, 2018 to December 3, 2018

Heritage Intermediate School

Certified: Samantha Shapiro, 5<sup>th</sup> Grade Teacher, From September 14, 2018 to December 10, 2018

Northridge High School

Classified: Rosie Christman, 12 Month Custodian, From June 1, 2018 to June 18, 2018

LEAVE 3430:

Heritage Intermediate School

Certified: Samantha Shapiro, 5<sup>th</sup> Grade Teacher, From December 10, 2018 to January 6, 2019

TRANSFER:

Middlebury Elementary School

Classified: Angela Frederick, 5.75 Hour Special Needs One-to-One Para, to:  
6 Hour Temporary Instructional Assistant, Start Date: August 15, 2018  
Elizabeth Hochstetler, 5.75 Hour Sp. Needs One-to-One Para, to:  
6 Hour Temporary Special Education Assistant, Start Date: August 15, 2018  
Classified: Cynthia Sutter, 9 Month Custodian, to: 12 Month Temporary Custodian  
Covering Denisse Larisnere's Leave, Start Date: June 4, 2018

Northridge High School

Certified: Kyle Hembree, Technology Education Teacher, to: Aquatics Director  
Replacing: Hannah Deak, Start Date: June 6, 2018

Transportation Department

Classified: Mary Bontrager, Bus Driver, to: Sub Bus Driver, Start Date: July 1, 2018

RETIREMENT:

Northridge High School

Classified: James Miller, Head Custodian, mEffective Date: March 1, 2019

Mrs. King moved and Mr. Souder seconded a motion to approve the Consent Agenda as presented. The motion was approved with a vote of 5-0.

CONSIDER APPROVAL OF HERITAGE INTERMEDIATE SCHOOL ASSISTANT PRINCIPAL – Mrs. Allen recommended approval of Kelly Anglemyer as the new Assistant Principal at Heritage Intermediate School. He has taught 1<sup>st</sup> grade for 7 years at Goshen and Wa-Nee Schools and is currently in his second year as a 6<sup>th</sup> grade teacher at Northwood Middle School. He also handles some administrative duties there. Mr. Souder moved and Mr. Miller seconded a motion to approve the recommendation as presented. The motion was approved with a vote of 5-0.

CONSIDER APPROVAL OF THE K-12 E-LEARNING PLAN – Dr. Goodman reminded the board it was about a month ago that he gave a synopsis of the E-Learning plan. This plan was posted on May 16 with the voice narration on our web site; Dr. Goodman indicated he'd only had two questions regarding eLearning. On May 15, a presentation was made at Northridge High School with approximately 30 people attending. Points of interest are as follows:

- High school students would meet for eLearning on an increment weather day. So, if we had a snow day today, they would have their eLearning day that same day.
- NMS and elementary schools will be looking at an eLearning window. It's a period from Thursday from 5 p.m. until the following Monday at midnight where students will have the opportunity to work on assignments which will be posted digitally (which is a requirement from the state). Those students would then have the opportunity on Friday, in class, to ask their teachers any questions or follow-up on their eLearning assignments. They could do the same thing that following Monday, with the assignment due at midnight.
- For families that don't have internet access or the technology devices, those 3 hours after school on Friday and Monday the computer labs and libraries in our schools will be open.
- We will be able to offer busing home for those that choose to stay after school.
- Classified staff who would like to make up pay they would have missed in that inclement weather day would staff any after school classes. Teachers at NHS will be accessible digitally during the eLearning day and the K-8 during that window.
- Students will have two additional days to hand in assignments, which will give students time to talk to teachers if needed.
- Feedback will be important from the students, teachers and parents.

Mr. Gayler: Asked Dr. Goodman if he could talk about the digital hours Friday and Monday. You said it would be three hours after school – what would be expected from the teachers, what does that look like?

Dr. Goodman: A teacher could be anywhere they have digital access (sitting at a classroom/ballgame, home) and have a device where they can see the emails from students, feedback and answer questions on the website.

Mrs. King: One of the questions she has is a lot of this information will probably be given to students and parents digitally. She would like to also make sure we are providing this information in documents that they can pick up on the first day of school. Just making sure everyone has the communication and access to this information. She thinks it's a good plan and it makes sense but is concerned how everyone will know about it and understand at the same time.

Dr. Goodman: That is a good question and concern. We are intending to have tables of information and packets at the schools on registration day. Registration day for the 2018-2019 school year is August 8<sup>th</sup>. Every school will have information there. The K-3 schools are talking about doing a "practice day", not where the kids are at home, but are in the school building, maybe swap teachers/students and practice what this would be like. There will be lots of information before those practice days.

Mr. Black: One minor question. Because we're changing the schedule (at the High School), will the assignments for the day we are off be posted that day by 9 a.m.? On a Wednesday we don't have school there will be four block classes that they would be responsible for classes. But, what do you do on a Friday, when they have seven blocks? Will they have assignments for all seven?

Dr. Goodman: Yes, they would. It's going to vary but what they have learned from other districts and what we see as best practice, a typical student depending on their age level and the courses they are taking it. The student could be doing homework between 2 to 4 hours.

Mr. Black: He doesn't see this as a problem because so many students do their homework ahead of time.

Mr. Miller moved and Mr. Gayler seconded a motion to approve the eLearning Plan as presented. The motion was approved with a vote of 5-0.

