

The Board of School Trustees of Madison Consolidated Schools conducted a Regular Board Meeting on Wednesday, July 17, 2024, at the Administration Building, 2421 Wilson Avenue, Madison, Indiana, at 6:00 p.m.

The following members of the Board of School Trustees were present:

Mr. John Wallace, President  
Mr. Michael Scott, Vice-President  
Mr. David Storie, Secretary  
Mrs. Jodi Yancey, Member  
Mr. Brian Armbrrecht, Member

The following Central Office Administrators were present:

Dr. Teresa Brown, Superintendent  
Mrs. Tara McKay, Assistant to the Superintendent  
Mr. Jay Roney, Director of Facilities  
Mrs. Janet McCreary, Director of Curriculum, Instruction, and Assessment  
Mrs. Danica Houze, Chief Financial Officer  
Ms. Shannon Allman, Director of Human Resources  
Mrs. Lori Slygh, Assistant Director of Programs  
Mrs. Ashley Schutte, Communications Coordinator

**CALL TO ORDER**

**PLEDGE OF ALLEGIANCE**

**STUDENT RECOGNITION(S):**

1. **SPRING ALL-STATE ACADEMIC ATHLETES**

**Boys Volleyball**

**IBVCA Academic All-State**

Ian Eiriksson  
Kyle Roney  
Saba Chabukashvili  
Jackson Schwartz

**Boys Track**

**IATCCC Academic All-State**

John Michael Crouch  
Bryce Miller- Honorable Mention  
Eli Dodge-Honorable Mention

**Softball**

**SCAI Academic All-State**

Bailey Owens

2. **I.H.S.A.A. GIRLS TRACK STATE FINALIST**

**Girls Track**

Hannah Dart- State Qualifier Shot Put

Hannah Dart- IATCCC Indiana All-Star

3. **I.H.S.A.A. STATE BOYS GOLF TEAM**

**Boys Golf**  
**State Finalist**  
Landon True  
Henry Ashley  
Clayton Benkert  
Luke Barron  
Jayce Sharp

4. **IHSGCA REGIONAL COACH OF THE YEAR**

**Indiana High School Golf Coaches Association Coach of the Year**  
Chris Conner

**STRATEGIC FRAMEWORK PRESENTATION**

**Madison Consolidated Schools**  
Strategic Planning  
July 17, 2024

**Madison Consolidated Schools**  
Strategic Plan Background

**Madison Consolidated Schools**  
Proposed Vision Statement

**Madison Consolidated Schools**  
**Vision Statement**

**Student Centered; Achievement Focused; Everyone Valued**

**Madison Consolidated Schools**  
Core Values

**Core Values**

- Integrity
- Servant Leadership
- Growth Mindset
- Collaborative
- Accountability
- Continuous Improvement
- Data Driven

**Madison Consolidated Schools**  
**Strategic Plan Goals**  
Academic Growth and Achievement  
Safety and Well-being  
Recruitment and Retention

**Madison Consolidated Schools**  
**School Year 23-24**  
**Spotlight**

## Academic Achievement and Growth

- Added a Career & Technical Education (CTE) Capstone Course at MCHS (Farm Stop project)
- Added three Reading Coaches to help with the Science of Reading implementation, Literacy Cadre II
- Added eSports elective at MJHS and afterschool teams for both MJHS and MCHS
- *FOCUS* book study for all staff (optional);
- *Learning by Doing* and *Arrows* book study for administrators
- Trained all K-12 English/Language Arts teachers in Smekens Writing
- Tightened Tier I instruction-MCS Instruction Pyramid
- Early release time approved for 24-25
- Multi-tiered systems of Support (MTSS) review and steps to improvement
- Data discussion has led to an increase in ILEARN scores
- Special Education curriculum material updates to match General Education Tier 1
- English Language Learners curriculum updated for the first time since (2008)

## Safety and Well-being

- Hired SROs for each building
- Partnership with Care Solace mental health coordination service
- Partnership with Sandy Hook Promise for Say Something 24/7/365 resource service
- Implementing sensory spaces in every building
- Initiated/supported Trust Based Relational Intervention (TBRI) training for all staff
- Implemented Ripple Effects and Sources of Strength
- Implemented Robokind robots and curriculum for social skill development
- Piloting a behavior coach and behavioral intervention program for 24-25
- Expanded nursing team
- Implementing Telehealth Program for 24-25
- Created a Cub Checkpoint at MCHS to assist with campus security
- Initiated transition activities at the elementary schools to assist with junior high school transition and at the junior high to assist with the high school transition. (District-wide PK-12 Celebration and Cub Fest at MCHS)
- Implemented a partnership with the Jefferson County Prosecutor's Office and court system for an alternative to suspension program (JCASP)
- We have installed 238 new cameras or systems to assist with safety and security

