

**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 7, 2024, at 6:30 p.m. in the F.L. O'Neal Administration Building, 310 Stadium Drive, Brownsburg, Indiana.

I. CALL TO ORDER

Ms. Jessica Heffernan, President of the Board, called the meeting to order at 6:30 p.m. Other Board members in attendance were Dr. Matt Freije, Mr. Eric Hylton, Mr. Mike Wells, and Mrs. Katie Dixon. Administrators present were Dr. Kat Jessup, Mr. Shane Hacker, Mrs. Jodi Gordon, Ms. Vicki Nieman-Murphy, Mr. Corey Ebert, and Deputy Mike Gill.

II. PLEDGE OF ALLEGIANCE

Everyone stood for the Pledge of Allegiance.

III. MOMENT OF REFLECTION

Ms. Heffernan asked for a moment of silence for reflection.

IV. COMMUNICATIONS

A. Commendations – National Merit Semi-Finalists and National Merit Commended Scholars

Ms. Murphy recognized the following students as National Merit Scholar Semi-Finalists, one of 16,000 American High School Students to receive this honor:

- Aaron Ferkowicz who will be pursuing Computer Science after high school
- Ethan Hart who will be pursuing Transportation or Structural Engineering after high school

Ms. Murphy then recognized the following students as Commended Scholars for placing among the top 50,000 students in the nation on the 2023 PSAT:

- Dylan Price
- Trey Chin
- Gavin Coggan
- Aliou Jalloh
- Jagmanoor Singh
- Gwendolyn Cottrell
- Gentry Salmon
- Kendrick Grant
- Allison Williams
- Zowie Wilson

Each student received a commendation certificate from the Board for their accomplishments.

B. Brownsburg Education Foundation Report

Mrs. Dixon shared the following from the Brownsburg Education Foundation:

- **Designer Purse Bingo** took place this past Thursday, October 3rd. Thank you to everyone who helped or attended to help raise over \$25,000 that evening to benefit the students and teachers in our community.
- **Log Cabin Homestead Community Event** took place this past Saturday, October 5th. This free event hosted by BEF in collaboration with the Brownsburg Public Library. Many BCSC families and community members attended and got to see what all third graders experienced during the month of September. They enjoyed pioneer games, toy making, other activities, and live music.

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- **BEF Rally for Our Kids Gala** - SAVE THE DATE Friday, March 14, 2025. The 2025 theme is Tailgate and Tiaras so plan to wear your favorite jersey or your fanciest tiara. Early Bird whole table reservations will be available December 1st through the 15th. Anyone interested in helping to plan this year's Gala, please contact the BEF office. Volunteers are always welcome.

C. Operations Update

Mr. Hacker shared an update on operations activities.

- **BHS Aquatic Center** – almost ready for the first jump into the pool a week from today. Lifeguards will be doing training. Grand Opening October 28th to invite parents and first practice in there.
- **Tennis Courts** – Phase 1 will be done Monday, October 14th. This included the 15 courts which will be ready and available for the Girls' season. Phase 2 will start upon that completion which will be extending another 6 courts, an outbuilding for concessions and lockers, and parking (166 spots). Phase 2 will be done for next fall.

Dr. Freije asked if the new hill that is there currently will be staying after all the construction is done. Mr. Hacker stated that it would not be. They had to move dirt into the location for the construction, but that hill will be gone when they are done.

- **BHS Construction** – the construction at the High School fieldhouse is progressing right on track. The exterior brick is done, and windows are going in and are almost to 100% enclosed. Senior academy will be fully done by Fall Break 2025 but will have 15 classrooms available at the beginning of next school year. Practice field will be done around the start of School Year 2025.

Mr. Hylton asked if the elevator is still shut down. Mr. Hacker stated that the elevator to the upper gym will not be available for use until next year.

