

**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, October 4, 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, Mrs. Tiffany Dearman and Mr. Mike Wells. Ms. Jessica Heffernan did not attend. Administrators present were Dr. Jim Snapp, Dr. Kat Jessup, Mr. Shane Hacker and Mr. John Voigt. Ms. Vicki Murphy, Mrs. Jodi Gordon, Mrs. Shayla Webb, Mrs. Jennifer Dezarn-Lynch 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 of September 13, 2021 Business Meeting**
- B. Approval – Minutes of September 13, 2021 Executive Session**
- C. Approval – Minutes of September 27, 2021 Business Meeting**
- D. Approval – Minutes of September 27, 2021 Work Session**
- E. Approval of Claims: P/R# 09-10-21 - \$1,452,015.61; P/R #09/24/21 - \$1,451,938.26; Claims 9/9-9/29/21 - \$4,092,592.02**
- F. Superintendent’s Report**

The Superintendent’s Report was presented as follows:

**1. Termination – Support Staff:**

<b>Name</b>	<b>Building</b>	<b>Position</b>	<b>Effective Date</b>
a. Morgan Adams	BHS	Special Education Instructional Assistant	September 10, 2021

**2. Resignations – Certified:**

<b>Name</b>	<b>Building</b>	<b>Position</b>	<b>Effective Date</b>
a. Gaylor Walston	WMS	Social Studies Teacher	September 15, 2021
b. Alexis Methner	Reagan	3 <sup>rd</sup> Grade Teacher	October 8, 2021

**3. Resignations – Support Staff:**

<b>Name</b>	<b>Building</b>	<b>Position</b>	<b>Effective Date</b>
a. Nicholas Sufana	EMS	Athletics Administrative Assistant / ISS Supervisor	September 10, 2021
b. Amie Herron	Cardinal / Delaware Trail	Nutrition Services	September 17, 2021
c. Doretta New	BHS	Nutrition Services	September 14, 2021
d. Julia Walters	BCSC	Nutrition Services	September 10, 2021
e. Amy Baker	Cardinal / Delaware Trail	Nutrition Services	August 26, 2021
f. Adam Hunter	Transportation	Router / Dispatcher	October 4, 2021
g. Xavier Wilder	ALPHA	Special Education Instructional Assistant	October 1, 2021

h. Dan Perdew	Facility Services	Custodian	October 8, 2021
i. Caroline Emmons	Facility Services	Custodian	September 23, 2021
j. Janet Kennedy	White Lick	School Nurse	September 14, 2021

**4. New Employment – Certified:**

Name	Building	Position	Effective Date	Degree	Reason for Employment
a. Alyssa Miller	WMS	Social Studies Teacher; Long Term Substitute	September 27, 2021 thru the end of the 2021-22 school year	Bachelors	Replacing Greylor Walston
b. Elizabeth Evans	Reagan	3 <sup>rd</sup> Grade Teacher; Long Term Substitute	October 25, 2021 thru the end of the 2021-22 school year	Bachelors	Replacing Alexis Methner
c. Megan Hlade	Delaware Trail	Kindergarten Teacher; Temporary contract	January 3, 2022 thru the end of the 2021-22 school year	Bachelors	While Brooke Helmkamp is on medical / maternity leave

