The Board of School Trustees of Madison Consolidated Schools conducted a Ratification Public Meeting and Regular Board Meeting on Wednesday, November 5, 2025, at the Administration Building, 2421 Wilson Avenue, Madison, Indiana, at 6:00 p.m.

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

Mr. John Wallace, President
Mr. David Storie, Vice-President
Mrs. Jodi Yancey, Member
Mr. Mike Scott, 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. Lori Slygh, Assistant Director of Programs
Mrs. Ashley Schutte, Communications Coordinator

RATIFICATION PUBLIC MEETING

OPEN RATIFICATION PUBLIC MEEETING

Mr. Wallace opened the ratification public meeting and turned the meeting over to Dr. Brown.

Dr. Brown said school corporations are required to give an overview of the changes to the contract.

1. Base Salary:

- The salary schedule will increase across the board by $1,500. All returning teachers will take a step on the salary schedule. Teachers with a bachelors $600.00 step in the column, teachers with a masters $900.00 step in the column, teachers with a bachelors and 10 years $1,600.00 step and teachers with a masters and 10 years of experience $2,100 step. Teachers at the top of the scale will receive a step in the amount of $600 if in the bachelor's column and $900 if in the master's column.

2. Literacy Endorsement Base Salary Differential:

- A teacher for the Corporation with the Literacy Endorsement on their Indiana teaching license will receive a $200 increase to their base salary one time. A teacher who anticipates earning a Literacy Endorsement on their Indiana teaching license which would qualify them for this one-time $200 salary increase should note the following: If the endorsement is completed by August 1 and verification is received by the Human Resources Department by August 30, the teacher's salary will be adjusted according to the contract for that school year.

- For the 2025-2026 school year only, notification of the Literacy Endorsement credentials must be received by the Human Resources Department by November 15, 2025, for the staff's salary to be adjusted accordingly.

3. Health insurance:

- The increase to the cost of premiums is anticipated to be 2.25%. The Corporation will pick up the cost of the premium increases.

4. Stipends:

- A one-time loyalty retention stipend of $1,200 will be given to all returning teachers who were employed by the Corporation on January 1, 2025 and are still employed by the Corporation on November 15, 2025.

5. New Hire Salary Schedule Clean Up:

- A new level, 21, will be added to the New Hire Salary Schedule. The 20+ at top of the new hires schedule (which states +2250) will be removed because the District establishes new hire salaries based upon mirroring new hires to current staff with the same degree and years of experience.

6. State of Emergency Leave Added:

- In the event a state of emergency is declared, the Superintendent or their designee may grant affected employees paid leave for the duration necessary to ensure the employee's safe return to work. Such leave may be provided until the state of emergency has been lifted.

7. Bereavement Leave Language:

- Each member of the unit may be absent from work with pay for a period extending not more than five (5) school days per occurrence after the death of a member of the immediate family. The five (5) school days must be used within thirty (30) calendar days following the date of the death unless otherwise approved by the Superintendent. The immediate family definition will be updated to include children lost through miscarriage and stillbirth.

8. Sick Leave Bank Updates:

The following language changes will be made to the sick leave bank:

- The voluntary sick bank can be used for bargaining unit employees who are absent from assigned duty due to illness of themselves or of their parents, spouse, or children.

- One of the conditions a member may be granted days from the sick bank includes submitting FMLA paperwork.

- In the event more than one-hundred eighty-five (185) aggregate days in any one school year are requested, the association can petition the Superintendent for consideration of any extenuating circumstances to surpass the one-hundred eighty-five (185) day cap for the given school year only.

- All decisions of the sick bank are final and shall not be grievable.

9. ECA's:

For informational purposes, the German Club was removed from the ECA. The following positions were added to the ECA:

- Dramatics Junior High Fall Assistant Supervisor (2): $300
- Dramatics Junior High Spring Assistant Supervision (2): $300
- PLC Leaders (50): $300

PUBLIC COMMENTS ON MASTER TEACHER CONTRACT

Mr. Wallace asked if there were any public comments on the Master Teacher Contract. There were no public comments.

APPROVAL OF COLLECTIVE BARGAINING AGREEMENT WITH MADISON TEACHERS ASSOCIATION

Upon the recommendation of Dr. Brown and a motion by Mr. Scott, seconded by Mrs. Yancey, the Board voted, 4-0, and the motion carried to approve the Collective Bargaining Agreement with Madison Teachers Association.

Mr. Wallace thanked everyone for their hard work. He said the raises are due to Dr. Brown and her team for the cuts made and the increased enrollment.

ADJOURN RATIFICATION PUBLIC MEETING

Mr. Wallace adjourned the Ratification Public Meeting.

