

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

The Board of School Trustees of the School City of Hobart met in regular session on September 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

Administrators Absent:

William J. Longer
Jonathan Mock
Tim Krieg

EXECUTIVE SESSION: President Butler indicated that the Board met in executive session prior to the regular session. As published, the meeting was held at 6:00 pm and was 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: (A) collective bargaining; and (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 7:04 p.m.

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

AUDIENCE: Bradley Keehn, Joan Martin School and Hobart Middle School parent was present in the audience.

APPROVAL OF MINUTES: Stuart Schultz moved that the Board approve the executive session and regular session minutes of August 15, 2024. Frank Porras seconded. Vote on motion: Aye – Porras, Rogers, Robbins, Schultz, Guthrie, and Butler. Abstain – Hillan. Motion carried 6-0 with one abstention.

ADDITION TO AGENDA: President Terry Butler indicated that an item was added to the agenda after it was published on Tuesday. The new item was the last agenda item and was titled “RATIFICATION: Memorandum of Understanding with Hobart Teachers Association.”

FINANCIAL REPORTS: President Butler indicated that 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: The following personnel items were presented for the Board’s consideration:

• Personnel Recommendation – Indiana Code 20-26-5-11.2 –

In the absence of Mr. Jon Mock, Director of HR & Compliance, Superintendent Peggy Buffington recommended approval of the personnel recommendation in accordance with IC 20-26-5-11.2 and requested Board action.

Stuart Schultz moved that the Board approve the personnel recommendation, as presented. Karen Robbins seconded. Vote on motion: Aye – Porras, Rogers, Robbins, Schultz, Hillan, Guthrie, and Butler. Motion carried 7-0 in favor.

• Personnel Report –

Dr. 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.

Karen Robbins moved that the Board approve the Personnel Reports, as presented. Seconded by Stuart Schultz. 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:

Contract for Extracurricular Services (Club Duties) –

Hobart Middle School, August 14, 2023/May 31, 2024: Jane Griffith, ELA 4, \$756.00

Retirement Resignation –

Judy Tallant, Hobart High School/food services, effective August 30, 2024

Resignations –

Jenell Bunsen, Hobart Middle School/food services, effective August 21, 2024

Casey Dunn, Service Center-Transportation Department/school bus driver, effective September 10, 2024

Vivian Frazier, Service Center-Transportation Department/school bus driver, effective August 26, 2024

Caitlin Gandarilla, Hobart High School/workplace specialist and sub nurse, effective August 19, 2024

Wendy Spencer, Hobart Middle School/food services, effective August 26, 2024

Extra Duty Contracts –

Hobart Middle School:

E-Sports, August 26, 2024/May 9, 2025: Michael Jimenez, \$2,657.00; and Jenai Richards, \$2,657.00

Football, August 7/October 15, 2024: Greg Bialata, 8th grade, \$3,034.00

Gymnastics, August 19/October 5, 2024: Jennifer Crespo, \$3,057.00; and Jose Crespo, \$3,057.00

Volleyball, August 19/October 17, 2024: Stacie Gulley, 8th grade, \$3,111.00; Kirsten Cooper, 7th grade, \$3,111.00; and Christina Franks, 7th grade, \$2,133.00

Hobart High School:

Football, August 5/November 30, 2024: Terrance Turner, Junior Varsity, \$4,838.00

Girls Soccer, August 5/November 2, 2024: Chanler Rosenbaum, Junior Varsity (split 50%), \$1,256.00

Classified Staff – Adjustment(s) of position, hours, and/or pay rate –

Dana Gawyrsiak transferred from MTSS aide at Liberty School to classroom aide at the Early Learning Center, part-time, and a pay rate of \$14.84 per hour, effective for the 2024-2025 school year

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

Larry Mills, transferred from Joan Martin School to Hobart High School, same pay rate of \$16.38 per hour, effective August 19, 2024

Krista Bunch, transferred from Hobart High School to Veterans Elementary @ Mundell, same pay rate of \$16.38 per hour, effective September 4, 2024

