

The Board of School Trustees of Madison Consolidated Schools conducted a Regular Board Meeting on Wednesday, March 12, 2025, 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 - Virtual  
Mr. David Storie, Vice-President - Virtual  
Mr. Dustin Bentz, Secretary  
Mrs. Jodi Yancey, Member  
Mr. Mike Scott, Member

The following Central Office Administrators were present:

Dr. Teresa Brown, Superintendent  
Mrs. Tara McKay, Assistant 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. Ashley Schutte, Communications Coordinator  
Mr. Josh Taylor, Technology Director

**CALL TO ORDER**

**PLEDGE OF ALLEGIANCE**

**STUDENT RECOGNITION(S):**

**MCHS STATE SWIM TEAM MEMBERS**

**Girls Swim Team**  
**IHSAA State Swim Championship**  
**Preliminary Qualifier**

**Reilly Kuppler**

200 Medley Relay – School Record  
400 Free Relay – School Record

**Lilly Canida**

200 Medley Relay – School Record  
50 Freestyle

100 Freestyle – School Record  
400 Free Relay – School Record

**Tayleigh Johnson**

200 Medley Relay – School Record  
400 Free Relay – School Record

**Avery Johnson**

200 Medley Relay – School Record  
100 Backstroke – School Record  
400 Free Relay – School Record

**Boys Swim Team**  
**IHSAA State Swim Championship**

Camdyn Sever  
Placed 13<sup>th</sup> in 50 Freestyle  
Placed 18<sup>th</sup> in 100 Freestyle

**MCHS STATE BOWLING TEAM MEMBER**

**MCHS Bowling State Finals**

**Taylor Miller**  
17<sup>th</sup> Place

**STATE ISSMA SOLO & ENSEMBLE TEAM MEMBERS:**

1) CHOIR

**Choir**  
**State ISSMA Solo & Ensemble**

Gabby Vest  
Sophia Reilmann – with Distinction  
Cheslea Dattilo  
ZuZu Bailey – with Distinction  
Claire Miller

2) BAND

**Band**  
**State ISSMA Solo & Ensemble**  
**Silver Rating**

Aaron Brown  
Lief Estes

**FFA STATE QUALIFIERS:**

1) SKILLATHON

**FFA**  
**Livestock Skillathon**

State Participants  
Michael Briggs  
3<sup>rd</sup> place team at area  
8<sup>th</sup> individual at area  
Sydney Huff  
3<sup>rd</sup> place team at area  
Abby Ferguson  
3<sup>rd</sup> place team at area  
Ashly Dryden  
Berlynn Conover

Junior Team  
State Participants  
Bill Graham  
2<sup>nd</sup> place team at area

Eli Copeland  
2<sup>nd</sup> place team at area  
6<sup>th</sup> individual at area  
Daylee Smith  
2<sup>nd</sup> pace team at area  
7<sup>th</sup> individual at area  
Allie Briggs  
Elementary  
5<sup>th</sup> individual at area

2) WELDING

**Welding**  
State Participant  
Michael Briggs  
2<sup>nd</sup> place beginner team at area  
Carson Branstetter  
2<sup>nd</sup> place beginner team at area  
Will Uhl  
1<sup>st</sup> place beginner team at area  
Ben Copeland  
1<sup>st</sup> place beginner team at area  
Abby Ferguson  
1<sup>st</sup> place senior team at area  
Clayton Branstetter  
1<sup>st</sup> place senior team at area  
Lilly Waller  
2<sup>nd</sup> place senior team at area  
Brenten Wright  
2<sup>nd</sup> place senior team at area

3) FORESTRY

**Forestry**  
State Participant  
Michael Briggs  
1<sup>st</sup> place senior team at area  
6<sup>th</sup> place team at State  
Ayden Liter  
1<sup>st</sup> place senior team at area  
6<sup>th</sup> place team at State  
Abby Ferguson  
1<sup>st</sup> place senior team at area  
6<sup>th</sup> place team at State  
Sydney Huff  
1<sup>st</sup> place senior team at area  
6<sup>th</sup> place team at State  
Berlynn Conover  
3<sup>rd</sup> place team at area  
17<sup>th</sup> place team in State  
Brenten Wright  
3<sup>rd</sup> place team at area

17<sup>th</sup> place team at State  
Ben Copeland  
3<sup>rd</sup> place team at area  
17<sup>th</sup> place team at State  
Ashlyn Dryden  
3<sup>rd</sup> place team at area  
17<sup>th</sup> place team at State

Junior Team  
State Participant  
Daylee Smith  
1<sup>st</sup> place junior team  
4<sup>th</sup> place State team  
13<sup>th</sup> place individual at State  
Maddie Palmer  
1<sup>st</sup> place junior team  
4<sup>th</sup> place at State team  
Eli Copeland  
1<sup>st</sup> place junior team  
4<sup>th</sup> place State team  
9<sup>th</sup> place individual at State  
Lauren Schafer  
1<sup>st</sup> place junior team  
4<sup>th</sup> place State team  
Lilly Clark  
2<sup>nd</sup> place team at area  
9<sup>th</sup> place State team  
Tatum Dryden  
2<sup>nd</sup> place team at area  
9<sup>th</sup> place State team  
Dylan Smith  
2<sup>nd</sup> place team at area  
9<sup>th</sup> place State team  
Allie Briggs  
Elementary  
2<sup>nd</sup> place team at area  
11<sup>th</sup> individual at State

4) PROFICIENCY APPLICATION

**Proficiency Application**  
State Participant  
Abby Ferguson  
Ag Processing  
Michael Briggs  
Forage Production & Diversified Agriculture  
Lainie Alexander  
Diversided Livestock  
Cayden Vaught  
Forestry

Beckham Cornelius  
Turf Grass  
Branson Cline  
Grain Production  
Drew Zuckschwerdt  
Specialty Animal  
Sydney Huff  
Swine

### **SUPER CARE HEROES**

The Board recognized school counselors Carrie Dickerson and Natasha Leahigh, for the honor of being named a Super Care Hero by Care Solace.

