

Pelmeary, Susan D.	Certified Sub	Arlington/Grade 5	R	08-11-25
Richey, Kiersten A.	Certified Sub	South Wayne/Grade 2	R	08-27-25
Smith, McKenzie G.	Certified Sub	Abbett/Grade 1	R	08-06-25
Todd, Eric C.	Certified Sub	Wayne/Engineering	R	09-18-25
Torres, Rachel F.	Certified Sub	South Side/Spanish	R	08-04-25
White, Darrion S.	Certified Sub	Wayne/Physical Education	R	09-08-25
Williams, Lindsay L.	Certified Sub	Wayne/Business-Economics	R	08-06-25

TEACHER(S) RECOMMENDED FOR BOARD ACTION

<u>NAME</u>	<u>FROM</u>	<u>TO</u>	<u>STATUS</u>	<u>EFFECTIVE</u>
Crowl, Katherine M.	Certified Sub	South Side/Biology	R	09-22-25
Macke, Erin L.	Towles/Multilingual Language Services (.50)	Towles/Multilingual Language Services (0.50) + Interventionist (0.50)	R	10-13-25
Smith, McKenzie G.	Certified Sub	Abbett/Grade 1	R	08-06-25
Vallow, Adele C.	North Side/MIMD (0.50) + Virtual Academy/MIMD (0.50)	Virtual Academy/MIMD (0.50)	R	09-23-25

SUBSTITUTE(S) RECOMMENDED FOR RETIREMENT/RESIGNATION/
TERMINATION/END OF ASSIGNMENT

Baker, Rebecca A. Barkley, Jacob C. Barnhart, Amanda M.	Calderon, Gladys N. Connors, Sandra C. Debaillie, Rachel R.	Henry, Kaylana L. Massoud, Melania M. Nelson, Tonia M.
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SUBSTITUTE(S) RECOMMENDED FOR CERTIFIED SUBSTITUTE POSITION(S)

Abdullah, Kaiya M. Alshaibani, Zainab A. Bennett, Tykeira D. Burge, Amanda M.	Jernigan, Wendy A. Lake, Rachael A. Leef, Nancy A. Lewis, Shafonda M.	Peckinpaugh, Kennedy F. Quintana, Jose V. Ratliff, Emmanuel D. Rethlake, Kimberly R.
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Carlisle, Maria N.	Macklin, Michael S.	Robinson, Fantasia, A.
Clark, Jacob M.	Menor, Jessica K.	Shaull, Emily R.
El-Amin, Masoud S.	Millan, Veronica A.	Van Creighton, Cheddi
Haight, Edward A.	Milledge, Mariah K.	Williams, Kimberly S.
Havekotte, Hayden R.	Moo, Sim Ma	Williams, Lakeisha C.
High, Benjamin C.	Nelson, Davionnte B.	Zuniga, Lauro A.
Houser, John E.		

CERTIFIED PERSONNEL RECOMMENDED FOR HOMEBOUND ASSIGNMENT(S)

Adkins, Lori A.	Crum, Robert J.	Miller, Kent A.
Andrews, Jennifer S.	Deitche, Joseph A.	Reinhard, Laura Y.
Bandor, Keira J.	Durham, Melinda M.	Robinson, Maquita J.
Bates, Kailey M.	Felger, Brian E.	Royal, Nakia T.
Beers, Kara S.	Fuller, A'Donna G.	Schweitzer, Peter D.
Blair, Lauren T.	Gottschalk, Jasmine M.	Shade, Gregory R.
Blum, Michelle R.	Guntle, Elan C.	Smith, Jennifer L.
Castator, April N.	Hawkins, Lauren K.	Smith, Ryan J.
Casto, Kari L.	Hormann, Kimberly S.	Turner, Michelle D.
Cochran, Michael A.	Keen, Ella	Walker, Joseph L.
Colvin, Mallori L.	Koerner, Douglas P.	White, Allison R.
Coolman, Riley Y.	McClain, Kristen T.	Wiley, Donald F.
Couch, Patricia A.	Meyer, Nichole C.	

CERTIFIED PERSONNEL RECOMMENDED FOR ADDITIONAL ASSIGNMENT(S)

Dale, Bethany N.	Latham, Chaevon J.	Secaur, Ruth E.
Dick, Sarah E.	Mickey, Rhonda R.	Swain, Kimberly R.
Jackson, Darrell A.		

