

**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, June 14, 2021 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 6:30 p.m. Other Board members in attendance were Dr. Matthew Freije, Ms. Jessica Heffernan, Mrs. Tiffany Dearman and Mr. Mike Wells. Administrators present were Dr. Jim Snapp, Dr. Kat Jessup, Mr. Shane Hacker and Mr. John Voigt. Ms. Vicki Murphy, Mrs. Shayla Webb, Mrs. Jennifer Dezarn-Lynch and Mrs. Jodi Gordon 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 of May 24, 2021 Work Session**
- B. Approval – Minutes of May 24, 2021 Executive Session**
- C. Approval – Minutes of May 10, 2021 Business Meeting**
- D. Approval – Minutes of May 10, 2021 Executive Session**
- E. Claims: P/R#05/21/21 - \$1,457,454.64; P/R#06/04/21 - \$1,461,510.57;
Claims 5/6/21-6/9/21 - \$5,943,837.09**
- F. Superintendent’s Report**

The Superintendent’s Report was presented as follows:

1. Retirement – Certified:

Name	Building	Position	Effective Date
a. Kris Cardona	BHS	Spanish Teacher	End of the 2020-21 school year

2. Retirements – Support Staff:

Name	Building	Position	Effective Date
a. Beverly Lacey	EMS	Athletics Administrative Assistant / ISS Supervisor	September 30, 2021

3. Termination – Support Staff:

Name	Building	Position	Effective Date
a. Hunter Burchett	CO	Network Specialist	May 14, 2021
b. Casey Hill	Facility Services	Custodian	May 20, 2021
c. Cristina DeClercq	Reagan	Treasurer	June 3, 2021

4. Resignations – Certified:

Name	Building	Position	Effective Date
a. Craig Lee	BHS	Social Studies Teacher	End of the 2021-21 school year
b. Hannah DeBoest	Eagle	1 st Grade Teacher	End of the 2020-21 school year
c. Kiel Atkinson	WMS	Athletic Director	End of the 2020-21 school year
d. Josh Dygert	WMS	Language Arts Teacher	End of the 2020-21 school year
e. Hannah Kelly	BHS	Special Education Teacher	End of the 2020-21 school year

f. Payton Moffitt	Reagan	3 rd Grade Teacher	End of the 2020-21 school year
g. Chelsea Market	Delaware Trail	3 rd Grade Teacher	End of the 2020-21 school year
h. Courtney Denney	Reagan	4 th Grade Teacher	End of the 2020-21 school year
i. Kennedy Smith	WMS	Special Education Teacher	End of the 2020-21 school year

5. Resignations – Support Staff:

Name	Building	Position	Effective Date
a. Rethea Smith	Transportation	Bus Driver	End of the 2020-21 school year
b. Ed Wilkerson	Transportation	Bus Driver	End of the 2020-21 school year
c. Sandra Thrine	Transportation	Bus Driver	End of the 2020-21 school year
d. William Skaggs	Transportation	Bus Driver	End of the 2020-21 school year
e. Cindy Krapf	BCSC Campus	Behavior Instructional Assistant	End of the 2020-21 school year
f. Elizabeth Chandler	EMS	Administrative Assistant	June 2, 2021
g. Jessica Blessing	Facility Services	Custodian	May 28, 2021
h. Rahwa Hadgu	Facility Services	Custodian	April 27, 2021
i. Steven Andrews	Facility Services	Custodian	May 25, 2021
j. Camryn Buckner	Facility Services	Custodian	May 21, 2021
k. Bruce Warren	BCSC Campus	Desktop Technician	June 30, 2021
l. Tori Pennington	BHS	Nutrition Services	End of the 2020-21 school year
m. Tianna Willis	EMS	Special Education Instructional Assistant	End of the 2020-21 school year
n. Jamie Irwin	Brown	Special Education Instructional Assistant	End of the 2020-21 school year
o. Jody Low	Brown	Administrative Assistant	June 4, 2021
p. Taylor Schuch	Transportation	Bus Driver	May 14, 2021
q. Anne Perry	Delaware Trail / Cardinal	Nutrition Services	May 21, 2021

6. New Employment – Certified:

Name	Building	Position	Effective Date	Degree	Reason for Employment
a. Katherine Ward	Delaware Trail	5 th Grade Teacher	July 27, 2021	Masters	Replacing Chelsea Market
b. Lyndsey Harbaugh	Eagle	3 rd Grade Teacher	July 27, 2021	Bachelors	Replacing Ron Rodgers
c. Meredith Brouyette	Reagan	3 rd Grade Teacher	July 27, 2021	Bachelors	Replacing Kaci Nash due to a job transfer
d. Margaret Glowinski	Eagle	4 th Grade Teacher	July 27, 2021	Bachelors	Replacing Allison Moyes
e. Elizabeth Turnbull	Eagle	2 nd Grade Teacher	July 27, 2021	Bachelors	Replacing Cara Edwards
f. Kaitlin Gil	To be determined	To be determined; temporary contract teacher	For the 2021-22 school year	Bachelors	Replacing Katie Fedder
g. Kristin Davis	Delaware Trail	2 nd Grade Teacher; Temporary contract	July 27, 2021 thru October 8, 2021	Bachelors	While Olivia Orlando is on maternity leave
h. McKaylee Slagel	Cardinal	Speech Language Pathologist	July 27, 2021	Masters	Replacing Emily Zeto due to a job transfer
i. Elizabeth Wright	ECC	Preschool Teacher	July 27, 2021	Bachelors	New position
j. Alyssabeth Cottle	ECC	Preschool Teacher	July 27, 2021	Bachelors	Replacing Katie Seymour

