

**Crawfordsville Community School Corporation
Board of Education - Regular Meeting
Thursday, October 9, 2025, at 5:30 P.M.
Crawfordsville Administration Building
3 Athenian Dr.**

MINUTES

I. Steve McLaughlin called the meeting to order at 5:30pm

Roll Call: Present: Steve McLaughlin, Monte Thompson, Susan Albrecht, Kathy Brown, Kent Minnette, Rex Ryker, Brent Bokhart, Andrew Nicodemus, Stephanie Wilkinson, Emily Race, Lexi Carson, Hayley Jarman (Journal Review)

II. Pledge of Allegiance

III. Consent Agenda: Approve Previous Meeting Minutes, Construction Accounts Payable Voucher, Payroll Claims Vouchers, Register of Accounts Payable Voucher, and Surplus Items
Kathy Brown made a motion to approve seconded by Kent Minnette. Motion carried

IV. Old Business - None

V. New Business

a. Public Meeting to Discuss the Tentative Agreement

Steve McLaughlin opened the hearing at 5:30 pm

Thank you to Steve, Brent, Andrew, Stacey, Lexi, and Emily for their help in another successful negotiation. With our total enrollment being up 6%, we had the ability to provide an increase to returning teacher salaries, a base increase for teachers with a Literacy Endorsement, increased contribution to health insurance, increased the amount of an employee may contribute and be matched in their 401a, increased the payout amount on sick days at retirement or when in excess of 185 days. We also provided clarification on a few matters. I'm grateful that we have teacher leaders who stand strong for their peers. - R.Ryker, Superintendent

Emily Race spoke on behalf of the Teachers - *"This was my third year serving as negotiations chair and I appreciate the trust proposed to me by our members and I appreciate the working relationship we have with Admin and that we always work together to find solutions and especially strategizing in some leaner times that we anticipate. Thinking about how to keep our corporation strong so that we can support our students and keep our teachers doing what they do best. The membership has voted, overwhelmingly, to approve tentative agreement."*

No other public comments were made and the hearing was closed at 5:32 pm

A special meeting will be held 10/30/25, at Noon, to ratify the Tentative Collective Bargaining Agreement.

b. Public Hearing for 2026 Budget Items

i. Consider Resolution for Capital Projects Plan

1. The Capital Projects Plan is a listing of the capital expenditures expected to be done throughout the next three-year period. I recommend approval of the Resolution to adopt the Capital Projects Plan

Kathy Brown made a motion to approve, seconded by Kent Minnette. Motion carried

ii. Consider Resolution for Bus Replacement Plan

1. The Bus Replacement Plan is a listing of the buses that are planned for replacement over the next five years. I recommend approval of the Resolution to adopt the Bus Replacement Plan

Kent Minnette made a motion to approve, seconded by Monte Thompson. Motion carried

c. Consider Adoption of the 2026 Budget and Resolution for 2025 Appropriations and Tax Rates

- i. This is the last step of the budget process for the 2025 budget. Previous meetings consisted of a public hearing to discuss the 2025 budget. Once approved, the budget forms will be sent to the Department of Local Government Finance. I would recommend that the Board approve this resolution.

Monte Thompson made a motion to approve, seconded by Kathy Brown. Motion carried

d. Public Hearing for Additional Appropriation and Final Bond Resolutions

i. Consider Resolution for Additional Appropriation

Kathy Brown made a motion to approve, seconded by Kent Minnette. Motion carried

ii. Consider Resolution for Final Bond Resolution

Susan Albrecht made a motion to approve, seconded by Kathy Brown. Motion carried

e. Consider United Way Grant Application - CARA & Preschool

Monte Thompson made a motion to approve, seconded by Kent Minnette. Motion carried

f. Consider Policy 3221 Supplemental Payments for Teachers

Susan Albrecht made a motion to approve, seconded by Monte Thompson. Motion carried

g. Consider Agreement with Indiana State University

Monte Thompson made a motion to approve, seconded by Kent Minnette. Motion carried

h. Consider 2025-2-26 Classified Pay Rates

Kathy Brown made a motion to approve, seconded by Kent Minnette. Motion carried

VIII. Personnel

A. Hirings

1. Recommend Tina Herendeen - CTE Pre-Nursing Instructor
2. Recommend Emily Smith - Nicholson, 2nd Grade Teacher
3. Recommend Raylie Largent - Willson Preschool Aide

4. Consider Sandra Hedrick - Nicholson Permanent Substitute

B. Cancellation

1. Consider Brooke Hutchison Contract Cancellation - CTE Pre Nursing Instructor

C. Resignations

1. Consider Katherine Tharp Resignation - Hoover Essential Skills Assistant
2. Consider Jennifer Crispin Resignation - Nicholson 2nd Grade Teacher
3. Consider Rebecca French Resignation - Nicholson Transition Teacher
4. Consider Amber Smith Resignation - Willson Childcare Assistant
5. Consider Stephanie Owens Resignation - CMS Teacher Assistant
6. Consider Sandra Hedrick Resignation - Nicholson Permanent Substitute

