

**SCHOOL CITY OF HOBART
BOARD OF SCHOOL TRUSTEES
REGULAR SESSION MEETING
December 5, 2024**

The Board of School Trustees of the School City of Hobart met in regular session on December 5, 2024, in the Board Room at Hobart High School, 2211 East Tenth Street, Hobart, Indiana.

ROLL CALL: President 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
Rikki A. Guthrie
Sandra J. Hillan
Frank Porras
Karen J. Robbins
Donald H. Rogers
Stuart B. Schultz
Kayla Davis, HHS student representative
Isis Fleming, HHS student representative

Administrators Present:

Peggy Buffington
Bob Glover
Christopher N. King
William J. Longer
Tim Krieg

Administrator Absent:

Jonathan Mock

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; (2) for discussion of strategy with respect to: (B) initiation of litigation or litigation which is either pending or has been threatened specifically in writing; 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: Because of a prior request from President Butler to have the video clip of Red Skelton presenting the Pledge of Allegiance at a Board meeting, the clip was shown, and everyone participated in the Pledge of Allegiance as it was said at the end of the video clip. (Note: On January 14, 1969, Red Skelton performed a self-written monologue about the meaning of the Pledge of Allegiance on his television show, the Red Skelton Hour.)

AUDIENCE: The following were present in the audience:

Jim Thompson, Gibraltar Design
Kris Kingery, Gibraltar Design
Ralph and Robin Curtis, former employees
Bob Glover, Sr., former Athletic Director at Hobart High School
Bradley Keehn, Joan Martin School and Hobart Middle School and incoming Board member
David Kostbade, incoming Board member

APPROVAL OF MINUTES: Karen Robbins moved and Frank Porras seconded that the Board approve the regular session minutes of November 21, 2024. Vote on motion: Aye – Porras, Rogers, Robbins, Schultz, Hillan, Guthrie, and Butler. Motion carried 7-0 in favor.

FINANCIAL REPORTS: President Butler indicated there were no financial reports for the Board's consideration.

COMMENTS ON AGENDA ITEMS: President Terry Butler asked for comments on the listed agenda items. There were none.

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

Dr. Buffington recommended approval and requested Board action.

Rikki Guthrie moved that the Board approve the Personnel Reports as presented. Seconded by Sandra Hillan. Vote on motion: Aye – Porras, Rogers, Robbins, Schultz, Hillan, Guthrie, and Butler. Motion carried 7-0 in favor.

The approved personnel items are as follows:

Request for Leave of Absence –

Rita Bates-McClasky, Service Center/bus driver, medical leave (paid and unpaid), December 2, 2024, until on or about April 2, 2025

Extra Duty Contract –

Hobart High School/boys basketball: Ron Edwards, junior varsity, November 11, 2024/March 29, 2025, \$4,530.00

New Employees –

Danielle Gillham, Veterans @ Mundell/custodian-floater, effective November 25, 2024, \$16.38 per hour with a 90-day probation period

Dahlia Cooper, Service Center/Transportation Department – bus driver, effective December 2, 2024, \$21.14 per hour

Contracts for Extracurricular Services

Hobart High School:

Zackery Johansen, boys varsity wrestling, November 22, 2024/February 28, 2025, \$6,899.00; and Yohan's Army, October 11, 2024/August 15, 2025, \$774.00

Joshua Mehay, girls wrestling, 9th grade, November 8, 2024/January 31, 2025, \$3,609.00

Nathaniel Sloan, girls basketball, 9th grade 2, November 22, 2024/February 28, 2025, \$3,219.00

Tomas Westberg, girls varsity wrestling, November 8, 2024/January 31, 2025, \$6,899.00

Contracts for Extracurricular Services (Club Duties)

Early Learning Center @ George Earle, August 14, 2024/June 4, 2025:

Kelsey Buckley, Art, \$540.00; Nicole Kelly, Learning League, \$567.00; and Taylor Louie, Learning League, \$567.00

Transportation Department – Adjustments of position, hours, and/or pay rate –

Johnny Castilleja, hours adjusted from 2 to 4.25, now a full-time bus driver instead of part time, hourly rate remains the same @ \$21.14, effective December 2, 2024

Karen Piatek, transferring to Bus Matron/Activity Bus Driver position, hours remain the same, but hourly rate increased to \$17.35 per hour, effective December 2, 2024

