

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

6:06 p.m.

October 27, 2025

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, October 27, 2025, at 6:06 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
Stephen Corona
Anne Duff
Julie Hollingsworth
Jennifer Matthias
Antonette Payne

Members absent: Noah Smith

Sodexo
Facilities
Management
Awards –
Waynedale
& South Side

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

They are the unsung heroes of our schools, the ones who keep buildings clean, safe and welcoming for students, staff and visitors every single day. Recently, four Sodexo custodians at Fort Wayne Community Schools were honored with awards recognizing their hard work and dedication. Of the three Facilities Management Awards presented by Sodexo across the country, two went to FWCS crews. The following were recognized:

FRONTLINE EXCECELLENCE AWARD

At Waynedale Elementary School, Gerald Behrer, Gladys Arevalo and Kristen Judge each received the Frontline Excellence Award. This award highlights facilities management employees including custodians, maintenance staff, groundskeepers and technicians who demonstrate exceptional dedication, work ethic and a lasting impact on their school communities. These honorees represent the backbone of facilities management, ensuring schools remain operational and ready for learning.

PEOPLE CHAMPION AWARD

At South Side High School, Sue Murdock was recognized with the People Champion Award. This honor is given to individuals who exemplify teamwork, collaboration and a commitment to supporting their district. Murdock was celebrated for going above and beyond to build strong, cohesive teams, foster cross-functional collaboration and contribute to her school's success through leadership, mentorship and a people-first approach.

These four award winners are a testament to the pride and dedication that strengthen our FWCS family.

Consent
Agenda

Dr. Daniel presented the following consent agenda items with recommendations for approval: Minutes from the regular Board meeting, October 13, 2025; Vouchers for the period ending October 27, 2025 and the payroll and supplemental pays for the period ending October 3, 2025; Personnel Report; and the Required Disclosures:

Minutes

The Minutes from the regular Board meeting held October 13, 2025, 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 October 27, 2025 and the payroll and supplemental pays for the period ending October 3, 2025.

RELATED INFORMATION: Vouchers paid by the Fort Wayne Community Schools total \$6,331,548.12.

Gross wages and fringe benefits paid by the Fort Wayne Community Schools total \$13,465,488.78.

Details of all paid vouchers and payroll remain 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

STATUS

C Position Changed
L Leave

N New Position/Allocation
R Replacement

T Temporary Position

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

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>STATUS</u>	<u>EFFECTIVE</u>
Arruza, John P.	Blackhawk/Read 180	Resign	10-20-25
Beaty, Chris M.	ACJC/Historical Perspectives	Terminate	09-05-25
Downey, Kayla S.	Indian Village/Grade 4	Resign	11-12-25
Niezer, Amy M.	Snider/Science	Resign	10-24-25

TEACHERS(S) 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>EFFECTIVE</u>
Beaty, Chris M.	New	Human Resources/Contract Teacher Sub	R	10-14-25 to 05-21-26
Calderon-Burns, Sydney A.	Certified Sub	Indian Village/Visual Arts	R	09-26-25
Geiger, Nikki R.	New	Harris/Preschool	R	10-14-25
Grimes, Kimberly A.	Certified Sub	Irwin/Kindergarten	R	08-11-25
Hike, Emily R.	Certified Sub	Maplewood/MIMD (0.50)	R	09-26-25

Barnes, Benita M.	Washington/School Assistant	Death	10-03-25
Bryant, Robert T.	Northrop/School Assistant Special Ed	Resign	10-30-25
Chambers, Jasmine A.	Lakeside/Special Ed One-on-One Assistant	Resign	10-09-25
Coleman, A'Meyah S.	Young/Special Ed One-on-One Assistant	Resign	10-16-25
Doughty, Kierra N.	Lakeside/School Assistant Special Ed	Resign	10-15-25
Ihrrie, Angela M.	Irwin/School Assistant	Resign	10-17-25
Roberson, Whitney C.	Indian Village/School Assistant	Resign	10-09-25
Treesh, Roberta E.	Health & Wellness/Health Aide	Resign	10-07-25
Trout, Bryanna P.	Northrop/School Assistant Special Ed	Resign	10-20-25
Wind, Jennifer M.	Blackhawk/52 Week Secretary Treasurer	Resign	10-17-25