D. Change of Position - No Action Needed

1. Taran Hatch - Aide at Hose to Essential Skills Assistant at Hose
2. Mackenzie Kimberling - Developmental PK Aide to Community PK Aide at Willson
3. Carol Starlin - Success Center Coordinator to Certified Interventionist at Nicholson
4. Kristy White - Community PK Aide to Childcare Floater Assistant at Willson
5. Lindsey Williams - Full-Time Building Sub to Essential Skills Aide at Hoover
6. Courtney Winings - Full-Time Building Sub - Success Center Coordinator at Nicholson

X. Business Manager Report

A. Bond Items

- a. We met with BakerTilly this week to go through options for the first Bond Series issuance that was approved in the past couple of months. The issuance that we will be doing this fall will be for \$2 million. The capacity that we have for GO Bonds is currently \$2.46 million. Leaving this capacity will allow us flexibility in the future if we have an immediate need that arises. We have made the decision to issue these bonds through the Indian Bond Bank. This decision was made due to a savings in Interest Expense for the life of the Bond vs issuing on the open market. Over the life of the Bond, we will save an estimated 100,000 in interest expense. We will also save \$20,000-\$30,000 in issuance costs by taking this route. We also made this decision to apply to the Bond Bank for the GO Bond instead of having a rating call with S&P and risk having a downgrade in our bond rating. This issuance will also have repayment spread out over 5 years, instead of the initial 3 years, to help spread out the costs and better manage our Debt Service Tax Rate.

b.

XI. Assistant Superintendent Report

A. Operations

- a. Admin. Building - Sidewalk extension is currently being completed. Finishing up final framing and leveling of the walk, and then likely pouring early next week.
- b. Fall Break - Working with SSC on plans for fall break and areas to focus on with some additional attention while students are out of the building for a week.
- c. School Safety -The District safety team met today. Amber Reed did a great job adding and leading table talk scenarios to our team agenda. This will lead to great discussions on being proactive with potential safety incidents that could arise. The team also discussed final preparations for our reunification drill that will be next Tuesday, October 14th, with Hose to CHS.

B. Curriculum, Instruction, Assessment

- a. ILEARN Checkpoint 1 is nearing completion with all students. We have been working with IXL, which is a partnered vendor with Cambium, who administers the ILEARN on data syncing to create individualized pathways for student intervention based on their Checkpoint 1 scores.
- b. PSAT Testing - 8th grade through 11th grade took the PSAT this week. This is the second year that we have administered in the 8th grade, so we are gradually building some longitudinal data to look for strengths and gaps in our instruction.
- c. October 3rd - Ashley Avila, an associate with Marzano, was with us last Friday and presented to our elementary and secondary teachers in Level 3 - Guaranteed and Viable Curriculum as part of our High Reliability Schools journey and certification. She also led the administration team through a preliminary dive into our staff survey data for Level 3. Ashley commented several times on the two teacher sessions she led about how impressed she was with the in-depth conversations that were taking place and that she can tell the staff is in a great place to take on the challenging work of Level 3. This is a testament to the teachers and principals truly embracing the High Reliability Schools framework to continue to improve our practices to provide the best opportunities to our students.

XII. Superintendent Report

A. Community

- a. The three local superintendents met with the Mayor to discuss our CTE program and CARA's use of the Crawfordsville Career Academy. The Mayor agreed that our programs are a perfect fit for the purpose of the Career Academy to prepare students for the workforce in our community.

B. Educational Leadership

- a. First EL College Night - This is a great example of how conferences can be valuable for teachers and students. Last year we sent Amy Carrington, Molly Whitecotton, and Madison Smith to the College Board's conference on engaging multilingual students in the AP and college-bound process. Amy Carrington is our ML Director and Molly Whitecotton serves as our ML representative on our AP Leadership team. Eight Colleges and

Universities attended to share opportunities and resources for our Spanish-speaking families.

- b.** Our adult resource academy, CARA, again received the distinction as a “Program of Excellence.” CARA is one of only 17 adult education programs to receive this designation.
- c.** Check out the Oracle for several great ongoing stories, including a couple of cute tales about students at Hose and Nicholson engaging in our new language arts curriculum. You will also see that the Marching Athenians have been busy this fall. You can also see that Boys' tennis won a third straight sectional, the first MAC conference title, and another county championship. Girls' Soccer also won a MAC conference title and county championship. The Girls Volleyball team and Boys soccer teams were also county champions. At the middle school level, our girls' soccer and 7th-grade football teams were county champions. Our 2nd- and 3rd-grade football team also won its first youth conference championship.

C. Personnel Management

D. Reminders

- a.** Next Board Meeting is a special meeting to approve the Collective Bargaining Agreement - Noon, October 30, 2025
- b.** ISBA Fall District Dinner - October 27, Tippecanoe School Corp., Elston Admin Building
- c.** A note that the regular November meeting has been moved from the 13th to Tuesday the 18th for scheduling reasons.
- d.** I'm Rex Ryker, and I'm proud to be an Athenian