

**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 13, 2020 at 6:30 p.m. in the F.L. O’Neal Administration Building, 310 Stadium Drive; Brownsburg, Indiana.

I. CALL TO ORDER

Mr. Eric Hylton, President of the Board, called the meeting to order at 6:32 p.m. Mr. Phil Utterback, Mrs. Tiffany Dearman, and Ms. Jessica Heffernan also attended the meeting. Dr. Matthew Freije joined the meeting at 6:35 p.m. Administrators present were Dr. Jim Snapp, Dr. Kat Jessup and Mr. Shane Hacker. Mrs. Vicki Murphy, Mrs. Jodi Gordon and Dr. Bret Daghe were also present.

II. PLEDGE OF ALLEGIANCE

Everyone stood for the Pledge of Allegiance.

III. MOMENT OF REFLECTION

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

IV. CONSENT ITEMS**A. Approval – Minutes: June 8, 2020**

**B. Claims: #1696-1791 - \$6,472,839.28; P/R#06/05/20 - \$1,406,911.94;
P/R#06/19/20 - \$1,417,602.85; #1792-1947 - \$6,425,570.24; P/R#07/03/20 - \$1,322,953.19**

C. Superintendent’s Report

The Superintendent’s Report was presented as follows:

1. Retirement– Certified:

Name	Building	Position	Effective Date
a. Beth Mitchell	White Lick	3 rd Grade Teacher	End of the 2019-20 school year

2. Retirement– Support Staff:

Name	Building	Position	Effective Date
a. Forrest Warrick	Facility Services	Custodian	July 31, 2020
b. Kriss Strelbow	BHS	Special Education Instructional Assistant	End of the 2019-20 school year

3. Resignations - Certified:

Name	Building	Position	Effective Date
a. Holly Timko	White Lick	Kindergarten Teacher	End of the 2019-20 school year
b. Josh Schultheis	BHS	English Teacher	End of the 2019-20 school year
c. Leah Wagler	Brown	First Grade Teacher	End of the 2019-20 school year

4. Resignations – Support Staff:

Name	Building	Position	Effective Date
a. Sarah Pennington	ECC	School Nurse	End of the 2019-20 school year
b. Alyssa Clark	Delaware Trail	School Nurse	August 25, 2020
c. Rachel Ford	ECC	Instructional Assistant	End of the 2019-20 school year
d. Jacob Massie	Facility Services	Maintenance Technician	July 9, 2020

e. Katherine Cuevas	BHS	Nutrition Services	June 1, 2020
f. Gregory Thompson	Transportation	Bus Driver	End of the 2019-20 school year
g. Doretta New	BHS	Nutrition Services	End of the 2019-20 school year
h. Kelli Frechette	BHS	Special Education Instructional Assistant	End of the 2019-20 school year
i. Beverly Considine	WMS	Special Education Instructional Assistant	End of the 2019-20 school year

5. New Employment – Certified:

Name	Building	Position	Effective Date	Degree	Reason for Employment
a. Brian Hahn	WMS	Math Teacher	July 28, 2020	Bachelors	While Claire Ball is on medical / maternity leave
b. Daniel Duran	BHS	English Teacher	July 28, 2020	Bachelors	Replacing Josh Schultheis

6. New Employment – Support Staff:

Name	Building	Position	Effective Date	Hours per Day	Reason for Employment
a. Kristin Erwin	Transportation	Bus Aide	July 30, 2020	Not to exceed 3 hours / day	Replacing Jade Tyler; splitting the position with Monica Gading
b. Monica Gading	Transportation	Bus Aide	July 30, 2020	Not to exceed 3 hours / day	Replacing Jade Tyler; splitting the position with Kristin Erwin
c. Lisa Engel	Transportation	Bus Aide	July 30, 2020	Not to exceed 5 hours / day	Replacing Nick Whitlow