CLASSIFIED PERSONNEL RECOMMENDED FOR EMPLOYMENT

<u>NAME</u>	<u>FROM</u>	<u>TO</u>	<u>STATUS</u>	<u>EFFECTIVE</u>
Bailey, Jaime L.	New	School Asst-Sub + Special Ed Sub + Clerical Sub + Food Services Sub	R	10-14-25
Bayoneta, Evelyn R.	New	Printing Services/52 Week Printer	R	10-13-25
Bowman, Isabelle S.	New	Northrop/Baker	R	10-27-25
Bragg, Sirennity O.	Certified Sub	Miami/School Assistant Special Ed	R	10-14-25
Brown, Nimesha J.	New	School Asst-Sub + Special Ed Sub + Clerical Sub + Food Services Sub	R	10-20-25
Coleman, A'Meyah S.	Certified Sub	Young/Special Ed One-on-One Assistant	R	10-14-25

Crafton, Laura J.	New	School Asst-Sub + Special Ed Sub + Clerical Sub + Food Services Sub	R	10-20-25
Diaz Lugo, Damaris A.	New	Price/School Assistant Special Ed	R	10-20-25
Doughty, Kierra N.	Lakeside/School Assistant Special Ed	School Asst-Sub + Special Ed Sub + Clerical Sub + Food Services Sub	R	10-20-25
Garcia Reyes, Lesly S.	New	Haley/School Assistant Preschool	R	10-20-25
Gray, Dayquon S.	Transportation/SPB Driver	Transportation/Bus Driver + Supplemental Bus Driver + Extracurricular	R	10-09-25
Gray, Tina M.	New	Brentwood/School Assistant	R	10-15-25
Hollis, Sharon A.	Transportation/SPB Driver	Transportation/Bus Driver + Supplemental Bus Driver + Extracurricular	R	10-09-25
Kelpin, Tammi L.	New	Health & Wellness/School Nurse	R	10-27-25
Kling, Corey L.	New	School Asst-Sub + Special Ed Sub + Clerical Sub + Food Services Sub	R	10-17-25
LaQuaglia, Mario D.	Transportation/SPB Driver	Transportation/Bus Driver + Supplemental Bus Driver + Extracurricular	R	10-16-25
Moo, Hei O.	New	North Side/School Assistant ELL	R	10-20-25
Muncie, Vicki S.	New	School Asst-Sub + Special Ed Sub + Clerical Sub + Food Services Sub	R	10-06-25
Nahrwold, Jennifer D.	New	Franke Park/School Assistant	R	11-03-25
Sommers, Thomas A.	New	Business Services/52 Week Purchasing Agent	R	10-27-25

CLASSIFIED PERSONNEL RECOMMENDED FOR BOARD ACTION

<u>NAME</u>	<u>FROM</u>	<u>TO</u>	<u>STATUS</u>	<u>EFFECTIVE</u>
Bates, Shanta M.	Jefferson/Special Ed One-on-One Assistant	Jefferson/School Assistant Special Ed	R	10-15-25
Branson, Sarah E.	South Side/Nutrition Service Special Assignment	Northrop/Nutrition Service Special Assignment	R	11-03-25
Cameron, Jennifer L.	Northcrest/School Assistant Special Ed	Northcrest/School Assistant Preschool	R	10-20-25
Colbert, Meridith R.	St Joseph Central/School Assistant	St Joseph Central/School Assistant Multilingual Language Services	R	10-15-25
Garcia, Andres M.	Northwood/School Assistant Special Ed	Northwood/School Assistant ISS	R	10-15-25
Long, Brittany A.	Washington Center/ School Assistant Special Ed	Washington Center/ Special Ed One-on-One Assistant	R	10-16-25
Miller, Ashlee D.	Glenwood Park/School Assistant Special Ed BLV	Glenwood Park/School Assistant Media	R	10-20-25

CLASSIFIED PERSONNEL RECOMMENDED FOR TEMPORARY ASSIGNMENT (S)

Beineke, Jennifer L. Fulkerson, Linnea Veazy, Eric L.
Cutchin, Gregory C. Robinson, Grady E. Webb-Ferguson, Kaeandra L.

A motion was made by Anne Duff, seconded by Antonette Payne, that the following consent agenda items be approved: Minutes from the regular Board meeting, October 13, 2025; Vouchers for the period ending October 27, 2025 and the payroll and supplemental pays for the period ending October 3, 2025; Personnel Report; and the Required Disclosures. Roll Call: Ayes, unanimous; nays, none.

