



December 8, 2025
Board of School Trustees

FCMS - Auditorium
625 Grizzly Cub Drive
Franklin, IN 46131
6:00 PM

1. WATCH MEETING LIVE
You Tube Live Stream

2. CALL THE MEETING TO ORDER
Becky Nelson called the meeting to order.

3. RECOGNITION
Dr. Clendening & Dr. Worland
Individual Student Growth
 - Webb Elementary & Franklin Rotary
 - FFA Soils Team
 - Central Nine Students of the Month
Collaboration
 - Literacy Educator Excellence Award
Webb Elementary & Franklin Rotary
FFA Soils Team
Central Nine Students of the Month

4. **CONSENT AGENDA**
Board President
There were no public comments.

- A. Public Comments on any Consent Agenda Item
Public comments regarding consent agenda items are limited to 3 minutes.
There were no public comments.

- B. Administrative Revised Benefits

- C. Administrative Salary Corrections

- D. Allowance of Claims and Vouchers

- E. Approve Minutes
November 10, 2025

- F. Attorney Engagement Agreement

- G. Donations

- H. Franklin College Pool Usage Agreement

- I. Ice Miller Arbitrage Engagement Letter
- J. Independent Contractor Agreement - Speech & Language Pathologist
- K. Johnson County Health Department Annual Agreement
- L. Microsoft Volume Licensing
- M. Overnight / Out of State Trips
- N. Personnel Report
- O. STR/SEG - FCMS Roof Design
- P. Schmidt Letter of Agreement - CBIS & FCHS Boiler Replacements
- Q. Software Renewals
- R. Superintendent Evaluation Rating 2024-2025 School Year
- S. Verizon Contract Renewal
- T. Your Money Line Contract Renewal
- U. Consent Agenda Vote
 Motion to approve the consent agenda. This motion, made by Brett Jones and seconded by Debbie Gill, Passed.
 Debbie Gill: Yea
 Brett Jones: Yea
 Jennifer Mann: Yea
 Becky Nelson: Yea
 David Yount: Yea
 Yea: 5, Nay: 0
 At the last board meeting, part of the CBA was not included in the administrative salaries for administrators. That is now included, and we are asking for approval for the administrative salary corrections. Mr. Roger Young has agreed to be our school attorney for another year. Annually, the board meets for Dr. Clendening's evaluation, and the board determined that his rating was highly effective. Mr. Yount stated for the record that he reviewed the Independent Contractor Agreement-Speech & Language Pathologist as a school board member and not as an attorney.

5. **SUPERINTENDENT REPORTS**

- A. FEC National Park Presentation
 Dustin Huddleston
 We partnered with local community donors and Franklin Education Connection to make this experiential learning trip possible for the students. Along with two chaperones, seven FCHS students were able to experience the National Parks.
- B. Teacher Appreciation Grant (TAG)
 Dr. Brooke Worland
 Dr. Worland presented on the Teacher Appreciation Grant (TAG). The TAG program was established to attract, reward, and remain Indiana's effective and highly effective teachers who significantly impact student outcomes. The

most significant change is that the grant is no longer guaranteed for all effective/highly effective teachers. Eligibility now depends on specific criteria met by the teacher. Furthermore, only 20% of our certified staff may be awarded the grant. The new process establishes a tiered structure, meaning the dollar amount a teacher receives is no longer based solely on their evaluation rating but on their fulfillment of the new criteria. We have developed an application process to help ensure fairness. There are some implications of this new system and some corporations have chosen to opt out due to the complexity and perceived unfairness of the new system. We have a data-support team in place to help with this new process. We are engaging with IDOE in a feedback loop to ensure faculty voices are heard. Digital teacher submissions are due January 9th, and the approved TAG funds will be distributed to corporations from IDOE on April 15th.

C. Committee Updates

- Music Council
- Communications
- Central Nine

Music Council: The Mary Poppins musical was a great success. Discussed the costs and fees for band and choir. Winter concerts are ongoing. Practice for the spring musical has started.

Communications: Discussed how FCS communicates well, areas that we can improve, and how we can extend our communication in the community. Discussed the different ways that the buildings get information out.

C9: Recently had an open house and the next one is scheduled for January 29th. Students are studying for certification exams. Enrollment has started for the spring semester. C9 teachers also receive the TAG grants and have been discussing how they will be distributed.