### **EARLY CHILDHOOD LEARNING CENTER UPDATE**

Mrs. Kim Lyons, Director, gave the following presentation:

- Doors and Floors
- Concrete
- Delivery Day – Tuesday, July 30, 2024
- Inspection Day – Wednesday, July 31, 2024
  - Safety and Health standards met
  - Qualified staff
  - Child/Staff ratios met
  - Children enrolled
  - Rooms ready
- CPR and First Aid staff Training – Friday, August 2, 2024
- Open House – Saturday, August 2, 2024
  - Two-Year-Old Room
  - One Year Old Room
  - Infant Room
- First Day, Monday, August 5, 2024
- Outdoor Play
- Meal
- Activities
- Naptime
- Fun Times!
  - Pumpkin Decorating Contest
  - Love Grows Here – Valentines
  - Read Across America – Dr. Seuss Day
- MCS Staff – Childcare
  - Three Lead Teachers
  - 4 ISPs
  - Started with 16 children enrolled
  - 21 Children now enrolled
  - Baby starting April
- August 2025
  - 4 Children will move to PreK
  - 21 Children enrolled
- Sneak Peak
  - Puzzles and Games

- Blocks and Building
- Cozy Reading Area
- Climbing Loft
- Science and Discovery
- Music
- Dramatic Play
- Large Room
- Toddler Size Bathroom
- Plans
  - 1 Lead teacher
  - 1 ISP (ISP will rotate)
- 9 on the waitlist
  - (ages 11 month – 2 years)
- Inspection visit soon!

**Early childhood education is crucial for shaping a brighter future, as it lays the foundation for lifelong learning, cognitive development, and growth, preparing children to thrive.**

#### **Parent Testimonials:**

Katie Burress, Parent, Grade 3 Teacher, said the preschool has been a huge relief for her family. She said the staff is amazing and they are knowledgeable, lovable, and organized. Mrs. Burress said her son is five months old and has attended the early childhood center this school year. She said the staff has even gotten to know her older son. Mrs. Burress said she is thankful for the day care. She shared a valentine's story. Mrs. Burress said the MCS staff is very fortunate to have the daycare. She said there is a huge need in our community for a daycare.

Hannah Shafer-Bentley, Grade 5 Teacher, said she is new to MCS and actually came to Madison because of the daycare facility. She said the daycare has changed her family's life. Mrs. Shafer-Bentley said she struggled to find good quality daycare. She said her son has thrived at the daycare. Mrs. Shafer-Bentley said the love given by the staff is true and genuine. She said her son can count to 10, knows colors and the alphabet, and songs. Mrs. Shafer-Bentley said the children play through learning. She said she is grateful for the early learning center and appreciated the district. Mrs. Shafer-Bentley thanked the Board, Mrs. Lyons and the daycare staff. She said this would be great for the community.

Courtney Arrowood, HS ELA Teacher, said her daughter (who was present) was a walking testament to the daycare program. She said there was no reliable and safe daycare facility for her daughter. She said it was so stressful and at times had to take lost days last school year. Mrs. Arrowood said her daughter is now very well taken care of and is ridiculously loved. She said she will be eternally grateful to the Board.

Janet McCreary read a letter from Shareen Kring, High School Counselor, "I wanted to take a moment to express my heartfelt gratitude for everything the Madison Childcare Center has done for my son, Kellen, during his time in the infant room at the daycare. As a parent, it can be a daunting and emotional experience to send your child off into the care of others, but from the very first day, you all made this transition much easier and more reassuring than we ever expected.

From the first moment we walked in, I could sense the warmth and care you radiate. Watching him come into the room each morning, eager to see your faces and spend time with you, fills me with an indescribable sense of peace and comfort. To be honest, if Kellen could talk, there were mornings he would have told me to scram. Given how much I adore each of his providers, I didn't even take offense. That's how much he loves his ladies in his room. It's clear that you have created not just a safe space, but a place where my son feels seen, loved, and valued. This gives a parent more reassurance than anything that we made the right decision for our child's care.

Each of you brings something unique and special to his life. The patience, understanding, and kindness you show him every single day is something we will forever be grateful for. I am amazed at how much he has already learned and how his little personality has blossomed in your care. It's rare to find people who truly connect with children the way you do, and I admire the way you engage with him and all the children with such enthusiasm and love. You are not just caregivers to my son, but you are also role models, educators, and friends who are shaping his world in the most positive way.

Tracy, Kim, and Emily, please know that your efforts do not go unnoticed. Your kindness, patience, and nurturing spirit are truly a gift, and we are forever thankful for the positive influence you have in Kellen's life. Thank you, from the bottom of my heart, for all that you do for my son and for the other children in your care. You've made this experience something I will always cherish".

Mrs. Lyons said they change 350 diapers per week.

### **MCS Pre-K Foundation for Success**

Mr. Shaun Pennington, Grants and Compliance Specialist, presented the following:

#### **Early Adversity Increases Physical, Mental, Behavioral Problems, Scientists Report (Harvard Medical School) Dr. Robert Anda & Dr. Vincent Felitti**

- The ACE Study confirms, with scientific evidence, that adversity early in life increases physical, mental and behavioral problems later in life.