7. New Employment – Extra-Curricular:

Name	Building	Position	Effective Date
a. Rosa Cruz	EMS	Cheerleading (Lay) Coach	For the 2020-21 season
b. Michelle Rankin	EMS	Cheerleading Coach	For the 2020-21 season
c. Cameron Brock	EMS	Boys Cross Country Coach	For the 2020-21 season
d. Theresa Chatterton	EMS	Girls Cross Country Coach	For the 2020-21 season
e. Christine Heldman	EMS	Boys/Girls Cross Country Assistant Coach	For the 2020-21 season
f. Andrew McKay	EMS	Football Assistant (Lay) Coach	For the 2020-21 season
g. Samuel Terrell	EMS	Football (Lay) Coach	For the 2020-21 season
h. Jack Arthur	EMS	Football Assistant (Lay) Coach	For the 2020-21 season
i. Joseph Holt	EMS	Football Coach	For the 2020-21 season
j. Judd Moloy	EMS	Football Assistant (Lay) Coach	For the 2020-21 season
k. Phillip Johns	EMS	Girls Golf (Lay) Coach	For the 2020-21 season
l. Pamela Haygood	EMS	Boys Tennis (Lay) Coach	For the 2020-21 season
m. Mikayla Carpenter	EMS	7 th Grade Volleyball Coach	For the 2020-21 season
n. Kasey Hubbell	EMS	8 th Grade Volleyball Coach	For the 2020-21 season
o. Maria Pavy	WMS	Cheerleading Assistant Coach	For the 2020-21 season
p. Lauren Rodgers	WMS	Cheerleading Coach	For the 2020-21 season
q. Shannon Walmoth	WMS	Boys/Girls Cross Country Assistant Coach	For the 2020-21 season
r. Jonathan Chastain	WMS	Cross Country Coach	For the 2020-21 season
s. Daria Terrell	WMS	Cross Country Coach	For the 2020-21 season
t. Kortez Montgomery	WMS	Football Assistant (Lay) Coach	For the 2020-21 season
u. Seth Vaught	WMS	Football Assistant Coach	For the 2020-21 season
v. Anthony Brown	WMS	Football (Lay) Coach	For the 2020-21 season
w. Blake Steinacker	WMS	Football Coach	For the 2020-21 season
x. Stephen Marshall	WMS	Football Assistant (Lay) Coach	For the 2020-21 season
y. Jacob Jackson	WMS	Football Assistant (Lay) Coach	For the 2020-21 season
z. Greg Swynenburg	WMS	Girls Golf Coach	For the 2020-21 season
aa. Elizabeth Perrone	WMS	8 th Grade Volleyball Coach	For the 2020-21 season
bb. Jena Keough	BHS	Varsity Cheerleading Assistant Coach	For the 2020-21 season
cc. Ashlee Puccinelli	BHS	Varsity Cheerleading Assistant (Lay) Coach	For the 2020-21 season

