

**SCHOOL CITY OF HOBART
BOARD OF SCHOOL TRUSTEES
REGULAR SESSION MEETING
August 5, 2021**

The Board of School Trustees of the School City of Hobart met in regular session on August 5, 2021, in the Board Room at Hobart High School, 2211 East Tenth Street, Hobart, Indiana.

ROLL CALL: Terry Butler asked Board Members to log in. The following Board Members and Administrators were present or absent as noted:

Board Members Present:

Terry D. Butler
Karen J. Robbins
Rikki A. Guthrie
Sandra J. Hillan
Frank Porras
Donald H. Rogers
Stuart B. Schultz
Olivia Garcia, HHS student representative
Morgan Sanchez, HHS student representative

Administrators Present:

Peggy Buffington
Bob Glover
Christopher N. King
William J. Longer
Jonathan Mock
Tim Krieg
Nikki Neeley
Colleen Newell
Mike Black
Felix Perry
Nancy Smith
Lisa Wilkison

EXECUTIVE SESSION: President Butler indicated that the Board met in executive session prior to the regular session. As published, the meeting was held in accordance with I.C. 5-14-1.5-6.1(b)(1) where authorized by federal or state statute; (6) with respect to any individual over whom the governing body has jurisdiction: (B) to discuss, before a determination, that individual's status as an employee, a student, or an independent contractor who is: (i) a physician or (ii) a school bus driver; and (7) for discussion of records classified as confidential by state or federal statute.

CALL TO ORDER: Terry Butler, President, called the meeting to order around 7:10 p.m.

PLEDGE OF ALLEGIANCE: President Butler led everyone present in reciting the Pledge of Allegiance.

AUDIENCE: The following were present in the audience:

Trent Howard, new varsity baseball coach, his wife and sons
Paul Allen, School City of Hobart 2021 retiree
Denise Phillips, School City of Hobart 2021 retiree
Maureen Tobin, School City of Hobart 2021 retiree
Leo Marshall, School City of Hobart 2021 retiree, his wife, Kim, and daughter, Amanda
Linda Ban, School City of Hobart 2021 retiree
Cindy Melody, School City of Hobart 2021 retiree
Robin Black, School City of Hobart retiree at Hobart Middle School
Laurie Ellenberger, School City of Hobart retiree at Hobart Middle School
Desa Halstead, Hobart Middle School teacher
Jennifer Drangmeister, Joan Martin School parent

APPROVAL OF MINUTES: Sandra Hillan moved that the Board approve the regular session minutes of July 15, 2021. Frank Porras seconded. Vote on motion: Aye – Porras, Rogers, Hillan, Schultz, Guthrie, Robbins, and Butler. Motion carried 7-0 in favor.

FINANCIAL REPORTS: Bob Glover, Business Manager, presented the following for the Board's consideration and recommended approval:

► Applications for Payment No. 27 - Veterans Elementary at Mundell –

Kleckner Interior Systems, App No. 11 and 12 - \$14,297.40 (total for both payments)
The Pangere Corporation, App No. 18 - \$90,533.05

Mr. Glover requested Board action.

Rikki Guthrie moved that the Board approve the applications for payment for Veterans Elementary, as presented. Seconded by Karen Robbins. Vote on motion: Aye – Porras, Rogers, Hillan, Schultz, Guthrie, Robbins, and Butler. Motion carried 7-0 in favor.

Dr. Buffington said the project was close to being completed with just a few items needing to be finished from retainage funds, as well as the foam insulation. In addition, she noted there were still a few items that need to be done at the new pool. One of which was the air conditioning, and she said retainage funds would not be released until all of the items were completed. She noted it was difficult to get contractors to return to jobs for some of the smaller punch list jobs that need to be finished and said the school district may have to do the work and then deduct the cost from their retainage fund.

COMMENTS ON AGENDA ITEMS: There were no comments from the audience on the listed agenda items.

PERSONNEL: Jonathan Mock, Director of Human Resources and Compliance, indicated the Personnel Report and Personnel Report Addendum were included in the electronic meeting packet for the Board's consideration.

Mr. Mock recommended approval and requested Board action.

Donald Rogers moved that the Board approve the Personnel Reports as presented. Vote on motion: Aye – Porras, Rogers, Hillan, Schultz, Guthrie, Robbins, and Butler. Motion carried.