#### **Human Nervous System**

- Nervous system orchestrates body functions and perceptions
- Neuroscience helps us understand why ACES are so powerful
  
- Synaptic Density
- Conception
- Safety
- People, Process, Possibility
- Survive Best Conditions – Vulnerable in Worst
- Danger
- Fight, Flight, Freeze
- Survive Worst Conditions
- Experience and Adaptation
  - sensitive periods
  - Cause-Effect

#### **The Limbic System**

##### **Fight or Flight**

- vital for:
  - Learning
  - Memory
  - Reward
  - Reinforcement
- regulates:
  - Hormones
  - Mood
  - Heartbeat
  - Sexual Behavior

### The Hippocampus and Amygdala

- Panic and Fear
- Attention
- Memory Social Cues

### Cerebellar Vermis

- Positive Feelings
  - Perception
  - Attention
- Addiction
  - Attention Problems
  - Mental Illness

### The Corpus Callosum

- Left Hemisphere
  - Spatial Patterns
  - Math Calculation & Fact Retrieval
  - Grammar & Vocabulary
  - Processing Routine Situations
- Right Hemisphere
  - Visual & Auditory Processing
  - Prosaic Language
  - Facial Perception
  - Processing Novel Situations

### Executive Skills for complex thinking and goal-focused action

- Response Inhibition
  - Working memory
  - Emotional control
  - Flexible thinking
  - Sustained attention
  - Task initiation
- Planning & Prioritizing
  - Organization
  - Time management
  - Goal directed persistence
  - Metacognition

### Adverse Childhood Experiences in Jefferson County, Indiana (2021 IU Southeast Sociology Research Lab)

#### Key Findings

Based on a weighted sample:

- The estimated average ACE score for Jefferson County adults is 2.4.
- 30.4% of Jefferson County adults have an ACE score of 4 or higher.
- Roughly 9.7% of Jefferson County adults have an ACE score of 7 or higher.
- More than a third of Jefferson County adults report that before age 18 they experienced one or more of the following: separation or divorce of parents, emotional abuse, or living with someone who suffered from substance use disorder (an alcoholic or drug user).
- 32.2% of Jefferson County adults have no ACEs.



A Tale of Two Cities

Franklin Community School Corporation:

- Earlywood to be razed for future Franklin preschool
- March 2023: Earlywood Learning Center was dissolved due to building dilapidation.
- Renovation was cost prohibitive considering building value versus restoration costs.
- estimated cost to raze Earlywood: \$700,000 - \$1,000,000.00.
- Dr. Clendening in relation to community growth, “As preschool spaces fill up, elementary building space is running out. Creating a new preschool building will centralize classes, which will be advantageous for teacher collaboration and communication with parents”.

MCS Student Performance

MCS General Student Population

IREAD-3: 83.8%

3<sup>rd</sup> Grade Math: 49.7%

3<sup>rd</sup> Grade ELA: 31.7%

3<sup>rd</sup> ELA+ Math: 28.1%

4<sup>th</sup> Grade Math: 42.3%

4<sup>th</sup> Grade ELA: 38.6%

4<sup>th</sup> Grade ELA+ Math: 30.7%

\*Students who attend MCS preschool outperform peers by an average of 20% in math; 20-30% in ELA\*

MCS Preschool Cohort (3<sup>rd</sup> and 4<sup>th</sup> Grade)

IREAD-3: 96% (19<sup>th</sup> – top 5%)

3<sup>rd</sup> Grade Math: 69.7% \* (57<sup>th</sup> – top 15 %)

3<sup>rd</sup> Grade ELA: 61.7% \* (11<sup>th</sup> – top 2%)

3<sup>rd</sup> ELA+ Math: 58.1% \* (13<sup>th</sup> – top 3%)

4<sup>th</sup> Grade Math: 62.3% \* (70<sup>th</sup> – top 18%)

4<sup>th</sup> Grade ELA: 68.6% \* (7<sup>th</sup> – top 1%)

4<sup>th</sup> Grade ELA +Math: 60.7% \* (10<sup>th</sup> – top 2%)

MCS General Student Population

ELA: 45.6%

Math: 41.4%

ELA+ Math: 31.6%

MCS Preschool Inclusive Cohort (3-8)

ELA: 57.6\*(1<sup>st</sup> place in Indiana)

Math: 61.4%\*(27<sup>th</sup> – top 7%)

ELA+ Math: 61.6%\*(2<sup>nd</sup> place by 1% - top 1%)

**MCS student’s who attend preschool outperform those who do not.**

\*Student who attend MCS preschool outperform peers by an average of 20% in math; 20-30% in ELA\*

Mr. Bentz said it was great to see the student recognition and the daycare presentations. He thanked everyone who was here this past hour.

**CONSENT AGENDA**

Upon the recommendation of Dr. Brown and a motion by Mrs. Yancey, seconded by Mr. Scott, the Board voted by roll call vote, 5-0, and the motion carried to approve the Consent Agenda.

**APPROVAL OF AGENDA – MARCH 12, 2025, REGULAR MEETING**

**APPROVAL OF MINUTES OF THE FEBRUARY 6, 2026, WORK SESSION AN FEBRUARY 12, 2025, REGULAR MEETING**

**APPROVAL OF PAYMENT OF CLAIMS**

**APPROVAL OF FINANCIAL REPORT**

**APPROVAL OF CONSTRUCTION PAYMENT(S)**

1. Koch Mechanical, Inc. Pay App #2261/1254-2 HS HVAC Upgrades \$181,687.50

**APPROVAL OF PERSONNEL REPORT**

**Employment(s)**

Bus Garage

Gunnar Pederson – Bus Aide - \$15.50 per hour – effective March 1, 2025

Deputy Elementary School

Karishsa Righthouse – Math Bowl Coach (1/2 stipend) - \$259.00 – effective February 25, 2025

Camille Crim – Math Bowl Coach (1/2 stipend) - \$259.00 – effective February 25, 2025

Rykers' Ridge Elementary School

Tammy Eigel – Nurse - \$27.00 per hour – effective March 3, 2025

Madison Junior High School

Hannah Uhl – Full-time Instructional Support (Floater) - \$16.75 per hour – effective February 10, 2025

Faline Cheney – Volunteer 7<sup>th</sup> grade Softball Assistant Coach – effective March 3, 2025