dd. Joe Smoker	BHS	Varsity Boys Cross Country Assistant (Lay) Coach	For the 2020-21 season
ee. John Latta	BHS	Varsity Boys Cross Country Assistant Coach	For the 2020-21 season
ff. Julie Waggoner	BHS	Varsity Girls Cross Country Assistant Coach	For the 2020-21 season
gg. Kaitlin Fields	BHS	Varsity Girls Cross Country Assistant Coach	For the 2020-21 season
hh. Cody Honeycutt	BHS	Varsity Football Assistant Coach	For the 2020-21 season
ii. Gage Reinhard	BHS	Varsity Football Assistant Coach	For the 2020-21 season
jj. Blaine Gardner	BHS	Varsity Football Assistant Coach	For the 2020-21 season
kk. Joshua Yoder	BHS	Varsity Football Assistant Coach	For the 2020-21 season
ll. Daniel Schwanekamp	BHS	Varsity Football Assistant Coach	For the 2020-21 season
mm. Ricky Crider	BHS	Varsity Football Assistant Coach	For the 2020-21 season
nn. Zachary Hiss	BHS	Varsity Football Assistant Coach	For the 2020-21 season
oo. David Nichols	BHS	Varsity Football Assistant (Lay) Coach	For the 2020-21 season
pp. A.J. Akinribade	BHS	Varsity Football Assistant Coach	For the 2020-21 season
qq. Casey Popenfoose	BHS	Varsity Football Assistant Coach	For the 2020-21 season
rr. Silipa Tupuola	BHS	Varsity Football Assistant (Lay) Coach	For the 2020-21 season
ss. William Mahan	BHS	Varsity Football Assistant Coach	For the 2020-21 season
tt. Jeffrey Whitaker	BHS	Varsity Football Assistant Coach	For the 2020-21 season
uu. Austin Crapo	BHS	Varsity Football Assistant (Lay) Coach	For the 2020-21 season
vv. Elizabeth Reinhard	BHS	Varsity Girls Golf Assistant Coach	For the 2020-21 season
ww. Katherine Wisley	BHS	Varsity Girls Golf Assistant Coach	For the 2020-21 season
xx. Jordan Slone	BHS	Varsity Boys Soccer Assistant Coach	For the 2020-21 season
yy. Calvin Medcalfe	BHS	Varsity Boys Soccer Assistant (Lay) Coach	For the 2020-21 season
zz. Andrew Verhonik	BHS	Varsity Boys & Girls Soccer Assistant (Lay) Coach	For the 2020-21 season
aaa. Oscar Villagomez	BHS	Varsity Boys Soccer Assistant (Lay) Coach	For the 2020-21 season
bbb. Matthew Hetzel	BHS	Varsity Girls Soccer Assistant (Lay) Coach	For the 2020-21 season
ccc. Cassandra Paul	BHS	Varsity Girls Soccer Assistant Coach	For the 2020-21 season
ddd. Kelsey Vaughn	BHS	Varsity	For the 2020-21 season
eee. Morgan Jones	BHS	Varsity Boys & Girls Tennis Assistant (Lay) Coach	For the 2020-21 season
fff. Bart Hensley	BHS	Unified Football Coach	For the 2020-21 season
ggg. Chris Seymour	BHS	Unified Football Assistant Coach	For the 2020-21 season
hhh. Rachel Byam	BHS	Varsity Volleyball Assistant (Lay) Coach	For the 2020-21 season
iii. Susan Lester	BHS	Varsity Volleyball Assistant Coach	For the 2020-21 season
jjj. Megan Campbell	BHS	Varsity Volleyball Assistant Coach	For the 2020-21 season
kkk. Kiersten White	BHS	Varsity Volleyball Assistant Coach	For the 2020-21 season
lll. Rachel Griffin	BHS	Varsity Volleyball Assistant Coach	For the 2020-21 season
mmm. Zach Foley	BHS	Varsity Baseball Assistant Coach	For the 2020-21 season
nnn. Gage Reinhard	BHS	Varsity Baseball Assistant Coach	For the 2020-21 season
ooo. JB McCallum	BHS	Varsity Baseball Assistant Coach	For the 2020-21 season
ppp. Jacob Jackson	BHS	Varsity Baseball Assistant (Lay) Coach	For the 2020-21 season
qqq. Jeff Hartzell	BHS	Varsity Baseball Assistant (Lay) Coach	For the 2020-21 season
rrr. David Janney	BHS	Varsity Boys Golf Assistant (Lay) Coach	For the 2020-21 season
sss. Michael Clark	BHS	Varsity Softball Assistant (Lay) Coach	For the 2020-21 season
ttt. Taylor Mendenhall	BHS	Varsity Softball Assistant (Lay) Coach	For the 2020-21 season
uuu. Emma McCloughan	BHS	Varsity Softball Assistant (Lay) Coach	For the 2020-21 season
vvv. Charlie Weaver	BHS	Varsity Softball Assistant (Lay) Coach	For the 2020-21 season
www. Cherise Hiss	BHS	Varsity Softball Assistant Coach	For the 2020-21 season
xxx. Morgan Jones	BHS	Varsity Girls Tennis Assistant (Lay) Coach	For the 2020-21 season
yyy. AJ Akinribade	BHS	Varsity Track Assistant (Lay) Coach	For the 2020-21 season
zzz. William Brauman	BHS	Varsity Track Assistant (Lay) Coach	For the 2020-21 season
aaaa. Nathaniel Fowler	BHS	Varsity Track Assistant (Lay) Coach	For the 2020-21 season
bbbb. Parker Redelman	BHS	Varsity Track Assistant (Lay) Coach	For the 2020-21 season
cccc. Jeff Hanni	BHS	Varsity Boys Basketball Assistant (Lay) Coach	For the 2020-21 season
dddd. Rich Thomas	BHS	Varsity Boys Basketball Assistant (Lay) Coach	For the 2020-21 season
eeee. Cory Kreiger	BHS	Varsity Boys Basketball Assistant Coach	For the 2020-21 season

ffff. Zach Foley	BHS	Varsity Boys Basketball Assistant Coach	For the 2020-21 season
gggg. Marcus Evans	BHS	Varsity Boys Basketball Assistant Coach	For the 2020-21 season
hhhh. Brian Hahn	BHS	Varsity Boys Basketball Assistant Coach	For the 2020-21 season
iiii. Tom Maples	BHS	Varsity Boys Basketball Assistant Coach	For the 2020-21 season
jjjj. Hannah Mingus	BHS	Varsity Girls Basketball Assistant Coach	For the 2020-21 season
kkkk. Kayle Comer	BHS	Varsity Girls Basketball Assistant Coach	For the 2020-21 season
llll. Nikole Pilkington	BHS	Varsity Girls Basketball Assistant (Lay) Coach	For the 2020-21 season
mmmm. Susan Lester	BHS	Varsity Girls Basketball Assistant Coach	For the 2020-21 season
nnnn. Subrina Williams	BHS	Varsity Girls Basketball Assistant (Lay) Coach	For the 2020-21 season
oooo. David Baldwin	BHS	Varsity Boys/Girls Swimming Assistant (Lay) Coach	For the 2020-21 season
pppp. Zach Baldwin	BHS	Varsity Boys/Girls Swimming Assistant Coach	For the 2020-21 season
qqqq. Lindsay Maus	BHS	Varsity Boys/Girls Swimming Assistant Coach	For the 2020-21 season
rrrr. Sarah Mahan	BHS	Varsity Boys/Girls Swimming Assistant Coach	For the 2020-21 season
ssss. Kyle Ayersman	BHS	Varsity Wrestling Assistant Coach	For the 2020-21 season
tttt. Brandon Gay	BHS	Varsity Wrestling Assistant (Lay) Coach	For the 2020-21 season
uuuu. Christopher Doty	BHS	Varsity Wrestling Assistant (Lay) Coach	For the 2020-21 season
vvvv. Nicholas Weaver	BHS	Varsity Wrestling Assistant (Lay) Coach	For the 2020-21 season
wwww. Brian Smiley	BHS	Varsity Wrestling Assistant Coach	For the 2020-21 season
xxxx. Alexander Skipper	BHS	Varsity Wrestling Assistant (Lay) Coach	For the 2020-21 season
yyyy. Eric Lynn	BHS	Varsity Wrestling Assistant (Lay) Coach	For the 2020-21 season
zzzz. Sam Russell	BHS	Varsity Wrestling Assistant (Lay) Coach	For the 2020-21 season

