

The Board of School Trustees of Madison Consolidated Schools conducted a Regular Board Meeting on Wednesday, December 13, 2023, at the Administration Building, 2421 Wilson Avenue, Madison, Indiana, at 6:00 p.m.

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

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

The following Central Office Administrators were present:

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

CALL TO ORDER

PLEDGE OF ALLEGIANCE

Mr. Storie asked for a moment of silence in memory of Mr. Jeff Buchanan, former MJHS teacher who passed away.

Mr. Storie also asked for a moment of silence in memory of the MCS students who tragically passed away.

STUDENT RECOGNITION – FALL ALL-STATE ATHLETES

The Board recognized the following Fall MCHS All-State Athletes:

Girls Soccer
Indiana Soccer Coaches Association (ISCA) Academic All-State
Iyana Phelps
Kailee Lock

Indiana Coaches of Girls Sports Association Honorable Mention Academic All-State
Iyana Phelps
Kailee Lock

ISCA All-District 2nd Team District 3
Iyana Phelps

ISCA Top Team Player
Iyana Phelps

Indiana Coaches of Girls Sports Association

1st Team All-State

Iyana Phelps

Boys Cross Country

IATCCC Academic All State

John Michael Crouch- 1st Team

Bryce Miller- Honorable Mention

Boys Tennis

Indiana High School Tennis Coaches Association Academic All-State

Mitchell Cammack

Kaid Fink

Bodie Harsin

Bryce Miller

Abe Reetz

Tucker Whitaker

Briar Boldery

Brock Brandon

Carson Cammack

Volleyball

IHSVCA Academic All-State

Kallie Eder

Hannah Dart

Libby Bronkella

BLOOMBOARD PRESENTATION

Amanda Holsclaw, BloomBoard representative, gave the following presentation:

BloomBoard

Teacher Apprenticeship Program

- Honor Your Educators. Elevate Their Career.

Educator Attrition is at Crisis Levels

- 74% of districts reported a MAJOR problem with substitute shortages
- 65% of districts reported the teacher shortage is getting worse 1
- 42% of teachers considered leaving during the most recent school year 2

Grow Your Own: Teacher Apprenticeship

U.S. Department of Labor

Approves Registered

Apprenticeship for K-12 Teacher

- In November 2021, the U.S. Department of Labor approved the “K-12 teacher” occupation as eligible for apprenticeship based on an application co-written (with Jean Luna and Tyra Capas) by our founder.
- This means any state in the country can launch their own teacher apprenticeship program since the occupation is now federally recognized.

Solving the Teacher Shortage from Within

- 50-60% of paras/long-term subs would like to be fully certified teachers
 - Cost and Time are the two primary barriers

New teacher apprenticeship programs have the potential to:

- Solve the teacher shortage
- Diversify the teacher workforce
- Improve the quality of instruction
- AND leveraging significant new funding sources

BloomBoard's Teacher Apprenticeship Program

- Our platform empowers IHEs to offer degree and certification programs using a unique, on-the-job instructional model
- BloomBoard provides districts a complete talent development solution that helps solve teacher shortages, diversify the progression, improve teacher quality, and access new funding streams

LEARNING BY DOING:

The Apprenticeship Experience

1. Get started
 - Define Outcomes: Get ready to learn
2. Learn
 - Building Knowledge: Fill knowledge Gaps
3. Build Artifacts
 - Build your Portfolio: Practice and receive feedback
4. Submit Portfolio
 - Submit your portfolio for assessment
5. Review Results
 - Get and respond to feedback

1-on-1 and Cohort-Based Coaching

Madison Consolidated Schools Growing Their Own Teacher Network

BA, Elementary Education

Brittany DeLucio
Katie Sowers
Laken Crabtree
Samantha Kelley
Sandra Walls

BA, Mild to Moderate Intervention Specialist

Trina McDaniel
Brianna Auxier
Elizabeth Mahoney

CONSENT AGENDA

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

APPROVAL OF AGENDA – DECEMBER 13, 2023, REGULAR MEETING

APPROVAL OF MINUTES OF THE NOVEMBER 2, 2023, TENTATIVE AGREEMENT MEETING AND WORK SESSION AND NOVEMBER 8, 2023, RATIFICATION MEETING AND REGULAR BOARD MEETING

APPROVAL OF CLAIMS

APPROVAL OF FINANCIAL REPORT

APPROVAL OF CONSTRUCTION PAYMENT(S)

1.	ETC Systems	Pay App #1	Cub Industries	\$25,308.00
2.	Precision Construction & Contracting, LLC	Pay App #4	Tennis Courts	\$31,164.54

APPROVAL OF PERSONNEL REPORT

Employment(s)

Anderson Elementary School

Josiah Wilhelm – Archery Coach - \$518.00 – effective November 7, 2023
Cherese Manns – Mentor Teacher - \$500.00 – effective August 7, 2023
Emily Phillips – Mentor Teacher - \$500.00 – effective August 7, 2023
Gretchen Smith – Mentor Teacher - \$500.00 – effective August 7, 2023
Alyssa Brawner – Mentor Teacher - \$500.00 – effective October 1, 2023

Deputy Elementary School

Meghan McVey – Mentor Teacher (PreK) - \$500.00 – effective August 7, 2023

Lydia Middleton Elementary School

Katrina Hanson – Mentor Teacher - \$500.00 – effective November 7, 2023
Heather Kasper – PreK Instructional Support - \$16.25 per hour – effective December 6, 2023
Amy Long – Mentor Teacher - \$500.00 – effective August 7, 2023

Rykers' Ridge Elementary School

Sarah Cicenias – Mentor Teacher (PreK) ½ stipend - \$250.00 – effective August 7, 2023
Samantha Hudnall - Mentor Teacher (PreK) ½ stipend - \$250.00 – effective August 7, 2023
Samantha Hudnall – Mentor Teacher –(PreK) - \$500.00 – effective August 7, 2023
Gretchen Manaugh – Mentor Teacher - \$500.00 – effective August 7, 2023
Laurie Hatton – Mentor Teacher - \$500.00 – effective October 1, 2023

Madison Junior High School

Kevin Crouch – Boys Track Coach - \$1,726.00 – effective November 9, 2023
Todd Overpeck – Assistant Boys Track Coach - \$863.00 – effective November 9, 2023
Kami True – Assistant Girls Volleyball Coach - \$863.00 – effective November 20, 2023
Kami True – Assistant Girls Basketball Coach - \$863.00 – effective November 20, 2023
Karen Erlewein – Custodian - \$17.00 per hour – effective December 4, 2023
Kelli Schmidt – Tutor - \$35.00 per hour – effective December 7, 2023
Eula Leach – Tutor -- \$35.00 per hour – effective December 7, 2023
Courtney Scott -Tutor - \$35.00 per hour – effective December 7, 2023
Tina Hamilton - Tutor - \$35.00 per hour – effective December 7, 2023
Mackenzie Grooms - Tutor - \$35.00 per hour – effective December 7, 2023
Jennifer Hartman - Tutor - \$35.00 per hour – effective December 7, 2023
Jessica Fennig - Tutor - \$35.00 per hour – effective December 7, 2023
Debbie Bennett - Tutor - \$35.00 per hour – effective December 7, 2023
Janelle O'Brien - Tutor - \$35.00 per hour – effective December 7, 2023
Heather Vaughn - Tutor - \$35.00 per hour – effective December 7, 2023
Ruthie McGarry - Tutor - \$35.00 per hour – effective December 7, 2023
Ashley Schirmer - Tutor - \$35.00 per hour – effective December 7, 2023