CLASSIFIED PERSONNEL RECOMMENDED FOR RETIREMENT/RESIGNATION/TERMINATION/END OF ASSIGNMENT

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>STATUS</u>	<u>EFFECTIVE</u>
Brown, Nimeesha J.	Shambaugh/ALP Assistant	Resign	10-07-25
Chapman, Stanterria L.	Transportation/Bus Assistant	Resign	09-25-25
Clark, Jacob M.	Franke Park/School Assistant	Resign	09-19-25
Clark, Syrvelvia A.	Health & Wellness/LPN	Resign	09-18-25
Corazon, Patty J.	Health & Wellness/Nurse Substitute	Resign	07-24-25
Crafton, Laura J.	Brentwood/School Assistant	Resign	10-17-25
Daniel, Rosa E.	School Asst-Sub + Special Ed Sub + Clerical Sub + Food Service Sub	Resign	09-12-25

Ervin, Arnetta M.	Transportation/Bus Driver + Supplemental Bus Driver + Extracurricular	Resign	10-09-25
Firks, Mary K.	Health & Wellness/Nurse Substitute	Resign	07-24-25
Heck, Jessica A.	Shawnee/Cafeteria Assistant	Resign	09-02-25
Hines, Chloe E.	Jefferson/Mental Health Therapist	Resign	09-19-25
Jackson, Medina N.	Forest Park/Cafeteria Manager	Resign	10-14-25
Jackson, Michael D.	Security/Greeter	Resign	09-26-25
Jean Pierre, Hillary.	Fairfield/School Assistant Multilingual Language Services	Resign	09-17-25
Joustra, John S.	Warehouse/Clerk	Resign	09-24-25
Lewis, Relianna M.	School Asst-Sub + Special Ed Sub + Clerical Sub + Food Service Sub	Resign	09-12-25
Louraine, Heather A.	Health & Wellness/Nurse Substitute	Resign	09-26-25
Mathieu, Jude E.	Health & Wellness/Nurse Substitute	Resign	07-24-25
Maxton, Cheryl L.	Health & Wellness/Nurse Substitute	Resign	07-24-25
Miles, LaTanya L.	Transportation/Bus Assistant	Resign	09-30-25
Muncie, Vicki S.	Shambaugh/Special Ed One-on-One Assistant	Resign	09-26-25
Munson-Rose, Robin J.	Health & Wellness/School Nurse	Resign	10-17-25
Neloms, Marquita L.	Northcrest/School Assistant Special Ed	Resign	10-02-25
Sai, Htishee K.	Multilingual Language Services/ Interpreter/Translator	Resign	12-19-25

Shannon, Ronyelle S.	Health & Wellness/Substitute Nurse	Terminate	09-30-25
Shovlin, James E.	St. Joseph Central/School Assistant	Resign	10-09-25
Sordelet, Cynthia M.	Memorial Park/School Assistant Special Ed	Resign	05-21-25
Thomas, Ziaria I.	School Asst-Sub + Special Ed Sub + Clerical Sub + Food Service Sub	Resign	09-12-25
Wagner, Jo Ellen	Lincoln/School Assistant Special Ed	Resign	10-09-25
Williams, Leslie F.	Health & Wellness/Health Aide Substitute	Resign	09-26-25
Young, Carnell M.	Holland/School Assistant Special Ed	Resign	09-18-25
Young, Tristan B.	Student & Family Support/GEAR-UP Advisor	Resign	09-19-25

CLASSIFIED PERSONNEL RECOMMENDED FOR EMPLOYMENT

<u>NAME</u>	<u>FROM</u>	<u>TO</u>	<u>STATUS</u>	<u>EFFECTIVE</u>
Andersen, Margaret C.	New	Snider/Cafeteria Assistant	R	09-29-25
Bennet, Miriam A.	New	Health & Wellness/Nurse Substitute	R	10-08-25
Bilger, Cheryl A.	New	Nutrition Process Center/ Cafeteria Assistant	R	10-13-25
Carlisle, Maria N.	New	Shawnee/School Assistant Special Ed	R	10-06-25
Chambers, Donna Z.	New	School Asst-Sub + Special Ed Sub + Clerical Sub + Food Service Sub	R	10-07-25
Clift, Rachel E.	New	Croninger/Magnet Resource Assistant	R	10-06-25
Crompton, Rebecca A.	New	Health & Wellness/School Nurse	R	09-22-25
Dailing, Abegail R.	New	Shambaugh/School Assistant	R	10-06-25