8. Leaves of Absence – Certified:

Name	Building	Position	Type of Leave	Dates of Leave
a. Tracy Schenkel	Delaware Trail	Kindergarten Teacher	Medical/Maternity	July 28, 2020 thru September 19, 2020
b. Chelsea Voyles	Brown	4 th Grade Teacher	Medical/Maternity	Upon the birth of the baby (approximately August 31, 2020) thru October 30, 2020

9. Change of Status – Support Staff:

Name	Previous Position	New Position	Effective Date	Reason for Change
a. Adrianna Dotson	Bus Aide	Type A Bus Driver; 5 hours / day	July 30, 2020	New route
b. Arlicia Glazier	Bus Driver; Band A	Bus Driver; Band E	July 30, 2020	Replacing Gregory Thompson
c. Shannon Downs	ALPHA Administrative Assistant / Treasurer	Harris PLATO Supervisor	July 29, 2020	Replacing Rob Robbins
d. Keira Hillman	White Lick Special Education Instructional Assistant	White Lick Learning Lab Instructional Assistant	July 29, 2020	Replacing Joyce Mackey
e. Stacey Schreier	ECC Administrative Assistant / Treasurer; part time	ECC Administrative Assistant / Treasurer; 7.5 hours / day	July 13, 2020	Replacing part of Sarah Pennington's hours
f. Jill Miller	Eagle Elementary Cafeteria	Eagle Elementary Cafe Manager; 8 hours / day	July 1, 2020	Replacing Koni Bridgham due to a job transfer

g. Lachaunda Frazier	Brown Elementary Cafeteria	Brown Elementary Café Manager; 8 hours / day	July1, 2020	Replacing Sara Whittemore due to a job transfer
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10. Recommendation to Declare Equipment Surplus and Dispose:

As permitted under IC 20-26-12 and IC 5-22-22 the Administration recommends the following general categories of items, which are generally not required to be listed in the district's fixed asset inventory and may not be tagged, be declared surplus and donated to the Brownsburg Education Foundation for sale to the public.

1. Various surplus library books, periodicals and videos
2. Miscellaneous furnishings, equipment and supplies

The items being offered are generally well beyond their service life. The inventory of items will be available at the Board Meeting for review if desired.

FOR YOUR INFORMATION:

11. Transfer - Certified:

Name	Previous Position	New Position	Effective Date	Reason for Change
a. Nikki Rapp	BHS Social Studies Teacher	EMS Social Studies Teacher	July 28, 2020	Replacing Andrew Repay

12. Approval of Construction Change Orders:

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

Brownsburg HS							
BP 11 - JBM - CO 68	\$16,967,579.64	-\$8,278.00	\$16,959,301.64	6/1/20	7/13/20	ASI 068 credits from overlaps with Summer Interiors project	
BP 11 - JBM - CO 69	\$16,959,301.64	-\$13,620.48	\$16,945,681.16	6/1/20	7/13/20	Misc. backcharges	
BP 11 - JBM - CO 70	\$16,945,681.16	\$0.00	\$16,945,681.16	6/16/20	7/13/20	demo Unit J drinking fountains - charged to contract allowance	
BP 13 - Performance - CO 42	\$6,555,155.00	-\$163.24	\$6,554,991.76	6/1/20	7/13/20	Corrections to the scratches in the terrazzo	
BP 16 - GPI - CO 48	\$14,385,696.19	\$9,247.76	\$14,394,943.95	6/9/20	7/13/20	misc. work tickets and the Terrazzo floor scratch back charge	
BP 14 - Santarrosa - CO 32	\$3,822,314.07	-\$8,298.34	\$3,814,015.73	6/8/20	7/13/20	3B floor prep/polishing, 3B SVT Credits and also JBM back charges	

2020 BHS Partial Reroof, Korellis Roofing, Inc: Change Order No. 1, in the deduct amount of \$7,500.00, approved 7/1/20, adjusting the original contract amount of \$467,289.00 to a new contract amount of \$459,789.0. The change order deducts from the contract amount the value of the unused unforeseen conditions allowance included in the scope of the project.

