

**REGULAR MEETING  
BOARD OF SCHOOL TRUSTEES  
BROWNSBURG COMMUNITY SCHOOL CORPORATION**

The Board of School Trustees of the Brownsburg Community School Corporation met in a regular meeting on Monday, July 9, 2018 at 6:30 p.m. in the F.L. O’Neal Administration Building, 310 Stadium Drive; Brownsburg, Indiana.

**I. CALL TO ORDER**

Mr. Phil Utterback, President of the Board, called the meeting to order at 6:30 p.m. Other Board members in attendance included Mr. Eric Hylton, Ms. Jessica Heffernan, Dr. Matthew Freije, and Mr. Glenn McCain. Administrators present were Dr. Jim Snapp, Dr. Kat Jessup, Mr. Barry Gardner and Mr. John Voigt. Mrs. Vicki Murphy, Mrs. Jodi Gardner, Mr. Nick Meyerrose and Dr. Bret Daghe were also present.

**II. PLEDGE OF ALLEGIANCE**

Everyone stood for the Pledge of Allegiance.

**III. MOMENT OF REFLECTION**

Mr. Utterback asked for a moment of silence for reflection.

**IV. CONSENT ITEMS****A. Approval – Minutes: June 11, 2018****B. Claims: #1624-1734 - \$6,266,639.32; P/R#06/18/18 - \$1,237,643.88; P/R# 06/22/18 - \$1,235,626.93; #1735-1936 - \$5,687,942.38****C. Superintendent’s Report**

The Superintendent’s Report was presented as follows:

**1. Termination – Support Staff:**

Name	Building	Position	Effective Date
a. Cordaro Martin	Facility Services	Custodian	June 7, 2018

**2. Resignation – Administrative:**

Name	Building	Position	Effective Date
a. Jennifer Greene	Delaware Trail	Principal	End of the 2017-18 school year

**3. Resignations – Certified:**

Name	Building	Position	Effective Date
a. Laura Rose	Cardinal	Kindergarten Teacher	End of the 2017-18 school year
b. Kyle Dean	BHS	Science Teacher	End of the 2017-18 school year
c. Elaine Morgan	EMS	Science Teacher	End of the 2017-18 school year
d. Katrina Rodriguez	ECC	Preschool Teacher	End of the 2017-18 school year
e. Pam Larkey	White Lick	School Counselor	End of the 2017-18 school year
f. Meg Welch	Cardinal	Instructional Coach	End of the 2017-18 school year
g. TJ Stueve	EMS	Math Teacher	End of the 2017-18 school year

**4. Resignations – Support Staff:**

Name	Building	Position	Effective Date
a. Rachel Horn	Brown	Treasurer	June 7, 2018
b. Lisa Maass	Facility Services	Custodian	June 13, 2018
c. Marie LeClerc	WMS	School Nurse	End of the 2017-18 school year
d. Jorge Perez II	Facility Services	Custodian	July 6, 2018

**5. Resignations – Extra-Curricular:**

Name	Building	Position	Effective Date
a. Karen Starkey	BHS	Varsity Girls Tennis Coach	End of the 2017-18 season
b. Karen Starkey	BHS	Varsity Boys Tennis Coach	End of the 2017-18 season