Madison Consolidated High School

Ben Ratcliff – eSports Coach - \$1,381.00 – effective December 1, 2023
Mike White – Assistant Boys Cross Country Coach - \$1,445.00 – effective November 10, 2023
Denise Gillette – After School Tutoring - \$35.00 per hour – effective November 28, 2023
Kelly Boekeloo – Mentor Teacher - \$500.00 – effective August 7, 2023
Sarah Webster – Mentor Teacher - \$500.00 – effective October 1, 2023
Susan Smith – Custodian (Part-time) - \$17.00 per hour – effective November 29, 2023
Ashley Smith – Assistant Cheer Coach (1/2 stipend) - \$722.50 – effective December 12, 2023
Kristen Carey - Assistant Cheer Coach (1/2 stipend) - \$722.50 – effective December 12, 2023

Resignation(s)

Bus Garage

Regina Duncan – Bus Driver – effective December 6, 2023

Rykers' Ridge Elementary School

Vanina Kelsey – Instructional Support – Revised – effective December 20, 2023

Madison Junior High School

Tony Gaylord – Custodian (12 month) – effective November 7, 2023

Madison Consolidated High School

Camille Crim – Varsity Volleyball Coach – effective December 14, 2023 (Moved to Volunteer basis)
Alexis Ricketts – Tennis Coach – effective December 7, 2023
LeRoy Wilson – Head Football Coach – effective December 11, 2023

Change of Position(s)

Bus Garage

Peggy LeGrand – from Bus Aide to Sub Bus Aide – effective November 2, 2023
John Hoffman – from a.m. and p.m. Bus Aide to a.m. Bus Aide – effective October 25, 2023

Anderson Elementary School

Kyla Everett – Speech Language Pathologist – from Full-time to Part-Time (Two days per week) and from \$51,000.00 to \$16,402.70 – effective January 1, 2024

Rykers' Ridge Elementary School

Sean Pickel – School Resource Officer – from 10 hours per week to 28 hours per week – effective October 20, 2023

Change of Rate(s)

District

Janet Kleopfer – Educational Diagnostician – from \$72,400.00 to \$74,900.00 – effective December 13, 2023
Edna Curl – IEP Specialist – from \$73,000.00 to \$75,500.00 – effective December 13, 2023
Kasey Felts – Director of Programs Administrative Assistant – from \$47,840.00 to \$50,340.00 – effective December 13, 2023
Molly McCulley – Data Management Specialist – from \$45,000.00 to \$50,000.00 – effective December 13, 2023

Request for Unpaid Leave(s)

Anderson Elementary School

Heather Crain – Instructional Support – requesting unpaid leave effective October 25, 2023., November 2-3, 2023

Heather Crain – Instructional Support – requesting unpaid leave effective November 7, 2023 & November 17, 2023

Heather Crain – Instructional Support – requesting unpaid leave effective November 20, 2023 (1/2 day), November 21, 2023 and December 1, 2023

Alexia Storie – Intense Intervention ISP – requesting unpaid leave effective October 24, 2023

Alexia Storie – Intense Intervention ISP – requesting unpaid leave effective November 15, 2023 & November 17, 2023

Joan Wehner – Custodian – requesting unpaid leave effective October 25, 2023 – November 3, 2023

Donna Black – Instructional Support – requesting unpaid leave effective November 27, 2023

Alex Conley – Intense Intervention Instructional Support – requesting unpaid leave effective November 14, 2023 (1/2 day) and November 16, 2023

Laken Crabtree – Instructional Support – requesting unpaid leave effective November 30, 2023

Carrie Whitehead – Instructional Support – requesting unpaid leave effective December 1, 2023 (1/2 day)

Donna Black – Instructional Support PreK – requesting unpaid leave effective November 27, 2023

Alex Conley – Intense Intervention Instructional Support – requesting unpaid leave effective November 14-16, 2023 (2 ½ days)

Heather Crain – Instructional Support – requesting unpaid leave effective November 20, 21,30, 2023 and December 1, 2023 (3.25 days)

Deputy Elementary School

Karishsa Righthouse – Early Childhood Specialist – requesting unpaid leave effective November 9, 2023

Lori Day – Instructional Support – requesting ½ day unpaid leave effective November 17, 2023

Madison Junior High School

Eula Leach – Instructional Support – requesting unpaid leave (1/2 day) effective October 27, 2023

Eula Leach – Instructional Support – requesting unpaid leave effective November 3, 2023

Eula Leach – Instructional Support – requesting unpaid leave effective November 7, 2023

Eula Leach – Instructional Support – requesting unpaid leave (1/2 day) effective November 17, 2023

Justin Davis – Instructional Support – requesting unpaid leave (.75) effective November 30, 2023

Jessica McVey – Instructional Support – requesting unpaid leave November 21, 2023 (1.75 hours) and December 1, 2023 (1.25 hours)

Twila Fallis-Osbourne – Instructional Support – requesting unpaid leave effective November 29, 2023 – January 4, 2024

Ashley Smith – Instructional Support – requesting unpaid leave effective November 21, 2023 (1.25 hours)

Retirement(s)

Lydia Middleton Elementary School

Michele Ward – Elementary Teacher (PE) – effective May 28, 2024

Rykers' Ridge Elementary School

Gretchen Manaugh – Elementary Teacher – effective May 28, 2024

Madison Consolidated High School

LeAnne Blackerby – FACS/Culinary Teacher – effective May 28, 2024

APPROVAL OF DONATIONS/GRANTS

District

1. Colen Insurance Agency, LLC donated \$750.00. Donations were required for us to receive the \$10,000.00 Robotics Competition Grant. The donation will be used to cover competition fees, travel costs, coach stipend and shirts for Robotics teams.
2. Madison Auto Collision, LLC donated \$250.00. Donations were required for us to receive the \$10,000.00 Robotics Competition Grant. The donation will be used to cover competition fees, travel costs, coach stipend and shirts for Robotics teams.
3. German American Bank donated \$3,594.22 from school spirit card program.

MCS Food Services

1. Liberty Christian Church donated \$700.00 to be used to assist in paying student lunch debt.
2. A. Dattilo Fruit Company donated \$180.10 to be used to assist in paying student lunch debt.