Brent Liter – Volunteer Assistant Girls Golf Coach – effective March 5, 2025

Bart Liter – Volunteer 7<sup>th</sup> grade Baseball Coach – effective February 12, 2025

Tim Chandler – Head Golf Coach - \$535.00 – effective February 19, 2025

Adam Bullock – Assistant Golf Coach - \$500.00 – effective February 19, 2025

Jim Harden – Volunteer 7<sup>th</sup> grade Baseball Coach – effective February 12, 2025

Madison Consolidated High School

Tyler Mack – Volunteer Assistant Girls Tennis Coach – effective February 27, 2025

Charles Benintende – Spring Seasonal AD - \$500.00 – effective February 24, 2025

Kyle Boekeloo – Spring Seasonal AD - \$600.00 – effective February 24, 2025

Sonja Bowyer – Spring Seasonal AD - \$600.00 – effective February 24, 2025

Carson Roark – Spring Seasonal AD - \$544.00 – effective February 24, 2025

Dennis Kilgore – Assistant Girls Volleyball Coach - \$2,416.00 – effective February 25, 2025

Addison Hill – Assistant Girls Volleyball Coach - \$2,416.00 – effective February 25, 2025

Tim Whitaker – Assistant Girls Volleyball Coach - \$2,416.00 – effective February 25, 2025

Melanie Torline – School Drama Assistant - \$1,381.00 – effective August 26, 2024

Kevin Katerburg – Volunteer Winter Guard Coach – effective February 17, 2025

Laura Katerburg – Volunteer Winter Guard Coach – effective February 17, 2025

Kallie Eder – Volunteer Softball Coach – effective February 20, 2025

Briana Auxier – Driver Education Instructional Support - \$16.00 per hour – effective February 3, 2025

**Resignation(s)**

Bus Garage

Tim Davis – Bus Aide – effective February 21, 2025

Deputy Elementary School

Meghan McVey – Math Bowl Coach – effective February 25, 2025

Anderson Elementary School

Sara Spyрка – Grade 2 Teacher – effective February 28, 2025

Joseph Grubbs – Instructional Support – effective February 18, 2025

Ying Jiang – Instructional Support – effective March 14, 2025

Monica Lohrig – SRO – effective March 4, 2025

Rykers' Ridge Elementary School

Sean Pickel – SRO – effective February 18, 2025

Kylee Ashbury – Instructional Support – effective March 14, 2025

Madison Consolidated High School

Rachel Rowlett – Intense Instructional Support – effective February 28, 2025

Clay Vaughn – eSports Coach – effective February 26, 2025

John Schutte – Swim Coach – effective March 3, 2025

**Change of Positions/Change of Rates**

Anderson Elementary School

Samantha Kelley – from Special Education Instructional Support to Intense Behavioral Specialist and from \$18.75 per hour to \$19.75 per hour – effective March 3, 2025

**Unpaid Leave Request(s)**

Bus Garage

Cody Tedford – Bus Aide – requesting unpaid leave effective January 31, 2025 (1/2 day)

Mary Emma Kennett – Bus Driver – requesting unpaid leave effective January 30, 2025

Charlies Meisberger – Bus Driver – requesting unpaid leave effective February 5, 2025

Mary Kennett – Bus Driver – requesting unpaid leave effective March 14, 2025 – April 3, 2025

Delores Imel-Webster – Bus Driver – requesting unpaid leave effective February 11, 19-21, 2025

Kelley Furst – Bus Driver – requesting unpaid leave effective March 3-6, 2025

Anderson Elementary School

Carolyn Stephens – Instructional Support – requesting unpaid leave effective January 30-31, 2025

Carrie Whitehead – Instructional Support – requesting unpaid leave effective January 31, 2025

Carrie Whitehead – Instructional Support – requesting unpaid leave effective February 3, 2025

Christy Hay – Instructional Support – requesting unpaid leave effective February 6, 2025

Jenna Carney – Intense Instructional Support – requesting unpaid leave effective January 27-31, 2025

Alex Conley – Instructional Support – requesting unpaid leave effective February 6, 2025

Laken Crabtree – Learning Commons – requesting unpaid leave effective January 31, 2025 and February 5, 2025 and February 7, 2025 (one full day and two partial days)

Haley Nighbert – Instructional Support – requesting unpaid leave effective January 22, 2025 (1.5 hours)

Libby Herbert – Instructional Support – requesting unpaid leave effective February 18, 2025

Markt Austin – Instructional Support – requesting unpaid leave effective February 13-14, 2025

Krista Clifton – Instructional Support – requesting unpaid leave effective February 11, 14, 17, 20-21, 2025

Beatrice Sifuentes – PrK Instructional Support – requesting unpaid leave effective February 4, 2025

Alex Conley – Sped Instructional Support – requesting unpaid leave effective February 11-13, 2025

Jenna Carney – Intense Instructional Support – requesting unpaid leave effective February 19, 2025

Marissa Pickett – Instructional Support – requesting unpaid leave effective February 13, 2025

Deputy Elementary School

Kathleen Ross – Instructional Support – requesting unpaid leave effective January 30, 2025 (1/2 day)

Kathleen Ross – Instructional Support – requesting unpaid leave effective February 5-7, 2025

Lydia Middleton Elementary School

Heather Kasper – Instructional Support – requesting unpaid leave effective February 6-7, 2025

Carol Rampy- Hearing Impairment Specialist – requesting unpaid leave effective February 3, 2025

Nicole Bentley – Instructional Support – requesting unpaid leave effective February 11-14, 2025

Joely Mack – Instructional Support – requesting unpaid leave effective February 19-20, 2025

Carol Rampy – Hearing Impairment Specialist – requesting unpaid leave effective February 24, 2025  
Carol Rampy – Hearing Impairment Specialist – requesting unpaid leave effective March 7-10, 2025