**6. New Employment – Certified:**

Name	Building	Position	Effective Date	Degree	Reason for Employment
a. Katie Fedder	Cardinal	3 <sup>rd</sup> Grade Teacher	July 31, 2018	Bachelors	Replacing Sara Martini
b. Desiree Kristek	Cardinal	5 <sup>th</sup> Grade Teacher	July 31, 2018	Bachelors	Replacing Stevie Frank
c. Leslee Rassel	Delaware Trail	Kindergarten Teacher	July 31, 2018	Bachelors	New position due to enrollment
d. Mikayla Carpenter	Eagle	4 <sup>th</sup> Grade Teacher	July 31, 2018	Bachelors	Replacing Amanda Hall
e. Kylie Reynolds	Reagan	4 <sup>th</sup> Grade Teacher	July 31, 2018	Bachelors	Replacing Karen Harres due to a job transfer
f. Christina Sweda	White Lick	1 <sup>st</sup> Grade Teacher	July 31, 2018	Masters	Replacing Jennie Pickett due to full year leave
g. Kiel Atkinson	WMS	Athletic Director / PE Teacher; 195 day contract	July 27, 2018	Bachelors	Replacing Drew Tower due to a job transfer
h. Jennifer Sells	White Lick	School Counselor	July 31, 2018	Masters	Replacing Pam Larkey
i. Susan Wilding	ALPHA	Special Education Teacher	July 31, 2018	Bachelors	Replacing Lindsay Cain due to a job transfer
j. Benjamin Clark	ALPHA	Special Education Teacher	July 31, 2018	Masters	New position
k. Kaitlin Fields	BHS	Math Teacher	July 31, 2018	Masters	New position
l. Spencer Fields	BHS	Science Teacher	July 31, 2018	Masters	New position
m. Gilda Obrador	BHS	Spanish Teacher	July 31, 2018	Masters	Replacing Steve Hernandez
n. Eric Brumbaugh	BHS	Science Teacher	July 31, 2018	Bachelors	Replacing Kyle Dean
o. Marci Davis	EMS	Science Teacher	July 31, 2018	Masters	Replacing Erin Morgan

**7. New Employment – Support Staff:**

Name	Building	Position	Effective Date	Hours per Day	Reason for Employment
a. Ryan Keller	BHS	Auditorium Supervisor 12 month position	July 1, 2018	8	Returning to the position
b. Rosa Cruz	BHS	Registrar; 12 month position	July 2, 2018	7.5	Replacing Barb Leamon
c. Kimberly Crist	Nutrition Services	Cafeteria	July 31, 2018	4	New Lincoln position

d. Samuel Drisko	Facility Services	Custodian	July 2, 2018	8	Replacing Bryan Tichenor
e. Jorge Perez III	Facility Services	Custodian	July 2, 2018	8	Replacing Greg Perry
f. Caitlin Aynes	Transportation	Bus Driver; Band A	August 2, 2018	5	Replacing Greg Sprinkle
g. Grace Carnes	Transportation	Bus Driver	August 2, 2018	4-5	Replacing Brenda Welch
h. Brenda Hubbard	Transportation	Bus Driver; Band A	August 2, 2018	5	Replacing Ronnie Sanders
i. Tiffany Johnson	Transportation	Bus Driver	August 2, 2018	4-5	Replacing Alice Fisher
j. Daneen King	Transportation	Bus Driver; Band A	August 2, 2018	4.75	Replacing Mark Barnard
k. Kyle Myers	Transportation	Bus Driver; Band A2	August 2, 2018	6	Replacing Steve Gaither
l. Michelle Simon	Transportation	Bus Driver; Band A	August 2, 2018	5	New Route
m. Sandra Thrine	Transportation	Bus Driver; Band A	August 2, 2018	5	Job share with Brian Rose; Sandra will drive afternoon route
n. Phil Tucker	Transportation	Bus Driver; Band A	August 2, 2018	5	New Route
o. Jason VanDyke	Transportation	Bus Driver; Band A2	August 2, 2018	6	New Route