Dr. Buffington welcomed Mike Black, Athletic Director. Mr. Black thanked the Board for allowing him to introduce Trent Howard who was going to replace Bob Glover as the new varsity baseball coach. Mr. Black said that some qualified and capable candidates were interviewed for the position. He noted that Colleen Newell, Co-Principal of the high school, was part of the interviews with the finalist candidates. After those interviews, Trent Howard was selected for the position. Mr. Black introduced Mr. Howard to the Board and audience. Mr. Black noted that Mr. Howard was a 2008 graduate of Hammond Clark High School where he was an outstanding athlete in basketball and baseball, and he was inducted into the Hammond Sports Hall of Fame in March of this year. He attended Central Michigan and was drafted in the seventh round by the Baltimore Orioles in 2011. In addition, he was affiliated with Morris Baseball for a number of years. Currently, he is a Portage police officer and SRO at Portage High School. In addition, he has been an assistant baseball coach at Wheeler High School. Trent Howard indicated he was “grateful for the opportunity.” He appreciated the level of professionalism he experienced after submitting his application for the position. He commented that his father always talked about Hobart, and Mr. Howard said that Hobart “really feels like home.” He was pleased to take over the baseball program that Mr. Glover built up and to be a part of the Hobart community. He said coaching was something he wanted to do, and he was looking forward to being the varsity coach of Hobart’s baseball program. The Board welcomed Mr. Howard and extended their congratulations to him. Everyone enjoyed the energy of his sons, and it was mentioned they could be his bat boys. Peggy Buffington commented that everyone always loves having children at their meetings.

The approved personnel items are as follows:

Resignations –

Justine Eubank, Hobart High School/teacher & ECA positions, effective the end of 2020-2021 school year

Lisa Flynn, Joan Martin School/instructional aide, effective July 30, 2021

Jenee Frizzell, Joan Martin School/instructional aide, effective July 22, 2021

Sarah Greene, Early Learning Center @ George Earle/food service, effective July 21, 2021

Tianna Mikula, Early Learning Center @ George Earle/instructional aide, effective July 24, 2021

Jennifer James, Administration Office, Administrative Assistant (Insurance Benefits Officer), effective August 20, 2021

ECA Resignation –

Tony Curatolo, Hobart High School, cross country, effective June 1, 2021

Service Agreements –

August 24, 2020/June 9, 2021: Sharon Autterson, Hobart High School/Special Education Department Chair (50%), \$523.50

August 18, 2021/June 2, 2022: Sharon Autterson, Hobart High School/Special Education Department Chair (50%), \$523.50

Salary Adjustment –

Jamie Noel, Coordinator of Student Health Services, salary compensation of \$55,500.00 for 212 days, retroactive to July 1, 2020

Contract Extension –

Ken Cawthon, Aquatics Coordinator, a two-year contract extension from July 1, 2021, through June 30, 2023, 260 days per year, salary of \$65,500. A ten percent (10%) stipend will be issued for event revenue generated.

Teacher Contract – 2021-2022 –

August 16, 2021/June 3, 2022: Laura Roth, Joan Martin School/counselor, 189 days, \$51,172.00

Contract for Extracurricular Services (Club Duties) –

August 18, 2021/June 2, 2022: Brittney Schmidt, Early Learning Center @ George Earle/Social butterfly, \$625.00

Transfers of Assignment –

Debbie Mladenovski

From: Joan Martin School/Principal's administrative assistant

To: Hobart Middle School/ Media center aide, for the 2021-2022 school year

Food Service Department, all effective August 1, 2021:

Sylvia Arauz

From: Hobart Middle School

To: Hobart High School/Cook, \$12.76 per hour

Elizabeth Dombrowski

From: Joan Martin School

To: Hobart High School/Manager, \$15.09 per hour

Erica Homoky

From: Hobart Middle School

To: Hobart High School/Salad Prep/Cashier, \$11.67 per hour

Beth Novak

From: Hobart Middle School

To: Hobart High School/Ala Carte/Cashier, \$11.67

Casey Weber

From: Hobart Middle School

To: Hobart Middle School/Cook, \$12.76 per hour

Patricia Welch

From: Hobart High School

To: Hobart High School/Cashier, \$11.67 per hour

Jessica Flick

From: Early Learning Center

To: Early Learning Center/Cashier/Kitchen prep, \$11.67 per hour

Brittney Golecki

From: Hobart High School

To: Hobart High School/Kitchen prep/Cashier, \$11.67 per hour

Anastasia Panousopoulos

From: Hobart Middle School

To: Hobart Middle School/Kitchen prep/Cashier, \$11.67 per hour

Leaves of Absence –

Debbie Mladenovski, Hobart Middle School/media center aide, unpaid leave, effective August 18 through December 17, 2021

Heather Paulson, Joan Martin School/teacher, FMLA, September 2 through September 29, 2021

Gayle Pratt, Veterans School @ Mundell/instructional aide, unpaid medical leave, August 18 through August 31, 2021

Brittney Krieg, Liberty School/Dean of Students, FMLA, tentatively October 19 through December 3, 2021

Extracurricular Club Duty Contract –

August 18, 2021/June 2, 2022:

Cortney Harris, Early Learning Center @ George Earle/Social Butterfly Club, 25 hours, \$625.00

ECA Assignments – 2021-2022 –

Hobart High School, August 2/October 30, 2021:

Harley Sutton, Girls Cross Country, assistant varsity, \$2,880.00

Cristina Bullington, Girls Soccer/assistant varsity, \$1,762.00

Gerva Sison, Girls Soccer/junior varsity, \$1,561.00

Hobart High School, October 18, 2021/February 26, 2022:

Alaina Richter, Girls Basketball/assistant varsity, \$4,716.00

Extra Duty Contracts –

Hobart High School, March 14/June 18, 2022:

Trent Howard, Varsity boys baseball, \$4,682.00

Hobart High School, July 30/October 2, 2021:

Gary Roach, Varsity girls golf, \$2,491.00

Christina Hairston, Junior varsity girls golf, \$927.00

Hobart High School, August 2/November 6, 2021:

Angie Yanez, Varsity volleyball, \$4,508.00

Tricia Fisk, JV volleyball, \$3,641.00

Hobart High School/Soccer, August 2/October 8, 2021

Toby Provins, Girls varsity soccer, \$1,762.00

Luke Weinman, Boys varsity soccer, \$3,926.00

Summer School Contracts –

Hobart Middle School, July 27/August 12, 2021:

Amy Hill, 6 LA, 11 days, \$2,881.44

Heather Phillips, 6 Math, 11 days, \$2,653.92

Sarah Pratt, 7 Math, 11 days, \$1,899.84

Savannah Tilford, 8 LA, 11 days, \$1,895.52

Cailin Trezak, 7 LA, 11 days, \$1,843.68

Ryan Williams, 8 Math, 11 days, \$2,078.88

ECA Assignment 2021-2022 –

Hobart High School, August 2/November 6, 2021:

Madi Price, 9th grade volleyball, \$2,933.00

Salary Adjustment and Office Manager Stipend –

Beth Black, Administrative Office Executive Administrative Officer/Office Manager, Rate adjustment to \$173.52 per day in Executive Administrative Officer category and \$5,000.00 stipend for duties as Office Manager during the 2020-2021 school year and a \$5,000 stipend for these duties during the 2021-2022 school year with the 2020-2021 amount issued in August, while the 2021-2022 amount issued in January 2022.

ECA Resignations –

Jessica Evans, Liberty School/Second grade level contact, effective August 4, 2021

Sarah Pratt, Veterans School/Fifth grade level contacts, effective August 4, 2021

New Employees –

Martha Glover, Administration Office/Insurance Benefits Officer, August 4, 2021, \$170.05 per day

Food Service Department:

Kayla Chambers, Liberty School/Food Service, effective August 1, 2021, \$11.67 per hour*

Donna Mitchell, Hobart Middle School/Food Service, effective August 1, 2021, \$11.67 per hour*

Faith Nene-Smith, Joan Martin School/Food Service, effective August 1, 2021, \$11.67 per hour*

Stephanie Noe, Hobart Middle School/Food Service, effective August 1, 2021, \$11.67 per hour*

Rachel Punak, Hobart Middle School/Food Service, effective, August 1, 2021, \$11.67 per hour**

*90-day Probation Period **No probation-former employee

RECOGNITION: School City of Hobart Retirees: Superintendent Peggy Buffington welcomed the 2021 retirees and their family and friends who were attending the meeting, as well as their administrators/supervisors. She indicated that the administrators/supervisors would be saying a few words about each retiree. Some of the highlighted comments about the retirees are as follows:

- 1Sgt Leo Marshall –

Colleen Newell, Co-Principal of Hobart High School, noted that 1Sgt Marshall would be missed. Students respect and adore him. When she became a co-principal at the high school, she noticed students standing and clapping in the Great Hall whenever Leo Marshall would walk through and she did not know what was going on. Tracy Brumley, Dean of Students, explained the students do this out of respect for him. He impacted the lives of many students because of his leadership. Peggy Buffington was indebted for his service with the students in the JROTC program, as well as his service in the Army. Appreciated what he had done for the JROTC, Color Guard, and the mentorship at the middle school. Karen Robbins presented him with his “golden apple” that was inscribed with his name and years of service in the school district, and she thanked him for his work. Terry Butler told Mr. Marshall that his grandson was in his class at the middle school and said it was “making a difference.” Olivia Garcia indicated that Leo Marshall had been a teacher, coach, and mentor to her and impacted her life in many ways. She said she receives compliments about her professionalism, confidence, and maturity level, said that was because of him, and she thanked him for everything he had done for her. He indicated that he was proud of her. Terry Butler suggested the possibility of him sponsoring a club a couple days a week.

- Cindy Melody –

Felix Perry, Director of Support Services, indicated that Mrs. Melody had been part of the district’s custodial staff for 25 years. She was a happy person and brought that happiness to work with her. Said she would be missed by all of her co-workers at the middle school, and he appreciated her service to the district. Dr. Buffington indicated that Mrs. Melody works across the parking lot from the Administration Office. Mrs. Melody works hard, does an amazing job cleaning, and was proud of her work. Dr. Buffington complimented Mrs. Melody and all of the custodial staff at the middle school for the cleanliness their school, which helps to protect the students and staff members, and the pride they take in the work they do. The student representatives presented her with her “golden apple” that was inscribed with her name and years of service in the school district. President Butler commented the work of all of the custodians helped to keep the schools open last school year.

