

NORTHWEST INDIANA SPECIAL EDUCATION COOPERATIVE
2150 W. 97th PLACE
CROWN POINT, IN. 46307
July 8, 2026

Executive Session: The Board of Managers met in executive session at 5:30 p.m. and discussed items related to IC 5-14-1.5-6.1.

1. Mrs. Tara Beilke called the meeting to order at 6:00 p.m.
2. Mr. Bradley Keehn took roll call. The following members were recorded as present: Mrs. Tara Beilke for Hanover, Mr. Bradley Keehn for Hobart, Mrs. Louise Neese for Lake Ridge, Mr. Kevin Music for Lake Station and Dr. Nathan Kleefisch for Tri-Creek. There was no representation for Highland or River Forest.
3. Mrs. Beilke asked for the appointment of a new Deputy Treasurer since the Board's previous Deputy Treasurer, Kathy Cain, retired. Dr. Kleefisch made the motion to appoint Dr. Rebecca Harkema as the Deputy Treasurer. The motion was seconded by Mr. Music and passed unanimously.
4. Mrs. Beilke asked for comments or questions on agenda items from the audience. There were none.
5. Mrs. Beilke asked for any additions or deletions to the June 10, 2026 minutes. Dr. Kleefisch moved for Board approval of the June 10, 2026 minutes, as presented. Mrs. Neese seconded the motion and it passed unanimously.
6. Ms. Gilmore recommended Board approval of the monthly financial reports dated June 30, 2026. Mrs. Neese moved for Board approval of the monthly financial report dated June 30, 2026. The motion was seconded by Mr. Keehn and passed unanimously.
7. Ms. Gilmore requested Board approval of Resolution #26-08: To Transfer Amounts from the Education Fund to the Operations Fund for June 2026. Dr. Kleefisch moved for Board approval of Resolution #26-08, as presented. The motion was seconded by Mrs. Neese and passed unanimously.
8. Mrs. Horn requested Board approval of Resolution #26-09 Re: I.C. 20-28-9-1.5 (a), as presented. Dr. Kleefisch moved for Board approval of Resolution #26-09. The motion was seconded by Mr. Keehn and passed unanimously.
9. Mrs. Horn requested Board approval of Resolution #26-10: For Purposes of Evaluation and Dismissal for NISEC Employees - Superintendent. Dr. Kleefisch moved for Board approval of Resolution #26-10, as presented. The motion was seconded by Mr. Music and passed unanimously.
10. Mrs. Horn requested Board approval of Resolution #26-11: For Purposes of Evaluation and Dismissal for NISEC Employees - Principal. Mr. Music moved for Board approval of Resolution #26-11, as presented. The motion was seconded by Dr. Kleefisch and passed unanimously.
11. Mrs. Horn requested Board approval of the iHear Teletherapy Outreach Service Agreement between St. Joseph Hearing and Speech and the Northwest Indiana Special Education Cooperative. Mr. Keehn made the motion to approve the iHear Teletherapy Outreach Service Agreement, as presented. Mrs. Beilke seconded the motion and the motion passed unanimously.
12. Ms. Gilmore requested Board approval of the Anderson Grant for the 2026-2027 school year. Ms. Gilmore shared NISEC was awarded \$15,000.00 through the Anderson Grant, this money will be used to help fund the art program at Eagle Park School. Dr. Kleefisch moved for Board approval of the Anderson Grant, as

presented. The Board members thanked Ms. Gilmore for her hard work in applying for the grant and obtaining the extra funds for this school year. The motion was seconded by Mr. Music and passed unanimously.