#### 8. **New Employment – Extra-Curricular:**

<b>Name</b>	<b>Building</b>	<b>Position</b>	<b>Effective Date</b>
a. Rick Thompson	BHS	Assistant Varsity Football (\$1.00 Lay) Coach	For the 2018-19 season
b. Ronald Crider	BHS	Assistant Varsity Football Coach	For the 2018-19 season
c. DeMark Jenkins	BHS	Assistant Varsity Football (\$1.00 Lay) Coach	For the 2018-19 season
d. Morris Virgil-Winston	BHS	Assistant Varsity Football (\$1.00 Lay) Coach	For the 2018-19 season
e. Jeris Pendleton	BHS	Assistant Varsity Football (Lay) Coach	For the 2018-19 season
f. Will Mahan	BHS	Assistant Varsity Football Coach	For the 2018-19 season
g. Danielle Addison	BHS	Assistant Fall Cheerleading (Lay) Coach	For the 2018-19 season
h. Courtni Jenkins	BHS	Assistant Fall Cheerleading (Lay) Coach	For the 2018-19 season
i. Michael Petraits	BHS	Assistant Girls Golf (Lay) Coach	For the 2018-19 season
j. Debbie Guckenberger	BHS	Assistant Girls Cross Country Coach	For the 2018-19 season
k. Julie Waggoner	BHS	Assistant Girls Cross Country Coach	For the 2018-19 season
l. Kelsey Vaughn	BHS	Assistant Varsity Girls Soccer Coach	For the 2018-19 season
m. James Cochran	EMS	Assistant 8 <sup>th</sup> Grade Football (Lay) Coach	For the 2018-19 season
n. Tad Mullins	EMS	Assistant Football (\$1.00 Lay) Coach	For the 2018-19 season
o. Brittany Glore	EMS	7 <sup>th</sup> Grade Volleyball (Lay) Coach	For the 2018-19 season
p. Sarah Lee	EMS	8 <sup>th</sup> Grade Volleyball Coach	For the 2018-19 season
q. Desiree Vinson	EMS	7 <sup>th</sup> Grade Fall Cheerleading Coach	For the 2018-19 season
r. Desiree Vinson	EMS	7 <sup>th</sup> Grade Winter Cheerleading Coach	For the 2018-19 season
s. Spencer Fields	BHS	Varsity Boys Tennis Coach	For the 2018-19 season
t. Spencer Fields	BHS	Varsity Girls Tennis Coach	For the 2018-19 season
u. Whitney Serriane	EMS	Assistant Girls and Boys Track Coach	For the 2018-19 season
v. Beth Oburn	BHS	FACS Department Head	For the 2018-19 school year
w. Pamela Haygood	EMS	Boys Tennis (Lay) Coach	For the 2018-19 season
x. Jordan Minnick	BHS	Assistant Varsity Boys Tennis (Lay) Coach	For the 2018-19 season
y. Jordan Minnick	BHS	Assistant Varsity Girls Tennis (Lay) Coach	For the 2018-19 season
z. Jeff Hanni	BHS	Assistant Varsity Boys Basketball (Lay) Coach	For the 2018-19 season
aa. Richard Thomas	BHS	Assistant Varsity Boys Basketball (Lay) Coach	For the 2018-19 season
bb. Tom Maples	BHS	Assistant Varsity Boys Basketball Coach	For the 2018-19 season
cc. Taylor Burkhart	BHS	Assistant Varsity Boys Basketball Coach	For the 2018-19 season
dd. Kathleen Swayze	BHS	Assistant Orchestra (\$1.00 Lay) Instructor	For the 2018-19 school year
ee. Alexander Kemp	BHS	Assistant Band (\$1.00 Lay) Instructor	For the 2018-19 school year

ff. Cynthia Lockhart	BHS	Assistant Choir (\$1.00 Lay) Instructor	For the 2018-19 school year
gg. Elizabeth VanHook	BHS	Assistant Band (\$1.00 Lay) Instructor	For the 2018-19 school year
hh. Megan Attwood	BHS	Assistant Choir (\$1.00 Lay) Instructor	For the 2018-19 school year
ii. Kendra Phillips	BHS	Assistant Band (\$1.00 Lay) Instructor	For the 2018-19 school year

**9. Change of Status – Support Staff:**

Name	Previous Position	New Position	Effective Date	Reason for Change
a. Mark Manes	WMS Head Custodian	BCSC Warehouse Supervisor	June 26, 2018	Replacing Dave Mallory
b. Adriana Dominguez	Brown/Reagan Head Custodian	WMS Head Custodian	June 26, 2018	Replacing Mark Manes
c. Brittany Wilson	Nutrition Services	Custodian; 12 month position	June 11, 2018	Open position
d. Cindy McNertney	Bus Aide	WMS Special Education Instructional Assistant; 7 hours / day	August 1, 2018	Replacing Carrie Walter
e. Eddie Griffith	Bus Driver; Band A	Bus Driver; Band A1	August 2, 2018	Increased in band from A to A1
f. Denise Newkirk	Bus Driver; Band B	Bus Driver; Band A	August 2, 2018	Increased in band from B to A

**10. Clarification – Certified:**

Name	Position	Clarifying Statement
a. Lindsay Cain	ALPHA Behavior Specialist	Mrs. Cain was previously approved for this position; she will receive the high need stipend in addition to the base salary
b. Jessica Gibbs	Eagle 5 <sup>th</sup> Grade Teacher	Mrs. Gibbs' previously approved at a daily rate will be adjusted to match her years of experience
c. Danielle Smith	Delaware Trail Speech Language Pathologist	Miss Smith was previously approved with a start date of July 31, 2018; her start date will actually be August 6, 2018