6. **ACTION ITEMS**

A. Public Comments on any Action Item

Public comments regarding action items are limited to 3 minutes.
There were no public comments.

B. Year End Transfers

Tina Jobe

Motion to approve the resolution/ordinance to transfer appropriations. This motion, made by David Yount and seconded by Brett Jones, Passed.

Debbie Gill: Yea

Brett Jones: Yea

Jennifer Mann: Yea

Becky Nelson: Yea

David Yount: Yea

Yea: 5, Nay: 0

Tina Jobe requested approval of the resolution to transfer appropriations. We can't close out the year with negative balances in our accounts. We will transfer funds between accounts to avoid any negative balances. In January, we will transfer the funds back.

C. Additional Appropriation

Tina Jobe

Motion to approve the additional appropriation. This motion, made by Jennifer Mann and seconded by Brett Jones, Passed.

Debbie Gill: Yea

Brett Jones: Yea

Jennifer Mann: Yea

Becky Nelson: Yea

David Yount: Yea

Yea: 5, Nay: 0

Ms. Tina Jobe requested approval of the additional appropriations exceeding the current year's budget. Our assessed value came in higher than predicted, and the education fund experienced a higher increase than we had predicted. Requesting that the board approve an increase of \$400,000 in the Education Fund and \$600,000 in the Operations Fund.

D. Education Advanced for Pathways

Ryan Wagner & Brian Hansen

Motion to approve the Education Advanced Pathways Program. This motion, made by Brett Jones and seconded by David Yount, Passed.

Debbie Gill: Yea

Brett Jones: Yea

Jennifer Mann: Yea

Becky Nelson: Yea

David Yount: Yea

Yea: 5, Nay: 0

Dr. Worland requested that the board approve the Education Advanced Pathways Program. This program will help track students' graduation progress. We will fund this program using Title IV funds.

E. Rascal's Fun Zone Event Contract

Dr. Brooke Worland

Motion to approve the Rascals's Fun Zone contract for NW & ND. This motion, made by David Yount and seconded by Brett Jones, Passed.

Debbie Gill: Yea

Brett Jones: Yea

Jennifer Mann: Yea

Becky Nelson: Yea

David Yount: Yea

Yea: 5, Nay: 0

Dr. Brooke Worland requested that the board approve the Rascal's Fun Zone event contracts for Northwood Elementary and Needham Elementary. This contract will be used for all elementaries moving forward.

F. Recommendation to Hire an Individual Under SEA 342

Dr. David Clendening

Motion to approve the SEA. This motion, made by Jennifer Mann and seconded by Brett Jones, Passed.

Debbie Gill: Yea

Brett Jones: Yea

Jennifer Mann: Yea

Becky Nelson: Yea

David Yount: Yea

Yea: 5, Nay: 0

After June 30, 2023, the state legislators and the general assembly gave us the ability to hire people with a minor infraction. We must conduct a separate vote focused on the recommendation to hire the candidate proposed under SEA 342. This vote will be independent of other hiring decisions to ensure clarity and transparency in our selection process. The infraction was disclosed during the hiring process.

G. Support Staff Pay Increases & Stipends

motion to approve the support staff loyalty stipend if they received an effective or highly effective rating for the 2024-2025 evaluation period. The stipend will be received on December. This motion, made by Brett Jones and seconded by Jennifer Mann, Passed.

Debbie Gill: Yea

Brett Jones: Yea

Jennifer Mann: Yea

Becky Nelson: Yea

David Yount: Yea

Yea: 5, Nay: 0

Ms. Tina Jobe requested that the board approve the support staff pay increases and stipends. We are requesting a 2.25 % base pay raise for those support staff who were employed and received an effective or highly effective rating for the 2024-2025 evaluation period. This pay raise will be effective for the 12-21-25 to 1-3-26 pay period, and paid on the January 15, 2026 paycheck. The district is also requesting board approval to disburse loyalty stipends on the December 18, 2025 paycheck for support staff who were employed and received an effective or highly effective rating for the 2024-2025 evaluation period and received on the December 18, 2025 paycheck.