### Camera installs

- Admin - 22 New
- Transportation - 12 New
- Anderson - 39 New - we need to replace 21 older models during phase two.
- Deputy - 42 still waiting
- Lydia- 74 New
- Rykers- 62 still waiting
- Junior High- 48 New - we need to replace 21 older models during phase two
- HS - we did server only. 5 waiting for installation, and we need to purchase 150+/- during our next phase
- The total new installed is 238 and we will continue installing 155 more this summer
- Phase 2, we will need +/- 192 purchased to completely replace all older cameras
- Distributing master keys for all schools in order to access all building rooms for safety
- Renovating Cub Industries air filtration, student safety/comfort
- Upgrading MCHS HVAC project student/staff comfort and learning
- Added Signage and traffic control for all schools

## Retention and Recruitment

- Created an employee childcare option for 24-25 school year for ages birth-3

- Working to renovate and furnish 4 rooms for our child care in an effort to give employees the opportunity to have access to quality child care.
- Secured an early release time of 45 minutes for each Wednesday for dedicated collaboration time for building teachers (24-25)
- Launched a new “Teacher of the Year and Staff Member of the Year” Celebration and Recognition program
- Administered a staff survey at the beginning and end of the year to gauge employee satisfaction and collect data for action steps
- Employee Appreciation - took advantage of several opportunities to show gratitude to all employees throughout the district
- Implemented Frontline Platform in an effort to provide more substitute teacher coverage for absences and professional development.
- Implemented a new Application Platform Nimble which has increased our applicant pool for many positions.
- Implemented ParentSquare communication platform district-wide for parents and staff.
- Partnerships with Bloomboard/Lake Erie College to provide up to 10 employees the opportunity to earn a teaching degree while working full-time as an ISP.
- Partnership with Bloomboard to provide SPED Paraeducator Training to 10 employees who at the completion of the 6-week course will receive a \$1000 stipend.
- Developed a new Teacher Academy that will roll out for the 24-25 school year; dedicated to providing additional support to our newest teachers in the District.

**Grants totaling: \$1,844,795.19**

**Grants awarded to Madison Consolidated Schools since May 2023**

**Awarded:**

- Childcare: \$750,000.00 + \$75,000.00 in-kind = \$825,000.00
- Robokind: \$51,600.00
- Farm-to-School: \$29,737.00
- Indiana Dairy Farmers Cooler: \$5,000.00 (milk cooler for athletic department)
- SPED Paraprofessional grant: \$25,000.00
- Competitive Robotics: \$10,000.00
- WGC | Community Foundation: \$7,500
- Toys for Tots: \$5,681.52 (summer books prek-8)
- DOW Community Grant: \$8,200.00
- Digital Learning Grant: \$49,245.00
- iCAP: \$50,000.00
- Innovation Hub USDA: \$249,831.67
- Bethany Legacy Foundation: \$528,000
- **Running Total: \$1,844,795.19**

**Application(s) Completed | Awaiting Award Announcement:**

- SPED Paraprofessional grant: \$18,988.00
- Robokind: \$14,000.00
- Next Gen School Improvement MJHS: \$159,171.00
- **Total in-waiting: \$192,159.00**
  
- **Potential grant award total if we receive funding from all applications submitted: \$2,036,954.19**

**Reviewing the Data:**  
**Academic Growth and Achievement**

**Goal 1: Implementation of Instructional Framework PK-12+**

**Goal 2: Use of data points to drive Instruction and Programming**

**Goal 3: Expanding Opportunities for Students**

**Goal 1: Implementation of Instructional Framework PK-12+**

1. Align PK-12/Vertical Alignment
  - o Pacing guides for all grade levels and content areas
2. Implementation of PLCs
  - o Streamline programs
3. Continue intentional PD/Specific new teacher development

**Tier 3**

Interventions at Tier 3

Utilize Tier 2 materials at an increased frequency and rate of time

**Tier 2**

Reveal Math Reinforce Understanding (K-8)

Phonemic Awareness: Heggerty Bridge the Gap (K-4)

Phonics: UFLI (K-4)

Vocabulary: Benchmark Intervention – Language (K-4)

Comprehension: Benchmark Intervention – Comprehension (K-4)

Fluency: Benchmark Intervention – Fluency (K-4)

**Tier 1 Non-Negotiable**

Benchmark Literacy (K-6) Heggerty (PK-4) 6+1 Writing Traits (K-12)

Reveal (PK-8) Mystery Science (K-5) UFLI (PK-4) mClass Boost (K-4)

Pre-K Teaching Strategies (PK)

These curricula are the foundation that all MCS students receive Tier 1 and should not be replaced in any capacity for core instruction.

Course Map & Pacing Guide Template

MCS Elementary Pacing Guides

**Goal 2: Use of data points to drive...Instruction and Programming**

1. Use data to assure Tier 1 student success
2. Develop and fully implement MTSS
3. Triangulate data point for full picture of child

**ILEARN**

	State		State		State		State		State		ILEARN
	MCS	Ave	MCS	Ave	MCS	Ave	MCS	Ave	MCS	Ave	2024
	2019	2019	2020	2020	2021	2021	2022	2022	2023	2023	
ELA	50.4	47.9	*	*	44.7	40.5	44.8	41.2	43.1	40.7	MCS: 46%
Math	40.4	47.8	*	*	42.3	36.9	43.5	39.4	43.2	40.9	MCS: 42%
Both	33.8	37.1	*	*	32.8	28.6	34.2	30.2	32.8	30.6	MCS: 32%

**IREAD**

Year	MCS Percentage Passing	State Average
2019 (Baseline)	87.7%	87.3%

2020	*	*
2121	86.7%	81.2%
2022	82.1%	81.6%
2023	77%	81.9%
2024	(71%-87.1%)	TBA

**SAT School Day**

Number of grade 11 students who meet performance benchmarks on the SAT during the grade 11 assessment window divided by the total number of grade 11 students participating in the SAT.

