

Graf, Conrad J.	South Side/Social Studies	Retire	05-21-26
Johnson, Ashley	Franke Park/Grade 1	Resign	12-19-25
Rutherford, Lauren N.	Study/Grade 4	Resign	11-25-25

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>
Fenoglio, Gabriel J.	Certified Sub	South Side/Instrumental Music	R	11-11-25
Serratos Villeda, Irwin A.	Certified Sub	Shawnee/Math	R	11-07-25

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

Blackstone, Alicia D. Boehme, Olivia R.	Bruce, Amy M. Click, Serenity L.	Miller, Kasey R.
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SUBSTITUTE(S) RECOMMENDED FOR CERTIFIED SUBSTITUTE POSITION(S)

Barrand, Charity K. Brown, Kaitlyn L. Dager, Ashlyn M. Glenn, Kennedy R.	Johnson, Molly A. Konicek, Julie D. Lowe, Mallory M. Meyer, Sandra D.	Patterson, Zaleikia B. Rhodes, Cynthia B. Spangle, Laura M. Steele, Adam P.
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CERTIFIED PERSONNEL RECOMMENDED FOR HOMEBOUND ASSIGNMENT(S)

Andrews, Jennifer S. Bandor, Keira J. Chalifoux, Wendi L. Felger, Brian E.	Helton, Amy M. Hicks, Madeline R. Hrustic, Elvir Huckleberry, Tracy D.	McClain, Kristine T. Souleimane, Valerie C. Williams, Roy R. Wilson, Angela M.
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CERTIFIED PERSONNEL RECOMMENDED FOR ADDITIONAL ASSIGNMENT(S)

Brown, Jennifer A. Budd, Andrew J. Crum, Robert J. DeCook, Cassidy G. Gerke, Gary A.	Gill, Dawn M. Griswold, Cricket R. Lewis, Shafonda M. Mann, Jaron C. Mendez, Courtney W.	Miranda, Alison M. Moran, Gabrielle M. Orebaugh, Amy M. Smith, Michael A. Whitehead, Paul A.
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CLASSIFIED PERSONNEL RECOMMENDED FOR
RETIREMENT/RESIGNATION/TERMINATION/END OF ASSIGNMENT

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>STATUS</u>	<u>EFFECTIVE</u>
Baumgartner, Audra	Health & Wellness/Nurse Substitute	Resign	11-20-25

Croxton, Alivia L.	Irwin/School Assistant	Resign	11-17-25
Da Silva, Suzana C.	Health & Wellness/Nurse Substitute	Resign	11-20-25
Fleming, Jenna M.	Special Education/Occupational Therapist School Year	Resign	01-02-26
Gaff, Deborah A.	Jefferson/School-Year Secretary	Resign	01-05-26
Garrison, Stefanni D.	School Asst-Sub + Special Ed Sub + Clerical Sub + Food Service Sub	Resign	11-12-25
Johnson III, Leon	Transportation/Sub Bus Driver	Terminate	11-21-25
Jordan, Jessica J.	School Asst-Sub + Special Ed Sub + Clerical Sub + Food Service Sub	Resign	11-21-25
Justus, Belinda M.	Price/Licensed Therapist	Resign	12-19-25
Lack, Rachael M.	Transportation/Bus Assistant	Resign	11-25-25
Mahlan, Sarah	Forest Park/School Assistant	Resign	11-25-25
Mehic, Azra	Holland/Satellite Cafeteria Manager	Resign	11-21-25
Mengiste, Yidnekachew	Transportation/SPB Driver	Resign	11-24-25
Muncie, Vicki S.	School Asst-Sub + Special Ed Sub + Clerical Sub + Food Service Sub	Resign	11-21-25
Pettus, Timothy T.	School Asst-Sub + Special Ed Sub + Clerical Sub + Food Service Sub	Resign	11-25-25
Pinedo Morillo, Johanna I.	School Asst-Sub + Special Ed Sub + Clerical Sub + Food Service Sub	Resign	11-14-25
Smith, Brianna J.	Towles/School Assistant	Resign	11-19-25
Trujillo Garcia, Maria D.	Nutrition Services/Cafeteria Assistant	Resign	12-12-25

Washington, Quinten L.	Franke Park/Administrative Assistant	Terminate	11-25-25
Wise, Patrick H.	Lakeside/Cook	Resign	11-21-25