Dean, Andrew J.	New	St. Joseph Central/School Assistant	R	10-14-25
Drysdale, Cathy E.	New	Holland/School Assistant Special Ed	R	09-23-25
Garcia, Andres M.	New	Northwood/School Assistant Special Ed	R	09-29-25
Green, Emmanuel L.	New	Northwood/School Assistant Special Ed	R	09-15-25
Griffin, Demetria S.	New	School Asst-Sub + Special Ed Sub + Clerical Sub + Food Service Sub	R	09-16-25
Heck, Jessica A.	New	School Asst-Sub + Special Ed Sub + Clerical Sub + Food Service Sub	R	09-03-25
Householder, Madilynn M.	New	Wayne/Nutrition Service Special Assignment	R	10-06-25
Hudson-Coffelt, Brooklyn S.	New	Brentwood/School Assistant Preschool	R	09-29-25
Jean Pierre, Hillary	New	School Asst-Sub + Special Ed Sub + Clerical Sub + Food Service Sub	R	09-23-25
Johnson, Bethany M.	New	Kekionga/Cafeteria Assistant	R	10-06-25
Lents, Holly J.	New	Wayne/Hearing Interpreter	R	09-23-25
McMahon, Monica S.	New	Glenwood Park/Special Ed One- on-One Assistant	R	09-25-25
Miles, LaTanya L.	New	Transportation/Bus Assistant	R	09-23-25
Minnick, Kayla J.	New	School Asst-Sub + Special Ed Sub + Clerical Sub + Food Service Sub	R	09-30-25
Perez, Jazmine C.	Transportation/SPB Driver	Transportation/Bus Driver + Supplemental Bus Driver + Extracurricular	R	09-24-25
Prather, Susan L.	New	Washington/School Assistant Multilingual Language Services	R	10-14-25

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Richards, Nathalia L.	School Asst-Sub + Special Ed Sub + Clerical Sub + Food Service Sub	Northrop/School Assistant Special Ed	R	09-26-25
Roemmich, Meredith P.	New	Bloomington/School Year Secretary	R	10-09-25
Schuler, Jennifer E.	Transportation/SPB Driver	Transportation/Bus Driver + Supplemental Bus Driver + Extracurricular	R	09-29-25
Stephens, Aaron B.	Transportation/SPB Driver	Transportation/Bus Driver + Supplemental Bus Driver + Extracurricular	R	09-24-25
Timberlake, Joselyn C.	New	Transportation/SPB Driver	R	10-20-25
Trout, Bryanna P.	New	Northrop/School Assistant Special Ed	R	10-20-25
Underwood, Candace C.	New	Jefferson/Mental Health Therapist	R	10-01-25
Wagh, Jennifer M.	Lincoln/School Assistant Special Ed	Washington Center/ School Assistant Special Ed	R	10-14-25
West, Harold E.	Security/Sub Security	Security/Greeter	R	10-02-25
Williams, Leslie F.	New	Health & Wellness/Secretary Special Assignment	R	09-29-25
Wozniak, Alexandra R.	New	Irwin/School Assistant	R	10-01-25
Young, Eliseus T.	New	Towles/School Assistant	R	09-24-25

CLASSIFIED PERSONNEL RECOMMENDED FOR BOARD ACTION

<u>NAME</u>	<u>FROM</u>	<u>TO</u>	<u>STATUS</u>	<u>EFFECTIVE</u>
Castro, Aileen N.	South Side/Licensed Therapist	Climate & Culture/ Restorative Intern	T	09-22-25
Diaz Herrera, Lizeth	St. Joseph Central/ School Assistant Multilingual Language Services	Bunche/Montessori Assistant	R	10-06-25