	State	Corporation
2022	28.8%	19.5%
2023	24.4%	23.3%
2024	23%	23%

**Madison Consolidated Schools (3995) MCHS**

	2018	2019	2020	2021	2022	2023	2024
Grad Rate per IN Law	87.88 <b>86.08</b>	90.71 <b>86.01</b>	90.60 <b>88.50</b>	89.10 <b>77.33</b>	86.65 <b>74.07</b>	88.98 <b>83.26</b>	Coming soon <b>90.76%</b>
Grade Rate per Fed. Law	87.09 <b>84.65</b>	89.88 <b>85.66</b>	89.93 <b>88.06</b>	88.15 <b>77.33</b>	85.12 <b>72.04</b>	87.52 <b>81.74</b>	Coming soon <b>89.78</b>
# of grads	204	209	177	174	160	179	172
# in IN Cohorts	237	243	200	225	216	215	184
# in Fed. Cohort	241	244	201	225	221	219	186

**Goal 3: Expanding Opportunities for Students**

1. Implement opportunities for career exploration earlier, elementary and middle school. Use student interest to drive opportunities
2. Community events, create relationships with student/families
3. Expand apprenticeship/community partnerships

**Reviewing the Data:  
Safety and Well-being**

**Goal 1: Provide mental health and behavioral supports for students and staff**

**Goal 2: Revise/Implement MCS safety and wellness plan**

**Goal 3: Create a trauma informed community**

**Madison Consolidated Schools**

**MCS Student Enrollment  
2017-2024**

<b>Enrollment</b>	17-18	18-19	19-20	20-21	2021-22	2022-2023	2023-2024
Fall ADM	2664	2581	2569	2542	2557	2564	2515

Spring ADM	2648 (-16)	2568 (-13)	2538 (-31)	2513 (-29)	2546 (-11)	2511 (-53)	2426 (+11)
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**MCS Suspension/Expulsion Data**

Suspension/ Expulsion	MCHS	EOM Jr/Sr	MJHS	Anderson	Deputy LM	Rykers'	
2019-2020	160/No Data	No Data	200/No Data	4	4	0	1
2020-2021	83/5	35/0	224/2	0	1	0	2
2021-2022	122/20	36/0	254/4	1	3	0	1
2022-2023	136/24	w/MCHS	132/2	1	0	1	1
2023-2024	156/3	N/A	179/2	1	0	3	8

Expulsions

**Jefferson County Alternative to Suspension Program  
(JCASP)**

	Suspensions to JCASP	MCHS	MJHS
2023-2024*		11 students = 48 days	12 students = 32 days

\*Program started in February 2024

**Indiana University Needs Assessment**

**Summary/Recommendations:**

- Implement additional restorative discipline practices and language including training/coaching for staff
- Continue implementation of alternative education programming
- Pursue alternatives to suspension/expulsions in an attempt to prevent exclusionary discipline practices
- Implement and instruct students on substance abuse cessation
- Address student engagement/attendance and the potential correlation to overall decline in enrollment
- Consistently teach social emotional skills at all levels
- Use a robust Multi-Tiered System of Support (MTSS) to meet the diverse needs of students
- Offer ongoing training and consultation for Trust Based Relational Intervention (TBRI)
- Explore the possibility of engaging with community mental health partners
- Continue to support School Resource Officers in developing positive relationships with students
- Intentionally plan ways to support the regulation and self-care of educators

**Counseling Resources & Referrals**

Counseling Team Members:

- 6 Licensed School Counselors
- 4.33 Licensed Mental Health and/or Clinical Social Workers
- 3 Counseling Support Specialists

*In July, received a \$528,000 “Grow Our Own Mental Health Haven” grant from Bethany Legacy Foundation to improve mental health and behavioral supports.*

**Counseling Resources & Referrals**

	Elementary Schools	Middle School	High School
Individual Student Contacts (Academic, Career, Social Emotional)	4219+	4650+	2904+
Suicide Screenings/Assessments	50	28	30
DCS Referrals	62	33	63
Outside Counseling Referrals	63	34	22
Including Care Solace			
McKinney Vento Eligible Students	58	20	28

**Nursing Program**

**Nursing Team Members:**

- 1 Nursing Coordinator (RN)
- 5 RNs
- 2 LPNs
- 4 Health Room Assistants

**SRO Program**

**SRO Team Members:**

- 1 School Safety Director
- 6 SROs - 1 officer at each school (All NASRO Certified)
- Cub Checkpoint