Special
Education
Part B 611
& 619
Grants
2026-27

Dr. Daniel presented the following recommendation concerning the Special Education Part B 611 & 619 Grants 2026-27:

RECOMMENDATION: It was recommended that the Board approve the acceptance of Special Education FY26 611 and 619 Grants from the Indiana Department of Education for the school year 2026-27.

RELATED INFORMATION: For FWCS, the Part B Special Education 611 Grant amount is \$9,696,156.00 for the 2026-27 school year. The Preschool Special Education 619 Grant is \$332,950.00.

Funds are used to support the salary and fringe of approximately 130 staff members.

Jennifer Berning, Director of Special Education, oversees the grant and was available to answer questions.

A motion was made by Anne Duff, seconded by Julie Hollingsworth, that the recommendation concerning the Special Education Part B 611 & 619 Grants 2026-27 be approved. Roll Call: Ayes, unanimous; nays, none.

Naviance
College and
Career
Readiness
Platform

Dr. Daniel presented the following recommendation concerning the Naviance College and Career Readiness Platform:

RECOMMENDATION: It was recommended that the Board approve the three-year renewal of the Naviance College and Career Readiness Platform in the amount of \$187,431.75 for a contract term of October 1, 2025 to June 30, 2028.

RELATED INFORMATION: FWCS Naviance, a comprehensive college, career, and life readiness platform, to support students in meeting Indiana’s College and Career Readiness (CCR) requirements. Naviance equips students in grades 6–12 with the tools necessary to identify their strengths, explore career interests, set academic and personal goals, and develop postsecondary plans aligned to FWCS’s Schools of Success and the state’s Graduation Pathways framework.

Through Naviance, students complete key activities that fulfill state-mandated CCR indicators, including career interest inventories, employability skill reflections, four-year course planning, college and scholarship searches, and tracking of credentials or experiences. The platform also enables counselors, Student Success Coaches, and College and Career Readiness staff to monitor progress toward graduation, engage families, and provide individualized guidance to ensure students are on track for one of the Four E’s—Enrollment, Employment, Enlistment, or Entrepreneurship.

Rachel Moyer, Systems Manager and Shenita Bolton, Chief of Family and Community Engagement and Schools of Success, were available to answer questions.

A motion was made by Julie Hollingsworth, seconded by Jennifer Matthias, that the recommendation concerning the Naviance College and Career Readiness Platform. Roll Call: Ayes, unanimous; nays, none.

Secured School
Safety Grant
2025-26

Dr. Daniel presented the following recommendation concerning the Secured School Safety Grant 2025-26:

RECOMMENDATION: It was recommended that the Board approve the acceptance of the Indiana Department of Homeland Security 2026 Secured School Safety Grant for \$92,500.

RELATED INFORMATION: The Secured School Safety Grant was created in 2013 to increase the safety of Hoosier schools. The program is a dedicated state grant fund that provides matching grants to school corporations, charter schools, or a coalition of school corporations. These funds will be used to support the continuation of School Resource Officers at Fort Wayne community Schools.

Matt Schiebel, Executive Director of Safety and Community Partnerships, was available to answer questions.

A motion was made by Anne Duff, seconded by Antonette Payne be approved. Roll Call: Ayes, unanimous; nays, none.

Goals for
Expenditure
Categories

Dr. Daniel presented the following recommendation concerning the Goals for Expenditure Categories:

RECOMMENDATION: It was recommended that the Board approve a resolution to set expenditure category goals for the 2025-26 school year. The goal is to improve upon the current percentages between the expenditures for the student instructional categories and the other expenditure categories.

RELATED INFORMATION: Beginning with the 2007-08 school year, school districts are required to establish goals for each category of expenditures that will increase the school corporation’s allocation of taxpayer resources directly to student instruction and learning, in light of the unique circumstances present in the school corporation. The Department of Education most recently reported the following percentages:

	<u>State 2021-22</u>	<u>FWCS 2021-22</u>
Student instructional expenditures	58.1%	63.4%
Academic achievement	48.0%	51.1%
Instructional support	10.1%	12.3%
Other expenditures	41.9%	36.6%
Overhead and operational	22.4%	18.0%
Non-operational	19.5%	18.6%

FWCS was 5.3 percentage points greater than the state average in dollars spent on instruction.

Rosie Shipman, Chief Financial Officer, was available to answer questions.

A motion was made by Anne Duff, seconded by Jennifer Matthias, that the recommendation concerning the Goals for Expenditure Categories be approved. Roll Call: Ayes, unanimous; nays, none.