CONSIDER APPROVAL TO ADD A TEMPORARY 3<sup>RD</sup> GRADE TEACHING POSITION AT MES – Mrs. Allen requested approval to add an additional 3<sup>rd</sup> Grade Teacher at Middlebury Elementary due to the class size and student issues. This would be a one-year position (temporary). Mr. Miller questioned what the class size would be. Mrs. Allen said it would be around 19 to 20 students in each 3<sup>rd</sup> grade room. Mrs. King moved and Mr. Souder seconded a motion to approve the request as presented. The motion was approved with a vote of 5-0.

CONSIDER APPROVAL OF DONATIONS TO NORTHRIDGE MIDDLE SCHOOL – Mrs. Allen requested approval of the following donations:

- \$500.00 from the Middlebury Optimist Club, for all grade levels
- \$500.00 or above for a Television in the Life Skills class from Jayco

Mr. Gayler moved and Mr. Souder seconded a motion to approve the donations to Northridge Middle School as presented. The motion was approved with a vote of 5-0.

CONSIDER APPROVAL OF DONATION TO YORK ELEMENTARY - Mrs. Allen requested approval of the following donation:

- \$1,000 from the Martin's Supermarket Education Grant. This money is to be used to fund York's effort to send ten books home with each student at York during the summer to keep kids reading.

Mr. Miller moved and Mr. Souder seconded a motion to approve the donation to York Elementary as presented. Mrs. King asked if we have ever had this kind of donation before. Mrs. Allen didn't think we had. Mrs. King said it was a really good idea and an example of a fairly local business that is helping to make a difference for kids in the summer time. She thinks every child in Elkhart County should have this kind of opportunity. It's really awesome! The motion was approved with a vote of 5-0.

CONSIDER APPROVAL OF DONATIONS TO ORCHARD VIEW ELEMENTARY – Mrs. Allen requested approval to Orchard View Elementary for the following donations:

- \$1,000 from CHaSE Manufacturing as a contribution for the Leader in Me program OVE is implementing. Mr. Souder moved and Mr. Gayler seconded a motion to approve the request as presented. The motion was approved with a vote of 5-0.

UNFINISHED BUSINESS - None.

FIELD TRIPS – Dr. Goodman reviewed the list of field trips.

ANNOUNCEMENTS AND CORRESPONDENCE –

- Anna Lucas, Northridge High School Junior, received a perfect score on the ACT. There are two million graduates that take the test and 2,760 did get a perfect score. Congratulations to Anna! That is a terrific achievement!
- Marcia Miller, OVES Cafeteria Manager was awarded the State of Indiana Food Service Employee of the Year. Congratulations to Marcia!
- The Horizon Educational Alliance in Elkhart County was named as a Talent Hub from the Lumina Foundation and there are only twenty-four cities (or areas) that are considered a talent hub in the United States (which includes New York City, LA, Boston, etc.)

REQUESTS FOR TRAVEL – Dr. Goodman reviewed the Requests for Travel with board members.

EXPRESSIONS FROM BOARD MEMBERS –

- Mrs. King congratulated all of our 345 graduates that walked across the stage on one of the most beautiful days we have ever had for graduation. She heard a lot of great comments about Mrs. Yoder's commencement speech. It is the end of an era at the King family. She has sent all of her kids through this school and would do it again if she could. She wanted to thank all the educators that have made a difference in the lives of her children and the many children that come to her house. She has heard many seniors say many good things to say about their experience at NHS. It happens because of the people that are employed here make every day the very best that they can. The teachers, principals, administrative staff, etc. We don't do everything perfectly but we get up the next day and try to make it the very best we can. As a mom, she wanted to say thank you! Hope everyone has a great summer!
- Mr. Souder said the community is aware of the efforts that have been made here at MCS. All the people that are involved in so many different ways, the positivity, he hears all the time. It's wonderful! The kids really shine like they did at graduation. He hears compliments from outside this community as well about our school corporation. Thank you everyone for the part they have played in getting us there.
- Mr. Miller thanked all the custodial staff that set up the graduation ceremony. All the parents filling the stadium, to him it was a great sight! He knows stuff like that doesn't "just happen". Thanks to the people behind the scenes – it is appreciated by the community. Thanks to Dr. Goodman about this eLearning stuff. Just with the conversations between himself and Dr. Goodman he knows he has put a lot of work into this. Mr. Miller thinks this is going to be a great addition to take care of an issue that we need to take care of. Good Work!

- Mr. Black said as this school year comes to a close and summer begins, he looks forward to the next school year starting. Because it just seems like it gets better every year. He is amazed by the time we have a go around in the school corporation and how well our kids do. He is looking forward to the next school year.

OTHER BUSINESS – Mrs. Allen said she was supposed to tell Mr. Miller that Mr. Morgan (Cathy’s husband) remembered handing Scott his diploma when he graduated from high school years ago. (Jim Morgan was a member of the school board when Mr. Miller was in high school).

ADJOURNMENT – Mrs. King moved and Mr. Miller seconded a motion to adjourn the June 5, 2018 meeting of the School Board of Trustees at 4:55 p.m. into Executive Session. The motion was unanimously approved with a vote of 5-0. The next scheduled school board meeting will be on June 19, 2018 at 4:00 p.m. at the Administration Center.

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David Black, President

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Joanna King, Vice President

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Robert Souder, Secretary

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Scott Miller, Member

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Paul Gayler, Member