Gracanin, Irma	Lincoln/School Assistant	Lincoln/BLV Special Ed Assistant	R	10-14-25
Nelson, Lynn A.	Shambaugh/School Assistant Special Ed	Harris/Literacy Support Assistant	R	09-22-25
Smith, Julie Y.	Nutrition Process Center/Temp Supervisor Cooking & Baking	Nutrition Process Center/Supervisor Cooking & Baking	R	09-30-25
Sutorius, Tashayla S.	Miami/Licensed Therapist	Climate & Culture/ Restorative Intern	T	09-22-25
Thatcher, Arielle M.	Shawnee/Licensed Therapist	Climate & Culture/ Restorative Intern	T	09-22-25
Thompson, Mikayla J.	Shawnee/School Assistant Special Ed	Blackhawk/School Assistant Special Ed	R	09-24-25
Wills, Barbara L.	Shambaugh/School Assistant Special Ed	Shambaugh/School Assistant Special Ed	R	09-29-25

CLASSIFIED PERSONNEL RECOMMENDED FOR TEMPORARY ASSIGNMENT (S)

Abrishami, Maryam	Early Jr., Gralan R.	Meraz, Mario A.
Ackerman, Nicholas J.	Fitzgerald, Emily M.	Paige, Dontaey L.
Amazan, Marie A.	Flores-Guzman, Janet R.	Reiss, Evan G.
Ayers, Michael D.	Helmuth, Lisa M.	Stevenson, D'Andre M.
Calixte, Alain J.	Hoover, Ethan M.	Stevenson, Lawone M.
Carter, Aamia M.	Jolas, Kevin P.	Valle, Sandra
Charlton, Cameron T.	Karhoff, Kyren J.	White, Shaun P.
Coplin, Esther G.	King, Malik T.	Williams, Kenneth T.
Davis, Joshua C.	Lalevich, Terry	Yar, Ro Si
Dee, Isaac J.	Landis, Hadlee E.	Young, Tristan B.
Depew, Christopher M.	Lanterman, Myles U.	Zarazua Flores, Reynaldo
Derrow, Erik M.	Lopez, Angela	Zepeda, Juliette
Diers, Kyle R.		

Required
Disclosures

It was recommended that the Board approve the hiring or continued employment of individuals convicted of certain offenses and other misconduct listed in IC 20-26-5-11.2.

Recommended Candidates for Employment: Special Education Assistant

A motion was made by Jennifer Matthias, seconded by Antonette Payne, that the following consent agenda items be approved: Minutes from the regular Board meeting, September 22, 2025; Vouchers for the period ending October 13, 2025 and the payroll and supplemental pays for the periods ending September 5 and September 19, 2025; Personnel Report; and the Required Disclosures. Roll Call: Ayes, unanimous; nays, none.

Formative
Assessment
Grant 2025-
26

Dr. Daniel presented the following recommendation concerning the Formative Assessment Grant 2025-26:

RECOMMENDATION: It was recommended that the Board approve the acceptance of the 2025-26 Formative Assessment Grant from the Indiana Department of Education in the amount of \$122,703.48

RELATED INFORMATION: The IDOE’s Formative Assessment Grant provides funding to schools for formative assessment programs, tools and professional development to increase data-driven instructional practices. The total funding allocation is based on the number of students enrolled, the IDOE’s per student allocation amount, and approved assessments. FWCS will use grant funds to purchase Acadience, i-Ready, and College Board PSAT.

Dr. Jean Hitchcock, Coordinator of Assessment, was available to answer questions.

A motion was made by Anne Duff, seconded by Jennifer Matthias, that the recommendation concerning the Formative Assessment Grant 2025-26 be approved. Roll Call: Ayes, unanimous; nays, none.

Robots4Autism-
RoboKind Grant
2025-26

Dr. Daniel presented the following recommendation concerning the Robots4Autism-RoboKind Grant 2025-26:

RECOMMENDATION: It was recommended that the Board approve the acceptance of the IDOE Robots4Autism-RoboKind Grant for the 2025-26 school year in the amount of \$50,995.

RELATED INFORMATION: This grant will provide robotic technology, digital avatars and renewed subscriptions, which will be used to teach social emotional learning in our autism classrooms at Shambaugh, Washington Center and our K-2 behavior support classrooms at Bloomingdale, Haley, Lincoln, Price, South Wayne, and Study.

Whitney Jones-Burns and Jaclyn Wyss, Managers of Elementary Special Education, will be available to answer questions.