13. Ms. Gilmore requested Board approval of the Hourly Rates for Paraprofessional, Virtual Speech E-Helpers, certified Nurse Assistants, Intense Intervention Techs, and Health/Nutrition Aides for the 2026-2027 school year. Ms. Gilmore said the only change to the document was to update the job title from Registered Behavior Tech to Intense Intervention Tech. Dr. Kleefisch made the motion to approve the Hourly Rates for Paraprofessionals, Virtual Speech E-Helpers, Certified Nurse Assistants, Intense Intervention Techs, and Health/Nutrition Aides for the 2026-2027 school year, as presented. The motion was seconded by Mr. Keehn and passed unanimously.
14. Ms. Gilmore requested Board approval of the 12-Month Classified Staff Salary Ranges. Ms. Gilmore said the only changes to the document was the addition of the job title “HR Generalist” with the corresponding salary range and the removal of the job title “Receptionist” because it was moved to the 10-Month Staff Salary Range. Mr. Music made the motion to approve the 12-Month Staff Salary Ranges, as presented. The motion was seconded by Mrs. Beilke and passed unanimously.
15. Ms. Gilmore requested Board approval of the 10-Month Classified Staff Salary Ranges. Ms. Gilmore said the only change to the document was the addition of the job title “Receptionist” with the corresponding salary range which was moved from the 12-Month Classified Staff Salary Ranges. Mr. Keehn made the motion to approve the 10-Month Staff Salary Ranges, as presented. The motion was seconded by Mr. Music and passed unanimously.
16. Ms. Gilmore requested Board approval of the Classified Staff Handbook. Ms. Gilmore went over the updates to the classified staff handbook which included changes to the language regarding dress code, changes to PTO day language, and updating titles such as Assistant Director to HR Generalist. Dr. Kleefisch made the motion to approve the Classified Staff Handbook, as presented. The motion was seconded by Mr. Music and passed unanimously.
17. Ms. Gilmore requested Board approval of the NISEC Technology Fees for the 2026-2027 school year. Mrs. Neese made the motion to approve the NISEC Technology Fees for the 2026-2027 school year, as presented. The motion was seconded by Mr. Keehn and passed unanimously.
18. Ms. Gilmore requested Board approval of the Education Healthcare Staffing Agreement between NISEC and AMN Healthcare. Mr. Keehn made the motion to approve the Education Healthcare Staffing Agreement between NISEC and AMN Healthcare, as presented. The motion was seconded by Dr. Kleefisch and passed unanimously.
19. Mrs. Horn requested Board approval of the second and final reading of the NEOLA Bylaws and Policies Volume 38, No. 1 Nondiscrimination (Part 2), as presented:

Replacement Policies: 3122 | 4122

Rescinded Policies: 3122.02 | 3362 | 4122.02 | 4362

Technical Corrections: 3362.01 | 4362.01

Dr. Kleefisch moved for Board approval of the second and final reading of the NEOLA Policies, as presented. The motion was seconded by Mrs. Beilke and passed unanimously.

20. Mrs. Horn requested Board approval of the first reading of the revised NEOLA Policy 9150. Mr. Music moved for Board approval of the first reading of the revised policy 9150, as presented. The motion was seconded by Mrs. Beilke and passed unanimously.

21. Mrs. Horn requested Board approval of the technical corrections of the NEOLA Bylaws and Policies, as presented:

1422 | 1623 | 2260 | 2260.01 | 3122 | 3123 | 4122 | 4123 | 5517

Dr. Kleefisch moved for Board approval of the technical corrections of the NEOLA Policies, as presented. The motion was seconded by Mr. Music and passed unanimously.

22. Mrs. Horn requested Board approval of the NISEC Cluster Program Chart for the 2026-2027 school year. Mr. Music made the motion to approve the NISEC Cluster Program Chart for the 2026-2027 school year, as presented. The motion was seconded by Mr. Keehn and passed unanimously.
23. Mrs. Horn requested Board approval of the revised Exhibit B within the NISEC Master Professional Services Agreement. Mrs. Horn shared the revision increases the fee schedule by 5% for the 2026-2027 school year. Dr. Kleefisch made the motion to approve the revised Exhibit B within the NISEC Master Professional Services Agreement, as presented. The motion was seconded by Mrs. Beilke and passed unanimously.
24. **Personnel:**
Mrs. Horn recommended approval to the following personnel actions:

A. Retirement

Administrative

Candi Dines-Cress, District Director with NISEC, effective July 1, 2026.

B. Resignations

Certified

Gabriella Cottrell, Mild Interventions Teacher at Liberty Elementary, effective June 18, 2026.

Carol Fonner, Social and Emotional Learning Teacher at Hobart Middle School, effective July 1, 2026.

Classified

Monica Bernhardt, Paraprofessional at Southridge Elementary School, effective June 29, 2026.

Richard Horn, Paraprofessional at Eagle Park Community School, effective July 6, 2026.

Amy Ingram, Paraprofessional at Three Creeks Elementary School, effective June 26, 2026.

Autumn Romans, Paraprofessional at Lowell Intermediate School, effective June 12, 2026.

Theresa Santillan, Paraprofessional at Hobart Middle School, effective June 10, 2026.