- Maureen Tobin –

Nikki Neeley, Principal of Hobart Middle School, was happy and sad, said Mrs. Tobin was about her same age but noted she had aged gracefully. She is someone who is “what you see is what you get”, and she would tell Mrs. Neeley everyday that she loved her kids (sixth graders) and co-teaching with Desa Halstead. Her prep time was often bought out because everything she did was always about the kids. Mrs. Neeley was happy for her and told her to “enjoy your next chapter of your life.” Dr. Buffington said Mrs. Tobin was always willing to work on school committees, dedicated to what she does, always trying to make her classes interesting and cited a couple of examples, and wants her students to succeed. Olivia Garcia and Morgan Sanchez, student representatives, presented Mrs. Tobin with her “golden apple” that was inscribed with her name and years of service in the school district. Rikki Guthrie thanked her for teaching both her children. Terry Butler told her, “you still won’t have any time” available in retirement.

Dr. Buffington commented that there was nothing like an opening day of school for the transportation department, especially so at the ELC and noted that Denise Phillips and Paul Allen had experienced that for many years.

- Denise Phillips –

Lisa Wilkerson, Director of Transportation noted Ms. Phillips kept the same route, was always at work unless there was an emergency, or she was needed by her family. She expected her students to follow the rules, her motto was “right is right and wrong is wrong and do what’s right.” A school bus driver never knows the impact they have on their students and the other drivers. Miss Wilkerson thanked her for her work and service to the school district. Dr. Buffington commented that since Denise was a rules follower herself, her students on her bus were always expected to follow the rules, and their importance to keep them safe. Students responded to her wanting to keep them safe.

- Paul Allen –

Lisa Wilkerson, Director of Transportation noted that since she became the Director of Transportation five years ago, the other drivers always told her that Mr. Allen was going to quit during the middle of the year. She thanked him for not doing that, and he indicated she

was the reason he stayed. Mr. Allen was a faithful employee and was only absent on rare occurrences like him having surgery, family emergencies, or someone died. He bonded with students of all ages, noted she enjoyed the video of him singing with the kindergarten students and having fun, and said he was the same was true with the high school students. He impacted the lives of many people. If he had something to say, he always spoke to her directly, rather than hashing it out with the other drivers before speaking to her. She thanked him for his service. Dr. Buffington noted the first week of school can be very stressful, especially getting the younger students home because many of them can't read numbers yet or may not know their addresses. Mr. Allen was like a grandpa handling the situations. The kids knew that he loved them, and they loved him, too. Noted both of the drivers were important because they were the first person a student sees in the morning and last one in the afternoon. Dr. Buffington thanked both drivers for their service, and the student representatives presented Mrs. Phillips with her "golden apple" inscribed with her name and years of service. Mr. Allen indicated that he had already received his apple and did not think to bring it this evening. Terry Butler commented that he had worked in transportation for 25+ years in another school corporation, and he knew Mr. Allen's wife, who was a special education teacher. He noted the importance of the bus drivers and how hard it was to replace them, and appreciated everything the driver do. Sandi Hillan also knew Mr. Allen's wife when she worked in Hammond.

- Linda Ban –

Nancy Smith, Director of Food Service, said she was happy to report that Mrs. Ban had decided to come back to work, which received a round of applause. However, she said she was celebrating her retirement at this time and said Mrs. Ban had over 30 years of service in food service. Mrs. Smith commented many mothers made the decision to work in food service to be close to home and able to get their kids off to school and be home when the kids returned from school. She was a baker and was known for many of her sought after desserts, especially her giant cookies and cinnamon rolls. Mrs. Smith said she was missed, but she was glad she was able to talk her into coming back. Dr. Buffington commented on Mrs. Ban's level of professionalism and her service to the students. She was involved with the layout of the kitchen/serving area when the high school was built. Dr. Buffington indicated it was painful during the Obama administration when nutritional concerns for schoolchildren were enacted through the federal school lunch program and limited dessert type of foods for more healthy selections. The student representatives presented Mrs. Ban with her "golden apple" inscribed with her name and years of service.

Retirees unable to attend the meeting are as follows: Robert Jakubowicz, technology department; Lisa SeDoris, teacher at Veterans School @ Mundell; John McDaniel, teacher at Hobart High School, Ted Zembala, Business Manager, and Ron Menard, courier.

RECEPTION: To Honor the 2021 Retirees: President Terry Butler indicated that the meeting was being recessed to celebrate the retirees, and he invited everyone to join them for cake and punch. The meeting recessed around 8:00 p.m. and reconvened around 8:17 p.m. Only Jennifer Drangmeister remained in the audience.

CONSIDERATION: Trademark License Agreement for Hobart Pop Warner Little Scholars, Inc.: Dr. Peggy Buffington presented a trademark license agreement with Hobart Pop Warner Little Scholars, Inc. to use the Yohan logo in connection with the sale of Pop Warner spirit wear with a 10% royalty. She said that either "HPW" or "Hobart Pop Warner" would always be used in conjunction with the Yohan logo on any items they sell. Dr. Buffington thanked Pat Schoon, her administrative assistant, for being the liaison in working with the Hobart Pop Warner representatives. The trademark license agreement would be for two years and would expire on August 4, 2023. The contract agreement was included in the electronic meeting packet.

Dr. Buffington recommended approval of the trademark agreement with Hobart Pop Warner, as presented.