Anderson Elementary School

1. Aarons donated the following items for a silent auction with the funds received from the auction to be used to purchase Ron Clark House T-Shirts for students and staff:
 - a. 3-Piece Woodhaven Sofa, Loveseat & Chair (value \$1,799.00) \$800.00
 - b. 50" Samsung 4K Ultra HD Smart TV & PS5 Bundle (value \$1,499.00) \$950.00
 - c. GE Top Load Washer & Dryer (value \$1,199.00) \$700.00
 - d. GE 17.3 cu ft. Upright Freezer (value \$1,299.00) \$620.00
 - e. Samsung's 27.4 cu ft. Side-by-Side Refrigerator (value \$1,799.00) \$800.00
2. Michael Scott donated \$100.00 to Lydia Reardon and Haley Montiel to be used for a LEGO project.
3. Key Manufacturing, LLC donated \$100.00 to the Archery Team to be used for team supplies.
4. Kindness of Jefferson County, Inc. donated \$100.00 to Anderson's Third Grade teachers: Alyssa Brawner, Velvett Hill and Amanda Waldon to be used for future classroom transformation experiences. Kindness of Jefferson County, Inc. was impressed with the third grade's classroom transformation experience (operating rooms – emphasis science)
5. Madison Regatta Inc. donated \$1,000.00 (sold ice at the 2023 Madison Regatta) to the Archery team to be used for team supplies.
6. Craig Toyota donated \$100.00 to the Archery team to be used for team supplies.
7. Cruisin' Auto donated \$100.00 to the Archery team to be used for team supplies.
8. Hilltop Dairy Queen donated \$100.00 to the Archery team to be used for team supplies.

Madison Junior High School

1. Kroger donated \$73.24 to the Athletic Department.

Madison Consolidated High School

1. MCHS Class of 1963 donated \$661.59 to Cub Manufacturing.
2. Aaron's Leasing donated a 55" Roku TV to the Girls Wrestling team.
3. Toby Hoffman donated \$300.00 to the Boys Cross Country team.
4. An anonymous donation of \$200.00 to the Student Cub Pantry.
5. Robert and Susan Graham donated \$300.00 to the Student Cub Pantry.
6. SEI Communications donated \$100.00 to the Archery Club.
7. The following made donations to the Bowling Team Car Show Fundraiser:
 - a. Playhouse Café donated (2) 25.00 gift certificates
 - b. El Nopalito donated (2) 25.00 gift certificates
 - c. Super Shine Auto Detail donated (2) \$50.00 gift certificates
 - d. Great Clips donated (2) free hair cuts
 - e. Pizza Hut donated (2) free large pizzas
 - f. Big O Tires donated (2) oil changes \$55.00
 - g. Milton Dairy Queen donated (4) \$20.00 gift cards
 - h. Black Olive donated (5) \$15.00 gift certificates
 - i. Subway donated a \$10.00 gift card
 - j. Cocoa Safari Chocolates donated a \$15.00 gift certificate
 - k. Brittany Brick Oven Pizza donated a \$20.00 gift card

- l. HOS Coffee donated a \$20.00 gift certificate
 - m. Boneyard donated a \$20.00 gift certificate
 - n. Horst Donut donated a \$20.00 gift certificate
 - o. Tapatio Mexican donated a \$20.00 gift certificate
 - p. Red Pepper donated a \$25.00 gift card
 - q. Hinkles Sandwich Shop donated \$25.00 gift card
 - r. Pizza Uncommon donated a \$25.00 gift card
 - s. Frisch's donated a \$25.00 gift card
 - t. Harry's Stone Grill donated a \$25.00 gift card
 - u. Diego's Mexican Grill donated \$30.00 gift card
 - v. Mi Viejo donated a \$50.00 gift card
 - w. Napa Auto Parts donated a 100 piece tool kit
 - x. Grubbs Automotive Group donated (2) oil changes
 - y. American Rental Home Furnishings donated a 43" TV
 - z. Scentsy of Bedford, KY donated a basket
 - aa. The Grime Scene donated Bee's wax XL candle, tool set soap box
 - bb. O'Reilly Auto Parts donated a car wash bucket
 - cc. Barker Farms and Gifts donated a chili cutting board, (2) large candles, 1 medium candle, 1 small candle, 2 bags and a hot pad
 - dd. KOI Auto Parts donated a deluxe detail kit
 - ee. Dairy Queen of Madison donated a free DQ cake
 - ff. Christy's Candles donated a large candle
 - gg. Opal & Oak donated a large candle and 2 wax melts
 - hh. Koehler Tire and Supply donated an oil change
 - ii. Serendipity Boutique of Madison donated a small candle and 2 car fresheners
 - jj. Lace on Main donated a tumbler, hair clip, lip oil, and a \$10.00 gift certificate
 - kk. Thomas Family Winery donated a vineyard to table book
 - ll. Advanced Auto Parts donated a wash bucket
 - mm. Auto Zone donated a wash bucket
 - nn. 118 Unique Boutique donated a wreath, home sign and balloons
- 8. An anonymous donation of \$80.00 to the Swim team.
 - 9. Visit Madison/Madison Ribberfest donated \$400.00 to the MCHS Theatre.
 - 10. Arvin Sango donated \$500.00 to Madison Arts Academy.
 - 11. JWS Corporation donated \$500.00 to the Swim team.
 - 12. Visit Madison/Madison Ribberfest donated \$500.00 to the Boys Tennis team.
 - 13. The Schutte Family Fund donated \$5,000.00 to the CTE Coordinator Budget Fund to be used for the CTE budget for High School program related operational/miscellaneous expenses non-equipment related.

APPROVAL OF FIELD TRIP REQUESTS

- 1. We have a request from Girls Basketball Coach Adam Dennis to take 14 girls basketball team members to Northern Kentucky University, on January 7, 2024.

PUBLIC COMMENTS (ALL COMMENTS MUST ADDRESS LISTED ACTION ITEMS)

There were no public comments.

ACTION

RECOMMENDATION FOR YEAR-END APPROPRIATIONS AND OTHER BUDGETARY TRANSFERS

Upon the recommendation of Dr. Brown and a motion by Mr. Scott, seconded by Mrs. Yancey, the Board voted, 5-0, and the motion carried to approve the Year-End Appropriations and Other Budgetary Transfers.

APPROVAL OF PROPERTY, LIABILITY, WORKER'S COMPENSATION & OTHER INSURANCE RENEWAL

Upon the recommendation of Dr. Brown and a motion by Mr. Armbrecht, seconded by Mr. Scott, the Board voted, 5-0, and the motion carried to approve the Henriott Group as the Property, Liability, Worker's Compensation & Other Insurance renewal. The estimated total annual increase for property & liability package auto, workers compensation and cyber is \$56,692.00.