- **Enrollment Data** – October 1st was the official date for enrollment to determine funding from the State (Education Fund). BCSC is up 51 students from fall 23-24 (up 319 at this time last year from 22-23 school year). The growth is slower than we are used to seeing. Due to this, an updated demographic study has been ordered. Table shown below. The housing market and higher interest rates is potentially why Brownsburg and surrounding districts are seeing the numbers the way they are this year.

Mrs. Dixon said she knows that there is a count date later in the year, do we normally see a significant increase in between the two dates or do we think this is going to stay pretty steady. Mr. Hacker explained that last year BCSC did not grow between those two dates. The 51 students are from fall to fall. If we do grow, the State will provide more funding based on second numbers we provide. Avon and Plainfield are around the same as what Brownsburg is seeing. Mrs. Dixon said that it feels like Hendricks County is a little bit above the growth line, and Mr. Hacker agreed. Most important is what the trend will be in coming years.

	Actual as of 10/1/2024	Brudvig Forecast	Difference from forecast
K-5	4,404	4,795	-391
6-8	2,494	2,490	+4
9-12	3,353	3,300	+53
Total	10,251	10,585	-334

V. COMMENTS FROM PATRONS

There were no comments from Patrons.

VI. CONSENT ITEMS

A. Approval of Minutes –

- **September 9, 2024, Public Hearing on Teacher Contract**
- **September 9, 2024, Business Meeting**
- **September 25, 2024, Public Hearing on Teacher Contract**

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B. Approval of Claims

- **P/R# 9/13/2024 - \$1,960,136.83.**
- **P/R# 9/27/2024 - \$1,988,177.18.**
- **Claims 9/5-10/2/2024 - \$5,969,671.44**

C. Superintendent's Report

The Superintendent's Report is presented as follows:

1. Retirement – Support Staff:

Name	Building	Position	Effective Date
a. David Clingerman	Transportation	Mechanic	January 10, 2025

2. Terminations – Support Staff:

Name	Building	Position	Effective Date
a. Shewit Tsegay	BHS	Nutrition Services	September 27, 2024
b. Kim Doty	Eagle	Nutrition Services	September 27, 2024
c. Merhawit Kidane	Facility Services	Custodian	September 11, 2024
d. Bonafride Nyiramafoto	Facility Services	Custodian	September 11, 2024
e. Katie Wade	BHS	Special Education Instructional Assistant	September 10, 2024
f. Emily McGill	BCSC	BOOST Site Manager	September 5, 2024

3. Resignations – Certified Staff:

Name	Building	Position	Effective Date
a. Corinne Cousineau	Lincoln	Speech Language Pathologist	October 11, 2024
b. Hannah Best	Cardinal	Speech Language Pathologist	October 11, 2024

4. Resignations – Support Staff:

Name	Building	Position	Effective Date
a. Deborah Veyette	BHS	Administrative Assistant – Team 2026	October 11, 2024
b. DJ Middlebrook	Transportation	Bus Aide	September 18, 2024
c. Andrea Enz	BHS	ELL Instructional Assistant	September 19, 2024
d. John Ratliff	Transportation	Bus Driver	September 6, 2024
e. Katherine Murray Krebs	Central Office	Registrar	October 4, 2024
f. Karen Pond	BHS	Administrative Assistant	December 31, 2024
g. Cathy George	Transportation	Bus Driver	October 11, 2024
h. Jennifer England	Transportation	Bus Driver	September 18, 2024

5. New Employment – Certified Staff:

Name	Building	Position	Effective Date	Degree	Reason for Employment
a. Melissa Knepper	BHS	Special Education Teacher; Temporary contract	October 7, 2024, thru December 20, 2024	Bachelors	While Camille McCrae is on medical / maternity leave
b. Maryanne Loehr	Brown	3 rd Grade Teacher; Temporary contract	Approximately September 23, 2024 thru October 11, 2024	Bachelors	While Nancy Straziscar is on medical leave
c. Elizabeth Hahn	EMS	6 th Grade Teacher; Temporary contract	October 28, 2024, thru approximately January 17, 2025	--	While Kim Williams is on medical leave