A motion was made by Anne Duff, seconded by Jennifer Matthias, that the recommendation concerning the Robots4Autism-RoboKind Grant 2025-26 be approved. Roll Call: Ayes, unanimous; nays, none.

Vehicles for
Nutrition
Services

Dr. Daniel presented the following recommendation concerning the Vehicles for Nutrition Services:

RECOMMENDATION: It was recommended that the Board award the purchase of Nutrition Services Trucks to Stoops Freightliner for two 28” refrigerated/freezer box trucks, including extended warranties in the amount of \$381,996.

RELATED INFORMATION: This purchase will allow Nutrition Services to deliver food from the Nutrition Process Center to elementary and secondary schools and pick up fresh produce from local farms as part of the District’s farm to table initiative. The award includes a total trade-in allowance of \$21,500. Funding will come from the Nutrition Services fund.

Felipe Guerra, Director of Nutrition Services, was available to answer questions.

A motion was made by Anne Duff, seconded by Noah Smith, that the recommendation concerning the Vehicles for Nutrition Services be approved. Roll Call: Ayes, unanimous; nays, none.

GEAR UP
Gaining Early
Awareness and
Readiness for
Undergraduate
Programs -
Grant

Dr. Daniel presented the following recommendation concerning the GEAR UP Gaining Early Awareness and Readiness for Undergraduate Programs - Grant:

RECOMMENDATION: It was recommended that the Board approve acceptance of the federally funded competitive GEAR UP (Gaining Early Awareness and Readiness for Undergraduate Programs) Fort Wayne Partnership Grant in the amount of \$2,768,800.00 annually for seven consecutive years, for a total award of \$19,381,600.00

RELATED INFORMATION: The GEAR UP grant is designed to provide high-quality educational and enrichment services for students in two cohorts of 6th and 7th graders attending 10 high-need middle schools and 6th and 7th graders at the Virtual Academy within Fort Wayne Community Schools. This multi-year grant follows the same students through high school and into their first year of postsecondary education, ensuring consistent support along their educational journey. The overarching goal is to prepare low-income students to both pursue and succeed in college and careers.

Specifically, the program focuses on three objectives: (1) increasing academic performance and preparation for postsecondary education, (2) improving high school graduation rates and postsecondary enrollment, and (3) raising educational expectations while expanding knowledge for students and families about postsecondary opportunities, preparation, and financial resources.

Shenita Bolton, Chief of Family and Community Engagement and Schools of Success, is available to answer any questions regarding the grant.

A motion was made by Anne Duff, seconded by Noah Smith, that the recommendation concerning the GEAR UP Gaining Early Awareness and Readiness for Undergraduate Programs - Grant be approved. Roll Call: Ayes, unanimous; nays, none.

Public
Meeting to
Discuss the
Collective
Bargaining
Agreement
Between the
Fort Wayne
Education
Association
(FWEA) and
FWCS

Dr. Daniel presented the following recommendation concerning the Public Hearing on the 2026 Budgets, Capital Projects Plan, and the School Bus Replacement Plan:

RECOMMENDATION: It was recommended that the Board conduct a public meeting to discuss the tentative collective bargaining agreement between FWCS and the FWEA.

RELATED INFORMATION:
I.C. 20-29-6-19 requires that this Board hold at least one public meeting “to discuss a tentative collective bargaining agreement” prior to ratification. FWCS properly noticed this public meeting and posted the tentative agreement between FWCS and the FWEA on the public website as required by Indiana law.

Earlier this year, teams from FWCS and the FWEA informally bargained the renewal of their contract and came to a tentative agreement. The most significant details are as follows:

- The salary range for all teachers after transitioning to the 2025-27 Salary Schedule is \$50,000.00 to \$83,547.00.
- The parties elected to maintain a salary schedule, which will increase by 2% in 2025-26, with step increase in 2026-27. Teachers who obtain Literacy Endorsements will be paid an additional \$200.00 each contract year.
- FWCS will continue to compensate teachers for classroom coverage to help manage a substitute teacher shortage, and modifications to the program to improve efficiency.
- FWCS will add a pilot to compensate teachers for lack of scheduled preparation periods.
- FWCS agreed to increased pay for event workers at varsity football games.
- FWCS will compensate head or assistant wrestling, swimming, track, or cross-country coach to both the girls and the boys teams of those sports, they will receive payment equivalent to 1.25 times the assigned stipend.