**SRO Program**

	Elementary Schools	Middle School	High School	E.O. Muncie
Police Cases	6	21	39	2
	1 battery, 1 theft, 4 crash reports	8 drug, 4 battery, 2 information, 3 sex offense, 2 intimidation, 2 crash reports	18 drug, 4 information, 4 sex offense, 2 intimidation, 1 runaway, 4 crash reports	1 drug, 1 criminal mischief

**Mentorship**

High School – 50 informal counseling sessions

Junior High School – 24 Informal Counseling Sessions

Elementary Schools:

Anderson - Mentorship groups during lunches, 4 to a table and rotate, 5 lunches, average 240 a month

Deputy - 155 informal counseling sessions, 2 mentorship groups this year involving 9 students and they met 28 times



Lydia Middleton - 28 informal counseling sessions, 1,000 monthly student interactions, 40 monthly parent interactions

Rykers' Ridge - 30 monthly conflict resolution/informal counseling sessions

### **Additional Supports Provided**

- Individual Threat Assessments
- Assistance with DCS
- Safety Drills (Safety Audit Checklist)
- Building/Door Checks
- Welfare/Attendance Checks
- Crisis Reunification Procedures
- Extracurricular Activity Hours
- Bus Incidents
- LEO and SRO required annual training

### **Presentations**

- District – New Employee Safety Training, SRP/I love u guys training and updates, Monthly District Safety Meetings, County School Safety Commission, AAR's
- High School – Beginning of the year safety program (750 students), driver's ed (3 classes = 90 students), Choral Valley choir concert – safety/laws update (9 schools = 180 students), Crossing the ditch (190 students), Kevlar vest and chemistry classes (50 students), Operation Safe Prom (340 students)
- Junior High School – Red Ribbon Week (120 students), Career Fair (700 students), Drug Awareness (60 students), Drug and Impairment (65 students), Law Enforcement (40 students), Pledge and Questions (18 students), Helping at home and being a good role model (18 students), Bear Choice Respect (22 students), Spring Break Safety (20 students), Total Eclipse Safety (22 students)
- Elementary Schools – Red Ribbon, A Little Safety Spot, Too Good for Drugs, Internet Safety, Crime Scene, Fingerprint Presentation, Say No to Drugs, Water Safety, Fire Prevention, ATV Safety, Read Across America

### **Recruitment and Retention**

#### **People not Programs:**

- Safe working environment
- Professional Development initiatives
- Staff recognition (TOY; Classified Employees of the Year; End of Year celebration)
- Employee Engagement Surveys
- Working to ensure staff have the tools and support needed to deal with challenging behaviors/situations in classroom
- New Teacher Academy
- Child Care Center

#### **Employee Recruitment Efforts at Madison Schools**

##### **Things we are doing currently to recruit:**

- Utilizing Nimble to post jobs on multiple platforms
- Attending job fairs
- Social Media to post jobs and share openings
- Sending out weekly updates regarding open positions (which is shared out by current staff members)
- Investing in our staff
- tuition reimbursement/other PD opportunities
- Job Signing at Board Meeting
- Child Care Center

#### **Turnover Education Trends and MCS**

### Turnover Trends MCS

- Turnover percentage for 2022-2023
  - Classified= 11.22%
  - Certified= 4.35%
- Turnover percentage for 2023-2024
  - Classified= 9.11%
  - Certified= 2.1%
- National Turnover Averages in Education (2022-2023)
  - 23% (higher than pandemic averages)
  - 8% attrition rate annually
- Turnover Rate 2023 across all industries
  - 17.3%

### Absence Reason Percentages 2023-2024

#### **Data from Frontline Absence Management System**

(9/1/23- 5/21/24 data points for Teachers/ISPs)

- Bereavement 2.7% of total absences= 83 total days
- Jury Duty .16% of total absences= 5 total days
- **Lost Pay** 15.40% of total absences= 470.5 days
- Personal Days 2.75% of total absences= 84 days
- Professional Leave 14.71% of total absences= 449.5 days
- Sick Days 61.84% of total absences= 1,889.5 days

### Absence/Vacancy Lead Time and Fill Time

Data from Frontline Absence Management System (3/1/24- 5/21/24 data points for Teachers/ISPs)

#### **LEAD TIME:**

- Same Day 89 absences 12.57%
- 1 Day 165 absences 23.31%
- 2 or more days 454 absences 64.12%

#### **Time to Fill**

- Less than 1 hour 205 absences 28.95%
- 1 - 6 hours 146 absences 20.62%
- 6 hours - 1 day 57 absences 8.05%
- 1 - 2 days 29 absences 4.1%
- 2 or more days 271 absences 38.28%

### Years of Teaching Experience

2022-2023	2023-2024
0-5 Years=22.7%	0-5 Years=23%
6-10 Years=23.1%	6-10 Years=24%
11-15 Years=10%	11-15 Years=10%
16+ Years=44.2%	16+ Years=43%