New Employees –

Classified Staff:

Early Learning Center @ George Earle:

Lindsey Brooks, aide-recreation, part time, effective August 12, 2024, \$14.84 per hour

Lindsey Deaton, aide-student supervisor, part time, effective August 12, 2024, \$12.67 per hour

Sheila Rich, aide-student supervisor, part time, effective September 3, 2024, \$13.77 per hour

Custodial Department:

James Landrum, Hobart High School, Class I custodian, effective August 12, 2024, \$16.38 per hour with a 90-day probation period

Ron Menard, maintenance/grounds helper, effective August 12, 2024, \$18.00 per hour and probation waived for use of leave time

Eric Pollock, Veterans Elementary, Class I custodian, effective August 21, 2024, \$16.38 per hour with a 90-day probation period

Aquatic Center:

Jessica Gasaway, Hobart Middle School and Hobart High School/aide-student supervisor (lifeguard), effective September 3, 2024, \$14.50 per hour

Food Services Department:

Mariah Guerrero, Veterans Elementary, server, effective August 22, 2024, \$12.67 per hour

Bessie Anthony Hitchcock, Hobart Middle School, breakfast/floater, effective August 22, 2024, \$14.25 per hour

Kayla Tobico-Paris, Early Learning Center, dishroom, effective August 26, 2024, \$12.67 per hour

Amanda Cabanas, Hobart High School, dining room attendant, effective September 3, 2024, \$12.67 per hour

Dawn Smeltzer, Hobart Middle School, server-dish room, effective September 3, 2024, \$12.67 per hour

Transportation Department:

Jacob Hall, trainee school bus driver, effective August 28, 2024, \$17.35 per hour

Karen Piatek, bus matron, full time, effective August 14, 2024, \$15.79 per hour

Glenetta Hallmon, bus aide, effective September 5, 2024, \$15.79 per hour

Jennifer Drangmeister, trainee bus driver, effective September 9, 2024, \$17.35 per hour

Contract Salary Adjustment – 2024-2025 –

Jamie Noel, Coordinator of Student Health Services, \$5,000.00 salary adjustment for teaching a dual credit health careers class at Hobart High School, which is in alignment with the dual credit supplemental for teachers. The total contract is \$65,258.88 for 212 days from July 1, 2024, through June 30, 2025

Request for Leave of Absence –

Shannon Callahan, Veterans @ Mundell/school nurse, FMLA, September 23 until on or about November 18, 2024 (up to 60 days)

RESOLUTION: Technology Department Recognition Day: Dr. Peggy Buffington presented Resolution No. 2024-24 for the Board's consideration. The third Tuesday in September is celebrated as National IT Professionals Day and the resolution designated September 17, 2024, as Technology Department Recognition Day. She commented it was important to recognize our Technology Department for all of the outstanding work they do for our students and staff. She said the district “can’t live without them,” and they “will run the world someday.” She expressed her gratitude to Chris King and Russ Mellon for their leadership and to their department members who “keep everything running smoothly.” She noted that they processed 1,800 new Chromebooks and were able to install the Verkada cameras in the schools this past summer. She was proud of the whole department. President Butler asked Mr. Keehn if he had any objection to reading only title of the resolution. He did not unless Mr. King did, and Mr. King was okay with just reading the title.

Secretary Sandra Hillan read the title of Resolution No. 2024-24 aloud, as follows:

SCHOOL CITY OF HOBART

RESOLUTION NO. 2024-24
TECHNOLOGY DEPARTMENT RECOGNITION DAY

President Butler called for a motion and a roll call vote.

Karen Robbins moved and Donald Rogers seconded that the Board adopt Resolution No. 2024-24 recognizing our Technology Department.