CLASSIFIED PERSONNEL RECOMMENDED FOR EMPLOYMENT

<u>NAME</u>	<u>FROM</u>	<u>TO</u>	<u>STATUS</u>	<u>EFFECTIVE</u>
Bierbaum, Elizabeth M.	New	Student & Family Support/GEAR-UP Advisor	R	11-24-25
Brown, Nimeesha J.	New	Northrop/Special Ed One-on-One Assistant	R	12-02-25
Croxton, Alivia L.	New	School Asst-Sub + Special Ed Sub + Clerical Sub + Food Service Sub	R	12-01-25
Eccles, Michelle M.	New	Brentwood/School Assistant	R	12-01-25
Fernandez, Rose M.	New	Health & Wellness/Health Aide	R	12-05-25
Medina, Kasandara M.	New	Health & Wellness/Nurse Substitute	R	12-08-25
Meraz, Mario A.	New	Towles/Student Advocate	R	12-01-25
Pena, Cierra M.	New	Shambaugh/School Assistant Special Ed	R	12-15-25
Reeves, Abigail K.	School Asst-Sub + Special Ed Sub + Clerical Sub + Food Service Sub	Forest Park/School Assistant Special Ed	R	12-03-25
Sanders, Sydney S.	New	School Asst-Sub + Special Ed Sub + Clerical Sub + Food Service Sub	R	11-25-25
Sanz, Disa A.	New	CAS Nebraska/Media Clerk	R	11-24-25
Solares, Ashley R.	New	Health & Wellness/Health Aide Substitute		

CLASSIFIED PERSONNEL RECOMMENDED FOR BOARD ACTION

<u>NAME</u>	<u>FROM</u>	<u>TO</u>	<u>STATUS</u>	<u>EFFECTIVE</u>
Blawn, Jessica M.	Franke Park/Literacy Support Assistant	Franke Park/School Year Secretary	R	01-05-26
Gainer, Mystique D.	Transportation/SPB Driver	Transportation/Bus Driver + Supplemental Bus Driver + Extracurricular	R	11-25-25
Koo, Noo	Transportation/SPB Driver	Transportation/Bus Driver + Supplemental Bus Driver + Extracurricular	R	11-24-25
Navarro, Ysabel C.	Multilingual Language Services/School Assistant Multilingual Language Services	Virtual Academy/ Administrative Assistant	R	12-01-25
Pifer, Ashley D.	Nutrition Services/ Cafeteria Assistant	Nutrition Services/Special Assignment	R	12-01-25
Ward, Doniesha R.	Scott/Special Ed One- on-One Assistant	Study/School Assistant Special Ed	R	11-19-25

CLASSIFIED PERSONNEL RECOMMENDED FOR TEMPORARY ASSIGNMENT (S)

Barton, Julius A.	Meriwether, Dominique L.	Tassler, Kayden N.
Basham, Kelly A.	Neher, Logan C.	

REQUIRED DISCLOSURES

Required
Disclosures

It is recommended that the Board of School Trustees 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:

Positions: Athletic Coach Classroom Assistant

A motion was made by Anne Duff, seconded by Noah Smith, that the following consent agenda items be approved: Minutes from the regular Board meeting, December 8, 2025, and the payroll for the period ending November 14, 2025; Personnel Report; and the Required Disclosures. Roll Call: Ayes, unanimous; nays, none.

IDOE
Educational
Excellence
Awards –
Levan Scott

Dr. Daniel presented the following recommendation concerning the IDOE Educational Excellence Awards – Levan Scott:

RECOMMENDATION: It was recommended that the Board recognize and approve the acceptance of the Excellence in Early Literacy Award for Levan Scott Academy in the amount of \$25,000.

RELATED INFORMATION: Levan Scott Academy was recognized on November 21 at the 2025 IDOE Educational Excellence Gala. Levan Scott received the Excellence in Early Literacy Award, which is given to an individual school that has established strategies and partnerships to support all students in the mastery of foundational reading skills.

Ashlie Simpson, Principal of Levan Scott Academy, along with staff members, were recognized.

A motion was made by Anne Duff, seconded by Noah Smith, that the recommendation concerning the IDOE Educational Excellence Awards – Levan Scott be approved. Roll Call: Ayes, unanimous; nays, none.

USDA Foods Processors

Dr. Daniel presented the following recommendation concerning the USDA Foods Processors:

RECOMMENDATION: It was recommended that the Board approve purchases of commodity food products from the vendors listed below in amounts not to exceed the stated totals for School Year 2025–26.