### System Improvement – Goal 1

#### **Implementation Started 2023 - 2024 school year:**

- Implemented Nimble Hiring Platform
  - **940 Applications since the kick off**
  - Licensed Teacher Applicants
- Implemented Frontline Absence Management Platform
  - Teachers/ISPs/Certified Staff/Sub Teachers/Sub ISPs
  - Sub Coverage since inception has improved
- Reconfigured and Implemented an Exit Interview Process
  - leaving or requesting a transfer

- Stay interviews
- Implementation of a new Employee Guidebook
  - Under review by administration
  - Currently under board review
- Safe Schools
  - ensure all staff have necessary training for compliance and safety
- Implementation of Standards for Success
  - All staff evaluated using the same platform
  - We will work to develop rubrics and updated job descriptions for the 24-25 school year and make sure there is alignment
    - Transportation rubrics will be developed
- Expanded opportunities and partnerships with Bloomboard
  - 7 ISPs working to become teachers; 2 will begin in Fall 2024
  - Certification program for SPED paraeducators; 6-week program
    - Grant funded
    - Stipend for completion (5 ISP's completed recently)
    - 2024-2025 Grant funding for 6 additional SPED educator spots with stipend

### **Compensation, Development and Growth – Goal 2**

#### **Developing and Growing for the 2024 - 2025 school year**

- New Teacher Academy and Onboarding
- Child Care Center for MCS employees
  - Child Care Director- Kim Lyons
  - 3 Classrooms at Junior High
- Build Collaboration and Communication with employee groups
  - Clerks Meeting/Discussion
  - Round table discussion with all employee groups
  - Customer Service Training (July 22nd)
- Collecting data around student related staff injuries
  - Pilot a new Behavior Coach position at Anderson (Lydia)
  - Reporting to the State of Indiana
  - Working with our Workman's Compensation to help keep staff and students safe

#### **Developing and Growing for the 2024 - 2025 (Depends on \$\$\$)**

- **Reviewing pay scales for current skilled trade employees**
  - Maintenance
  - Nursing
  - Mechanics
  - Drivers
- **Classified Step Scale**
- **Certified Staff**
  - Mirroring Scale and Pay compression
    - 5-16 years most affected
    - Review ECA schedule
- **Survey conducted on year-round pay for all staff**
  - 133 responses - 41.4% YES, 35.3% NO, 21.1% would like more info.
  - Implementation would be 25-26 school year
- **Review and streamline Professional Development to keep Teachers in the Classroom**
- **Ensure Teacher to Student Ratio is monitored and additional staff provided when necessary**
- **Work to grow Sub Teacher pool**
- **Develop and grow our mentorship program to provide support to our Teachers who are willing to support our newest teachers in the district**

- **Job Descriptions**
  - Rewritten
  - Reviewed
  - Signed off on regarding District expectations

**CONSENT AGENDA**

Upon the recommendation of Dr. Brown and a motion by, seconded by, the Board voted, 5-0, and the Consent Agenda was approved.

**APPROVAL OF AGENDA – JULY 17, 2024, REGULAR MEETING**

**APPROVAL OF MINUTES – JUNE 4, 2024, WORK SESSION, AND JUNE 12, 2024 REGULAR BOARD MEETING**

**APPROVAL OF PAYMENT OF CLAIMS**

**APPROVAL OF FINANCIAL REPORT**

**APPROVAL OF CONSTRUCTION PAYMENTS**

1.	Teton Corporation	Pay App #3	Cub Industries	\$215,384.00
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**APPROVAL OF PERSONNEL REPORT**

**Employment(s)**

District

Michele Stuart – EL Program Leader - \$500.00 – effective 2023-2024 school year  
 Louis Brinkman – Custodian – Buildings and Grounds (12 month) - \$18.00 per hour – effective June 17, 2024  
 Lee Ann Hall – High Ability Coordinator - \$5,200.00 – effective 2023-2024 school year  
 Amy Whitaker – EL Coordinator - \$500.00 – effective June 13, 2024  
 Melody Russell – Homebound Instructor - \$48.29 per hour – effective August 7, 2024  
 Annalise Roney – Student Summer Intern - \$15.00 per hour – effective July 8, 2024  
 Cassie Tingle – Summer School Health Room Assistant - \$17.00 per hour – effective June 7, 2024 – June 21, 2024

Pope John XXIII Elementary School

Tamra Reardon – Title I Tutor - \$35.00 per hour – effective May 1, 2024  
 Kasie Doherty – Title I Tutor - \$35.00 per hour – effective May 1, 2024

Lydia Middleton Elementary School & Madison Consolidated High School

Megan Robbins – Summer School Health Room Assistant - \$17.00 per hour – effective June 7, 2024 – June 21, 2024

Deputy Elementary School/Lydia Middleton Elementary School

Jackson Bear – PE Instructor (Instructional Support) - \$16.50 per hour – effective August 5, 2024