k. Lyndsey Culp	WMS	Special Education Teacher	July 27, 2021	Bachelors	Replacing Kennedy Smith
l. Sara Randle	Lincoln	Special Education Teacher	July 27, 2021	Bachelors	Replacing Tori Angel
m. Kylie Arnold	EMS	English Teacher	July 27, 2021	Bachelors	Replacing Sarah Gayman
n. Teyler Siples	Lincoln	Kindergarten Teacher	July 27, 2021	Bachelors	Replacing Alison Baumgartner
o. Justin Stahl	WMS / EMS / BHS	Choir Teacher	July 27, 2021	Bachelors	Replacing Dustin Podgorski
p. Deborah Gilles	EMS	Special Education Teacher	July 27, 2021	Masters	Replacing Desiree Bernardo
q. Lauren Hook	Brown	1 st Grade Teacher	July 27, 2021	Bachelors	Replacing Hannah DeBoest
r. Julie Adams	Cardinal	2 nd Grade Teacher	July 27, 2021	Bachelors	Replacing Ali Wentz
s. Jasmine Bride	White Lick	2 nd Grade Teacher	July 27, 2021	Bachelors	Replacing Brit Moran
t. Kelly Hock	Lincoln	4 th Grade Teacher	July 27, 2021	Bachelors	Replacing Taylor Golding
u. Sue Barbarich	Lincoln	5 th Grade Teacher; Temporary contract	July 27, 2021 thru October 8, 2021	Masters	While Elizabeth Robinson is on maternity leave
v. Travis Smith	WMS	Athletic Director / Teacher 195-Day Contract	July 27, 2021	Master	Replacing Kiel Atkinson

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

Name	Building	Position	Effective Date	Hours per Day	Reason for Employment
a. Haley Babb	BCSC Campus	Occupational Therapist	July 27, 2021	NA	New position; change from contracted service to BCSC employee
b. Morgan Jones	White Lick	Special Education Instructional Assistant	July 28, 2021	7	Replacing Nancy Eldred
c. Christine Cashen	White Lick	Media Instructional Assistant	July 28, 2021	7.5	Replacing Megan McCain
d. Jamie Tewell	BHS	Team 2023 Administrative Assistant	July 12, 2021	7.5	Replacing Jennifer Matherly
e. Aaisha Bah	ECC	Instructional Assistant	July 28, 2021	7	Replacing Stephanie Roberts due to a job transfer
f. Kathy Smith	White Lick	Administrative Assistant	July 19, 2021	7.5	Replacing Virginia Bright
g. Amy Robbins	Brown	Administrative Assistant	July 19, 2021	7.5	Replacing Jody Low
h. Melissa Bonta	Brown	Treasurer	July 12, 2021	7.5	Replacing Nancy Nunan
i. Doretta New	BHS	Nutrition Services	July 26, 2021	5	Replacing Tori Pennington

j.	Esmeralda Carballo	BHS	Nutrition Services	May 11, 2021	6	Open floater position
k.	Belinda Sharkey	BCSC	Nutrition Services Floater	May 17, 2021	5	Replacing Elaine Gould due to a job transfer
l.	Melissa Bingham	Eagle	Nutrition Services	July 26, 2021	6	Replacing Audrey White
m.	Kelly Griffiths	WMS	Nutrition Services	July 26, 2021	6	Open position; previously filled with a substitute
n.	Lisa Brubaker	Eagle	Nutrition Services	July 26, 2021	7	Open position; previously filled with a substitute
o.	Elissa Hooper	BHS	Nutrition Services	July 26, 2021	6.5	Replacing Deena Deckard
p.	Amy Baker	Cardinal / Delaware Trail	Nutrition Services	July 26, 2021	6	Replacing Anne Perry
q.	Whitney Crosslin	Eagle	Nutrition Services	July 26, 2021	6	Open position; previously filled with a substitute
r.	Vanessa Robertson	EMS	Nutrition Services	July 26, 2021	6	Replacing Neida Scott
s.	Angela Hubbell	Reagan	Nutrition Services	July 26, 2021	6	Open position; previously filled with a substitute
t.	Sharon Warner	White Lick	Nutrition Services	July 26, 2021	6	Replacing Elizabet Cabrera
u.	Maegan Lima	Facility Services	Custodian	May 20, 2021	8	Replacing Carlos Portillo
v.	John Hurd	Technology	Student Intern	June 7, 2021	8	Summer intern
w.	Grace Mathews	Technology	Student Intern	May 21, 2021	8	Summer intern