CALL TO ORDER

PLEDGE OF ALLEGIANCE

LYDIA MIDDLETON ELEMENTARY SCHOOL PRESENTATION

Lydia Middleton Elementary School

Rich History – Bright Future

Principal Trent Whaley introduced the following:

- Missy Perry, Literacy Coach (presented)
- Angel Traylor, Grade 3 Teacher
- Kim Gifford, PreK Instructional Support
- Jackie Shaffer, Grade 3 Teacher
- Catherine Burress, Grade 3 Teacher (presented)

Mr. Whaley thanked the Board for giving him the opportunity to talk about Lydia Middleton Elementary School.

Celebrations

2024-2025 IDOE Family Friendly Schools
For demonstrating a strong commitment to fostering family engagement and establishing partnerships with families to further an exemplary educational environment for Indiana students.

Sensory Rooftop Garden
Lydia Middleton was awarded $4,500.00 to expand the space form the current rooftop garden, to incorporate elements which support behavior regulation, health and wellness, and more outdoor learning spaces to be enjoyed by all students
Community Foundation of Madison Jefferson County

Student Retention

Our school maintains strong student retention because students want to be here. Families see the value in our programs, culture, community, and choose to stay with us year after year.

Playground - $500,000 from Bethany Legacy Foundation

Celebrations

Coaching Cycles with Literacy and STEAM Coaches
100% of our K-3 teachers have participated in co-teaching this year!

Lydia Middleton has 100% IREAD pass rate in 2024-2025
2022-2023: 91.3%
2023-2024: 93%
2024-2025: 100%
IDOE: 95% of students by the end of grade 3 will demonstrate proficiency in foundational reading skills in 2027.

Achievement Focused

Goal: Strengthen student growth and achievement through academic, community, and social-emotional initiatives
Key Areas of Focus:

- IREAD & Literacy Interventions
- Community Partnerships
- Hands-on, cross-curricular experiences

Success in 3rd Grade

- Developed an intervention model to maximize instructional time and resources
- Upcoming hands-on project connecting TBRI, STEM, and ELA
- Master Gardener Program – Purdue Extension & Madison Community Grocery Project
- Students engage in real-world science and sustainability
- Connects to standards in Science, Writing, and SEL

4th grade Rotations

1. **Enhanced Instructional Quality and Engagement**
   Being specialized in my content area allows teachers to design and deliver more engaging lessons that align closely with teacher expertise. This structure provides the opportunity to dive deeper into my knowledge base – particularly in reading – resulting in more intentional and effective instruction for students.

2. **Promotion of Student Responsibility and Readiness**
   This model encourages students to take greater responsibility for their learning. By managing their materials and transitioning between classrooms, students are developing important organizational skills. This experience also serves as valuable preparation for the structure and expectations of junior high.

3. Support for Transitions and Diverse and Learning Needs
Rotating classes helps break the day into manageable segments, which can be especially beneficial for students who need support with attention or transitions. Additionally, exposure to multiple teaching styles keeps learning dynamic and allows students to experience instruction that best fits their individual learning preferences.

4. Development of the Whole Child
Beyond academics, this model fosters independence, adaptability, and self-management skills. These are essential components of student growth and success, both in the classroom and in future learning environments.

Interventions

- This year we have worked to align and narrow the focus of Heggerty and UFLI in our interventions.
- Title I ISP's used BOY the data and performed a diagnostic assessment to see what intervention would work best for students and how to best group the students.
- We are able to get interventions started the week of school.
- This year we are utilizing teachers, ISP's, and Title I ISP's during a 40-minute block to meet the needs of all students in need of an intervention.

Intervention Results
Intervention Meetings:

- I meet with the Title I ISP's biweekly. We go over student's progress. We discuss if the intervention is working. Here is a sample of the chart the Title I ISP's fill in every time they progress monitor a student. This helps the teacher and ISP see if growth is being made.

- If we don't see growth being made, we reassess, look at the fidelity of the program being used, maybe add on more skill time for skill groups, or change number students in the group.

Tier 1 Students

- New this year in the Cadre is meeting the needs of our Tier 1 students. Our Tier 1 students are those students who do not need an intervention, but may need some extra attention in an area.
- I met with each grade level K-3
- We looked over BOY data as a classroom and a grade level. We looked to see what area seemed to be weak among the greatest number of students.
- Teachers then decided what to do in their classroom to help these students when teaching whole group.

Tier 1 Students

- I progress monitored Tier 1 students on Oral Reading Fluency. There was 83% growth.

Coaching Cycles
<u>Coaching Cycle in Kindergarten</u>
Skill Sequence:

- Students listened to the story "Pumpkin Soup." At end of the story students named characters, setting, beginning, middle, and ending of story.
- We reviewed the definition of sequence. We went through the events in the story and discussed the order they happened.
- Students did a sequence paper putting the events of the story in order.

<u>Coaching Cycle in First Grade</u>
Skill: Fluency

- To increase student's fluency when reading, I worked with a group of students on Reader's Theater scripts.

- We practiced reading with expression.
- Students performed their scripts to Kindergarten classrooms.