Anderson Elementary School

Janet Ritenour – Instructional Support - \$19.50 per hour – effective August 5, 2024  
 Donna O’Neill – Lead PreK Teacher (ECA) - \$1,000.00 – effective July 1, 2024  
 Kimberlin Edwards – PreK Teacher - \$20.00 per hour – effective August, 2024  
 Whitney Konkle – PreK Teacher - \$20.00 per hour – effective August 5, 2024  
 Kimberly Williams – Grade 4 Teacher - \$45,000.00 – effective August 5, 2024  
 Stephanie Harris – Special Education Teacher - \$45,000.00 – effective August 5, 2024  
 Cherese Manns – Mentor - \$500.00 – effective 2023-2024 school year

Lydia Middleton Elementary School

Christi Burnett – Art Evening Art Show – ECA - \$100.00 – effective April 25, 2024

Rykers' Ridge Elementary School

Sammi Clark – Instructional Support (PreK) \$15.00 per hour – effective August 5, 2024

Madison Junior High School

Daniel Barron – Custodian (12 month) (2<sup>nd</sup> Shift) - \$17.00 per hour – effective June 17, 2024

Lyndsey Ritchie – Head Cheer Coach - \$863.00 – effective June 19, 2024

Alex Bell – 8<sup>th</sup> grade Football Coach - \$2,416.00 – effective June 19, 2024

Nick Meacham – Tennis Head Coach - \$1,381.00 – effective June 19, 2024

David Alcorn – Boys Head Soccer Coach - \$1,726.00 – effective June 19, 2024

Kevin Baker – Head Wrestling Coach - \$1,726.00 – effective June 19, 2024

Seth Wainscott – Assistant Wrestling Coach - \$863.00 – effective June 19, 2024

Jaime Royce – 8<sup>th</sup> grade Softball Coach - \$1,035.00 – effective June 19, 2024

Tim Chandler – Head Golf Coach - \$1,035.00 – effective June 19, 2024

Kayla Spicer – Instructional Support (Intense) - \$17.00 per hour – effective August 5, 2024

Kelsey Block – 7<sup>th</sup> grade Softball Coach - \$1,035.00 – effective June 20, 2024

Jamie Couch – Head Cross Country Coach - \$1,381.00 – effective June 24, 2024

Jesse Chuckry – Boys Assistant Soccer Coach - \$863.00 – effective July 9, 2024

Hannah Shaffer-Bentley – Grade 5 Teacher - \$46,000.00 – effective August 7, 2024

Hope Bird – Summer School Nurse - \$23.50 per hour – effective June 7, 2024

Jared Daniels – Assistant Football Coach - \$546.50 – effective July 11, 2024

Darren Alexander – Assistant Football Coach - \$546.50 – effective July 12, 2024

Keith Neece – Assistant Football Coach - \$546.50 – effective July 11, 2024

Zakk Kinnamen – Assistant Football Coach - \$546.50 – effective July 11, 2024

Chris Hornbrook – Assistant Football Coach - \$546.50 – effective July 11, 2024

Madison Consolidated High School

Mike White – Assistant Boys Cross Country Coach - \$1,445.00 – effective June 19, 2024

Clay Vaughn – Assistant Boys Tennis Coach - \$1,445.00 – effective June 19, 2024

Nina Mroz – Summer Clerk (Sub) - \$18.00 per hour – effective June 21, 2024 and July 8-July 19, 2024

Nina Mroz – Summer School Instructional Support - \$18.00 per hour – effective June 3, 2024

Shahala Brown – Summer School Instructional Support - \$16.00 per hour – effective June 3, 2024

Kenzie Hopper – Cafeteria Cook - \$17.00 per hour – effective August 5, 2024

Tony Breisch – Assistant Boys Soccer Coach (1/2 stipend) - \$1,208.00 – effective June 19, 2024

Ashley Smith – Assistant Cheer Coach (1/2 stipend) - \$722.50 – effective June 19, 2024

Kristen Carey – Assistant Cheer Coach (1/2 stipend) - \$722.50 – effective June 19, 2024

Todd Overpeck – Assistant Boys Soccer Coach (1/2 stipend) - \$1,208.00 – effective June 19, 2024

Sarah Smith – Government/History Teacher - \$46,000.00 – effective August 5, 2024

Molly Armbrecht – Summer Volunteer Assistant Girls Soccer Coach – effective June 24, 2024

Lauren Hale – Volunteer Assistant Girls Soccer Coach – effective July 1, 2024

Tim Whitaker – Assistant Girls Volleyball Coach - \$2,416.00 – effective July 2, 2024

Jared Kempton – Summer School Teacher - \$48.98 per hour – effective June 3, 2024

Kyrstien Durham – Summer School Nurse - \$23.50 per hour – effective June 7, 2024 – June 21, 2024

Patrick Maschino – Varsity Head Girls Track Coach - \$5,056.00 – effective July 11, 2024

Randy Staggs – Varsity Head Boys Volleyball Coach - \$5,056.00 – effective July 11, 2024

Kyle Harsin – Varsity Head Baseball Coach - \$5,056.00 – effective July 11, 2024

Scott Holcroft – Varsity Head Boys Track Coach - \$5,056.00 – effective July 11, 2024