8. Leaves of Absence – Certified:

Name	Building	Position	Type of Leave	Dates of Leave
a. Megan Miller	Cardinal	4/5 High Ability Teacher	Medical / Maternity	Upon the birth of the baby (approximately September 3, 2021) thru November 19, 2021
b. Elizabeth Robinson	Lincoln	5 th Grade Teacher	Medical / Maternity	July 27, 2021 thru October 8, 2021
c. Wendy Sobek	Eagle	3 rd Grade Teacher	Medical / Maternity	Upon the birth of the baby (approximately September 22, 2021) thru approximately December 3, 2021
d. Alison Baumgartner	Delaware Trail	2 nd Grade Teacher	Medical / Maternity	For the 2021-22 school year

9. Leaves of Absence – Support Staff:

Name	Building	Position	Type of Leave	Dates of Leave
a. Scottie Wagner	Cardinal / Delaware Trail	Nutrition Services	Medical	May 17, 2021 until to be determined

10. Change of Status – Support Staff:

Name	Previous Position	New Position	Effective Date	Reason for Change
a. Cathy Smith	Harris Nutrition Services; 5.5 hours / day	EMS Nutrition Services; 5 hours / day	July 26, 2021	Transfer to open position
b. Cass Mosson	Eagle Nutrition Services; 5.5 hours / day	Eagle Nutrition Services; 5 hours / day	July 26, 2021	Change in hours

c. Pamela Lay	White Lick Nutrition Services; 7 hours / day	White Lick Nutrition Services; 6 hours / day	July 26, 2021	Change in hours
d. Jill Bowles	ECC Nutrition Services; 7 hours / day	Brown Nutrition Services; 6 hours / day	July 26, 2021	Transfer to open position
e. Elizabeth Woerner	Assistant Coordinator of Nutrition Services; 260 days	Assistant Coordinator of Nutrition Services; 182 days	July 1, 2021 thru June 30, 2022	Temporary change in work schedule
f. Stephanie Roberts	ECC Instructional Assistant	ECC Non-Certified Preschool Instructor; 185 days	July 27, 2021	New position
g. James Ray	Full Time Bus Driver	Part Time Bus Driver	July 29, 2021	Requested a part time route
h. Adrianna Dotson	Bus Driver	Bus Driver and part time custodian working 15 hours / week as custodian	June 1, 2021	New part time position
i. Tawanda Sherrer	Bus Aide	Bus Aide and part time Custodian working 15 hours / week as custodian	June 1, 2021	New part time position

11. Change of Status – Certified:

Name	Previous Position	New Position	Effective Date	Reason for Change
a. Allison Yarbrough	Coordinator of ALPHA	ALPHA Lead Teacher; 196-day contract	July 27, 2021	Restructure of ALPHA
b. Ken Schnepf	World Language Secondary Department Head	Spanish Teacher; 185-day contract	July 27, 2021	Eliminated the position

12. Clarification – Certified:

Name	Building	Position	Dates of Leave
a. Emma Leary	EMS	Language Arts Teacher	Ms. Leary was previously approved at a different daily rate.
b. Mikayla Carpenter	Eagle	4 th Grade Teacher	Miss Carpenter’s resignation was previously approved with an effective date of the end of the school year; Miss Carpenter’s last day was actually May 21, 2021
c. Alicia Lewis	EMS	Science Teacher	Mrs. Lewis was previously approved at a Bachelors level; she is at a Masters level
d. Jenna Rose	Brown	Music Teacher	Mrs. Rose was previously approved at a different daily rate.

13. Clarification – Support Staff:

Name	Building	Position	Dates of Leave
a. Oneida Scott	EMS/BHS	Nutrition Services	Mrs. Scott’s retirement was approved with an effective date of the end of the school year; Mrs. Scott’s last day was actually May 21, 2021

14. 2021-22 Support Staff Job Share Application:

It is recommended the Board approve the following job shares:

- The renewal of the job-share between Donna Prichard and Jennifer Miller as a Reagan Special Education Instructional Assistant.
- The renewal of the job-share between Shae Simpson and Nicole Dotlich as the Eagle School Nurse.
- The renewal of the job-share between Beverly Johnston and Allison O’Quin as the Eagle Technology Instructional Assistant.

15. Approval of Equipment Purchase – BCSC Police Department:

The Administration recommends the Board approve the trade-in and replacement of selected firearms for the BCSC Police Department. The transaction will continue the periodic process of trading in weapons

to maintain them in proper working order and under 10 years of service life. This year the department will trade in two current handguns for the purchase of two replacements and a new rifle (this will bring Chief Wing's equipment into alignment with all other officers). The specific units to be traded this year are from Officers Kiritschenko and Hill; both are Glock .45, Model 21, serial numbers KNR704 & KNS562. The replacement units will be one Rock River Arms RRAge, Serial #AV4074516 (for Chief Wing) and two Glock 21 Gen 4, Serial #AFMB143 and Serial #AFGX813 for Officers Kiritschenko and Hill.