Skill: Fables/retelling

- Students were able to retell the story
- Students learned the characteristics a story has to have to be a fable

Professional Development for Staff

- Literacy Coaches have offered PD to teachers this year
  - We received great feedback from the teachers
- Oral Language Presentation
- UFLI Presentation

Everyone Valued – Growing our students and teachers

Becoming proficient in analyzing our data, implementing appropriate interventions, and continually improve upon current instructional strategies.

- Learning Walks
- PLC Early Release time
- Interventions
- After School PD opportunities
- Science of Reading – Literacy Coach

Student Centered, Achievement Focused, Everyone Valued

- Core Value Program
- STAR Cards
- Master Gardener Program – Madison Community Grocery Project
- Nurture Groups

Next Steps

- Attendance incentives for second semester
- House System Improvements
- Learning Instructional Walks
- TBRI – Staff Regulation

Physiological Needs	**Student Needs**	**Adult Needs**
Hydration	100%	67%
Glucose	92%	58%
Movement	83%	25%

Lydia Middleton Pledge

At Lydia Middleton,
we shine bright,
safe, respectful,
and doing what's right!

We are responsible every day,

we grow, we lead, the Lydia way.

Last Year PreK-4 enrollment – 322
This Year PreK-4 enrollment – 348

Mr. Whaley ended his presentation by sharing comments from families about the staff and why they send their children to Lydia Middleton.

CONSENT AGENDA

Upon the recommendation by Dr. Brown, and a motion by Mrs. Yancey, seconded by Mr. Storie, the Board voted, 4-0, and the Consent Agenda was approved.

APPROVAL OF AGENDA – NOVEMBER 5, 2025, REGULAR BOARD MEETING

APPROVAL OF MINUTES – SEPTEMBER 25, 2025, WORK SESSION; AND OCTOBER 1, 2025, REGULAR MEETING

APPROVAL OF CLAIMS

APPROVAL OF FINANCIAL REPORT

APPROVAL OF CONSTRUCTION PAYMENT

1.	Koch Mechanical, Inc.	Pay App #2261/1254-5	HS-HVAC	$37,667.50
2.	Koch Mechanical, Inc.	Pay App #2261/1254-7	HS-HVAC	$405,522.70
3.	Koch Mechanical, Inc.	Pay App #2261/1254-8	HS-HVAC	$364,417.15
4.	Schmidt Associates	Pay App #2024-044.	MCP-8 MELC	$109,670.55

APPROVAL OF PERSONNEL REPORT

Employment(s)

Christian Academy of Madison
Suzanna Fleenor – Title I Instructional Support -$20.00 per hour - effective August 5, 2025

Bus Garage
Jon Nelson – Bus Driver - $26.00 per hour – effective January 1, 2026
Todd Overpeck – Student Transport Driver - $24.75 per hour – effective November 3, 2025

Anderson Elementary School
Emily Phillips – Intermediate Spell Bowl - $518.00 – effective August 6, 2025
Karla Thornton – Science Bowl - $518.00 – effective August 6, 2025
Tiffany Lichlyter – Music Evening Programs (2) - $200.00 – effective August 6, 2025
Vanessa Hobson – Math Bowl Coach - $518.00 – effective August 6, 2025
Amanda Hedrick – High Ability Program Lead - $500.00 – effective August 6, 2025
Cherese Manns – Art Evening Leader - $100.00 – effective August 6, 2025
Shad Gerth – Archery Coach – ½ stipend - $259.00 – effective August 6, 2026
Kelsie Gerth - Archery Coach – ½ stipend - $259.00 – effective August 6, 2026
Gretchen Smith – Homebound Instructor - $47.61 per hour – effective October 15, 2025
Emerald Thies – PreK Instructional Support (Sped) - $15.50 per hour – effective October 13, 2025
Ashley Long – Intense Instructional Support - $19.75 per hour – effective November 5, 2025

Lydia Middleton Elementary School
Amy Hoskins – Elementary Lead Counselor - $1,534.00 – effective October 3, 2025
Christi Burnett – Art Evening Show - $100.00 – effective October 3, 2025
Lee Ann Hall – High Ability Program Leader - $500.00 – effective August 1, 2025
Cindy Porter – Mentor - $750.00 – effective August 7, 2025

Rykers' Ridge Elementary School
Adreana Jones – PreK Instructional Support - $15.00 per hour – effective October 20, 2025

Madison Junior High School
Floyd Davis – Tennis Coach - $690.50 – effective August 8, 2025
Ashley White – Instructional Support (Part-time) (ELC) - $18.75 per hour – effective October 16, 2025