Rikki Guthrie moved that the Board allow the trademark license agreement with the Hobart Pop Warner Little Scholars, Inc., as presented, and authorize the superintendent to sign the agreement on behalf of the School City of Hobart. Seconded by Frank Porras.

In the discussion, it was explained that previously the only issue was the organization used the Yohan logo without the Board's permission on spirit wear they sold that was not discernable that it was for Hobart Pop Warner because there was not any Hobart Pop Warner designation on the items.

Vote on motion: Aye – Porras, Rogers, Hillan, Schultz, Guthrie, Robbins, and Butler. Motion carried 7-0 in favor.

PERMISSION TO SUBMIT TEACHER APPRECIATION GRANT POLICY: Superintendent Peggy Buffington noted that School Board policy 3220.01 - TEACHER APPRECIATION GRANTS was included in the electronic meeting information for the Board members to review. She noted the policy states, "The School Board shall adopt an annual policy concerning the distribution of teacher appreciation grants." In addition, this policy further stated that the policy shall be reviewed annually by the Board and shall be submitted to the IDOE by the Superintendent." Dr. Buffington indicated the deadline for submission is by September 15 of each year. She said "Highly Effective" teachers have to receive at least 25% more than "Effective" teachers. Dr. Buffington noted that the Board has to authorize her to submit the policy every year.

Dr. Buffington requested Board action.

Karen Robbins moved that the minutes of the meeting reflect that the Board has reviewed School Board Policy 3220.01 TEACHER APPRECIATION GRANTS, and authorizes the superintendent to submit the policy to the Department of Education in accordance to IC 20-43-10-3.5. Stuart Schultz seconded.

In the discussion, it was noted that it was not necessary to read the policy at this time. The policy only had to be reviewed by the Board. Jon Mock was thanked for his assistance.

Vote on motion: Aye – Porras, Rogers, Hillan, Schultz, Guthrie, Robbins, and Butler. Motion carried 7-0 in favor.

PRESENTATION: Teacher Evaluation Plan: Dr. Peggy Buffington indicated Indiana statutes require that the teacher performance evaluation plan had to be explained to the governing body in a public meeting before the evaluations are conducted. However, before explaining the plan to the governing body, the superintendent of the school corporation shall discuss the plan with teachers or the teachers' representative, if there is one. The statutes require the Staff Performance Evaluation Plan to be submitted to the Indiana Department of Education where the plans are then published on their website. Dr. Buffington indicated there were no changes to the district's plan and that the district uses the Marzano Focused Evaluation Model. The percentage of how you come up with the raw score in the four domain areas has not changed. It is 80 percent from classroom observations, and 20 percent from student portfolios with artifacts of work from the beginning of the year until the end of the year. Dr. Buffington indicated that every student has a portfolio that has at least one artifact per semester. The student representatives concurred that they each had a portfolio. She indicated that a test score represents only one day of performance and does not represent what students can do. Dr. Buffington noted that listening to a kindergartener reading in September and then again in May was "evidence of true learning" that was included in the student portfolios. Dr. Buffington indicated that the evaluation plan had been discussed with the Hobart Teachers Association. She extended her thanks to Jon Mock for his assistance with the plan.

Dr. Buffington indicated that Board action was not required. The plan only needed to be discussed with the Board at a public meeting.

RESOLUTION: Proposal from EES: Superintendent Peggy Buffington recommended that the EES Company be hired to assist with curriculum and assessments that are more aligned to the Indiana State Standards and ILEARN. She noted there were huge deficits in test results throughout the state in 2019, and then because of COVID-19, there has been continued loss of learning for all students. She indicated that the district was completing a curriculum audit for alignment with ILEARN. EES services include curriculum map development, staff training, and principal training. Dr. Buffington indicated the ESSER III grant would be amended to cover the cost of EES's three-year proposal. This service has been of tremendous value to school corporations, such as Kokomo, trying to find solutions to state assessments and the gap of proficiency. She spoke about some of the results that Kokomo schools have had. EES is on the IDOE Approved Technical Assistance Provider list that meets all four criteria regarding COVID Recovery & Student Learning. They meet the Learning Loss, Supporting Educators, Sustainable Innovation, and Sustainable Infrastructure categories. They had to provide evidence regarding their impact in all four areas. There are only four companies that meet all four criteria, and they were the only in-state company. They are a sole source provider for the Instructional Priority Model (IPM) where they enhance core instruction through evidence-based interventions, and their Curriculum Process targets work for our district with needs based on standards and assessments, as well as every student's individual needs and growth model. In addition, to the work with academics, EES will write competitive grants to assist with more services for students.

Dr. Buffington indicated the need for the services that EES would provide the school district and requested Board action.