**11. BCSC Transportation Controlled Substance and Alcohol Use Testing Policy:**

It is recommended the Board approve the controlled substance and alcohol use testing guidelines and policy included in the Board packet. These guidelines and policy are provided and administered through DISA Global Solutions. DISA is a company that works with employers and school corporations across the nation to ensure compliance with the local Department of Transportation and the Federal Motor Vehicle Carrier Safety Administration regulations. **Policy provided as separate attachment**

**12. Approval of Equipment Purchase – BCSC Police Department**

The Administration recommends the Board approve the trade-in and replacement of a firearm for the BCSC Police Department. The transaction will continue the periodic process of trading in a weapon to maintain them in proper working order and under 10 years of service life. This year the department will trade in one current handgun for the purchase of another. The specific unit to be traded this year is Chief Wing's Glock .45, Model 21, LGH418.

**13. Approval of Lease Agreement with Softball**

The Administration recommends the Board approve a lease with Brownsburg Slo-pitch, Inc. for the use of their gravel parking area opposite Brownsburg High School Entry 1 for the period July 9, 2018 through June 30, 2020. The use of the parking area during the school day allows greater flexibility to BCSC in accommodating student parking while the High School is under construction. The lease specifically permits BCSC to operate on the parking area as if it were school property, including searching of student vehicles. In lieu of "rent", BCSC has provided supplemental stone to resurface the parking area. The lease document is included in the board packet for review and execution.

**FOR YOUR INFORMATION:****14. Transfers – Certified:**

Name	Previous Position	New Position	Effective Date	Reason for Change
a. Katie Chase	Reagan Kindergarten Teacher	Brown Kindergarten Teacher	July 31, 2018	Transfer due to enrollment
b. Taylor Mathews	Delaware Trail 2 <sup>nd</sup> Grade teacher	Eagle Kindergarten Teacher	July 31, 2018	Transfer due to enrollment
c. Kennedy Brackin	Kindergarten Teacher; location to be determined	Cardinal Kindergarten Teacher	July 31, 2018	Placement due to enrollment
d. Allison Miller	Kindergarten teacher; location to be determined	Cardinal Kindergarten Teacher	July 31, 2018	Placement due to enrollment
e. Karen Harres	Reagan 4 <sup>th</sup> Grade Teacher	Brown 4/5 High Ability Teacher	July 31, 2018	Replacing Ellen Auten due to a job transfer

**15. Transfers – Support Staff:**

Name	Previous Position	New Position	Effective Date	Reason for Change
a. Jaime Gansert	ALPHA Instructional Assistant	BCSC Behavior Instructional Assistant	August 1, 2018	Replacing Stephanie Edwards
b. Dawn Mayer	Brown Special Education Instructional Assistant	BCSC Behavior Instructional Assistant	August 1, 2018	New position
c. Tricia Johnson	Brown ENL Instructional Assistant	Lincoln ENL Instructional Assistant	August 1, 2018	New position
d. Kelly Isaacs	EMS Special Education Instructional Assistant	EMS Related Arts Instructional Assistant	August 1, 2018	Reallocation of instructional assistants

**16. Approval of Construction Change Orders**

The Administration has approved the following construction change orders; the projects remain within the established budget.

	Prior Contract Amount	Change Order Amount	Resulting Contract Amount	Approved Date	Noted in Consent Agenda	Change
<b>Lincoln Elementary</b>						
BP 01 - SSI - CO 12	\$2,135,800.18	\$7,554.00	\$2,143,354.18	6/16/18	JULY	CR 591 - Damaged Railing by Kentuckiana
BP 12 - Ermco - CO 15	\$1,258,203.99	\$2,228.67	\$1,260,432.66	6/16/18	JULY	CR 589 and CR 592
<b>Brownsburg HS</b>						
BP 16 - GPI - CO 17	\$14,016,304.00	\$1,970.00	\$14,018,274.00	6/14/18	JULY	Added ducted connection for exhaust in existing men's/women's bathrooms in "G" Hallway of Unit D
BP 17 - Electric Plus - CO 16	\$9,390,139.20	\$2,546.16	\$9,392,685.36	6/12/18	JULY	ASI 039/credit blank cover plates in phase 2B; additional cost of new cpu for fire alarm due to the existing unit failing