Rykers' Ridge Elementary School

Sean Pickel – School Resource Officer – requesting unpaid leave effective January 8-10, 2025 and January 28-30, 2025

Brittany DeLucio – Instructional Support – requesting unpaid leave effective February 7, 2025

Rebekah Harmon – Intense Therapeutic Specialist – requesting unpaid leave effective February 3-7, 2025

Kylee Ashbury – Instructional Support – requesting unpaid leave effective February 5-7, 2025

Madison Junior High School

Lynette Heiderman – Instructional Support – requesting unpaid leave effective January 31, 2025

Twila Osborne – Instructional Support – requesting unpaid leave effective January 31, 2025

Dana Shope – Instructional Support – requesting unpaid leave effective January 30, 2025

Charles Benintende – Instructional Support – requesting unpaid leave effective February 3-6, 2025

Charles Benintende – Instructional Support – requesting unpaid leave effective February 11, 12, 17-20, 2025

Stacie Shelton – Cafeteria Cook -requesting unpaid leave effective February 7-8, 2025

Barb Snipes – Cafeteria Cook – requesting unpaid leave effective March 3-4, 2025

Dacia Huntsman – Administrative Clerk – requesting unpaid leave effective February 6, 13-14, 2025

Ashley Smith – Instructional Support – requesting unpaid leave effective February 10, 2025

Madison Consolidated High School

Tina Leas – Instructional Support – requesting unpaid leave effective February 4, 2025

Megan Robbins – Health Aide – requesting unpaid leave effective February 12, 2025

Emily Miller – Cafeteria Cook – requesting unpaid leave effective February 21, 2025

Emily Miller – Cafeteria Cook – requesting unpaid leave effective March 3, 2025

Kenzie Hopper -Cafeteria Cook – requesting unpaid leave effective February 21, 2025

Bonnie Maddex – Cafeteria Cook – requesting unpaid leave effective February 21-22, 2025

Allison Bear – Custodian – requesting unpaid leave effective February 24-25, 2025 (1.5 days)

**Retirement(s)**

Deputy Elementary School

Shelly Owens – Administrative Clerk – effective June 3, 2025

**Termination(s)**

Rykers' Ridge Elementary School

Sammi Clark – PreK Instructional Support – effective March 3, 2025

Early Learning Center

Courtney Lossiah – Instructional Support – effective February 14, 2025

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

Madison Consolidated High School

1. VSG donated Hydraulic Lift tables (\$5,000.00) to Cub Diesel to be used to lift equipment.
2. MCS Educational Foundation, Inc. donated \$5,000.00 to the academic teams.
3. Toole & Rose Supply, Inc. donated \$50.00 to the FFA.

**APPROVAL OF FIELD TRIP REQUESTS**

1. We have a request from HS Cheer Coach Jackie Schnebelt, to take high school cheerleaders to attend cheer camp in Mason, Ohio, on June 16-19, 2025.
2. We have a request from Linda Cole, Junior High English/Language Arts Teacher, to take approximately 120 8<sup>th</sup> graders to Kings Island, Mason Ohio, on May 22, 2025
3. We have a request from HS JAG Instructor, Sierra Shouse, to take 45 JAG students to visit Northern Kentucky University, on March 25, 2025. The students will be able to experience a college campus, college life, dorms, college classes, and what college has to offer.
4. We have a request from Anderson Elementary School 1<sup>st</sup> grade teacher Melissa Ommen to take 76 1<sup>st</sup> graders to the Louisville Zoo, on May 8, 2025. This trip will enhance the study of animals and their habitats.
5. We have the following out-of-state requests from Athletic Director Patric Morrison:  
April 8, 2025 HS Softball at Carroll County, Kentucky  
May 14, 2025 JrH Softball at Trimble County, Kentucky
6. We have a request from Lydia Middleton 3<sup>rd</sup> grade teachers to take 61 3<sup>rd</sup> graders to the Louisville Science Center on May 16, 2025. The students will be engaged in STEM activities during the day.
7. We have a request from 1<sup>st</sup> grade Teachers at Rykers' Ridge Elementary School to take 40 1<sup>st</sup> graders to the Louisville Zoo, on April 24, 2025.
8. We have a request from 3<sup>rd</sup> grade Teachers at Lydia Middleton Elementary School to take 61 3<sup>rd</sup> graders to the Louisville Science Center on May 16, 2025. The students will engage in STEM activities.
9. We have a request from 5<sup>th</sup> grade Teacher Marsha Uhl to take 100 5<sup>th</sup> graders to Extremasium in Clarksville, Indiana with lunch at Joe's Crab Shak in Louisville, Kentucky, on May 15, 2025. This trip ties with the Fit Kids, the importance of exercising, and the Great Grow Along (Rat Feeding Experiment).
10. We have a request from HS Softball Coach Devin Brierly to take 33 softball team members to Don Dobina Field @ Ulmer Stadium, at Louisville, Kentucky, on March 30, 2025.
11. We have a request from Anderson Elementary School teachers to take approximately 98 2<sup>nd</sup> graders to Stage One Theater in Louisville, Kentucky, on March 28, 2025.
12. We have a request from Deputy Principal Kathy Stoner to take 42 3<sup>rd</sup> and 4<sup>th</sup> graders to the Kentucky Science Center, in Louisville, Kentucky, on April 8, 2025.

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

There were no public comments.

**ACTION**

**REQUEST PERMISSION TO ADVERTISE FOR HEARINGS**

Upon the recommendation of Dr. Brown and a motion by Mr. Scott, seconded by Mrs. Yancey, the Board voted by roll call vote, 5-0, and the motion carried to give Permission to Advertise for Hearings.

**FIRST READING OF MCS POLICY 5223 – RELEASE TIME FOR RELIGIOUS INSTRUCTION**

This is the first reading of MCS Policy 5223 – Release Time for Religious Instruction. No action was required.