Madison Consolidated High School
Brett Cahall – Assistant Swim Coach - $2,528.00 – effective October 16, 2025
Ivan Chandler – Assistant Girls Wrestling Coach - $2,416.00 – effective October 16, 2025
Brandon Brawner – Assistant Boys Wrestling Coach (1/2 stipend) - $1,208.00 – effective October 22, 2025
Joe Stewart - Assistant Boys Wrestling Coach (1/2 stipend) - $1,208.00 – effective October 22, 2025
Chris Taylor – Assistant Boys Basketball Coach - $1,191.00 – effective October 24, 2025
Lionel Smith – Assistant Boys Basketball Coach - $2,000.00 – effective October 24, 2025
Nick Macon – Assistant Boys Basketball Coach - $2,200.00 – effective October 24, 2025
Ebony Inskeep – Assistant Boys Basketball Coach - $2,500.00 – effective October 24, 2025
Carson Roark – Assistant Boys Basketball Coach - $3,500.00 – effective October 24, 2025
Brad Warren – Assistant AD (Winter) - $1,122.00 – effective October 22, 2025
Patric Morrison – Assistant AD (Winter) - $1,122.00 – effective October 22, 2025
Dwight Inskeep – Assistant Girls Basketball Coach - $2,619.00 – effective October 26, 2025
Dan Grill - Assistant Girls Basketball Coach - $2,619.00 – effective October 26, 2025
Kelsey Block - Assistant Girls Basketball Coach - $3,075.57 – effective October 26, 2025
Sonja Bowyer - Assistant Girls Basketball Coach - $3,075.57 – effective October 26, 2025
Shawn Bentz – Assistant Marching Band Director - $1,381.00 – effective August 6, 2025
Steve Satterfield – Color Guard Director - $1,381.00 – effective August 6, 2025
Keragan Spry – Volunteer Girls Basketball Coach – effective November 3, 2025

Resignation(s)

Bus Garage
Michele Pennington – Bus Driver – effective October 13, 2025
Julia Gorrell – Bus Driver/Hybrid – effective November 14, 2025
Jasmine Hartung – Bus Aide – effective November 14, 2025

Anderson Elementary School
Cheyanne Hendren – Behavioral Specialist – effective October 31, 2025
Jenna Carney – Instructional Support – effective October 24, 2025

Deputy Elementary School
Katie Sowers – Mentor – effective October 2, 2025

Rykers' Ridge Elementary School
Kira Lasley – Instructional Support – effective October 24, 2025
Laurie Hatton – Grade 1 Teacher – effective October 14, 2025

Madison Junior High School
Montica Brawner – Administrative Clerk – effective October 24, 2025
Trinity O'Banion – Instructional Support (ELC) – effective November 2, 2025

Madison Consolidated High School
Scott Ulrich – School Musical Assistant – effective September 25, 2025
Matt Black – Assistant Varsity Baseball Coach – effective October 24, 2025
Devin Brierly – Softball Coach – effective October 29, 2025

Change of Position and or Change of Rate

District
Michele Stuart – TBRI District Coach – from $57,000.00 to $70,461.00 – effective November 10, 2025 (to align with teacher contract)
Shaun Pennington – from Grants and Compliance Specialist to Assistant Director of Curriculum, Instruction and Assessment and from $84,460.00 to $89,610.00 per year – effective October 31, 2025

Bus Garage
Lori Davis – Bus Aide – from 2.5 hours per day to 4.5 hours per day – effective October 1, 2025

Deputy Elementary School
Tina Leas – from Instructional Support at Madison Consolidated High School to Instructional Support at Deputy Elementary School – effective October 15, 2025
Karen Clerkin – Title I Instructional Support – from 50%//50% to 75% Title 1 and 25% General Ed – effective October 13, 2025
Meghan McVey – Grade 1-2 Teacher – to $56,200.00 per year (prorated)– effective January 1, 2026
Camille Crim – Grade 1 Teacher – to $52,300.00 per year – (prorated) effective January 1, 2026

Anderson Elementary School
Daniel Uebel – from Instructional Support (General Ed) to Behavioral Instructional Support and from $16.25 per hour to $18.25 per hour -effective November 3, 2025

Lydia Middleton Elementary School
Lillian Trader – Title I Instructional Support – from 14.75 hours per week to 29 hours per week – effective October 1, 2025

Madison Junior High School
Bailee Schmidt – from Part-time Instructional Support to Full-time Instructional Support – effective October 13, 2025
Lauren Ashby – from Part-time Instructional Support to Full-time Sped Instructional Support – effective October 20, 2025

Madison Consolidated High School
Heather Combs – from Sped Instructional Support to Substitute Teacher – effective October 29, 2025

Retirement(s)

District
Karen Begeman – Technology Coordinator – effective December 31, 2025

Madison Junior High School
Julie Dwyer – Grade 7 Teacher – effective end of the 2025-2026 school year

Debbie Bennett – Grade 6 Teacher – effective May 29, 2026

Madison Consolidated High School
Marlene Pietrykowski – Graphics Teacher – effective May 29, 2026
Thomas Ferry – Science Teacher – effective June 1, 2025

Other

Extra Days Worked

Madison Junior High School
Mary Creech – Cafeteria Manager – Five (5) extra days – Fall Break – effective October 6, 2025