APPROVAL OF RETURN TO IN-PERSON INSTRUCTION PLANS

Upon the recommendation of Dr. Brown and a motion by Mr. Armbrecht, seconded by Mr. Wallace, the Board voted, 5-0, and the motion carried to approve the Return to In-Person Instruction Plans. It is required to review the plan and post it every 6 months until the Federal funds expire. Our district plan for returning to In-Person Instruction consists of continuing to monitor CDC guidelines and following guidance from the local health department. At this time we do not have any special modifications to our traditional school plan. We do encourage frequent hand washing and social distancing when appropriate. Masks continue to be optional.

SECOND READING AND ADOPTION OF NEW MCS POLICIES:

MCS POLICY 1216 – DRESS AND GROOMING
MCS POLICY 1425 – NURSING MOTHERS
MCS POLICY 2432 – GRIEVANCE PROCEDURES FOR VIOLATION OF STATE LAW
LIMITING PARTICIPATION OF TRANSGENDER GIRLS IN ATHLETICS
MCS POLICY 3120.02 – ADJUNCT TEACHERS
MCS POLICY 3425 – NURSING MOTHERS

Upon the recommendation of Dr. Brown and a motion by Mr. Scott, seconded by Mrs. Yancey, the Board voted, 5-0, and the motion carried to approve the following New MCS Policies:

MCS POLICY 1216 – DRESS AND GROOMING
MCS POLICY 1425 – NURSING MOTHERS
MCS POLICY 2432 – GRIEVANCE PROCEDURES FOR VIOLATION OF STATE LAW
LIMITING PARTICIPATION OF TRANSGENDER GIRLS IN ATHLETICS
MCS POLICY 3120.02 – ADJUNCT TEACHERS
MCS POLICY 3425 – NURSING MOTHERS

SECOND READING AND ADOPTION OF REVISED MCS POLICIES:

MCS POLICY 0131.1 – BYLAWS AND POLICIES (REVISED BYLAW)
MCS POLICY 0141 – NUMBER (REVISED BYLAW)
MCS POLICY 0142 – ELECTION AND ELIGIBILITY TO SERVE (REVISED BYLAW)
MCS POLICY 0142.1 – TERM (REVISED BYLAW)
MCS POLICY 0142.2 – OATH (REVISED BYLAW)
MCS POLICY 0142.3 – VACANCIES AND APPOINTMENT OF BOARD MEMBERS (REVISED BYLAW)
MCS POLICY 0144.1 – COMPENSATION (REVISED BYLAW)
MCS POLICY 0144.2 – BOARD MEMBER ETHICS (REVISED BYLAW)
MCS POLICY 0152 – OFFICERS (REVISED BYLAW)
MCS POLICY 0164.5 – MEMBER PARTICIPATION IN MEETINGS THROUGH ELECTRONIC MEANS OF COMMUNICATION (REVISED BYLAW)
MCS POLICY 0167.3 – PUBLIC PARTICIPATION AT BOARD MEETINGS (REVISED BYLAW)
MCS POLICY 1213.01 – STAFF-STUDENT RELATIONS

MCS POLICY 1521 – PERSONAL BACKGROUND CHECKS, REFERENCES, AND MANDATORY REPORTING OF CONVICTIONS AND SUBSTANTIATED CHILD ABUSE AND ARRESTS

MCS POLICY 1615 – TOBACCO USE PREVENTION

MCS POLICY 2221 – MANDATORY CURRICULUM

MCS POLICY 2260 – NONDISCRIMINATION AND ACCESS TO EQUAL EDUCATIONAL OPPORTUNITY

MCS POLICY 2370.02 – FLEX PROGRAM

MCS POLICY 2410 – AUDIO, VIDEO, AND DIGITAL RECORDING OF MEETINGS

MCS POLICY 2431 – INTERSCHOLASTIC ATHLETICS

MCS POLICY 2435 – DRIVER EDUCATION

MCS POLICY 2461 – RECORDING OF IEP TEAM MEETINGS/CASE CONFERENCES

MCS POLICY 2462 – DYSLEXIA SCREENING AND INTERVENTION

MCS POLICY 2464 – PROGRAMS FOR HIGH ABILITY STUDENTS

MCS POLICY 2510 – ADOPTION OF CURRICULAR MATERIALS

MCS POLICY 2600 – SCHOOL ACCOUNTABILITY

MCS POLICY 3120.11 – PUBLIC HEARING BEFORE COMMENCEMENT OF COLLECTIVE BARGAINING AND PUBLIC MEETING BEFORE RATIFICATION OF TENTATIVE AGREEMENT

MCS POLICY 3121 – PERSONAL BACKGROUND CHECKS, REFERENCES, AND MANDATORY REPORTING OF CONVICTIONS AND SUBSTANTIATED CHILD ABUSE AND ARRESTS

MCS POLICY 3124 – EMPLOYMENT CONTRACTS WITH PROFESSIONAL EMPLOYEES

MCS POLICY 3213.01 – STAFF-STUDENT RELATIONS

MCS POLICY 3215 – TOBACCO USE PREVENTION

MCS POLICY 3216 – STAFF DRESS AND GROOMING

MCS POLICY 3220.02 – SUPPLEMENTAL PAYMENTS FOR TEACHERS

MCS POLICY 3231 – OUTSIDE ACTIVITIES OF STAFF

MCS POLICY 3362.01 – THREATENING AND/OR INTIMIDATING BEHAVIOR TOWARD STAFF MEMBERS

MCS POLICY 4120 – EMPLOYMENT OF SUPPORT STAFF

MCS POLICY 4121 – PERSONAL BACKGROUND CHECKS, REFERENCES, AND MANDATORY REPORTING OF CONVICTIONS AND SUBSTANTIATED CHILD ABUSE AND ARRESTS

MCS POLICY 4213.01 – STAFF-STUDENT RELATIONS

MCS POLICY 4215 – TOBACCO USE PREVENTION

MCS POLICY 4216 – SUPPORT STAFF DRESS AND GROOMING

MCS POLICY 4425 – NURSING MOTHERS

MCS POLICY 5111 – DETERMINATION OF LEGAL SETTLEMENT AND ELIGIBILITY FOR ENROLLMENT OF STUDENTS WITHOUT LEGAL SETTLEMENT IN THE CORPORATION, PROOF OF INDIANA RESIDENCY