**APPROVAL TO ADVERTISE FOR CAFETERIA BIDS**

Upon the recommendation of Dr. Brown and a motion by Mr. Storie, seconded by Mr. Wallace, the Board voted by roll call vote, 5-0, and the motion carried to advertise for cafeteria bids.

Group III, Food and other products

**APPROVAL OF SCHOOL STUDENT TRANSFER REQUEST DEADLINE DATE**

Upon the recommendation of Dr. Brown and a motion by Mr. Scott, seconded by Mrs. Yancey, the Board voted by roll call vote, 5-0, and the motion carried to approve May 22, 2026, as the last day to accept out-of-district students for the 2025-2026 school year.

**APPROVAL OF SUMMER SCHOOL COURSES**

Upon the recommendation of Dr. Brown and a motion by Mrs. Yancey, seconded by Mr. Storie, the Board voted by roll call vote, 5-0, and the motion carried to approve Summer School Courses.

Summer School will be offered to students at their home school location with transportation provided. The following courses are included in our estimate to the state and will be offered based on student needs.

Elementary

Kindergarten-4th grade Math, Language Arts, Reading and Literature  
2nd and 3rd grade Individual Reading Plan-IREAD3 2nd and 3rd attempts for testing  
June 2-June 13, 2025  
8:00am-12:00pm

Jr. High

5th-6th grade Math, Language Arts, Reading and Literature  
June 2-June 13, 2025  
8:00am-12:00pm  
7th-8th grade Math, Language Arts, Reading and Literature  
June 2-June 20, 2025  
8:00am-12:00pm

High School

All in person courses will align with the IDOE Summer School list (below)  
Online courses through Indiana Online  
June 2-June 20, 2025  
8:30am-2:30pm

[2025 IDOE Summer School Course list](#)

All teachers will have one hour of prep each day in addition to instructional time.

**APPROVAL OF CAMP INVENTION SUMMER PROGRAM**

Upon the recommendation of Dr. Brown and a motion by Mr. Storie, seconded by Mr. Scott, the Board voted by roll call vote, 5-0, and the motion carried to approve the Camp Invention Summer Program.

Camp Invention is a nationally acclaimed STEM summer camp providing in-person and at home learning opportunities that turn curious students into innovative thinkers by providing open-ended experiences that help them build the confidence, persistence and problem-solving skills to make their own creative mark on the world.

June 16-20, 2025  
8:30am-2:30pm  
Location: Anderson Elementary

Staffing:

1-Director 50 pre-camp hours (now-June), 8.5-hour camp week, 42.5 hrs. Total up to 92.5 hours

1-Assistant Director (6 pre-camp hours), 8.0 hours camp week, up to 56 hours

6-teachers-5 Camp Invention, 1 Invention Project (2hrs pre-camp set up/sort) 7.5 hours camp week total up to 40 hours

\*1-Assistant Invention Camp 7.5 hours total 37.5

10-12 high school student volunteers

120 students-Camp Invention

15 students-Invention Project (If we add an assistant could add 10 more students)

**APPROVAL OF MOU WITH ABOVE AND BEYOND**

Upon the recommendation of Dr. Brown and a motion by Mr. Scott, seconded by Mr. Wallace, the Board voted by roll call voted, 5-0, and the motion carried to approve the MOU with Above and Beyond. Above and Beyond ABA Therapy will provide ABA services to students with whom they work when requested and agreed upon by both parties. She will say the services are arranged between Above and Beyond ABA Therapy and the families and are of no cost to Madison Consolidated Schools.

**APPROVAL OF RICOH COPIER LEASE**

Upon the recommendation of Dr. Brown and a motion by Mrs. Yancey, seconded by Mr. Storie, the Board voted by roll call vote, 5-0, and the motion carried to approve a 60-month Copier Lease with Ricoh in the amount of \$73,110.00. We will be getting a third-party buyout of our current equipment of \$8,700.00 plus a new monthly savings of \$174.63 with a 60-month savings of \$10,477.80.00. The total monthly cost is \$6,092.50.

**APPROVAL OF TBRI PHASE II CONSULTING AGREEMENT**

Upon the recommendation of Dr. Brown and a motion by Mr. Scott, seconded by Mrs. Yancey, the Board voted by roll call vote, 5-0, and the motion carried to approve the TBRI Phase III Consulting Agreement with HopeAlight LLC, in the amount of \$600.00 effective June 1, 2025 – May 31, 2026.

**APPROVAL OF CONTRACT WITH SMEKENS EDUCATIONAL SOLUTIONS, INC. FOR PROFESSIONAL DEVELOPMENT**

Upon the recommendation of Dr. Brown and a motion by Mr. Storie, seconded by Mrs. Yancey, the Board voted by roll call vote, 5-0, and the motion carried to approve the Contract with Smekens Educational Solutions, Inc. for Professional Development Phase III in the amount of \$12,393.

**APPROVAL TO JOIN MID-SOUTHERN CONFERENCE**

Upon the recommendation of Dr. Brown and a motion by Mr. Scott, seconded by Mrs. Yancey, the Board voted by roll call vote, 5-0, and the motion carried to Join the Mid-Southern Conference.

The tentative timeline for us to join fully starting 2026-2027 School Year.

- Other Schools in MSC
  - Austin (Does not have Football)
  - Brownstown
  - Charlestown

- Corydon
- North Harrison
- Salem
- Scottsburg
- Silver Creek

Dr. Brown stated Athletic Director Patric Morrison has been working on a conference placement for five years.

The Board members thanked Mr. Morrison for his persistence and the hard work it has taken to get in a Conference.

Mr. Bentz said he played and coached when we were in the HHC. He said it is important for student athletes to be a part of a conference. Mr. Bentz said this will be great for MCS.