Chris Conner – Varsity Head Boys Golf Coach - \$2,890.00 – effective July 11, 2024

Resignation(s)

District

Michele Stuart – Teacher/EL Coordinator – effective May 28, 2024

Anderson Elementary School

Markt Austin – Summer Custodian – effective June 19, 2024  
Kristen Carey – Instructional Support – effective June 10, 2024  
Karen Erlewein – Instructional Support – effective March 26, 2024  
Holly Robinson – Cafeteria Manager – effective July 1, 2024

Madison Junior High School

Hannah Day – Administrative Clerk – effective June 18, 2024  
Allan Schmidt – Custodian (9 month) – effective May 24, 2024  
Kami True – Girls Assistant Basketball Coach – effective July 9, 2024  
Kami True – Volleyball Assistant Coach – effective July 9, 2024  
Rebecca Wilburn – Instructional Support – effective July 15, 2024

Madison Consolidated High School

Jared Kempton – Secondary Teacher – effective July 4, 2024  
Gladys Flores – Custodian – effective April 5, 2024  
LeRoy Wilson – Math Teacher – effective May 28, 2024  
Lindsey Ritchie – English Teacher – effective July 7, 2024  
Alana Wilson – ELA Teacher – effective July 16, 2024  
Savanna Young – Instructional Support – effective July 16, 2024

**Change of Position(s)/and or Change of Rate(s)**

Anderson Elementary School

Katelyn Ford – from Instructional Support to Administrative Clerk and from \$15.00 per hour to \$17.75 per hour – effective June 13, 2024  
Faith Green – from Hybrid to Cafeteria Manager and from \$17.00 per hour to \$19.00 per hour – effective August 5, 2024  
Laken Crabtree – from Behavioral Specialist to Learning Commons ISP – effective August 5, 2024  
Jessie Zurat – Literacy Coach – from 205 days to 195 days – effective August 5, 2024

Lydia Middleton Elementary School

Danielle Hawkins – Literacy Coach – from 205 days to 195 days – effective August 5, 2024

Rykers' Ridge Elementary School

Amanda Laufer – Literacy Coach – from 205 days to 195 days – effective August 5, 2024

Madison Junior High School

Natasha Jones – from ECA Clerk to Instructional Support (Learning Commons) and from \$16.00 per hour to \$17.00 per hour – effective August 5, 2024  
Suzie Glasgow – from Administrative Clerk at MCHS to Administrative Clerk at MJHS – effective July 29, 2024  
Kristi Davis – from Cafeteria Cook to Instructional Support (Sped) (Fulltime) – effective August 5, 2024  
Burton Chambers – Instructional Support – from 7.75 hours per day to 8 hours per day – effective 2024-2025 school year

Madison Consolidated High School

Kenzie Hopper – Cafeteria Cook – from 3 hours per day to 5 ½ hours per day – effective August 5, 2024

**Request for Unpaid Leave**

Anderson Elementary School

Melissa Pike – Custodian – requesting unpaid leave effective June 17, 20, 24, 2024

Deputy Elementary School

Katie Sowers – Early Childhood Specialist – requesting unpaid leave effective May 22, 2024 (1/2 day)

Lydia Middleton Elementary School

Danielle Jones – Custodian – requesting unpaid leave effective June 19, 2024 (1/2 day)

Danielle Jones – Custodian – requesting unpaid leave effective June 27, 2024

Rykers’ Ridge Elementary School

Tammy Ritz – Head Custodian – requesting unpaid leave effective June 27, 2024

**Other**

Anderson Elementary School

Lynn Neal - Administrative Clerk - \$17.50 per hour – working three (3) extra days – effective June 18, 2024

Lydia Middleton Elementary School

Angie Wielgoszinski – Administrative Clerk - \$20.00 per hour – working four (4) extra days – effective June 10, 2024

Rykers’ Ridge Elementary School

Kalyn Montgomery - Administrative Clerk - \$18.50 per hour – working nine (9) extra days – effective May 30, 2024

**Termination**

Anderson Elementary School

Amanda Waldon – Elementary Teacher – effective July 1, 2024

**Administrator Contract Renewals**

Devin Brierly	June 30, 2025
Jill Deputy	June 30, 2025
Brandon Frye	June 30, 2025
Daniel Grill	June 30, 2025
David Horvath	June 30, 2025
Adam Jones	June 30, 2025
Ronald Lawhead II	June 30, 2025
Kenton Mahoney	June 30, 2025
Janet McCreary	June 30, 2025
Shelley Marshall	June 30, 2026
Patric Morrison	June 30, 2025
Shaun Pennington	June 30, 2025
Lori Slygh	June 30, 2025
Tara McKay	June 30, 2025
Kathy Stoner	June 30, 2025
Joshua Taylor	June 30, 2025
Jacqueline Thurston	Jun3 30, 2025
Angelia Upchurch	June 30, 2025
Jordan Warner	June 30, 2025
Trent Whaley	June 30, 2025

**APPROVAL OF DONATION(S)/GRANTS**

Madison Consolidated High School

1. Carla Monroe donated a Gemeinhardt 2sp flute (valued at \$160.00) to the Band.

**APPROVAL OF FIELD TRIP REQUEST(S)**

1. We have an out of state/overnight field trip request from Varsity Wrestling Coach Phil Wimpee to take  
15 wrestlers to Sandusky, Ohio, on July 11-14, 2024, to compete in a duals style wrestling tournament.  
“The Rumble” is a national tournament with great competition and it gives the team an opportunity to  
build team cohesion and camaraderie.