In the discussion, several Board members noted that Chris King “was the best.” Whatever the problem, he knows how to take care of it and was always “willing to help others.” Dr. Buffington commented that Mr. King was “home grown” and was her intern when he was 16. She mentioned years ago when the IDOE held professional development in four locations throughout the state, Hobart was one of those sites. She was the Director of Technology at the time and said as a high school student, Mr. King ran the program for around 100 teachers for several years. Dr. Buffington commented two of the district’s computer technicians were also Hobart graduates. Mrs. Robbins remembers Russ Mellon with his long hair. Dr. Buffington commented he was hard working, ethical, and outstanding at what he does, as well. Terry Butler commented that technology was going to grow bigger and bigger and would “take over everything.”

Vote on motion: Secretary Sandra Hillan called roll on the vote, as follows: Aye – Porras, Rogers, Robbins, Schultz, Hillan, Guthrie, and Butler. Nay – No one. Motion carried 7-0 in favor.

Resolution No. 2024-24, as presented, displayed on the screens in the Board Room, and adopted, is as follows:

SCHOOL CITY OF HOBART

RESOLUTION NO. 2024-24
TECHNOLOGY DEPARTMENT RECOGNITION DAY

WHEREAS, the members of the Technology Department are committed to providing properly maintained computer equipment to the district’s staff and students, which is an essential part of the classroom’s learning environment; and

WHEREAS, the Technology Department's staff assists our students and staff with the operation of the computer equipment and its programs, as well as supporting professional development for the staff; and

WHEREAS, the Technology Department provides exemplary care of the technology needs of students and staff, and

WHEREAS, the School City of Hobart wishes to set aside a recognition day to honor and recognize Technology Department employees.

NOW, THEREFORE, BE IT RESOLVED, that September 17, 2024, be designated as *Technology Department Recognition Day*.

DATED this 5th day of September, 2024.

SCHOOL CITY OF HOBART
BOARD OF SCHOOL TRUSTEES

By _____
Terry D. Butler, President

ATTEST:

Sandra J. Hillan, Secretary

OVERNIGHT STUDENT TRIPS: President Terry Butler asked Board members and Brad Keehn, audience member, if they would object to combining the three overnight JROTC student trips into one agenda item. None of the Board members had any objection to doing this and neither did Mr. Keehn.

Rikki Guthrie moved and Frank Porras seconded that the Board approve the following overnight JROTC student trips: Fall Raider Competition at Concordia Lutheran High School in Ft. Wayne on September 27-28; the Indiana Raider State Championship at Camp Atterbury on October 4-5; and the Raider National Competition at Ft. Knox, Kentucky on October 23-27.

In the discussion, it was noted that the JROTC always were great ambassadors at their competitions for the high school and the Hobart community, as well.

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

The information on the three trips is as follows:

- OVERNIGHT STUDENT TRIP: 2024 JROTC Fall Raider Competition at Concordia Lutheran High School:** Concordia Lutheran High School (CLHS) in Fort Wayne, Indiana, will be hosting the Fall JROTC Raider competition on September 27-28, 2024. The group will travel in two district activity buses leaving Hobart on September 27 and returning around 6:00 pm on September 28. There will be 24 cadets in grades 9-12 attending the competition, and they will be competing with 16 other teams from Indiana, Michigan, and Ohio. The competition consists of five fitness, teamwork, and leadership events that mirror the national finals. To be eligible to take part in the competition, cadets must be academically eligible and must obtain a parent/guardian signature on a parent consent/waiver form. There is no cost for the cadets except for incidental expenses and snacks along the way. Their lodging and meals will be paid from Army and JROTC funds. CLHS JROTC has completed a mandatory safety assessments survey and considers the Raider Challenge competition a low risk to cadets. Many levels of safety have been incorporated into the training. Instructors will always be present.
- OVERNIGHT STUDENT TRIP: 2024 JROTC Indiana Raider State Championship:** The 2024 JROTC Indiana Raider State competition will be held at Camp Atterbury in Edinburg, IN on October 5, 2024. The group will travel in two district activity buses leaving Hobart on October 4 and returning to Hobart around 6 pm on October 5. There will be 16 cadets in grades 9-12 attending the competition, and they will be competing with 20 other teams from Indiana. The competition consists of five fitness, teamwork, and leadership events that mirror the national finals. To be eligible participate in the competition, cadets must be academically eligible and obtain a parent/guardian permission to attend. There is no cost for the cadets except for incidental expenses and snacks along the way. Their lodging and meals will be paid from JROTC funds. JROTC has completed a mandatory safety assessments survey and considers the Raider Challenge competition a low risk to cadets. Many levels of safety have been incorporated into the training. Instructors will always be present.