16. 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.

17. Brownsburg Public Library Appointment:

It is recommended that the Board approve the re-appointment of Bryan Furuness to the Brownsburg Public Library Board. Mr. Furuness was originally appointed in August 2017 and has requested to continue for another four (4) year term, ending June 30, 2025. It is also recommended that the Board approve the appointment of Ryan Tanselle to the Brownsburg Public Library Board. Mr. Tanselle will also fill one of three appointed positions on the Brownsburg Public Library Board for a four (4) year term, ending June 30, 2025. Mr. Tanselle's cover letter and resume will be available for Board Member review.

FOR YOUR INFORMATION:

18. Transfer - Certified:

Name	Previous Position	New Position	Effective Date	Reason for Change
a. Kaci Nash	Reagan 5 th grade Teacher	Reagan PE Teacher	July 27, 2021	Replacing Paul Trimmel

19. Transfer – Support Staff:

Name	Previous Position	New Position	Effective Date	Reason for Change
a. Elaine Gould	Nutrition Services Floater; 6 hours / day	Brown Nutrition Services; 6 hours / day	July 26, 2021	Transfer to open position

20. Approval of Construction Change Orders:

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

BCSC Transportation and Facility Services Center

Contractor	CO #	Contract Amount	CO Dollar Amount	New Contract Value	BCSC Approval	Board Meeting	Description
BP 04 - JBM	11	\$ 6,793,471.00	\$ 3,301.00	\$ 6,796,772.00	6/4/2021	6/14/2021	Fluid Storage Room Painting
BP 09 - Greiner Bros.	7	\$ 2,881,337.00	\$ 1,313.00	\$ 2,882,650.00	6/4/2021	6/14/2021	Added Air Lines for Bus Wash
BP 10 - Gaylor	4	\$ 1,967,182.73	\$ 5,804.34	\$ 1,972,987.07	6/4/2021	6/14/2021	Fiber to Gate and FA.PA Intergration

21. Approval of Use of Facilities/Special Use Agreements:

The Administration has approved and received the following fully executed Special Use Agreement(s):

Glasshouse Bible Fellowship: A Special Use Agreement dated May 14, 2021 and fully executed May 24, 2021, for the period July 11, 2021 through July 10, 2022, for the use of the Reagan Elementary School Cafeteria for church services, to be billed monthly at \$1,109.33 (total annual amount of \$13,312). Custodial care of one hour per week is included; any additional custodial time required will be billed at \$40.00 per hour. This is a new agreement and would represent the first year of the five years churches are permitted to utilize BCSC facilities.

Dr. Snapp recommended the Board approve items A and B of the Consent Agenda. Mrs. Dearman moved to approve the recommendation; Mr. Wells seconded the motion. The Board approved the motion by a vote of four (4) ayes; zero (0) nays; one (1) abstention. Dr. Snapp then recommended the Board approve the remainder of the Consent Agenda as presented; Mr. Wells moved to approve the recommendation; Ms. Heffernan seconded the motion. The Board approved the motion by a vote of five (5) ayes; zero (0) nays.

V. COMMUNICATIONS:

A. Brownsburg Education Foundation Report

Mrs. Dearman shared the following information from the Brownsburg Education Foundation:

- Chip in for the Kids Golf Outing – Presented by Summers Plumbing Heating and Cooling, was held Friday, June 11. Thank you to all sponsors, participants and volunteers.
- Scholarships – a list of the scholarship recipients can be found on the BEF website. BEF awarded \$49,000 in scholarships to graduates.
- Grants – \$49,000 in District Excellence Award grants were awarded in May. The list of recipients can be found on the BEF website. Also, individual teachers or staff groups can apply for the InCredible Awards (focus on Innovation and Creativity) by August 15.
- Bulldog Book Bus – Sponsored by Duke Energy. You may have seen the BEF Bulldog Book Bus driving through a neighborhood near you every Tuesday this summer, encouraging kids to keep up their reading skills and lending out books.
- Designer Purse Bingo – Presented by Adelsperger Orthodontics will be held Tuesday, August 17. Tickets will go on sale starting Saturday, July 17. See the BEF website for more details, updates and sponsorship opportunities.
- Annual Surplus Sale – Will be held Saturday, September 25 from 8:00-10:00 am at the Central Office Warehouse. Check the BEF website for inventory updates.

B. Operations Update

Mr. Voigt shared that the BCSC-PD's new K-9 animal, Kya, a German Shepherd, is completing her training at Ultimate Canine in Westfield. The training approach used for Kya has been different than the training for previous K-9 dogs for BCSC-PD. Using a professional trainer, Kya is coming to the force fully trained and will be active on campus as the new school year begins. She will be rotated through all BCSC buildings as is Zena, the other K-9 officer.

Mr. Voigt shared that construction work at Brownsburg West Middle School has begun in earnest, including replacement of central plant equipment, establishment of the construction perimeter, and demolition of the related arts areas. The drive between Odell Street and Cardinal/Delaware Trail is currently severed and will be one-way west-bound only for the 2021-22 school year. The remaining bids for the project are scheduled to be opened on July 1 and approved in July.