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

Name	Building	Position	Effective Date	Hours per Day	Reason for Employment
a. Tasnova Patwar	BCSC Campus	Nutrition Services Floater	September 27, 2021	6	Open floater position
b. Marcella Jacobs	BHS	Nutrition Services	October 4, 2021	5.5	Replacing Doretta New
c. Hannah Olson	BCSC Campus	Nutrition Services Floater	September 27, 2021	5	Open floater position
d. Fabiana Alvarenga	BHS	Special Education Instructional Assistant	September 30, 2021	7	Replacing Morgan Adams
e. Jennifer Branch	BHS	Administrative Assistant – Team 2024	September 17, 2021	7.5	Replacing Katherine Murray due to a job transfer
f. Savanna DeMore	Brown	Special Education Instructional Assistant	September 20, 2021	7	New position due to student needs
g. Yrgalem Gebregzlabher	Facility Services	Custodian	September 13, 2021	8	Replacing Namoneka Kamanzi
h. Stacy Hinton	White Lick	Special Education Instructional Assistant	September 21, 2021	7	New position due to student needs
i. Cara Lowrey	Transportation	Bus Aide	September 13, 2021	Not to exceed 29 hours per week	Replacing Debra Young
j. Danielle Smith	White Lick	School Nurse	September 20, 2021	Salaried	Replacing Janet Kennedy
k. Jenna VanDyke	Delaware Trail	Special Education 1:1	September 20, 2021	7	New position due to student needs
l. Thomas Duepner	EMS	Athletics Administrative Assistant / ISS Supervisor	September 27, 2021	7.5	Replacing Nicholas Sufana
m. Victoria Tudor	CO	Assistant Coordinator of Nutrition Services; 12-month position	October 4, 2021	Salaried	Replacing Lizzie Woerner

**6. New Employment – Extra-Curricular:**

Name	Building	Position	Effective Date
a. Stefanie Lange	EMS	Co-Robotics Sponsor	For the 2021-22 school year; splitting position with Dan Thurber
b. Dan Thurber	EMS	Co-Robotics Sponsor	For the 2021-22 school year; splitting position with Stefanie Lange

**7. Leaves of Absence – Certified:**

Name	Building	Position	Type of Leave	Dates of Leave
a. Brooke Helmkamp	Delaware Trail	Kindergarten Teacher	Medical / Maternity	January 3, 2022 thru the end of the 2021-22 school year
b. Maureen Rhoades	Brown	2/3 High Ability Teacher	Medical / Maternity	Upon the birth of the baby (approximately January 24, 2022) thru approximately April 18, 2022

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

Name	Previous Position	New Position	Effective Date	Reason for Change
a. Torrie Russell	Reagan Nutrition Services; 7.5 hours / day	Reagan Nutrition Services; 8 hours / day	July 28, 2021	Increase in hours
b. Kayla Carter	BCSC Nutrition Services Floater; 6 hours / day	Cardinal / Delaware Trail Nutrition Services; 5 hours / day	September 27 2021	Open position
c. Jeff Brown	Bus Driver; Band A	Bus Driver; Band A1	July 29, 2021	Route change
d. Patti McCloud	Bus Driver; Band A1	Bus Driver; Band A2	July 29, 2021	Route change
e. Eric Engle	Bus Driver; Band A	Bus Driver; Band A1	July 29, 2021	Route change
f. AunJuanita Harris	Bus Driver; Band A	Bus Driver; Band A1	July 29, 2021	Route change
g. Deborah Huntington	Bus Driver; Band A	Bus Driver; Band A1	July 29, 2021	Route change
h. Judy Johnson	Bus Driver; Band B	Bus Driver; Band A1	July 29, 2021	Route change
i. Amberly Massingale	Bus Driver; Band B	Bus Driver; Band A	July 29, 2021	Route change
j. Denise Newkirk	Bus Driver; Band A	Bus Driver; Band A1	July 29, 2021	Route change
k. Amanda Newman	Bus Driver; Band A	Bus Driver; Band A1	July 29, 2021	Route change
l. Roberta Newkirk	Bus Driver; Band A	Bus Driver; Band A1	July 29, 2021	Route change
m. Erica Ogden	Bus Driver; Band D	Bus Driver; Band C	July 29, 2021	Route change
n. Stephen Ogden	Bus Driver; Band F	Bus Driver; Band E	July 29, 2021	Route change
o. Jim Ogle	Bus Driver; Band A	Bus Driver; Band A1	July 29, 2021	Route change
p. Steve Oman	Bus Driver; Band A	Bus Driver; Band A1	July 29, 2021	Route change
q. Janine Schmidt	Bus Driver; Band B	Bus Driver; Band A	July 29, 2021	Route change
r. Doug Sharp	Bus Driver; Band B	Bus Driver; Band A	July 29, 2021	Route change
s. John Trisler	Bus Driver; Band A	Bus Driver; Band A1	July 29, 2021	Route change
t. Lisa Ward	Bus Driver; Band A	Bus Driver; Band A1	July 29, 2021	Route change
u. Nikki Weaver	Bus Driver; Band B	Bus Driver; Band A	July 29, 2021	Route change