Resignation

Jennifer Kaiser, Hobart High School/food services, effective December 3, 2024

RECOGNITION: Retiring Board Members: Dr. Peggy Buffington indicated that Terry Butler and Karen Robbins, Board members, were recognized for their years of service on the Board of School Trustees at a dinner before the meeting. Mr. Butler and Mrs. Robbins chose not to run for re-election this year, and it was noted that Mr. Butler had served 24 years, and Mrs. Robbins had served 17 and 1/2 years. Dr. Buffington mentioned that she has known both of the long before their tenure on the Board. Karen Robbins was her room mother her first year of teaching at Foreman Elementary School, and she was active in the school's PTA. In addition, she said that when the student council was organized at Foreman, Mr. Butler's youngest son, Joe, was chosen to be the president. (Note: Joan Martin School is located where Foreman School used to be. The Foreman and Mundell Elementary Schools were joined into a new school that was named for a former teacher at the Mundell School.)

Dr Buffington noted that she would be remiss not to mention the accomplishments of the Board during their tenure, and she mentioned the following for the public record:

▶ Awards and Distinction:

NIPSCO Luminary Award; Early College Endorsement by the Early College Center for Excellence in Leadership of Learning; Indiana Department of Education District STEM Certification; Project Lead the Way (PLTW) Distinguished Schools; Indiana State Chamber School Counseling Business Partnership of the Year; Innovate WithIN – First and Second Place Innovators in the State; Indiana School Board Association Awards: Outstanding Boardmanship Award – Mr. Terry Butler and Outstanding Educator Award – Dr. Peggy Buffington; and Master Board Members

▶ Early Childhood:

The Early Learning Center at George Earle - All students attend full day kindergarten now Building Brickies (Parents as Teachers) - Birth to Kindergarten Program, Ready, Set, Go - Pre-School Partnership

▶ Hobart University – Early College Endorsed High School: See stats on Image:

One year of college available, 2-year Associate's Degree available, Certifications available in the trades

▶ School City of Hobart is one of the first PLTW STEM (Science, Technology, Engineering, and Mathematics) Certified Districts in the State (every school is STEM certified)

- ▶ Facilities:
New Pool (no tax increase); New Elementary School (no tax increase); System wide building upgrades including security systems for all schools; and State of the art technology in all buildings
- ▶ Balanced Budget:
Circuit Breaker Property Tax Cap Plan to Avoid Program Cuts; Energy efficiency program to reduce utility bills; School Board pay froze at scheduled meetings only, never participated in health insurance program
- ▶ Community:
Senior Citizen Programs Gold Card Program; Performing Arts (Theatre/Band/Choirs); Book Club; Blood Pressure Screening by EMT Class; and Field house offered for community walkers
- ▶ Wellness:
Immunization Clinics
- ▶ Family:
Parenting Classes; Free Family Events; Summer feed program for children through 18 years old; Expanded facility use for Y childcare; Headstart Preschool facility use; Messenger emergency calling system
- ▶ Citizenship:
Brickie Leaders; Service Learning Projects for the Community and Citizens; and Positive Behavior Intervention System (PBIS)
- ▶ City Partnerships:
School Resource Officers in every school; School district hosts the Hobart Food Pantry; Drug and gang awareness initiatives; City wide recycling and watershed program; and School district hosts gas and salt units

Dr. Buffington noted that Board members are public servants, and have not increased their pay, are not paid for extra meetings, such as special meetings, executive sessions, or committee meetings, and have never received insurance benefits. In addition, she spoke about the relationships that have been built and the family atmosphere in the district, and she expressed her thanks and appreciation to the Board for their continued support that makes Hobart “an excellent school corporation.”