Dr. Daniel presented the following recommendation concerning the Budget Adoption and Resolution 2025:

Budget Adoption and Resolution 2025

RECOMMENDATION: It was recommended that the Board approve the proposed Fort Wayne Community Schools 2026 appropriations (budgets), the 2026 levy, the three-year Capital Projects Plan for 2026 through 2028 and the Bus Replacement Plan for the years 2026 to 2030.

RELATED INFORMATION: 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 Indiana Gateway and the FWCS website. A hearing to allow the public to make comments on the advertised budgets, the three-year Capital Projects Plan and the five-year Bus Replacement Plan was held on October 13, 2025. All legal requirements for advertisement and hearings have been met for all funds, the Capital Projects Plan and the Bus Replacement Plan.

Rosemary Shipman, Chief Financial Officer, was available to answer questions.

Proposed FWCS 2024 Appropriations, Levy & Rate

	Appropriation		2024 Property Tax Levy			2024 Property Tax Rate	
	2023 Approved Appropriation	2024 Recommended Appropriation	Advertised & Adopted Levy	Expected Levy	Estimated Collected Levy	Adopted Tax Rate	Expected 2024 Tax Rate
Education Fund	\$225,235,294	\$238,427,176	\$0	\$0	\$0	\$0.0000	\$0.0000
Operatons Fund	84,360,327	86,571,411	72,098,972	65,544,520	60,044,520	0.6256	0.5687
Debt Service	4,713,395	10,072,139	10,898,924	9,908,113	9,908,113	0.0946	0.0860
Referendum Debt	30,556,000	30,077,000	29,545,545	26,859,586	26,859,586	0.2365	0.2168
Safety Referendum	-	7,204,759	7,452,235	6,774,759	\$6,774,759	0.0647	0.0588
	\$344,865,016	\$372,352,485	\$119,995,676	\$109,086,978	\$103,586,978	\$1.0214	\$0.9303

5-Year Required Bus Replacement Plan

<u>Replacement Year</u>	<u>Bus Inventory</u>	<u>Replacement Number</u>	<u>Estimated Budget</u>
2024	225	0	\$ -
2025	225	15	\$ 1,703,976
2026	225	0	\$ -
2027	225	0	\$ -
2028	225	13	\$ 3,447,248
5- Year Plan		73	\$ 5,151,225

Required 3-Year Capital Projects Plan

	<u>2024</u>	<u>2025</u>	<u>2026</u>
Projects Capital in Nature	\$ 8,620,793	\$ 8,415,000	\$ 7,251,500
Capital Acquisitions	328,710	223,000	223,000
	\$ 8,949,503	\$ 8,638,000	\$ 7,474,500

* Only includes those items that exceed \$10,000

A motion was made by Anne Duff, seconded by Julie Hollingsworth, that the recommendation concerning the Budget Adoption and Resolution 2025 be approved. Roll Call: Ayes, unanimous; nays, none.

Ratification of the Fort Wayne Education Association (FWEA) Contract

Dr. Daniel presented the following recommendation concerning the Ratification of the Fort Wayne Education Association (FWEA) Contract:

RECOMMENDATION: It was recommended that the Board hold a meeting to allow public comment before voting to ratify the collectively bargained agreement between the Fort Wayne Education Association (FWEA) and FWCS.

RELATED INFORMATION: Earlier this year, teams from the FWEA and FWCS informally bargained their contract and came to a tentative agreement. On October 9, 2025, the FWEA voted to ratify the Contract. On October 13, this Board conducted a public meeting to discuss CBA, which was made available on the FWCS public website as required by IC 20-29-6-19.

Because this Board must allow public comment before ratifying the tentative agreement, we will open the ratification meeting to allow public comment before we vote to ratify the Contract. Michelle Bosworth, CHRO and David Amen, General Counsel, were available to answer questions.

The public comment hearing was held and there were no comments from the public.

A motion was made by Steve Corona, seconded by Anne Duff, that the recommendation concerning the Ratification of the Fort Wayne Education Association (FWEA) Contract be approved. Roll Call: Ayes, unanimous; nays, none.

Pearl Innovation Institute Powered by Amp Lab Report

The Pearl Arts Innovation Institute Powered by Amp Lab (PAII) is Fort Wayne Community Schools unique partnership with the Pearl Street Arts Center to provide a one-of-a-kind experience. Students at the PAII spend half of their day focused on developing an entrepreneurial spirit to enter into the music

industry. Riley Johnson, Principal of Amp Lab and Reed Brown, Teacher presented, and a video was shown.