Mr. Voigt also shared a brief update on the new Crossroads Elementary School and a future ninth elementary school. The facility program and floor plan for the new building is based on Reagan and Lincoln Elementary Schools. Preliminary design work is expected to continue through early September. Providing enrollment and assessed value projections continue their expected trajectory, design and documentation work will continue through the fall and winter. Construction of the new building could start in the Spring of 2022 with a planned opening of Crossroads in the Fall of 2024.

VI. COMMENTS FROM PATRONS

Mr. Hylton reminded patrons of the Board Policy regarding Comments from Patrons and that each speaker is limited to 2 minutes.

Carmen Worlds – Brownsburg, Indiana

Mrs. Worlds is a parent of five students who have attended Brownsburg Schools. She spoke in support of diversity and equity initiatives being addressed by the district as well as support for Mrs. Shayla Webb, Coordinator for Diversity and Equity.

Dr. Chantée Eldridge, Indianapolis, Indiana (Brownsburg School District)

Dr. Eldridge stated that she is encouraged by so many people interested in public discourse. She thanked the Board for valuing diversity and equity initiatives as well as being mindful of who matters most – children, leaders and administrators. She is grateful for the district being involved with inclusive excellence.

Jennifer Rademacher – Brownsburg, Indiana

Ms. Rademacher spoke regarding intersectionality and the danger of identifying markers as they could pertain to her children.

Jason Vander Pan – Indianapolis, Indiana (Brownsburg School District)

Mr. Vander Pan shared that his family is new to Brownsburg. When he heard that critical race theory may be implemented in Brownsburg Schools, he is in attendance to stand in opposition to it. He believes that topics such as that should be taught at home. He wants his students to come to school just to learn the basics.

Brian Weidner – Brownsburg, Indiana

Mr. Weidner shared that over the past few board meetings, we have heard Dr. Martin Luther King's speech referenced. He shared statistics that had been presented at board meetings over the past year indicating racial disparities.

Eric Knight – Brownsburg, Indiana

Mr. Knight shared that Brownsburg Schools has a great reputation for learning. He spoke against the concept of systematic racism, social emotional learning as well as the talk of changing standards for admittance into high ability programs based on race.

Mark Nierzwick – Brownsburg, Indiana

Mr. Nierzwick thanked the Board for maintaining music programs and events throughout the COVID pandemic as well as maintaining high academic standards for students.

David Welch – Brownsburg, Indiana

Mr. Welch shared that his family is new to Brownsburg. His family is moving in July because of the schools. He noted that he believes CRT divides and is racist and that as the school logo states, we need to be together.

Becky Secord – Brownsburg, Indiana

Mrs. Secord shared she is concerned that teachers who do not support the new training initiatives within the district will be unfairly treated and she is opposed to teacher training in diversity and equity. She also shared information regarding masks for students and requested that masks be optional for students.

Kristin Ferklic – Brownsburg, Indiana

Mrs. Ferklic shared she believes that the Board and others have been wrong in their definition of critical race theory. She noted that while members of the Board have stated vehemently that it is not being taught in Brownsburg schools, it should be taken with a grain of salt. She doesn't believe 3rd graders and kindergartners are being taught critical race theory but it is a game of semantics. She asked for data.

Keeley Stewart – Brownsburg, Indiana

Ms. Stewart shared that while the Board indicates critical race theory is not being taught in Brownsburg schools, she believes it is. She encouraged the Board to continue what teachers are

good at, reading, writing and arithmetic. There is no need for social, emotional learning or critical race theory.

Dave Tinkey – Brownsburg, Indiana

Mr. Tinkey stated that today we are celebrating Flag Day and all things good in the country. He shared a story about attending an event at White’s residential school in northern Indiana. He believes that mutual respect is what needs to be taught, not the definitions that were approved by the Board. He also spoke against the need for a diversity and equity coordinator in the school district.

Beth Riga – Indianapolis, Indiana (Brownsburg District)

Ms. Riga shared that nothing in previous school board minutes indicates that critical race theory is being taught in Brownsburg schools. She is in support of the definitions that were previously approved by the Board.

Kim Smoot – Brownsburg, Indiana

Ms. Smoot requested that the use of masks remain in effect until all students are eligible to be vaccinated.

David Weyant – Brownsburg, Indiana

Mr. Weyant shared his concern over the Board’s transparency and the discrepancies that are being shared in the community. He asked that the words of Dr. Martin Luther King, Jr. not be misconstrued for any one particular agenda.

Tara Mitchell – Brownsburg, Indiana

Ms. Mitchell shared that the community may be confused about critical race theory. She explained that it can be confused with culturally responsive teaching which has the same acronym of CRT and is a common pedagogy being implemented in neighboring school districts. She also spoke in support of social and emotion learning for all students based on the Maslow before bloom concept.

Rev. Dr. Amy Lindeman Allen – Brownsburg, Indiana

Dr. Lindeman Allen requested the Board consider to mandate masks for students under the age of 12 who are still not eligible for vaccination.