**9. Clarification – Support Staff:**

Name	Building	Position	Dates of Leave
a. Tawanda Sherrer	Facility Services	Facility Services Team Lead	Ms. Sherrer was previously approved to transfer to her new position effective September 13, 2021; Ms. Sherrer actually started in her new position September 20, 2021
b. Sadie McGowan	Facility Services	Custodian	Miss McGowan was previously approved with a start date of September 9, 2021; Miss McGowan actually started work on September 20, 2021

**10. Teacher Appreciation Grant Policy:**

It is recommended the Board approve the annual Teacher Appreciation Grant Policy as presented in the Board packet. This policy was established when the State created the Teacher Appreciation Grant in 2017. Per State guidelines, this policy now has to be approved annually. The policy has not changed since the creation. Policy Follows:

**POLICY 3220.01– NEW – TEACHER APPRECIATION GRANT**

*Created June 29, 2017*

*Revised September 21, 2021*

The Brownsburg Community School Corporation shall annually adopt a policy concerning the distribution of teacher appreciation grants.

The Brownsburg Community School Corporation will distribute its Teacher Appreciation Grant monies received from the Indiana Department of Education to the teachers who meet the following criteria:

- 1.) Employed as a classroom teacher or other certified, non-administrative position;
- 2.) Received a Highly Effective or an Effective rating on his/her most recently completed performance evaluation; and
- 3.) Employed on December 1<sup>st</sup> of the year the Corporation receives the Teacher Appreciation Grant monies.

The School Corporation will distribute its Teacher Appreciation Grant monies as follows:

- 1.) To All Effective Teachers: A stipend as determined by the superintendent.
- 2.) To All Highly Effective Teachers: A stipend that is 25% greater than the stipend given to Effective teachers.
- 3.) To All Other Staff Members: A stipend as determined by the superintendent.

The School Corporation will distribute the stipends as a part of a scheduled payroll within 20 business days of the distribution date by the Indiana Department of Education of the Teacher Appreciation Grant monies to the School Corporation.

The Teacher Appreciation Grant stipend will not be added to the base salary of the teacher.

I.C. 20-43-10-3.5

**FOR YOUR INFORMATION:****11. Transfer – Support Staff:**

Name	Previous Position	New Position	Effective Date	Reason for Change
a. Catherine Mosson	BCSC Nutrition Services Floater	Brown Nutrition Services	September 13, 2021	Open position
b. Jill Bowles	Brown Nutrition Services	BCSC Nutrition Services Floater	September 20, 2021	Open position
c. Ankica Stevanovic	BCSC Nutrition Services Floater	White Lick Nutrition Services	September 27, 2021	Open position
d. Dea Rinker	BCSC Nutrition Services Floater	BHS Nutrition Services	October 4, 2021	Open position
e. Ashley Lane	BCSC Nutrition Services Floater	WMS Nutrition Services	October 4, 2021	Open position

**12. Approval of Construction Change Orders:**

The Administration has approved the following construction change orders; the project remains within its established budget.