**17. Field Trip Request – Overnight, Out of State**

The Brownsburg High School Girls Basketball Team will be traveling to Washington, DC and Baltimore, MD to participate in the Under Armour Best of Maryland Basketball Tournament July 25-28, 2018. Approximately 9 students and 4 chaperones will be attending. The trip is being organized by Debbie Guckenberger, BHS Girls Basketball Coach and has been approved by the Superintendent based on travel guidelines as set forth by the Board.

*Dr. Snapp recommended the Board approve the Consent Agenda as presented; Ms. Heffernan moved to approve the recommendation; Mr. Hylton seconded the motion. The Board approved the motion by a vote of five (5) ayes; zero (0) nays.*

**V. COMMUNICATIONS:****A. First Reading of 2018-19 Nutrition Services Staff Handbook**

Mr. Voigt shared that the 2018-19 Nutrition Services Staff Handbook serves as a supplement to the Support Staff Handbook for Nutrition Services employees and offers technical guidance with regard to specific departmental operations. He noted that the handbook has been in place but not previously shared with the Board for review. He stated that the only significant change was the addition of universal uniforms for the staff. Mr. Voigt explained that the handbook will be brought back to the Board for second reading and approval at the August board meeting.

### **B. First Reading of Drivers Handbook**

Mr. Voigt shared that similar to the Nutrition Services Staff Handbook, the Drivers Handbook serves as a guide for the transportation staff. Both handbooks have been shared with the Board for review and will be presented for approval at the August board meeting. Dr. Freije inquired about the termination of the St. Malachy transportation agreement and if there would be a cost savings to the district. Mr. Voigt explained that there is no significant cost savings as the agreement resulted in a “wash” of revenue to expenses.

### **C. Transportation Department Update**

Mr. Nick Meyerrose, Transportation Coordinator was present at the meeting to provide a tour of a new bus to the fleet. Dr. Snapp requested the tour be held immediately following the Board meeting to which the Board members agreed.

### **D. 2019 Budget Presentation**

Mr. Gardner shared this is the first in a series of presentations with respect to the 2019 School Budget, leading up to approval of the budget in October. Mr. Gardner explained that new legislation enacted, House Enrolled Act 1009 – School Financial Management, will change the way School Funds are categorized and from which funds expenditures can be made. The new legislation combines the current Capital Projects Fund, Transportation Fund and Bus Replacement Fund into one fund entitled Operations Fund. Additionally, the current General Fund will become the Education Fund. Mr. Gardner explained that these changes will actually provide more flexibility within the budget.

Mr. Gardner then provided an explanation of the budgeting process in terms of what the Board will ask to spend (the authority to spend) versus what will actually be spent (the ability to spend) based on true revenue and expenditures. Mr. Gardner shared that asking the authority to spend greater dollars allows for any growth which may occur prior to and throughout the school year. He noted that dollars follow students and additional students means additional dollars (currently \$6,238/student). However, additional students also equates to additional expenditures. Mr. Gardner shared a chart of funding per student in which BCSC ranks toward the bottom, along with other wealthier communities, in per/student funding. Mr. Utterback asked if the funding for different diplomas is factored into the per student amount. Mr. Gardner explained that yes, the \$6,238/student is factored using a complexity index which generates the per/student amount.

Mr. Gardner then shared a comparison of Hendricks County School Corporation 2018 Tax Rates. He explained that BCSC’s rate of 1.4708 represents the sixth year in a row that taxes have decreased in the district. He shared that the tax rates for Mill Creek remain low because they are experiencing little to no growth which equates to no need to build new buildings or hire additional staff. Plainfield rates are low because of a different tax structure in their community with a very strong commercial base that provides additional funding to their district. Dr. Freije asked if the new business coming to Brownsburg, such as Crew Car Wash and Hendricks Regional Health will add to the tax base. Mr. Gardner explained that as long as new businesses are outside of the Tax Incremental Financing (TIF) district as imposed by the Town of Brownsburg, the taxes flow to the schools. If businesses are opened within the TIF district, taxes are collected but not provided to the taxing entities until 2039. Essentially, no benefit from new businesses to the community in the TIF district will be realized to the School Corporation for many years.