Dr. Buffington indicated because the proposal was over the approved amount for request for proposals, William Longer, School Board Attorney, had prepared a resolution pertaining to authorizing the purchase of these services. Mr. Longer highlighted Resolution No. 2021-35 that was presented to the Board for their consideration and was included in the electronic meeting packet. He indicated that the services were of great value in addressing educational needs of the students in the school district, as they attempt to recover academically from the impact of COVID-19 pandemic, and the company has expertise in school improvement efforts. Equitable Education Solutions was on the Indiana Department of Education's Approved Assistance Provider List and was one of a limited number of companies that meet all four criteria regarding COVID Recovery and Student Learning; Learning Loss, Supporting Educators, Sustainable Innovation and Sustainable Infrastructure. EES is a current vendor of the school district, and they offer a scope of service and degree of integration of instructional priorities through its Instructional Priority Model, which would not be easy to duplicate with a single vendor. The Superintendent has indicated and recommended the need for the services that EES can provide the school district. Mr. Longer noted the scope and integration of services offered by EES was sufficient to qualify it as a sole source provider, and subject to the sole source exception in board policy to procurement through requests for proposals. He said that for audit purposes it was necessary to document that the Board heard from the Superintendent the need for these services and noted that EES was approved by IDOE for scope service. He concluded that EES would qualify as a sole source provider.

President Terry Butler asked the audience member if she wanted the entire resolution read aloud or if reading just the title was acceptable with her. She indicated reading the title was satisfactory.

Secretary Rikki Guthrie read the title of Resolution No. 2021-35 aloud, as follows:

SCHOOL CITY OF HOBART
BOARD OF SCHOOL TRUSTEES

RESOLUTION NO. 2021-35

A Resolution Authorizing the Purchase of Services
From Equitable Education Solutions Regarding
COVID Recovery and Student Learning

Stuart Schultz moved that the Board approve the proposal from EES (verbally corrected by Mr. Schultz from ESS) and authorize the Superintendent to execute the contract documents. Seconded by Karen Robbins.

In the discussion, Sandi Hillan was impressed with what the software program would provide to staff and the school district and noted it was just what teachers have been looking for. Dr. Buffington said it was amazing software and was a good predictor of where a student would be in the growth model. She also thought their grant writing aspect would bring funds back to the school district. Dr. Buffington indicated she was not pleased with this year's test scores that were below the state's benchmark. She indicated, "Math took the worse hit during COVID." Terry Butler commented that all school districts have had loss of learning and this program would help the school district to catch up.

Attorney Longer noted that the motion did not mention approving the resolution, and he suggested options for the Board's consideration, as follows: 1) move for approval of the proposal and authorize the superintendent to execute the contract documents; 2) have a separate motion to approve the resolution; or 3) amend the motion to adopt the resolution as well.

Stuart Schultz moved to amend the motion to include the adoption of Resolution No. 2021-35. Karen Robbins seconded. Vote on motion: Secretary Rikki Guthrie called roll on the vote as follows: Aye – Porras, Rogers, Hillan, Schultz, Guthrie, Robbins, and Butler. Nay – No one. Motion carried 7-0 in favor.

Resolution No. 2021-35, as displayed on the screens in the Board Room and as presented and adopted, is as follows:

SCHOOL CITY OF HOBART
BOARD OF SCHOOL TRUSTEES

RESOLUTION NO. 2021-35

A Resolution Authorizing the Purchase of Services
From Equitable Education Solutions Regarding
COVID Recovery and Student Learning

WHEREAS, The Superintendent has recommended that a proposal for services presented by Equitable Education Solutions (EES) for services, including curriculum map development, staff training, principal training and grant writing; and

WHEREAS, The Board finds that the proposed services would be of great value in addressing the educational needs of School City of Hobart students as they attempt to recover academically from the impact of the COVID-19 pandemic; and

WHEREAS, EES has expertise in school improvement efforts; and

WHEREAS, EES is on the IDOE Approved Assistance Provider List, and is one of a small number of companies that meet all four criteria regarding COVID Recovery and Student Learning; Learning Loss, Supporting Educators, Sustainable Innovation and Sustainable Infrastructure; and

WHEREAS, EES is a current satisfactory vendor with the School City of Hobart, and is the only company in the IDOE list located in the State of Indiana which meets all four criteria; and

WHEREAS, EES offers a scope of services and degree of integration of instructional priorities through its Instructional Priority Model which would not be easy to duplicate with a single vendor; and

WHEREAS, the delay encountered in the selection process and possible coordination of offerings by multiple vendors would result in substantial delay in services to students; and

WHEREAS, the Superintendent has presented a plan to fund the services proposed;

THEREFORE BE IT RESOLVED, By the Board of School Trustees of the School City of Hobart, that the scope and integration of services offered by EES is sufficient to qualify it as a sole source provider, and subject to the sole source exception in board policy to procurement through requests for proposals set forth in Policy 6325(B)(3)(b).

BE IT FURTHER RESOLVED, that time is of the essence in providing services to help students recover academically from the pandemic, and it would not be in the best interest of the students of this district to delay action to expand or duplicate the efforts of the Superintendent already undertaken to determine and recommend to this Board a vendor and proposal.

Be IT FURTHER RESOLVED, that the Superintendent is hereby authorized on behalf of the Board of School Trustees of the School City of Hobart to accept the proposal of EES for services for the next three school years, including grant writing, and the officers of the Board are authorized to execute any necessary documents to fulfill the terms of the proposal.