2017 Brownsburg High School Addition and Renovations, Meyer Najem Construction, LLC: Change Order No. 004, in the amount of a deduct of \$10,681.49, adjusting the prior contract amount of \$3,472,218.00 to a new contract amount of \$3,461,536.51. The change order adjusts the contract for the savings associated with unutilized reimbursable line items from the Meyer Najem contract over the 40-month construction duration.

Dr. Snapp recommended the Board approve the Consent Agenda as presented. Ms. Heffernan moved to approve the recommendation; Mrs. Dearman seconded the motion. The Board approved the motion by a vote of four (4) ayes; zero (0) nays.

Dr. Freije joined the meeting at this time.

IX. COMMUNICATIONS:

A. Commendations

Dr. Snapp introduced the Class of 2020 Valedictorian and Salutatorian. Ashley Margetts, Salutatorian, will be attending MIT to major in Data Science. She introduced her mom who joined

her for the evening. Katelyn Rickert, Valedictorian, will be attending Georgetown University to major in Political Economics. She introduced her family that joined her for the evening. Mr. Hylton presented each student with a BCSC pin as a commendation for their hard work and effort throughout their years in Brownsburg Schools.

B. Brownsburg Education Foundation Report

Mrs. Dearman shared the following information regarding the Education Foundation:

- New BEF Board Members: BEF welcomes four new members to the Advisory Board – Kris Grant; Jamie Hall; Frank Knez; and Paul Shaffer. Retiring Board members are Michelle Artmeier, Jon Compton, Bob Duncan, Emily Garrard, Shelly Hellmann, and Diane Stennett. We thank them for their service
- Rally For Our Kids Gala: Will take place virtually on Friday, July 17th at 6:00 pm; Silent auction opens on July 13th; everyone in the community is invited to participate in the silent auction and virtual event which will be on BCSC.TV and the BEF Facebook page
- Chip in for the Kids Golf Outing was a huge success and raised over \$30,000
- Annual Surplus Sale will be held on Saturday, September 19th from 8:00-10:00 am
- Annual Yankee Candle Sale has been canceled for this year

C. Questions for Finance Meeting

Mr. Hacker reminded the Board members of the Budget Meeting that will be held on Monday, July 27th. He explained that at that meeting he will share information about the 2021 budget process. He noted that several questions have been presented from the Board that will be addressed that evening and asked if there were any additional questions. Mr. Hylton asked about the timing of the work session as it relates to the budgeting process. Mr. Hacker explained that the timing is a bit behind due to some issues with the Department of Local Government Finance but should be on track to hold the Public hearing in September and the final approval in October. Mr. Hacker noted the presentation will be shared with the Board members later this week.

D. Opening of School Update

Dr. Snapp began by sharing the following important considerations as we approach the return to school:

- Schools are apolitical organizations, meaning decisions are not made based on a political party affiliation, but what is in the best interest of students.
- BSCS has elected to provide two distinctive educational platforms for the 2020-2021 school year – an online, at home learning option and a traditional in school option. BCSC receives no additional funding or staff to provide a completely alternative option.
- Student safety is our top priority and that extends to the over 1,200 BCSC staff members, some who have medical issues and all who are valuable to the daily operation of our schools.
- There are many opinions, including a variety from those in the medical community, about what is safe, including the use of masks and social distancing. Someone has to be the “go to person” in these issues and in Indiana it is the County Health Commissioner. School leaders do not have the flexibility to select someone they agree with to support the decision-making process. Hendricks County School leaders must follow the lead of the Hendricks County Health Commissioner.
- The decision-making environment changes quickly as evidenced in Governor Holcomb quickly moving from Phase 5 to a newly developed Phase 4.5. Decisions made on information from two or three weeks ago, quickly becomes outdated and as such are not the safest approach going forward.