Comments

Board Member Steve Corona had an amazing Principal for a Day, at Shawnee Middle School where there was a happy buzz around the building. Schools are a point of redemption for people. Serving students is a chance to give back again. The teacher profession is demanding, glad to approve their raise earlier this evening.

Board Member Antonette Payne echoed Steve regarding Principal for a Day. It was exciting to see the work and talk to staff at Lindley as they also had a buzz. Parent Teacher conferences are later this week. Teachers will have long evenings. We appreciate PTAs assisting with meals for teachers during conferences.

Board Member Julie Hollingsworth was Principal for a Day at Nebraska, the FWCS alternative program where it is a second chance for students in grades 6-10. Nebraska works very hard to have a welcoming environment, where they include weekly well-being activities. There are some kids who succeed in this alternative environment; however, it is a funding issue that we cannot have more programs.

Board Member Jennifer Matthias enjoyed her Principal for a Day while at Arlington. She was privy to the ATeam meeting where they discussed how they can support teachers and struggling students. Ms. Matthias is impressed with the teamwork. They sat with students that need the extra so they can help them focus. Member Matthias also enjoyed the new STEM lab. She is looking forward to next week's lab ribbon cutting at both Jefferson and Arlington.

Board Member Anne Duff said this is the first year she missed Principal for a Day. She did get to participate recently in being a part of Bunche's Montessori accreditation. Ms. Duff spoke about her time, when she was a Bunche PTA parent where they had students serve a meal during the accreditation. Member Duff is very proud that her children got to attend Bunche. FWCS has a lot of great programs. It's about that time of year for parents to pick schools where they want their children to attend.

Superintendent Dr. Mark Daniel is appreciative of Pearl Arts and Mr. Surack. Without his generosity, this wouldn't have happened. Mr. Surack said one of the reasons he did the Pearl Arts Center and included students is that he wants to find the next Chuck Surack. Mark Cubin events are coming to the district in the next few weekends. This and Heather Headley's Pearl Arts event are two programs open to students in the area, which FWCS represents 1/3 of the accepted students for this next level of instruction. Wednesday we will be making a statement showing another level of rigor with area colleges. Our students are continuing to excel, which is unheard of for an urban district. Principals make a difference; we are fortunate to have them making relationships. We are very proud of our teachers, and even in this crazy funding time we can have a starting wage of \$50,000 for teachers. Funding is not coming through for our PreK, we have a wait list. Next year we may have to charge. We need full community support, on assisting our students with interventions and expanding networks. Keep your chin up and move forward.

Board President Maria Norman gets tired of depressing news, so she wanted to share happy news. Even though a recent South Side vs. Snider flag football team ended in a way that wasn't great; a few days later the South Side girls put together good luck bags for the Snider team. These are the types of values we want our students to have. President Norman is happy that the teacher contract was ratified and approved. Teachers are angels on earth. Individualized learning in 55 minutes and continuing to move the needle forward. As Parent Teacher Conferences are this week, we have Friday off. Thanks to PTA and PTSA for providing food for the staff during conferences.

Next Meeting

The next regular meeting of the Board is scheduled for Monday, November 10, 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, October 13, 2025; Vouchers for the period ending October 27, 2025, and the payroll and supplemental pays for the period ending October 3, 2025, the CPP Budget Resolution to Adopt, Bus Replacement Resolution to Adopt and the Form 4 Resolution for Appropriations.

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 7:15 p.m.



President
Maria Norman

ABSENT

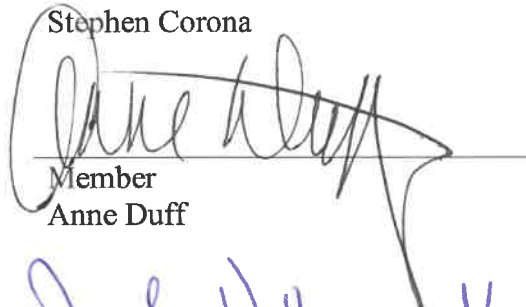
Vice President
Noah Smith



Secretary
Jennifer Matthias



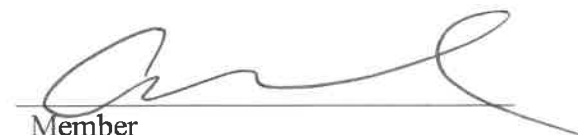
Member
Stephen Corona



Member
Anne Duff



Member
Julie Hollingsworth



Member
Antonette Payne