Dated this 5th day of August, 2021.

Board of School Trustees
School City of Hobart

By: _____
Terry D. Butler, President

Attest:

Rikki A. Guthrie, Secretary

UPDATES/ANNOUNCEMENTS/REPORTS: The Board received the following information:

- School Information - Back to School Nights and First Day of School – a flyer for Back-to-School Nights for the upcoming school year. She noted the in-person Back-to-School visits, for the most part, were quick trips to visit a student’s classrooms at the elementary level and then each teacher would share their virtual presentation on their Canvas page and the parent Skyward email. The presentation could be watched at their convenience. At the middle school, parents/students would be able to walk their student’s class schedule. At the high school the day was for previous e-learners and new students to tour the school and walk class schedules and see their lockers. The Early Learning Center will have a Back-to-School Day on the first day of school. Parents and their student would receive an email to select a time to come in to visit with their teacher and see the classroom and participate in a scavenger hunt. Face masks are required for visitors at all schools due to close contact tracing limitations.
- Reminder – Dr. Buffington indicated the first day of school for students for the 2021-2022 school year was August 18, 2021, and the first Late Start Wednesday would be August 25, 2021. She noted that Late Start Wednesdays were used as professional development time for the teaching staff during the school year.
- FOCUS ON EDUCATION – Dr. Buffington noted that the August issue of the school district's newsletter, *Focus on Education*, was included in the electronic meeting packet. She indicated there was a lot of good information for the opening of school, had a link to the Brickie Forward Plan, celebrated a lot of accolades of which being one of 19 school districts in the nation who received Project Lead The Way accreditation for the 2020-2021 school year. She thought that was a huge accomplishment for the school district, our teachers and our students.

COMMENTS - BRICKIE FORWARD PLAN 2021-2022: The Board had not received any comments from the public on the Brickie Forward Plan 2021-2022 and neither had Dr. Buffington. The link to the Return to In-Person Instruction Plan: Brickie Forward 2021-22 was included in the electronic meeting packet.

Dr. Buffington told the Board that live learning was the preference for this school year. Virtual schooling as it was done last year was not going to be done this year. She indicated that a Top Five list was included in the Brickie Forward Plan. It noted that face masks were recommended by the CDC and IDOH, but face masks were required for visitors due to close contact tracing limitations and on school buses due to a federal mandate. Students were being asked to carry a mask with them so that it would be available if a mask would be needed, reminded students to wash their hands and not to touch their face, and to practice social distancing. The top five areas are as follows:

- #1 MASK WEARING IS RECOMMENDED BY THE CDC/IDOH AND IS NOT REQUIRED EXCEPT ON BUSES AT THIS TIME.
- #2 KNOW THE SYMPTOMS!
- #3 SELF-SCREEN & COMMUNICATE WITH THE SCHOOL
- #4 PRACTICE GOOD HYGIENE
- #5 COVID-19 SYMPTOMATIC POSITIVE TEST EXPOSURE, ASYMPTOMATIC, RETURN TO SCHOOL RULES: INDIVIDUALS WHO ARE FULLY VACCINATED DO NOT NEED TO QUARANTINE, BUT SHOULD CONTINUE TO MONITOR DAILY FOR SYMPTOMS AND REPORT THEM TO THE SCHOOL NURSE.

There was additional explanatory verbiage with each number and Conditions for Quarantine were explained. She was watching the CDC and the Indiana Department of Health websites regarding the increases in cases of COVID-19. The number of cases in Lake County doubled this week over last week. She had concerns about the welfare of those entering our buildings and making them as safe as possible. She indicated that right now the wearing of masks was recommended and not mandated. Dr. Buffington expressed her concerns about the Delta variants, and if the uptick in COVID-19 cases continues, she may have to change mask wearing from recommended to mandating that they be worn, and she just wanted to make the Board aware of this possibility.

President Butler asked Board members pass a motion to show their support of the Superintendent in regard to the Return to In-Person Instruction Plan: Brickie Forward Plan.

It was moved by Karen Robbins that the Board support the actions of the superintendent in protecting our students and authorize her to make changes to the plan as needed. Seconded by Frank Porras.

In the discussion, Sandi Hillan noted the importance of following recommendations and keeping students safe. Dr. Buffington noted that, if required, the students would wear their masks, as they have done in the past, and she indicated, "It's a safety measure for everyone."

President Butler called for a voice vote.

Vote on motion: All aye. (Porras, Rogers, Hillan, Schultz, Guthrie, Robbins, and Butler) Motion carried 7-0 in favor.

COMMENTS: There were no comments from the audience.