Mr. Gardner then shared the 2019 Debt Service Plan which includes Lincoln Elementary coming on board. He explained that over the last few years, even with increasing the appropriation in the debt service fund, the debt service fund, as an overall percentage of the budget, has actually decreased.

Mr. Gardner shared information regarding future projects with the estimated project cost and estimated annual tax rate impact of each. He explained that as debt service falls off, future projects can be brought on board with no increase in the current tax rate. He shared a schedule indicating debt service capacity per year and explained that for instance in 2020, an additional \$1,000,000 in debt capacity would be available. This provides the corporation with flexibility in funding without raising taxes. Mr. Hylton asked how the assessed value estimates are determined. Mr. Gardner explained that the district works with a company, Policy Analytics, that specializes in estimating community assessed values. He shared that while Policy Analytics estimates a 3.3% AV increase, the chart was calculated using 3.0%.

Mr. Gardner then shared a summary of the Bus Replacement Plan. He explained that 40 buses in the current fleet are between 12-15 years in age. He noted the corporation does not replace buses just by age but looks at repair costs associated with each unit. He shared the district continues to work through the “bus bubble”. Mr. Gardner explained that the “bus bubble” was a period of time in the mid-2000s when the district experienced rapid growth and the need to purchase multiple buses as well as a large recall of buses which were replaced by new buses in at that time. He shared that the typical bus replacement levy currently allows for the purchase of approximately 4 buses each year. Given the need is greater than 4 buses per year, the district now uses a financing option to purchase up to 9 additional buses per year which helps in decreasing the “bus bubble”. Mr. Hylton asked what the average cost of a new bus is. Mr. Gardner responded a new bus is approximately \$135,000. The trade in value for an older unit is approximately \$3,500 which is why recently the district has been keeping older buses on site and using them for parts until the entire bus is ready to be scrapped.

Mr. Gardner provided an explanation of the legislative changes with respect to the transition to the Operations Fund. He noted the items that would be expended through the new Operations Fund. He shared that the 2019 Operations Fund balance is already calculated using a factor called AVGQ (Assessed Value Growth Quotient). The AVGQ for 2019 is 3.4% increase. Mr. Hylton asked the theory behind the legislative changes. Mr. Gardner explained that the changes being implemented will actually allow for greater flexibility in spending throughout the district. He emphasized the ability to transfer funds from the Education Fund to the Operations Fund to pay for expenditures that are currently being paid out of the General Fund, such as utilities. The Education Fund is to be used for true dollars to the classroom. Mr. McCain asked it will be an annual shift in funds from the Education Fund? Mr. Gardner stated that would be the practice.

Finally, Mr. Gardner shared a schedule of items to be covered at upcoming meetings with regard to the budget. Mr. Hylton asked about the rainy day fund as a percent of the budget. Mr. Gardner replied that approximately 16% of the overall budget is set aside in the total of cash reserves for all funds. Mr. Hylton asked if there are any restrictions in the new law as to how rainy day funds can be expended. Mr. Gardner explained there is actually greater flexibility to transfer funds than in the past. Dr. Snapp added that with the opening of Lincoln Elementary, there is an additional \$1,300,000 in expenses. He noted that enrollment growth will help offset those expenses but will not entirely cover it. The rainy day fund allows the corporation to have a “savings account” for such purpose.

## **E. Operations Update**

Mr. Voigt shared an update regarding the various “summer” projects across the corporation including the following: White Lick Elementary reroof, Paving Repairs and restriping, replacing the air handling unit at the BHS Pool, removing portables from Eagle and Reagan, replacing the entry systems at Eagle and Harris/ALPHA, and Access Control system replacement throughout the district. Mr. Voigt indicated that all of these projects are well underway with several nearing completion.

Mr. Voigt also shared that the work being completed to the south of Cardinal/Delaware Trail is a project of the Brownsburg Parks Department to be named Cardinal Park. BPRD has indicated they will be completed by July 30<sup>th</sup>.