Dr. Snapp noted that the dynamic of the COVID-19 situation has created a difficult environment with respect to communication. He shared that in reviewing the timeline of communication with the Board and with parents, it became evident that there was a gap in communication to the Board. That resulted with the Board being put on the front line of criticism and for that, Dr. Snapp shared his most sincere

apology. The initial communication on June 5th shared with parents that there would be two options available for students, at home and in person learning. At the School Board meeting on June 8th, the tentative plan was shared that included face masks would be required for staff, optional for students. It was noted that this was a tentative plan based on the upcoming meeting with the Hendricks County Health Commissioner. That meeting, held on Friday, June 12th included the Health Commissioner and all Hendricks County Superintendents. From that meeting, a county-wide letter was developed that included strategies all six school corporations were utilizing. On June 17th, BCSC communicated with parents and included a statement that *"...students and staff must have a mask and will be required to wear them in certain situations like the bus, serving lines and clinics."* The Hendricks County letter also stated the following: *"...require staff and students to have a mask with them at all times. There will be certain situations, including on a bus and some in-school settings, when wearing a mask will be required for both students and staff."* Between June 17 and July 5, BCSC received clarifying questions from parents. Those questions were used to assist in the development of the July 6 communication and an FAQ document. On July 6, BCSC provided additional information to parents stating: *"Face masks or PPE: Face masks will be worn at all times, with very limited exceptions and only when directed by the teacher. For example, speech instruction by the speech pathologist. At all other times – riding the bus, passing periods, during normal instruction, students will be wearing masks."* Also, an FAQ was provided that shared: *"Students are at their desks working quietly – teacher may allow students to remove masks."* It was shared that July 10th would be the deadline for parents to register for At Home Learning.

He explained, as the Board is well aware, the shift in communication from *"...masks may be required in certain situations..."* to *"...face masks will be worn at all times..."* created great controversy. Dr. Snapp noted the lack of proper communication to the Board and to families was an error and he again apologized.

Dr. Snapp then shared the data as of this morning. 884 of 9,222 students selected the At Home Learning option which is 9.6% of the students. The 884 students come from 600 families. Dr. Jessup then explained what the At Home Learning students can expect:

- ALPHA – Students will be directed on an individual basis according to their individualized education plan (IEP).
- BECC – Only IEP services will be provided to early childhood students.
- Elementary – A classroom teacher and an Instructional Coach will work together to provide both live instruction and recorded instruction. A daily schedule will be created which will include the teacher and/or the instructional coach to have small group sessions with children.
- Middle School – Classroom teachers and Secondary Department Heads will provide both live and recorded lessons to students.
- High School – The majority of high school students will receive instruction through Edmentum, an online learning platform. Advanced Placement classes may be offered based on the number of At Home Learning students requesting the course. They may be offered via live instruction or independent study depending on the number.
- Dual Credit Courses – We are waiting on approval from the partner colleges and universities as to whether dual credit courses will be offered.
- Harris Academy – Courses will be available through Edmentum and independent study based on student need.

Mr. Utterback asked for clarification; if there are 25 1st grade students throughout the corporation, they will have a dedicated teacher. Dr. Jessup replied that yes, that will be the case. He asked if a family evaluates at 9 weeks or earlier that their student will return, how will those students be placed. Dr. Jessup explained the student will then be placed in a classroom at their home school. Mr. Utterback noted that the transition should be relatively seamless since all teachers in grade 1 are teaching the same topics at the same time. No student should be out of sync. Dr. Jessup replied that is the case.

Mrs. Dearman asked if students who selected at home learning will be eligible for extra curricular activities. Dr. Snapp replied that the initial reason to offer At Home Learning was for medical and/or safety issues. For that reason, extra curricular activities will not be offered. If they are online, perhaps

robotics, then yes, but in person is not permitted. Dr. Snapp noted that has been difficult as it has not been consistent across the state but all of the districts in Hendricks County are in agreement.

Dr. Snapp shared a slide indicating the number of students per grade level that had requested At Home Learning as of July 10th. He explained that in the elementary buildings, where possible, classes have been collapsed to allow for a dedicated teacher as the At Home Learning teacher. There will be at least one per grade level. That teacher and the grade level Instructional Coach will be responsible for the “class” of At Home students. Dr. Snapp noted that it is not atypical for online teachers to be handling a greater number of students. With the assigned teacher and Instructional Coach, students should receive the differentiated learning they would need.

Dr. Snapp explained that as of today, one of the township districts has elected to not return to live instruction and will only be offering At Home Learning. That announcement has generated many questions today. He shared we will continue to review and do what is best for the safety of our students and staff.

Dr. Snapp then shared a slide indicating the financial impact on the district so far. He noted that kindergarten registration is lagging behind last years enrollment. Additionally, the growing cost of preparing for the school year with respect to safety and sanitizing equipment and materials. He noted nearly a half million dollars has been spent to date. The Board members asked several clarifying questions regarding funding. Mr. Hacker indicated we will likely not receive full reimbursement through local or federal grants for these expenses.

Mrs. Dearman asked additional clarifying questions with respect to the communication timeline, specifically the meeting with the County Health Commissioner. Dr. Snapp replied that the meeting was a question and answer session between all of the County Superintendents and the Health Commissioner. He noted that no written directive or written report was submitted. It was a conversation as opposed to a mandate or directive. When all six county schools came up with ten parameters, no one said, we don’t want masks. All evidence presented that masks would be a factor to safety for all students and staff.