- OVERNIGHT STUDENT TRIP: 2024 JROTC Raider National Competition:** The 2024 JROTC Raider National Championship will be held at Ft. Knox, Kentucky, on October 23-27, 2024. The group will travel in two district activity buses. There will be 16 cadets in grades 9-12 attending the competition, and they will be competing with 200 other teams in five fitness, teamwork, and leadership events. To be eligible to participate in the competition, cadets must be academically eligible and have the permission of their parent/guardian. There is no cost for the cadets except for incidental expenses and snacks along the way. Their lodging and meals will be paid from JROTC funds. A mandatory safety assessments survey was done, and the JROTC considers the Raider Challenge competition a low risk to cadets. Many levels of safety have been incorporated into the training. Instructors will always be present.

RATIFICATION: Memorandum of Understanding with Hobart Teachers Association: Superintendent Peggy Buffington asked the Board to Ratify a Memo of Understanding (MOU) with the Hobart Teachers Association (HTA) that raises the insurance cap contribution for the teacher employee group. She noted the insurance renewal is October 1, and an insurance renewal contract needs to be issued along with the open enrollment process needing to occur before formal bargaining is permitted by law. She commented that insurance was part of the collective bargaining agreement and increased 15.2%. Dr. Buffington said the administration worked diligently on estimating the Average Daily Membership (ADM) in order to project revenue to see how much was feasible to raise the cap contribution by the employer. She indicated that the Indiana Education Employment Relations Board (IEERB) was consulted with the draft MOU for approval, as required. The Hobart Teachers Association leadership signed the MOU in favor of this change to insurance, and the MOU if approved by the Board, would become an appendix to the collective bargaining agreement. The single premium contribution by the employer will be \$11,439.00, and the family premium contribution by the employer will be \$30,841.41.

Dr. Buffington asked the Board to ratify the action taken by the Superintendent to increase the insurance cap contribution for the teacher employee group and requested Board action.

Stuart Schulz moved to ratify the actions of the Superintendent and the Memorandum of Understanding with the Hobart Teachers Association. Karen Robbins seconded.

In the discussion, the Board thanked those involved for all of their work. Dr. Buffington noted that she, Martha Glover, Ted Zembala, and Bob Glover worked many hours on this. Mr. Glover commented the past few weeks have been very busy.

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 the Early Learning Center (ELC) (3 weeks), Liberty School, Veterans School, Hobart Middle School, and Hobart High School (2 weeks), and the BricksCenter newsletter for September 1. In addition, they received the ELC's August and September Activity Calendars.
- Upcoming Activities/Events** – the latest list of upcoming activities/events. Dr. Buffington highlighted the upcoming activities/events, as follows:

September 7 – HHS Marching Band Festival, The Brickyard, 6:00 pm, Admission:

\$7.00 adults and \$6.00 students. Dr. Buffington recommended attending and said the band festival was fun to watch.

September 16 – HHS Homecoming Parade – Dr. Buffington said the students have fun with the parade and homecoming activities. Karen Robbins asked her what time she needed to be there, and Dr. Buffington noted that Mrs. Robbins was her driver for the parades.

September 20 – HHS Homecoming vs Andean, 7:00 pm at The Brickyard

September 21 – HHS Alumni Association Picnic, 12 noon to 3:00 pm at the Hobart VFW in Hobart.

COMMENTS: From the audience, Brad Keehn extended his congratulations to the student representatives for their appointment Mayor's Youth Council. He complimented the Technology Department for all they do, and he appreciated the technology so he "can keep track of everything" that his students are doing in school. In addition, he thanked the Board for everything they do.