**APPROVAL TO DECLARE WRESTLING MATS OBSOLETE AND OF NO FURTHER USE TO THE CORPORATION:**

Upon the recommendation of Dr. Brown and a motion by Mrs. Yancey, seconded by Mr. Storie, the Board voted by roll call vote, 5-0, and the motion carried to declare two (2) wrestling mats obsolete and of no further use to the Corporation.

**APPROVAL OF FARM PROJECT AT DEPUTY ELEMENTARY SCHOOL**

Upon the recommendation of Dr. Brown and a motion by Mr. Storie, seconded by Mrs. Yancey, the Board voted by roll call vote, 5-0, and the motion carried to approve the Farm Project at Deputy Elementary School.

The third graders will be part of the design process in building the coop. They will work alongside a former Deputy student who is now a community member that owns Big Creek Metalworks. He has also agreed to build the coop. Jennifer Colen will be leading this STEM project. The PK students will be offered the opportunity to join the Chicken Tendera Club where they will be responsible for hatching the chickens, feeding the chickens and collecting the eggs. This will all be done from the outside of the coop so that they will not be exposed to the chickens. They are thinking of starting with 4-6 chickens. John Schutte is helping with the funding.

Mr. Scott said he was excited about this project.

**APPROVAL OF RESOLUTION TO DISTRIBUTE SUPPLEMENTAL PAYMENT STIPEND WITH EARLY LITERACY ACHIEVEMENT GRANT FUNDS**

Upon the recommendation of Dr. Brown and a motion by Mrs. Yancey, seconded by Mr. Scott, the Board voted by roll call vote, 5-0, and the motion carried to approve the Resolution to Distribute Supplemental Payment Stipend with Early Literacy Achievement Grant Funds, a copy of which is attached hereto and made a part of these minutes:

BOARD RESOLUTION

WHEREAS, on December 15, 2023, the Indiana Department of Education (the "IDOE") issued guidance related to the Early Literacy Achievement Grant established through House Enrolled Act (HEA) 1001-2023 (the "Literacy Grant").

WHEREAS, Literacy Grant funds have been issued to public school corporations for distribution to teachers, instructional coaches, and other school staff responsible for implementation and delivery of literacy and reading instruction of students through grade three.

WHEREAS, in supplemental guidance issued by the IDOE on January 10, 2024, the IDOE has



required that eligible teachers receiving payments through the Literacy Grant be paid supplemental payment stipends pursuant to IC 20-28-9-1.5(a), which states:

For school years beginning after June 30, 2022, a school corporation may provide a supplemental payment to a teacher in excess of the salary specified in the school corporation's compensation plan. A supplement provided under this subsection is not subject to collective bargaining. Such a supplement is in addition to any increase permitted under subsection (b) [which is referencing I.C. 20-28-9-1.5(b)].

WHEREAS, the Board of School Trustees desires to pay supplemental payment stipends to certain teachers as authorized by this Resolution and as required by the IDOE.

NOW, THEREFORE, the Board adopts this Resolution which approves the following:

1. The Superintendent of Schools is specifically authorized to pay supplemental payment stipends through the Literacy Grant to the following teachers in the following amounts:  
See attached list
2. The supplemental payment stipends authorized herein are one-time supplemental payments and shall not be added to the base salary of any teacher receiving such stipend.
3. The Superintendent of Schools is instructed to distribute all Literacy Grant stipends in accordance with the requirements established by the IDOE.

Dr. Brown said the amount went from \$11,000.00 the previous year to \$55,000.00 due to improved growth and academic achievement.

#### **APPROVAL OF RECONCILIATION OF TEACHER PAYMENT 2020**

Upon the recommendation of Dr. Brown and a motion by Mr. Scott, seconded by Mr. Storie, the Board voted by roll call vote, 5-0, and the motion carried to approve the Reconciliation of Teacher Payment 2020 in the amount of 1,207.00.

#### **APPROVAL OF SOUND PRODUCTION ENGINEER TEACHING POSITION AND JOB DESCRIPTION FOR MADISON JUNIOR HIGH SCHOOL**

Upon the recommendation of Dr. Brown and a motion by Mr. Storie, seconded by Mr. Scott, the Board voted by roll call vote, 5-0, and the motion carried to approve the Sound Production Engineer Teaching Position and Job Description.

Mr. Wallace thanked the administration for the growing curriculum and thinking outside the box for our students. He said he appreciated everyone's efforts.

Mr. Scott gave kudos to all for being so innovations being brought to the table.

#### **APPROVAL TO DECLARE SOFTBALL UNIFORMS OBSOLETE AND OF NO FURTHER USE TO THE CORPORATION**

Upon the recommendation of Dr. Brown and a motion by Mr. Scott, seconded by Mrs. Yancey, the Board voted by roll call vote, 5-0, and the motion carried to declare some old junior high softball uniforms obsolete and of no further use to the Corporation.

## **REPORTS**

### **STUDENT REPRESENTATIVE**

Miss Emma Wynn, Board Representative, gave the following report:

“Congrats to all of the students recognized tonight! I absolutely love seeing you all here!

Happy Birthday to Miss Pam!!

#### **Sports:**

Boys Basketball wrapped up their season Friday. Congrats to our archery students as well!

Boys Swim ended last month. Our boys had a great season and Camdyn Sever won both of his individual events and qualified for state finals in the 50 freestyle so a massive congratulations to him!

Congratulations to our girl state swimmers and ISSMA girls here tonight as well!

Spring sports are starting so be on the lookout for those athletic calendars to support all of our jr high and high school athletes.

#### **Arts:**

Huge congratulations to The Cher Show cast, crew, and orchestra. It was a fantastic show! Thank you to everyone who came to watch and a special shout out to Mrs. Grayson - this was our last after school show with her - we will miss her so much!

Go ahead and mark your calendars for Hadestown April 11-13

Congrats to students in honor bands recently!