Dr. Buffington opened the floor for comments. She noted that Jim Thompson and Kris Kingery from Gibraltar Design were present in the audience to celebrate the service of Mr. Butler and Mrs. Robbins. She noted that Gibraltar was chosen as the architect for the “new high school,” and because of making it through all the trials and tribulations of the project, Gibraltar Design was the architect for other projects after that, such as the new cafeteria at the middle school, the swimming pool at the high school, and a new elementary school (Veterans School). Karen Robbins mentioned that they interviewed architects for the middle school cafeteria and noted that another architect told the Board that the cafeteria could not be built by the date the Board wanted, and she said Gibraltar got the project done within the timeframe. Don Rogers noted that people always remark about the design of the high school and how well kept it was. Jim Thompson presented Karen Robbins two checks acknowledging the years of service at \$100.00 for each year of service totaling \$3,750.00 with another check to be forthcoming of \$400.00 issued to the School City of Hobart Educational Foundation for a total donation of \$4,150.00 recognizing the 41½ years of service of Terry Butler and Karen Robbins. Mrs. Robbins and Mr. Butler thanked him for the generous donation and expressed their appreciation of the donation to the School City of Hobart Educational Foundation. Terry Butler reminisced about the building of the high school and mentioned that they did not always see “eye to eye” about certain aspects of the design of the building, but he said they worked together to get a wonderful new school. He noted that the three colored ceramic tiles in restrooms took around three meetings to reach consensus and the floor design in the Great Hall involved much discussion as well. He appreciated that Gibraltar listened to the administration and Board’s concerns, and everyone worked and resolved issues of concern. In addition, Mr. Butler noted that he and Mike Rogers, former Board member, checked on the project almost every day. Dr. Buffington mentioned the talents of Brian McFarland and commented that Gibraltar has supported the Educational Foundation with a sponsorship of their prime fundraiser, Taste of Autumn, now known as Harvest Homecoming, and they support the Early Learning Center students with monies for 529 plans. Mr. Thompson inquired about Dr. Buffington using her influence to get him on “60 minutes.”

Bill Longer noted the excellence of the hires of the Board and thought the same was true of the Board members. He told them to “think about the legacy” that Mr. Butler and Mrs. Robbins were leaving. In addition, he mentioned the culture of the Board and said that culture was carried on at all levels within the school district. It was a collective decision in making this important. Bradley Keehn commented he had been attending Board meeting for around two years, and he thanked Mrs. Robbins and Mr. Butler for their professionalism and would be an example for him to “do what’s right for the kids.” Rikki Guthrie noted when she joined the Board, Mr. Butler scared her a little and was intimidating, but that changed as she got to work with him. She noted he has standards, and those have been passed on to her. She mentioned a story about Mrs. Robbins when she joined the Board. They were attending a JROTC banquet, and they decided they were going to eat the desserts first and they did. She said their friendship has continued through the years. Sandi Hillan thanked Mr. Butler and Mrs. Robbins for their “selfless leadership” as well as the way they help others without wanting any recognition for doing so. She thanked them for their leadership and guidance and “have demonstrated how to be a leader.”

Tim Krieg mentioned the legacy of the district and noted that “one generation trains the next.” He mentioned that people want to work here, and families want their children to attend school here. It is because of the culture and leadership, and he mentioned that he wanted to work in the district. The Board’s relationship is the number one reason for a successful school district, and that affects the community, parents, and students, as well, and was the intangible that Hobart has. People care about one another to celebrate or to help if needed. Mr. Butler spoke about a time that Hobart came close to losing our superintendent, and thankfully that did not happen after having a conversation with her.

Mrs. Robbins and Mr. Butler thanked everyone for their kind remarks.

RECOGNITION: Retired Staff Member: Superintendent Peggy Buffington welcomed Ralph Curtis and his wife, Robin to the meeting. Dr. Buffington explained that Mr. Curtis was a former maintenance employee, and he retired after the recognition of the other retirees last spring. She said he was “an incredible” maintenance employee, who retired last summer with 12 years of service. She mentioned that his wife retired as a school custodian a year before him. She said he was “such a people pleaser,” and Robin was the same. Dr. Buffington told a story that she always remembers. It went back to the “Relay for Life” days, and an event that was held at Mundell Field. It was a huge event, and everyone was raising monies supporting cancer research. She commented that Robin was a breast cancer survivor, and Ralph dressed up as a female to support of his wife. He was one of hits of the event. She noted he and his wife were giving persons and are missed. She thanked him for his service in the school district and presented with his "golden apple" that was inscribed with his name and the number of years of service. Mr. Curtis thanked Dr. Buffington and the Board for the recognition, and he commented that he was not going to miss the snow plowing. He did appreciate being able to hone some of his working skills. The Board offered their congratulations to Mr. Curtis. Tim Krieg mentioned that Mr. Curtis was “a calm, cool, and collected” individual.

