

FORT WAYNE COMMUNITY SCHOOLS  
1200 SOUTH CLINTON STREET  
FORT WAYNE, INDIANA 46802

6:03 p.m.

December 11, 2023

OFFICIAL PROCEEDINGS

The Board of School Trustees of the Fort Wayne Community Schools met in regular session in the Lester L. Grile Administrative Center on Monday, December 11, 2023, at 6:03 p.m. President Maria Norman, with there being no speakers on Public Comment Regarding Agenda Topics, called the meeting to order with the Pledge of Allegiance and the following members in attendance:

Roll Call

Members present: Maria Norman, Chairperson  
Rohli Booker  
Stephen Corona  
Anne Duff  
Julie Hollingsworth  
Jennifer Matthias  
Noah Smith

Members absent: None

Dr. Mark Daniel, superintendent, presented the following information and recommendations concerning awards and recognitions:

Healthy Kids  
Healthy  
Future  
Innovation  
Challenge

**RECOMMENDATION:** It was recommended that the Board recognize Kamiah Fomby as a finalist in the 2023 Healthy Kids Healthy Future Innovation Challenge. Parkview Health, in collaboration with MATTER, presented this competition.

**RELATED INFORMATION:** The Healthy Kids Healthy Future Innovation Challenge is a global innovation challenge inviting innovators and start-ups from around the globe to pitch solutions to improve children and teen health.

Kamiah Fomby was recognized as one of eight finalists in the challenge. She is the youngest competitor in the competition's history and was the only black female finalist. Kamiah's app prototype called, "One Day at a Time" focuses on empowering teens and young adults to overcome stigmas with a sense of belonging and community.

The following were recognized:

Kamiah Fomby

Riley Johnson, Director

Football  
Class 5A  
State  
Champions –  
Snider High  
School

**RECOMMENDATION:** It was recommended that the Board recognize the Snider High School football team for being the 2023 Class 5A State Football Champions.

It is was also recommended that the Board recognize Snider senior, Jake Tippmann, for receiving the Phil N. Eskew Mental Attitude award and for being named to the Indianapolis Colts Academic Team.

**RELATED INFORMATION:** Snider played Decatur Central for the State Championship at Lucas Oil Stadium in Indianapolis and won 33-6. This is Snider's third state championship, winning previously in 1992 and 2015.

Jake Tippmann was chosen for the Phil N Eskew Mental Attitude Award for demonstrating exceptional academic performance, citizenship, leadership and athletic performance while competing for the state championship. Jake was one of 22 seniors chosen for the prestigious Colts Academic Team where he will be recognized during half time at the Colts vs. Texans game.

The football team was represented by its seniors along with their senior captains. Some of the names of the students that were in attendance were:

- |                    |                                 |
|--------------------|---------------------------------|
| Uriah Buchanan     | Kurt Tippmann, Coach            |
| Ethan Dodson       | Steve Ziembo, Athletic Director |
| Ke’Ron Billingsley | Chad Hissong, Principal         |
| Will Kelso         |                                 |
| Jake Tippmann      |                                 |

**Consent Agenda** Dr. Daniel presented the following consent agenda items with recommendations for approval: Minutes from the regular Board meeting, November 27, 2023; Vouchers for the period ending December 11, 2023; Payroll for the period ending November 17, 2023; Personnel Report; and the Required Disclosures:

**Minutes** The Minutes from the regular Board meeting held November 27, 2023 were distributed to Board members for review with a recommendation for approval.

**Vouchers and Payroll** **RECOMMENDATION:** It is recommended that the Board approve the vouchers for the period ending December 11, 2023 and the payroll for the period ending November 17, 2023.

**RELATED INFORMATION:** All vouchers paid by the Fort Wayne Community Schools appear on a voucher listing totaling \$11,723,224.54.

Gross wages and fringe benefits paid by the Fort Wayne Community Schools appear on the Payroll Certification document totaling \$10,217,163.42 for the period ending November 17, 2023.

Detail of all paid vouchers and payroll remains on file in the Business Office until audited by the State Board of Accounts. Following the audit, these records are stored as required by record retention regulations.

**Personnel Report**

**FUNDS**

0101	Education	3769	Gifted & Talented	6840	Title II
0300	Operations	4120	Delinquent	6880	Title III
0800	Food Service	4170	Title I	6880	Refugee Children Impact Grant
0900	Textbook Rental	4900	E.A.C.H. Mental Health	7923	ESSER
1400	Career Center	5110	Steward B. Homeless Asst	7931	ESSER II
1705	Warehouse	5200	Special Education Fund	7940	Geer
2100	Donations Fund	5430	Pre-School Special Education	7941	ESSER I
2110	Access Channel	5550	Adult Basic Education	7950	ESSER III
2200	Alternative Ed Grant	6260	Perkins Grant	7970	Magnet
3710	Non-English Speaking	6460	Medicaid Reimbursement	7980	PEER
		6730	Gear Up		

**STATUS**

- |                    |                           |                      |
|--------------------|---------------------------|----------------------|
| C Position Changed | N New Position/Allocation | T Temporary Position |
| L Leave            | R Replacement             |                      |

The individual(s) listed below have signed a “Uniform Conflict of Interest Disclosure Statement” indicating they have a pecuniary interest in a contract or purchase resulting in an increase in the income or net worth of the employee or dependent of the employee employed by the school district. It is recommended that the Board of School Trustees accept this list as part of the official minutes for the December 11, meeting:

Luckey, Jonathan C.

TEACHER(S) RECOMMENDED FOR  
RETIREMENT/RESIGNATION/TERMINATION/DECEASED

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>STATUS</u>	<u>FUND</u>	<u>EFFECTIVE</u>
Demarco, Christi A.	Harrison Hill/Kindergarten	Resign	0101	11-01-23
Hopkins, William A.	Lakeside/Mathematics	Resign	0101	12-22-23
Kaylor, Pamela K.	Glenwood Park/Grade 1	Terminate	0101	11-01-23
Ruiz, Angela M.	Weisser Park/MIMD	Resign	0101	12-22-23

TEACHERS(S) RECOMMENDED FOR EMPLOYMENT

Employment is contingent upon satisfactory completion of all pre-employment requirements.

<u>NAME</u>	<u>COLLEGE</u>	<u>EXP</u>	<u>FROM</u>	<u>TO</u>	<u>STATUS</u>	<u>FUND</u>	<u>EFFECTIVE</u>
Alvarez, Jennifer M.	Indiana University Fort Wayne BS	14.0	Certified Sub	Study/Grade 1	R	0101	12-07-23
Birkmeier, Cassandra S.	Saint Mary's College BA	0.0	Certified Sub	Croninger/ Magnet Resource	R	0101	10-17-23
Busick, Mary B.	Indiana University BS	31.5	New	Northrop/Family & Consumer Science	R	0101	12-22-23
Green, Breana L.	Western Governors University MS	1.5	New	Bloomington/ Music	R	0101	12-11-23
Hughes, Misty D.	Alabama A&M University M.ED	<u>0.0</u> 8.0	Certified Sub	Shawnee/ Science & Social Studies	R	0101	11-06-23
Ramirez, Sarah M.	Indiana University Fort Wayne BS	4.0	Certified Sub	Shawnee/ Mathematics	R	0101	12-01-23
Smith, Melissa A.	Purdue University Fort Wayne BS	<u>0.0</u> 2.0	New	Fairfield/Grade 4	R	0101	12-18-23
Wyatt, Marie R.	Ball State University BS	1.0	Certified Sub	Abbett/ELL	R	0101	12-06-23



Grepke, Sidney L.	Franke Park/Special Ed Assistant	Terminate	0101	11-17-23
Gross, Elizabeth J.	Washington Center/Media Clerk	Terminate	0101	11-20-23
Haruna, Juliana E.	Fairfield/Title I Pre-School Assistant	Resign	4170	12-01-23
Hill, Talitha D.	Fairfield/School Assistant Special Ed	Resign	0101	11-27-23
Koenemann, Cassandra D.	Franke Park/School-Year Secretary	Resign	0101	12-11-23
Owen, Becky J.	Snider/Cafeteria Assistant	Retire	0800	12-15-23
Render-Dye, Chelsea F.	Harrison Hill/Licensed Therapist	Resign	4170	12-15-23
Root, Abby M.	Lakeside/School Asst. Special Ed	Resign	0101	12-22-23
Tippmann, Nathaniel R.	Career Education Center/ Special Program Assistant	Terminate	1400	11-28-23

CLASSIFIED PERSONNEL RECOMMENDED FOR EMPLOYMENT

Employment is contingent upon satisfactory completion of all pre-employment requirements.

<u>NAME</u>	<u>FROM</u>	<u>TO</u>	<u>STATUS</u>	<u>FUND</u>	<u>EFFECTIVE</u>
Demaree, Nicole L.	New	School Asst-Sub (0101) + Special Ed Asst Sub (0101) + Clerical-Sub (0101) + Food Service- Sub (0800)	R	0101/ 0800	11-14-23
Gordon, Brittneigh A.	New	Snider/School Asst. Special Ed	R	0101	11-20-23
Harmeyer, Jade M.	New	Helen Brown/52 Week Secretary/Treasurer	R	0101	11-21-23
Lipscomb, James L.	New	St. Joseph Central/ School Asst. Special Ed	R	0101	12-01-23
Mckinstry, Mackenzie R.	New	Northwood/52 Week Secretary/Treasurer	R	0101	11-21-23
Mitchell, Kellie A.	New	Harris/School Asst. Special Ed	R	0101	11-29-23
Morris, Camaree J.	New	South Side/School Asst. Special Ed	R	0101	11-21-23



A motion was made by Anne Duff, seconded by Jennifer Matthias, that the recommendation concerning the Digital Family and Parent Support Grant 2023 be approved. Roll Call: Ayes, unanimous; nays, none.

Summer of Learning Grant 2024

Dr. Daniel presented the following recommendation concerning the Summer of Learning Grant 2024:

**RECOMMENDATION:** It was recommended that the Board approve the acceptance of the Indiana Department of Education’s 2024 Summer of Learning Grant in the amount of \$18,000.

**RELATED INFORMATION:** Fort Wayne Community Schools was one of 11 districts across the state to host a Summer of Learning Conference. The funding from this grant will be utilized to support the ignitedED Conference on July 17, 2024. This conference is open to all FWCS teachers and staff as well as other educators across the state. The focus of the conference is increasing teacher understanding and application of Blended Learning Strategies in regards to technology instruction with emphasis on STEM/STEAM, Science of Reading, and UDL. Funds will be used to pay for speakers, teacher presenters and materials needed to host the day.

Shannon Quigley, Manager of Learning Technology was available to answer questions.

A motion was made by Jennifer Matthias, seconded by Noah Smith, that the recommendation concerning the Summer of Learning Grant 2024 be approved. Roll Call: Ayes, unanimous; nays, none.

Physical Plant Improvements Roof Project R-1 at Weisser Park Elementary

Dr. Daniel presented the following recommendation concerning the Physical Plant Improvements Roof Project R-1 at Weisser Park Elementary:

**RECOMMENDATION:** It was recommended that the Board approve the following construction contract for roofing at Weisser Park Elementary School:

<u>Fort Wayne Roofing and Sheet Metal</u>	
R-1 Base Bid .....	\$977,700
Alternate R-1 A (Areas 3 & 7) .....	<u>\$383,300</u>
Total Contract.....	\$1,361,000

**RELATED INFORMATION:** All replacements have been identified in our Roof Replacement Plan, which provides for the replacement of all roof segments over a 25-year period. Martin Riley Architects & Engineers designed the projects. This recommendation is within the program budget and is funded from a combination of the Operations Fund and the 2020 School Basic Renewal/Restoration and Safety Project funds (Bond). Projects funded from the Operations Fund are identified in the Capital Projects Plan.

Darren Hess, Director of Facilities was available to answer questions.

	Fort Wayne Roofing and Sheet Metal	McGruff Roofing, Inc.
Contractor		
Base Bid	\$977,700	\$2,386,376
Alternate R-1 A	<u>\$383,300</u>	<u>\$808,400</u>
Recommendation	\$1,361,000	\$3,194,776

A motion was made by Anne Duff, seconded by Jennifer Matthias, that the recommendation concerning the Physical Plant Improvements Roof Project R-1 at Weisser Park Elementary be approved. Roll Call: Ayes, unanimous; nays, none.

Appointment of Project Architect/Engineers for 2024 Capital Projects Plan (CPP) Projects and Architect/Engineers and Construction Manager as Constructor (CMc) for the Miami Middle School Renovation

Dr. Daniel presented the following recommendation concerning the Appointment of Project Architect/Engineers for 2024 Capital Projects Plan (CPP) Projects and Architect/Engineers and Construction Manager as Constructor (CMc) for the Miami Middle School Renovation:

**RECOMMENDATION:** It was recommended that the Board approve the appointment of a project architect/engineer for the following 2024 CPP projects at various locations and of a project architect/engineer and CMc for the Miami Middle School Renovation:

<u>Project</u>	<u>Architect/Engineer/CMc</u>	<u>Estimated Design Contract/ Preconstruction Fee</u>	<u>Estimated Construction Budget</u>
Building Envelope	Martin Riley/architects-engineers	\$179,499	\$2,766,200
Flooring	Elevatus Architecture	\$18,810	\$228,000
General Building Systems	Kelty Tappy Design, Inc.	\$65,264	\$815,800
Site and Traffic	Martin Riley/architects-engineers	\$64,875	\$865,000
Mechanical and Electrical	Primary Engineering	\$121,144	\$1,384,500
Kekionga Site Improvements	Jones Petrie Rafinski	\$34,750	\$782,000
Miami Renovation (A/E)	Moake Park Group	\$569,250	\$11,500,000
Miami Renovation (CMc)	CME Corporation	\$28,000	\$11,500,000

**RELATED INFORMATION:** Indiana law requires that projects over \$100,000 make use of a registered architect or a professional engineer for developing plans and specifications. Project architects/engineers need to be appointed now to allow sufficient time for planning and bidding of the projects. The projects will be funded with a combination of Operations Fund, which is identified in the Capital Projects Plan, and 2020 School Building Basic Renewal/Restoration and Safety Project (Bond).

The contract procurement method for the Miami Middle School Renovation is the Construction Manager as Constructor (CMc) for publicly funded projects as allowable per I.C. 5-32. The recommendation includes the design services contract based on a percentage of construction value, as well as a fixed fee for Contractor pre-construction services. An additional recommendation will be presented at a later date with the establishment of a final guaranteed maximum price for the project.

Darren Hess, Director of Facilities, was available to answer questions.

A motion was made by Anne Duff, seconded by Julie Hollingsworth, that the recommendation concerning the Appointment of Project Architect/Engineers for 2024 Capital Projects Plan (CPP) Projects and Architect/Engineers and Construction Manager as Constructor (CMc) for the Miami Middle School Renovation be approved. Roll Call: Ayes, unanimous; nays, none.

Short and Long-Term Disability & Life Renewal

Dr. Daniel presented the following recommendation concerning the Short and Long-Term Disability & Life Renewal:

**RECOMMENDATION:** It was recommended that the Board approve New York Life's proposed renewal offer, which would extend the rates currently in force on the Short-Term Disability and Long-Term Disability plans through January 31, 2026.

It was also recommended that the Board approve a two-year rate extension with Symetra Life Insurance Company for Life Insurance renewal.



**RELATED INFORMATION:** New York Life's current in-force rates became effective February 1, 2022.

- The Short-Term Disability rate remains \$0.178 per \$10 of weekly benefit for the plan.
- Long-Term Disability rates remains \$0.275 per \$100 of covered payroll covering eligible teachers, administrators, and supervisory employees.
- Long-Term Disability rates remains \$0.100 per \$100 of covered payroll covering eligible classified staff.

This agreement may be extended beyond January 31, 2026, subject to the agreement of the vendor, provided there are no additional price increase adjustments or changes to the terms of the contract.

Symetra Life Insurance Company guaranteed life insurance rates for three years in 2019. Based on experience ratings, Symetra is offering a two-year rate extension of \$.083 per \$1,000 of covered payroll through January 31, 2026.

Rose Costello, Executive Director of Human Resources was available to answer questions.

A motion was made by Noah Smith, seconded by Rohli Booker, that the recommendation concerning the Short and Long-Term Disability & Life Renewal be approved. Roll Call: Ayes, unanimous; nays, none.

Comments

Board Member Steve Corona enjoyed the premeeting concert from Memorial Park. Happy holidays to the rest of the Board and all FWCS staff.

Board Member Julie Hollingsworth thanked Colleen Phillips and Memorial Park for their concert and extended Colleen's thankfulness for instrumental for their assistance in getting instruments to these students. Member Hollingsworth appreciates member Matthias putting herself out there to run for City Council. She wishes more people would participate. Ms. Hollingsworth wished the best of luck to teachers and staff for the last nine days before break.

Board Member Jennifer Matthias spoke that the democratic process is an interesting process and never say never. She encouraged people to be more civically engaged and that voices matter. The district fights what is going on all the time and change starts with your vote to make a difference. Member Matthias wished everyone a happy holiday to celebrate and come back refreshed.

Board Member Anne Duff shared a story that several years ago she was doing something to advocate for public education and had someone say that music class had motivated them as a student to stay in school, gave them a purpose and that arts are different than math and science. Member Duff is thankful for Memorial Park and for all schools supporting the arts. Ms. Duff wished everyone a happy holiday and a wonderful time off.

Board Member Rohli Booker wished everyone a happy and safe holiday.

Board Member Noah Smith said he dittoed to what everyone had said earlier in comments.

Superintendent Dr. Mark Daniel said that FWCS is very fortunate to have the classes we have. Christmas has come early in a lot of ways this year between the passing of the referendum, state championships, the areas of Schools of Success and community partnerships. As a Board you know how important it is to be involved and having a Board working in the same direction. Superintendent Daniel hopes everyone enjoys their holiday. There will be some variance in high schools for Schools of Success and there will be a parent FAQ to help explain details. Dr. Daniel is encouraging teachers to promote their programs.

Board President Maria Norman stated that one of the main functions of the Board is to evaluate the Superintendent. The Board is giving a 3% raise to Dr. Daniel, which is in-line with what other staff

increase was this year, plus an additional \$5,000. Ms. Noman thanked Ms. Emma and her students for the holiday card given to all Board members. President Norman also thanked Memorial Park for adjusting their school performance schedule so that they could perform this evening prior to the Board meeting. The Communication & Marketing Department has been sharing information on social media of the upcoming high school open houses which are information sessions. Events are scheduled for:

Thursday, Jan 11 – South Side   6 pm – 7:30 pm	Monday, Jan 22 – FW Virtual Academy   4 pm – 5:30 pm
Tuesday, Jan 16 – North Side   5 pm – 7 pm	Wednesday, Jan 24 – Wayne   6 pm – 7:30 pm
Thursday, Jan 18 – Snider   6 pm – 7:30 pm	Thursday, Jan 25 – Northrop   6 pm – 7:30 pm

Lottery is now open and Tuesday Tours are available. If you have questions on programs or schools, you may set up an appointment to tour these facilities. President Norman wished happy holidays and encouraged everyone to hug your people and love your people. Enjoy your break and she appreciates you.

Next Meeting

The next meeting of the Board is scheduled for Monday, January 8, 2024, as an Organization meeting at 6:00 p.m. in the Lester L. Grile Administrative Center.

Signatures

Documents to be signed by members of the Board were the Minutes from the regular Board meeting, November 27, 2023; Vouchers for the period ending December 11, 2023; payroll for the period ending November 17, 2023.

Adjournment and Dismissal

There being no further business and no general public comment, upon a motion by Noah Smith, seconded by Steve Corona, the meeting was adjourned at 7:13 p.m.



President  
Maria Norman



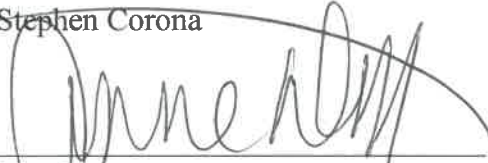
Vice President  
Rohli Booker



Secretary  
Noah Smith



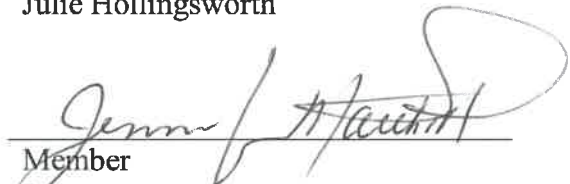
Member  
Stephen Corona



Member  
Anne Duff



Member  
Julie Hollingsworth



Member  
Jennifer Matthias