Additional clarifying questions from the Board were addressed.

D. Superintendent Statement on Racial Equity

Dr. Snapp indicated he wished to share a statement regarding Racial Equity. He explained that having attended a public rally and hearing several African American students speak regarding racial injustice in Brownsburg Schools, he was moved to action. He shared that there is a group of students at the high school, Leaders of Tomorrow, that have been working together with a teacher mentor, to address these concerns and how best to educate and inform students and staff. There is also a group of parents that are very supporting in talking about these issues in a meaningful and powerful way. Dr. Snapp shared he has met with them and been moved by them. He stated that in an effort to expedite their actions, he is committed to making changes. He indicated that the statement he has prepared is his own, he’s proud of the statement and it is important that this group of students and parents know that we’ve heard them and we’re listening. He thanked the Board for their patience as we being the process to work toward these issues. Dr. Snapp read the following statement:

“On June 11, a rally was held in front of the Brownsburg Town Hall. There were many speakers who talked about our community, the need for racial equity and brought to light areas where change is urgently needed. As superintendent, the most powerful speakers to me were Brownsburg Community School students who shared stories of racism in our schools. It was heartbreaking. No student should endure any type of racism. After it was over, I went to the students and said the only thing I could say, “I heard you. I am sorry. We must do better.” So, what does doing better look like? Certainly, getting better includes continuing the critical dialogue that was started that afternoon, but words without action are hollow. We have added clubs at both middle schools that mirror the excellent

work done at Brownsburg High School by the Leaders of Tomorrow, a group focused on hearing the voices of students of color and then moving from words to action to stop racism. We have added a Legacy Scholarship for a graduating Brownsburg senior to study education and return to teach in our schools. This is more than a symbolic gesture to increase the number of teachers of color in our schools, this is a commitment to make measurable strides in having a teaching staff that is reflective of our students. We have identified the need for a clearer and more impactful anti-racism, anti-discrimination/bias policy and are taking deliberate steps to put language in place, with focused and purposeful action that supports that language. However, the most important step is racial equity education for students and staff—what racism looks like, how to combat it and how to grow in understanding and appreciation of our differences. We are very early in this process and look forward to engaging others as the strategic plan is developed. This is my commitment.”

Mrs. Dearman stated she appreciated Dr. Snapp’s heart on this issue, his leadership and desire to have difficult conversations. She thanked him. She indicated it will make us better and is excited we have an opportunity to look at broader issues in terms of the educational environment, poverty and economic opportunities following graduation, including talking more about technical and trade skills. She noted that minorities are effected disproportionately and discussion will help to set that in the right direction. She also shared that we all have more in common than we have differences and we should be seeking unity.

Mr. Hylton shared that he appreciated Dr. Snapp’s efforts on this issue. Mr. Hylton and Mrs. Dearman have been working on these issues and other concerns such as economic issues and families in need. He noted that when the school buildings were closed, our Nutrition Services staff served over 10,000 meals per week to our families. This is a concern. He shared that we may have a lot of different views on many topics but we are dedicated to putting policies together as a Board to push these forward. The Board is listening and will take action so everyone has an equal educational opportunity.

VI. COMMENTS FROM PATRONS

Mr. Hylton recited the Board Policy regarding Comments from Patrons. He then invited those who had signed up to speak to come forward to the podium.

Steve Pitts, BWMS and BHS Parent

Mr. Pitts addressed the Board to ask about the remote learning contingency plans in light of area schools moving from in-person to remote learning. Dr. Jessup responded that remote learning or At Home Learning options are in place. She explained it will look very different than it did in the spring including daily schedules, live interaction and more direct teaching to students. She noted that should the district need to completely close again, the At Home Learning options will be provided to all students.

Melissa Barnett, BCSC 2nd Grade Teacher

Mrs. Barnett thanked the Board for their support of the reopening plans. She shared that when she learned masks would be required it brought great relief for the safety of BCSC staff and students. She explained that while it will be challenging to social distance and wear masks, by wearing a mask, it increases the chances of remaining open for in person instruction. She noted that while people have said it will be impossible to keep masks on children, teachers are up to the challenge. As the school year begins, most teachers start the year off by practicing classroom and school rules. This year those rules will include modeling and practicing wearing masks, taking a “mask break” and explaining how wearing a mask shows we care for others during our morning meeting.

Shelly Ernst, BCSC English Teacher

Ms. Ernst thanked the Board and especially Dr. Snapp for putting together a plan, tweaking it and taking the punches. She shared as a building representative, she had not heard from one teacher

that is not for wearing a mask. She indicated it is common sense to wear a mask and it is all we have right now to stay in session.