BCSC West Middle School Renovation and Addition							
Contractor	CO #	Contract Amount	CO Dollar Amount	New Contract Value	BCSC Approval	Board Meeting	Description
BP 05 - Ellis Mechanical	5	\$ 1,396,858.51	\$ 3,554.28	\$ 1,340,412.79	9/13/2021	10/4/2021	CR 5009 - Repair Existing Chilled Water Pump
BP 09 - JBM (Demo)	2	\$ 659,000.00	\$ (1,000.00)	\$ 658,000.00	9/7/2021	10/4/2021	CR 5011 - Sump Pump Circuit in Unit B (Backcharge)
BP 10 - Structural Steel Services	1	\$ 1,258,700.00	\$ 26,206.17	\$ 1,284,906.17	8/31/2021	10/4/2021	CR 007 - ASI 007 - Curtain Wall Steel
BP 10 - Structural Steel Services	2	\$ 1,284,906.17	\$ -	\$ 1,284,906.17	9/24/2021	10/4/2021	CR 5014 - RFI 012 - North & South Node Steel
BP 11 - Iwanski Masonry	2	\$ 2,400,201.65	\$ 6,648.14	\$ 2,406,849.79	9/16/2021	10/4/2021	CR 5012 - RFI 019 & RFI 046 - Cardio Room New Vestibule
BP 12 - JBM (General Trades)	2	\$ 5,107,805.00	\$ 5,834.00	\$ 5,113,639.00			CR 008 - ASI 008 - HW Changes & CR 5012 - RFI 019 & RFI 046 - Cardio Room New Vestibule
BP 12 - JBM (General Trades)	3	\$ 5,113,639.00	\$ 11,166.00	\$ 5,124,805.00			CR 011 - ASI 011 - Cardio Room SOG Revisions
BP 14 - Santarossa	1	\$ 964,000.00	\$ 52,189.67	\$ 1,016,189.67	9/16/2021	9/27/2021	CR 008 - ASI 008 - Terrazzo Patching
BP 17 - Electric Plus	1	\$ 2,812,800.00	\$ 340.31	\$ 2,813,140.31	9/7/2021	9/27/2021	CR 5010 - Floor Boxes in Cardio 422A & CR 5011 - Sump Pump Circuit in Unit B
BP 17 - Electric Plus	2	\$ 2,813,140.31	\$ 12,020.00	\$ 2,825,160.31	9/16/2021	9/27/2021	CR 008 - ASI 008 - Floor Boxes in Unit F

*Dr. Snapp recommended that the Board of School Trustees approve Items A and B of the Consent Agenda; Mr. Wells moved to approve the recommendation; Dr. Freije seconded the motion. The Board approved the motion by a vote of three (3) ayes; zero (0) nays; one (1) abstention. Dr. Snapp then recommended that the Board of School Trustees approve the remainder of the Consent Agenda as presented. Mr. Wells moved to approve the recommendation; Dr. Freije seconded the motion. The Board approved the motion by a vote of four (4) ayes, zero (0) nays.*

**V. COMMUNICATIONS****A. Commendation – National Merit Scholars**

Dr. Snapp presented the following Brownsburg High School Seniors with a commendation from the Board of School Trustees for being named a National Merit Scholar based on the scores they received on their PSATs: Adam Jessee, Brayden Walters, Cy Logan and Anagha Aitonde. Each student shared the names of the guests attending with them as well as their plans following graduation.

**B. Brownsburg Education Foundation Report**

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

- Log Cabin Homestead Community Event – Saturday, October 9, 2021; 10:00 am – 12 noon at the cabin property, 310 Stadium Drive. BCSC families and community members are invited to attend this free event and see what all third graders experience during the month of September. Enjoy pioneer games, toy making and activities. Special bonus this year – all participants that day will be entered into a drawing for a chance to win Marble Genius Activity Sets.
- Surplus Sale Laptops – BEF still has laptops for sale from the Surplus Sale. Laptops are \$40 each and can be purchased by calling the BEF office.
- SAVE THE DATE – BEF Rally for Our Kids Gala – Friday, March 11, 2022. Early bird whole table reservations will be available December 1-15.

**C. Operations Update**

Mr. Voigt shared the updated official 2021-22 enrollment data in relationship to the last demographic study. This information is monitored throughout each school year. Mr. Voigt noted a revision to the demographic study is anticipated to be initiated later this school year, as soon as the most recent census data becomes available.

Mr. Voigt also shared information on BCSC Transportation Services, following up on questions from the Board at the September 13 board meeting. This information included the total number of buses and scheduled routes, the number of students scheduled to be transported each day, and the total number of miles driven annually by BCSC school buses.

Dr. Snapp shared that he has received a number of questions regarding the number of students lost due to the implementation of the mask mandate and other issues. He noted that 37 students had withdrawn.

## VI. COMMENTS FROM PATRONS

Mr. Hylton began the public comment portion of the meeting by reciting a statement regarding the Board policy with respect to Public Comments.