Finally, Mr. Voigt shared photos and an update regarding the Brownsburg High School Renovation project. He indicated the exterior walking path is being installed between Door 1 and Door 16, the main office entry is well underway, the clinic is nearly complete and ready for move-in, and the new team areas are nearly finished and will be ready for the open of school. Additionally, carpet has been installed in the new corridor areas and the temporary dining room, also known as the band/guard room, is nearing completion. Mr. Voigt then shared photos of the demolition of the back of the building. He indicated the building will be in good shape and ready for the start of the school year.

Mr. Hylton asked about the status of Lincoln Elementary. Mr. Voigt responded that except for a very few minor items, Lincoln Elementary is ready to open.

#### **F. Brownsburg Education Foundation Report**

Ms. Heffernan shared the following update from the Brownsburg Education Foundation:

- The following new members were welcomed to the Advisory Board: Michelle Artmeier, Jon Compton, Melanie Harris, Rosemary Isaacs-Anderson, Kevin Kerzee, Ryan Morrison, Stacy Preston and Alicia Smith. Beth Oburn (BHS) will be joining the Executive Board as the BCSC staff representative. Nikki Jarvis is the only retiring board member and Ms. Heffernan thanked her for her service.
- Chip in for the Kids Golf Outing was a huge success raising nearly \$30,000.
- Yankee Candle Sale will be held August 10-26. All elementary and middle school students will be selling and orders may also be placed through the BEF website.
- Ford Drive 4 UR School Event is tentatively scheduled for Thursday, September 6<sup>th</sup> at East Middle School. All are encouraged to come test drive a car that day with no sales pitch.
- Annual Surplus Sale will be held September 15<sup>th</sup> from 8:00-10:00 am at the 310 Stadium Drive Warehouse.
- Applications for the InCredible Awards are due August 15<sup>th</sup> with awards announced by September 1<sup>st</sup>.

#### **VI. COMMENTS FROM PATRONS**

Mr. Utterback indicated he would call speakers to the podium from the list provided. He asked all speakers to state their name and address prior to addressing the Board.

*Jim DeCamp – 3842 Minuteman Cir, Carmel, IN*

Mr. DeCamp shared that he is a retired Army chaplain and pastor. He indicated he has good friends who reside in Brownsburg and their children attend Brownsburg Schools. He shared his concerns about the direction the Board is taking with regard to the transgender policy. He believes transgender students have a higher rate of suicide and that the policies the district have in place are encouraging dangerous behaviors. He wishes to protect the privacy and safety of all young people.

*Jeff Gracey – 443 N Odell St, Brownsburg*

Mr. Gracey shared he believes Brownsburg is a conservative community. He believes the community should have a voice in the development of policies. He asked if the Board is working on a change to the current policy and if so, where is it and what does it state. He asked what law was being followed. He believes the Board is making arbitrary suggestive decisions on a case by case basis with arbitrary enforcement.

*John Kluge – 518 N Enderley Ave, Brownsburg*

Mr. Kluge thanked the Board for serving parents and the school district. He shared he is concerned about the lack of transparency and lack of response with regard to the transgender policy and his



employment status. He asked the Board to investigate the process that led to his termination and to inquire as to the way it was handled by the administration.

*Ros Stovall – 2 W Main Street, Mooresville, IN*

Mr. Stovall shared that he is an attorney from Mooresville, Indiana and is representing Mr. John Kluge. He indicated he is affiliated with the Alliance Defending Freedom, a national organization. He asked the Board to reconsider the transgender policy and to recognize that the initiation of the policy is a violation of religious liberty and freedom of speech. Mr. Stovall cited recent cases in the 7<sup>th</sup> district regarding freedom of speech and asked the Board to consider what is happening at the national level. He then approached the Board to serve a notice of tort claim.

*Tiffany Dearman – 10232 Soaring Heights Circle, Brownsburg*

Mrs. Dearman shared that she has been a resident of Brownsburg for 13 years, a local realtor and has 6 children who have either graduated from or are current students of Brownsburg Schools. She believes the way the transgender policy was implemented makes her feel devalued as a parent and dismissed by the administration. She feels that something this important should have involved parents and she is disappointed the policy remains intact. She asked how the policy was formulated, who was involved, who had input, how did it come about and why was it instituted. She indicated that surrounding school districts do not have such a policy. She also asked if there was any plan in place to make the 11-page document accessible to parents at registration, will everyone be informed? She asked if she could expect a response to her questions. Mr. Utterback indicated her questions will be taken under advisement.