ANNOUNCEMENT: President Terry Butler announced that he had received a letter from IASBO (Indiana Association of School Business Officials) that Robert Glover, Jr., had completed certification as school business officer and completed over 100 hours of coursework to receive the certification. On behalf of the Board, President Butler thanked him for the work he had done to complete the certification. Dr. Buffington noted that she was proud of him, also.

OVERNIGHT STUDY TRIP: “We the People” Competition for Hobart Middle School and Hobart High School Students: Dr. Peggy Buffington presented a request for an overnight study trip from Nanelle Hairston, middle school teacher, for her "We the People" class at the middle school and the high school "We the People" club members to compete in their respective state competitions in Indianapolis. The HMS group placed first at the regional competition and the HHS group placed second, and both groups were invited to compete at the state level. "We the People" teaches students to recognize key elements of the Constitution and debate their interpretation and understanding of it at various levels. There will be 34 students (16 middle school and 18 high school) participating with Mrs. Hairston being in charge of both groups, and they will travel by school bus. In addition, as in year's past, the Indiana Bar Foundation has awarded Mrs. Hairston a grant to cover the groups' overnight expenses.

The middle school group will leave Hobart on December 9 and will be return on December 10, and the high school group will leave Hobart on December 10 and return on December 11, 2024. Dr. Buffington noted that Scott Swanson, middle school teacher, will not be able to be a sponsor this year, but indicated another sponsor had been secured. In addition, Christina Hairston, and Kat Baker, as well as four to six parents from each school will be chaperoning.

Dr. Buffington asked the Board to approve the overnight student trip and requested Board action.

Rikki Guthrie moved that the Board approve the overnight study trip for middle school and high school students to participate in the “We the People” state competition in Indianapolis. Donald Rogers seconded.

In the discussion, it was noted this was an excellent program and mentioned the schools have done well at the regional and state competition.

President Butler called for a vote on the motion.

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

RECOMMENDATION TO ACCEPT: WAN Bid: Dr. Peggy Buffington told the Board that Russell Mellon, Director of IT Services, was excused from the meeting to attend a school program his youngest son was part of this evening. She said that Christopher King, Director of Technology, and Attorney Longer would speak about the proposals received for WAN service. Mr. King indicated that school district received proposals from three vendors: Comcast, SurfNet, and WANrack for WAN Service for the next 5 (five) years. He explained that the WAN Service was what interconnects our schools to the high school to provide Internet connectivity for staff and students, and the WAN Service would be partially paid for by ERate, assuming USAC approves

funding. Mr. King noted the Cost per Mbps was \$0.62 from Comcast, \$0.42 from MNW/SurfNet, and \$2.08 from WANRack. In the summary, Mr. Mellon included the following information about the proposals:

- Comcast’s proposal has the highest MRC (monthly recurring cost), and also did not provide adequate bandwidth at the high school.
- SurfNet’s proposal is a continuation of the service we already have with them. The price has come down slightly from the last agreement.
- WANrack’s proposal has the lowest MRC (Monthly Recurring Cost) but has a significant construction cost. Their proposal has significant risk of not being funded by ERate and not being completed in time for the next school year.

Information included with the electronic meeting information was a compilation of the proposals, a score card comparison of the three proposals, and the Service Agreement from MNW SurfNet for the Board's review. It was noted that Attorney Longer had reviewed this information.

Proposal for (Internet, WAN, or both:	Comcast	MNW/SurfNet	WANRack
Lower Tier Monthly Total Eligible Cost:	\$6,208.00	\$4,200.00	\$2,400.00
Lower Tier Bandwidth (Mbps):	10000	10000	10000
Upper Tier Monthly Total Eligible Cost:	\$6,208.00	\$4,200.00	\$2,400.00
Upper Tier Bandwidth (Mbps):	10000	10000	10000
One-time Eligible Installation and/or Construction Cost:	\$0.00	\$0.00	\$1,106,853.00
Equipment Cost for Dark Proposals:	\$0.00	\$0.00	\$0.00
Term (months):	60	60	60
Cost per Mbps:	\$0.62	\$0.42	\$2.08
5YR Total Cost at 10 Gbps:	\$372,480.00	\$252,000.00	\$1,250,853.00

Christopher King recommended the acceptance of the proposal and service agreement from MNW SurfNet for WAN services for the next 5 (five) years.

Karen Robbins moved that the Board accept the proposal from MNW SurfNet and enter into a five-year agreement for WAN services, and the superintendent or her designee be authorized to execute the agreement. Seconded by Stuart Schultz.