6. New Employment – Support Staff

Name	Building	Position	Effective Date	Hours per Day	Reason for Employment
a. Micah Wright	Reagan	Learning Lab Instructional Assistant	October 2, 2024	7.5	Replacing Erin Kroening
b. Autumn Murray	Reagan	Special Education 1:1 – Applied Skills	October 2, 2024	7	New position due to student needs
c. Kayla Storey	ALPHA	Special Education 1:1	October 28, 2024	7	Replacing Joselyn Ramirez
d. Jon Compton	Reagan	Learning Lab Instructional Assistant; part time	September 24, 2024	7.5; 3 days per week	Replacing Shateisha Bruce
e. Cyaira Grandon	Cardinal	Special Education Instructional Assistant – Bridge	September 18, 2024	7	New position due to student needs
f. Arnaldo Arias Espino	Facility Services	Custodian	September 30 2024	8	Replacing Merhawit Kidane
g. Maria Hamman	BHS	Nutrition Services	September 30, 2024	6	Open position
h. Hannah Hale	Transportation	Bus Aide	September 30, 2024	4.5	Replacing Kris Stanich
i. Mohsin Abbasi	Transportation	Bus Driver	September 3, 2024	Band A1	Replacing Angela Yeakey-Williams
j. Kimberlie Costello	Transportation	Bus Aide	September 26, 2024	2	Replacing Marvin Germany

7. New Employment – Extra-Curricular:

Name	Building	Position	Effective Date
a. Allison Danbaum	BHS	Assistant Musical (Lay) Director	For the 2024-25 school year
b. Olivia Ogle	BHS	Assistant Musical (Lay) Director	For the 2024-25 school year
c. Kim Chastain	BHS	Musical Choreographer (Lay)	For the 2024-25 school year
d. Rachel Ollestad	Reagan	Music Club Sponsor	For the 2024-25 school year
e. Madi Herring	Reagan	Leadership Team (partial)	For the 2024-25 school year; splitting with Mandy Butner
f. Sven Strom	EMS	7 th Grade Baseball Coach	For the 2024-25 season
g. Katie Marshall	EMS	Assistant Track Coach	For the 2024-25 season
h. Tisha Hill	EMS	8 th Grade Girls Basketball (Lay) Coach	For the 2024-25 season
i. Matt Brewer	EMS	Assistant Wrestling (Lay) Coach	For the 2024-25 season
j. Gregg Weaver	BHS	Varsity Boys Volleyball (Lay) Coach	For the 2024-25 season
k. Leanne Weaver	BHS	Assistant Varsity Boys Volleyball (Lay) Coach	For the 2024-25 season
l. Michael Young	BHS	Assistant Varsity Swimming (Lay) Coach	For the 2024-25 season
m. Frank Rapin	BHS	Assistant Varsity Swimming (Lay) Coach	For the 2024-25 season

8. Leaves of Absence – Certified Staff:

Name	Building	Position	Type of Leave	Dates of Leave
a. Megan Thomas	Lincoln	Principal	Medical / Maternity	Approximately November 25, 2024, thru February 14, 2025
b. Melissa Nowotarski	BHS	Social Studies Teacher	Family medical	Approximately October 28, 2024, thru December 12, 2024

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c. Jordan Slone	BHS	Spanish Teacher	Administrative	September 13, 2024
d. Madison Malec	WMS	Language Arts Teacher	Medical / Maternity	Approximately January 26, 2025, thru May 15, 2025
e. Lindsey Cox	Crossroads	2 nd Grade Teacher	Medical / Maternity	Approximately February 27, 2025, thru
f. Shelley Rankin	WMS	Language Arts Teacher	Medical	November 18, 2024, thru approximately January 10, 2025
g. Camille McCrae	BHS	Special Education Teacher	Medical / Maternity	October 7, 2024, thru December 20, 2024
h. Aimee Wildrick	BCSC	School Psychologist	Medical / Maternity	Approximately March 5, 2025, thru the end of the school year