*Darla Mitchener – 7682 Windflower Ct, Brownsburg*

Mrs. Mitchener inquired as to the difference between a policy and a guideline. She shared she hopes parents and administration can work together on the transgender issue. She believes everyone cares for all kids and just want them to be safe. She shared her disappointment that the administration did not trust the community to get parents together to discuss the issue. She stated she is not against the transgender students or their families. She believes schools need to accommodate all students and families. She asked to please let parents be involved.

*Robin Dotlich – 7968 Walker Cup Dr, Brownsburg*

Mrs. Dotlich shared that the disagreements and differing opinions regarding the transgender issue are heart wrenching to watch and experience. She passionately cares about kids and the community. She believes the way the issue is handled is key. She asked if parents of Middle School and High School students were informed of the policy before it was implemented. She asked if it was intentional by the administration to not release the policy and if so, she is concerned about that. She indicated she understands how important it is to advocate for rights. She believes there are reasonable solutions that you should look at all sides.

Mr. Utterback concluded the patron comments and thanked those who spoke. He shared that he understands this is an extremely difficult and emotional issue and that the Board is in the process of discussing it. He appreciated the respect and thoughtfulness that went into everyone's comments. Mr. Hylton added that as an attorney he would like to respond to questions but cannot comment any further when presented with a tort claim.

## **VII. OLD BUSINESS**

### **A. Second Reading and Recommendation to Approve Support Staff Handbook**

Mrs. Gordon explained that she had presented the Support Staff Handbook at the June 11 Board meeting for first reading and asked for approval at this time. Mr. Utterback asked for clarification regarding retirement eligibility. Mrs. Gordon responded that employees no longer have to be employed 10 consecutive years, but 10 years total, which follows state guidelines.

*Ms. Heffernan moved to approve the recommendation; Dr. Freije seconded the motion. The Board approved the motion by a vote of five (5) ayes; zero (0) nays.*

**VIII. NEW BUSINESS**

There were no new business items.

**IX. SUPERINTENDENT COMMENTS**

Dr. Snapp shared that on July 24<sup>th</sup>, the district will hold a Community Safety Meeting at 6:30 pm at East Middle School and the public is invited to this important meeting to discuss safety within our schools.

Dr. Snapp reminded that Board of upcoming opening of school events with the New Teacher Breakfast on July 30<sup>th</sup> in the Board Room and the Opening Day Convocation on July 31<sup>st</sup> in the Varsity Field House. Both events begin at 8:00 am.

**X. BOARD MEMBER COMMENTS**

Dr. Freije commended the participants in the 4<sup>th</sup> of July parade, especially the band, on a very hot day. He shared he was pleased with the successful collaboration between the Town, the Schools and the Parks Department for the fireworks. Dr. Freije thanked the speakers who shared their concerns this evening. Finally, he reminded everyone to support the BEF Surplus Sale and the Drive 4 UR School event.

Ms. Heffernan shared that the 4<sup>th</sup> of July parade was a great community event. She also thanked the patrons for their comments this evening.

**XI. ADJOURNMENT**

*Mr. Utterback called for a motion to certify that the Board discussed no subject matter in the June 11, 2018 Executive Session other than the subject matter specified in the public notice. Board members present were Mr. Utterback, Ms. Heffernan, Mr. Hylton, Dr. Freije and Mr. McCain. The purpose of the Executive Session was I.C. 5-14-1.5-6.1(b)(5) To receive information about and interview prospective employees; and I.C. 5-14-1.5-6.1(b)(9) To discuss a job performance evaluation of individual employees. Mr. Hylton moved to approve the minutes; Dr. Freije seconded the motion. The Board approved the motion by a vote of five (5) ayes; zero (0) nays.*

*Mr. Utterback called for a motion to adjourn the meeting. Dr. Freije moved to recommend adjournment; Mr. Hylton seconded the motion. The Board approved the motion by a vote of five (5) ayes; zero (0) nays. The meeting adjourned at 7:51 pm.*

**BROWNSBURG COMMUNITY SCHOOL CORPORATION  
BOARD OF SCHOOL TRUSTEES**

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