The annual Custer Contest will take place on April 4 at 7:00! This is a wonderful contest to come and watch and see some student's hard work!

#### **Jr High:**

Theatre is working on Wizard of Oz! Very excited!

Congrats to swimmers who have been breaking records!

#### **Other:**

Sophomores recently participated in community service/some great student gave tours to the 8th graders on crossing the ditch day

Thank all of the community members who came to speak to the seniors on SAT day! We saw some great presentations!

Congratulate Mrs. Bullock, Officer McVey, and Ms. Lynn Neal

Super successful CubFest! So fun to see all of the things going on!

Have a safe spring break!”

**OPEN PUBLIC COMMENTS**

Mr. Bentz read the following statement:

The following procedures will be followed for citizens wishing to address the Board during open public comments:

- 1) Resolutions to questions or concerns are to be addressed first at the building level and then with the superintendent before being brought to the Board.
- 2) Those addressing the Board will speak in a manner suitable for a public forum.
- 3) Those speaking shall refrain from making any personal references or attacks.
- 4) Time limit of three minutes will be imposed depending on the number of people requesting to speak. Any group wishing to speak regarding the same agenda item may speak up to twenty minutes or less. Total time for public comments will be limited to 30 minutes or less.
- 5) If a patron does not follow the guidelines, the Board may close patron comments and move on to the next agenda item for the meeting, or the patron may be asked to leave.

Mr. Shad Brattain, 3277 N Old SR 62, said he was a Rykers' Ridge parent and is concerned about the lack of transparency. He asked when and if the SRO and principal would return to Rykers' Ridge?

Dr. Brown said personnel matters cannot be discussed.

Mr. Bentz thanked Mr. Brattain for addressing the Board.

Mr. Bentz gave the following statement: "I'd like to thank everyone for taking time to come and speak tonight. Parents and community members are the backbone of our school system and should always feel comfortable coming and speaking up at board meetings.

When decisions are made that impact personnel, we are not at liberty to discuss the specific matters. We have been transparent in the ways we are able to be and will continue to inform our families as decisions are made going forward.

As a parent of two children in the Madison school system and member of the Madison Consolidated Schools Board of Trustees I can tell you that I take this all very seriously. We, as a board, want to make sure that we have the most professional, caring and nurturing employees in our school system. Our children are our most important asset that we have and will not be leveraged against anything that doesn't support a professional, caring, and nurturing environment and school community. Employees with Madison schools should have one goal and one vision - Our students. I sit here tonight and can confidently tell everyone in attendance that none of this has been compromised with any decisions made by Dr. Brown, or this board. Sometimes the "unpopular" move is the move that needs to be made to protect our assets. We will always put our children first and we will always make sure that they are safe."

**BOARD MEMBER COMMENTS**

Mr. Storie commended Mr. Bentz for conducting the meeting.

Mr. Storie congratulated all who were recognized.

Mr. Storie thanked the parent for addressing the Board.

Mr. Wallace thanked the parent who spoke and reminded everyone the Board meetings are open to the public.

Mr. Wallace congratulated Lindsay Bullock for being selected at the Teacher of the Year.

Mr. Wallace commended all who had a part in Cub Fest.

Mr. Wallace congratulated the students who were recognized at tonight's meeting.

Mr. Wallace thanked Mrs. Lyons, Mr. Pennington and the teachers for their presentation.

Mr. Wallace said he hopes we can extend the Early Learning Center to all parents in our community.

Mr. Wallace thanked Mr. Taylor for the work he did regarding the virtual piece.

Mr. Scott gave a shout-out to the Teacher of the Year Program that was held last evening. He said the best of the best in our Corporation were recognized. He said it is fun to celebrate.

Mr. Scott commended Mrs. Lyons and the teachers for their presentation. He said tonight's meeting was the first step of several to expand the early learning center. Mr. Scott said he was excited for the future.

Mr. Scott hoped everyone has a nice Spring Break.

Mrs. Yancey echoed her fellow board member's sentiments.

Mrs. Yancey thanked Mr. Brattain for speaking and Mr. Bentz for his response.

Mrs. Yancey gave a shout-out to the Prek parents/employees for speaking.

Mrs. Yancey thanked Mrs. Lyons and Mr. Pennington.

Mrs. Yancey congratulated all students.

Mrs. Yancey wished everyone a nice Spring Break!

Mr. Bentz said The Cher Show was amazing!

### **SUPERINTENDENT REPORT**

Dr. Brown thanked Mrs. Lyons, Mr. Pennington and the teacher/parents for addressing the Board.

Dr. Brown thanked Mrs. Grayson for her many years of service to MCS.

Dr. Brown thanked Mr. Taylor and Karen Begman for their tech support.

Dr. Brown congratulated Mrs. Lindsay Bullock, Teacher of the Year, Mrs. Lynn Neal, Classified Operations Person of the Year and Mr. Jacob McVey, Classified Support Person of the Year.

Dr. Brown thanked 2025 Indiana Teacher of the Year Mrs. Graciela Miranda for speaking at our banquet.

Dr. Brown commended Miss Wynn and all those who were a part of making The Cher Show amazing. She said our theatre program is second to none.

Dr. Brown said Cub Fest was spectacular.

Dr. Brown commended Mr. Morrison for his part in getting MCHS selected to be a part of the Mid-Southern Conference.

Dr. Brown wished everyone a nice Spring Break!

Mr. Bentz said the next Work Session would be held on Thursday, April 3, 2025, at 4:30 p.m.

Mr. Bentz said the next Regular Board Meeting would be held on Wednesday, April 9, 2025, at 6:00 p.m.

**ADJOURNMENT**

Mr. Scott moved to adjourn the Regular Meeting, seconded by Mrs. Yancey, the Board voted by roll call vote, 5-0, and the meeting was adjourned.

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

**ATTEST:**

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