From the administration, Peggy Buffington thanked the Board for their support and indicated it was "greatly appreciated." She noted that last week administrators participated in their annual professional development retreat to get ready for the upcoming school year, and she extended her thanks to everyone and Beth Black, administrative assistant, and everyone on this side of the table for all that they did to make "the retreat" successful. In addition, she extended her thanks to the central office administrators for all that they have done this summer. Dr. Buffington commented that people often ask, "What do you do in the summer." She said everyone was working hard to get ready for the return of students to school. Bob Glover enjoyed all the great comments about the retirees and thought the baseball program was in good hands with Coach Howard. Chris King noted at this year's retreat they talked about "culture." Last week, he noticed kids sitting on the benches in the front of the high school so he acknowledged them by saying "good morning" to them. He said the first day the students kept their heads down and did not acknowledge him, but by the end of the week, they were responding back to him. Bill Longer commented that he was going "miss waving" to Paul Allen "on the bus route every morning." Jon Mock commented that the retirees will be missed and wished them well in their retirement. He noted that everything was going well and all of the teaching positions were filled. He was working on hiring aides, and he commented that the food service department had kept him very busy. He was glad Mrs. Ban decided to come back. Tim Krieg said it was great to have summer school going on, and he indicated that he had been working with our new teachers this week, as was Lori Anderson. He and Chris King enjoyed leading them through a Makers-Space activity and said they all had a good time. Dr. Krieg commented that the replacement for Leo Marshall has impressive credentials and commented that he said he "has big shoes to fill." Dr. Krieg indicated it was always amazing to see the respect the students have for 1Sg Marshall. He indicated that tomorrow was the bus tour of Hobart for new teachers that ends with Dilly bars. President Butler indicated that he has questions ready for the new teachers on Hobart history that last year's student representatives made for the Board. Dr. Buffington mentioned that she began preparing for the retreat in January. She indicated that since they will be concentrating on culture this school year, and principals cannot ask teachers to do something that they would not do. At the retreat, the administrators prepared a project about something they were passionate about that they then presented to the administrative group. As they presented, Dr. Buffington became the facilitator. She would interject or ask questions about their presentation, and everyone was pleased with what they had accomplished. Dr. Buffington said, "It was a great experience." She told the Board about some of the activities going on for the two professional development days before the students return to school.

From the Board, Frank Porras commented on the "bittersweet moment" for the retirees, said they were very deserving, and confirmed, "The wrinkles do go away." Don Rogers attested to the fact that the wrinkles were gone in a week. In addition, he noted that the signage was done for the plaza and football field. Dr. Buffington said the Brickyard lettering had, also, been taken care of. Sandi Hillan commented on the total years of experience and dedication of this year's retirees and noted it was very nice to be able to celebrate them. She thanked Dr. Buffington and administrators for their investment of time and the value of the retreat in preparation for the coming school year. Those preparations will assist the administrators in being the very best they can be and said the time spent was "worth it." Stu Schultz thanked the administration for everything they do "for kids, year in and year out." He hoped they would be able to take some time off to get refreshed. Olivia Garcia appreciated being able to say one last goodbye to 1Sgt Marshall, even though it was very emotional for her. She was looking forward to the coming school year. Morgan Sanchez enjoyed the retiree recognition, appreciated the recognition that was shown for their service, and hoped they would take time to relax and find some new things to do. Rikki Guthrie enjoyed being able to recognize and celebrate with the retirees. She indicated that Oliva and Morgan created an Instagram page for the student representatives, and she thought that it was "really awesome" of them to do so. In addition, she was looking forward to the coming school year and all of the opportunities that the students are given and thought our school district was number one in doing this, "bar none." Karen Robbins echoed the comments that have been made and thanked everyone on the other side of the table for their hard work in preparing for the coming school year. She enjoyed the retiree recognition and noted they would be missed. She commented that you hate to lose them, but they deserve to enjoy their retirement. She noted that she sees Olivia running in the mornings and extended her kudos to her. She extended her thanks and

appreciation to Terry Butler and Mike Rogers for getting a freezer out of her basement for the Hobart Food Pantry and noted the freezer was now working at the food pantry. She thanked the School City in assisting them with the bathroom facility at the food pantry and said the volunteers were very appreciative. Mrs. Robbins indicated the Kiwanis Annual City-Wide Food Drive would be held on September 25, and she would appreciate getting as many volunteers as possible to assist with it. Olivia Garcia noted this is one of her favorite community service projects. Mrs. Robbins noted that the JROTC and Key Club have always been an integral part of the food drive, but she would appreciate having other student groups to assist as well. Terry Butler indicated that Mrs. Robbins comments had checked off a couple of boxes that he was going to comment on. He said that he accompanied his grandson to the Lake County Health Department to get his first COVID shot and noted that it took much longer than expected because of the number of students getting their immunization shots for the coming school year. He told the student representatives that he appreciated the work they were doing, and he told the administrators that he appreciated all that they were doing. He commented that everything was “very fluid” with the coronavirus and wished there would be definitive guidelines from the state to assist the school districts. Mr. Butler thanked Mrs. Drangmeister for attending the meeting.

ADJOURNMENT: There being no further business to come before the Board, President Butler adjourned the meeting around 9:08 p.m.

NEXT MEETING: The next regular session meeting is August 19, 2021.

BOARD OF SCHOOL TRUSTEES
SCHOOL CITY OF HOBART

By _____
Terry D. Butler, President

ATTEST:

By _____
Rikki A. Guthrie, Secretary

Submitted for Approval: August 19, 2021