In the discussion, Rikki Guthrie inquired whether the cost per Mbps would remain the same for all five years, and Mr. King indicated the rate would be the same all five years. Sandi Hillan mentioned that she heard the ERate might be eliminated by the incoming administration. Dr. Buffington indicated this has been threatened before, and she did not think it would happen. Attorney William Longer commented that he was sure that Mr. Mellon and Mr. King must be satisfied with the service provided by MNW/SurfNet, and he noted they were the lowest and most responsive bidder. Dr. Buffington mentioned the WANRack’s proposal involved a large construction project cost that was not a feasible option for the school district.

President Butler called for the vote on the motion.

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

AUTHORIZATION: 2024 Teacher Appreciation Grant: Superintendent Peggy Buffington highlighted the 2024 Teacher Appreciation Grant and asked the Board to authorize her to distribute the 2024 Teacher Appreciation Grant. She noted the total 2024 grant was \$147,235.08, and that \$17,521.00 of the grant would be distributed to the Northwest Indiana Education Coop leaving a balance of \$129,714.08 to pay eligible staff and the employer costs of FICA and TERF. She said Highly Effective teachers would receive \$583.22 and Effective Teachers \$466.58. Dr. Buffington said state law requires that Highly Effective teachers must receive at least 25% more than Effective Teachers, and teachers need to currently be employed by the district and must have worked 120 days.

Dr. Buffington requested Board action.

Rikki Guthrie moved that the Board authorize the Superintendent to distribute the 2024 Teacher Appreciation Grant in the amount of \$147,235.08 and the distribution to the Northwest Indiana Special Education Coop in the amount of \$17,521.00, as presented. Karen Robbins seconded. Vote on motion: Aye – Porras, Rogers, Robbins, Schultz, Hillan, Guthrie, and Butler. Motion carried 7-0 in favor.

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

➤ School Information – weekly agendas from all of the schools except Joan Martin and Veterans Schools, and the weekly BricksCenter newsletter.

➤ Upcoming Activities/Events – the latest list of upcoming activities/events. Dr. Buffington highlighted the upcoming activities/events, as follows:

December 8 – Hobart Community Band Winter Concert

Hobart Middle School Auditorium, 3:00 pm

December 12 – Holiday Band and Orchestra Concert (Grades 7-12)

Hobart High School gymnasium, 6:30 pm

December 17 – Legacy Holiday Choral Concert for Senior Citizens, Hobart High School theatre, 6:00 pm, no charge, RSVP's are requested

December 18 – Holiday Choral Concert, Hobart High School theatre, 7:30 pm, cost \$5.00

December 20 – Records Day – No school for students

December 23 – January 3 – Winter Break

➤ Change in January Meeting Dates – Since the first meeting date in January falls during winter break and there are five Thursdays in the month, the meeting dates will be January 9 and January 23, 2025, the second and fourth Thursdays.

COMMENTS: From the administration, Peggy Buffington offered her condolences to David Kostbade and his family for their recent loss of a family member. She noted that Sunday was the day for the airing of the “60 Minutes” segment. She expressed her appreciation to the teachers and students who were involved, as well as everyone who assisted when they were here shooting the segment. She mentioned that the story line has changed since their first contact. It started off as to why Hobart was embracing A-I, instead of banning as others have done to the future of A-I. She said the district should be very proud of their accomplishments and how A-I is being used. Because the district was part of the pilot program, “the teachers and students were pioneers” in the development of the Khanmigo tutor program and its use of A-I. Bob Glover thanked the Board for their continued support and noted that was not true in some of the area school districts. He thanked Karen Robbins and Terry Butler for their leadership. Pat Schoon, recording secretary, commented that Karen Robbins and Terry Butler would be missed. Chris King also extended his appreciation to Karen Robbins and Terry Butler for their service. He spoke about the culture in our district and extended his appreciation to Board members for this. He indicated that since the district has had ESB, there have been training sessions showing Board members how to use it, and he mentioned he used to be nervous doing them. He said everyone has always been very welcoming and appreciative, and he thanked them for their support. He mentioned that recognition was a big part of the culture here and said, “This is a unique place.” He noted that technology departments in other districts often have to struggle for their resources, but that was not true here. Karen Robbins responded that they could not do without him. Terry Butler commented things have come a long way. Tim Krieg expressed his appreciation to Karen Robbins and Terry Butler for their service and leadership serving children. He congratulated Bob Glover and noted the hours he put in to accomplish his goal, as well as driving to and from Indianapolis.