Vendor	Product Category	Amount
Tasty Brands, LLC	CN-labeled entrees and components	\$250,000
Pilgrim’s Pride Corporation	Poultry products (commodity type)	\$280,000
Tyson Foods, Inc.	Poultry products (commodity type)	\$300,000
The J.M. Smucker Co.	CN-labeled sandwich products (Uncrustables®)	\$500,000
		\$1,330,000

RELATED INFORMATION: These purchases provide Child Nutrition (CN)-compliant items for the School Breakfast Program and National School Lunch Program at the Nutrition Process Center and the 17 cooking kitchens from August 1, 2025, through July 31, 2026. Vendor selection is based on price and published non-price factors (student acceptability, logistics/service, and CN crediting/pack compliance) in accordance with 2 CFR 200 and applicable Child Nutrition regulations.

In accordance with Indiana Code 5-22-10-13, purchases may be made without competitive bidding when only one source of supply exists. 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 Antonette Payne, that the recommendation concerning the USDA Foods Processors be approved. Roll Call: Ayes, unanimous; nays, none.

Read 180 Renewal

Dr. Daniel presented the following recommendation concerning the Read 180 Renewal:

RECOMMENDATION: It was recommended that the Board approve the renewal purchase of Read 180 for two additional years from Houghton Mifflin Harcourt for \$533,760.00.

RELATED INFORMATION: In accordance with the district focus on literacy, FWCS secondary schools will offer supplemental Tier II English Language Arts instruction for secondary students in need of literacy support. Funding will come from the Education Fund.

Courtney Lumbley, Director of Secondary Curriculum, Instruction and Assessment and Middle Schools, was available to answer questions.

A motion was made by Anne Duff, seconded by Antonette Payne, that the recommendation concerning the Read 180 Renewal be approved. Roll Call: Ayes, unanimous; nays, none.

High Ability Grant 2025-2026

Dr. Daniel presented the following recommendation concerning the High Ability Grant 2025-2026:

RECOMMENDATION: It was recommended that the Board approve the acceptance of the 2025-2026 High Ability Grant from the Indiana Department of Education in the amount of \$221,964.00.

RELATED INFORMATION: Fort Wayne Community Schools receives funds through the High Ability Grant to support specific academic programming for students in grades K-12 who have been identified as having high ability in a particular area. Services are designed to engage students in accelerated learning experiences that prepare them for emerging careers and educational opportunities. Funds from this grant provide school year and summer programming for identified students, materials for screening and assessing students for identification, and support the High Ability Coordinator position.

Courtney Ruppert, High Ability Coordinator and Kimberly Brooks, Federal Programs Director were available to answer questions.

A motion was made by Anne Duff, seconded by Noah Smith, that the recommendation concerning the High Ability Grant 2025-2026 be approved. Roll Call: Ayes, unanimous; nays, none.

Title I, Part A Basic and Neglected Grant 2025-26

Dr. Daniel presented the following recommendation concerning the Title I, Part A Basic and Neglected Grant 2025-26:

RECOMMENDATION: It was recommended that the Board approve the acceptance of the Title I, Part A Basic and Neglected Grant from the Indiana Department of Education in the amount of \$14,168,099.15.

RELATED INFORMATION: A school building's eligibility for Title I services is primarily based on criteria related to family income. FWCS determines target areas based on the number of students receiving free or reduced lunch and/or direct-certified government benefits. In 2025-26, Title I services support thirty-two FWCS elementary schools. Services include literacy instruction, intervention support, after-school tutoring, summer programming, family engagement efforts, and preschool. Students who receive free or reduced lunch and live within FWCS Title I school attendance areas but attend non-public schools are provided supplemental instruction through a resource teacher/tutor, instructional assistant or service provider.

Additionally, FWCS students who are experiencing homelessness and students who reside at Crossroad Children's Home, an institution for neglected children, receive supplemental educational services through Title I.

Kimberly Brooks, Federal Programs Director, was available to answer questions.

A motion was made by Anne Duff, seconded by Noah Smith, that the recommendation concerning the Title I, Part A Basic and Neglected Grant 2025-26 be approved. Roll Call: Ayes, unanimous; nays, none.

Title I, Part D Delinquent Grant 2025-26

Dr. Daniel presented the following recommendation concerning the Title I, Part D Delinquent Grant 2025-26:

RECOMMENDATION: It was recommended at the Board approve the acceptance of the Title I, Part D Delinquent Grant from the Indiana Department of Education in the amount of \$146,862.81.