Laura Sucec – Brownsburg, Indiana

Ms. Sucec thanked the Board for taking diversity and equity seriously and hiring a coordinator, Mrs. Shayla Webb. Ms. Sucec also requested that if masks are deemed optional that an at-home-learning option be provided and vice versa; if no at-home-learning option is provided, masks for students should be mandated.

Mr. Hylton thanked the patrons for speaking and being respectful of one another.

VII. OLD BUSINESS

A. Third Reading and Recommendation to Approve Board Policies

Dr. Jessup recommended that the Board of School Trustees approve the following Board Policies:

- 5517 – Anti-Harassment
- 5517.01 – Bullying
- 7540.03 – Staff and Student network and Internet Acceptable Use and Safety

Dr. Jessup explained that the policies have been reviewed, comments were offered and included and are before the Board for approval at this time.

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

B. Second Reading and Recommendation to Approve Staff Handbooks

Dr. Jessup recommended that the Board approve the following staff handbooks:

- BCSC Police Department Handbook
- Health Services Department Handbook
- Nutrition Services Department Handbook
- Transportation Services Handbook
- Teacher Handbook
- Support Staff Handbook

Dr. Jessup explained that the staff handbooks are approved every year. Minor changes have been made and shared with the Board.

Dr. Freije moved to approve the recommendation; Ms. Heffernan seconded the motion. Mrs. Dearman asked a question clarifying a statement added to the support staff handbook with regard to the BCSC welcome. Mrs. Gordon explained that it was added to communicate and emphasize a positive work environment for all staff. Mrs. Dearman asked why it was added, Mrs. Gordon replied it was added for clarification. There being no further discussion, the Board approved the recommendation by a vote of four (4) ayes; one (1) nay.

VIII. NEW BUSINESS

A. Recommendation to Change July 12, 2021 Business Meeting to July 19, 2021

Dr. Snapp recommended that the Board of School Trustees change the date of the July business meeting from July 12, 2021 to July 19, 2021 to accommodate Board member schedules. Additionally, there would not be a work session held in July.

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

B. Recommendation to Offer Only In-Person Instruction for the 2021-2022 School Year

Dr. Snapp recommended that the Board of School Trustees approve only in-person instruction for the 2021-2022 school year. He shared data showing the discrepancy of student performance from those attending in-person to those attending at-home learning during the 2020-2021 school year. He noted we should focus on what is best for students and what we do well which is in-person instruction.

Mr. Wells moved to approve the recommendation; Mrs. Dearman seconded the motion. The Board approved the motion by a vote of five (5) ayes; zero (0) nays.

C. Recommendation to Approve Moving to Face Covering Option in all School Buildings Effective July 1, 2021

Dr. Snapp recommended that the Board of School Trustees approve moving to face coverings being optional in all school buildings effective July 1, 2021. He explained that while during the previous school year, the state indicated schools should follow the direction of local health agencies, recently, the state indicated that those decisions should now be in the hands of local school boards. This will provide an option that families can make for themselves. Dr. Snapp did note that the U.S. Department of Transportation does still require face coverings to be worn in all forms of public transportation, which includes school buses. He shared we will continue to monitor the situation with the USDOT.

Dr. Freije moved to approve the recommendation; Mrs. Dearman seconded the motion. Mr. Wells shared that he understands that families have concerns especially those with students K-5 who may have health conditions. Dr. Snapp explained that correspondence will be shared with our families tomorrow and along with a form that addresses students with verified, legitimate health concerns and options that may be made available to them. Following additional discussion, the Board approved the recommendation by a vote of five (5) ayes; zero (0) nays.

D. Recommendation to Authorize Administration to Award Construction Contracts for West Middle School Release 5

Mr. Voigt recommended that the Board of School Trustees authorize the administration to award construction contracts for the West Middle School Release 5. He explained with the change of the meeting date in July and the tight timeline for the project, the recommendation to award the contracts prior to the next Board meeting if the bids are deemed responsive and within budget. To document the contracts and approvals, a summary of all contracts awarded will appear in the "information" section of the Consent Agenda for the July 19, 2021 Board Meeting.

Mr. Wells moved to approve the recommendation; Mrs. Dearman seconded the motion. The Board approved the recommendation by a vote of five (5) ayes; zero (0) nays.

IX. SUPERINTENDENT COMMENTS

Dr. Snapp shared that many comments on both sides of issues this evening talked about the strong academic performance of Brownsburg Schools. That they moved here for the history of our schools, the performance of our schools. Unfortunately, there are times when the teachers are vilified, particularly focusing on the teacher association. The success in our school corporation has been a result of like-minded educators working for the benefit of students. That's not the administration on one side and the teachers on the other side and support staff someplace else. That's a common vision that's embraced by all staff together. I would ask you to think for a moment about the people that you entrust your children with daily for a strong education. That's our teachers. Some are in the teacher's association, some are not. Their value to us as educators is not dependent on whether they're in the association or not. Their value to us is what they do with your children every day, creating a caring safe environment and educating them.