Unpaid Leave Request(s)

Rykers' Ridge Elementary School
Michelle Karst – Instructional Support – requesting unpaid leave effective August 25-29, 2025
Kira Lasley – PreK Instructional Support – requesting unpaid leave effective September 15-16, 2025
Kira Lasley – PreK Instructional Support – requesting unpaid leave effective September 22-23, 2025
Kira Lasley – PreK Instructional Support – requesting unpaid leave effective October 1, 2025
Kira Lasley – PreK Instructional Support – requesting unpaid leave effective October 3, 2025
Kira Lasley – PreK Instructional Support – requesting unpaid leave effective October 23-24, 2025

Madison Junior High School
Justin Davis – Instructional Support – requesting unpaid leave effective October 3-14, 2025
Lauren Ashby – Instructional Support – requesting unpaid leave effective September 19, 2025

Madison Consolidated High School
Heather Combs – Intense Sped Instructional Support – requesting unpaid leave effective October 22 & 27, 2025

Administrator Contract Renewals 2025-26

Kyle Boekeloo	June 30, 2027
Devin Brierly	June 30, 2027
Jill Deputy	June 30, 2026
Brandon Frye	June 30, 2026
Daniel Grill	June 30, 2026
David Horvath	June 30, 2026
Adam Jones	June 30, 2026
Ronald Lawhead II	June 30, 2026
Janet McCreary	June 30, 2026
Shelley Marshall	June 30, 2026
Lori Slygh	June 30, 2027
Tara McKay	June 30, 2026
Kathy Stoner	June 30, 2026
Joshua Taylor	June 30, 2026
Jacqueline Thurston	June 30, 2027
Angelia Upchurch	June 30, 2026
Jordan Warner	June 30, 2026
Trent Whaley	June 30, 2026

APPROVAL OF GRANTS/DONATIONS

District

1. Royer Corporation donated $500.00 to provide pumpkins for all MCS 3rd grader students to purchase while visiting the Growing Minds Farmstop to learn about the community business.
2. First Christian Church (Disciples of Christ) donated $1,000.00 to the Growing Minds Farm Stop. This is a legacy gift from Dr. Connie Bevins, who left a legacy of helping children. She dedicated her life to early education, and the church is please to support the work of the Growing Minds Farm Stop.
3. The Goodman Family/Madison Chemical Company, Inc. donated an ongoing supply of industrial-grade, food-safe cleaning supplies and kitchen detergents for use at the Growing Minds Farm Stop.

Lydia Middleton Elementary School

1. The Jefferson County Community Foundation donated $4,500.00 to be used for a Rooftop Sensory Garden. This donation will enhance the current existing rooftop patio at Lydia Middleton Elementary School to allow for better utilization of space for small groups and classroom experiences. The addition of plants and other natural materials will offer both a calming effect as well as opportunities for learning.

Madison Junior High School

1. German American Bank donated $950.00 to go towards the Makers benches and tables.
2. Butler Dental PC donated $400.00 to be used to pay for the band for Makers Night.
3. Dave O'Mara Contractor donated $500.00 to the Archery team.
4. Lytle Welty Funeral Home donated $100.00 to the Archery team.
5. B-Rite Auto Glass donated $100.00 to the Archery team.
6. Chandler Chevrolet donated $100.00 to the Archery team.
7. Madison Moose Riders donated $100.00 to the Archery team.
8. Loyal Order of the Moose Lodge #765 donated $400.00 to the Archery team.
9. St. John's United Church of Christ donated $100.00 to the Archery team.
10. SEI Communications donated $100.00 to the Archery team.

Madison Consolidated High School

1. Chris Lanthier & Tami Hagemier donated $500.00 to be used for TBRI nurture group support.
2. Metronet Systems Holdings, LLC donated $1,000.00 to the football team.
3. North American Stainless donated $1,000.00 to the Football team.
4. NABIP/South Central Indiana Chapter donated $100.00 to the Choir program.

APPROVAL OF FIELD TRIPS

1. We have an overnight field trip request from FFA Advisor Amanda Briggs to take 12 FFA students to Purdue University to participate in the State forestry contest on December 12-13, 2025.
2. We have an overnight field trip request from HS Boys Cross Country Coach Kris Sandlin, to take 9 cross country team members to compete in the IHSAA Cross Country Regionals, in Shelbyville, Indiana, on October 24-25, 2025
3. We have an out of state field trip request from High School Biology teachers Jeremy Huff and Shelby Greene to take approximately 100 biology students to the Newport Aquarium on February 27, 2026, in Newport Kentucky. The students will learn about marine biology and topics in chemistry or the water cycle and plate tectonics.
4. We have a request from HS Girls Soccer Coach Marcus Hale, to take 43 junior high and High school girls' soccer team members on Sunday, November 2, 2025, to attend the Louisville Racing game in Louisville, Kentucky, as a team-bonding opportunity.