9. Leave of Absence – Support Staff:

Name	Building	Position	Type of Leave	Dates of Leave
a. Karen Green	Cardinal	Administrative Assistant	Medical	October 3, 2024, thru approximately October 29, 2024

10. Change of Status – Certified Staff:

Name	Previous Position	New Position	Effective Date	Reason for Change
a. Christopher Matt Frazier	Harris Criminal Justice Instructor	Harris Criminal Justice Instructor	July 29, 2024	Adjustment for position

11. Change of Status – Support Staff:

Name	Previous Position	New Position	Effective Date	Reason for Change
b. Brandon Javella	Café	EMS Café Assistant Manager	October 7, 2024	Replacing Cece Polin
c. Milena Altuve Paz	Cafe	EMS Café Assistant Manager	October 7, 2024	Replacing Mistian Whitfield
d. Karie Teaney	BHS Drug Testing Coordinator	Corporation Registrar	To be determined	Replacing Kat Murray
e. Mike Gill	Police Officer	Police Officer; 2 nd in Command	September 1, 2024	Replacing Corey Hill

12. Clarification – Support Staff:

Name	Position	Reason for Change
a. Melissa Kutemeier	Brown Special Education Instructional Assistant – Applied Skills	Mrs. Kutemeier was previously approved at a different rate

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13. Transfer – Support Staff:

Name	Previous Position	New Position	Effective Date	Reason for Change
a. Casey Jones	WMS Special Education Instructional Assistant	BHS Special Education Instructional Assistant	October 1, 2024	Replacing Katie Wade
b. Jill Miller	Carinal/Delaware Trail Café Manager	WMS Café Manager	October 7, 2024	Replacing Sara Whittemore due to a job transfer

14. Field Trip Requests:

- **Brownsburg High School Show Choir Stage Crew – Overnight, Out of State**
The Brownsburg High School Show Choir Stage Crew will be traveling the night before a competition to Glenwood High School, Chatham, IL to unload equipment the evening before the Show Choir's competition on February 28, 2025 to March 1, 2025. Approximately 30 students and 3 chaperones will be traveling together. The trip is being organized by Drew Baum and Chad Strasser, Performing Arts and Choir Teacher for BHS.
- **Brownsburg East and West Middle School Band and Orchestra – Overnight, Out of State**
The Brownsburg East and West Middle School Band and Orchestra will be traveling overnight and out of state to St. Louis, Missouri for their annual concert performance tour May 9, 2025 to May 10, 2025. Approximately 130 students and 26 chaperones will be traveling together. The trip is being organized by Courtney Cummings, Performing Arts and Band Teacher for Brownsburg West Middle School.
- **Brownsburg East and West Middle School Choir – Out of State**
The Brownsburg East and West Middle School Choir will be traveling to Chicago, Illinois as a reward for students who have attended all performances throughout the year on Saturday, May 10, 2025. Approximately 120 students and 30 chaperones will be traveling together. The trip is being organized by Keaton Diener, Performing Arts and Choir Teacher for Brownsburg East and West Middle Schools.

Dr. Jessup recommended the Consent Agenda be approved as submitted. Ms. Heffernan moved to approve the recommendation; Mr. Wells seconded the motion. The Board approved the motion for a vote of five (5) ayes; zero (0) nays.

II. OLD BUSINESS**A. Recommendation to Adopt the 2025 Budget, 2025-2029 Bus Replacement Plan and 2025-2027 Capital Assets Plan****Superintendent's Recommendation:**

It is recommended that the Board approve the enclosed resolutions for the 2025 Budget.