Dr. Snapp then shared he could not agree more with the parent who said leave these things for us to teach at home. For parents who do teach these values at home, thank you, we appreciate it. Unfortunately, as a public school with nearly 9,500 students, some students come to us not knowing those values of how to treat each other kindly. How to address one another. How to be polite. And as old as school corporations and schools and education are, good educators teach the content and they also teach the character that goes along with that. To say "don't ever teach that," think about a conflict on the playground where a teacher would say, "I can't address that because that is something that should be left to home." Our success in this school corporation has been a partnership between parents and educators, working together, understanding that. Many of you may say, as you think back on it, you know when I got in trouble in school, I got it worse at home. That kept you in line. Believe me, Brownsburg is still full of parents that support the school environment and when a teacher or someone from school calls, those teachers and educators are supported at home and we certainly appreciate that.

Dr. Snapp stated he wanted to talk a little bit about critical race theory and the hiring of the district equity coordinator, Shayla Webb. Mrs. Webb was hired to help us, number 1, in recruiting a more diverse staff that mirrors our student population. Not lowering the standard to hire those people. Our performance is very important to us. Our people have to be able to

teach and perform and help our kids learn regardless of the color of their skin. In addition to that, she was hired to help us have teachers answer questions. I had a presentation, which quite honestly I decided not to show because some of the kids that are in this presentation have already been through a lot. 17 cases of the “n” word being used in social media, whether that’s on Instagram, or Twitter or on whatever other social media platform, students are using the “n” word. It’s being repeated. That’s not appropriate. And we need to stand up and say that’s just not appropriate. Why are some of the kids saying it? For a variety of reasons. Do I think that those kids are intentionally racist? I think that a lot of the kids that we talk to don’t understand. They listen to music that has that language embedded in it and so part of our role as educators is to talk to them and educate them – not penalize them about those things. I think a close second, and this would surprise many of you, is the “r” word, retarded. We have a number of students that continue to use that word. That is not a word that uplifts people. As educators, we have begun to address that. I hate to put Dr. Jessup on the spot. Dr. Jessup is the assistant superintendent for curriculum and instruction. He asked her how many years she has been in the Brownsburg Community School Corporation. “27 years.” In what roles? “As a teacher, assistant principal, principal and assistant superintendent.” Assistant superintendent for how long? “Finishing 10th year.” You oversee all curriculum that is taught to our students? “Yes.” At any time during your 20 some years as an educator and now as assistant superintendent, in the past or in the future have we ever talked about the implementation of critical race theory? “We have not.” And as assistant superintendent who oversees all curriculum and instruction, is that something that you would allow? “I would not allow that.” People can speak louder and we can say, “we’re not doing it.” You know what, we’ll bring more people to the board meeting and say that you are. And then we’ll say “no, we’re not doing it.” Well, that didn’t do it, so we’ll bring more people. So this escalates, it’s not constructive, it’s destructive, and it just continues until somebody says, “you know what, I really want to see, and I want to hear from my own kids, not something that somebody else shares, is this happening in our schools?” Critical race theory would diminish the results that we’re having in our schools. Not only the academic results, but also the cooperative, collaborative environment. I hate that this is drawing some lines in this community about which side of the CRT issue are you on. That does nothing to benefit our schools or benefit our students. You’ve heard from someone who’s been here nearly 3 decades in education in Brownsburg, that we are not doing it and she will not allow it. And you’re hearing from me that we are not doing it and I will not allow it. Can we please put the critical race theory issue to bed and focus on situations that are happening in our schools when students are using derogatory terms to help them grow and mature and understand that. Do that collaboratively instead of fighting. I do appreciate people’s perspective. I enjoy hearing that. I am happy to meet with people and talk about those things and answer those questions. But ask yourself what are your own kids telling you. What are you seeing in the classroom. Ask those questions objectively in a way that allows them to answer. I would certainly appreciate that.

We’ve clearly defined the role of our outstanding teaching staff that’s had a tremendous impact on our performance that you entrust your kids with every day, that this Board entrusts their kids with every day. You’ve also heard about critical race theory and that we’re not doing it from a longtime Brownsburg educator and assistant superintendent, a position of authority that oversees that. I do hope that we can move forward and I appreciate the Board’s patience tonight.

X. BOARD MEMBER COMMENTS

Mr. Wells thanked patrons for their comments, whether they agree or disagree, they were done in a very respectful way. He thanked everyone who has reached out to him via email in a respectful way. He indicated he has met with a number of people, answering questions and offering his thoughts on issues. The issue tonight on optional masks, whether or not. A number of people asked why he planned to vote in favor. He has two kids that were in elementary school last year and one is going on to middle school. Both of his kids have played sports since last fall. They have not worn masks so I can not sit here and say masks should be mandatory

for kids K-5 because I know my kids have not worn masks while they've been playing sports. For those who are curious as to why I voted in favor of making masks optional, that is my explanation for it. He again thanked everybody for coming out tonight.