PUBLIC COMMENTS (ALL COMMENTS MUST ADDRESS LISTED ACTION ITEMS)

There were no public comments.

ACTION

APPROVAL OF SUPPLEMENTAL PAY RESOLUTION FOR TEACHER CONTRACT

Upon the recommendation of Dr. Brown and a motion by Mr. Storie, seconded by Mr. Scott, the Board voted, 4-0, and the motion carried to approve the Supplemental Resolution for Teacher Contract, a copy of which is attached hereto and made a part of these minutes:

Resolution of the Board of School Trustees of the
Madison Consolidated School Corporation

WHEREAS, Indiana Code 20-28-91-.5(a) provides that:

For school years beginning after June 30, 2022, a school corporation may provide a supplemental payment to a teacher in excess of the salary specified in the school corporation's compensation plan when doing so is in the best interest of students.

WHEREAS, a supplemental payment provided in accordance with Indiana Code 20-28-9-1.5 Is not subject to collective bargaining.

WHEREAS, the Board of School Trustees of the Madison Consolidated School Corporation determines it is in the beset of students to pay supplemental payments to be added to the base salaries of certain teachers as is authorized by this Resolution and as is permitted by Indiana Code 20-28-9-1.5(a).

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

1. `The Superintendent of schools is specifically authorized to pay the supplemental base salary payments to the teachers specified in the attached spreadsheet in the amounts specified in the attached spreadsheet. The attached spreadsheet is incorporated into this Resolution by reference. These supplemental payments, once added into each specified teacher's base salary, shall be recurring from school year to school year.

2. The supplemental base salary payments authorized herein are in addition to any base salary increases the teachers are entitled to receive pursuant to the master teacher contract that is in effect between the Board and the Madison Teachers' Association.

APPROVAL OF STIPEND FOR CLASSIFIED HOURLY, CLASSIFIED SALARIED, ADMINISTRATORS, CERTIFIED SALARIED EMPLOYEES AND SUBSTITUTES WHO MEET THE INCENTIVE CRITERIA

Upon the recommendation of Dr. Brown and a motion by Mr. Scott, seconded by Mrs. Yancey, the Board voted, 4-0, and the motion carried to approve the Pay Stipend for Classified Hourly, Classified Salaried, Administrators, Certified Salaried Employees and All Substitutes Who Meet the Incentive Criteria.

- A 3.9% salary increase for all classified salary, administrators, and certified salary employees for the 2025-2026 school year.
- A 4.5% average for all classified hourly (2% to 9% range). She will say we increased the scales $.75, which results in this range.
- A $1,200 retention stipend for all employee groups, effective January 1, 2025 – November 15, 2025.
- These salary increases are consistent with the increases being provided to teachers in the bargaining unit. This would be effective July 1, 2025.

Dr. Brown will say for substitute teachers, she is recommending that we increase the daily rates to the following amounts, effective November 17, 2025.

	24/25 DAILY RATES	PROPOSED NEW RATES
HS	$ 97.50	$ 105.00
ASSOCIATES	$ 105.00	$ 120.00
BACHELORS	$ 120.00	$ 150.00

APPROVAL TO PURCHASE BUS

Upon the recommendation of Dr. Brown and a motion by Mr. Storie, seconded by Mrs. Yancey, the Board voted, 4-0, and the motion carried to approve the Purchase of a Bus from Midwest Transit Equipment in the amount of $182,344.00.

FIRST READING OF REVISED MCS POLICIES:

- **BYLAW 0142 – ELECTION AND ELIGIBILITY TO SERVE**
- **BYLAW 0144.1 – COMPENSATION**
- **BYLAW 0167.2 – EXECUTIVE SESSION**
- **PO 3220 – STAFF EVALUATION**
- **PO 3220.01 – TEACHER APPRECIATION GRANTS**
- **PO 3231 – OUTSIDE ACTIVITIES OF STAFF**
- **PO 4162 – DRUG AND ALCOHOL TESTING OF CDL HOLDERS AND OTHER EMPLOYEES WHO PERFORM SAFETY-SENSITIVE FUNCTIONS**
- **PO 5462 – RETAKING A CLASS**
- **PO 6320 – PURCHASING**
- **PO 7440.01 – ELECTRONIC MONITORING AND RECORDING**
- **PO 7455 – ACCOUNTING SYSTEM FOR CAPITAL ASSETS**
- **PO 7540.02 – DIGITAL CONTENT AND ACCESSIBILITY**
- **PO 8121 – PERSONAL BACKGROUND CHECK – CONTRACTED SERVICES**
- **PO 8405 – ENVIRONMENTAL HEALTH AND SAFETY ISSUES – INDOOR AIR QUALITY, ANIMALS IN THE CLASSROOM, AND IDLING VEHICLES ON SCHOOL PROPERTY**
- **PO 8452 – AUTOMATED EXTERNAL DEFIBRILLATORS (AED)**
- **PO 8462 – CHILD ABUSE AND NEGLECT**
- **PO 8500 – FOOD SERVICE PROGRAM**

Dr. Brown presented the revised MCS policies for the first reading. No action was required.