MCS POLICY 5330 – USE OF MEDICATION

MCS POLICY 5340.01 – STUDENT CONCUSSIONS AND SUDDEN CARDIAC ARREST

MCS POLICY 5420 – REPORTING STUDENT PROGRESS

MCS POLICY 5460 – GRADUATION REQUIREMENTS

MCS POLICY 5511 – DRESS AND GROOMING

MCS POLICY 5512 – TOBACCO USE PREVENTION

MCS POLICY 5517 – ANTI-HARASSMENT

MCS POLICY 5117.01 – BULLYING

MCS POLICY 5610 – SUSPENSION AND EXPULSION OF STUDENTS

MCS POLICY 5771 – SEARCH AND SEIZURE

MCS POLICY 6110 – GRANT FUNDS

MCS POLICY 6114 – COST PRINCIPLES – SPENDING FEDERAL FUNDS
MCS POLICY 6152 – STUDENT FEES AND CHARGES
MCS POLICY 6250 – REQUIRED ADM COUNTS FOR THE PURPOSE OF STATE FUNDING AND VERIFICATION OF RESIDENCY FOR MEMBERSHIP
MCS POLICY 6325 – PROCUREMENT – FEDERAL GRANTS/FUNDS
MCS POLICY 6550 – TRAVEL PAYMENT AND REIMBURSEMENT/RELOCATION COSTS
MCS POLICY 6700 – FAIR LABOR STANDARDS ACT (“FLSA”)
MCS POLICY 7434 – USE OF TOBACCO ON SCHOOL PROPERTY
MCS POLICY 7440 – FACILITY SECURITY PROGRAM
MCS POLICY 7540.02 – WEB ACCESSIBILITY, CONTENT, APPS, AND SERVICES
MCS POLICY 8120 – VOLUNTEERS
MCS POLICY 8121 – PERSONAL BACKGROUND CHECK – CONTRACTED SERVICES
MCS POLICY 8210 – SCHOOL CALENDAR
MCS POLICY 8220 – SCHOOL DAY
MCS POLICY 8310 – PUBLIC RECORDS
MCS POLICY 8330 – STUDENT RECORDS
MCS POLICY 8400 – SCHOOL SAFETY
MCS POLICY 8451 – PEDICULOSIS (HEAD LICE)
MCS POLICY 8500 – FOOD SERVICE PROGRAM
MCS POLICY 8600 – TRANSPORTATION
MCS POLICY 9111 – COMMUNICATIONS
MCS POLICY 9150 – SCHOOL VISITORS

Upon the recommendation of Dr. Brown and a motion by Mr. Scott, seconded by Mr. Armbrrecht, the Board voted, 5-0, and the motion carried to approve the following Revised MCS Policies:

MCS POLICY 0131.1 – BYLAWS AND POLICIES (REVISED BYLAW)
MCS POLICY 0141 – NUMBER (REVISED BYLAW)
MCS POLICY 0142 – ELECTION AND ELIGIBILITY TO SERVE (REVISED BYLAW)
MCS POLICY 0142.1 – TERM (REVISED BYLAW)
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MCS POLICY 1213.01 – STAFF-STUDENT RELATIONS
MCS POLICY 1521 – PERSONAL BACKGROUND CHECKS, REFERENCES, AND MANDATORY REPORTING OF CONVICTIONS AND SUBSTANTIATED CHILD ABUSE AND ARRESTS
MCS POLICY 1615 – TOBACCO USE PREVENTION
MCS POLICY 2221 – MANDATORY CURRICULUM
MCS POLICY 2260 – NONDISCRIMINATION AND ACCESS TO EQUAL EDUCATIONAL OPPORTUNITY
MCS POLICY 2370.02 – FLEX PROGRAM
MCS POLICY 2410 – AUDIO, VIDEO, AND DIGITAL RECORDING OF MEETINGS
MCS POLICY 2431 – INTERSCHOLASTIC ATHLETICS
MCS POLICY 2435 – DRIVER EDUCATION
MCS POLICY 2461 – RECORDING OF IEP TEAM MEETINGS/CASE CONFERENCES

MCS POLICY 2462 – DYSLEXIA SCREENING AND INTERVENTION
MCS POLICY 2464 – PROGRAMS FOR HIGH ABILITY STUDENTS
MCS POLICY 2510 – ADOPTION OF CURRICULAR MATERIALS
MCS POLICY 2600 – SCHOOL ACCOUNTABILITY
MCS POLICY 3120.11 – PUBLIC HEARING BEFORE COMMENCEMENT OF COLLECTIVE
BARGAINING AND PUBLIC MEETING BEFORE RATIFICATION OF TENTATIVE
AGREEMENT
MCS POLICY 3121 – PERSONAL BACKGROUND CHECKS, REFERENCES, AND MANDATORY
REPORTING OF CONVICTIONS AND SUBSTANTIATED CHILD ABUSE AND ARRESTS
MCS POLICY 3124 – EMPLOYMENT CONTRACTS WITH PROFESSIONAL EMPLOYEES
MCS POLICY 3213.01 – STAFF-STUDENT RELATIONS
MCS POLICY 3215 – TOBACCO USE PREVENTION
MCS POLICY 3216 – STAFF DRESS AND GROOMING
MCS POLICY 3220.02 – SUPPLEMENTAL PAYMENTS FOR TEACHERS
MCS POLICY 3231 – OUTSIDE ACTIVITIES OF STAFF
MCS POLICY 3362.01 – THREATENING AND/OR INTIMIDATING BEHAVIOR TOWARD STAFF
MEMBERS
MCS POLICY 4120 – EMPLOYMENT OF SUPPORT STAFF
MCS POLICY 4121 – PERSONAL BACKGROUND CHECKS, REFERENCES, AND MANDATORY
REPORTING OF CONVICTIONS AND SUBSTANTIATED CHILD ABUSE AND ARRESTS
MCS POLICY 4213.01 – STAFF-STUDENT RELATIONS
MCS POLICY 4215 – TOBACCO USE PREVENTION
MCS POLICY 4216 – SUPPORT STAFF DRESS AND GROOMING
MCS POLICY 4425 – NURSING MOTHERS
MCS POLICY 5111 – DETERMINATION OF LEGAL SETTLEMENT AND ELIGIBILITY FOR
ENROLLMENT OF STUDENTS WITHOUT LEGAL SETTLEMENT IN THE CORPORATION,
PROOF OF INDIANA RESIDENCY
MCS POLICY 5330 – USE OF MEDICATION
MCS POLICY 5340.01 – STUDENT CONCUSSIONS AND SUDDEN CARDIAC ARREST
MCS POLICY 5420 – REPORTING STUDENT PROGRESS
MCS POLICY 5460 – GRADUATION REQUIREMENTS
MCS POLICY 5511 – DRESS AND GROOMING
MCS POLICY 5512 – TOBACCO USE PREVENTION
MCS POLICY 5517 – ANTI-HARASSMENT
MCS POLICY 5117.01 – BULLYING
MCS POLICY 5610 – SUSPENSION AND EXPULSION OF STUDENTS
MCS POLICY 5771 – SEARCH AND SEIZURE
MCS POLICY 6110 – GRANT FUNDS
MCS POLICY 6114 – COST PRINCIPLES – SPENDING FEDERAL FUNDS
MCS POLICY 6152 – STUDENT FEES AND CHARGES
MCS POLICY 6250 – REQUIRED ADM COUNTS FOR THE PURPOSE OF STATE FUNDING
AND VERIFICATION OF RESIDENCY FOR MEMBERSHIP
MCS POLICY 6325 – PROCUREMENT – FEDERAL GRANTS/FUNDS
MCS POLICY 6550 – TRAVEL PAYMENT AND REIMBURSEMENT/RELOCATION COSTS
MCS POLICY 6700 – FAIR LABOR STANDARDS ACT (“FLSA”)
MCS POLICY 7434 – USE OF TOBACCO ON SCHOOL PROPERTY
MCS POLICY 7440 – FACILITY SECURITY PROGRAM
MCS POLICY 7540.02 – WEB ACCESSIBILITY, CONTENT, APPS, AND SERVICES
MCS POLICY 8120 – VOLUNTEERS
MCS POLICY 8121 – PERSONAL BACKGROUND CHECK – CONTRACTED SERVICES
MCS POLICY 8210 – SCHOOL CALENDAR
MCS POLICY 8220 – SCHOOL DAY