From the administration, Peggy Buffington told the Board that RoadTrip Nation and their green RV was parked outside the high school this week. Dr. Buffington explained that she applied to have them visit in Hobart, and Hobart was one of ten schools they were visiting throughout the state. RoadTrip Nation was a nonprofit organization that is dedicated to empowering learners by providing essential resources and support for equitable education and employment pathways. The nonprofit has published documentaries that have been shown on PBS.

The ninth and tenth graders had the opportunity to engage with four Roadies yesterday morning, and the eighth graders met with them in the afternoon at the high school. The Roadies are a group of young adults talking about job and career opportunities in Indiana, and they shared valuable insights on leadership, teamwork, and exploring career paths. The hope is that students will be empowered and follow their hearts for their dream careers. Dr. Buffington noted that there were a lot of good things happening in the schools. In particular, she mentioned that the Joan Martin School PTO was supporting their principal who is fighting breast cancer by supplying the staff and students with pink bracelets to wear. Bob Glover extended his thanks to Martha Glover as well as everyone involved in all of the work the past few weeks with the insurance renewal. He said it was a team effort in getting through it. Chris King thanked the Board for the recognition and their comments. He indicated that his department was a great team of hardworking individuals who “work well together.” He said he likes to celebrate this recognition with them at a team meeting where they talk about all of their successes.

From the Board, Frank Porras offered his congratulations to the Technology Department and to the HHS student representatives for their appointment to the Mayor’s Youth Council. He inquired about the time of the Homecoming Parade, and he was told it was 6:00 pm. Don Rogers told Chris King his department was amazing. He guaranteed the football team would be better this week. Karen Robbins told Chris King that he “was the best” and congratulated his whole team. She offered her congratulations to Kayla and Isis for being on the Mayor’s Youth Council. She expressed her condolences to Bob Glover for the loss of his grandmother, and she thanked the School City for their partnership with the Hobart Food Pantry. She commented that Nancy Smith, Food Services Director, assisted the pantry in getting a new dairy vendor. Mrs. Robbins said that the annual Kiwanis city-wide food drive will be held on Saturday, September 21st, and Mr. Butler noted the bags would be passed out on Saturday, September 14th. Any and all volunteers would be greatly appreciated to assist them at the food pantry on the day of the food drive. Stu Schultz extended his thanks to Dr. Buffington and her team for all of their hard work. Kayla Davis noted that everything was going well and the high school staff was amazing. She took the opportunity to mention that the janitors because of the work they do. Dr. Buffington mentioned they will also have a recognition day coming up. She was excited about Homecoming and all of the activities planned for the week. Isis Fleming commented that school was going well and noted the teaching staff was working hard. She mentioned that the boys tennis team was doing well and was 4-2, and she expressed her appreciation for all of the support. Sandi Hillan congratulated the HHS student representatives and told them she was proud of them. She noted it was going to be “a huge undertaking with all of the other things you do.” She noted that she would be attending a luncheon recognizing Hispanic/Latino school board members from Lake and Porter Counties at Avalon Manor on September 18th in support of someone she knew being recognized. She hoped that Frank Porras would also be there to be recognized. Dr. Buffington commented that an email was just received today about the luncheon and was forwarded to him. Mr. Porras noted said he received a hard copy of the email about the luncheon at tonight’s meeting. He was planning to attend. Rikki Guthrie extended her congratulations to Kayla and Isis on their appointments and noted she did not “know how you will do it.” She would like to hear about the things they are doing, and they could share any time they want. She told Chris King he was “awesome” and deserving of the recognition.

ADJOURNMENT: There being no further business to come before the Board, President Butler adjourned the meeting around 7:32 p.m.

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

BOARD OF SCHOOL TRUSTEES
SCHOOL CITY OF HOBART

Terry D. Butler, President

ATTEST:

By _____
Sandra J. Hillan, Secretary

Submitted for Approval: September 19, 2024