FIRST READING OF REPLACEMENT MCS POLICY:

- **PO 5350 – STUDENT SUICIDE AWARENESS AND PREVENTION**

Dr. Brown presented the replacement MCS policy for the first reading. No action was required.

APPROVAL OF PARENTSQUARE RENEWAL FOR 2025-2026 SCHOOL YEAR

Upon the recommendation of Dr. Brown and a motion by Mr. Storie, seconded by Mr. Scott, the Board voted, 4-0, and the motion carried to approve the ParentSquare Renewal for 2025-2026 school year in the amount of $15,858.96.

APPROVAL OF PARENTSQUARE ATTENDANCE PLUS ADDITION FOR 2025-2026 SCHOOL YEAR

Upon the recommendation of Dr. Brown and a motion by Mr. Scott, seconded by Mr. Storie, the Board voted, 4-0, and the motion carried to approve the ParentSquare Attendance Plus Addition for the 2025-2026 school year in the prorated agreement beginning January 2026 – October 31, 2026, in the amount of $7,070.00 (discounted one-time onboarding fee $600 and 10 months per student fee $6,470.00).

APPROVAL OF PROCUREMENT AGREEMENT BETWEEN WILSON EDUCATION CENTER AND MCS

Upon the recommendation of Dr. Brown and a motion by Mrs. Yancey, seconded by Mr. Storie, the Board voted, 4-0, and the motion carried to approve the Procurement Agreement Between Wilson Education Center and MCS.

APPROVAL OF AGREEMENT WITH JOBREADY 360

Upon the recommendation of Dr. Brown and a motion by Mr. Storie, seconded by Mr. Scott, the Board voted, 4-0, and the motion carried to Approve the Agreement with JobReady 360 in the amount of $3,176.25.

APPROVAL TO DECLARE SCIENCE EQUIPMENT OBSOLETE AND OF NO FURTHER USE TO THE CORPORATION

Upon the recommendation of Dr. Brown and a motion by Mr. Storie, seconded by Mr. Scott, the Board voted, 4-0, and the motion carried to Declare the following Science Equipment Obsolete and of No Further Use to the Corporation:

- Hot plate
- Oven heater
- Large incubator
- Small incubator
- 30 Old microscopes
- 10 Bunsen burners
- Demonstration lamp
- Gas chromatograph
- Glass slide projector
- Universal timer
- Bag with strap full of random things
- 3 Cords
- Kodak projector
- 2 Cassette players
- Interface equipment (box)
- Video cassette recorder
- Old projector

APPROVAL TO DEED PARCEL #39-04-09-441-006.000-005 TO LANCASTER TOWNSHIP

Upon the recommendation of Dr. Brown and a motion by Mr. Storie, seconded by Mrs. Yancey, the Board voted, 4-0, and the motion carried to deed parcel #39-04-09-441-006.000-005 to Lancaster Township.

APPROVAL TO PURCHASE CLASSROOM INTERACTIVE BOARDS AND CHROMEBOXES

Upon the recommendation of Dr. Brown and a motion by Mr. Scott, seconded by Mrs. Yancey, the Board voted,

4-0, and the motion carried to approve the following classroom interactive boards and chromeboxes:

35 Newline 75 inch; 4K Google Certified Interactive Panels to replace 35 Promethean Boards that are nearing end of life. This purchase includes installation of the new boards as well as disposal of the older boards. We would purchase these **from Riverside Technologies, Inc. The total cost for the interactive panels will be $76,347.25.**

115 Chromeboxes to replace the end of life computers that are connected to some of our newer Promethean boards. The older computers are running slow and will no longer receive security updates after this year. **These will be purchased from Electronic Strategies, Inc. The total cost for the chromeboxes will be $64,311.45.**

All of the money will come from the 2025 Technology Budget.

APPROVAL TO PURCHASE UNIFORMS FROM UNIFIRST CORPORATION

Upon the recommendation of Dr. Brown and a motion by Mrs. Yancey, seconded by Mr. Storie, the Board voted, 4-0, and the motion carried to approve the five-year contract with Unifirst Corporation in the amount of $22,633.20.

APPROVAL OF LETTER OF ENGAGEMENT WITH POLICY ANALYTICS, LLC

Upon the recommendation of Dr. Brown and a motion by Mrs. Yancey, seconded by Mr. Scott, the Board voted, 4-0, and the motion carried to approve the Letter of Engagement with Policy Analytics, LLC in the amount of $20,000.00. which will be paid from bond proceeds. She will say Policy Analytics, LLC will assist us with SB1, and cash flow and parcel level analysis.