The Board will meet on October 27, 2025 to ratify the Contract. As required by law, Public Comment will be taken at that meeting. David Amen, General Counsel, was available to answer questions.

The public meeting was opened at 6:37 p.m. No one commented.
The public meeting was closed at 6:38 p.m.

Public Hearing on the 2026 Budgets, Capital Projects Plan, and the School Bus Replacement Plan

Dr. Daniel presented the following recommendation concerning the Public Hearing on the 2026 Budgets, Capital Projects Plan, and the School Bus Replacement Plan:

A public budget presentation was made at the September 22, 2025 Board of School Trustees meeting. All Board adopted funds and proposed budgets were discussed, and estimated tax rates were reviewed. The notice for the Capital Projects Plan and the Bus Replacement Plan were properly advertised on September 22, 2025 on Indiana Gateway and the FWCS website.

According to Indiana law, the school corporation must conduct a public hearing on the budgets, the three-year Capital Projects Plan and five years of the Bus Replacement Plan. A hearing is scheduled for this evening's meeting of the Board of School Trustees. The intent of the hearing is to allow Board members the opportunity to receive community input. Board members will be asked to vote on these items on October 27, 2025.

This was the appropriate time for members of the public to address the Board regarding the 2026 budgets, the 2026-2028 Capital Projects Plan and the 2026-2030 School Bus Replacement Plan.

The public meeting was opened at 6:40 p.m. No one commented.
The public meeting was closed at 6:41 p.m.

Alive Community Outreach - Peacemaker Program

The Alive Community Outreach oversees the Peacemaker program in all five FWCS high schools. Tonight's presentation and video will report on the impact this program has achieved during the 2024-25 school year, along with relevant data collected. Several student members of the Peacemaker Academy shared their experiences.

Alive Community Outreach's Angelo Mante, Executive Director and Marie Mante, Director of School-Based programs, along with Matt Schiebel, FWCS Executive Director of Safety and Community Partnerships were available to answer questions.

Comments

Board Member Steve Corona spoke about an opportunity to register for a COSSBA November 6 school budget webinar, which should be interesting.

Board Member Antonette Payne commented about all the games that occurred last weekend. She congratulated Snider's flag football team and sadden to hear that an altercation took place caused the game to be called. Her hope is that peacemaker skills discussed this evening are used so everyone can feel safe attending extra-curricular events.

Board Member Julie Hollingsworth is looking forward to Principal for a Day this week at Nebraska.

Board Member Noah Smith will also be participating in Principal for Day at Maplewood. It is challenging times for resources in the State of Indiana; however, the Fort Wayne citizens voted for our referendum and we have received a federal GEAR UP grant. These resources have made a direct result of students having improved outcomes. We still have work to do, but thanks to taxpayers.

Board Member Jennifer Matthias is also looking forward to Principal for Day at Arlington and seeing how the new PLTW STEM school is coming along. She thanked Principals and the community for participating.

Superintendent Dr. Mark Daniel spoke about attending the Bombardier celebration and visiting Boys and Girls Club with the Governor. Governor Braun was impressed to see firsthand the labs that we have 4,000 FWCS students utilize during the school day, as well as students using after school. In addition to the students that presented and gave testimony this evening, we recently had students attend Rotary to

Speak about Peacemakers. Students are now learning self-direction and self-control. We thank our community partners as well.

Board President Maria Norman hopes everyone has fun at Principal for a Day, she has a new job, with no vacation time so she'll be unable to participate. President Norman encourages the Board and community to see the newly renovated Wayne, especially the cafeteria.

Next Meeting The next regular meeting of the Board is scheduled for Monday, October 27, 2025, 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, September 22, 2025; Vouchers for the period ending October 13, 2025 and the payroll and supplemental pays for the periods ending September 5 and September 19, 2025.

Adjournment and Dismissal There being no further business and no general public comment, upon a motion by Julie Hollingsworth, seconded by Steve Corona, the meeting was adjourned at 7:12 p.m.



President
Maria Norman



Member
Stephen Corona



Vice President
Noah Smith



Member
Anne Duff



Secretary
Jennifer Matthias



Member
Julie Hollingsworth



Member
Antonette Payne