RELATED INFORMATION: Allen County Juvenile Center and Lifeline Youth & Family Services receive funds through the Title I, Part D Delinquent Grant to support instruction and transitional services for clients or students who reside in the above-mentioned facilities. Instruction is designed to

sustain academic growth during residency and to close the achievement gap. Credit coursework toward graduation, credit recovery, and/or support for transition services are available. Kimberly Brooks, Federal Programs Director, was available to answer questions.

A motion was made by Anne Duff, seconded by Antonette Payne, that the recommendation concerning the Title I, Part D Delinquent Grant 2025-26 be approved. Roll Call: Ayes, unanimous; nays, none.

Construction Contract and Amendment – Transportation Center

Dr. Daniel presented the following recommendation concerning the Construction Contract and Amendment – Transportation Center:

RECOMMENDATION: It was recommended that the Board approve a contract and amendment with Jace Electric Inc. for technology conduit infrastructure installation at the Transportation Center.

RELATED INFORMATION: The original RFQ was received on October 9, 2025 for \$149,975. Quotes were solicited from three vendors known to provide the required services. Pursuant to Indiana Code § 5-22-8-3, when fewer than the required responsible and responsive quotes are received, the purchase may proceed under the special-purchase authority in Indiana Code § 5-22-10-10. Only one proposal was received. An amendment to the contract of \$8,350 to expand the scope of work is also recommended for approval for a total contract amount of \$158,325.

The Transportation Center Technology Conduit Infrastructure project is funded through the Safety Referendum and is within the program budget.

Heather Krebs, Facilities Director, was available to answer questions.

A motion was made by Anne Duff, seconded by Antonette Payne, that the recommendation concerning the Construction Contract and Amendment – Transportation Center be approved. Roll Call: Ayes, unanimous; nays, none.

Construction Contract Approvals

Dr. Daniel presented the following recommendation concerning the Construction Contract Approvals:

RECOMMENDATION: It was recommended that the Board approve the following construction contracts:

<u>Project</u>	<u>Contractor</u>	<u>Construction Contract</u>
Bleachers and Equipment	Shawnee Construction	\$917,200
Franke Park Renovation and Addition	Shawnee Construction	\$2,334,900
Wayne Site Improvements	Brooks Construction	<u>\$6,028,965</u>
		\$9,281,065

RELATED INFORMATION: The Bleachers and Equipment project includes the replacement of gym bleachers at Portage, Jefferson, North Side, and Snider and the installation of ice machines and washer and dryers at Kekionga and Portage. The project will be funded with a combination of 2024 General Obligation Bond and Operations funds as identified in the 2026 Capital Projects Plan.

The Franke Park Addition and Renovation project includes an addition to and renovation of the office suite, renovation of the student and staff restrooms on the first and second floors and improvements to the media center. The project will be funded with 2020 School Building Basic Renewal/Restoration and Safety Project (Bond) funds.

The Wayne Site Improvements project includes parking, bus lane, student pickup/drop-off lane, miscellaneous concrete replacement, asphalt mill and resurfacing, site lighting and stadium site improvements at Wayne High School. The project will be funded through a combination of 2020

School Building Basic Renewal/Restoration and Safety Project (Bond) and 2024 General Obligation Bond funds.

Heather Krebs, Facilities Director, was available to answer questions.

A motion was made by Anne Duff, seconded by Antonette Payne, that the recommendation concerning the Construction Contract Approvals be approved. Roll Call: Ayes, unanimous; nays, none.

Fire Alarm
Annual
Inspection
Agreement

Dr. Daniel presented the following recommendation concerning the Fire Alarm Annual Inspection Agreement:

RECOMMENDATION: It was recommended that the Board approve the purchase of the annual fire alarm inspection from Siemens. This is a three-year agreement total is \$219,844.

2026	\$71,124.00
2027	\$73,260.00
2028	<u>\$75,460.00</u>
Total	\$219,844.00

RELATED INFORMATION: The three-year agreement begins January 1, 2026 and will end December 31, 2028. Siemens was the lowest of the three bids received. Funding will come from the Operations Fund.

Pete Smith, Director of Maintenance & Operations, was available to answer questions.

A motion was made by Anne Duff, seconded by Noah Smith, that the recommendation concerning the Fire Alarm Annual Inspection Agreement be approved. Roll Call: Ayes, unanimous; nays, none.