The district is also requesting board approval for a 2.25 % base pay raise for those food services support staff in manager, assistant manager, and office staff roles who were employed and received an effective or highly effective rating for the 2024-2025 evaluation period. This pay raise will be effective for the 12-21-25 to 1-3-26 period and paid on the January 15, 2026 paycheck. The district is requesting a \$1 per hour pay raise for all other

employees in Food Services Staff positions. This pay raise will be effective for the 12-21-25 to 1-3-26 pay period and paid on the January 15, 2026 paycheck. The district is also requesting board approval to disburse loyalty stipends on December 18, 2025 paycheck to all food services support staff who were employed and received an effective or highly effective rating for the 2024-2025 evaluation period.

H. Worker's Compensation Proposal

Motion to approve the workers' compensation proposal. This motion, made by Debbie Gill and seconded by Brett Jones, Passed.

Debbie Gill: Yea

Brett Jones: Yea

Jennifer Mann: Yea

Becky Nelson: Yea

David Yount: Yea

Yea: 5, Nay: 0

Tina Jobe requested approval of the workers' compensation proposal from the Summit group through Bridgefield Casualty Insurance Company. This would be a guaranteed cost policy of \$199,867.

7. DISCUSSION

A. Public Comments on Discussion Items

Public comments regarding discussion items are limited to 3 minutes. There were no public comments.

B. FCHS New Courses 2026

Dr. Worland presented new courses to be added to the FCHS catalog for 2026.

C. Policies - Guidelines - Forms

Dr. David Clendening

Dr. Clendening presented policies and guidelines as first readings. In reviewing F225-Fundraising & Crowdfunding, all fundraising must now be approved by the superintendent. Anyone associated with FCS must fill out the fundraising form.

D. Special Education School Board Seminar Series

Dr. David Clendening

In preparation for our next strategic planning cycle, Dr. Clendening reached out to Angie Balsley, former executive director of Earlywood, to host a seminar in February. The seminar would focus on special education foundations, current pressures, and long-range strategic considerations. The session is designed to strengthen the Board's understanding of the historical, legal, instructional, behavioral, and fiscal dimensions of special education while surfacing the critical questions that will guide the district over the next five to seven years.

E. Franklin Cub Academy Rates

Katie Smith presented on the Cub Academy program history and the need to revisit the weekly fee. We want to retain and pay highly qualified staff. The rising cost of food and supplies impacts purchasing. Starting in 2023, the weekly fee to present is \$195 per week. The fees include morning and afternoon daycare, preschool instruction, morning and afternoon snacks, consumable s supplies and staffing. Cub Academy program fee proposal for 2026:

- Full day school year - \$240 weekly fee
- Full day 3 days school year - \$150 weekly fee
- Half day AM/PM school year - \$100 weekly fee
- Full day year-round - \$240 weekly fee
- Kindergarten before/after school care - \$100 weekly fee

Cub Academy upcoming timeline:

- Late January - current families reenroll
- February 24th - New FCS employee families
- March 3rd - New families enroll
- Early August - Ribbon cutting & open house
- August 10th - Tentative building opening

We will come back in January with different options on the fee structure.

8. **BOARD / ADMINISTRATIVE COMMENTS**

A. Board Comments

Becky Nelson wished everyone a Merry Christmas & Happy Holidays.

B. Administrative Comments

With inclement weather (delays & closings), we hope to notify parents no later than 5:30 am. Notifications will go out through ParentSquare, social media, and the phone system.

Happy Holidays!!

- ISBA Fall Regional Meeting
- Franklin Education Connection

9. **CALENDAR**

A. Calendar of Events

- Winter Break Begins at Dismissal: December 19
 - School Resumes for Students: January 6
 - Martin Luther King Day - NO School & Central Office Closed: January 19
- Winter Break Begins at Dismissal: December 19
School Resumes for Students: January 6
Martin Luther King Day - NO School & Central Office Closed: January 19

10. **ADJOURNMENT**

motion made at 7:48 pm. This motion, made by Brett Jones and seconded by Becky Nelson, Passed.

- Debbie Gill: Yea
Brett Jones: Yea
Jennifer Mann: Yea

Becky Nelson: Yea

David Yount: Yea

Yea: 5, Nay: 0

Motion was made to adjourn the meeting at 7:48 pm.

11. 11. I.C. 5-14-9-1

David Yount is an appointed member of the Franklin Community School Corporation Board of School Trustees representing Needham Township appointed by Franklin Community School Board. The date of appointment was January 30, 2025, and the term expires December 31, 2026.

Board of School Trustees

Becky Nelson, President

Debbie Gill, Vice President

Jennifer Mann, Secretary

Brett Jones, Member

David Yount, Member