*Rob Kendall – Brownsburg, IN* Mr. Kendall voiced concern regarding the mailer he had received in support of Brownsburg Schools.

*David Weyant – Brownsburg, IN* Mr. Weyant asked how buses are paid for and how estimates are made for the cost of buses.

*Kristen Ferklic – Brownsburg, IN* Mrs. Ferklic voiced several concerns including the flyer she received, the salaries and benefits for employees and she believes the number of students withdrawn is much higher than 37.

*Nick Jaworski – Indianapolis, IN (Brownsburg School District)* Mr. Jaworski asked that masks be a parental choice.

*Jasmine Jaworski – Indianapolis, IN (Brownsburg School District)* Miss Jaworski, a Brownsburg student, stated she no longer wants to wear a mask.

*Beth Riga – Indianapolis, IN (Brownsburg School District)* Mrs. Riga commended the Board and BCSC for the excellent job they have been doing to keep the schools great.

*Wyatt Kintner – Brownsburg, IN* Mr. Kintner would like to work with a consortium of parents, school officials and the health department to determine whether the mask mandate should be continued.

## VII. OLD BUSINESS

### A. Recommendation to Adopt the 2022 Budget, 2022-26 Bus Replacement Plan and the 2022-24 Capital Assets Plan

Mr. Hacker recommended the Board of School Trustees approve the 2022 Budget, the 2022-26 Bus Replacement Plan and the 2022-24 Capital Assets Plan. He explained that this is the final step in the budget process for the 2022 budget which includes approval of the Budget FORM 4 which is the formal Resolution of Appropriations, the Resolution to Approve Bus Replacement Plan which is the formal approval of the advertised plan for the replacement of buses and the Resolution to Approve Capital Assets Plan which is the formal approval of the advertised Capital Assets Plan.

## ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)  
Approved by the State Board of Accounts, 2015  
Prescribed by the Department of Local Government Finance

Ordinance / Resolution Number:

Budget Form No. 4  
Generated 9/27/2021 9:50:14 AM

Be it ordained/resolved by the **Brownsburg Community School Board of Trustees** that for the expenses of **BROWNSBURG COMMUNITY SCHOOL CORPORATION** for the year ending December 31, **2022** the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of **BROWNSBURG COMMUNITY SCHOOL**

**CORPORATION**, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance.

This ordinance/resolution shall be in full force and effect from and after its passage and approval by the **Brownsburg Community School Board of Trustees**.

<b>Funds</b>				
<b>Fund Code</b>	<b>Fund Name</b>	<b>Adopted Budget</b>	<b>Adopted Tax Levy</b>	<b>Adopted Tax Rate</b>
0180	DEBT SERVICE	\$27,318,941	\$28,904,653	1.0134
3101	EDUCATION	\$67,422,909	\$0	0.0000
3300	OPERATIONS	\$22,161,992	\$14,952,536	0.5242
		<b>\$116,903,842</b>	<b>\$43,857,189</b>	<b>1.5376</b>

**RESOLUTION TO ADOPT BUS REPLACEMENT PLAN  
Budget Year 2022**

This resolution is adopted by the Board of Trustees of the School Corporation below:

School Corporation Name:	Brownsburg Community School Corporation
County:	Hendricks County

WHEREAS, A School Bus Replacement Plan has been established; and  
 WHEREAS, the Board of Trustees is required under IC 20-40-18-9 to adopt a plan for the School Bus Replacement Plan; and

WHEREAS, the Board of Trustees held a public hearing on the plan date and place below:

Meeting Date:	13-Sep-21
Meeting Location:	F.L. O'Neal Administration Building

THEREFORE, BE IT RESOLVED, by the Board of Trustees that the plan entitled "Bus Replacement Plan" this resolution, and is adopted as the Board of Trustees' Plan with respect to the School Bus Replacement Plan.

BE IT FURTHER RESOLVED, that the Board of Trustees shall submit a certified copy of this resolution to the Department of Local Government Finance as required by IC 20-40-18-9.