C. Terminations

Sabrina Russell, Intense Intervention Tech at Eagle Park Community School, effective May 27, 2026.

D. Appointments

Administrative

Carol Fonner, Director of Eagle Park, effective August 1, 2026.

Certified

Bailee Berry, Early Childhood Mild Interventions Teacher at Evans Elementary School, effective August 10, 2026.

Andrea Celestin, Educational Diagnostician with NISEC, effective August 11, 2026.

Jessica Fucela, Mild Interventions Teacher at Oak Hill Elementary, effective August 10, 2026.

Ivana Gomez, Mild Interventions Teacher at Liberty Elementary School, effective August 10, 2026.

Harmony Hofstra, Mild Interventions Teacher at Red Cedars Elementary School, effective August 10, 2026.

Jennean Malo, Social and Emotional Learning Teacher at Joan Martin Elementary, effective August 10, 2026.

Classified

Melissa Alvarez, Paraprofessional at Highland High School, effective August 13, 2026.

Ashley Gannon, Paraprofessional at Three Creeks Elementary School, effective August 18, 2026.

Lillian Hampton, Paraprofessional at Bailey Elementary School, effective August 12, 2026.

Victoria Hays, Paraprofessional at Highland Middle School, effective August 13, 2026.

~~*Nadine Hernandez-Dewitt*, Paraprofessional at Joan Martin Elementary School, effective August 12, 2026.~~ Does not meet hiring requirements.

Brittany Ignatowicz, Paraprofessional at Southridge Elementary School, effective August 13, 2026.

Sherri Jerome, Paraprofessional at Merkley Elementary School, effective August 13, 2026.

Theresa Miller, Paraprofessional at Johnston Elementary School, effective August 13, 2026.

Harrison Pala, Paraprofessional at Warren Elementary School, effective August 13, 2026.

Tanya Spinks, Paraprofessional at Evans Elementary School, effective August 12, 2026.

Registered

Megenn Myers, Long Term Substitute Teacher/Behavior Intervention Specialist at Eagle Park Community School, effective August 10, 2026.

E. Independent Contracts

None at this time.

F. Leave of Absence

None at this time.

G. Conference Leave

None at this time.

H. Other

Anthony Burt, Change of position from a Mild Interventions Teacher at Highland Middle School to a Long-term Substitute Teacher at Highland Middle School, effective August 10, 2026.

Mrs. Beilke moved for Board approval of the Personnel Report, as presented. The motion was seconded by Mrs. Neese and passed unanimously.

25. Mrs. Horn requested Board approval of a therapy dog for Eagle Park Community School. Mrs. Horn shared the New Director of Eagle Park, Mrs. Carol Fonner, who was just approved on the Personnel Report, had a therapy dog in her classroom at Hobart MS. Mrs. Horn said it has been requested for the therapy dog to come with Mrs. Fonner to Eagle Park and she is seeking the Board's approval. Dr. Kleefisch made the motion to approve the therapy dog for Eagle Park Community School, as presented. The motion was seconded by Mr. Music and passed unanimously.
26. **Director's Report:**
 - Mrs. Horn shared the NISEC Organizational Chart, Central Office Administrative Duties, District Director Additional Duties Organizational Chart and the Central Office Structure Chart.
 - Mrs. Horn introduced both Carol Fonner, the newly approved Director of Eagle Park, and Zoey, her therapy dog. Mrs. Horn shared her and Dr. Harkema are excited for Mrs. Fonner and Zoey to be at Eagle Park beginning the 2026-2027 school year. Mrs. Horn shared Mrs. Fonner brings over 23 years of experience working with students with intense needs and she believes it will be a great experience for the students at Eagle Park to have a therapy dog.
 - Mrs. Horn shared important upcoming dates with the Board of Managers for the 2026-2027 school year.
27. Mrs. Beilke asked for comments or questions from the Board.
Dr. Kleefisch said he is excited about all the changes for the 2026-2027 school year. Mrs. Beilke said she is sad that this is Mrs. Horn's last meeting and all the Board members said it has been a pleasure working with Mrs. Horn.
28. Mrs. Beilke asked for comments or questions from the Audience.
Mrs. Fonner said both her and Zoey are excited to be part of Eagle Park for the upcoming school year.

29. Dr. Kleefisch moved to adjourn the meeting. The motion was seconded by Mrs. Beilke and passed unanimously.