APPROVAL FOR MADISON CONSOLIDATED SCHOOLS TO REQUEST TO JOIN THE SOUTHEASTERN CAREER CENTER

Upon the recommendation of Dr. Brown and a motion by Mr. Scott, seconded by Mr. Storie, the Board voted, 4-0, and the motion carried to approve Madison Consolidated Schools to Request to Join the Southeastern Career Center.

Mr. Scott expressed his gratitude to Lori Slygh, Brandon Frye, Ronnie Lawhead, and particularly Dr. Brown, for their dedicated work in establishing Madison Consolidated High School as a partner at the Career Center. He conveyed his pleasure in their participation, noting that it will enable them to offer a wider array of courses to their students.

APPROVAL OF REVISED STATEMENT OF BENEFITS

Upon the recommendation of Dr. Brown and a motion by Mr. Scott, seconded by Mrs. Yancey, the Board voted, 4-0, and the motion carried to approve the Revised Statement of Benefits which includes step changes for hourly employees and three additional holidays for 260-day employees; Martin Luther King Day, Presidents Day (but not if needed as a snow make up day) and Juneteenth.

REPORTS

STUDENT REPRESENTATIVE

Miss Savannah Hall thanked the Lydia Middleton staff for their presentation. She said the 3rd grade field trip to the Growing Minds Farm Stop was a lot of fun.

Miss Hall gave the following report:

Sports

- Congratulations to the Cubs football team rounding off the season with the sectionals game.
- Some Upcoming Sports in November: High School Girls and Boys Wrestling, High School Girls and Boys Basketball, and Junior High Boys and Girls Basketball.

FFA

- FFA Skillathon high school team placed 12th in the state competition on October 11th and only missed advancing to nationals by 2 places. Michael Briggs placed 25th individual. The junior high team also did well for their first time at state.

Theater

- Upcoming musical Mean Girls: High School Addition on November 21, 22, and 23.

Hope to see the students and community show up to all of these upcoming events!

OPEN PUBLIC COMMENTS

There were no open public comments.

BOARD MEMBER COMMENTS

Mr. Scott extended his appreciation to Trent and the Lydia Middleton team, specifically acknowledging Katie and Missy for sharing their experiences. He emphasized that the success at MCS in ensuring "No Child is Left Behind" is an internal accomplishment, not one dictated by government mandates.

Mr. Scott said the new teacher contract, with its truly impressive pay increase and stipend, speaks volumes about Dr. Brown's efforts. While it's easy to express appreciation for our staff, tangible compensation like this demonstrates true value. Dr. Brown and her team deserve thanks for their work on this.

Mrs. Yancey expressed her gratitude to the Lydia Middleton staff and Mr. Whaley for their presentation, stating that school presentations are her favorite part of the meetings.

Mrs. Yancey said although she and David participated in the negotiations, the significant work was truly accomplished by Dr. Brown and her team.

Mrs. Yancey thanked the staff for their efforts in promoting our school corporation, which she noted contributed to an increase of 70 new students and, in turn, made the recent raise possible.

Mr. Storie thanked the presenters and mentioned that the FFA is engaged in vertical gardening, expressing his approval of this "outside the box" thinking.

Mr. Wallace praised the outstanding presentation, and as a former School Resource Officer at Lydia Middleton, he attested to the truly amazing work of the staff, having witnessed it firsthand. He described the presentation as "the real deal" and referred to the staff as "the true heroes."

SUPERINTENDENT REPORT

Dr. Brown expressed her gratitude to Trent and his team for their presentation, stating her immense pride in their work for the students. She commended their passion, their role as models, and their mentorship.

Dr. Brown thanked MTA President Mandy Holcroft, expressing her enjoyment in their collaboration.

Dr. Brown gave a shout out to her Central Office team:

- Janet and Shaun – curriculum, instruction and assessment
- Danica and Shannon – finance, negotiations
- Lori – new role, work with the counselors
- Ashley – incredible work, "*The District Correspondent*"
- Tara – her right arm, incredible work, needs her guidance
- Jay – thanked him for staying on top of things
- Pam – helping her

Dr. Brown highlight events:

- Winter sports are beginning
- Makers Night at the Junior High School was a success
- *Frankenstein* was outstanding
- *Mean Girls* November 21-23, 2025
- *Rudolph* will be in December

Dr. Brown expressed her gratitude to the Board for their support of both the students and herself.

Dr. Brown said an email would be sent to employees regarding the stipend and raise.

Dr. Brown wished everyone a nice Thanksgiving.

Mr. Wallace said:

- There will be a Work Session on Thursday, December 4, 2025, at 4:00 p.m.
- The next Regular Board meeting will be December 10, 2025, at 6:00 p.m.

ADJOURNMENT

Mr. Storie moved the meeting be adjourned, seconded by Mrs. Yancey, the Board voted, 4-0, and the meeting was adjourned.

_____
Secretary
BY: ps

ATTEST:

_____ _____

_____ _____