**RESOLUTION TO ADOPT THE CAPITAL PROJECTS FUND PLAN  
Budget Year 2022**

This resolution is adopted by the Board of Trustees of the School Corporation below:

School Corporation Name:	Brownsburg Community School Corporation
County:	Hendricks

WHEREAS, A Capital Project Plan has been established; and  
WHEREAS, the Board of Trustees is required under IC 20-40-18-6 to adopt a plan for the Capital Project Plan; and  
WHEREAS, the Board of Trustees held a public hearing on the plan date and place below:

Meeting Date:	13-Sep-21
Meeting Location:	F.L. O'Neal Administration Building 310 Stadium Drive, Brownsburg, IN 46112

THEREFORE, BE IT RESOLVED, by the Board of Trustees that the plan entitled "2022 Capital Project Plan" this resolution, and is adopted as the Board of Trustees' Plan with respect to the Capital Project Plan.

BE IT FURTHER RESOLVED, that the Board of Trustees shall submit a certified copy of this resolution to the Department of Local Government Finance as required by IC 20-40-18-6.

*Mrs. Dearman moved to approve the recommendation; Dr. Freije seconded the motion. The Board approved the motion by a vote of four (4) ayes; zero (0) nays.*

**VIII. NEW BUSINESS**

**A. Recommendation to Authorize Transfer of Funds Resulting from the Waiver Implementation of Protected Taxes**

Mr. Hacker recommended the Board of School Trustees approve the resolution to Authorize the Transfer of Funds Resulting from the Waiver Implementation of Protected Taxes. He explained that this resolution addresses protected taxes which are designed to ensure sufficient tax collections in a taxing unit’s debt service funds in order to meet debt service obligations. In order to protect the debt service funds, the circuit breaker credits attributable to the tax rate for the debt service funds will be applied against a taxing unit’s unprotected or non-debt service funds. The School Corporation qualifies to utilize a funding mechanism where we can use some of the tax dollars collected that would normally be paid out of debt service and use it to support the Operations Fund.

**RESOLUTION TO AUTHORIZE TRANSFERS RESULTING FROM THE WAIVER IMPLEMENTATION OF PROTECTED TAXES**

**WHEREAS,** The Board of School Trustees of the Brownsburg Community School Corporation, Brownsburg, Hendricks County, Indiana, qualifies for a waiver from protected taxes under IC 6-1.1-20.6-9.9 for the 2021budget year, and

**WHEREAS,** said waiver was filed and implemented with the Department of Local Government and Finance, and

**WHEREAS,** said Board is of the position that 2021 Circuit Breaker Credits shall be Reallocated and Transferred, and

**THEREFORE, BE IT RESOLVED,** that said Board authorizes the Treasurer to reallocate and transfer the 2021 Circuit Breaker Credits in accordance with the prescribed Department of Local Government Finance Circuit Breaker Allocation Worksheet for Payable Year 2021.

*Dr. Freije 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.*



## **B. Recommendation to Approve the 2021-2023 Teacher Contract**

Dr. Snapp recommended the Board of School Trustees approve the 2021-2023 Teacher Contract. He reviewed the changes to the contract and explained that this contract is for two years on language and one year on salary and benefits.

*Mr. Wells moved to approve the recommendation; Dr. Freije seconded the motion. Mrs. Dearman noted that she is choosing to abstain from the votes on the Teacher Contract and the Administrative Salaries and benefits. She explained it is not a reflection on the teachers and administrators but about the contract process. Dr. Snapp explained the process as required by state statute. There being no further discussion, the Board approved the motion by a vote of three (3) ayes; zero (0) nays; one (1) abstention.*

## **C. Recommendation to Approve ECA Stipends for 2021-23**

Dr. Snapp recommended the Board of School Trustees approve the Extra Curricular Activity (ECA) stipends for 2021-23. He explained these are the stipends paid to coaches, band directors, club sponsors, etc. They are reviewed to the same comparison group as teacher and staff salaries. The rates will be in effect for two years.