Operations and
Education
Fund
Additional
Appropriation,
Public Hearing
and Adoption

Dr. Daniel presented the following recommendation concerning the Operations and Education Fund Additional Appropriation, Public Hearing and Adoption:

RECOMMENDATION: It was recommended that the Board conduct a public hearing and approve an additional appropriation in the amount of \$3,000,000 for the 2025 Operations Fund appropriation and \$5,000,000 for the Education Fund appropriation.

RELATED INFORMATION: The notice for the additional appropriation was properly advertised on November 19, 2025, in the Journal Gazette. Approval of the additional appropriation in the Education and Operations Fund authorizes the 2% wage increase and helps support the associated pay adjustments.

We are now ready for the next step in the approval process, which is this public hearing on the appropriation of the proceeds of the Education and Operation Funds.

Upon the conclusion of the public hearing, the Board will vote on the two resolutions.

1. Resolution approving the appropriation of the proceeds of the 2025 Education Fund; and
2. Resolution approving the appropriation of the proceeds of the 2025 Operations Fund.

At this time, all interested parties are entitled to present their testimony regarding the appropriations.

The hearing was opened at 6:47 p.m. and the public was provided with an opportunity to present their testimony regarding the appropriations. No member of the public commented. The public hearing was closed at 6:48 p.m.

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

A motion was made by Noah Smith, seconded by Anne Duff, that the recommendation concerning the Resolution approving the appropriation of the proceeds of the 2025 Education Fund; and the Resolution approving the appropriation of the proceeds of the 2025 Operations Fund be approved. Roll Call: Ayes, unanimous; nays, none.

Comments

Board Member Steve Corona commented that the IDOE is still accepting public testimony regarding School Accountability. Member Corona was told that they are creating for local schools a proposal fund

As part of what they are doing, is they are creating a fund to solicit proposals from local school districts which is somewhat new and unusual for districts to be applying for innovative programs. This is a real opportunity for us. He believes it is a \$25 million pot. This would be an opportunity for us to be able to bring some of our things to scale. Member Corona also commented that we are losing Renee Sloan from Sodexo to retirement. Her successor, Ryan Casmarkee was introduced.

Board Member Antonette Payne congratulated two talented FWCS students who were recently named as finalist of the Colts Man and Woman of the Year.

Board Member Noah Smith also wished Renee the best of luck in retirement and often comments that Renee and Sodexo shows what a vendor relationship should look like. Member Smith also recognized Jack Byrd as tonight is his last Board meeting before retiring. He personally thanked him for his years of service.

Board Member Anne Duff commented that the new ICPE Coalition members recently sent a thirteen-question survey based on how the Tax Relief Bill affected their district. This went to all districts in Indiana with 51% responding, which is a great response as normally you are lucky to get 20% to respond. Member Duff encourages the community to pay close attention to how much you are saving in property taxes. Is it worth the cuts to your students and community? Happy Holidays and congrats to the retirees.

Board President Maria Norman recognized two past FWCS students that performed with the IU Marching 100 during the IU vs. Ohio State, Big 10 Football Championship. President Norman mentioned some of the great things coming up at FWCS, including College & Career Readiness, open houses, orientations and reminded parents that the Choice lottery is still open until March 1. She encouraged families to follow FWCS social media.

Superintendent Dr. Mark Daniel thanked Renee for her stellar service. She worked next to her crew during COVID, she has supported our Schools of Success celebrations, hired our students to work at Sodexo and is a supporter of the Blessings in a Backpack program. Dr. Daniel asked everyone to congratulate soon to be retired Jack Byrd and he thanked him for his unwavering dedication to FWCS.

Next Meeting

The next meeting of the Board will be the Organizational Meeting, which is scheduled for Monday, January 12, 2026, 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 24; Vouchers for the period ending December 8, 2025, and the payroll for the period ending November 14, 2025.

Adjournment and Dismissal

There being no further business and no general public comment, upon a motion by Anne Duff, seconded by Noah Smith, the meeting was adjourned at 7:01 p.m.



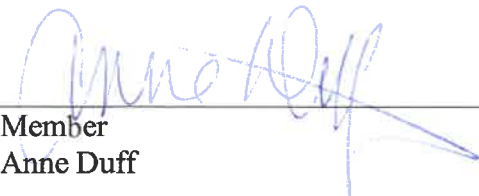
President
Maria Norman



Member
Stephen Corona



Vice President
Noah Smith



Member
Anne Duff

ABSENT

Secretary
Jennifer Matthias

ABSENT

Member
Julie Hollingsworth



Member
Antonette Payne