## **PUBLIC COMMENTS (ALL COMMENTS MUST ADDRESS LISTED ACTION ITEMS)**

### **ACTION**

#### **PERMISSION TO TRANSFER APPROPRIATIONS AND CASH**

Upon the recommendation of Dr. Brown and a motion by, seconded by, the Board voted, 5-0, and the motion carried to approve the Transfer Appropriations and Cash.

#### **APPROVAL OF REVISIONS TO MCS EMPLOYEE GUIDE**

Upon the recommendation of Dr. Brown and a motion by, seconded by, the Board voted, 5-0, and the motion carried to approve the Revisions to the MCS Employee Guide.

#### **APPROVAL OF 2024 DIGITAL LEARNING GRANT**

Upon the recommendation of Dr. Brown and a motion by, seconded by, the Board voted, 5-0, and the motion carried to approve the 2024 Digital Learning Grant in the amount of \$49,243.00. We were one of 71 statewide to receive this grant. This will be to pay for the eSports curriculum for the next three years, and to pay for an additional 8 eSports stations (computers, keyboards, mice, headphones). Part of the grant agreement is that we will join the Indiana eSports Network and our students will play in competitions this year.

#### **APPROVAL OF USDA/LAKE MICHIGAN SCHOOL FOOD SYSTEM INNOVATION HUB GRANT**

Upon the recommendation of Dr. Brown and a motion by, seconded by, the Board voted, 5-0, and the motion carried to approve the USDA/Lake Michigan School Food System Innovation Hub Grant in the amount of \$250,000.00. This grant will provide funding for startup and operational costs for the MCS Farm Stop Project.

#### **APPROVAL OF BETHANY LEGACY FOUNDATION GRANT**

Upon the recommendation of Dr. Brown and a motion by, seconded by, the Board voted, 5-0, and the motion carried to approve the Bethany Legacy Foundation Grant in the amount of \$528,000.00. This funding will support the MCS Grow Our Own Mental Health Haven project that will fund graduate level education, a college and career reading coach, and a TBRI coach to increase the capacity of our mental health services at MCS.

#### **APPROVAL OF STUDENT TEACHING AGREEMENT WITH HANOVER COLLEGE**

Upon the recommendation of Dr. Brown and a motion by, seconded by, the Board voted, 5-0, and the motion carried to approve the Student Teaching Agreement with Hanover College.

#### **APPROVAL OF LEASE AGREEMENT BETWEEN MCS AND LITTLE GOLDEN FOX**

Upon the recommendation of Dr. Brown and a motion by, seconded by, the Board voted, 5-0, and the motion carried to approve the Lease Agreement Between MCS and Little Golden Fox.

#### **APPROVAL OF MOU BETWEEN MCS AND JEFFERSON COUNTY ALTERNATIVE TO SUSPENSION PROGRAM**

Upon the recommendation of Dr. Brown and a motion by, seconded by, the Board voted, 5-0, and the motion carried to approve the MOU Between MCS and Jefferson County Alternative to Suspension Program.



**APPROVAL OF FUEL BIDS**

Upon the recommendation of Dr. Brown and a motion by, seconded by, the Board voted, 5-0, and the motion carried to approve the fuel bids as follows:

**APPROVAL OF JOB DESCRIPTIONS:**

- A. TBRI COACH**
- B. COLLEGE AND CAREER READINESS COACH**

Upon the recommendation of Dr. Brown and a motion by, seconded by, the Board voted, 5-0, and the motion carried to approve the following job descriptions:

- A. TBRI Coach
- B. College and Career Readiness Coach

**APPROVAL OF AUTHORIZATION TO SIGN AGREEMENTS FOR ALTERNATIVE SERVICES AND PRIVATE RESIDENTIAL SCHOOL PLACEMENTS**

Upon the recommendation of Dr. Brown and a motion by, seconded by, the Board voted, 5-0, and the motion carried to give Authorization to Sign Agreements for Alternative Services and Private Residential School Placements. Dr. Brown will be authorized as the designated signer for Special Education Excess Cost (SEEC) applications. SEEC applications are submitted to request additional funding from the IDOE for Alternative Services and Private Residential School Placements for students with special needs if determined to be a need by their Case Conference Committees and the student’s Individual Education Plans (IEP).

**OPEN PUBLIC COMMENTS**

**BOARD MEMBER COMMENTS**

**SUPERINTENDENT REPORT**

**ADJOURNMENT**

moved the meeting be adjourned, seconded by, the Board voted, 5-0, and the Regular Meeting was adjourned.

\_\_\_\_\_  
Secretary  
BY: ps

ATTEST:

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