From the audience, Bob Glover, Sr., said he didn't have any comments and that he came to the meeting because of the recognition of Terry Butler, Karen Robbins, and Ralph Curtis. He was not even aware of Bob Jr.'s recognition. Dr. Buffington mentioned that Mr. Glover does like to listen to the podcasts. Mr. Butler noted that when he was first elected to the Board, Mr. Glover, Sr. They had a short conversation about Mr. Butler's position on sports. He told him he supported them, and he never heard from him again. Brad Keehn extended his congratulations to everyone.

From the Board, Frank Porras extended his congratulations to Bob Glover and noted the hard work he did. He thanked Terry Butler and Karen Robbins for their service. He noted that he and Mr. Butler got to know one another at a voting site of his first election to the Board, and Mr. Butler's advice to him about making decisions was “just focus on the kids.” That was what he had done the past four years. He told them to enjoy their retirement with family and grandkids. He told the student representatives he hoped all goes well with their final exams and wished them good luck during their last semester of school. Don Rogers asked Dr. Buffington to thank the kitchen staff for the wonderful meal they served earlier this evening. He extended his congratulations to Bob Glover and thanked him for his hard work. He mentioned the great information from Felix Perry at the NIPSCO hearing on a proposed rate increase. Don Rogers thanked Karen Robbins and Terry Butler for their service and always keeping kids first. Dr. Buffington reported that she and Mr. Perry went to the Hammond hearing and mentioned that three school corporations attended the hearing in Valparaiso last week. She noted Mr. Perry did a great job and mentioned some of his talking points. Mr. Butler mentioned that NIPSCO has the highest rates in Indiana. Karen Robbins thanked everyone for all of the kind comments. She extended her congratulations to Bob Glover and noted it was “well deserved.” In addition, she extended her congratulations to the new Board members, Brad Keehn and David Kostbade, who were in the audience. She extended her condolences to Mr. Kostbade on the loss of a family member. She mentioned to Chris King that he could tell Greg Crouch that the Educational Foundation had received an anonymous donation for drones. Stu Schultz extended his congratulations to Bob Glover for a job well done for his certification. He noted the many nice things were said about Karen Robbins and Terry Butler, said they were “all true,” and told them they would

definitely be missed. Kayla Davis acknowledged and extended her appreciation to Karen Robbins and Terry Butler for everything they have done for students and the opportunities they have. Mrs. Robbins indicated it was a pleasure working with the student representatives. Isis Fleming also extended her thanks and appreciation to the Board for the opportunities that she has had. She mentioned the Mayor's Youth Council and told the Board that she has received an internship with the city and the mayor. She told Mrs. Robbins and Mr. Butler they would be missed. Sandra Hillan agreed with all of the kind words that have been said about Karen Robbins and Terry Butler. She thanked Mrs. Robbins for always reaching out to her and for her kindnesses. She mentioned that she and Mr. Butler used to work together in another school corporation, and she appreciated being able to serve on the other side. She was honored to have been able to serve with them and indicated they had "done a very good job." Rikki Guthrie congratulated Bob Glover and extended her appreciation for the work he did to get his IASBO certification. She commented that Karen Robbins and Terry Butler had "set the bar for us" and said it was her honor to have served with them, as well as Mike Rogers. She noted they always kept "kids first" and thanked them for their service. Terry Butler thanked his fellow Board members for their dedication and commented he has had time to reflect on his time on the Board and those he had served with. He reflected back with a couple of stories about things that had happened when attending the annual fall conferences and mentioned that the time spent outside the conferences was as important as the conference sessions. Those experiences are always remembered and spoken about. He noted that in some other school districts, school board members cannot hold "a conversation with one another." Mr. Butler extended his appreciation to the student representatives for their "young ideas" and their involvement on the Board and at the high school.

ADJOURNMENT: There being no further business to come before the Board, President Butler adjourned the meeting around 8:43 p.m.

NEXT MEETING: The next regular session meeting is December 19, 2024.

BOARD OF SCHOOL TRUSTEES
SCHOOL CITY OF HOBART

By _____
Terry D. Butler, President

ATTEST:

By _____
Sandra J. Hillan, Secretary

Submitted for Approval: December 19, 2024