MCS POLICY 8310 – PUBLIC RECORDS
MCS POLICY 8330 – STUDENT RECORDS
MCS POLICY 8400 – SCHOOL SAFETY
MCS POLICY 8451 – PEDICULOSIS (HEAD LICE)
MCS POLICY 8500 – FOOD SERVICE PROGRAM
MCS POLICY 8600 – TRANSPORTATION
MCS POLICY 9111 – COMMUNICATIONS
MCS POLICY 9150 – SCHOOL VISITORS

APPROVAL TO DECLARE INTERVENTION KITS OBSOLETE AND OF NO FURTHER USE TO THE CORPORATION

Upon the recommendation of Dr. Brown and a motion by Mrs. Yancey, seconded by Mr. Armbricht, the Board voted, 5-0, and the motion carried to Declare Intervention Kits Obsolete and of No Further Use to the Corporation.

- LLI Kits-Leveled Literacy Intervention-NOT INCLUDED ON STATE APPROVED DYSLEXIA list
- Voyager Passport Kits-NOT INCLUDED ON STATE APPROVED DYSLEXIA list

APPROVAL TO DECLARE BOOKS OBSOLETE AND OF NO FURTHER USE TO THE CORPORATION

Upon the recommendation of Dr. Brown and a motion by Mr. Scott, seconded by Mr. Armbricht, the Board voted, 5-0, and the motion carried to declare 400 novels and 350 copies of textbooks obsolete and of no further use to the Corporation.

PERMISSION TO ADVERTISE FOR BIDDING FOR WIFI EQUIPMENT

Upon the recommendation of Dr. Brown and a motion by Mr. Armbricht, seconded by Mr. Scott, the Board voted, 5-0, and the motion carried to Advertise for Bidding for WIFI Equipment.

We currently have \$397,326,71 federal eRate that has to be used in the next 2 years. This is Category 2 funding, which can only be used to purchase Internet Access Points (Wifi Boxes), Internet Switches, Data Cabling, Data Closet Cabinets, and UPS battery backup systems (for data switches only). Mr. Josh Taylor, Technology Director would like to work with Adtec, who is our current eRate advisor to post bids to upgrade the corporation's wifi infrastructure, which was last upgraded in 2018. The eRate process can take up to one year which will make the wifi refresh a little bit behind the average 5-year refresh cycle. We currently have Meraki MR42s throughout the district, and would look at trying to upgrade to MR57s which can handle more concurrent connections, and are also 6E compatible, which will be the standard of newer devices. This would ensure that Madison is keeping up to date with the latest technology.

In regards to the battery backups, we are looking at using any leftover eRate money to put in UPS battery systems that can keep data systems running for up to one hour.

Mr. Armbricht commended Mr. Taylor for the job he has done. He said this is a very wise way of spending money.

APPROVAL TO EXPAND MCHS JAG PROGRAM TO GRADES 9-10

Upon the recommendation of Dr. Brown and a motion by Mr. Wallace, seconded by Mr. Armbricht, the Board voted, 5-0, and the motion carried to Expand the MCHS JAG Program to Grades 9-10. This expansion would allow students in grades 9-10 to benefit from the opportunities and curriculum the JAG program offers. The responsibilities of the school are to provide space and students. This is a continuation of the current agreement we have with the Southeast Indiana Workforce Investment Board.

APPROVAL OF STUDENT TEACHING AGREEMENT WITH WESTERN GOVERNORS UNIVERSITY

Upon the recommendation of Dr. Brown and a motion by Mr. Scott, seconded by Mr. Wallace, the Board voted, 5-0, and the motion carried to approve the Student Teaching Agreement with Western Governors University.

APPROVAL OF REVISED MILEAGE CHART

Upon the recommendation of Dr. Brown and a motion by Mr. Armbrecht, seconded by Mr. Scott, the Board voted, 5-0, and the motion carried to approve the Revised Mileage Chart due to the Cub Check Point installation which requires our staff to utilize a different route. The changes are as follows:

- Junior High to Administration Office increased from .5 miles to 1 mile
- Junior High to High School Back Parking lot addition due to the Cub Check Point of 1.2 miles
- Administration to Junior High increased from .5 miles to 1 mile

APPROVAL OF WELDING VENTILATION SYSTEM AT CUB MANUFACTURING

Upon the recommendation of Dr. Brown and a motion by Mr. Scott, seconded by Mr. Wallace, the Board voted, 5-0, and the motion carried to approve the Welding Ventilation System at Cub Manufacturing in the amount of \$135,493.25 from Miller through Koehler Welding Supply. This will be paid from bond funds.

APPROVAL OF MEMORANDUM OF UNDERSTANDING BETWEEN MCS AND SANDY HOOK PROMISE

Upon the recommendation of Dr. Brown and a motion by Mr. Armbrecht, seconded by Mr. Scott, the Board voted, 5-0, and the motion carried to approve the Memorandum of Understanding Between MCS and Sandy Hook Promise. This is a say something anonymous reporting system (SS-ARS). SS-ARS teaches students how to recognize warning signs, signals, and threats, especially in social media, for individuals who may want to hurt themselves or others and to Say Something to a trusted adult or use the Anonymous Reporting System to get them help.

Mr. Wallace said this is a very worthwhile program.

REPORTS

STUDENT REPRESENTATIVE

Miss Kailee Lock gave the following report:

“Good Evening! Just a quick recap of some awesome things that happened last month:

- The cast, crew, and orchestra did a great job with the production of *SpongeBob SquarePants* last month. Wonderful job to those who participated, as well as those that participated in *The Little Mermaid*.
- Lady Cubs basketball had a great win against Southwestern making it their 12th consecutive win for Turkey Shoot Out
- In the opening swim meet this year, we had Camden Sever beat his own personal record on the record board in the 50 free and had a wonderful supporter turnout for those boys and girls
- Girls wrestling had their first home meet ever last night, great job to those ladies
- This month is a full calendar with athletic events and other activities!
- Tonight is the MCHS Christmas Concert for the band and choir from 6:00 – 9:00 in the high school auditorium
- FCA will be going Christmas caroling at the nursing homes on December 21st. if you are interested in participating please email Mr. Whitaker for more information at twhitater@madison.k12.in.us

- MCHS National Honor Society is baking cookies and donating toiletries for Sandstone employees. If you are interested in donating email Mrs. Gillette.
- Tomorrow night during halftime of the Lady Cubs basketball varsity game, 7th grade Lady Bears players will be announced. So go support those Lady Bears for their hard work!!
- There are lots of sporting events for this month so stay up to date on those meets or games and support those guys and ladies!
- Most importantly, Christmas break is right around the corner for MCS students! Christmas break is from December 20 – January 3rd.
- Have a Merry Christmas and good luck to students on finals!