Mrs. Dearman stated she echoed exactly what Mr. Wells said about kids not wearing masks and feels like there is so much science on both sides, we can all probably have information that would support how we feel. Nevertheless, it is something that we take seriously. She also stated she would like to make a clarification for the public record. On March 8, we took a vote on the consent agenda that did include several new hires, including Mrs. Shayla Webb, our DEI director. Prior to taking that vote, I communicated to Board members that I was going to abstain from that vote simply because I was not in favor of the DEI position and did not know Mrs. Webb well enough to vote against her so I didn't want to do that. On the day of the meeting when we took the vote, I again shared that intention and made an assumption that we would be separating it out and that did not happen. Ultimately, when the vote was taken, my vote was in the affirmative for the entire consent agenda. There were several other hires in there that I was perfectly ok with. I want to apologize on my part for that. I have felt unsettled about it. There's no avenue to doing anything different once a vote is recorded, I think that's probably good, but it was suggested that maybe a statement would be important so that there's not confusion on my position in terms of the race issue as I have been consistent and I just wanted that to be a public record. I appreciate all of you. I'm learning a lot, in my third year on the Board, about representation and voting procedures and a multitude of other things. I appreciate the grace as we grow in that and I will do my best to make sure I avoid a situation like that in the future.

Dr. Freije thanked all the speakers for getting up to speak. As I've said before it is never easy getting up there no matter what points you're making, so thank you. Please continue to be active no matter your stance, and be knowledgeable about what's happening in your schools and continue to do so. I will continue to serve the community through the Board and only desire for our community to grow by providing opportunities for all the students that we represent, not one select individual or group over another no matter who they might be. Please continue being a part of this community and thank you to everybody.

Ms. Heffernan stated she has been on the Board a long time and regardless of our differences, it makes me happy to see a room full of people. That's pretty rare over the seven years or so I have served. It's great to hear everyone's differing opinions and being able to do so in the manner we did so today, respectful of one another. For those who don't know me, I've got triplet boys, thirteen-year-old triplet boys, prayers are all welcome from everybody. They can give me a run for my money. CRT, I will admit I had to Google it when we started hearing about it. I have done a lot of research. Obviously having three, white boys in school, triplets, it's not something that I would support – CRT. I think some of the other initiatives that we are doing are going to be helpful to everybody. Two of my boys have IEPs and I pay attention to what they need from a learning perspective. I just really want to thank everybody again and just let you know that I think only time will tell in what we say and that sometimes that we have to let it play out.

Mr. Hylton stated he would add that when we get a chance to sit up on stage at graduation and watch the kids names be called as they walk across, it really makes an impression on you the number of minority students that we have in our corporation. I think we are all here about making sure everybody is treated equally and is treated fairly. I've had some discussion with some Board members – Indiana has not banned CRT. Had the legislative session gone on longer, my guess is they...a lot of the states that started moving toward banning CRT happened around the time that our General Assembly was wrapping up it's session for the year in April, but it would not surprise me if next year the Indiana legislature would ban CRT following in suit with many other states. And I'm perfectly fine with this because we're not teaching it. We've adopted some definitions, so I don't think that will change one thing that we're doing here in Brownsburg Community Schools if Indiana puts ban on CRT. It would not cause me

any concern one way or another because we’re not teaching that and, like Dr. Snapp and Dr. Jessup said, we don’t have any intentions to do that. I wanted to point that out because again, saying they have put a ban on CRT will not change much of what we’re doing here in Brownsburg because we’re not teaching that. When I went through the last election cycle, my opponent was saying I was going to support defunding the police, I was going to bring the 1619 Project to Brownsburg Schools and critical race theory and all those other things and none of that is true and none of that is going to happen. We have one, of if not the best school corporations in the state of Indiana. I think you’ll see here in a few weeks how well we did on testing this year. I think that’s a big thing about having kids in person for the entire year. We’re going to continue to do that, that’s one of the reasons we’re going ahead with the full in-person. Sometimes you have to make unpopular decisions and the mask decision was going to make some people happy and some people upset as was the full-time in-person decision but we think that’s critical. We’re not a one-to-one computing corporation, we’re not one that cancels school and has at-home learning days. We want our children to be in schools, in their seats, being taught by our incredible teachers. I think as other people have said, talk to your kids this year. Ask them what they’re learning. Are they being indoctrinated. I don’t think we’re going to have any white children who say we are being taught to hate ourselves. I don’t think that’s going to be the situation, but ask them, ask your kids. Like Mrs. Dearman said, all five Board members have kids in Brownsburg Schools and we’re not going to want that for our children as well. Have those conversations with your children. Keep coming back here as much as you want to state your positions. We do welcome that. I think you will see as we go along, I just wanted to make the point that were Indiana to ban CRT, it would not be changing anything that we’re doing. Thank you all for coming. You are welcome any time to come and share your comments and we appreciate when you make those comments.

XI. ADJOURNMENT

Mr. Hylton called for a motion to adjourn the meeting. Mrs. Dearman moved to adjourn the meeting; Dr. Freije seconded the motion. The Board approved the motion by a vote of five (5) ayes; zero (0) nays. The meeting adjourned at 7:50 p.m.

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