Jeff Gracey, 443 N Odell St, Brownsburg, IN – BHS Parent

Mr. Gracey shared concerns he has with the Superintendent apologizing to the Board for communication errors with regard to reopening school. He believes there is a lack of legal directive and the decisions being made to wear masks in reopening school is a subjective decision. As the parent of an incoming freshman, he believes the mask directive is ridiculous and wishes for his student to have a normal experience in high school.

Mr. Hylton thanked all who spoke. He shared that he had received nearly 30 emails from employees of the corporation and only one indicated that we should not be going back to school. There has been an overwhelming response from the staff in support of the directive for masks.

VII. OLD BUSINESS

There were no Old Business items.

VIII. NEW BUSINESS

A. Recommendation to Approve Transfer of Funds

Mr. Hacker recommended that the Board approve the transfer of funds from the Chinese Confucius Grant to the Education Fund. Mr. Hacker explained that the school corporation received a Confucius Classroom Grant that was provided alongside the implementation of the Chinese language courses that had been offered through the World Language department at Brownsburg High School. There is no longer a need for this grant due to the lack of student enrollment within the program which resulted in the elimination of the courses from BHS. If the Board approves, the remaining funds would be transferred to the Education Fund where they can be used for other student programs. The total transfer would be \$9,275.95.

Ms. Heffernan moved to approve the recommendation; Mr. Utterback seconded the motion. Dr. Freije asked if there were any limitations on the grant funds. Mr. Hacker explained that once the funds are moved, there is no restriction as to how the funds are used in the Education Fund. Mr. Utterback asked if the funds needed to be returned. Mr. Hacker explained that it was a grant and the funds do not need to be returned. There being no additional questions or comments, the Board approved the recommendation by a vote of five (5) ayes; zero (0) nays.

IX. SUPERINTENDENT COMMENTS

Dr. Snapp had no comments.

X. BOARD MEMBER COMMENTS

Mr. Utterback shared that graduation was a pleasure to attend, was well done, the weather was great and it was a safe ceremony. He thanked Mr. Starkweather for the work he did with the sound system and broadcast of the event. Mr. Utterback then shared that it has been difficult to try to make these decisions of mask/no mask, do kids come back or not. He said he himself has gone back and forth nearly daily as to what the right decision is. The corporation has made a decision to come back. He trusts the leadership, trusts their decision making. The decision has been made based on the best interest of kids, staff and families.

Mrs. Dearman shared she is thankful we are not completely online and we are allowing students to come back to school. She thanked everyone who came to the meeting as well as those who spoke. She said of the many emails she has received, she understands this is not an easy decision. She shared that everyone at the Board table cares about our community and our students. She

thanked Dr. Snapp and Dr. Jessup for the countless hours they have put in and she trusts they are prepared for what may happen next.

Dr. Freije thanked all who spoke at the meeting tonight. As a Board member, he believes we should provide excellent educational opportunities to all students. There has been a lot of hard work and effort proceeding the communications, with thought paid to what is best for all. He noted that communication will be highly important as we move forward. He asked everyone to remain patient as we all tackle this together.

Ms. Heffernan thanked all for coming. She said that as a mom, a Board member and a community member, we all want kids to be safe. This is something we've never faced before or been through before. She asked for patience and resilience as we move forward.

Mr. Hylton shared that graduation was an incredible night. He understood it took a lot of effort to pull it off. He was so pleased that for everything the seniors had to endure, we were able to put closure on their year and celebrate them. Mr. Hylton shared that while he's heard from a few people and the recent communication of masks being required may have driven a few families to choose the at home option, we would prefer all 9,200 students be in our buildings. While we respect the choice families are making, we will provide the best education possible. Understating the amount of work that has been going on behind the scenes, we are ready to go if schools are closed again. We will try to do everything possible to keep all our students and 1,200 employees safe. We will do everything we can to make this the best year we can.

XI. ADJOURNMENT

Mr. Hylton made a motion to certify that the Board discussed no subject matter in the June 8, 2020 Executive Session other than the subject matter specified in the public notice. Board members present at the June 8, 2020 Executive Session were Mr. Hylton, Dr. Freije, Ms. Heffernan, Mrs. Dearman and Mr. Utterback. The purpose of the Executive Session was I.C. 5-14-1.5-6.1(b)(9) To discuss job performance evaluations of individual employees. Mr. Utterback seconded the motion. The Board approved the motion by a vote of five (5) ayes; zero (0) nays.

Mr. Hylton called for a motion to adjourn the meeting. Dr. Freije moved to adjourn the meeting; Mrs. Dearman seconded the motion. The Board approved the motion by a vote of five (5) ayes; zero (0) nays. The meeting adjourned at 7:37 p.m.

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