OPEN PUBLIC COMMENTS

Mr. Storie said the following procedures will be followed for citizens wishing to address the Board during open public comments:

- 1) Resolutions to questions or concerns are to be addressed first at the building level and then with the superintendent before being brought to the Board.
- 2) Those addressing the Board will speak in a manner suitable for a public forum.
- 3) Those speaking shall refrain from making any personal references or attacks.
- 4) Time limit of three minutes will be imposed depending on the number of people requesting to speak. Any group wishing to speak regarding the same agenda item may speak up to 20 minutes or less. Total time for public comments will be limited to 30 minutes or less.
- 5) If a patron does not follow the guidelines, the Board may close patron or public comments and move on to the next agenda item for the meeting, or the patron may be asked to leave.”

Lillian Sullivan, 3605 N Jefferson Lake Road. Miss Sullivan gave the following statement: “I am Lillian Sullivan, a junior in high school and a current soccer player. I am here today on behalf of Janet and this decision being made. Janet wasn’t just a typical coach, she cared about not only the player you are but the women you are becoming. Janet has been involved with the Madison girls’ soccer program for almost 10 years now and has built this program to be incredibly successful. Before Janet became the coach, Silver Creek had 49 goals on Madison in 4 years while Madison had 0 goals, now in the past 4 years Silver Creek has only had 19 goals and Madison having 4 goals. 3 times in 5 years we have received the IHSAA sportsmanship award which is program history. We are able to get this award because Janet has taught us to be respectful and kind no matter what is going on in the game. We also have received the team Academic Award for the 5th consecutive year and we are able to get this also because Janet puts school first and makes sure we are students before we are an athlete. Janet has had an impact on every player who has come through her program, she has made everyone better with at least one thing while playing soccer. Janet was more than just a coach to my family and I. She made sure to speak to us when we crossed paths no matter what. Janet is the only coach I have ever played for to have such good communication to both parents and players, she provided us with weekly schedules and good morning texts, no other coach or program I have ever been involved with at Madison has gone above and beyond to do anything like that. This dismissing of Janet is very one sided and not fair on both players and herself. The only thing taken into consideration during this decision was all of the negative things said about her as a coach from outside people who didn’t spend each day after school with her and people who never got the chance to see all the good Janet wanted for us in life. This decision is being made to please one or two people and letting them get what they want instead of looking forward and seeing what most people want and what is best for the team and program now and in the future. If Janet is no longer involved in the soccer program and someone new is brought in this program will fall right back down and will never be the same. There is no coach who will ever be able to take her spot and have such an impact. I hope that you guys truly rethink what you are doing and don’t make the wrong decision and ruin the soccer program she has worked incredibly hard on for many years to make it be where it is now. Thank you.”

Kennedy Sheets, 7952 W SR 250. Miss Sheets gave the following statement: “Hello, I’m Kennedy Sheets. I played on the Lady Cubs soccer team as a freshman this year, under Coach Hertz. I first would like to thank the board for allowing us to voice our opinion on this situation.

It has been brought to my attention that one of the reasons Coach Hertz has been told that she will no longer be the Lady Cubs soccer coach is because her standards were too high for the program. However, these standards have shaped us as a team and led us to great success.

Janet has always cared not only about our athletic performance but also about our academic performance. She has always wanted the best for each girl on our team. Coach Hertz shows her support for us in many different ways.

We would often have grade checks, which is what most sports teams do. If Janet noticed any of us were struggling in a class she would always offer extra help. Coach did this because she wants us girls to be our best selves whether that's on or off the field. We are also required a minimum of seven volunteer hours which again is what most sports teams do. Coach Hertz offers many opportunities throughout the soccer season so we are able to complete those hours easily and quickly.

Another example of how Janet shows her support for us girls is by sending group messages making sure all of us are doing well, mentally and physically. This sport has meant a lot to us girls since we do not get much support at school by many teachers. We always knew we had someone there for us no matter the situation which meant a lot.

As a team we have been successful on and off of the field. We beat New Albany, the number one team in the Hoosier Hills Conference, this season, which has not occurred in over two decades. We also had 41 out of 16 players score this season which is a program record. Not to mention... we also had 14 out of 16 players have an assist this season, which is yet another program record.

We would just like to ask if you may re-consider this decision. This decision will have a lasting impact on our school, younger players, us current players, and most of all our loving and dedicated coach.”

Kennedy Stidham, 9864 Wolfe Cemetery Road. Miss Stidham said she was a 2020 graduate and was Coach Hertz's' 1st four-year player. She said Coach Hertz has compassion for her players. Miss Stidham said Coach Hertz instilled the team over I mindset. She said Coach Hertz is involved in kids' soccer programs. She said she wouldn't have made it without Janet. Miss Stidham said she is receiving her BA in Nursing and attended college on an academic and athletic scholarship. Miss Stidham said Coach Hertz made a positive impact on her life. Miss Stidham thanked the Board.

Kailee Lock, 970 Green Road. Miss Lock gave the following statement: “There are many things we will never understand as young individuals and athletes. We typically never know what goes on behind the scenes, but I think many of us sitting in this room today can understand one thing. Janet Hertz has done more good for us as athletes, members of the community and young women than many of us here today. As a young child, we often come upon the question as to “who is your greatest role model: and though many of us answer with mom or dad, my answer will always be Janet Hertz, and has been since stepping onto the field sophomore year. She will never truly understand the impact that she has made on myself and the rest of the girls, but I would like everyone in the room to hear it from me now. It started with beginning my sophomore year, hardly knowing anyone on the team. I remember that first day Janet being very welcoming as any coach is. We began with an activity that Janet has us do every once in a while, where half of the team makes an outside circle and the rest of the members are on the inside. This activity is essentially a way to get warmed up but Janet always has us say each other's middle names before touching the ball. To many of you this may seem silly and not have much meaning but for me it made a great impact. I giggle when I couldn't think of one of the girl's middle names and they'd laugh back also forgetting mine. This simple interaction of passing the ball and saying a last name formed the most memorable bonds. A month into being on the team, my family was announced the 2021 winners for the Habitat for Humanity home build. I was nervous of many people finding out, but not when it came to this family Janet had built. The girls were tremendously supportive and even after only being on the team for a few months, some of the girls and Janet helped volunteer to build the place I get to call home.