*Mr. Wells moved to approve the recommendation; Dr. Freije seconded the motion. The Board approved the motion by a vote of four (4) ayes; zero (0) nays.*

## **D. Recommendation to Approve Support Staff Wages and Benefits**

Dr. Snapp recommended the Board of School Trustees approve the Support Staff Wages and Benefits. He explained that most support staff personnel will be receiving a 4% increase in wages with several employees in high need and specialized positions will receive a bit higher increase. The Board portion of benefits will be the same as the teacher contract.

*Dr. Freije 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.*

## **E. Recommendation to Approve Administrative Salaries, Benefits and Contracts**

Dr. Snapp recommended the Board of School Trustees approve the administrative salaries, benefits and contracts. He explained that administrators sign a teacher contract and other administrators not holding a teacher license sign an employment agreement.

*Mr. Wells moved to approve the recommendation; Dr. Freije seconded the motion. The Board approved the motion by a vote of three (3) ayes; zero (0) nays, one (1) abstention.*

## **F. Recommendation to Reaffirm Current COVID-19 Protocols**

Dr. Snapp recommended the Board of School Trustees reaffirm the current COVID-19 protocols in place, to be reviewed again at the November 8, 2021 School Board business meeting. Dr. Snapp shared the most recent COVID data which appears to be trending down. He explained since the governor issued an extension of the executive order limiting the number of students that need to be quarantined as a close contact for those school districts that require masks, the number of students required to be quarantined has continued to drop. This is all good news and allows more students to stay in school. There is some concern of an uptick as was seen last year following fall break and Halloween. We will review the data again in November. Our job is to educate students and with the masks in place, we will quarantine fewer students and be able to educate them in the classroom.

*Mr. Wells moved to approve the recommendation; Mrs. Dearman stated that she appreciates the administration navigating through COVID and all that has been done to keep as many kids as possible in class. She, however, supports masks being optional. She asked if there was a*

number at which we have determined we can move off of mandatory masking. Dr. Snapp explained there is not a magic number but we will continue to review data to support any decision. Vaccines are coming for students age 5-11 which will certainly help many families feel safer. Mr. Hylton added that everyone on the Board would love to get rid of masks, it's just a matter of when. Having a specific number or percentage is not the target. There being no further discussion, the Board approved the motion by a vote of three (3) ayes; one (1) nay.

**IX. SUPERINTENDENT COMMENTS**

Dr. Snapp thanked the patrons for attending the meeting and for those who offered comments. He shared that in his 37 years in public education, he has never seen a state legislature so dramatically change how funding is distributed to schools. Parents are now provided with a variety of options, and there are a variety of opinions with parents exercising their personal choices and doing what they feel is best for their children. Dr. Snapp noted it is disappointing, however, that some expect everyone to think the way they think, that there's only one way. We have a great school system. Instead of driving down the choices people make, we are proud of what we have done. We want to hear about and share the good things about our school. Ten years ago, when we made a commitment to not raise taxes, there was no agreement that said we had to give anyone credit every time our low tax rate is mentioned. We have no plan that raises taxes. It is exhausting when we continue to hear that some people don't like our schools. We have no reason not to share the good news we have.

**X. BOARD MEMBER COMMENTS**

Mrs. Dearman shared she appreciates the decisions that people are making. She is disappointed about the very negative things that were said that targeted different Board members. She stated she hopes we can just agree to disagree but to do it with unity in mind for our community and our students. We should be able to say what we believe without having our safety threatened.

Dr. Freije thanked those who spoke this evening. He shared he looks forward to ending the mask mandate as soon as possible. He wished everyone a safe and restful fall break.

Mr. Hylton thanked the speakers this evening, especially the young student, Jasmine. He shared that this is the most the state has distributed to schools which has allowed us to do great things for our teaching and support staff. It helps to keep us competitive and reward the employees for their hard work during a very difficult time. He wished everyone a great fall break.

**XI. ADJOURNMENT**

*Mr. Hylton called for a motion to adjourn the meeting. Dr. Freije moved to adjourn the meeting; Mr. Wells seconded the motion. The Board approved the motion by a vote of four (4) ayes; zero (0) nays. The meeting adjourned at 7:23 p.m.*

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

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