The public hearing was held on September 9, 2024, as advertised. To complete the Board's role in establishing the 2025 Budget, the following resolutions are recommended:

1. Resolution for Appropriations and Tax Rates
2. Resolution to Approve Bus Replacement Plan
3. Resolution to Approve Capital Assets Plan

Background Information:

A copy of each of the resolutions needing approval during the October 7th meeting has been copied for this packet and explanations are provided below.

1. **Resolution of Appropriations** – This is a required State Form referred to as Budget Form 4 and is a formal approval of the advertised appropriations.
2. **Resolution to Approve Bus Replacement Plan** – This is the formal approval of the advertised plan for replacement of buses.

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3. **Resolution to Approve Capital Assets Plan** - This is the formal approval of the advertised Capital Assets Plan.

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

B. Recommendation to Authorize the 2025 Budget Adjustment

Superintendent's Recommendation:

It is recommended that the Board approve the resolution authorizing the ability for Mr. Hacker to make necessary adjustments to the 2025 budgets during the review process to ensure the tax rate to fund the 2025 budget is lower than the 2024 tax rate.

Background Information

The Department of Local Government and Finance now requires that the governing body of the school corporation pass a resolution to authorize the Corporation Treasurer to make the appropriate adjustments during the budget review process to meet specific tax rate, levy, or fund goals. As we have stated, the 2025 school tax rate will be the 13th consecutive rate drop for BCSC and this resolution provides the ability to make this happen.

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

C. Recommendation to Approve the Teacher Handbook Amendment

Dr. Jessup recommended that the Board of School Trustees approve the Teacher Handbook Amendment. This Amendment was made to have the Teacher Handbook be in line with Teacher Contracts.

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

III. NEW BUSINESS

A. Recommendation to Approve 2024-2026 Teacher Contract

Dr. Jessup recommended that the Board of School Trustees approve the ratified 2024-2026 Teacher Contract. She shared that this year the BCTA and the administration only negotiated salary and benefits. There were no language changes to the contract.

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

B. Recommendation to Approve Support Staff Wages and Benefits

Dr. Jessup recommended that the Board of School Trustees approve the proposed Support Staff Wages and Benefits for all of our support staff who are hourly as well as salaried support staff positions.

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

C. Recommendation to Approve Administrative Salaries and Benefits

Dr. Jessup recommended that the Board of School Trustees approved the proposed changes to the administrative salaries and benefits. She did state that with these increases these would be retroactive.

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

IX. SUPERINTENDENT COMMENTS

Dr. Jessup thanked the Board of School Trustees on behalf of all the staff for the approval of all the changes and compensation. Dr. Jessup also congratulated BHS Theater students on their performance of *Chitty Chitty Bang Bang*, where they made a car fly, and it was fantastic. Dr. Jessup also welcomed parents in this week for Parent Teacher Conferences, which is an important opportunity for parents to come in and meet to talk about their children.

She also said she hopes everyone has a safe and restful fall break.

X. BOARD MEMBER COMMENTS

- Mrs. Dixon also spoke on how amazed she was with the performance of *Chitty Chitty Bang Bang* and at all the talent that BHS has. Mrs. Dixon congratulated all the National Merit Scholar students. She also thanked BCTA for another productive bargaining. She said she hopes everyone has a great fall break.
- Mr. Wells congratulated the National Merit Scholar Students and stated he hopes everyone has a great fall break.
- Dr. Freije invited everyone to have a safe and restful fall break.
- Mr. Hylton congratulated the National Merit Scholar students who were recognized. He stated he hopes everyone has a great fall break.
- Ms. Heffernan also congratulated the National Merit Scholar Students who were recognized. She stated she also had heard wonderful things about *Chitty Chitty Bang Bang* performance. She also hopes everyone has a great fall break.

XI. ADJOURNMENT

Ms. Heffernan called for a motion to adjourn. Dr. Freije moved to adjourn; Mr. Wells seconded the motion. The Board approved the motion by a vote of five (5) ayes; zero (0) nays. The meeting adjourned at 7:02pm.

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