There are people who do good in this world, but Janet has done way more than just good and although I do not have the facts that statement right there is a fact within itself. I have never met an individual who goes as above and beyond as that woman does for this program, us girls, and our community. We have high standards as a team because we want to challenge ourselves to become successful and independent women. Not only do we learn about the game of soccer from Janet but we also learn the importance of being on time and being present, we learn how to be positive and recognize improvements. We learn how to work tougher as one knit, creating a family with each other. Janet has built this program and has been with us girls as we grow as individuals and athletes. I would not be standing up here today if I did not believe Janet should be the person to continue to grow this program. I would not be the same person up here right now if it weren't for her. Her time and dedication put towards this team is shown within every one of us young ladies. The facts are that if you did not spend every day for two hours on the field with Janet, then you do not really understand the family that was built and the real truth, behind her character and what went on. Janet Hertz will continue to be my role model and I am sure that many others would agree. Janet deserves to continue to be the coach because of everything she has done for all of us. These girls deserve to continue to have an amazing coach and mentor. There is not enough good I could say about Janet right now, but I hope many of you on the board understand the impact Janet has made on us."

Molly Armbrecht, 3373 W Fred Harrell Drive. Miss Armbrecht said she was a 2023 graduate of the program. She said this decision is not fair to Janet or the high school girls. Miss Armbrecht said when she first began playing soccer she was on a boys' team and wasn't given a chance. She said Janet gave her the chance. Miss Armbrecht said Janet was part of the reason she received a full-ride to Belmont and continues to volunteer her time. She said Janet pushed her to be a better person and gave her values of leadership. Miss Armbrecht said she learned to "never lower her standards" and not to compromise her morals.

Jeff Ferguson, 7007 N Little Rest Farm Road. Mr. Ferguson asked the soccer players to stand in support of Janet Hertz. He said he had heard several times this evening Dr. Brown saying "I recommend". He asked the Board to do some investigating. He said as board members they work for the taxpayer.

Mr. Ferguson thanked Dr. Brown and her team for what they did to help the students and staff at Rykers' Ridge.

Mr. Ferguson thanked the Board for listening to the comments.

Sharon Gray, 1207 River Bluff Road. Mrs. Gray encouraged everyone to hear what is right and good. She said the Lemon Test law states we can say Jesus Christ is Lord at school. Mrs. Gray said children need to have faith in God. She said we need to honor God. She said thumbs up to Coach Hertz.

BOARD MEMBER COMMENTS

Mr. Armbrecht said this has been a difficult time for him. He said he thinks highly of Janet Hertz. Mr. Armbrecht said he doesn't have to agree with decisions but supports Dr. Brown.

Mr. Armbrecht thanked Dr. Brown for her actions today.

Mr. Armbrecht said there are great things happening at MCS.

Mr. Armbrecht personally thanked Janet Hertz for all she has done for his family.

Mr. Wallace thanked the students for speaking. He said their actions showed their true character.

Mr. Wallace said he has been in law enforcement for 37 years and when difficult things happen we rise to the top and is glad he calls Madison home.

Mr. Wallace asked everyone to lift someone up in the children's memory.

Mr. Wallace thanked Dr. Brown and her team for today adding they had done an exceptional job.

Mr. Scott said first, let me start by saying THANK YOU to all the MCHS Girls Soccer parents & students who attended this evening's meeting in support of Janet Hertz. He said he truly appreciated the professionalism they demonstrated this evening.

Mr. Scott said he is a firm believer in transparency.....too often inaccurate statements & unnecessary rumors are spread simply due to not understanding MCS standards and processes.

Mr. Scott said the School Board is required to review and vote on a Personnel Report each month. He said every listing on the Personnel Report is based upon a recommendation from the Superintendent & lower level leadership.....Principal, Athletic Director, etc. He said this evening's Personnel Report included (79) transactions!

Mr. Scott said based upon our current process, we vote "all or nothing" with regards to the Personnel Report.....we don't vote on any employee / position individually.

Mr. Scott said it should also be noted that the School Board is NOT involved in the hiring process other than at the very beginning and very end. He said as a Board Member, he receives notification that we have an opening and a posting is going to be initiated by HR. Mr. Scott said he has no knowledge as to who or how many candidates apply for a particular position. He said he has no knowledge as to who or how many candidates were asked to interview. Mr. Scott said it's not until he receives a School Board personnel report that he is made aware of who is being recommended for hire.

Mr. Scott said in closing, he wanted to make it clear that with regards to the MCHS Girls Soccer Head Coach.....the School Board is not being asked to vote on anything! He said our coaches are hired via one-year contracts through the ECA Budget. He said in essence, Coach Hertz successfully full-filled her last contract during the 2023 season. Mr. Scott said it is his understanding that our Athletic Department has decided to move in a different direction for the 2024 season. He said this proposal has been blessed by the MCHS Principal and Dr. Brown. Mr. Scott said from a School Board point of view, the next time we vote on anything associate with MCHS girls soccer will be to approve the hiring of next year's coach. Mr. Scott said as I sit her tonight, I'm very conflicted. He said based upon what I personally witnessed by Coach Hertz this past season, I see no reason to remove her as Head Coach. He said however, as a Board Member, I need to refrain from micromanaging.....I truly love and respect the job that Dr. Brown is doing for MCS. He said contrary to what society wants us to believe.....it's truly okay to respect someone while also disagreeing with them!"

Mrs. Yancey said this has been a hard week.

Mrs. Yancey asked everyone to keep the Rykers' Ridge family in their thoughts and prayers.

Mr. Storie thanked everyone who spoke.

Mr. Storie also asked everyone to keep Rykers' Ridge in their thoughts and prayers.

Mr. Storie said the next Work Session would be held on January 4, 2024, at 4:00 p.m.

Mr. Storie said the next Regular, Statutory, and Board of Finance meeting will be Wednesday, January 10, 2024.

SUPERINTENDENT REPORT

Dr. Brown asked that everyone keep the students and educators in their thoughts and prayers. She said today was a very hard day. Dr. Brown said everyone grieved together. Dr. Brown thanked her Central Office team stating they did a fabulous job. Dr. Brown said 10 ministers assisted today and several would continue to be present at Rykers' Ridge the rest of the week. She thanked Rykers' Ridge Baptist Church for sending food. Dr. Brown thanked South Ripley Superintendent Rob Morehead and Southwestern Superintendent Jeff Bates for sending counselors to help. She said she greatly appreciated this. Dr. Brown said the comfort therapy dogs were amazing. Dr. Brown again thanked all who helped in one way or the other.

Dr. Brown thanked the Board as all employees will receive a stipend on Friday.

Dr. Brown wished everyone a Happy Holiday and winter break.

ADJOURNMENT

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

Secretary
BY: ps

ATTEST:

