

Board of School Trustees

Monday, October 20, 2025 6:00 PM

FCMS - Auditorium, 625 Grizzly Cub Drive, Franklin, IN 46131

1. **WATCH MEETING LIVE**

2. **CALL THE MEETING TO ORDER**

3. **RECOGNITION**

Speaker (s) : Dr.
Clendening & Dr.
Worland

3.A. Individual Student Growth

- Central Nine Students of the Month
- Girls Golf State Finals

4. **CONSENT AGENDA**

Speaker (s) : Board
President

4.A. Public Comments on any Consent Agenda Item

4.B. Allowance of Claims and Vouchers

4.C. Approve Minutes

4.D. CDW-G Ad Hoc Engagement Agreement

4.E. Donations

4.F. FCS Professional Development Travel

4.G. First Merchants Bank Amendment

Speaker (s) : Tina Jobe

4.H. GoClaim Renewal

4.I. Head Start Interagency Agreement

4.J. Indiana School Safety Specialist

4.K. Metronet Business Agreement

4.L. Overnight and/or Out of State Trips

4.M. Paris Counseling MOU

4.N. Personnel Report

4.O. Software Renewals

4.P. Surplus

4.Q. Consent Agenda Vote

5. **SUPERINTENDENT REPORTS**

5.A. Committee Updates

- Music Council
- Athletic Council
- AG

- Communications
- Collective Bargaining
- Legislative
- Central Nine

5.B. Aquatics Update **Speaker (s)**: Mr. Colin Mothersead

6. ACTION ITEMS

6.A. Public Comments on any Action Item

6.B. Ratification of the Collective Bargaining Agreement **Speaker (s)**: Tina Jobe

6.C. Resolution to Adopt the 2026 Budget **Speaker (s)**: Tina Jobe

6.D. Approval of Capital Projects and Bus Replacement Plans **Speaker (s)**: Tina Jobe

6.E. Retirement of Therapy Dog **Speaker (s)**: Dr. David Clendening

6.F. Attendance Guideline & Form **Speaker (s)**: Dr. Brooke Worland

6.G. Johnson County REMC Letter of Agreement / Indoor Concession Sponsor **Speaker (s)**: Mr. Bill Doty

7. DISCUSSION

7.A. Policy F176 - Unpaid Meals **Speaker (s)**: Dr. David Clendening

7.B. Null Education Services and Building Thinking Classrooms **Speaker (s)**: Melisa McCain

7.C. Public Comments on Discussion Items

8. BOARD / ADMINISTRATIVE COMMENTS

8.A. Board Comments

8.B. Administrative Comments

9. CALENDAR **Speaker (s)**: Dr. David Clendening

9.A. Calendar of Events

- October 29: myFCS Academy, Creekside Elementary
- Franklin Education Evening for Education: November 7, The Barn at Crystal Spring Farm
- Fall Senior Project Day: November 25
- Thanksgiving Break - NO School & Central Office Closed: November 26-28

10. ADJOURNMENT

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.



Landon Justice
Auto Collision
Repair



Estefani Bautista
Dental Careers



Taylor Hedger
Early Childhood
Education



Wyatt Hyde
Information Technology
Operations



Kaitlyn Acton
Medical Assisting



Kaelyn Thomas
Work-Based
Learning



Career Center

Students of the Month



Lucas Schmalz
Auto Collision
Repair



Avery Palley
Aviation
Management



Zander Casto
Cybersecurity



Taylor Krieg
Pre-Nursing



Career Center

Students of the Month



ALLOWANCE OF VOUCHERS

I HEREBY CERTIFY THAT EACH OF THE ABOVE LISTED VOUCHERS AND THE INVOICES, OR BILLS ATTACHED THERETO,
ARE TRUE AND CORRECT AND I HAVE AUDITED SAME IN ACCORDANCE WITH IC 5-11-10-1.6.

OCTOBER 20, 2025



TINA JOBE
FISCAL OFFICER

WE HAVE EXAMINED THE VOUCHERS LISTED ON THE FOREGOING ACCOUNTS PAYABLE VOUCHER REGISTER, CONSISTING OF
PAGES, AND EXCEPT FOR VOUCHERS NOT ALLOWED AS SHOWN ON THE REGISTER SUCH VOUCHERS ARE HEREBY ALLOWED

IN THE TOTAL AMOUNT OF **\$4,445,537.89**

DATED THIS **20th DAY OF OCTOBER, 2025.**



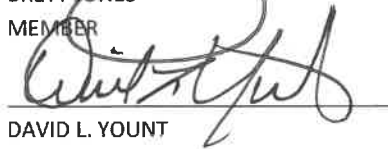
BECKY NELSON
PRESIDENT

DEBBIE GILL
VICE PRESIDENT



JENNIFER MANN
SECRETARY

BRETT JONES
MEMBER



DAVID L. YOUNT
MEMBER

Check Nbr	Vendor Name	Check Date	Check Amount
250000555	THE TRANE COMPANY	09/10/2025	463.01
1	ACH	Check(s) For a Total of	463.01

Check Nbr	Vendor Name	Check Date	Check Amount
250000555	THE TRANE COMPANY	09/10/2025	463.01
1	ACH	Check(s) For a Total of	463.01

Check Nbr	Vendor Name	Check Date	Check Amount
250000548	THE TRANE COMPANY	09/10/2025	463.01
1	Void	Check(s) For a Total of	463.01

Check Nbr	Vendor Name	Check Date	Check Amount
250000556	METRONET	09/11/2025	7,566.84
1	ACH	Check(s) For a Total of	7,566.84

Check Nbr	Vendor Name	Check Date	Check Amount
16156	CENTERPOINT ENERGY	09/11/2025	3,304.46
16157	DUKE ENERGY	09/11/2025	264.97
16158	INDIANA-AMERICAN WATER CO INC.	09/11/2025	4,139.25
16159	OTTO'S PARKING MARKING	09/11/2025	595.00
16160	PETRO'S CULLIGAN	09/11/2025	779.24
16161	VERIZON WIRELESS	09/11/2025	2,644.88
16162	WM CORPORATE SERVICES INC.	09/11/2025	76.11
7	Computer	Check(s) For a Total of	11,803.91

Check Nbr	Vendor Name	Check Date	Check Amount
202500826	GFS	09/11/2025	34,387.71
202500827	FRANKLIN COMMUNITY SCHOOL CORP	09/11/2025	0.00
2	Wire Transfer Check(s) For a Total of		34,387.71

	0	Manual	Checks For a Total of	0.00
	2	Wire Transfer	Checks For a Total of	34,387.71
	1	ACH	Checks For a Total of	7,566.84
	7	Computer	Checks For a Total of	11,803.91
Total For	10	Manual, Wire Tran, ACH & Computer	Checks	53,758.46
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	53,758.46

Check Nbr	Vendor Name	Check Date	Check Amount
16163	IN COLLEGE CHOICE ADVISOR 529	09/11/2025	3,082.00
1	Computer	Check(s) For a Total of	3,082.00

Check Nbr	Vendor Name	Check Date	Check Amount
202500830	IND ST TCH RET FUND	09/11/2025	79,224.54
202500831	INTERNAL REVENUE SERVICE	09/11/2025	326,485.16
202500832	PUBLIC EMP RET FUND	09/11/2025	52,534.34
202500834	TOTAL ADMINISTRATIVE SERVICE C	09/11/2025	3,221.84
202500835	AMERICAN TRUST CUSTODY	09/11/2025	63,971.30
5	Wire Transfer Check(s) For a Total of		525,437.18

	0	Manual	Checks For a Total of	0.00
	5	Wire Transfer	Checks For a Total of	525,437.18
	0	ACH	Checks For a Total of	0.00
	1	Computer	Checks For a Total of	3,082.00
Total For	6	Manual, Wire Tran, ACH & Computer	Checks	528,519.18
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	528,519.18

Check Nbr	Vendor Name	Check Date	Check Amount
250000557	BRIGHTSPEED	09/18/2025	15.26
1	ACH	Check(s) For a Total of	15.26

Check Nbr	Vendor Name	Check Date	Check Amount
16164	BEHAVIOR MAPPING LLC	09/18/2025	1,300.00
16165	Vendor Continued Check	09/18/2025	0.00
16166	Vendor Continued Check	09/18/2025	0.00
16167	CITY OF FRANKLIN INDIANA	09/18/2025	14,396.76
16168	DUKE ENERGY	09/18/2025	38,732.56
16169	FRANKLIN COMM SCHOOL	09/18/2025	32.06
16170	FRANKLIN COMM SCHOOL	09/18/2025	777.64
16171	INDIANA-AMERICAN WATER CO INC.	09/18/2025	6,386.82
16172	MELISSA DUBIE CONSULTING LLC	09/18/2025	3,200.00
16173	JOHNSON COUNTY REMC	09/18/2025	6,364.83
16174	TOTAL ADMINISTRATIVE SERVICE C	09/18/2025	433.84
16175	WESTERN GOVERNORS UNIVERSITY	09/18/2025	920.00
16176	WM CORPORATE SERVICES INC.	09/18/2025	1,101.71
13	Computer	Check(s) For a Total of	73,646.22

Check Nbr	Vendor Name	Check Date	Check Amount
202500843	GFS	09/18/2025	33,659.88
1	Wire Transfer Check(s) For a Total of		33,659.88

	0	Manual	Checks For a Total of	0.00
	1	Wire Transfer	Checks For a Total of	33,659.88
	1	ACH	Checks For a Total of	15.26
	13	Computer	Checks For a Total of	73,646.22
Total For	15	Manual, Wire Tran, ACH &	Computer Checks	107,321.36
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	107,321.36

Check Nbr	Vendor Name	Check Date	Check Amount
16177	Vendor Continued Check	09/18/2025	0.00
16178	Vendor Continued Check	09/18/2025	0.00
16179	LOWE'S	09/18/2025	3,066.75
3	Computer	Check(s) For a Total of	3,066.75

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	3	Computer	Checks For a Total of	3,066.75
Total For	3	Manual, Wire Tran, ACH & Computer	Checks	3,066.75
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	3,066.75

Check Nbr	Vendor Name	Check Date	Check Amount
16180	BEST WAY DISPOSAL	09/25/2025	967.67
16181	DUKE ENERGY	09/25/2025	72,228.91
16182	FOOD SERVICES	09/25/2025	129,228.95
16183	FRANKLIN COMM SCHOOL	09/25/2025	1,322.50
16184	INDIANA-AMERICAN WATER CO INC.	09/25/2025	4,513.08
16185	JOHNSON COUNTY REMC	09/25/2025	219.66
16186	RUMPKE	09/25/2025	2,747.86
7	Computer	Check(s) For a Total of	211,228.63

Check Nbr	Vendor Name	Check Date	Check Amount
202500883	GFS	09/25/2025	37,587.94
202500888	SO CENTRAL IND SCHOOL TRUST	09/25/2025	0.00
2	Wire Transfer Check(s) For a Total of		37,587.94

	0	Manual	Checks For a Total of	0.00
	2	Wire Transfer	Checks For a Total of	37,587.94
	0	ACH	Checks For a Total of	0.00
	7	Computer	Checks For a Total of	211,228.63
Total For	9	Manual, Wire Tran, ACH & Computer	Checks	248,816.57
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	248,816.57

Check Nbr	Vendor Name	Check Date	Check Amount
16187	IN COLLEGE CHOICE ADVISOR 529	09/25/2025	3,082.00
1	Computer	Check(s) For a Total of	3,082.00

Check Nbr	Vendor Name	Check Date	Check Amount
202500885	IND ST TCH RET FUND	09/25/2025	80,684.25
202500886	INTERNAL REVENUE SERVICE	09/25/2025	328,537.27
202500887	PUBLIC EMP RET FUND	09/25/2025	50,354.47
202500889	TOTAL ADMINISTRATIVE SERVICE C	09/25/2025	3,044.07
202500890	AMERICAN TRUST CUSTODY	09/25/2025	64,187.32
5	Wire Transfer Check(s) For a Total of		526,807.38

	0	Manual	Checks For a Total of	0.00
	5	Wire Transfer	Checks For a Total of	526,807.38
	0	ACH	Checks For a Total of	0.00
	1	Computer	Checks For a Total of	3,082.00
Total For	6	Manual, Wire Tran, ACH & Computer	Checks	529,889.38
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	529,889.38

Check Nbr	Vendor Name	Check Date	Check Amount
16188	AMERICAN UNITED LIFE INSURANCE	09/25/2025	7,550.86
16189	CIL - FRANKLIN ED FOUNDATION	09/25/2025	1,342.00
16190	FCSC CUB ACADEMY	09/25/2025	9,054.00
16191	FRANKLIN COMM SCHOOL CORP	09/25/2025	536.82
16192	GUARDIAN LIFE INSURANCE	09/25/2025	9,921.54
16193	JOHNSON COUNTY CLERK	09/25/2025	888.40
16194	MORGAN CIRCUIT COURT	09/25/2025	421.71
16195	UNITED WAY OF JOHNSON COUNTY	09/25/2025	848.36
16196	Vendor Continued Check	09/25/2025	0.00
16197	VSP - IN	09/25/2025	7,165.55
10	Computer	Check(s) For a Total of	37,729.24

Check Nbr	Vendor Name	Check Date	Check Amount
202500829	IND DEPT OF REVENUE	09/11/2025	64,477.78
202500833	SO CENTRAL IND SCHOOL TRUST	09/11/2025	48,454.23
202500884	IND DEPT OF REVENUE	09/25/2025	65,104.51
202500888	SO CENTRAL IND SCHOOL TRUST	09/25/2025	615,572.65
4	Wire Transfer Check(s) For a Total of		793,609.17

	0	Manual	Checks For a Total of	0.00
	4	Wire Transfer	Checks For a Total of	793,609.17
	0	ACH	Checks For a Total of	0.00
	10	Computer	Checks For a Total of	37,729.24
Total For	14	Manual, Wire Tran, ACH & Computer	Checks	831,338.41
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	831,338.41

Check Nbr	Vendor Name	Check Date	Check Amount
16198	AMERICAN UNITED LIFE INSURANCE	09/25/2025	7,550.86
16199	CIL - FRANKLIN ED FOUNDATION	09/25/2025	1,342.00
16200	FCSC CUB ACADEMY	09/25/2025	9,054.00
16201	FRANKLIN COMM SCHOOL CORP	09/25/2025	536.82
16202	GUARDIAN LIFE INSURANCE	09/25/2025	9,921.54
16203	JOHNSON COUNTY CLERK	09/25/2025	888.40
16204	MORGAN CIRCUIT COURT	09/25/2025	421.71
16205	UNITED WAY OF JOHNSON COUNTY	09/25/2025	848.36
16206	Vendor Continued Check	09/25/2025	0.00
16207	VSP - IN	09/25/2025	7,165.55
10	Computer	Check(s) For a Total of	37,729.24

Check Nbr	Vendor Name	Check Date	Check Amount
16188	AMERICAN UNITED LIFE INSURANCE	09/25/2025	7,550.86
16189	CIL - FRANKLIN ED FOUNDATION	09/25/2025	1,342.00
16190	FCSC CUB ACADEMY	09/25/2025	9,054.00
16191	FRANKLIN COMM SCHOOL CORP	09/25/2025	536.82
16192	GUARDIAN LIFE INSURANCE	09/25/2025	9,921.54
16193	JOHNSON COUNTY CLERK	09/25/2025	888.40
16194	MORGAN CIRCUIT COURT	09/25/2025	421.71
16195	UNITED WAY OF JOHNSON COUNTY	09/25/2025	848.36
16197	VSP - IN	09/25/2025	7,165.55
9	Void	Check(s) For a Total of	37,729.24

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	10	Computer	Checks For a Total of	37,729.24
Total For	10	Manual, Wire Tran, ACH & Computer	Checks	37,729.24
Less	9	Voided	Checks For a Total of	37,729.24
			Net Amount	0.00

Check Nbr	Vendor Name	Check Date	Check Amount
202500006	SYNCHRONY BANK/AMAZON	09/25/2025	0.00
202500900	JOHNSON COUNTY TREASURER	09/25/2025	0.00
202500901	CDW COMPUTER	09/25/2025	0.00
202500916	NCTI	09/25/2025	0.00
202500917	DELL MARKETING LP	09/25/2025	0.00
202500918	SIMPLE SOLUTIONS LEARNING INC	09/25/2025	0.00
202500919	SOCIAL THINKING PUBLISHING	09/25/2025	0.00
7	Wire Transfer Check(s) For a Total of		0.00

	0	Manual	Checks For a Total of	0.00
	7	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	0	Computer	Checks For a Total of	0.00
Total For	7	Manual, Wire Tran, ACH & Computer	Checks	0.00
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	0.00

Check Nbr	Vendor Name	Check Date	Check Amount
250000558	EPIC INSURANCE MIDWEST	10/02/2025	20,370.00
1	ACH	Check(s) For a Total of	20,370.00

Check Nbr	Vendor Name	Check Date	Check Amount
16208	DUKE ENERGY	10/02/2025	27,080.58
16209	INDIANA-AMERICAN WATER CO INC.	10/02/2025	24.75
16210	JOHNSON COUNTY REMC	10/02/2025	34.75
16211	WESTERN GOVERNORS UNIVERSITY	10/02/2025	3,825.00
4	Computer	Check(s) For a Total of	30,965.08

Check Nbr	Vendor Name	Check Date	Check Amount
202500931	GFS	10/02/2025	30,770.03
1	Wire Transfer Check(s) For a Total of		30,770.03

	0	Manual	Checks For a Total of	0.00
	1	Wire Transfer	Checks For a Total of	30,770.03
	1	ACH	Checks For a Total of	20,370.00
	4	Computer	Checks For a Total of	30,965.08
Total For	6	Manual, Wire Tran, ACH &	Computer Checks	82,105.11
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	82,105.11

Check Nbr	Vendor Name	Check Date	Check Amount
16212	COMMERCIAL RECREATION GROUP LL	10/02/2025	22,400.00
1	Computer	Check(s) For a Total of	22,400.00

Check Nbr	Vendor Name	Check Date	Check Amount
16109	CRG RESIDENTIAL LLC	10/02/2025	22,400.00
1	Void	Check(s) For a Total of	22,400.00

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	1	Computer	Checks For a Total of	22,400.00
Total For	1	Manual, Wire Tran, ACH & Computer	Checks	22,400.00
Less	1	Voided	Checks For a Total of	22,400.00
			Net Amount	0.00

Check Nbr	Vendor Name	Check Date	Check Amount
202500006	SYNCHRONY BANK/AMAZON	10/08/2025	24,431.54
202500012	FIKES FRESH BRANDS LLC.	10/08/2025	7,829.63
202500022	PLUMBERS SUPPLY COMPANY	10/08/2025	1,049.82
202500571	CINTAS CORP	10/08/2025	875.80
202500637	TRACTOR SUPPLY	10/08/2025	215.31
202500639	BMO ACH PAY	10/08/2025	4,362.13
202500710	WAL-MART	10/08/2025	2,800.13
202500711	HADWELL HARDWARE LLC	10/08/2025	79.98
202500713	SPEAR CORPORATION	10/08/2025	645.30
202500714	KOENIG EQUIPMENT INC	10/08/2025	12.49
202500732	FERGUSON	10/08/2025	1,041.88
202500758	LITERACY RESOURCES LLC	10/08/2025	1,196.16
202500766	PAIGE'S MUSIC	10/08/2025	8,974.75
202500802	INNOKIND INC	10/08/2025	999.35
202500813	AMERICAN SCHOOL COUNSELOR ASSO	10/08/2025	55.00
202500814	ATTAINMENT COMPANY INC	10/08/2025	1,126.35
202500816	CARROT-TOP INDUSTRIES	10/08/2025	394.94
202500818	GREEN ELECTRICAL SUPPLY LLC	10/08/2025	1,149.27
202500819	CARQUEST	10/08/2025	787.10
202500820	IRISH BROTHERS INC	10/08/2025	690.00
202500821	ASSOCIATION FOR MIDDLE LEV	10/08/2025	133.94
202500822	INTERSTATE BATTERY SYSTEM	10/08/2025	877.44
202500823	IMPERIAL DADE	10/08/2025	7,719.68
202500824	BARNES & NOBLE INC.	10/08/2025	55.92
202500825	STAMP FULFILLMENT SERVICES	10/08/2025	458.00
202500828	OAK SECURITY GROUP	10/08/2025	1,287.19
202500836	GFL ENVIRONMENTAL	10/08/2025	660.00
202500837	INTERIOR SUPPLY	10/08/2025	746.43
202500838	OFFICE DEPOT	10/08/2025	674.77
202500839	HOME DEPOT	10/08/2025	17.30
202500840	ROYAL FIREWORKS PUBLISHING	10/08/2025	360.25
202500841	LIGHTNING TWO-WAY RADIO	10/08/2025	729.50
202500842	DEMCO INC	10/08/2025	74.97
202500845	SCHOLASTIC INC.	10/08/2025	545.00
202500846	HOBBY LOBBY	10/08/2025	114.45
202500847	LAKESHORE LEARNING MATERIA	10/08/2025	1,248.97
202500849	JW PEPPER & SONS INC	10/08/2025	1,765.22
202500850	PLANK ROAD PUBLISHING	10/08/2025	31.90
202500851	COLUMBUS INDUSTRIAL ELECT	10/08/2025	245.00
202500852	SCHOOL SPECIALTY LLC.	10/08/2025	207.00
202500853	QUILL CORPORATION	10/08/2025	135.88
202500854	ACCO BRANDS USA	10/08/2025	258.18
202500855	FIRSTWORK LLC	10/08/2025	299.00
202500857	ROBERTS DISTRIBUTERS LP	10/08/2025	1,200.00
202500858	MERCI 1337 - FZCO	10/08/2025	349.93
202500859	REALLY GOOD STUFF LLC	10/08/2025	87.28
202500860	PLANBOOKEDU.COM	10/08/2025	72.00
202500861	IASP	10/08/2025	356.00
202500862	SCHOLASTIC INC.	10/08/2025	-58.80
202500863	DISCOUNT SCHOOL SUPPLY	10/08/2025	676.41

Check Nbr	Vendor Name	Check Date	Check Amount
202500867	HILLVIEW VETERINARY CLINIC LLC	10/08/2025	687.06
202500868	INDIANA SCHOOL BOARDS ASSOC	10/08/2025	460.00
202500869	CHEWY INC.	10/08/2025	395.24
202500870	FRANKLIN CHAMBER OF COMM	10/08/2025	25.00
202500871	PARIS COUNSELING LLC	10/08/2025	310.00
202500872	MEIJER STORES LMTD PARTNERSHIP	10/08/2025	793.43
202500873	PETSMART LLC	10/08/2025	226.46
202500874	IAPSS	10/08/2025	250.00
202500875	WILD GEESE BOOKSHOP	10/08/2025	95.19
202500876	UPS	10/08/2025	232.49
202500877	US POST OFFICE	10/08/2025	64.59
202500878	T-SHIRT EXPRESS	10/08/2025	317.79
202500879	STICKER MULE LLC	10/08/2025	360.00
202500880	GREEKS PIZZERIA	10/08/2025	78.76
202500881	NELCO	10/08/2025	2,448.60
202500882	STORYBOARD THAT	10/08/2025	32.97
202500891	BIRDBRAIN TECHNOLOGIES, LLC	10/08/2025	583.80
202500892	TRAFFIC SAFETY STORE	10/08/2025	191.88
202500893	PRINT WORKS	10/08/2025	470.00
202500894	INSPIRING YOUNG LEARNERS LLC.	10/08/2025	179.00
202500895	FRANKLIN PARK & RECREATION	10/08/2025	149.80
202500896	KROGER LIMITED PARTNERSHIP	10/08/2025	37.38
202500897	PANERA BREAD COMPANY	10/08/2025	293.82
202500898	CLEVER DOGS MEDIA INC.	10/08/2025	490.00
202500899	PURDUE UNIVERSITY	10/08/2025	270.00
202500901	CDW COMPUTER	10/08/2025	9,750.00
202500903	PITNEY BOWES BANK INC RESERVE	10/08/2025	502.08
202500905	BAMBULAB USA INC.	10/08/2025	115.16
202500906	THEATREWORLD BACKDROPS, LLC	10/08/2025	2,850.54
202500907	ROCHESTER 100 INC	10/08/2025	160.00
202500908	OFFICE 360	10/08/2025	1,636.17
202500909	SUTTON-GARTEN CO	10/08/2025	91.14
202500910	THE WEBSTAIRANT STORE INC	10/08/2025	1,680.30
202500911	COMMITTEE FOR CHILDREN	10/08/2025	3,184.00
202500912	ICASE	10/08/2025	399.00
202500913	INDIANA STATE UNIVERSITY	10/08/2025	150.00
202500914	CONTINUED.COM LLC	10/08/2025	327.00
202500915	PEARSON ASSESSMENTS	10/08/2025	111.78
202500921	FUN AND FUNCTION LLC	10/08/2025	67.42
202500922	RUSH TRUCK CENTERS OF INDIANA	10/08/2025	19,726.95
202500925	TRUCK SERVICE INC	10/08/2025	6,075.91
202500926	UNITY SCHOOL BUS PARTS INC	10/08/2025	3,045.80
202500927	WURTH USA INC	10/08/2025	51.01
202500928	LIBERTY FASTCO LLC.	10/08/2025	583.62
202500929	ATLAS PHYSICAL & DRUG TESTING	10/08/2025	650.00
202500930	SHARE CORPORATION	10/08/2025	366.71
202500932	CLARK SAFETY FIRST AID	10/08/2025	82.10

97 Wire Transfer Check(s) For a Total of 141,095.69

	0	Manual	Checks For a Total of	0.00
	97	Wire Transfer	Checks For a Total of	141,095.69
	0	ACH	Checks For a Total of	0.00
	0	Computer	Checks For a Total of	0.00
Total For	97	Manual, Wire Tran, ACH & Computer	Checks	141,095.69
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	141,095.69

Check Nbr	Vendor Name	Check Date	Check Amount
250000559	BRIGHTSPEED	10/09/2025	15.26
250000560	METRONET	10/09/2025	7,566.82
2	ACH	Check(s) For a Total of	7,582.08

Check Nbr	Vendor Name	Check Date	Check Amount
16213	BARGERSVILLE UTILITIES	10/09/2025	236.41
16214	CENTERPOINT ENERGY	10/09/2025	1,641.90
16215	DUKE ENERGY	10/09/2025	915.82
16216	INDIANA-AMERICAN WATER CO INC.	10/09/2025	121.12
16217	VERIZON WIRELESS	10/09/2025	3,357.34
5	Computer	Check(s) For a Total of	6,272.59

Check Nbr	Vendor Name	Check Date	Check Amount
202500936	EDMENTUM INC.	10/09/2025	0.00
202500938	GFS	10/09/2025	27,827.13
2	Wire Transfer Check(s) For a Total of		27,827.13

	0	Manual	Checks For a Total of	0.00
	2	Wire Transfer	Checks For a Total of	27,827.13
	2	ACH	Checks For a Total of	7,582.08
	5	Computer	Checks For a Total of	6,272.59
Total For	9	Manual, Wire Tran, ACH & Computer	Checks	41,681.80
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	41,681.80

Check Nbr	Vendor Name	Check Date	Check Amount
16218	IN COLLEGE CHOICE ADVISOR 529	10/09/2025	3,082.00
1	Computer	Check(s) For a Total of	3,082.00

Check Nbr	Vendor Name	Check Date	Check Amount
202500943	IND ST TCH RET FUND	10/09/2025	79,696.21
202500944	INTERNAL REVENUE SERVICE	10/09/2025	327,407.97
202500945	PUBLIC EMP RET FUND	10/09/2025	53,222.79
202500947	TOTAL ADMINISTRATIVE SERVICE C	10/09/2025	3,044.07
202500948	AMERICAN TRUST CUSTODY	10/09/2025	64,191.06
5	Wire Transfer Check(s) For a Total of		527,562.10

	0	Manual	Checks For a Total of	0.00
	5	Wire Transfer	Checks For a Total of	527,562.10
	0	ACH	Checks For a Total of	0.00
	1	Computer	Checks For a Total of	3,082.00
Total For	6	Manual, Wire Tran, ACH & Computer	Checks	530,644.10
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	530,644.10

Check Nbr	Vendor Name	Check Date	Check Amount
250000561	CONSTELLATION NEW ENERGY	10/16/2025	4,232.13
250000562	ZFX INC	10/16/2025	5,015.00
2	ACH	Check(s) For a Total of	9,247.13

Check Nbr	Vendor Name	Check Date	Check Amount
16219	BEST WAY DISPOSAL	10/16/2025	1,492.03
16220	CENTERPOINT ENERGY	10/16/2025	2,379.35
16221	Vendor Continued Check	10/16/2025	0.00
16222	Vendor Continued Check	10/16/2025	0.00
16223	CITY OF FRANKLIN INDIANA	10/16/2025	20,031.89
16224	DUKE ENERGY	10/16/2025	33,872.86
16225	FRANKLIN COMM SCHOOL	10/16/2025	21.14
16226	FRANKLIN COMM SCHOOL	10/16/2025	429.28
16227	INDIANA-AMERICAN WATER CO INC.	10/16/2025	4,849.67
16228	PETRO'S CULLIGAN	10/16/2025	93.74
16229	JOHNSON COUNTY REMC	10/16/2025	5,736.23
16230	TOTAL ADMINISTRATIVE SERVICE C	10/16/2025	433.84
16231	WM CORPORATE SERVICES INC.	10/16/2025	1,056.82
13	Computer	Check(s) For a Total of	70,396.85

Check Nbr	Vendor Name	Check Date	Check Amount
202500951	FRANKLIN COMMUNITY SCHOOL CORP	10/16/2025	0.00
1	Wire Transfer Check(s) For a Total of		0.00

	0	Manual	Checks For a Total of	0.00
	1	Wire Transfer	Checks For a Total of	0.00
	2	ACH	Checks For a Total of	9,247.13
	13	Computer	Checks For a Total of	70,396.85
Total For	16	Manual, Wire Tran, ACH & Computer	Checks	79,643.98
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	79,643.98

Check Nbr	Vendor Name	Check Date	Check Amount
250000563	A.E. BOYCE COMPANY INC.	10/20/2025	4,178.04
250000564	ACORN DISTRIBUTORS INC.	10/20/2025	4,573.10
250000565	AVANTIS EDUCATION INC.	10/20/2025	699.00
250000566	B & H ELECTRIC AND SUPPLY INC.	10/20/2025	605.00
250000567	BAKER, DAWN L	10/20/2025	31.36
250000568	BERNETT, CHELSEA	10/20/2025	4,650.00
250000569	BLICK ART MATERIALS	10/20/2025	955.97
250000570	BRATCHER, CARISSA R	10/20/2025	114.66
250000571	BUERGELIN, CHELSEA R	10/20/2025	49.98
250000572	CAMPBELL, NATALIE S	10/20/2025	36.40
250000573	Vendor Continued Check	10/20/2025	0.00
250000574	CDW COMPUTER	10/20/2025	104,457.27
250000575	CENTRAL INDIANA ED SRVC CNTR	10/20/2025	150.00
250000576	CHURCH CHURCH HITTLE & ANTRIM	10/20/2025	10,675.02
250000577	CHURCH, MARIA E	10/20/2025	19.81
250000578	CINTAS CORP	10/20/2025	278.12
250000579	COMMERCIAL FOOD SYSTEMS INC	10/20/2025	10,531.59
250000580	COOK'S DIRECT INC	10/20/2025	450.60
250000581	CURRY, AMBER L	10/20/2025	68.81
250000582	DELL MARKETING LP	10/20/2025	2,374.22
250000583	DISCOVERY EDUCATION	10/20/2025	4,160.00
250000584	DRAKE, JAVIN C	10/20/2025	134.75
250000585	EDMENTUM INC.	10/20/2025	36,000.00
250000586	EDWARDS, ELIZABETH J	10/20/2025	50.54
250000587	EPIC INSURANCE MIDWEST	10/20/2025	62,718.25
250000588	EVERDRIVEN TECHNOLOGIES LLC	10/20/2025	3,620.70
250000589	EVERWAY LLC	10/20/2025	12,289.49
250000590	EXAM TABLES DIRECT	10/20/2025	1,544.80
250000591	FASIG, MEGAN E	10/20/2025	49.77
250000592	FOOTWEAR SUPPLY	10/20/2025	620.00
250000593	FORCE TECHNOLOGY SOLUTIONS LLC	10/20/2025	3,400.82
250000594	FORTE	10/20/2025	1,377.29
250000595	FRANKLIN COMMUNITY HIGH SCHOOL	10/20/2025	904.37
250000596	FRONT ROW THEATRICAL RENTAL LL	10/20/2025	6,643.50
250000597	HALL, MARIE A	10/20/2025	14.91
250000598	HUFFINE, ANGELA K	10/20/2025	12.39
250000599	ICE MILLER	10/20/2025	390.00
250000600	Vendor Continued Check	10/20/2025	0.00
250000601	INDIANA TESTING	10/20/2025	474.00
250000602	INTERLOCAL ASSOCIATION	10/20/2025	25,000.00
250000603	JACKSON, TAMARA E	10/20/2025	98.00
250000604	JOHNSON CONTROLS	10/20/2025	11,264.95
250000605	KIRBY RISK ELECTRICAL SUPPLY	10/20/2025	556.28
250000606	Vendor Continued Check	10/20/2025	0.00
250000607	KLOSTERMAN'S BAKING	10/20/2025	4,434.79
250000608	KNOX, STEPHANIE B	10/20/2025	126.42
250000609	KORRECK, ANDREA G	10/20/2025	62.16
250000610	LAKESHORE LEARNING MATERIA	10/20/2025	217.55
250000611	Vendor Continued Check	10/20/2025	0.00
250000612	MACALLISTER MACHINERY CO INC	10/20/2025	9,930.55

Check Nbr	Vendor Name	Check Date	Check Amount
250000613	MCCLAIN, NICHOLAS C	10/20/2025	59.92
250000614	MES SERVICE COMPANY LLC	10/20/2025	1,811.61
250000615	MIDWEST TRANSIT EQUIPMENT OF I	10/20/2025	849.01
250000616	MINDFUL GROWTH LLC	10/20/2025	12,173.53
250000617	BOTTLING GROUP LLC	10/20/2025	1,391.45
250000618	PFISTER, LAUREN M	10/20/2025	165.60
250000619	Vendor Continued Check	10/20/2025	0.00
250000620	Vendor Continued Check	10/20/2025	0.00
250000621	Vendor Continued Check	10/20/2025	0.00
250000622	PIAZZA PRODUCE	10/20/2025	36,395.53
250000623	POWERSCHOOL GROUP LLC	10/20/2025	42,916.31
250000624	Vendor Continued Check	10/20/2025	0.00
250000625	Vendor Continued Check	10/20/2025	0.00
250000626	PRAIRIE FARMS DAIRY	10/20/2025	26,256.17
250000627	PREMIER AG CO-OP INC	10/20/2025	2,061.21
250000628	RECEIVABLES MANAGEMENT PARTNER	10/20/2025	1,004.41
250000629	RIPPERGER, JAMIE A	10/20/2025	128.94
250000630	RIVERSIDE INSIGHTS	10/20/2025	40,149.20
250000631	ROBOTICS EDUCATION & COMPETITI	10/20/2025	830.00
250000632	SCHMIDT ASSOCIATES INC	10/20/2025	103,223.01
250000633	SCHOOL HEALTH CORPORATION	10/20/2025	1,065.71
250000634	SCHOTTING, SEIDINA M	10/20/2025	22.75
250000635	SCOTT, JENNIFER M	10/20/2025	433.44
250000636	SOLIANT HEALTH LLC	10/20/2025	16,055.00
250000637	SPARKS, RANDILYNN N	10/20/2025	34.02
250000638	SPENDBRIDGE	10/20/2025	742.50
250000639	SPOTLIGHT STRATEGIES	10/20/2025	197.00
250000640	STAINBROOK, KATHRYN E	10/20/2025	70.70
250000641	SUDDUTH, MEREDITH C	10/20/2025	39.69
250000642	SWIGERT, MICHAEL R	10/20/2025	168.07
250000643	SYNOVIA SOLUTIONS LLC	10/20/2025	4,665.60
250000644	TAYLOR, CARLA D	10/20/2025	62.16
250000645	TAYLOR, MADISON J	10/20/2025	89.40
250000646	THE STEPPING STONES GROUP LLC	10/20/2025	5,907.50
250000647	THOMAS, MATTHEW B	10/20/2025	207.48
250000648	THE TRANE COMPANY	10/20/2025	902.38
250000649	US SIGNAL COMPANY LLC	10/20/2025	3,753.10
250000650	VAUGHT, ADAM T	10/20/2025	96.53
250000651	WALLS, MIRANDA L	10/20/2025	1,207.41
250000652	ZIMMERMAN, TABITHA K	10/20/2025	109.20

90 ACH

Check(s) For a Total of

636,240.77

Check Nbr	Vendor Name	Check Date	Check Amount
16232	3457 SERVICES LLC	10/20/2025	150.00
16233	ACCESS JOHNSON COUNTY	10/20/2025	524.00
16234	AGUIRRE, JERICA	10/20/2025	24.30
16235	ALLIED-OTT PETROLEUM EQUIPMENT	10/20/2025	312.50
16236	AMERICAN EAGLE EQUIPMENT	10/20/2025	3,651.70
16237	AMERIGAS	10/20/2025	13,348.42
16238	BEHAVIOR MAPPING LLC	10/20/2025	3,250.00
16239	BEST-ONE OF INDY	10/20/2025	2,692.30
16240	BRADEN BUSINESS SYSTEMS INC	10/20/2025	16,459.92
16241	BUCKEYE POWER	10/20/2025	4,600.27
16242	BURTON, HALEY	10/20/2025	9.20
16243	CENTRAL NINE CAREER CENTER	10/20/2025	196,967.74
16244	COLUMBUS INDUSTRIAL ELECT	10/20/2025	1,483.61
16245	COMMERCIAL OFFICE ENVIRONMENTS	10/20/2025	703.40
16246	CUB ACADEMY	10/20/2025	3,510.00
16247	ELLIS MECHANICAL INC	10/20/2025	1,176.42
16248	ELSNER, TARA	10/20/2025	851.20
16249	EMC INSURANCE COMPANIES	10/20/2025	5,000.00
16250	FILTER SERVICES OF INDIANA	10/20/2025	2,858.75
16251	FIRST CLASS ELEVATORS	10/20/2025	3,049.50
16252	FLEET PRIDE	10/20/2025	4,109.76
16253	FOOD SERVICES	10/20/2025	314.08
16254	FORM PLASTICS COMPANY	10/20/2025	1,300.41
16255	GARRETT, JESSALYN D	10/20/2025	44.80
16256	ASSETWORKS RISK MANAGEMENT INC	10/20/2025	340.54
16257	GREENWOOD COMMUNITY SCHOOL COR	10/20/2025	65,622.48
16258	HEALTH ED PROS LLC	10/20/2025	925.00
16259	HERNANDEZ, AMBER N	10/20/2025	124.40
16260	HIGHWAY 36 BAND	10/20/2025	1,350.00
16261	HOBART CORPORATION	10/20/2025	3,038.09
16262	HOLBROOK MANUFACTURING	10/20/2025	90.00
16263	HORNER INDUSTRIAL SERVICES INC	10/20/2025	10,705.00
16264	IMEA	10/20/2025	175.00
16265	IN ASSOC OF SCHOOL BS OFFCLS	10/20/2025	205.00
16266	INTERSTATE BATTERY SYSTEM	10/20/2025	217.90
16267	IRISH MECHANICAL SERVICES INC	10/20/2025	9,842.35
16268	IRISH NUISANCE ANIMALS	10/20/2025	225.00
16269	JOHNSON COUNTY TREASURER	10/20/2025	91,327.15
16270	JORDAN, MICHAEL	10/20/2025	11.50
16271	JOSTENS INC	10/20/2025	61.20
16272	KERLIN BUS SALES & LEASING INC	10/20/2025	1,178.00
16273	LIBERTY MUTUAL	10/20/2025	53.00
16274	LITTLE BEE SPEECH CO	10/20/2025	119.99
16275	LOCKE TRUCKING INC	10/20/2025	296.00
16276	MEGAN'S GROOM ROOM	10/20/2025	265.00
16277	MELISSA DUBIE CONSULTING LLC	10/20/2025	1,200.00
16278	MORRILL, MICHELLE	10/20/2025	8.50
16279	MSD OF WABASH COUNTY	10/20/2025	1,227.89
16280	Vendor Continued Check	10/20/2025	0.00
16281	CORDS COMMERCIAL ENT.	10/20/2025	4,300.43

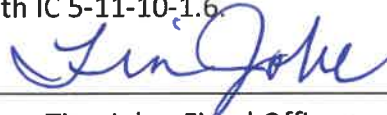
Check Nbr	Vendor Name	Check Date	Check Amount
16282	NATIONAL ASSOC GIFTED CHILDREN	10/20/2025	149.00
16283	NETTER, KYLE	10/20/2025	12.05
16284	OFFICE DEPOT	10/20/2025	265.98
16285	POLICY ANALYTICS LLC	10/20/2025	6,300.00
16286	PREMIER OUTDOOR POWER EQUIPMEN	10/20/2025	683.69
16287	REALLY GOOD STUFF LLC	10/20/2025	454.55
16288	REFF, JASMINE	10/20/2025	8.50
16289	RPM MACHINERY LLC.	10/20/2025	529.65
16290	SAFE HIRING SOLUTIONS LLC	10/20/2025	11,444.95
16291	SCHOLASTIC INC.	10/20/2025	190.93
16292	SHARES INC	10/20/2025	1,180.00
16293	SHEPHERD, STEPHANIE	10/20/2025	6.15
16294	SHOWCHOIRSTOCK.COM	10/20/2025	187.50
16295	SMART SYSTEMS	10/20/2025	200.18
16296	Vendor Continued Check	10/20/2025	0.00
16297	Vendor Continued Check	10/20/2025	0.00
16298	SOUTHSIDE SPECIAL SERVICES OF	10/20/2025	126,000.00
16299	ST ROSE OF LIMA SCHOOL	10/20/2025	2,275.00
16300	STEFANY BRAGG PROFESSIONAL SER	10/20/2025	1,200.00
16301	STERICYCLE INC	10/20/2025	285.80
16302	T-SHIRT EXPRESS	10/20/2025	976.00
16303	TEXTBOOK WAREHOUSE LLC	10/20/2025	47.17
16304	TOOLS FOR SUCCESS LLC	10/20/2025	9,838.00
16305	TORRANCE & SONS LLC	10/20/2025	508.00
16306	TYLER CHRISTOPHER PRODUCTIONS	10/20/2025	3,000.00
16307	WARD'S NATURAL SCIENCE	10/20/2025	134.71
16308	WHITESIDES, LARRY	10/20/2025	34.25
16309	WINSTEL CONTROLS INC	10/20/2025	3,402.57
16310	YOUNG AND YOUNG	10/20/2025	2,800.00
79	Computer	Check(s) For a Total of	631,416.33

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	90	ACH	Checks For a Total of	636,240.77
	79	Computer	Checks For a Total of	631,416.33
Total For	169	Manual, Wire Tran, ACH & Computer	Checks	1,267,657.10
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	1,267,657.10

ALLOWANCE OF CLAIMS

I hereby certify that each of the listed claims and the invoices, or bills attached thereto, are true and correct and I have audited same in accordance with IC 5-11-10-1.6.

OCTOBER 20, 2025



Tina Jobe, Fiscal Officer

We have examined the claims on the foregoing register of claims, consisting of pages, and except for claims not allowed as shown on the register such claims are hereby allowed in the total amount of \$ 87.31. Dated this 20th day of

OCTOBER 2025



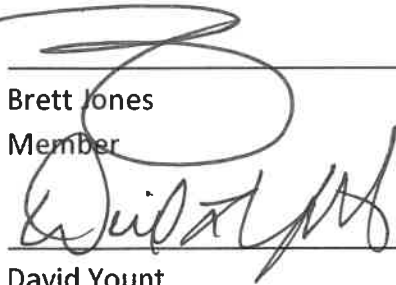
Becky Nelson
President

Debbie Gill
Vice President



Jennifer Mann
Secretary

Brett Jones
Member



David Yount
Member

Approved by the state board of accounts November 1996 for: Franklin Community School Corporation.

Check Date 08/28/2025

FUND / OBJECT SUMMARY

<u>FUND</u>	<u>OBJECT</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
0300	1200	NONCERTIFIED SALARIES	81.10
	2110	SOCIAL SECURITY	5.03
	2115	MEDICARE	1.18
		Fund 0300 Total	87.31
		Summary total	87.31

OBJECT SUMMARY

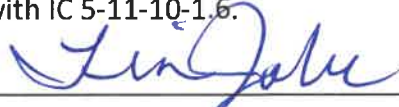
<u>OBJECT</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
1200	NONCERTIFIED SALARIES	81.10
2110	SOCIAL SECURITY	5.03
2115	MEDICARE	1.18
	Summary total	87.31

***** End of report *****

ALLOWANCE OF CLAIMS

I hereby certify that each of the listed claims and the invoices, or bills attached thereto, are true and correct and I have audited same in accordance with IC 5-11-10-1.6.

OCTOBER 20, 2025



Tina Jobe, Fiscal Officer

We have examined the claims on the foregoing register of claims, consisting of pages, and except for claims not allowed as shown on the register such claims are hereby allowed in the total amount of \$ 1,776,350.14. Dated this 20th day of

OCTOBER 2025.



Becky Nelson
President


Debbie Gill
Vice President



Jennifer Mann
Secretary



Brett Jones
Member



David Yount
Member

Approved by the state board of accounts November 1996 for: Franklin Community School Corporation.

Check Date 09/11/2025

FUND / OBJECT SUMMARY

FUND	OBJECT	DESCRIPTION	AMOUNT
0101	1100	CERTIFIED SALARIES	780,486.23
	1200	NONCERTIFIED SALARIES	208,598.77
	1300	TEMPORARY SALARIES	12,423.70
	1401	NON-CERT OVERTIME SALARIES	129.26
	1420	ADDITIONAL COMPENSATION	2,387.50
	2110	SOCIAL SECURITY	58,726.82
	2115	MEDICARE	13,734.46
	2140	PUBLIC EMPLOYEES RETIREMENT FU	13,098.57
	2150	TEACHERS RETIREMENT	819.59
2160	TEACHERS RETIREMENT	70,916.33	
	LOCAL RETIREMENT CONTRIBUTIONS	16,832.27	
	Fund 0101 Total		1,178,153.50
0160	1100	CERTIFIED SALARIES	19,178.49
	1200	NONCERTIFIED SALARIES	109,296.14
	1401	NON-CERT OVERTIME SALARIES	54.78
	2110	SOCIAL SECURITY	7,600.07
	2115	MEDICARE	1,777.50
	2140	PUBLIC EMPLOYEES RETIREMENT FU	11,734.33
	2160	TEACHERS RETIREMENT	1,821.95
	2410	LOCAL RETIREMENT CONTRIBUTIONS	424.17
	Fund 0160 Total		151,887.43
0300	1100	CERTIFIED SALARIES	13,228.97
	1200	NONCERTIFIED SALARIES	155,871.31
	1300	TEMPORARY SALARIES	3,429.58
	1401	NON-CERT OVERTIME SALARIES	31,254.43
	1420	ADDITIONAL COMPENSATION	500.00
	2110	SOCIAL SECURITY	12,086.86
	2115	MEDICARE	2,826.70
	2140	PUBLIC EMPLOYEES RETIREMENT FU	10,699.94
	2150	TEACHERS RETIREMENT	229.02

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FUND	OBJECT	DESCRIPTION	AMOUNT
	2160	TEACHERS RETIREMENT	531.53
	2410	LOCAL RETIREMENT CONTRIBUTIONS	799.77
		Fund 0300 Total	231,458.11
0800	1200	NONCERTIFIED SALARIES	56,719.82
	1401	NON-CERT OVERTIME SALARIES	21.78
	2110	SOCIAL SECURITY	3,585.42
	2115	MEDICARE	838.52
	2140	PUBLIC EMPLOYEES RETIREMENT FU	2,246.51
	2410	LOCAL RETIREMENT CONTRIBUTIONS	73.57
		Fund 0800 Total	65,485.62
1300	1100	CERTIFIED SALARIES	4,096.53
	1200	NONCERTIFIED SALARIES	3,118.25
	2110	SOCIAL SECURITY	426.28
	2115	MEDICARE	99.69
	2140	PUBLIC EMPLOYEES RETIREMENT FU	349.24
	2160	TEACHERS RETIREMENT	389.17
	2410	LOCAL RETIREMENT CONTRIBUTIONS	92.18
		Fund 1300 Total	8,571.34
1720	1200	NONCERTIFIED SALARIES	22,889.11
	1300	TEMPORARY SALARIES	1,095.18
	2110	SOCIAL SECURITY	1,464.49
	2115	MEDICARE	342.54
	2140	PUBLIC EMPLOYEES RETIREMENT FU	1,430.60
		Fund 1720 Total	27,221.92
1745	1420	ADDITIONAL COMPENSATION	2,241.67
	2110	SOCIAL SECURITY	125.36
	2115	MEDICARE	29.32
	2140	PUBLIC EMPLOYEES RETIREMENT FU	273.32

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FUND	OBJECT	DESCRIPTION	AMOUNT
		Fund 1745 Total	2,669.67
1750	1420	ADDITIONAL COMPENSATION	-450.00
	2110	SOCIAL SECURITY	-18.49
	2115	MEDICARE	-4.33
	2160	TEACHERS RETIREMENT	-78.38
		Fund 1750 Total	-551.20
2500	1200	NONCERTIFIED SALARIES	2,893.31
	1201	NON-CERTIFIED SALARY	180.54
	2110	SOCIAL SECURITY	180.07
	2115	MEDICARE	42.10
	2140	PUBLIC EMPLOYEES RETIREMENT FU	324.05
		Fund 2500 Total	3,620.07
2710	2110	SOCIAL SECURITY	28.04
	2115	MEDICARE	6.56
	2140	PUBLIC EMPLOYEES RETIREMENT FU	28.83
	2150	TEACHERS RETIREMENT	7.87
	2750	OTHER EMPLOYEE BENEFITS	465.49
		Fund 2710 Total	536.79
3250	1200	NONCERTIFIED SALARIES	4,103.28
	2110	SOCIAL SECURITY	254.40
	2115	MEDICARE	59.51
		Fund 3250 Total	4,417.19
3780	1420	ADDITIONAL COMPENSATION	625.00
	2110	SOCIAL SECURITY	37.15
	2115	MEDICARE	8.69
	2140	PUBLIC EMPLOYEES RETIREMENT FU	70.00

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<u>FUND</u>	<u>OBJECT</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
		Fund 3780 Total	740.84
4135	1100	CERTIFIED SALARIES	19,620.49
	1200	NONCERTIFIED SALARIES	6,915.59
	1420	ADDITIONAL COMPENSATION	5,549.14
	2110	SOCIAL SECURITY	1,900.90
	2115	MEDICARE	444.59
	2140	PUBLIC EMPLOYEES RETIREMENT FU	544.74
	2160	TEACHERS RETIREMENT	1,988.66
		Fund 4135 Total	36,964.11
5200	1100	CERTIFIED SALARIES	2,804.31
	2110	SOCIAL SECURITY	155.84
	2115	MEDICARE	36.45
	2160	TEACHERS RETIREMENT	266.41
	2410	LOCAL RETIREMENT CONTRIBUTIONS	63.09
		Fund 5200 Total	3,326.10
5203	1100	CERTIFIED SALARIES	24,009.82
	1200	NONCERTIFIED SALARIES	9,151.38
	2110	SOCIAL SECURITY	1,940.71
	2115	MEDICARE	453.87
	2140	PUBLIC EMPLOYEES RETIREMENT FU	1,024.96
	2160	TEACHERS RETIREMENT	2,023.56
	2410	LOCAL RETIREMENT CONTRIBUTIONS	410.20
		Fund 5203 Total	39,014.50
5401	1100	CERTIFIED SALARIES	971.16
	2110	SOCIAL SECURITY	60.21
	2115	MEDICARE	14.08
	2160	TEACHERS RETIREMENT	92.27
	2410	LOCAL RETIREMENT CONTRIBUTIONS	21.85

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<u>FUND</u>	<u>OBJECT</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
		Fund 5401 Total	1,159.57
5824	1100	CERTIFIED SALARIES	779.56
	1200	NONCERTIFIED SALARIES	690.94
	2110	SOCIAL SECURITY	86.64
	2115	MEDICARE	20.26
	2160	TEACHERS RETIREMENT	74.06
		Fund 5824 Total	1,651.46
6460	1200	NONCERTIFIED SALARIES	15,122.35
	2110	SOCIAL SECURITY	920.10
	2115	MEDICARE	215.18
	2140	PUBLIC EMPLOYEES RETIREMENT FU	881.12
		Fund 6460 Total	17,138.75
6848	1300	TEMPORARY SALARIES	1,061.65
	1420	ADDITIONAL COMPENSATION	1,500.00
	2110	SOCIAL SECURITY	146.07
	2115	MEDICARE	34.15
	2160	TEACHERS RETIREMENT	142.50
		Fund 6848 Total	2,884.37
		Summary total	1,776,350.14

O B J E C T S U M M A R Y

<u>OBJECT</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
1100	CERTIFIED SALARIES	865,175.56
1200	NONCERTIFIED SALARIES	597,370.25
1201	NON-CERTIFIED SALARY	180.54
1300	TEMPORARY SALARIES	18,010.11
1401	NON-CERT OVERTIME SALARIES	31,460.25

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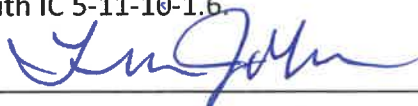
OBJECT	DESCRIPTION	AMOUNT
1420	ADDITIONAL COMPENSATION	12,353.31
2110	SOCIAL SECURITY	89,706.94
2115	MEDICARE	20,979.84
2140	PUBLIC EMPLOYEES RETIREMENT FU	42,706.21
2150	TEACHERS RETIREMENT	1,056.48
2160	TEACHERS RETIREMENT	78,168.06
2410	LOCAL RETIREMENT CONTRIBUTIONS	18,717.10
2750	OTHER EMPLOYEE BENEFITS	465.49
	Summary total	1,776,350.14

***** End of report *****

ALLOWANCE OF CLAIMS

I hereby certify that each of the listed claims and the invoices, or bills attached thereto, are true and correct and I have audited same in accordance with IC 5-11-10-1.6.

OCTOBER 20, 2025



Tina Jobe, Fiscal Officer

We have examined the claims on the foregoing register of claims, consisting of pages, and except for claims not allowed as shown on the register such claims are hereby allowed in the total amount of \$ 2,359,103.43. Dated this 20TH day of

OCTOBER 2025.



Becky Nelson
President

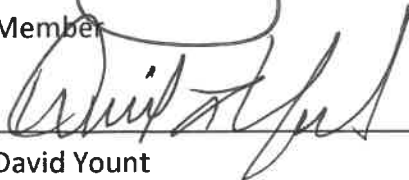
Debbie Gill
Vice President



Jennifer Mann
Secretary



Brett Jones
Member



David Yount
Member

Approved by the state board of accounts November 1996 for: Franklin Community School Corporation.

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FUND / OBJECT SUMMARY

FUND	OBJECT	DESCRIPTION	AMOUNT
0101	1100	CERTIFIED SALARIES	782,895.36
	1200	NONCERTIFIED SALARIES	192,116.29
	1300	TEMPORARY SALARIES	47,071.07
	1401	NON-CERT OVERTIME SALARIES	117.47
	1420	ADDITIONAL COMPENSATION	19,380.42
	2110	SOCIAL SECURITY	61,091.49
	2115	MEDICARE	14,287.56
	2140	PUBLIC EMPLOYEES RETIREMENT FU	12,137.92
	2150	TEACHERS RETIREMENT	820.34
	2160	TEACHERS RETIREMENT	72,094.22
	2190	DENTAL INSURANCE	12,708.83
	2200	VISION INSURANCE	2,900.35
	2210	LIFE INSURANCE	1,937.02
	2220	MEDICAL INSURANCE	355,604.51
	2410	LOCAL RETIREMENT CONTRIBUTIONS	16,992.61
	2430	LONG TERM DISABILITY INSURANCE	5,446.05
	2760	CUB ACADEMY TUITION BENEFIT	7,194.00
		Fund 0101 Total	1,604,795.51
0160	1100	CERTIFIED SALARIES	19,178.49
	1200	NONCERTIFIED SALARIES	108,886.87
	1401	NON-CERT OVERTIME SALARIES	234.62
	1420	ADDITIONAL COMPENSATION	864.96
	2110	SOCIAL SECURITY	7,637.63
	2115	MEDICARE	1,786.27
	2140	PUBLIC EMPLOYEES RETIREMENT FU	11,870.31
	2160	TEACHERS RETIREMENT	1,821.95
	2190	DENTAL INSURANCE	2,051.00
	2200	VISION INSURANCE	431.52
	2210	LIFE INSURANCE	195.80
	2220	MEDICAL INSURANCE	62,532.00
	2410	LOCAL RETIREMENT CONTRIBUTIONS	424.17
	2430	LONG TERM DISABILITY INSURANCE	715.76

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<u>FUND</u>	<u>OBJECT</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
	2760	CUB ACADEMY TUITION BENEFIT	1,860.00
		Fund 0160 Total	220,491.35
0300	1100	CERTIFIED SALARIES	13,228.97
	1200	NONCERTIFIED SALARIES	152,981.88
	1300	TEMPORARY SALARIES	2,790.94
	1401	NON-CERT OVERTIME SALARIES	26,867.76
	1420	ADDITIONAL COMPENSATION	500.00
	2110	SOCIAL SECURITY	11,583.41
	2115	MEDICARE	2,709.03
	2140	PUBLIC EMPLOYEES RETIREMENT FU	10,507.66
	2150	TEACHERS RETIREMENT	229.02
	2160	TEACHERS RETIREMENT	531.53
	2190	DENTAL INSURANCE	2,512.00
	2200	VISION INSURANCE	499.29
	2210	LIFE INSURANCE	177.05
	2220	MEDICAL INSURANCE	66,182.50
	2410	LOCAL RETIREMENT CONTRIBUTIONS	799.77
	2430	LONG TERM DISABILITY INSURANCE	552.28
		Fund 0300 Total	292,653.09
0800	1200	NONCERTIFIED SALARIES	52,259.24
	2110	SOCIAL SECURITY	3,172.29
	2115	MEDICARE	741.86
	2140	PUBLIC EMPLOYEES RETIREMENT FU	2,107.87
	2190	DENTAL INSURANCE	421.00
	2200	VISION INSURANCE	86.62
	2210	LIFE INSURANCE	27.50
	2220	MEDICAL INSURANCE	8,617.00
	2410	LOCAL RETIREMENT CONTRIBUTIONS	73.57
	2430	LONG TERM DISABILITY INSURANCE	28.82
		Fund 0800 Total	67,535.77

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FUND	OBJECT	DESCRIPTION	AMOUNT
1300	1100	CERTIFIED SALARIES	4,096.53
	1200	NONCERTIFIED SALARIES	3,118.25
	2110	SOCIAL SECURITY	426.28
	2115	MEDICARE	99.69
	2140	PUBLIC EMPLOYEES RETIREMENT FU	349.24
	2160	TEACHERS RETIREMENT	389.18
	2190	DENTAL INSURANCE	100.67
	2200	VISION INSURANCE	21.15
	2210	LIFE INSURANCE	12.23
	2220	MEDICAL INSURANCE	3,742.99
	2410	LOCAL RETIREMENT CONTRIBUTIONS	92.18
	2430	LONG TERM DISABILITY INSURANCE	40.36
		Fund 1300 Total	12,488.75
1720	1200	NONCERTIFIED SALARIES	20,388.04
	1300	TEMPORARY SALARIES	625.97
	2110	SOCIAL SECURITY	1,280.88
	2115	MEDICARE	299.56
	2140	PUBLIC EMPLOYEES RETIREMENT FU	1,300.02
	2190	DENTAL INSURANCE	255.00
	2200	VISION INSURANCE	47.23
	2210	LIFE INSURANCE	13.20
	2220	MEDICAL INSURANCE	5,361.00
	2430	LONG TERM DISABILITY INSURANCE	54.71
		Fund 1720 Total	29,625.61
1750	1420	ADDITIONAL COMPENSATION	749.40
	2110	SOCIAL SECURITY	46.46
	2115	MEDICARE	10.87
		Fund 1750 Total	806.73
2500	1200	NONCERTIFIED SALARIES	2,893.31
	1201	NON-CERTIFIED SALARY	624.09

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FUND	OBJECT	DESCRIPTION	AMOUNT
	2110	SOCIAL SECURITY	207.55
	2115	MEDICARE	48.54
	2140	PUBLIC EMPLOYEES RETIREMENT FU	324.05
	2190	DENTAL INSURANCE	53.00
	2200	VISION INSURANCE	7.88
	2210	LIFE INSURANCE	3.30
	2220	MEDICAL INSURANCE	2,015.00
	2430	LONG TERM DISABILITY INSURANCE	18.81
		Fund 2500 Total	6,195.53
2710	2110	SOCIAL SECURITY	32.50
	2115	MEDICARE	7.60
	2140	PUBLIC EMPLOYEES RETIREMENT FU	71.00
	2160	TEACHERS RETIREMENT	7.12
	2750	OTHER EMPLOYEE BENEFITS	575.00
		Fund 2710 Total	693.22
3250	1200	NONCERTIFIED SALARIES	4,287.58
	2110	SOCIAL SECURITY	265.83
	2115	MEDICARE	62.18
		Fund 3250 Total	4,615.59
4135	1100	CERTIFIED SALARIES	7,161.70
	1200	NONCERTIFIED SALARIES	6,568.05
	1420	ADDITIONAL COMPENSATION	5,136.34
	2110	SOCIAL SECURITY	1,150.94
	2115	MEDICARE	269.20
	2140	PUBLIC EMPLOYEES RETIREMENT FU	484.39
	2160	TEACHERS RETIREMENT	789.27
		Fund 4135 Total	21,559.89
4137	1100	CERTIFIED SALARIES	12,458.79

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FUND	OBJECT	DESCRIPTION	AMOUNT
	2110	SOCIAL SECURITY	702.82
	2115	MEDICARE	164.37
	2160	TEACHERS RETIREMENT	1,183.58
		Fund 4137 Total	14,509.56
5200	1100	CERTIFIED SALARIES	2,804.31
	2110	SOCIAL SECURITY	155.84
	2115	MEDICARE	36.45
	2160	TEACHERS RETIREMENT	266.41
	2190	DENTAL INSURANCE	39.00
	2200	VISION INSURANCE	7.88
	2210	LIFE INSURANCE	5.50
	2220	MEDICAL INSURANCE	1,408.00
	2410	LOCAL RETIREMENT CONTRIBUTIONS	63.09
	2430	LONG TERM DISABILITY INSURANCE	18.23
		Fund 5200 Total	4,804.71
5203	1100	CERTIFIED SALARIES	27,817.60
	1200	NONCERTIFIED SALARIES	9,151.38
	2110	SOCIAL SECURITY	2,176.80
	2115	MEDICARE	509.08
	2140	PUBLIC EMPLOYEES RETIREMENT FU	1,024.96
	2160	TEACHERS RETIREMENT	2,385.30
	2190	DENTAL INSURANCE	408.50
	2200	VISION INSURANCE	96.39
	2210	LIFE INSURANCE	67.97
	2220	MEDICAL INSURANCE	10,878.50
	2410	LOCAL RETIREMENT CONTRIBUTIONS	495.88
	2430	LONG TERM DISABILITY INSURANCE	192.39
		Fund 5203 Total	55,204.75
5401	1100	CERTIFIED SALARIES	971.16
	2110	SOCIAL SECURITY	60.21

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FUND	OBJECT	DESCRIPTION	AMOUNT
	2115	MEDICARE	14.08
	2160	TEACHERS RETIREMENT	92.27
	2210	LIFE INSURANCE	2.75
	2410	LOCAL RETIREMENT CONTRIBUTIONS	21.85
		Fund 5401 Total	1,162.32
5824	1100	CERTIFIED SALARIES	779.56
	1200	NONCERTIFIED SALARIES	722.11
	2110	SOCIAL SECURITY	88.57
	2115	MEDICARE	20.71
	2160	TEACHERS RETIREMENT	74.06
		Fund 5824 Total	1,685.01
6460	1200	NONCERTIFIED SALARIES	13,508.27
	2110	SOCIAL SECURITY	821.54
	2115	MEDICARE	192.14
	2140	PUBLIC EMPLOYEES RETIREMENT FU	789.90
	2190	DENTAL INSURANCE	169.00
	2200	VISION INSURANCE	31.50
	2210	LIFE INSURANCE	6.60
	2220	MEDICAL INSURANCE	4,743.00
	2430	LONG TERM DISABILITY INSURANCE	14.09
		Fund 6460 Total	20,276.04
		Summary total	2,359,103.43

O B J E C T S U M M A R Y

OBJECT	DESCRIPTION	AMOUNT
1100	CERTIFIED SALARIES	871,392.47
1200	NONCERTIFIED SALARIES	566,881.27
1201	NON-CERTIFIED SALARY	624.09

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OBJECT	DESCRIPTION	AMOUNT
1300	TEMPORARY SALARIES	50,487.98
1401	NON-CERT OVERTIME SALARIES	27,219.85
1420	ADDITIONAL COMPENSATION	26,631.12
2110	SOCIAL SECURITY	90,901.04
2115	MEDICARE	21,259.19
2140	PUBLIC EMPLOYEES RETIREMENT FU	40,967.32
2150	TEACHERS RETIREMENT	1,049.36
2160	TEACHERS RETIREMENT	79,634.89
2190	DENTAL INSURANCE	18,718.00
2200	VISION INSURANCE	4,129.81
2210	LIFE INSURANCE	2,448.92
2220	MEDICAL INSURANCE	521,084.50
2410	LOCAL RETIREMENT CONTRIBUTIONS	18,963.12
2430	LONG TERM DISABILITY INSURANCE	7,081.50
2750	OTHER EMPLOYEE BENEFITS	575.00
2760	CUB ACADEMY TUITION BENEFIT	9,054.00
	Summary total	2,359,103.43

***** End of report *****



**September 8, 2025
Board of School Trustees**

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

1. EXECUTIVE SESSION - 5:15 pm (closed to the public)
FCMS Media Center
I.C. 5-14-1.5-5
To receive information about and interview prospective employees.

2. WATCH MEETING LIVE
You Tube Live Stream

3. CALL THE MEETING TO ORDER
Mrs. Becky Nelson

4. **RECOGNITION**
Dr. David Clendening & Dr. Brooke Worland
Tonight, we recognized 2nd and 3rd graders from the 2024-2025 school year who received perfect scores on their IREAD-3 assessment. The Cub News Network from the MS produced a video on the groundbreaking of the FCHS Agriculture Education Center. The students shared their experiences of conducting interviews and recording the groundbreaking event.
 - A. Individual Student Growth
 - IREAD-3 Perfect Scores
 - B. Collaboration
 - FCHS Agriculture Education Center
 - C. Leilani Palmer & Jaye Clawson
AG Video

5. **CONSENT AGENDA**

Mrs. Becky Nelson

- A. Public Comments on any Consent Agenda Item
Public comments regarding consent agenda items are limited to 3 minutes.
Jennifer Stone shared her perspective on the announcement of Katie Smith moving to be the Cub Academy Preschool Principal.
- B. Administrator and Director Benefits

- C. Allowance of Claims and Vouchers
&
- D. Approve Minutes

- E. Conflicts of Interest
- F. Donations

- G. FCS Professional Development Travel

- H. Ghera Consulting Services, LLC - Revised Agreement

- I. Grant Summary Sheet
- J. Overnight / Out of State Trips

- K. Personnel Report

- L. FCS Administrative Position Recommendations
 - FCS Chief Financial Officer
 - Franklin Cub Academy Principal
 - Union Elementary Principal/ Creekside Elementary Assistant Principal
 - FCHS Interim Principal
- M. PowerSchool Agreement
- N. Recycle
- O. RISE Agreement

- P. School Improvement Plans

Q. Software Renewals

R. Staff Performance Evaluation Plans

S. Consent Agenda Vote

Motion to approve the consent agenda.

Motion to approve the consent agenda with the exception to table the PowerSchool agreement. This motion, made by Debbie Gill 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

Motion to approve the consent agenda except for the PowerSchool Agreement to be tabled at this time. This motion, made by Debbie Gill 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

Dr. Clendening is recommending that Steve Ahaus be the new CFO, Katie Smith as the Cub Academy Principal, Chloe Limbach as Union Elementary Principal and Assistant Principal at Creekside Elementary, and Ryan Wagner serve as FCHS Interim Principal. Dr. Clendening shared that Mr. Roger Young recommends that we table the PowerSchool Agreement until we have had more time to review the indemnity clause language. The School Improvement Plans are on the agenda for approval. We no longer have to submit these to the state, but they will be posted on our website. There have been recent legal changes to certified staff performance evaluations. Over the coming year, we will take time to review these evaluations and determine the best system for our school. This year, we also introduced a deans rubric for teachers on special assignment.

6. SUPERINTENDENT REPORTS

A. MITES Summer Experience

Alex Lin

Alex Lin shared a presentation about his MITES summer experience. MITES stands for MIT Introduction to Technology, Engineering, and Science. This was a 6-week, fully-funded residential summer program. Only 65 applicants were accepted out of the 5,100. The program was targeted towards high-achieving, rising seniors with STEM, leadership, and community experience, focusing on the diverse and underserved backgrounds across the country.

B. Quarterly Financial Report

Ms. Tina Jobe

Shared the corporation's financial reports, comparing the cash flows for the period ending August 31, 2025. Our projection for year-end is a loss of \$650,000 in the Education Fund. In the Operations Fund, we will see an increase of about \$300,000. The Referendum Fund balance is close to the projected balance. The Debt Service Fund is projected to be up by \$2 million at the end of this year. On the budget results side, we are 1% higher in spending in the Education Fund than the previous year. We are a little higher in the amount spent from the Operations Fund, but we decreased the budget, which is why the percentage is higher than in the previous year. Examining the one-page financial report, the percentage spent on summer school is high because we offered more classes than initially planned, and the state reduced our summer school revenues from \$40,000 to \$23,000. Payments to other government units are high due to the number of students placed in the RISE program.

7. 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. Public Hearing for 2026 Budget

Ms. Tina Jobe

Motion to close the regular meeting and open the public hearing to discuss the 2026 budget. 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

Motion to close the public hearing. 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

There have been no changes since the budget workshop except for a slight increase in enrollment. Becky Nelson requested a motion to close the regular meeting at 7:02 pm and open the public hearing to discuss the 2026 budget. There were no public comments for the public hearing. The public hearing was closed, and the regular meeting opened at 7:04 pm.

C. Board Member Stipend

Motion to approve the notapprove the board member. 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

Motion to approve Policy B200-Membership for board members to receive 10% of the lowest starting new teacher salary for FCS. 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

Dr. Clendening shared that policy B200-Membership states that the school board can receive up to 10% of the minimum teacher salary as their stipend. Dr. Clendening recommends that the board approve a board stipend of 10% of the lowest starting new teacher salary for FCS. Each member of the board is entitled to receive a per diem as permitted by Indiana statute.

D. Resolution in Support of Military Families

Dr. Mark Heiden

Motion to approve the resolution in support of military families. This motion, made by David Yount 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

Motion to approve the resolution in support of military families. This motion, made by David Yount 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

Dr. Heiden shared the IDOE Purple Star Schools Program and requested approval of this resolution. Each of our traditional Franklin Community Schools is designated as a Purple Star School by the Indiana Department of

Education. There are requirements for each of our schools and our school district to remain a part of this program. We all work hard to honor and support our military families. This renewal will be for the next three years.

8. DISCUSSION

A. Attendance Guideline & Form

Dr. Brooke Worland

We revised guideline C175-R1-Attendance to align more closely with Policy C175-Attendance, improving clarity and flow. We now have Form C175-E2-Request for Absence Form for planned and/or unplanned requests for absences.

B. FCHS Piano Room Remodel

Mr. Steve Ahaus

This room is the first one on the right in the choir/band hallway. The room serves multiple purposes, but the outlets that stick up make it difficult to use effectively. Having the floor redone in this room will allow us to use this room for multiple purposes. The floor remodel is being funded through the PAC budget.

C. Johnson County REMC Letter of Agreement / Indoor Concession Sponsor

Mr. Bill Doty

The purpose of this Letter of Agreement is to establish a sponsorship agreement between Johnson County REMC and the Athletic Department of FCHS, to affirm the terms to advertise support of the student athletic program at FCHS for one year, beginning October 20, 2025, through August 31, 2026. The signage would be placed in the area above the concession stand windows in the athletic lobby.

D. Public Comments on Discussion Items

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

9. BOARD / ADMINISTRATIVE COMMENTS

A. Board Comments

Brett Jones provided an update on the athletic news discussed at last week's Athletic Council meeting. Girls golf team the county champions for the first time in a couple of decades. Currently sitting 6th in the coaches poll for IHSAA. Football is 2-1 and we play Whiteland this Friday. Boys and girls soccer both have winning records. Cross-country is doing well. Volleyball is 9-2. Athletic projects are on schedule. The council is reviewing athletic facility rental usage. The HS athletic admin will handle scheduling their facilities for HS teams, band, winter guard, etc. Josh Fewell will coordinate scheduling outside facility requests as part of his MS athletic position. The HS has a student group called SAC (Student Athlete Advisory Council), and the MS started a group called SALT (Student Athlete Leadership Team). Athletic update for the MS. MS 7th grade football is 1-2, 8th grade football 2-1, volleyball is doing well, boys soccer is 5-0, girls soccer is 2-3, boys tennis is 6-1, and girls golf 4-0. The cross-country Grizzly Classic was held on

Saturday, with both teams placed 3rd out of 12 schools. Brett thanked Jennifer Stone for sharing her thoughts about Katie Smith. Becky Nelson thanked Jennifer Stone for sharing her thoughts about Katie, but knows she will be amazing in her new role at Cub Academy.

B. Administrative Comments

Dr. Clendening and Becky Nelson discussed the C9 master schedule, noting that C9 is proposing to move from two sessions to three. The goal is to condense time so that all periods are instructional. While some participating schools oppose the shift, moving to three sessions would increase C9's overall enrollment and expand the number of seats available to each school. FCS has a high number of students who participate in C9 in the two-session model. Regarding facility rentals, one of the major challenges is custodial support. Our staff is already stretched to capacity in maintaining our facilities, which is an important factor to consider when discussing rental use. Starting at 7:00 am on September 26, we will be at Creekside Elementary for our quarterly board visit.

10. CALENDAR

A. Calendar of Events

- ISBA Fall Conference: September 15 & 16
- Quarterly Board Visit: September 26 at Creekside Elementary, 7:00 am
- Fall Break: October 13-17

Dr. David Clendening

11. ADJOURNMENT

Motion to adjourn the meeting at 7:30 pm. This motion, made by Jennifer Mann and seconded by Brett Jones, Passed.

Debbie Gill: Yea

Brett Jones: Yea

Jennifer Mann: Yea

Becky Nelson: Yea

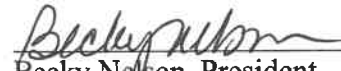
David Yount: Yea

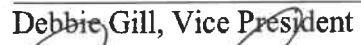
Yea: 5, Nay: 0

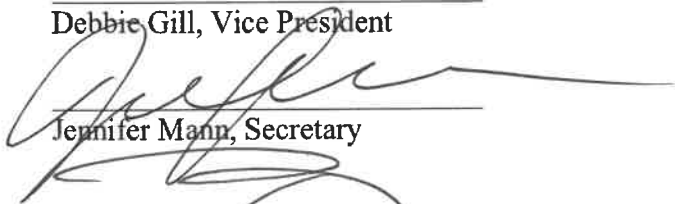
12. 11. I.C. 5-14-9-1

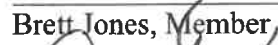
David Yount is an appointed member of the Franklin Community School Corporation Board of School Trustees representing Needham Township appointed by Franklin Community School Board. The date of appointment was January 30, 2025, and the term expires December 31, 2026.

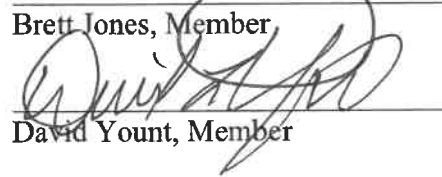
Board of School Trustees


Becky Nelson, President


Debbie Gill, Vice President


Jennifer Mann, Secretary


Brett Jones, Member


David Yount, Member

DONATIONS FOR APPROVAL
October 2025

FCHS

Amount: \$200
For: FFA misc. use
From: Delta Theta Tau Society

Amount: \$1,610
For: FFA
From: FFA Alumni

District

Amount: \$500
For: School Nurse Supplies
From: Grace United Methodist Church

Amount: \$500
For: Hope Navigator Program
From: Kiwanis Club of Franklin, Inc.

Amount: \$500
For: School lunch debt
From: Rori Watson

CBIS

Amount: \$250
For: Red Ribbon Week
From: Upstream Prevention Inc.

Creekside Elementary

Amount: \$250
For: Red Ribbon Week
From: Upstream Prevention Inc.

Union Elementary

Amount: \$250
For: Red Ribbon Week
From: Upstream Prevention Inc.

Needham Elementary

Amount: \$250
For: Red Ribbon Week
From: Upstream Prevention Inc.

Amount: \$100
For: As needed for students
From: Schweitzer Engineering Laboratories

Webb Elementary

Amount: \$250
For: Red Ribbon Week
From: Upstream Prevention Inc.

Northwood Elementary

Amount: \$250

For: Red Ribbon Week

From: Upstream Prevention Inc.

FCMS

Amount: \$250

For: Red Ribbon Week – Mental Health

From: Upstream Prevention Inc.



Professional Development / Conference
Employee Travel Request Form

Building: District

Name(s): 1. Amy Bertel

2. Tammy Schneider

3. Christy Collins

4. Cole Zook

5. Amber Greco

6. Andrea Korreck

Event / Conference: Midwest Symposium for Leadership in Behavioral Disorders

Travel Destination (City/State): Kansas City, Missouri

Date(s): Leave: March 4, 2026 Return: March 7, 2026

Registration Approximate Total Cost: \$ 1,500 / \$ 250 per person

Hotel Approximate Total Cost: \$ 3,600 / \$ 600 per person

Flight Approximate Total Cost: \$ 1,800 / \$ 300 per person

Car Rental Approximate Cost: \$ NA

Pre-Travel Approval Signatures

Principal: _____

Date: _____

Superintendent:  _____

Date: 9/29/25

FCS Board of School Trustees: _____

Date: _____



Franklin Community Schools (IN) - 2025 GoClaim Renewal

Franklin Community Schools (IN)

998 Grizzly Cub Drive
Franklin, IN 46131

Jennifer Scott

scottj@franklinschools.org
317-346-8683

Reference: 20250827-110613420

Quote created: August 27, 2025

Quote expires: November 25, 2025

Quote created by: Jennifer Lemke

Sales Opportunity Analyst

jennifer.lemke@gosolutions.com

Comments from Jennifer Lemke

MON Coverage Period 10/1/25 - 9/30/26

Products & Services

Item & Description	Quantity	Unit Price	Total
Student Interface	1	\$1,000.00 / year	\$1,000.00 / year
GoClaim Medicaid reimbursement (8/24-8/25) was \$493,000 \$493,000 x 7% = \$34,510	1	\$2,875.83 / month	\$2,875.83 / month for 1 year
GoClaim 7% of reimbursement over \$493,000 to be calculated and invoiced at end of contract term	1	\$0.00 / year	\$0.00 / year for 1 year

Item & Description	Quantity	Unit Price	Total
Manual Entry Professional Service \$0.40 per line for billed services entered manually by Go Solutions	0	\$0.40 / month	\$0.00 / month for 1 year
	Monthly subtotal		\$2,875.83
	Annual subtotal		\$1,000.00
		Total	\$3,875.83

Purchase terms

The terms and conditions of the AssetWorks Risk Management Inc. dba Go Solutions Master Agreement located at <https://www.gosolutions.com/terms-and-conditions/> apply to all products and services provided. Additional terms and conditions are objected to and rejected.

Signature

Signature

Date

Printed name

Countersignature

Countersignature

Date

Printed name

Questions? Contact me



Jennifer Lemke
Sales Opportunity Analyst
jennifer.lemke@gosolutions.com

Go Solutions
5920 Enterprise Drive
Lansing, MI 48911
United States

**Interagency Agreement
Franklin Community Schools
And
Human Services, Inc-Head Start**

The agreement is made between Human Services, Inc.-Head Start and Franklin Community Schools. HSI-Head Start and Franklin Community Schools realize the need of early intervention in providing services to children. From that need both parties agree as follows:

Joint functions and responsibilities:

1. We agree that this is not a contract but an understanding to assure the clarity of roles of both agencies.
2. All staff from both agencies that have any involvement in this agreement will receive a copy.
3. This agreement will be renewed at the beginning of each school year and will remain in effect unless either party request revisions. Any interagency disputes/conflicts will be directed to the signing parties of this MOA.
4. We will work together to monitor our compliance with rules and laws pertaining to Special Education IDEA 2004, Article 7 and Head Start Performance Standards.
5. Both agencies will provide services that are within the federal and state laws governing identification, assessment, diagnosis, and treatment of children with disabilities.
6. Work in collaboration with the placement of dually enrolled children in the appropriate educational program.
7. Both agencies will abide by the policies of confidentiality and exchange of information of clients/student.
8. Ensure that parents are included in the IEP process and assist in locating interpreters when a child(ren) and/or parents, are non-English speaking.
9. Staff from both agencies will be informed of training opportunities provided. Each agency will be responsible for release time to allow staff to attend.

Functions and responsibilities of HSI-Head Start:

1. Head Start will identify the key individual with whom the Franklin Community Schools will work with during the school year.
2. Head Start will provide parental consent to screen and share information between Franklin Community Schools and HSI-Head Start prior to screenings. (Done through signing of Parent Agreement Form)

3. After the initial enrollment screenings on all children, the Early Intervention Specialist will provide a list of children needing re-screened for speech.
4. Work collaboratively with Franklin Community Schools to ensure that the Early Intervention Specialist has received adequate training and can serve as liaison between parents and Franklin Community Schools to assist if needed in acquiring permission to evaluate and explain parent rights to parents who have a child in need of speech/language services.
5. Assist speech therapist with gaining permission for evaluation for any children enrolled in Head Start suspected with a communication disorder.
6. Provide a suitable location for testing and therapy at each Head Start center (Franklin and Cross Cliff Center).
7. Early Intervention Specialist and/or other pertinent staff will attend case conferences and assist in the development of the IEPs for Head Start children in collaboration with Franklin Community Schools.
8. Head Start will implement IEP goals and objectives into the child's individualized daily curriculum.
9. The Early Intervention Specialist will assist in arranging time schedules that will benefit Franklin Community Schools and the Head Start staff in providing speech/language services to Head Start children.
10. Work with Franklin Community Schools to arrange dual placement of children who qualify and need additional services in a preschool program.
11. Children enrolled in Head Start who may be eligible for special education services will be referred to the Preschool Transition Coordinator after conferencing with the parents and a Release of Information has been signed.
12. Early Intervention Specialist will send the following documents to Preschool Transition Coordinator when making a referral to Franklin Community Schools: Assessment data (Brigance, speech screening, and any other relevant information), Health data if appropriate, Copy of parent Release of Information.

Functions and responsibilities of Franklin Community Schools:

1. Provide to Early Intervention Specialist speech and language re-screening results and which children need further evaluations.
2. Provide speech/language services to eligible children ages 3-5 at no cost to the HSI-Head Start program.
3. Maintain confidential records to meet the obligations for the delivery of services.
4. Accept referrals and information from the Head Start Early Intervention Specialist for any children that might be eligible for services.

5. Upon receipt of the parent permission to evaluate, testing will be completed and the case conference will be conducted with 50 school days.
6. Franklin Community Schools will contact parents to schedule a case conference at a mutually agreed upon time and place.

Either party can amend this agreement within thirty days written notice and will be reviewed annually during the Franklin Community School and Human Services, Inc.-Head Start meeting to discuss disabilities delivery of services between the two entities.

Mindy Velez
Program Director of Head Start/Early Head Start

Date

Becky Nelson
Board of School Trustee, President

Date

FCS School Safety Specialists

Current as of 9-25-25

In compliance with IC 5-2-10.1-9 School safety specialists; duties Sec. 9.

(a) Each school corporation shall designate an individual to serve as the school safety specialist for the school corporation.

(b) The school safety specialist shall be chosen by the superintendent of the school corporation with the approval of the governing body.

The individuals listed below are certified school safety specialists and will continue their certification each year through the Indiana School Safety Specialist Academy. Basic and advanced level certifications are free through the Indiana Department of Education.

Corporation

Dr. David Clendening

Benji Betts - Operations (Designated School Safety Specialist for FCSC)

Nathan Wooten, SRO - Elementary Schools

Derick Hartman, SRO - Franklin Community Middle School

Doug Cox, SRO - Franklin Community High School

Andrea Korreck - Assistant Director of Student Support and Accessibility

Elementary and Intermediate

Dr. Mark Heiden - Creekside

John Flanagan - Creekside

Dylan Purlee - Needham

Crystal May - Needham

Jessica Brown - Needham

Melissa Stewart- Needham

Matt Worland - Northwood

Nancy Meyer - Northwood

Katie Smith - Union

Angie Clendening - Webb

Jayne Abel - Webb

Carolyn Ray - Webb

Cheryl Moran - CBIS

Tamara Schneider - CBIS

Brian Harbin - CBIS

Zach Mullis - CBIS

Secondary

Rita Holman - FCMS

Jenny Pieper - FCMS

Jeremy Hoskins - FCMS

Derrick Hartman - FCMS

Cole Zook - FCMS

Kat Sarles - FCHS

Janette Hoskins - FCHS

Brandon Tungate - FCHS

Carly Geis - FCHS

Christie Collins - FCHS

Franklin Community Virtual School

Shelbie Murphie - FCVS

Cristy Williams - FCVS

Date: 9/9/2025

Business Agreement

If Agreement is not executed, pricing will expire on: 10/27/2025

Paperwork Prepared By: Cindy L Grimes

Customer Name	FRANKLIN COMMUNITY HIGH SCHOOL	Subscriber ID	1308258
Physical Address	2600 CUMBERLAND DR FRANKLIN, IN 46131	Billing Address	FRANKLIN COMMUNITY HIGH SCHOOL 2600 CUMBERLAND DR FRANKLIN, IN 46131
Primary Contact: Douglas Kirby		Contact to Receive Metronet Text Alerts:	
Primary Contact Number: 317 346 8717		Contact Phone Number:	
Primary Contact Email: kirbyd@franklinschools.org		Contact Email Address:	

Referring Customer:	Referring Customer Subscriber ID:
Referring Partner:	

Service Agreement Term: 36 month(s)

Internet

QTY	PRODUCT NAME	DESCRIPTION	UNIT PRICE	Monthly Total	One Time Total
1	Business Fiber Premium 500Mb/500Mb	Business Fiber Premium providing Internet access at 500Mb download and 500Mb upload speeds.	\$450.00	\$450.00	\$0.00
1	-- Premium SLA	Availability guarantee 99.99%. See "Addendum regarding Service Level Agreement" for complete details.	Included	\$0.00	\$0.00


Internet - Static IP

QTY	PRODUCT NAME	DESCRIPTION	UNIT PRICE	Monthly Total	One Time Total
1	Static IP: 1 - Included	1 static IP included with Business Fiber Internet	Included	\$0.00	\$0.00

Monthly Net Total: \$450.00

Terms & Conditions

By signing this Business Agreement, Customer ("you") acknowledges that Customer has had an opportunity to read and review the terms and conditions of this Business Agreement, and all Metronet terms and conditions applicable to the services that are referenced herein, including our Business Terms and Conditions, our tariff, our Acceptable Use and Privacy Policy ("AUPP"), our Additional Terms of Service Addendum ("Business"), our Managed Wi-Fi Terms of Service, any Statement of Work ("SOW"), Letters of Authorization, and any other terms and conditions that govern the services specifically included in this Business Agreement (all such documents relating to Customer's Services are collectively the "Agreement"). Customer agrees to abide by the Agreement's terms and conditions as amended or updated from time to time. The Agreement can be found at www.metronet.com/terms-conditions and constitutes the entire agreement between Customer and Metronet with respect to the Services.

Signature:	
Title:	Board of School Trustees President
Date:	10-20-25

Customer Name	FRANKLIN COMMUNITY HIGH SCHOOL
Subscriber ID	
Physical Address	2600 CUMBERLAND DR, FRANKLIN, IN 46131

Explanation Of Work To Be Done

Note: If you are submitting an order for Symmetrical Internet Circuits, HPBX, WAN, Wi-Fi etc., it's critical to follow the process for **Complex Orders** and first engage Sales Engineering.

Install 500Mb/500Mb Premium Internet with 1 Static IP Address for eSports at Franklin Comm High School.

Day of Service Installation

MetroNet will assign an installation date for your Fiber Services. On the Installation Date you will experience service down time due to factors outside of our control. In some cases, this may mean you may not have phone or computer service for several hours. Such downtime is unavoidable, but we will use commercially reasonable efforts to minimize the inconvenience to you.

DMARC (ONT)

When an ONT/fiber drop is installed MetroNet is responsible for service up to the DMARC (ONT). Anything beyond the DMARC is the customer's internal network and the **business owner's financial responsibility** to contact an IT vendor for support and/or repairs.

Customer Phone Vendor / Cut Sheet

Phone Vendor Name:	Self
Customer designates the above mentioned Phone Vendor to be responsible for maintaining the internal phone systems on behalf of Customer. Phone Vendor will be responsible for locating all lines prior to the Installation Date provided by MetroNet and will be responsible for connecting Customer's internal phone system to MetroNet's demarcation point. Phone Vendor must be present on the Installation Date at the designated time. Customer will be responsible for scheduling the Phone Vendor on the Installation Date and shall pay all expenses associated with the Phone Vendor. MetroNet will provide Customer with a document detailing the lines/circuits to be installed for the benefit of the Phone Vendor ("Cut Sheet")	

Compliance with Law and Regulations; Usage Policies and Prohibitions

By using any Service, you agree to comply with all applicable laws and regulations, including but not limited to any law or regulation related to call recording or monitoring. Our unlimited long distance plan and other plans where you receive a number of long distance minutes without charge are limited to calls within the 50 United States, Canada and US Territories. Toll-free, trunking, dialing outside of the 50 United States, Canada and US Territories, and call center usages are not included in unlimited or free minutes. In addition to any restrictions of use set forth in our AUPP, you may not use the phone service for any of the following: (i) autodialing, mass communications, spamming, or continuous or excessive calling/texting or call forwarding; (ii) fax broadcast or fax blasting; (iii) telemarketing or solicitations including, without limitation, polling, political solicitation, or charitable solicitation; (iv) unlawful activities, including, but not limited to, unlawful robocalls and/or robotexts; (v) abusive conduct including, without limitation, threatening, harassing or fraudulent behavior; (vi) any purpose that threatens the safety, security or use of our network or our business including, but not limited to, excessive usage, or (vii) uses without live dialog, such as transcription services, intercom or monitoring services. You may not resell our phone service or equipment. If, in our sole discretion, you are placing an abnormally high number of calls, repeatedly placing calls of unusually long duration, placing calls that are harmful or disruptive to our network or our supplier's network or service levels, or using in a prohibited manner any of our phone service features or packages, we reserve the right at our discretion, without advance notice, to charge you for your prior usage conducted in a prohibited manner and/or immediately to suspend, terminate, restrict or non renew your phone service or require you to subscribe to a different phone service package (such as a metered package) as a requirement of continuing your phone service with us. You agree any applicable long distance rates will be calculated based upon the telephone numbers of the calling and called parties and not necessarily the current physical locations of the calling and called parties.

Changes

Customer understand that any changes made to the SOW or Fiber Services, including but not limited to database information, after execution of this SOW may result in the assignment of a new Installation Date by MetroNet or otherwise delay the provisioning of the Fiber Services to you.

This SOW is hereby incorporated by reference into the Agreement between Customer and MetroNet, as that term is defined in the terms and conditions. Any capitalized terms not defined herein shall have the same meanings as ascribed to them in the Agreement.

Name: Becky Nelson

Signature: 

Date	9/9/2025
Sales Associate	Cindy L Grimes
Customer	FRANKLIN COMMUNITY HIGH SCHOOL
Subscriber ID	
Address	2600 CUMBERLAND DR, FRANKLIN IN 46131

The Primary Contact and Additional Authorized Contacts listed below, have authorization to act on this account (e.g. make billing changes, request changes and upgrades in service/equipment, cancel service, make address changes, request and provide account information, give and accept notices, etc.) whether such action is taken by telephone, electronically or other manner. In the event the Primary Contact or an Additional Authorized Contact ceases to be authorized or a new individual becomes authorized, it is the responsibility of the Primary Contact (or an Additional Authorized Contact in the event of a change in Primary Contact) to provide MetroNet written notice of such change. MetroNet may, but shall have no obligation to, verify authorizations or the identity of the authorizer.

Primary Contact will be responsible for **setting up the myMetroNetPortal Account**. Anyone logging in to the business's customer portal account will be able to manage the contacts on your account.

Primary Contact will receive (and hereby expressly authorizes MetroNet to send) **transactional and/or relationship messages and notifications regarding install Notifications, Payment Notifications, Maintenance Notification, and Service Disruptions via email, text, and phone**. Primary Contact **will have ability to modify this authorization or add/remove additional contacts** in the myMetroNetPortal or by emailing **business-customer-service@metronetinc.com** or calling (855) 769-0936.

Primary Contact will be responsible for **managing contacts** in the myMetroNetPortal to receive Install Notifications, Payment Notifications, Maintenance Notification, and Service Disruptions.

911 Multi-Line Telephone Systems Notifications

Per FCC regulations, users of Multi-Line Telephone Systems (MLTS) must designate a contact name, phone number and/or email address that will be notified if a 911 call is placed from one of the users' MLTS phones. MetroNet's HPBX phone service is a type of MLTS; therefore, HPBX users must provide and maintain, per FCC regulations, this required information. **If the table below is not completed, the Primary Contact's information will be used by default for all 911 MLTS Notifications.** After your HPBX service is installed, your organization is responsible for managing any changes to your 911 Notification Contact by contacting MetroNet Business Customer Service by email at **business-customer-service@metronetinc.com** or phone at **(855) 769-0936**.

The Contact(s) listed below should be notified if or when a 911 call has been placed from one of my MetroNet HPBX phones. **It is the responsibility of the Primary Contact (or an Additional Authorized Contact in the event of a change in Primary Contact) to keep this Contact List updated.**

911 Dispatchable Location Requirements

The FCC has adopted rules to ensure that "Dispatchable Location" is conveyed with 911 calls to dispatch centers placed over Multi-Line Telephone Systems (MLTS). Dispatchable Location means a location that consists of the validated street address of the calling party, plus additional information such as suite, apartment, or similar information necessary to adequately identify the location of the calling party. MetroNet's HPBX phone service is a type of MLTS; therefore, HPBX users must provide and maintain, per FCC regulations, this required information. Before services are installed, you are responsible for providing MetroNet with the Dispatchable Location information associated with your telephone numbers. **After services are installed, you are responsible for updating any changes to your Dispatchable Location information** by contacting Business Customer Service by email **business-customer-service@metronetinc.com** or phone 855-769-0936.

Primary Contact	Title	Phone	Email
Douglas Kirby	IT Director Interim	317 346 8717	kirbyd@franklinschools.org
Onsite Contact	Title	Phone	Email
Accounts Payable	Title	Phone	Email
Additional Authorized Contacts	Title	Phone	Email

The undersigned represents and warrants to MetroNet that he/she is authorized to sign this Authorization form on behalf of the Customer.

Name: Becky Nelson

Signature: 

**Addendum
Regarding SERVICE LEVEL AGREEMENT
FOR BUSINESS FIBER PREMIUM SERVICE ONLY
(FOR INTERNET ONLY)**

THIS ADDENDUM (the "Addendum") amends and supplements the MetroNet Advanced Services Agreement, Business Services Agreement or other services agreement (the "Agreement") of the Customer signing below and is dated as of the same date.

All capitalized terms used herein and not otherwise defined in this Addendum will have the meanings set forth in the Agreement.

The following new Section, **Service Level Agreement**, is added to the Terms and Conditions incorporated in the Agreement:

SERVICE LEVEL AGREEMENT

1) NETWORK OPERATIONS DEFINITIONS :

(a) Availability. "Availability" is the amount of time MetroNet's Fiber Service is available for use, i.e. not subject to a total loss or interruption of transmission or signal.

(b) Customer Premises. "Customer Premises" is the place at the Customer's location where the MetroNet equipment needed to provision the Fiber Service is installed by MetroNet.

(c) Emergency Maintenance or Repair. "Emergency Maintenance or Repair" is work which, if not accomplished immediately by MetroNet or third party provider, could result in a serious degradation or loss of Fiber Service to the Customer. Emergency Maintenance or Repair includes emergency maintenance or repair of network, equipment and power facilities.

(d) Excluded Outages. "Excluded Outages" are outages: (i) arising out of or related to the acts or omissions of Customer or others authorized by Customer; (ii) during any period of Force Majeure; (iii) arising out of or related to a breach by Customer of its obligations under the Agreement or outages during any period of Customer default; (iv) a result of Planned Maintenance or Repair or other scheduled maintenance, alteration or implementation; (v) arising out of or related to Customer's or third party's network or equipment failure; (vi) due to failure of power; (vii) during any period in which MetroNet is not given access to the Customer or Customer's end-user's premise if necessary to resolve an outage; (viii) when a Fiber Service, in whole or in part, is Off Net to MetroNet; and, (ix) during any period when the Customer chooses to delay repair and/or testing to proceed.

(e) Force Majeure. "Force Majeure" events are causes beyond MetroNet's reasonable control, including but not limited to acts of God, fire, explosion, vandalism, cable cuts, storms, inclement weather of all kinds, storm surges, flooding, hurricanes, earthquakes, or other similar catastrophes; failures, shortages or unavailability or other delay in delivery by a third party supplying services, equipment, fiber, network or access rights to MetroNet; any law, order, regulation, direction, action, embargo, or request of the United States government, or of any other government, including state and local governments having jurisdiction over either of the parties, or of any department, agency, commission, court, bureau, corporation or other instrumentality of any one or more of said governments, or of any civil or military authority; national emergencies, epidemics,

quarantines, pandemics; insurrections, riots, wars, revolution, insurgencies and other hostilities, or strikes, lockouts, work stoppages or other labor disputes or difficulties, hostile acts of governments, their security and intelligence agencies, and other agents.

(f) Jitter. "Jitter" is the variation in Latency from a MetroNet Gateway to the Customer Premises.

(g) Latency. "Latency" is the time it takes a data packet to travel from a MetroNet Gateway to the Customer Premises.

(h) MetroNet Gateway. "MetroNet Gateway" shall be defined as a test point on MetroNet's network from which availability and performance objectives can be measured.

(i) Off Net. "Off Net" means a service which is licensed by MetroNet from a third party to provide, in whole or in part, a given Fiber Service to a specific Customer or end-user premise or location.

(j) On Net. "On Net" means a Fiber Service provisioned entirely on MetroNet's network. Notwithstanding any other provision of this Agreement, no Fiber Service shall be considered "On Net" if a circuit associated with the Fiber Service is licensed from a third party to serve a specific Customer or end user premises or location.

(k) Outage. "Outage" shall be defined as a measure of the time that there is (i) a total loss or interruption of transmission or signal with respect to particular Fiber Service (an "Availability Outage"), or (ii) the Service Elements of a particular Fiber Service do not perform equal to or better than the Performance Objectives stated below (a "Performance Outage").

(l) Packet / Frame Loss. "Packet/Frame Loss" is the percentage of data packets not received at the Customer Premises with respect to data packets transmitted from a MetroNet Gateway to the Customer Premises.

(m) Planned Maintenance or Repair. "Planned Maintenance or Repair" includes network upgrades and repairs, equipment upgrades and repairs, cable upgrades and repairs, and power upgrades and repairs. Supplier will endeavor to provide Customer ten (10) business days' notice for Planned Maintenance, and Customer agrees to accept these notices electronically via email or other electronic means.

2) SERVICE OUTAGE CREDITS :

(a) Fiber Service Availability and Performance Standards shall be measured by averaging performance of the relevant metric over a calendar month. Availability and Performance Standards are only applicable for valid service frames that meet the service specifications of the Fiber Service purchased by the Customer. Examples of invalid service frames for purposes of calculating monthly average Availability and the Performance Standards set forth below include but are not limited to: invalid (improperly marked or malformed) Ethernet frames, traffic in excess of the contracted Fiber Service rate, and excessive broadcast/multicast traffic.

(b) Availability Outage Credits. Customer shall be eligible to receive the following credits when there is an Availability Outage:

Table 1: Availability Service Outage Credits

Business Fiber Premium Service ONLY (99.99% Availability)	
Cumulative Outage (in hrs:mins:secs)	Outage Credit (% of MRC)
00:00:00 – 01:00:00	None

01:00:01 – 10:00:00	5%
10:00:01 – 12:00:00	10%
12:00:01 – 16:00:00	15%
16:00:01 – 20:00:00	20%
20:00:01 – 24:00:00	30%
24:00:01 or greater	50%

(c) Performance Outage Credits. Customer shall be eligible to receive the following credits when there is a Performance Outage:

Table 2: Performance Standard

Business Fiber Premium Service ONLY	
Measured from a MetroNet Gateway to the Customer Premises	
Latency (ms) (one way)	< 10ms per 500 miles
Jitter (ms) (one way)	< 5ms per 500 miles
Packet / Frame Loss (%)	< 1% POP to POP

Table 3: Latency/Jitter/ Packet Loss Service Outage Credits

Business Fiber Premium Service ONLY	
Cumulative Duration of Service Level Failure(s)	Service Outage Credit (% of MRC)
>2 hrs. to 4 hrs.	5%
>4 hrs. to 10 hrs.	5%
>10 hrs. to 12 hrs.	10%
>12 hrs. to 16 hrs.	15%
>16 hrs. to 20 hrs.	20%
>20 hrs. to 24 hrs.	30%
>24 hrs.	50%

(d) A Service Outage shall be measured from the time Customer reports to MetroNet that an Outage has occurred (regardless of when the Outage actually commenced) and shall be deemed to terminate upon restoration of the affected Fiber Service as evidenced by appropriate network test by MetroNet. In addition, Performance Standards shall be measured from end-to-end as much as possible within MetroNet's network; for example, from the Customer premises to the most distant MetroNet Gateway used to provision the Fiber Service. Customer shall, within thirty (30) days of such Outage, provide MetroNet with a written demand for the credit set forth in this Section by emailing business-customer-service@metronetinc.com. If Customer fails to provide such notice, the credit shall be deemed waived. An Outage will not be deemed to have occurred in the event that it arises from or relates to an Excluded Outage. Any credit shall be limited to affected Fiber Service(s) only. For example, if Customer has Fiber Service at several locations, and an Outage affects only one location, any credit shall be based upon the monthly rate charged by MetroNet for the Fiber Service with respect to the one affected location only. By way of further example, if Customer has a Service Level Agreement Addendum for two separate Fiber Services (e.g. Internet and wide area network), an Outage with respect to one Fiber Service will not be deemed an Outage or give rise to an Outage credit with respect to the other. The maximum credit that may be earned for a particular Fiber Service in a calendar month shall not exceed one hundred percent (100%) of the monthly rate charged by MetroNet for that particular Fiber Service in that month irrespective of the number or length of periods of Outage of that Fiber Service in that month.

Service Outage Credits shall be Customer's sole and exclusive remedy with respect to Fiber Service outages, interruptions, delays, failures, or other defects in Fiber Service. A Service Outage shall not be deemed a default by MetroNet. Under no circumstance shall Customer be entitled to an Availability Service Outage Credit and a Performance Outage Credit for the same Outage or during the same Outage period.

3) RESPONSE AND RESTORATION OBJECTIVES:

(a) Objective measured as an average over one (1) month.

Table 4: Response and Restoration

Business Fiber Premium Service ONLY	
Category	Objective
Mean Time to Respond (verbal response)	30 Minutes
Mean Time to Respond On Site (if needed)	2 Hours
Mean Time to Restore Equipment	6 Hours
Mean Time to Restore Services	8 Hours

4) CUSTOMER CONTACT NUMBER IN THE EVENT OF AN OUTAGE:

In the event of an Outage at any time please call **Business Technical Support at (833) 393-6857.**

MetroNet will use commercially reasonable efforts to respond and restore Fiber Service in accordance with the above objectives, subject to events of Force Majeure. Failure to meet any such objective will not result in eligibility for a Service Outage Credit. Objectives shall be measured from the time Customer reports to MetroNet that an Outage has occurred (regardless of when the Outage actually commenced).

IN WITNESS WHEREOF, this Addendum is executed as of the date of the Agreement.

Name: Becky Nelson	Title: Board of School Trustee President
Signature: 	Date: 10-20-25

Student Trip Request Form – Overnight and/or Out-of-State Trips

Teacher: J Tonte

School: FCHS

Date(s) of Trip: Feb 20-21

Destination: Indianapolis

Departure Time: 6am

Return Time: 10:30pm

Number of Students: 10

Number of Staff/Chaperones: 3

Purpose of Trip: wrestling

Name of Student Group: wrestling team

Corporation Cost: _____

Student Cost: _____

FCSC Vehicles Vehicle Use Approved Commercial Vehicles

List of Trip Activities (Itinerary)

wrestling

Trip Objectives: wrestling

Pre-Trip Activities Pertaining to the Trip: _____

Post-Trip Summary Activities Pertaining to the Trip: _____

Principal: Approved Not Approved JT Initials Date: 9/23/25

Supt.: Approved Not Approved ME Initials Date: 9/24/25

Board: Approved Not Approved BM Initials Date: 10/20/25

This request must be received at the Administration Building (Attn: Natalie) on the Monday prior to the regular monthly School Board meeting in order to be considered for approval.

FRANKLIN COMMUNITY SCHOOL CORPORATION
998 Grizzly Cub Drive
Franklin, IN 46131

Student Trip Request Form – Overnight and/or Out of State Trips

Teacher: J Tonte School: FCHS
Date(s) of Trip: Feb. 13-14 Destination Evansville Mater Dei HS
Departure Time: 3:30 PM Return Time: _____
Number of Students: _____ Number of Staff/Chaperones: _____
Purpose of Trip: Wrestling Name of Student Group: Wrestling team
Corporation Cost: _____ Student Cost: _____

FCSC Vehicles Vehicle Use Approved Commercial Vehicles

List of Trip Activities (Itinerary):

wrestling

Trip Objectives: _____

Pre-Trip Activities Pertaining to the Trip: _____

Post Trip Summary Activities Pertaining to the Trip: _____

Principal : Approved Not Approved ST Initials Date: 9/23/25

Supt. : Approved Not Approved ME Initials Date: 9/24/25

Board : Approved Not Approved Date: 10/20/25

Note: This request must be received at the Superintendent's Office on the Thursday prior to the regular monthly School Board meeting in order to be considered for approval.

FRANKLIN COMMUNITY SCHOOL CORPORATION
998 Grizzly Cub Drive
Franklin, IN 46131

Student Trip Request Form – Overnight and/or Out of State Trips

Teacher: J Toole School: FCHS
Date(s) of Trip: Feb 6-7 Destination: Jeffersonville high school
Departure Time: 5:30 P.M. Return Time: 8:30 P.M.
Number of Students: 16 Number of Staff/Chaperones: 4
Purpose of Trip: wrestling Name of Student Group: wrestling team
Corporation Cost: _____ Student Cost: _____
 FCSC Vehicles _____ Vehicle Use Approved _____ Commercial Vehicles

List of Trip Activities (Itinerary):
wrestling

Trip Objectives: wrestling

Pre-Trip Activities Pertaining to the Trip:

Post Trip Summary Activities Pertaining to the Trip:

.....
Principal : Approved _____ Not Approved sh Initials Date: 9-23-25
Supt. : Approved _____ Not Approved M Initials Date: 9-24-25
Board : lan Approved _____ Not Approved Date: 10/20/25

Note: This request must be received at the Superintendent's Office on the Thursday prior to the regular monthly School Board meeting in order to be considered for approval.

FRANKLIN COMMUNITY SCHOOL CORPORATION
998 Grizzly Cub Drive
Franklin, IN 46131

Student Trip Request Form – Overnight and/or Out of State Trips

Teacher: J Jonte School: FCHS
Date(s) of Trip: Jan 30-31 Destination: Jennings county High School
Departure Time: 5:30 P.M. Return Time: 7:00 P.M.
Number of Students: 16 Number of Staff/Chaperones: _____
Purpose of Trip: Wrestling Name of Student Group: Wrestling team
Corporation Cost: _____ Student Cost: _____

FCSC Vehicles Vehicle Use Approved Commercial Vehicles

List of Trip Activities (Itinerary):

Wrestling

Trip

Objectives: Wrestling

Pre-Trip Activities Pertaining to the Trip:

Post Trip Summary Activities Pertaining to the Trip:

Principal : Approved Not Approved Sh Initials Date: 9/23/25

Supt. : Approved Not Approved R Initials Date: 9/24/25

Board : Rn Approved Not Approved Date: 10/20/25

Note: This request must be received at the Superintendent's Office on the Thursday prior to the regular monthly School Board meeting in order to be considered for approval.

FRANKLIN COMMUNITY SCHOOL CORPORATION
998 Grizzly Cub Drive
Franklin, IN 46131

Student Trip Request Form – Overnight and/or Out of State Trips

Teacher: J Tante School: ~~FCSC~~ FGHS
Date(s) of Trip: Dec 28-30 Destination: Evansville Mater Dei High School
Departure Time: 3:30 PM Return Time: 10:00 PM
Number of Students: 16 Number of Staff/Chaperones: 4
Purpose of Trip: Wrestling Name of Student Group: Wrestling team
Corporation Cost: _____ Student Cost: _____
 FCSC Vehicles _____ Vehicle Use Approved _____ Commercial Vehicles

List of Trip Activities (Itinerary):

Wrestling

Trip

Objectives: Wrestling

Pre-Trip Activities Pertaining to the Trip:

Post Trip Summary Activities Pertaining to the Trip:

Principal : Approved _____ Not Approved JA Initials Date: 9/23/25

Supt. : Approved _____ Not Approved PC Initials Date: 9/24/25

Board : Approved _____ Not Approved Date: 10/20/25

Note: This request must be received at the Superintendent's Office on the Thursday prior to the regular monthly School Board meeting in order to be considered for approval.

FRANKLIN COMMUNITY SCHOOL CORPORATION
998 Grizzly Cub Drive
Franklin, IN 46131

Student Trip Request Form – Overnight and/or Out of State Trips

Teacher: J Tonte School: FCHS
Date(s) of Trip: Dec. 12-13 Destination: Calumet high school
Departure Time: 3:30 P.M. Dec 12 Return Time: 10:00 P.M. Dec 13
Number of Students: 16 Number of Staff/Chaperones: 4
Purpose of Trip: wrestling Name of Student Group: wrestling team
Corporation Cost: _____ Student Cost: _____

FCSC Vehicles _____ Vehicle Use Approved _____ Commercial Vehicles

List of Trip Activities (Itinerary):
wrestling

Trip Objectives: wrestling

Pre-Trip Activities Pertaining to the Trip:

Post Trip Summary Activities Pertaining to the Trip:

.....
Principal : Approved _____ Not Approved M Initials Date: 9-23-25
Supt. : Approved _____ Not Approved M Initials Date: 9-24-25
Board : BM Approved _____ Not Approved Date: 10-20-25

Note: This request must be received at the Superintendent's Office on the Thursday prior to the regular monthly School Board meeting in order to be considered for approval.

Student Trip Request Form - Overnight and/or Out-of-State Trips

Teacher: 4th Grade School: Creekside
 Date(s) of Trip: April 27-28, 2026 Destination: Jameson Camp
 Departure Time: 8:30 AM 4/27/26 Return Time: 2 PM 4/28/26
 Number of Students: ≈ 90 Number of Staff/Chaperones: ≈ 35
 Purpose of Trip: overnight experience Name of Student Group: 4th grade
 Corporation Cost: busing Student Cost: between \$40-\$65, depending on Creekside & PTO offsets
 FCSC Vehicles Vehicle Use Approved Commercial Vehicles

List of Trip Activities (Itinerary)

summer camp experience
activities like rock climbing, archery,
river fun, low-ropes, hiking, camp fire

Trip Objectives: teamwork, bonding, outdoor fun, hiking

Pre-Trip Activities Pertaining to the Trip: family meeting & training prior

Post-Trip Summary Activities Pertaining to the Trip: debrief & journal writing

.....
 Principal: Approved Not Approved MBH Initials Date: 9/12/25
 Supt.: Approved Not Approved AR Initials Date: 9/15/25
 Board: Approved Not Approved ban Initials Date: 10/20/25

This request must be received at the Administration Building (Attn: Natalie) on the Monday prior to the regular monthly School Board meeting in order to be considered for approval.

Student Trip Request Form – Overnight and/or Out-of-State Trips

Teacher: Moore School: Needham
 Date(s) of Trip: Apr. 9/10 2020 Destination: Jamestown Camp
 Departure Time: 8:00 am 4-9-20 Return Time: 2:00 pm 4-10-20
 Number of Students: 75 Number of Staff/Chaperones: 30
 Purpose of Trip: Experience/Education Name of Student Group: 4th grade
 Corporation Cost: \$0 Student Cost: \$65-

3 FCSC Vehicles Vehicle Use Approved Commercial Vehicles
 (2 bus, 1 truck)

List of Trip Activities (Itinerary)
Outdoor education activities, team building, campfire stories and songs

Trip Objectives: Provide students with rich experiences outside the classroom including Archery, climbing, Low Ropes, and Nature Hikes. Activities provide real world examples and experiences around 4th grade standards in Life Science, Earth Science, and Geography.

Pre-Trip Activities Pertaining to the Trip:
Lessons and activities in Life and Earth Science and Geography

Post-Trip Summary Activities Pertaining to the Trip:
Students will create a digital photo/memory book to document and share what they learned.

.....
 Principal: Approved Not Approved [Signature] Initials Date: 9-30-25
 Supt.: Approved Not Approved [Signature] Initials Date: 10/6/25
 Board: Approved Not Approved [Signature] Initials Date: 10/20/25

This request must be received at the Administration Building (Attn: Natalie) on the Monday prior to the regular monthly School Board meeting in order to be considered for approval.



Memorandum of Understanding

This Memorandum of Understanding (the "Memorandum") is made For the 2025/2026 School Year, August 1, 2025- December 31st, by and between Paris Counseling LLC, of 3209 W. Smith Valley Rd, Suite 216, Greenwood, Indiana 46142 (hereinafter referred to as "Paris Counseling") and Franklin Community School Corporation, of 998 Grizzly Cub Drive Franklin, Indiana 46131 (hereinafter referred to as "FCS") to achieve the various aims and objectives relating to the Projects: mental health skills-based groups for students in kindergarten through twelfth grade and counseling packages for students in kindergarten through twelfth grade.

Purpose

This memorandum serves as an agreement between Paris Counseling LLC and FCS regarding the abovementioned Projects: mental health skills-based groups for kindergarten through twelfth grade and counseling packages for kindergarten through twelfth-grade students.

Qualifications of Paris Counseling Employees

All Paris Counseling employees providing services to students pursuant to this MOU shall at all times meet FCSC's employment and employee retention policies, as said policies may relate to Paris Counseling employees based upon the nature of the services provided and the extent of the employee's contact with students.

Cooperation

The activities and services for the Project shall include, but not limited to:

- A. Services to be rendered by Paris Counseling include:
 - a. Provide groups services
 - i. Provide materials for the groups
 - ii. Communicate needs and feedback
 - iii. Provide a summary after each group of topics
 - iv. Provide these services on-site
 - v. Act in accordance with all applicable laws of confidentiality in handling client (student) information
 - b. Provide Counseling services to students
 - i. Provide services at Paris Counseling location or on the FCS campus
 - ii. Act in accordance with all applicable laws of confidentiality in handling client (student) information
- B. Services to be rendered by FCS include:
 - a. Identify the participants
 - b. Provide space
 - c. Determine the schedule
 - d. Obtain written consent from the student's parent or guardian before the student can participate in a skills-based group or counseling service.
 - e. Communicate needs and feedback.

Randi Paris, LCSW

317-652-4165

rand.paris@pariscounselingllc.org



- f. Shall comply with all laws in accordance with the Family Education Rights and Privacy Act.

Resources

The Partners will endeavor to have final approval and secure any financing necessary to fulfill their individual financial contributions at the start of the planning for the development of the Project.

- A. Paris Counseling agrees to provide the following financial, material, and labor resources in respect of the Project:
 - a. Provide appropriately credentialed facilitators with the time and materials necessary for the groups.
 - b. Provide appropriately credentialed therapists for the Counseling package.

- B. FCS hereby agrees to provide the following financial, material, and labor resources in respect of the Project:
 - a. Cover the costs for the groups, provide the students, and provide a space for the groups.
 - b. Cover the costs for the Counseling packages.

Communication Strategy

Marketing of the vision and any media or other public relations contact should always be consistent with the aims of the Project and only undertaken with the express agreement of both parties. Where it does not breach any confidentiality protocols, a spirit of open and transparent communication should be adhered to. Coordinated communications should be made with external organizations to elicit their support and further the aims of the Project.

Liability

The parties agree to notify one another promptly of any claim made by or expected from a claimant against a party to this Agreement which claim relates to the subject matter of this Agreement. The parties agree to cooperate to attempt to dispose of any such claim. Each party to this Agreement ("Indemnitor") agrees to indemnify and hold harmless the other party ("Indemnitee") (together with Indemnitee's successors, assigns, directors, officers, employees, and any other person for whom Indemnitee may be legally responsible) from and against any loss, cost, claim, or expense, including reasonable attorney fees, arising from any act of negligence or other breach of duty by Indemnitor, its successors, assigns, directors, officers, employees or agents; provided however, that Franklin Community School Corporation's obligation to hold Paris Counseling harmless shall be limited in substance by statutes designed to protect and limit the exposure and liability of Franklin Community School Corporation as an instrumentality of the State of Indiana and/or an Indiana public school corporation (e.g., actions and conditions as to which the party is immunized by the Indiana Medical Malpractice Act, the Indiana Tort Claims Act, dollar limits stated in such Acts, exemption from punitive damages, and the continued ability to defeat a claim by reason of contributory negligence or fault of the claimant), so that Franklin Community School Corporation's liability to hold harmless shall not

Randi Paris, LCSW

317-652-4165

rand.paris@pariscounselingllc.org



exceed what might have been its liability to claimant if sued directly by claimant in Indiana and all appropriate defenses had been raised by the party.

HIPAA Clause

Paris Counseling will act in accordance with all applicable laws of confidentiality in handling student/client information, i.e., Health Insurance Portability and Accountability Act (HIPAA), releases from parents, use of electronic communications, which concerns the use of, access to, and disclosure of electronic communications.

Agrees to report any known or suspected "security incident" to Paris Counseling as that term is defined in CFR 164.304, not more than twenty-four (24) hours after you learn of such a security incident.

No Protected Health Information (PHI) is permitted to be shared with school officials/staff without a valid Release of Information.

Term

The arrangements made by the Partners by this Memorandum shall remain in place from August 1, 2025, to December 31, 2025. The term can be extended only with the agreement of all the Partners.

Notice

Any notice or communication required or permitted under this Memorandum shall be sufficiently given if delivered in person or by certified mail, return receipt requested, to the address outlined in the opening paragraph or to such other address as one party may have furnished to the other in writing.

Governing Law

This Memorandum shall be construed in accordance with the laws of the State of Indiana.

Assignment

Neither party may assign or transfer the responsibilities or agreement made herein without the prior written consent of the non-assigning party, which approval shall not be unreasonably withheld.

Amendment

This Memorandum may be amended or supplemented in writing if the writing is signed by the party obligated under this Memorandum.

Severability

If any provision of this Memorandum is found to be invalid or unenforceable for any reason, the remaining provisions will continue to be valid and enforceable. If a court finds that any provision of this Memorandum is invalid or unenforceable but that by limiting such provision, it would

Randi Paris, LCSW *317-652-4165*
rand.paris@pariscounselingllc.org



become valid and enforceable, then such provision will be deemed to be written, construed, and enforced as so limited.

Prior Memorandum Superseded

This Memorandum constitutes the entire Memorandum between the parties relating to this subject matter and supersedes all prior or simultaneous representations, discussions, negotiations, and Memorandums, whether written or oral.

Understanding

It is mutually agreed upon and understood by and among the Partners of this Memorandum that:

- a. Each Partner will work together in a coordinated fashion for the fulfillment of the Project.
- b. In no way does this agreement restrict involved Partners from participating in similar agreements with other public or private agencies, organizations, and individuals.
- c. To the extent possible, each Partner will participate in the development of the Project.
- d. Nothing in this memorandum shall obligate any Partner to the transfer of funds. Any endeavor involving reimbursement or contribution of funds between the Partners of this Memorandum will be handled in accordance with applicable laws, regulations, and procedures. Such endeavors will be outlined in separate agreements that shall be made in writing by representatives of the Partners involved and shall be independently authorized by appropriate statutory authority. This Memorandum does not provide such authority.
- e. This Memorandum is not intended to and does not create any right, benefit, or trust responsibility.
- f. This Memorandum will be effective upon the signature of both Partners.
- g. Any Partner may terminate its participation in this Memorandum by providing written notice to other Partner.

Pricing for Goods/Services:

Between 30 minutes to 1 hour of mental health Wellness skills-based groups at \$130 an hour

If the school cancels the groups for any reason, a \$130 fee will be charged. Paris Counseling provides a therapist to cover the assigned groups therefore preventing this therapist from seeing any other clients during the allotted time.

If a group is canceled, the therapist will do a combined group (also known as a double group) in the same week to ensure that all kids will still be seen. Since the volume is double the normal number of kids, a charge of \$260 for these groups will be enforced.

Counseling Packages for kindergarten through twelfth grade students are \$140 for 45 minutes or \$160 for 60 minutes if provided at the Paris Counseling office in Greenwood, Indiana. If counseling services are provided on the FCS campus, the costs are \$155 for 45 minutes or \$175 for 60 minutes. The additional fifteen dollars for both 45- and 60-minute sessions will cover travel expenses incurred by the staff at Paris Counseling.

Randi Paris, LCSW


317-652-4165

rand.paris@pariscounselingllc.org

Paris Counseling

Signatories

This Agreement shall be signed by Randi Paris, owner, on behalf of Paris Counseling LLC, and Franklin Community Schools board president Jake Sapenfield. It shall be effective as of the date first written above.

By:  Date: 9/25/2025
Paris Counseling LLC
Randi Paris, Owner

By:  Date: 10-20-25
Franklin Community School Corporation
School Board President

Personnel Report 10/20/2025 Changes since 9/8/2025

NAME	BUILDING/POSITION Explanation	EFF. DATE	SALARY
CERTIFIED PERSONNEL			
New Hires			
Allison Mann	FCMS- Homebound Instructor New position	9/8/2025	\$35.00/hour
Mitzi Mikels	Northwood- 4th Grade Teacher- Long-term sub Replacing Kylie Nuthak LOA	10/20/2025	LTS pay
Staff Changes			
Shelby Biehl	To: FCHS- Interim Assistant Principal From: FCHS- Dean of Students (Teacher on Special Assignment) Replacing Ryan Wagner position change	11/1/2025	\$81,000.00
Angela Greene	To: Creekside- Title I Teacher (.5 FTE) From: Creekside- Title I Teacher (.6 FTE) Change in hours only	9/15/2025	\$33,396.97
Douglas Kirby	To: Corporation-wide- Interim Executive Director of Technology From: Corporation-wide- Technology Integration Specialist Replacing Matthew Sprout resignation	10/6/2025	\$81,000.00
Dawn Phelps	To: St. Rose/FCHS/FCMS- Special Education Teacher (Full-time) From: St. Rose/FCHS- Special Education Teacher (4 days per week) Added sections at FCHS	9/29/2025	\$72,387.68
Resignation/Termination			
Mitzi Mikels	Webb- Special Education Teacher Resignation	10/10/2025	
Rebecca Skeel	Northwood- Title I Jumpstart Teacher Resignation	9/19/2025	
Matthew Sprout	Corporation-wide- Executive Director of Information Technology Resignation	10/3/2025	
Jayla Stigall	FCMS- Science Teacher Quit without notice	10/7/2025	
Retirement			
<i>none</i>			
Leave of Absence			
Daniel Batta	FCHS- Ag Teacher FML	8/27/2025-9/5/2025	
Megan Cole	CBIS- Special Education Teacher FML	9/8/2025-9/23/2025	
Presleigh Heuchan	FCMS- English Teacher FML	1/11/2026-3/26/2026 Tentative	
Joseph Houglund	Corporation-wide- Director of Transportation FML	9/10/2025-unknown Tentative, Intermittent	
Karle Houglund	Northwood- Principal FML	9/10/2025-unknown Tentative, Intermittent	
Kylie Nuthak	Northwood- 4th Grade Teacher FML	10/7/2025-unknown Tentative	
Brook Schoettle	FCMS- Art Teacher FML	2/23/2026-5/22/2026 Tentative	
Kimberly Spurling	Corporation-wide- Director of Mental Health FML	10/4/2025-12/14/2025	
Katie Suttles	FCMS- World Cultures Teacher FML	9/15/2025-10/31/2025	
Gena Swanagan-Frazer	CBIS- Speech Language Pathologist FML	8/29/2025-9/5/2025 Intermittent	
Michelle Wallace	FCHS- Special Education Teacher FML	8/4/2025-5/21/2026 Tentative, Intermittent	

Personnel Report 10/20/2025 Changes since 9/8/2025

Elizabeth White	FCMS- Art Teacher FML	12/19/2025-3/26/2026 Tentative	
Cristy Williams	Virtual School- School Counselor FML	10/3/2025-10/7/2025 Tentative, Intermittent	
CLASSIFIED PERSONNEL			
New Hires			
Selena Flanagan	Webb - Cub Academy Assistant Replacing Madison Thurman	10/20/2025	\$15.70/hour
Marni Havener	District-wide - Temporary Alternative Education Skills Specialist Replacing Brianna Berry LOA	9/17/2025	\$21.33/hour
Naomi Henry	FCHS - Lifeguard New position	10/9/2025	\$15.00/hour
Tori Hertenstein	Needham - Food Services Replacing Rachel Dillow position change	10/6/2025	\$15.08/hour
Tricia Jewell	CBIS - Special Education Assistant Replacing Olivia Marrs position change	10/6/2025	\$17.15/hour
Jonnie Lucas	FCHS - Food Services Replacing Alexis Gomez position change	10/20/2025	\$15.08/hour
Daniel McSini	FCHS - 2nd Shift Custodian Replacing Justin Weddle	9/24/2025	\$17.52/hour
Kayla Riley	Union - Food Services Replacing Clair Beller	10/6/2025	\$14.00/hour
Brittney Sanford	FCHS - Special Education Assistant Replacing Roxane Chadwell position change	9/29/2025	\$16.65/hour
Brandy Shaw	District-wide - Food Services Sub New position	10/6/2025	\$14.00/hour
Paul Stockett	FCHS - Lifeguard New position	9/17/2025	17.00/hour
Emma Small	FCHS - Lifeguard New position	10/9/2025	\$15.00/hour
Alyshcia Stubbs	Webb - Cub Academy Assistant Replacing Yadira Calderon Valadez	10/6/2025	\$16.00/hour
Abbygail Ward	District-wide - Food Services Sub New position	9/29/2025	\$14.00/hour
Lisa Workman	Creekside - Developmental Preschool Assistant Replacing Tracy Hernandez	9/26/2025	\$16.29/hour
Staff Changes			
James Bowman	To: Transportation - Bona Fide Bus Driver From: Transportation - Contracted Bus Driver Replacing Jesse Marietta position change	9/25/2025	\$27.25/hour
Roxane Chadwell	To: FCHS - Franklin Academy Assistant From: FCHS - Special Education Assistant Replacing Emily Pool	9/15/2025	\$18.16/hour
Mildred Coahran	FCMS - Food Services (28.5 hours per week) From: FCMS - Food Services (27.5 hours per week) Schedule change	9/4/2025	\$15.00/hour
Shawna Conner	To: District-wide - Cub Academy Sub From: FCHS - Food Services New position	10/21/2025	\$15.50/hour
Rachel Dillow	To: Needham - Cafeteria Manager From: Needham - Food Services Replacing Dawn Baker	9/29/2025	\$18.00/hour
Kayla Ellis	To: Transportation - Contracted Bus Driver From: Transportation - Sub Bus Driver Replacing Kari Traylor	10/20/2025	\$27.25/hour

Personnel Report 10/20/2025 Changes since 9/8/2025

Earleen Kincaid	To: FCMS - Food Services From: District-wide - Food Services Sub Replacing Brittney Zoelner position change	9/9/2025	\$15.08/hour
Mark Moody	To: Transportation - Bona Fide Bus Driver From: Transportation - Contracted Bus Driver Restructured position	10/6/2025	\$27.25/hour
Debra Rubush	To: Transportation - Sub Bus Aide From: Transportation - Bus Aide New position	8/6/2025	\$17.80/hour
Gary Smith	To: FCHS - Part-time 2nd Shift Custodian From: FCHS - Food Services Replacing Harold Armstrong	10/6/2025	\$18.04/hour
Madison Thurman	To: District-wide - Cub Academy Sub From: Webb - Cub Academy Assistant New position	10/3/2025	\$15.90/hour
Brittney Zoelner	To: FCMS - Food Services (3.75 hours per day) From: FCMS - Food Services (3 hours per day) Replacing Linda Coryell	9/9/2025	\$14.63/hour
Resignation/Termination			
Olivia Burton	Northwood - Clinic Assistant Resignation	10/3/2025	
Yadira Calderon-Valadez	Webb - Cub Academy Assistant Resignation	9/16/2025	
Kasi Dodd	Transportation - Bus Aide Quit w/o notice	9/24/2025	
Phillip Dunn	District-wide - Grounds Resignation	9/26/2025	
Amber Fikes	Creekside - Special Education Assistant Resignation	9/19/2025	
Madisyn Garris	Webb - Cub Academy Assistant Resignation	5/23/2025	
Carly Geis	FCHS - Mental Health Support Team Resignation	10/10/2025	
Kenneth Helton	Transportation - Contracted Bus Driver Quit w/o notice	9/16/2025	
Mary Hooper-Davis	Transportation - Sub Bus Driver Resignation	9/28/2025	
Eowyn Power	FCMS - 2nd Shift Custodian Quit w/o notice	10/6/2025	
Tammy Stainbrook	District-wide - Food Services Sub Resignation	9/22/2025	
Kari Traylor	Transportation - Contracted Bus Driver Resignation	10/10/2025	
Abbygail Ward	District-wide - Food Services Sub Quit w/o notice	9/29/2025	
Retirement			
Lissa House	FCHS - 2nd Shift Custodian Retirement	12/19/2025	25.5 years of service
Leave of Absence			
Kathryn Crump	FCHS - Essential Skills Assistant SWOP	10/9/2025-10/10/2025	
Molly Graham	Northwood - Special Education Assistant FML	10/17/2025 - unknown	
John Kennedy	Transportation - Bona Fide Bus Driver FML	8/6/2025 - unknown Intermittent	

Personnel Report 10/20/2025 Changes since 9/8/2025

David Sewell	Administration - Skilled Maintenance	10/7/2025 - 10/15/2025	
	FML		
	ECA		
	New Hires		
Jody Bridges	CBIS- Robotics	9/15/2025	ECA Stipend
	Replacing Gina Boardman resignation		
Carla Gildersleeve	FCHS- Swimming Assistant Coach	9/3/2025	ECA Stipend
	Replacing Griffin Edwards resignation		
Theresa Gorall	CBIS- Robotics	9/15/2025	ECA Stipend
	Replacing Benjamin Bauman resignation		
Brian Klem	FCMS- 7th Grade Girls Basketball Coach	9/3/2025	ECA Stipend
	Replacing Stephanie Knox resignation		
Colin Mothersead	FCMS- Swimming Assistant Coach	9/17/2025	ECA Stipend
	Replacing Quindelyn Bailey resignation		
Lauren Pfister	FCMS- Team Lead	8/1/2025	ECA Stipend
	Replacing Amber Roessler position change		
	Staff Changes		
	none		
	Resignation/Termination		
Amy Bertel	Corporation-wide- PLC Leader	9/9/2025	
	Resignation		
Stephanie Knox	FCMS- 7th Grade Girls Basketball Coach	9/3/2025	
	Resignation		

Resignation: Received letter from employee stating termination of employment with FCSC
LTS = Long Term Substitute
SWP= Suspension With Pay
SWOP = Suspension With Out Pay
FML = Family Medical Leave
FTE = Full Time Equivalent
LOA = Leave of Absence

October 2025 Board Meeting

“December 2025” Software Renewals

- **CDW (APC Support)**
 - **\$530.19**
- **CDW (ECMU & SNT)**
 - **\$17,583.98**
- **Clever Dogs Media**
 - **\$12,000.00**
- **Bell Techlogix**
 - **\$31,654.80**
- **Avantis (VR Software)**
 - **\$699.00**

October 2025 Surplus

Union Elementary: 12, 8' tables

Glencoe Music: It's Role and Importance in Our Lives: 175 each & 4 Teacher Editions

FCS Aquatics



OCT
2025



CURRENT USERS

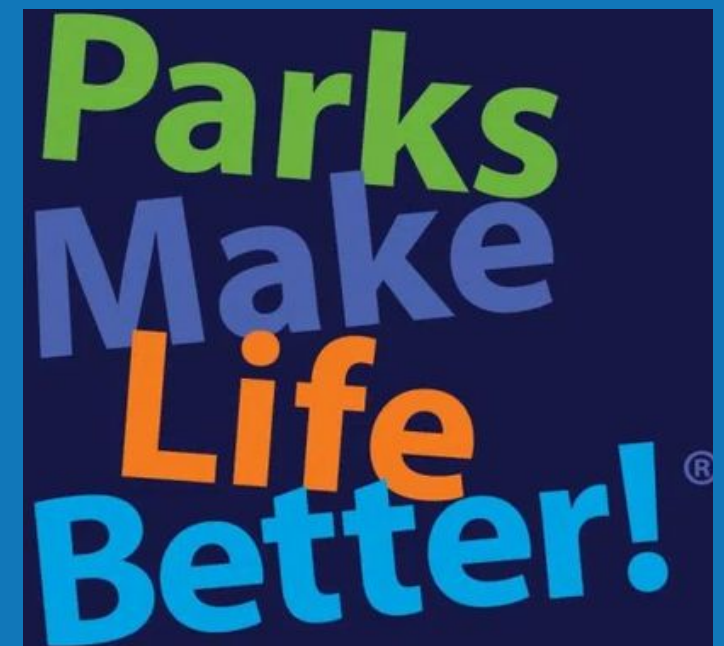
Currently our pools have three primary user groups:



FRANKLIN COMMUNITY
SCHOOLS (FCHS/FCMS)



FRANKLIN
COLLEGE



FRANKLIN
PARKS &
RECREATION

FCHS/FCMS TEAMS



Primary Facility: High School
Usage: Year-Round
Frequency: 4-6hr, 6x per week
(106hr/month)

FEEDER PROGRAMS



FRANKLIN COLLEGE



Primary Facility: Middle School

Usage: September-February

Frequency: 2-4hr, 6x per week
(90hr/month)

ADDITIONAL INFO

- Pays annual rental fee to FCS for usage of the pool.
- Currently in negotiations for new contract.
- Takes priority after official Franklin Schools programming (MS team, PE, etc)
- 40-50 members



PARKS AND RECREATION



Primary Facility: Middle School
Usage: September-April
Frequency: 1-2hr, 3-4x per week
(20hr/month)

ADDITIONAL INFO

- Community partnership (no rental fees charged)
- Schedules around existing programming (FCS & College)
- Relatively small user group (10-20 people)

A flyer for the Franklin Family Aquatic Center's indoor aquatic programs. It features a blue and green color scheme with water splash graphics. The text is organized into sections for different programs, including their schedules and pricing.

INDOOR AQUATIC PROGRAMS
Franklin Family Aquatic Center

LAP SWIM
MONDAYS, TUESDAYS, THURSDAYS
7:30-8:30 PM
AGES 18+ | \$50 FOR 10-VISIT PUNCH CARD, \$25 FOR 5-VISIT PUNCH CARD

AQUACISE
MONDAYS 7:30PM
\$25/month
This is a shallow water fitness workout designed to be simple and effective.

FAMILY OPEN SWIM
SUNDAYS
3-5PM
AGES 5+ | \$3/PERSON (CASH ONLY)

AQUA 2.0
TUESDAY, THURSDAY 7:30PM \$60/MONTH
Sunday 4pm \$25/month
Aqua 2.0 uses equipment to get the heart pumping and tone your muscles.

100 Brannigh Blvd. Franklin, IN franklinparks.com (317) 738-3689

CHANGES

A few modifications to our operating structure stand to significantly, and quickly benefit the operation of our facilities.

1

LIFEGUARDS

- All working guards hired/paid by FCS; invoiced to users
- Full management will allow for better coverage, further documentation, and greater accountability
- Training & recertification provided by FCS (~\$50/guard per 2yrs)

2

ADDITIONAL REVENUE

- **Goal:** reach breakeven operation of pool(s) between fees from all user groups without inhibiting operational capacity of feeder programs
- Potential revenue streams:
 - Percentage-based event fees for swim/dive clubs
 - Adult programming (US Masters team, SCUBA, etc)
 - Publicly available lifeguard/CPR

THANK
YOU



OCT
2025



The Collective Bargaining Agreement

Between

The Board of School Trustees of Franklin Community Schools

And

The Franklin Community Teachers' Association



August 1, 2025 - June 30, 2026

INDEX

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ARTICLE II	Salary Range Compensation Plan <ol style="list-style-type: none">1. Eligibility2. Base Salary Increases3. Factors4. New Teacher Provisions5. Other Salary Items ECA Pay Scale
ARTICLE III	A. Leaves Paid Time Off (PTO) Parental Leave Spouse/Partner/Adoptive Leave Extended Medical Leave Jury Leave Professional Leave Representation Leave Bereavement Leave Sick Leave Bank B. Insurance and Benefits Health Insurance Premiums Dental Insurance Vision Insurance Life Insurance Long-Term Disability Insurance Section 125 Continuation of Benefits C. Supplemental Retirement Benefits Notice of Retirement Continuation of Benefits 401 (a) 403 (b) VEBA D. Other Wage & Salary Related Fringe Benefits Payroll Periods Travel Reimbursement PreK Benefits Continuation of Benefits Separability
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ARTICLE I

Parties

THIS AGREEMENT by and between the Board of School Trustees of the Franklin Community School Corporation, hereinafter referred to as the “Board” and the Franklin Community Teachers’ Association, an affiliate of the Indiana State Teachers’ Association and the National Education Association, hereinafter referred to as the “Association”. Any certified staff member in the bargaining unit will be hereinafter referred to as “teacher”. This agreement is effective August 4, 2025 through June 30, 2026.

Recognition of the Exclusive Representative

The Board recognizes the Association as the exclusive representative and Franklin Community School Corporation school employer is the following: All certificated employees except for the superintendent, assistant superintendents, principals, assistant principals, executive directors, assistant directors, adjunct teachers, high school athletic director(s), School Psychologists, Speech & Language Pathologists and all non-certified personnel.

Definitions

- A. The term “bargaining unit” shall refer to certified employees of Franklin Community Teachers’ Association exclusive representative and Franklin Community School Corporation school employer is the following: All certificated employees except for the superintendent, assistant superintendents, principals, assistant principals, executive directors, assistant directors, adjunct teachers, high school athletic director(s), School Psychologists, Speech & Language Pathologists and all non-certified personnel.
- B. The term “Board” shall include officers, representatives and agents authorized by the Board” acting in concert at a duly constituted meeting.
- C. The term “Association” shall include authorized officers, representatives, and agents designated by those procedures adopted by the “Association.”
- D. The term “School Corporation” shall refer to the Franklin Community School Corporation of Johnson County of the State of Indiana.

- E. The term “new money” shall refer to the increase in funding recognized by the school corporation as being available for teacher salaries and benefits.
- F. The term “sick leave” shall refer to the period of time that a teacher is absent from work due to illness or disability without loss of compensation.
- G. The term “PTO” or “paid time off” shall refer to the time a teacher receives that he/she may be absent from work without loss of compensation.
- H. The term “ancillary duties” shall refer to additional duties outside of an individual teacher contract.
- I. The term “ADM” or “average daily membership” shall refer to the student enrollment count.
- J. The term “Academic Need” factor shall refer to a compensation factor allowing additional salary adjustments for recruiting and retention of highly qualified teachers.
- K. The term “referendum” shall refer to an additional property tax levy pursued by the school corporation for specific operating needs. FCS pursued a referendum in May 2019 for \$0.23 per \$100 of assessed value for purposes of increasing teacher and support staff salaries and addressing safety enhancements.
- L. The term “spouse” shall refer to a teacher who is legally married and experiences the birth or adoption of a child and “partner” shall refer to a teacher who is not legally married but who is the legal guardian to a child through birth or adoption.
- M. The term “PPO” shall refer to the two (2) Preferred-Provider Organization health plans (\$1,800 and \$5,300) and “HSA” shall refer to the two (2) High-Deductible Health plans (\$2,300 and \$3,300) as offered by the South-Central Indiana School Trust.
- N. The term “Open Enrollment” shall refer to the annual period of time as offered through the South-Central Indiana School Trust for teachers to make changes to their benefit options without experience a qualifying life event.

Article II-Salary/Wages

Salary Range

At the beginning of the 2025-26 school year, the salaries of returning full-time teachers were between \$50,000 and \$99,210.72. The district is compliant with the \$45,000 minimum salary requirement.

Under the compensation plan, each teacher will receive a 2.25% increase to their base salary.

After the increase is awarded, full-time teachers will be making between \$50,000 and \$101,442.97.

Compensation Plan

1. Eligibility

All salary increases require teachers to be deemed Highly Effective and Effective based on the FCS Teacher Evaluation for the 2024-25 School Year.

Any teacher deemed Needs Improvement or Ineffective (except teachers in their first two full school years of instructing students) will not receive a raise. Any teacher deemed Needs Improvement or Ineffective is not eligible for a salary increase and will remain at his/her previous year's salary.

2. Base Salary Increases

The FCTA and FCS negotiated teacher salary increases for the 2025-26 school year will be a 2.25% base salary increase per teacher.

Returning teachers who are employed by FCS for 2025-26 school year, will be eligible to receive a salary increase of 2.25% to their base salary for the 2025-26 contract. Teachers who started employment with FCS in the 2025-26 school year will receive increases that reflect the "New Teacher Salary Provisions" on Page 32 Appendix A.

3. Factors

Teacher compensation will be based upon factors:

- A. Performance/evaluation
- B. Academic need

- (4) New Teacher Salary Provisions and
- (5) Other salary items.

A. Teacher Performance/Evaluation (2.25% increase to base salary)

A teacher who received an evaluation rating of highly effective or effective in the prior 2024-25 school year will receive a 2.25% salary increase.

B. Academic Need

The academic need factor is required to allow for recruiting and retention of highly qualified teachers. A teacher may be eligible for additional compensation, if the teacher received an evaluation rating of highly effective or effective in the 2024-25 school year, as indicated below:

(A) From 2020-21 and in future school years, the first time the certified employee ends the school year at 90 sick days, a \$1,000 increase will be added to their base salary. The \$1,000 increase will remain in their base salary, regardless of whether or not the certified employee maintains the 90-day balance. The 90 days will still be accumulated to the teacher's sick leave total. The teacher is only eligible for this increase one time.

(B) Teachers will receive an additional \$1,000 to their base salary for earning a Master's degree in an eligible content area as defined by IDOE. Documentation supporting completion of the degree must be provided to the Human Resource office by August 4, 2025.

(C) Teachers will also receive a \$250 one-time base salary increase for obtaining the literacy endorsement on their teaching license. An updated teacher license with this endorsement listed must be provided to the Human Resource office by August 4, 2025.

(D) Returning teachers with contracts for the 2025-26 school year will receive a one-time loyalty stipend based on years of service as indicated in the grid below.

District Teacher Loyalty Stipend	
	<u>Stipend Amount</u>
1-5 Years of FCS Service	\$300
6-10 Years of FCS Service	\$400
11-15 Years of FCS Service	\$500
16-20 Years of FCS Service	\$600
20+ Years of FCS Service	\$700

(E) Teachers who have completed their Orton Gillingham (OG) certification will receive a one-time stipend of \$500, once all requirements have been completed and they make the Assistant Superintendent aware of this completion. If as teacher moves to a different grade level and completes training for the new grade level, the teacher will not qualify for another stipend.

4. New Teacher Salary Provisions

The minimum starting salary for a new teacher with 0 years' experience with a Bachelor's degree is \$50,000 and for a new teacher with 0 years' experience with a Master's degree is \$51,000. The **New Hire Placement Base Salary Schedule can be found in Appendix A.**

5. Other Salary Items

Section 1. The parties agree that salaries and wages to be affected by this Agreement are accurately reflected in the New Teacher Salary Provisions and ECA Salary Schedule. Both are made a part of this Agreement, and the New Teacher Salary Provisions set forth on Page 32, and the extra pay set forth on Pages 9-16, shall be the schedule which remain in force for the period of this Agreement.

Section 2. Indiana Teacher Retirement Fund

The Board of School Trustees of the Franklin Community School Corporation shall contribute the Teacher's share of the Indiana State Teacher Retirement Fund, as required by the INPRA rate, based on employment hire date. (This additional contribution is in addition to the current salaries of this August 2025 – June 2026 Master Agreement).

Section 3. Eligible part-time and shared-time faculty members will receive health/hospitalization and dental insurance benefits the same as full-time faculty members.

Section 4. A letter of employment shall be provided for the following hiring situations:

Any teacher hired for at least one semester or its equivalent shall be provided the following benefits:

- a. Salary placement as indicated in the New Teacher Salary Provision on Page 32.
- b. Two (2) paid time off days for each 33 days of employment.

Any retired teacher re-hired in a full-time position shall have the option to receive medical and dental insurance benefits for the duration of employment.

Section 5. Ancillary Duties

A. Teachers providing instruction for homebound students, Franklin Academy, and any instruction for grants outside of the normal contract time, will be compensated at a rate of \$35.00 dollars per hour.

B. If a teacher is assigned an extra assignment class, instead of getting a preparation period, the teacher's pay will be an additional one-seventh (1/7) over the regular pay.

C. If a teacher is assigned as a substitute teacher for other classes in addition to their own class, the teacher shall be paid a twenty-five (25) dollars per period stipend for 1, 2 & 3 periods, and up to a maximum of \$105 per day for 4-7 periods.

D. Teachers who are required to attend professional development events or are assigned curriculum development responsibilities outside of their normal contract hours, those teachers may receive \$75 for a ½ day and \$125 for a full day of work. These requests must be pre-approved by the Assistant Superintendent.

E. When it becomes necessary to extend teacher contracts, classroom teachers will be compensated based on their daily rate using their most current contract amount.

F. The parties recognize that final authority to create positions, determine job descriptions and titles, and to assign teachers to positions is vested in the Board of School Trustees.

Section 6. Hiring Retired Teachers

There are times when it is necessary to hire retired teachers for absences in the classroom or other certified positions. The compensation for this assignment will be negotiated by the Superintendent with a maximum salary of 25 years' experience per the New Hire Placement Base Salary Schedule (Appendix A).

FRANKLIN COMMUNITY SCHOOL CORPORATION
 ECA SALARY SCHEDULE
2025-2026

Between ECA Committee meetings and/or discussion/negotiations, the Superintendent of Schools shall have the ability to make changes in ECA positions as deemed appropriate and necessary. These changes may be made for a period not to exceed one calendar year.

ECA BASE SALARY: Based on the beginning teacher salary of \$ 50,000 from the 2025-26 school year:

<u>Position Assignment</u>	<u>Index</u>	<u>Salary</u>
Admin:		
ELEMENTARY BASKETBALL EVENT CO	0.0367	1,835.00
LEAD ELEMENTARY LIBRARY ASST	0.0847	4,235.00
PLC LEADER - ART	0.0200	1,000.00
PLC LEADER - DEV PREK	0.0200	1,000.00
PLC LEADER - DIST STEM	0.0200	1,000.00
PLC LEADER - ELEM/TRAINER	0.0200	1,000.00
PLC LEADER - ESSENTIAL SKILLS	0.0200	1,000.00
PLC LEADER - MUSIC	0.0200	1,000.00
PLC LEADER - PE	0.0200	1,000.00
CPI NVCI Coordinator & Trainer	0.0212	1,060.00
		\$2,000.00
		\$1,000.00
TEACHER OF THE YEAR-STATE COMPETITION		\$ 500.00
Custer Baker Intermediate:		
BAND DIRECTOR	0.0245	1,225.00
BASKETBALL-6TH BOYS COACH	0.0565	2,825.00
BASKETBALL-6TH GIRLS COACH	0.0565	2,825.00
CHEER-HEAD COACH	0.0282	1,410.00
CHOIR DIRECTOR	0.0245	1,225.00
CLUB SPONSORS	0.0100	500.00
DAILY GRIZZ CLUB	0.0280	1,400.00
DRAMA CLUB	0.0150	750.00
INTRAMURAL SPORTS COACHES	0.0150	750.00
MATH BOWL	0.0150	750.00
PLC LEADER	0.0100	500.00
ROBOTICS	0.0150	750.00
SCIENCE BOWL	0.0150	750.00

SPELL BOWL	0.0150	750.00
STUDENT COUNCIL	0.0250	1,250.00
TEAM LEADS	0.0070	350.00
Therapy Dog Handler	0.0652	3,260.00
YEARBOOK	0.0200	1,000.00
ACADEMIC TEAM WINS STATE		\$ 250.00
ACADEMIC TEAM EARNS TOP 10 RECOGNITION		\$ 150.00
OTHER ACADEMIC COMPETITIONS-WINNER OF THE MAIN COMPETITION		\$ 250.00
Creekside Elementary:		
CLUB SPONSORS	0.0100	500.00
ELEMENTARY BASKETBALL BUILDING	0.0175	875.00
MATH BOWL	0.0150	750.00
PLC LEADER	0.0100	500.00
SCIENCE BOWL	0.0150	750.00
SPELL BOWL	0.0150	750.00
THERAPY DOG HANDLER	0.0652	3,260.00
ACADEMIC TEAM WINS STATE		\$ 250.00
ACADEMIC TEAM EARNS TOP 10 RECOGNITION		\$ 150.00
OTHER ACADEMIC COMPETITIONS-WINNER OF MAIN COMPETITION		\$ 250.00
Franklin High School:		
ACADEMIC TEAM COACH	0.0300	1,500.00
Assist Strength Coach(former summer coach)	0.0678	3,390.00
ASST ATHLETIC DIRECTOR	0.2565	12,825.00
ATHLETIC WEBMASTER/PR	0.0300	1,500.00
BAND DIRECTOR	0.2710	13,550.00
BAND, ASST DIRECTOR	0.1860	9,300.00
BAND-PEP DIRECTOR	0.0480	2,400.00
BASEBALL-BOYS ASST COACH	0.0762	3,810.00
BASEBALL-BOYS VAR COACH	0.1512	7,560.00
BASKETBALL-BOYS ASST COACH	0.1129	5,645.00
BASKETBALL-BOYS FRESHMEN COACH	0.0847	4,235.00
BASKETBALL-BOYS VARSITY COACH	0.2710	13,550.00
BASKETBALL-GIRLS ASST COACH	0.1129	5,645.00
BASKETBALL-GIRLS FRESHMAN COAC	0.0847	4,235.00
BASKETBALL-GIRLS VARSITY COACH	0.2710	13,550.00
BEST BUDDIES	0.0200	1,000.00
BOWLING - CLUB COACH	0.0300	1,500.00

CHEER-FALL ASST COACH	0.0353	1,765.00
CHEER-FALL COACH	0.0847	4,235.00
CHEER-WINTER ASST COACH	0.0353	1,765.00
CHEER-WINTER COACH	0.0847	4,235.00
CLASS SPONSOR-JUNIOR	0.0300	1,500.00
CLASS SPONSOR-SENIOR	0.0300	1,500.00
CLUB SPONSOR - INTERNATIONAL	0.0200	1,000.00
CLUB SPONSOR - KEY CLUB	0.0200	1,000.00
CLUB SPONSOR - SCIENCE	0.0200	1,000.00
COLOR GUARD	0.1360	6,800.00
COLOR GUARD - TECHNICIAN	0.0600	3,000.00
CONCERT CHOIR ASST DIRECTOR FC	0.0680	3,400.00
CONCERT CHOIR DIRECTOR FCHS	0.1355	6,775.00
DANCE-VARSITY	0.0282	1,410.00
DRAMA CLUB	0.0300	1,500.00
DRAMA DIRECTOR/SCHOOL PLAY	0.0500	2,500.00
Dual Credit/ACP/AP Course per semester	0.0050	250.00
ESPORTS	0.0300	1,500.00
ESPORTS ASSIST	0.0175	875.00
EVENT MANAGER-FALL	0.0353	1,765.00
EVENT MANAGER-WINTER	0.0353	1,765.00
FCCLA	0.0300	1,500.00
FCTV	0.1242	6,210.00
FELLOWSHIP OF CHRIST ATH	0.0200	1,000.00
FFA	0.1400	7,000.00
FFA	0.0700	3,500.00
FLAG FOOTBALL - UNIFIED ASST C	0.0282	1,410.00
FLAG FOOTBALL - UNIFIED HEAD C	0.0649	3,245.00
FOOTBALL-FRESHMAN COACH	0.0960	4,800.00
FOOTBALL-VAR COORDINATOR	0.1101	5,505.00
FOOTBALL-VAR POSITION COACH	0.0960	4,800.00
FOOTBALL-VARSITY COACH	0.2710	13,550.00
FRESHMAN ORIENTATION	0.0300	1,500.00
GOLF-BOYS VAR COACH	0.0932	4,660.00
GOLF-GIRLS VAR COACH	0.0932	4,660.00
HARVARD MODEL CONGRESS	0.0300	1,500.00
HONART	0.0200	1,000.00
LACROSSE - BOYS ASSIST COACH	0.0300	1,500.00
LACROSSE - BOYS HEAD COACH	0.0500	2,500.00
LACROSSE - GIRLS ASSIST COACH	0.0300	1,500.00
LACROSSE - GIRLS HEAD COACH	0.0500	2,500.00
MUSICAL ASSIST DIRECTOR	0.0375	1,875.00
MUSICAL DIRECTOR	0.0875	4,375.00

NATIONAL HONOR SOCIETY	0.0300	1,500.00
PIANO ACCOMPANIST	0.0680	3,400.00
PLC LEADER	0.0200	1,000.00
RILEY DANCE MARATHON	0.0300	1,500.00
ROBOTICS	0.0150	750.00
SHOW CHOIR ASST DIRECTOR	0.0680	3,400.00
SHOW CHOIR DIRECTOR	0.1355	6,775.00
SOCCER-BOYS ASST COACH	0.0565	2,825.00
SOCCER-BOYS VAR COACH	0.1512	7,560.00
SOCCER-GIRLS ASST COACH	0.0565	2,825.00
SOCCER-GIRLS VAR COACH	0.1512	7,560.00
SOFTBALL-GIRLS ASST COACH	0.0762	3,810.00
SOFTBALL-GIRLS VAR COACH	0.1512	7,560.00
STUDENT COUNCIL	0.0400	2,000.00
SWIM&DIVE-BOYS&GIRLS ASST COACH	0.0848	4,240.00
SWIM&DIVE-BOYS&GIRLS VAR COACH	0.2710	13,550.00
SWIM&DIVE-BOYS&GIRLS VAR DIVE	0.0848	4,240.00
SWIM&DIVE-BOYS&GIRLS ASSIST VAR DIVE	0.0424	2,120.00
TENNIS-BOYS ASST COACH	0.0452	2,260.00
TENNIS-BOYS VAR COACH	0.0932	4,660.00
TENNIS-GIRLS ASST COACH	0.0452	2,260.00
TENNIS-GIRLS VAR COACH	0.0932	4,660.00
TRACK-BOYS ASST COACH	0.0649	3,245.00
TRACK-BOYS THROWS COACH	0.0325	1,625.00
TRACK-BOYS VAR COACH	0.1355	6,775.00
TRACK-GIRLS ASST COACH	0.0649	3,245.00
TRACK-GIRLS THROWS COACH	0.0325	1,625.00
TRACK-GIRLS VAR COACH	0.1355	6,775.00
TRACK-UNIFIED B&G ASST COACH	0.0282	1,410.00
TRACK-UNIFIED B&G COACH	0.0649	3,245.00
VBALL-FRESHMAN COACH BOYS	0.0649	3,245.00
VBALL-FRESHMAN COACH GIRLS	0.0649	3,245.00
VBALL-JV COACH BOYS	0.0791	3,955.00
VBALL-JV COACH GIRLS	0.0791	3,955.00
VBALL-VAR ASST COACH BOYS	0.0791	3,955.00
VBALL-VAR ASST COACH GIRLS	0.0791	3,955.00
VBALL-VARSITY COACH BOYS	0.1512	7,560.00
VBALL-VARSITY COACH GIRLS	0.1512	7,560.00
WEIGHTS & COND-FALL COACH	0.0800	4,000.00
WEIGHTS & COND-SPRING COACH	0.0800	4,000.00
WEIGHTS & COND-WINTER COACH	0.0800	4,000.00
WEIGHTS & COND-HEAD COACH	0.0841	4,205.00
WRESTLING-BOYS&GIRLS JV AC	0.0706	3,530.00

WRESTLING-BOYS&GIRLS VAR ASST	0.0903	4,515.00
WRESTLING-BOYS&GIRLS VAR COACH	0.2710	13,550.00
X COUNTRY-BOYS ASST COACH	0.0141	705.00
X COUNTRY-BOYS VAR COACH	0.0932	4,660.00
X COUNTRY-GIRLS ASST COACH	0.0141	705.00
X COUNTRY-GIRLS VAR COACH	0.0932	4,660.00
YEARBOOK	0.1000	5,000.00
ATHLETIC COUNTY CHAMPION		\$ 100.00
ATHLETIC CONFERENCE CHAMPION		\$ 150.00
ATHLETIC-ADVANCING TEAM OR INDIVIDUAL REGIONAL		\$ 250.00
ATHLETIC-ADVANCING TEAM OR INDIVIDUAL SEMI-STATE		\$ 250.00
ATHLETIC-ADVANCING TEAM OR INDIVIDUAL STATE		\$ 250.00
ATHLETIC-WIN ENDING SEASON TOURNAMENT		\$ 250.00
		\$ 250.00
ACADEMIC TEAM-WINS MAIN OR FINAL COMPETITION(USUALLY AT STATE LEVEL)		\$ 150.00 FOR TOP 10
OTHER TEAM OR GROUP COMPETITION-WINNER OF LARGEST COMPETITION AGAINST AT LEAST FIVE OTHER TEAMS OR GROUPS IN SAME DIVISION		\$ 250.00
Franklin Community Middle School:		
ACADEMIC TEAM COACH - FCMS	0.0150	750.00
ATHLETIC WEBMASTER/PR	0.0300	1,500.00
BAND DIRECTOR	0.0325	1,625.00
BASKETBALL-7TH BOYS ASST COACH	0.0508	2,540.00
BASKETBALL-7TH BOYS HEAD COACH	0.0847	4,235.00
BASKETBALL-7TH GIRLS ASST COAC	0.0508	2,540.00
BASKETBALL-7TH GIRLS HEAD COAC	0.0847	4,235.00
BASKETBALL-8TH BOYS ASST COACH	0.0508	2,540.00
BASKETBALL-8TH BOYS HEAD COACH	0.0847	4,235.00
BASKETBALL-8TH GIRLS ASST COAC	0.0508	2,540.00
BASKETBALL-8TH GIRLS HEAD COAC	0.0847	4,235.00
BETA CLUB/NATIONAL HONOR SOCIE	0.0250	1,250.00
CHEER WINTER HEAD COACH	0.0452	2,260.00
CHEER FALL HEAD COACH	0.0395	1,975.00
CHOIR DIRECTOR	0.0325	1,625.00
SHOW CHOIR	0.0150	750.00
CLUB SPONSORS	0.0100	500.00

Cubs to Grizzlies	0.0180	900.00
Digital News Club	0.0281	1,405.00
DRAMA CLUB	0.0280	1,400.00
EVENT MANAGER	0.0353	1,765.00
FOOTBALL-7TH BOY ASST COACH	0.0565	2,825.00
FOOTBALL-7TH BOY HEAD COACH	0.0847	4,235.00
FOOTBALL-8TH BOY ASST COACH	0.0565	2,825.00
FOOTBALL-8TH BOY HEAD COACH	0.0847	4,235.00
GOLF-BOYS HEAD COACH	0.0367	1,835.00
Golf-Girls Head Coach	0.0367	1,835.00
JOURNALISM	0.0280	1,400.00
MATH BOWL	0.0150	750.00
PLC LEADER	0.0200	1,000.00
ROBOTICS	0.0150	750.00
SOCCER-BOYS HEAD COACH	0.0565	2,825.00
SOCCER-GIRLS HEAD COACH	0.0565	2,825.00
SPELL BOWL	0.0150	750.00
STRENGTH COACH 1ST SEMESTER	0.0424	2,120.00
STRENGTH COACH 2ND SEMESTER	0.0424	2,120.00
STUDENT COUNCIL	0.0250	1,250.00
SWIM&DIVE-BOYS&GIRLS ASST COAC	0.0424	2,120.00
SWIM&DIVE-BOYS&GIRLS HEAD COAC	0.0847	4,235.00
TEAM LEADS	0.0070	350.00
TENNIS-BOYS HEAD COACH	0.0395	1,975.00
TENNIS-GIRLS HEAD COACH	0.0395	1,975.00
TRACK - UNIFIED BOYS&GIRLS COA	0.0480	2,400.00
TRACK-BOYS & GIRLS ASST COACH	0.0480	2,400.00
TRACK-BOYS & GIRLS HEAD COACH	0.0847	4,235.00
VBALL-HEAD COACH 7TH GIRLS	0.0621	3,105.00
VBALL-HEAD COACH 8TH GIRLS	0.0621	3,105.00
WASHINGTON DC COORDINATOR	0.0250	1,250.00
WRESTLING-BOYS&GIRLS ASST COAC	0.0480	2,400.00
WRESTLING-BOYS&GIRLS HEAD COAC	0.0847	4,235.00
X COUNTRY-FCMS B&G ASST COACH	0.0141	705.00
X COUNTRY-FCMS B&G ASST COACH	0.0141	705.00
X COUNTRY-FCMS B&G HEAD COACH	0.0411	2,055.00
YEARBOOK	0.0250	1,250.00
ATHLETIC COUNTY CHAMPION		\$ 100.00
ATHLETIC CONFERENCE CHAMPION		\$ 150.00
ATHLETIC-ADVANCING TEAM OR INDIVIDUAL REGIONAL		\$ 250.00
ATHLETIC-ADVANCING TEAM OR INDIVIDUAL SEMI-STATE		\$ 250.00

ATHLETIC-ADVANCING TEAM OR INDIVIDUAL STATE		\$ 250.00
ATHLETIC-WIN ENDING SEASON TOURNAMENT		\$ 250.00
		\$ 250.00
ACADEMIC TEAM-WINS MAIN OR FINAL COMPETITION(USUALLY AT STATE LEVEL)		\$ 150.00 FOR TOP 10
OTHER TEAM OR GROUP COMPETITION-WINNER OF LARGEST COMPETITION AGAINST AT LEAST FIVE OTHER TEAMS OR GROUPS IN SAME DIVISION		\$ 250.00
Needham Elementary:	-	-
CLUB SPONSORS	0.0100	500.00
ELEMENTARY BASKETBALL BUILDING	0.0175	875.00
MATH BOWL	0.0150	750.00
PLC LEADER	0.0100	500.00
SCIENCE BOWL	0.0150	750.00
SPELL BOWL	0.0150	750.00
ACADEMIC TEAM WINS STATE		\$ 250.00
ACADEMIC TEAM EARNS TOP 10 RECOGNITION		\$ 100.00
OTHER ACADEMIC COMPETITIONS-WINNER OF MAIN COMPETITION		\$ 250.00
Northwood Elementary:		
CLUB SPONSORS	0.0100	500.00
ELEMENTARY BASKETBALL BUILDING	0.0175	875.00
MATH BOWL	0.0150	750.00
PLC LEADER	0.0100	500.00
SCIENCE BOWL	0.0150	750.00
SPELL BOWL	0.0150	750.00
THERAPY DOG HANDLER	0.0652	3,260.00
ACADEMIC TEAM WINS STATE		\$ 250.00
ACADEMIC TEAM EARNS TOP 10 RECOGNITION		\$ 100.00
OTHER ACADEMIC COMPETITIONS-WINNER OF MAIN COMPETITION		\$ 250.00
Union Elementary:		
CLUB SPONSORS	0.0100	500.00
ELEMENTARY BASKETBALL BUILDING	0.0175	875.00
MATH BOWL	0.0150	750.00

PLC LEADER	0.0100	500.00
SCIENCE BOWL	0.0150	750.00
SPELL BOWL	0.0150	750.00
ACADEMIC TEAM WINS STATE		\$ 250.00
ACADEMIC TEAM EARNS TOP 10 RECOGNITION		\$ 100.00
OTHER ACADEMIC COMPETITIONS-WINNER OF MAIN COMPETITION		\$ 250.00
<u>Webb Elementary:</u>		
CLUB SPONSORS	0.0100	500.00
ELEMENTARY BASKETBALL BUILDING	0.0175	875.00
MATH BOWL	0.0150	750.00
PLC LEADER	0.0100	500.00
SCIENCE BOWL	0.0150	750.00
SPELL BOWL	0.0150	750.00
THERAPY DOG HANDLER	0.0652	3,260.00
ACADEMIC TEAM WINS STATE		\$ 250.00
ACADEMIC TEAM EARNS TOP 10 RECOGNITION		\$ 100.00
OTHER ACADEMIC COMPETITIONS-WINNER OF MAIN COMPETITION		\$ 250.00

NOTE: The number of ECA positions was not bargained between the FCS and FCTA

Cancellation/Partial Payments of Extracurricular Assignments (ECA)

During school closures for reasons of pandemic or other, the district reserves the right to cancel or to not assign ECA contracts. If ECAs are not assigned or are only partially completed, the following payment structure applies:

- 0% payment for ECAs not assigned or if no work could be completed
- 50% payment for 1-50% completion of ECA assignment
- 100% payment for 51%-100% completion of ECA assignment

Head Sports Coaches, the Band Director, the Concert Choir Director, and the Show Choir Director will be paid 100% of their Head Coach, Band Director, Choir Director, and Show Choir Director ECAs regardless of closure due to the nature of their positions.

ARTICLE III

A. Leaves

Teachers who find it necessary to leave the school during the day for less than half-day may do so with the approval of the building principal.

Paid Time Off (PTO)

Section 1. For the school year 2025-2026, each teacher shall receive a total of eleven (11) paid time off (PTO) days per year. New teachers will receive twelve (12) PTO days with a one (1) day optional donation to the sick bank. The donation of one day to the sick bank shall be automatic unless noted otherwise, in writing, by the teacher through Human Resources between the dates of August 1 and August 15.

1. Teachers are allowed to use up to ten (10) days of sick time banked or paid time off for family illnesses.
2. PTO may be granted on the opening or closing day of the school semesters, the day immediately before or after school vacations and holidays, or immediately before or after e-learning days upon approval of the superintendent using the appropriate request form. Absences described above will be limited to one(1) day per school year. The district will limit the number of teachers approved for one of these days to six(6) for the district and no more than two(2) per building. Any sick days claimed for the absences described above will require a doctor's note. Unapproved days, and those sick days not supported by a doctor's note, will be considered unpaid days, and will be treated as unpaid days on the teacher's next paycheck.
3. Teachers are required to request approval for three (3) or more PTO days at least two weeks prior to the first day of absence.
4. Teachers must use PTO days prior to using any sick days, even for illnesses.
5. If a teacher is absent for more than three (3) consecutive days for illness, he/she must submit a doctor's note to return to work.

On June 30th of each year, all remaining PTO days will roll over to sick days where a total of 120 days can be banked.

Section 2. Beginning the 2024-25 school year, in the event a teacher is hired to teach in the Franklin Community School Corporation, any unused sick leave accumulated in any other school corporation shall be added for the second and each succeeding year of employment at the

rate of seven (7) days per school year until the number of accumulated days to which said teacher was entitled in the last place of employment shall be exhausted. Once the teacher has completed their fifth year of a certified teaching role at FCS, all remaining sick days will be added to the accumulated total per FCS for a maximum of 120 days, prior to starting their sixth year of employment. For those teachers who have already completed their fifth year of a certified teaching role at FCS prior to this contract, all remaining sick days will be added to the accumulated total per FCS at a maximum of 120 days.

Section 3. Teachers unable to work because of a disability caused by an injury while carrying out the functions of a teacher in the Franklin Community School Corporation will be compensated at the teacher's daily rate for the first week of such disability. Said days off for the first week shall not be charged against paid time off. Following the first week of a teacher's absence due to a school related injury, the teacher may elect to use their paid time off to make up any loss of income to which they would have normally been entitled. This is considered to be the difference between Worker's Compensation payments and the teacher's contractual per diem pay.

Parental Leave

Leave taken that is related to or is caused by the employee's pregnancy shall be governed by the following:

Section 1. Any employee who is pregnant is entitled to a leave of absence of up to one year, with such leave to be taken at any time between the commencement of her pregnancy and the first anniversary of the birth of the child. Maternity leave may be taken without jeopardy to re-employment, retirement and salary benefits. The district will provide seven (7) days of paid leave to be used consecutively at the commencement of the parental leave. This is in addition to the PTO that the teacher was allotted for the current school year. The Family and Medical Leave Act (FMLA) provides eligible employees with up to twelve (12) weeks of unpaid, job-protected leave per year. We classify these 12 weeks as "working" weeks for Certified Staff members and other staff who work less than 260 days per year.

Section 2. The period of physical incapacitation, as designated by the employee's attending physician, may be charged to her available sick leave provided that acceptable certification of the extended period of physical incapacitation is submitted from an attending physician. Any leave days after the period of physical incapacitation may be charged to available PTO leave days. The teacher is entitled to complete the remaining leave without pay.

Section 3. Maternity leave days will only be counted during the 184 days of the collective bargaining agreement. Non-working days including spring break, fall break, Christmas Break, etc. but excluding summer break will not be counted towards the total amount of weeks as

deemed necessary by the physician if it has been denoted in a number of weeks as opposed to a specific period of time designated by dates.

Section 4. A teacher may use 30 sick days for a natural birth delivery. The 30 sick days are to be used concurrently with the teacher's 184-day contract. A c-section delivery will allow the teacher to use 40 sick leave days. Additional sick days may be used if they are prescribed by a doctor.

Section 5. The leave of absence shall be deemed to be a leave taken under the provisions of the Family and Medical Leave Act (FMLA) and shall be subject to the provisions of that act for up to a maximum of twelve (12) calendar weeks. Beginning with the first day of the thirteenth week of the leave of absence, the FMLA is no longer applicable. Responsibility for the payment of insurance premiums shall be allocated between the employee and school corporation for the initial twelve (12) weeks of the leave of absence. The employee shall have sole responsibility for the payment of insurance premiums for that portion of the leave of absence for which FMLA is not applicable.

Spouse/Partner/Adoptive Leave

Section 1. Spouse/partner or adoptive leave shall be granted upon request for the first year following the birth or placement of an employee's child. The district will provide seven (7) days of paid leave to be used consecutively at the commencement of the spouse/partner/adoptive leave. This is in addition to the PTO that the teacher was allotted for the current school year. Additional leave days may be granted but shall be unpaid unless the employee chooses to use any paid time off available for that school year. The teacher is entitled to complete the remaining leave without pay.

Section 2. If the necessity for leave is foreseeable based on an expected birth or placement, the employee shall provide the Superintendent with not less than thirty (30) days' notice before the date the leave is to begin. If the date of birth or placement requires leave to begin in less than thirty (30) days, the employee shall provide such notice as is practical.

Section 3. The leave of absence shall be deemed to be a leave taken under the provisions of the Family and Medical Leave Act (FMLA) and shall be subject to the provisions of that act for up to a maximum of twelve (12) calendar weeks. Beginning with the first day of the thirteenth week of the leave of absence, the FMLA is no longer applicable. Responsibility for the payment of insurance premiums shall be allocated between the employee and School Corporation for the initial twelve (12) weeks of the leave of absence. The employee shall have sole responsibility for the payment of insurance premiums for that portion of the leave of absence for which FMLA is not applicable.

Extended Medical Leave

Franklin Community Schools recognizes the potential need for staff members to be on a leave of absence for longer than the time allowed under the Family Medical Leave Act (FMLA) for medical purposes. These absences must be approved by the Franklin Community Schools Board of Trustees and be certified by an attending physician through the utilization of FMLA paperwork. Any staff member who requests a leave of absence greater than 12 weeks, as certified by their physician for a serious health condition, will be responsible for paying the entire portion of their healthcare and other insurance premiums once they are on unpaid status. The full cost of insurance premiums (including the corporation portion) will be paid by the employee only once they have exhausted all available sick/PTO benefit time.

Jury Leave

Any teacher who is called for jury duty or subpoenaed for a matter related to school business shall, during the period of his or her absence on account of such duty, be paid his or her full salary less the total amount per diem allowance earned by such teacher for such duty.

Professional Leave

A teacher may apply, or be asked to attend, in professional leave opportunities during the school year. The total number of days missed by a teacher will not exceed four (4) days, unless approved by the superintendent or designee. In addition, the FCTA president will be notified of the professional leave extension.

Representation Leave

Four (4) days of representation leave may be approved by the superintendent for the Association President, or that person's designee on the professional staff, to attend the "long" sessions of the Indiana General Assembly. Two (2) days of professional leave may be granted by the superintendent for attendance at the "short" sessions of the General Assembly.

Bereavement Leave

Teachers may request to be absent a maximum of five (5) school days for the death in the immediate family. The immediate family is interpreted to mean father, stepfather, mother, stepmother, brother, step-brother, sister, step-sister, husband, wife, child, miscarriage, stepchild, father-in-law, stepfather-in-law, mother-in-law, stepmother-in-law, son-in-law, step-son-in-law, daughter-in-law, step-daughter-in-law, and any relative who at the time of death was living as a member of the household of the teacher. Legal guardians and wards shall be counted as parents and children for bereavement leave purposes. Five (5) days of bereavement leave may be granted for grandparents, sisters -and brothers-in-law, grandparents-in-law and grandchildren. Three (3) days of bereavement leave may also be granted for aunts, uncles, nieces and nephews.

One (1) additional day may be granted by the superintendent or designee in extenuating circumstances surrounding the need for additional bereavement leave days. The teacher affected by the death may request the additional day of bereavement leave, over and above the maximum of five (5), through a written request to the superintendent. Should a teacher not use a total of five (5) days at the time of bereavement, two (2) days remaining of the five (5) bereavement leave days shall be available for 90 days subsequent to the death, for the teacher to settle estate matters. One (1) day per school year shall be granted for funerals of close friends.

Sick Leave Bank

Section 1. A sick leave bank will be established for all teachers. The bank will be administered by the superintendent or designee, who will establish the necessary procedures. The FCTA President or designee and the FCS representative review and approve any requests. Unused sick leave days will remain in the bank and carry over from year to year. Should the bank become depleted then teachers would be required to contribute at least one more day.

Section 2. If a teacher has been quarantined more than once in a school year while carrying out the functions of a teacher, they may opt to request sick days from the sick bank to cover all or a portion of those required quarantine days. This does not include quarantines resulting from family members or outside of their employment activities. If a teacher is approved to work remotely rather than claiming sick or PTO days, eligibility for sick bank days will be denied.

B. Insurance and Benefits

Section 1. Insurance contributions shall be as follows: The Corporation will pay for premium increases as follows:

- 0% of the premium increase for PPO \$1,800 and \$5,300 plans
- 0% of the increase for HSA \$2,300 & \$3,300 plan

The following chart illustrates the 2025-26 Health Care premiums:

Franklin Community School Corporation

Group Health Plan Premiums

EFFECTIVE
November 1, 2025

CERTIFIED RATES

Medical and Prescription Insurance

Payroll Deductions: **24**

EMPLOYEE ONLY COVERAGE	PPO - \$1,800	HSA - \$2,300	HSA - \$3,300	PPO - \$5,300
Total Annual Premium	\$ 10,728.00	\$ 9,852.00	\$ 8,844.00	\$ 8,340.00
Board Contributions - Annual	\$ 7,080.48	\$ 7,487.52	\$ 7,694.28	\$ 6,255.00
Monthly Benefit	\$ 590.04	\$ 623.96	\$ 641.19	\$ 521.25
Employee Annual Premium	\$ 3,647.52	\$ 2,364.48	\$ 1,149.72	\$ 2,085.00
Monthly Deduction	\$ 303.96	\$ 197.04	\$ 95.81	\$ 173.75
Per Pay Deductions	\$ 151.98	\$ 98.52	\$ 47.91	\$ 86.88
EMPLOYEE + CHILD(REN)	PPO - \$1,800	HSA - \$2,300	HSA - \$3,300	PPO - \$5,300
Total Annual Premium	\$ 19,944.00	\$ 18,360.00	\$ 16,476.00	\$ 15,624.00
Board Contributions - Annual	\$ 14,359.68	\$ 15,238.80	\$ 14,993.16	\$ 10,624.32
Monthly Benefit	\$ 1,196.64	\$ 1,269.90	\$ 1,249.43	\$ 885.36
Employee Annual Premium	\$ 5,584.32	\$ 3,121.20	\$ 1,482.84	\$ 4,999.68
Monthly Deduction	\$ 465.36	\$ 260.10	\$ 123.57	\$ 416.64
Per Pay Deductions	\$ 232.68	\$ 130.05	\$ 61.79	\$ 208.32
EMPLOYEE + SPOUSE	PPO - \$1,800	HSA - \$2,300	HSA - \$3,300	PPO - \$5,300
Total Annual Premium	\$ 24,120.00	\$ 22,152.00	\$ 19,872.00	\$ 18,756.00

Board Contributions - Annual	\$ 16,642.80	\$ 17,721.60	\$ 17,884.80	\$ 12,378.96
Monthly Benefit	\$ 1,386.90	\$ 1,476.80	\$ 1,490.40	\$ 1,031.58
Employee Annual Premium	\$ 7,477.20	\$ 4,430.40	\$ 1,987.20	\$ 6,377.04
Monthly Deduction	\$ 623.10	\$ 369.20	\$ 165.60	\$ 531.42
Per Pay Deductions	\$ 311.55	\$ 184.60	\$ 82.80	\$ 265.71
FAMILY COVERAGE	PPO - \$1,800	HSA - \$2,300	HSA - \$3,300	PPO - \$5,300
Total Annual Premium	\$ 31,320.00	\$ 28,776.00	\$ 25,848.00	\$ 24,372.00
Board Contributions - Annual	\$ 20,044.80	\$ 21,582.00	\$ 21,970.80	\$ 15,110.64
Monthly Benefit	\$ 1,670.40	\$ 1,798.50	\$ 1,830.90	\$ 1,259.22
Employee Annual Premium	\$ 11,275.20	\$ 7,194.00	\$ 3,877.20	\$ 9,261.36
Monthly Deduction	\$ 939.60	\$ 599.50	\$ 323.10	\$ 771.78
Per Pay Deductions	\$ 469.80	\$ 299.75	\$ 161.55	\$ 385.89

Dental Insurance

Payroll Deductions: **24**

	EMPLOYEE ONLY	EMPLOYEE + SPOUSE	EMPLOYEE + CHILD(RN)	FAMILY
Total Annual Premium	\$ 384.00	\$ 780.00	\$ 840.00	\$ 1,248.00
Board Contributions - Annual	\$ 360.00	\$ 468.00	\$ 468.00	\$ 480.00
Monthly Benefit	\$ 30.00	\$ 39.00	\$ 39.00	\$ 40.00
Employee Annual Premium	\$ 24.00	\$ 312.00	\$ 372.00	\$ 768.00
Monthly Deduction	\$ 2.00	\$ 26.00	\$ 31.00	\$ 64.00
Per Pay Deductions	\$ 1.00	\$ 13.00	\$ 15.50	\$ 32.00

Vision Insurance				
Payroll Deductions: 24				
EMPLOYEE ONLY COVERAGE			FAMILY COVERAGE	
Total Annual Premium	\$ 94.44		Total Annual Premium	\$ 243.84
Board Contributions - Annual	\$ 93.44		Board Contributions- Annual	\$ 94.56
Monthly Benefit	\$ 7.79		Monthly Benefit	\$ 7.88
Employee Annual Premium	\$ 1.00		Employee Annual Premium	\$ 149.28
Monthly Deduction			Monthly Deduction	\$ 12.44
Per Pay Deductions			Per Pay Deductions	\$ 6.22

Section 2. Teachers on leave for a period not to exceed one year may maintain the group hospitalization and medical insurance program by paying the full monthly premium. All monthly premium payments are due in the business office by the 15th of each month. Failure to make said payments shall result in cancellation of coverage. The above options are subject to approval by the insurance carrier.

Section 3. Cash refunds or credit by insurance companies on premiums paid partly by teachers shall be returned to the teachers, up to but not exceeding the annual premium paid by the teacher when such refund of credit is received. This section does not apply to refunds received from the South-Central Indiana School Trust wellness payback program.

Section 4: As an incentive to move more teachers from a PPO to an HSA health care plan, the school corporation is offering a one-time HSA contribution of \$1,000 for those teachers who elect to make that change effective November 1, 2025. This \$1,000 will also be distributed to those teachers already enrolled in an HSA. This contribution will be distributed to established Health Savings accounts in January 2026 for those certified employees who qualify for this incentive. The January 2026 date was selected to ensure compliance with IRS tax regulations that prohibit individuals from contributing to both a FSA and HSA in the same tax year.

Dental Insurance

Teachers shall be covered by a dental insurance policy. During the duration of this contract, the Board will pay \$468.00 of the employee/spouse or employee children plans, \$480 of the policy cost on the family plan, and the full cost of the policy on the single plan except for the teacher paying at least \$1.00 per pay.

Vision Insurance

Teachers shall be covered by a vision insurance policy effective April 1, 2009 as proposed by the Association. The Board will pay all but \$1.00 toward the cost of a single plan. Those teachers desiring the family vision policy will pay the difference between the cost of the single and family plan.

Life Insurance

Each teacher shall be provided a fifty thousand-dollar (\$50,000) term life insurance policy and a fifty thousand-dollar (\$50,000) policy covering accidental death and dismemberment. Protection will be confined to that provided in the carrier's policy. The amounts of coverage in these types of insurance will be reduced to the amount stipulated by the insurance carrier when a teacher reaches the age of 65. Each teacher must pay at least \$1.00 of the policy cost.

Long Term Disability

Full time teachers shall be covered by a long-term disability insurance policy. The Board will pay the policy cost. Each teacher must pay at least \$1.00 of the policy cost.

Section 125

Effective January 1, 1990, the benefits provided to teachers by Section 125 of the Revenue Act of 1978 shall be made available to any teacher so requesting. An amount not to exceed fifty percent (50%) of salary may be set aside by the teacher for the selection of benefits, under said Section 125, which are non-taxable benefits of major medical, dental, long term disability, short term disability, Section 79 life, unreimbursed medical, and dependent care. The carrier for the plan shall be mutually agreed upon by the Board and the Association. Any administrative costs incurred by the plan shall be paid by the Board. The Board shall be held harmless by the carrier for the plan from any liability to teachers who enroll in the plan arising out of the carrier's performance of its obligations and responsibilities under the plan.

Continuation of Benefits

Teachers on approved leaves may elect to continue insurance coverage, by payment of full monthly premiums, for a period up to eighteen (18) months.

C. Supplemental Retirement Benefits

Notice of Retirement

A teacher desiring to retire at the close of any given school year should attempt to notify the superintendent by March 1st of that retirement year.

Continuation of Benefits

A teacher upon retirement with the Franklin Community School Corporation may continue to participate in the group health, dental, vision and life insurance programs by paying the full monthly premiums and meeting the qualifications established by Indiana State Teachers' Retirement Fund for normal or early retirement.

401 (a)

The Board will contribute the following to a supplemental retirement plan qualified under Section 401(a) of the Internal Revenue Code for every teacher:

- A. 1% of the teacher's base contract salary paid, plus
- B. an amount matching the amount the teacher contributes to a 403(b) annuity, but limited to 2.00% of the teacher's base contract salary paid.

All of these contributions will be immediately vested.

403 (b)

Teachers may elect to have a portion of their gross pay sent directly to the 403 (b) plan. Changes in the amount of payroll deduction may be done in October or April of each year by submitting a salary reduction agreement. Changes in investment option may be done at any time by contacting the corporation 403 (b) plan administrator. All funds designated by a teacher for investment into 403 (b) plans shall be electronically sent to the named receiving institution within three (3) business days from the payroll date.

VEBA (Funded Health Retirement Account)

- A. The Board shall set up a VEBA (voluntary employees beneficiary association) account for each contracted teacher as of July 1, 2006. At the end of each completed school year, ½ of one percent (.5%) of the base teacher contract amount shall be contributed into each teacher's individual VEBA account. A

teacher's VEBA account shall be vested upon completion of 5 years of experience with FCSC or fulfillment of the requirements for normal (unreduced) retirement under Indiana State Teachers Retirement Fund ("TRF") (age 65 with at least 10 years of TRF service; age 60 with at least 15 years of TRF service; or age 55 if age plus TRF service total at least 85). A teacher shall be 100% vested in his or her VEBA account upon his or her death.

B. Each teacher shall carry no more than one hundred twenty (120) days in their sick leave accounts. For each year, starting with the 2024-2025 school year, accumulated leave days over 120 shall be bought out. This calculation shall be done at the end of each school year. These days shall be bought out at one-half (1/2) the overage of days times the current daily substitute retired teacher pay rate as of the end of each school year. That amount shall be deposited at the end of each school year into a teacher's VEBA account. A teacher's VEBA account shall be vested upon completion of 5 years of experience with FCSC or fulfillment of requirements for normal (unreduced) retirement under TRF (age 65 with at least 10 years of TRF service; age 60 with at least 15 years of TRF service; or age 55 if age plus TRF service total at least 85). A teacher shall be 100% vested in his or her VEBA account upon his or her death.

- C. The Board shall place into each retirees VEBA (must be vested) account a one-time sum of:
- \$2,500 as compensation for 60 days of unused sick days
 - \$5,000 as compensation for 90 days of unused sick days
 - \$7,500 as compensation for 120 days of unused sick days

If a retirement buyout is offered, then section C of the VEBA article will not apply.

D. Other Wage & Salary Related Fringe Benefits

Payroll Periods

The pay of teachers will be made in 26 equal payments scheduled throughout the year. Teachers may ask to have the balance of their salary paid in a lump sum in June provided school funds are available.

Travel Reimbursement

Teachers that are assigned to work in more than one building during the school day will be reimbursed mileage between buildings in accordance with the federally approved mileage rate. This reimbursement will not include any reimbursement for miles that would be considered the employee's commuting miles.

PreK Benefits

Teachers will be eligible for a \$5,000 credit for enrollment of their child in the district's preschool program, otherwise known as Cub Academy. This child must qualify as a dependent for tax purposes to be eligible for this benefit.

Continuation of Benefits

Section 1. Medical and Dental Insurance

Medical and Dental insurance plans may be continued in accordance with the Federal Consolidated Omnibus Budget Reconciliation Act of 1985 or COBRA which generally allows for continuation of insurance coverage for eighteen (18) months beyond the date of insurance termination. The teacher will be responsible for full payment of group rates for continuation of coverage for themselves and eligible dependents. A teacher will have sixty (60) days from date of benefits termination to elect coverage.

Section 2. Life Insurance

This insurance may be converted to an individual life insurance policy if a teacher is no longer actively at work. A written notice of conversion rights will be provided upon termination. An application must be made to convert this benefit with the first premium for an individual policy being paid within thirty-one (31) days after termination. Accidental Death and Dismemberment or the Accelerated Life Benefit will not be included with a conversion policy.

Section 3. Retirement Programs

A. Indiana Teacher Retirement Fund

Contributions are discontinued at the time of termination. Contributions may be left on account or withdrawn after separation, based upon the individual vesting status of the teacher.

B. 401 A

Teachers who are terminated have the option of 'cashing out' their investment, transferring funds or leaving funds in place.

C. 403B

Teachers contributing to this program must contact their respective carrier for information concerning current federal guidelines and/or refer to current FCSC plan documents.

D. VEBA

A teacher's VEBA account shall remain in place during the length of time that he/she remains on the recall list.

Separability

Should any provision of this Contract at any time during its life be found in conflict with Federal or State law or legally promulgated rules, then such provision shall continue in effect only to the fullest extent permissible under the applicable law, with the further understanding that if at any time thereafter such provision is no longer in conflict with the law, then such provision of the Contract as originally embodied therein shall be restored in full force and effect as if it had never been in controversy or violation. It is further understood and agreed that the provisions of the Contract are deemed to be separable to the extent that if and when a court or government agency of competent jurisdiction adjudges any provision of this Contract to be in conflict with any law, rule or regulations issued thereunder, such decision shall not affect the validity of the remaining provisions of this Contract, but such remaining provisions shall continue in full force and effect.

ARTICLE IV

Grievance Procedure

The parties agree that grievances which arise out of the application or interpretation of this Agreement shall be resolved in accordance with the grievance procedure.

Section 1. Definition.

A grievance is an alleged violation or claimed misinterpretation of a specific article or section of this agreement.

Section 2. Procedure.

Step One

Within fourteen (14) working days of the time that the teacher knew, or reasonably should have known, of the grievance, the teacher shall present the grievance to the building principal (Department Chairman) during non-teaching hours. Within three (3) working days after presentation of grievance, the building principal (Department Chairman) shall orally answer the teacher.

Step Two

- A. Within three (3) working days of the oral answer, if the grievance is not resolved, it shall be stated in writing, signed by the teacher and submitted to the building principal on the form provided by the administration.

B. The grievance shall (1) name the employee involved, (2) state the facts giving rise to the grievance, (3) identify the specific provisions of this agreement alleged to be violated, (4) state the contention of the teacher with respect to the grievance and, (5) indicate the specific relief requested.

C. Within five (5) working days after receiving the written grievance, the principal shall communicate his/her answer in writing to the teacher.

Step Three

A. If the grievance is not resolved in Step Two, the teacher may, within five (5) working days of the receipt of principal's answer, appeal to the superintendent by filing the grievance and the principal's answer, along with any written response to the teacher to the answer of the principal, with the superintendent's office, which shall receipt therefor.

B. The superintendent or designee shall give the teacher an answer in writing no later than ten (10) working days after receipt of any written grievance properly filed with the superintendent's office.

Step Four

A. Within ten (10) working days after receiving the decision of the superintendent, an appeal from the decision may be made to the Board. The Board shall hold a hearing on the grievance at a regular or special meeting and render its decision in writing to the teacher.

B. The Board may not consider any evidence that was not presented in Step Three.

ARTICLE V

Duration of Agreement

This entire agreement, except where noted otherwise, becomes effective on the first teacher work day of 2025 (August 4, 2025) and will remain in effect to June 30, 2026. This contract supersedes and cancels all previous agreements whether verbal or written between the school corporation and the association. Whenever any notice is required to be given either of the parties of this Agreement either shall do so by certified mail at the following address:

The post office address of the Employer is:

Board of School Trustees
Franklin Community School Corporation
998 Grizzly Cub Drive
Franklin, Indiana 46131

The Post office address of the Association is:
Franklin Community Teachers' Association
Mr. Joseph Setnor
1832 Archies Ct
Franklin, IN 46131

The undersigned attests to the following:

A Public Hearing was held in compliance with IC 20-29-6-1(b) on September 4, 2025, and electronic participation from the parties and public was permitted.

A Public Meeting was held in compliance with IC 20-29-6-19 on October 7, 2025 to discuss the tentative agreement and electronic participation from the governing body and the public was permitted.

A School Board Meeting was held on October 20, 2025, where the final agreement was ratified and electronic participation from the governing body and the public was permitted.

IN WITNESS WHEREOF, both parties have attested to the Public Hearing and Public Meeting referenced above, and have ratified this Agreement on the 20th day of October 2025.

**BOARD OF SCHOOL TRUSTEES
OF THE FRANKLIN COMMUNITY
SCHOOL CORPORATION**

**FRANKLIN COMMUNITY TEACHERS'
ASSOCIATION**

Becky Nelson, Board President

Joseph Setnor, FCTA President

Debbie Gill, Board Vice President

Michael Feigel, FCTA Chief Spokesperson

Tina Jobe, FCS Chief Spokesperson

APPENDIX A
FRANKLIN COMMUNITY SCHOOL CORPORATION
New Hire Placement Base Salary Schedule
2025-2026

Newly hired teachers entering the system for the 2025-26 school years shall be hired at the new base salary according to their years of experience and degrees.

This schedule is used one time ONLY to establish a teacher's initial base salary. Increases are awarded to Highly Effective and Effective teachers only per Indiana Code 20-28-9-1.5. Teachers in their first two years of instructing students who are rated as needs improvement or ineffective are permitted to be eligible for a salary increase in accordance with Indiana law.

Years of Service	Starting Salary
0	\$ 50,000
1	\$ 50,250
2	\$ 50,500
3	\$ 50,750
4	\$ 51,000
5	\$ 51,500
6	\$ 52,000
7	\$ 52,500
8	\$ 53,000
9	\$ 53,500
10	\$ 54,000
11	\$ 54,750
12	\$ 55,500
13	\$ 56,250
14	\$ 57,000
15	\$ 57,750
16	\$ 58,750
17	\$ 59,750
18	\$ 60,750
19	\$ 61,750
20	\$ 62,750
21	\$ 64,250
22	\$ 65,750
23	\$ 67,250
24	\$ 68,750
25	\$ 70,250

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

Ordinance / Resolution Number:

Be it ordained/resolved by the **FRANKLIN COMMUNITY SCHOOL CORPORATION** that for the expenses of **FRANKLIN COMMUNITY SCHOOL CORPORATION** for the year ending December 31, **2026** the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of **FRANKLIN COMMUNITY SCHOOL CORPORATION**, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance.

This ordinance/resolution shall be in full force and effect from and after its passage and approval by the **FRANKLIN COMMUNITY SCHOOL CORPORATION**.


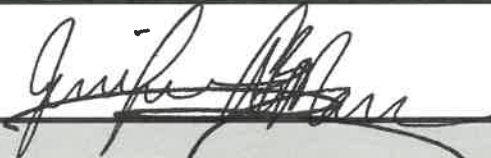
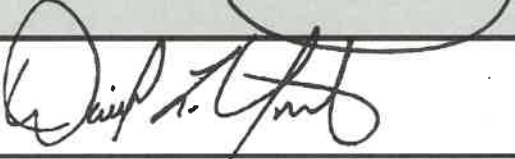
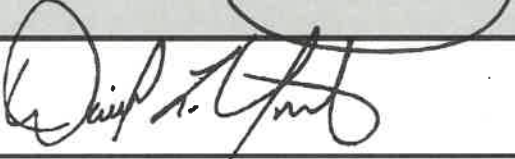
Name of Adopting Entity / Fiscal Body	Type of Adopting Entity / Fiscal Body	Date of Adoption
FRANKLIN COMMUNITY SCHOOL CORPORATION	School Board	10/20/2025

Funds				
Fund Code	Fund Name	Adopted Budget	Adopted Tax Levy	Adopted Tax Rate
0022	REFERENDUM FUND - EXEMPT OPERATING - POST 2009	\$6,460,800	\$7,564,370	0.3529
0061	RAINY DAY	\$500,000	\$0	0.0000
0180	DEBT SERVICE	\$19,753,700	\$20,000,000	1.0369
3101	EDUCATION	\$41,755,568	\$0	0.0000
3300	OPERATIONS	\$11,975,145	\$10,150,000	0.5262
		\$80,445,213	\$37,714,370	1.9160

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 65865 (7-15)
 Approved by the State Board of Accounts, 2015
 Prescribed by the Department of Local Government Finance

Budget Form No. 4
 Generated 9/29/2025 9:01:40 AM

Name		Signature
BECKY NELSON - PRESIDENT	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
DEBBIE GILL - VICE PRESIDENT	Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
JENNIFER MANN - SECRETARY	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
BRETT JONES - MEMBER	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
DAVID YOUNT - MEMBER	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	

ATTEST

Name	Title	Signature
JENNIFER MANN	SECRETARY	

In accordance with IC 6-1.1-17-16(k), we state our intent to issue debt after December 1 and before January 1 Yes No

In accordance with IC 6-1.1-17-16(k), we state our intent to file a shortfall appeal after December 1 and before December 31 Yes No

**RESOLUTION TO ADOPT BUS REPLACEMENT PLAN
Budget Year 2026**

This resolution is adopted by the Board of Trustees of the School Corporation below:

School Corporation Name: Franklin Community School Corporation
County: Johnson

WHEREAS, A School Bus Replacement Plan has been established; and
WHEREAS, the Board of Trustees is required under IC 20-40-18-9 to adopt a plan for the School Bus Replacement Plan; and

WHEREAS, the Board of Trustees held a public hearing on the plan date and place below:

Meeting Date: Monday, October 20, 2025
Meeting Location: Franklin Community Middle School, 625 Grizzly Cub Dr, Franklin, In 46131

THEREFORE, BE IT RESOLVED, by the Board of Trustees that the plan entitled "Bus Replacement Plan" this resolution, and is adopted as the Board of Trustees' Plan with respect to the School Bus Replacement Plan.

BE IT FURTHER RESOLVED, that the Board of Trustees shall submit a certified copy of this resolution to the Department of Local Government Finance as required by IC 20-40-18-9.

Adoption Date: Monday, October 20, 2025

AYE

NAY

[Signature]
[Signature]
[Signature]

Attest: [Signature]

Secretary of Board of School Trustees

**RESOLUTION TO ADOPT THE CAPITAL PROJECTS FUND PLAN
Budget Year 2026**

This resolution is adopted by the Board of Trustees of the School Corporation below:

School Corporation Name: Franklin Community Schools
County: Johnson

WHEREAS, A Capital Project Plan has been established; and

WHEREAS, the Board of Trustees is required under IC 20-40-18-6 to adopt a plan for the Capital Project Plan; and

WHEREAS, the Board of Trustees held a public hearing on the plan date and place below:

Meeting Date: 20-Oct-25
Meeting Location: Franklin Community Middle School, 625 Grizzly Cub Dr., Franklin


THEREFORE, BE IT RESOLVED, by the Board of Trustees that the plan entitled "2026 Capital Project Plan" this resolution, and is adopted as the Board of Trustees' Plan with respect to the Capital Project Plan.


BE IT FURTHER RESOLVED, that the Board of Trustees shall submit a certified copy of this resolution to the Department of Local Government Finance as required by IC 20-40-18-6.


Adoption Date: 20-Oct-25

AYE

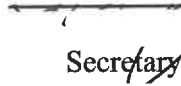
NAY







Attest: 

 Secretary of Board of School Trustees



To Whom It May Concern,

This letter is a professional recommendation to retire Therapy K9 Millie from her career as a therapy dog at Franklin School Systems due to developed behaviors and potential health issues.

Currently due to Millie's age, behaviors unacceptable for therapy work and potential health issues, we do not believe that Millie represents any financial value as a therapy animal.

Please do not hesitate to reach out with any questions or for any additional information.

Julie@ultimatecaninetraining.com

Best regards,

Julie Case

CEO, Ultimate Canine LLC.



Book	GUIDELINES
Section	Section C - Students
Title	C175-R1 - Attendance
Code	
Status	Active
Adopted	August 12, 2024

C175-R1

ATTENDANCE

The Board requires all students enrolled in the schools and programs it offers to attend school regularly in accordance with the laws of the State. The Board’s educational program is predicated upon the presence of the student and requires continuity of instruction and classroom participation. The regular contact of students with one another in the classroom and their participation in a well-planned instructional activity under the tutelage of a competent teacher are vital to this purpose.

Research shows that regular attendance correlates with high achievement. ~~for this reason, FCS has determined that students may incur no more than 10 absences (per class at FCHS). All absences, excused or unexcused, count toward this limit. Exempted absences are not included in this limit.~~

“Attendance” as used in this guideline shall mean to be physically present in a school or at another location where the Board’s educational program is being offered at the times established by the Board and a teacher is being conducted.

EXCUSABLE REASONS (outlined in Policy C175) : MUST BE REPORTED WITHIN 24 HOURS

All absences must be reported to the school office. A parent/guardian must call the school to report the absence by 9:00 am.

Students/Families should produce relevant documentation (as outlined in Policy C175) within 24 hours following the day the student returns to school.

~~The Corporation accepts only the following as excusable reasons for absence from school:~~

~~An excuse for absence from school may be approved for one (1) or more of the following reasons or conditions:~~

~~A. Professional Appointments (i.e. doctor, dentist, therapist)~~

~~Proper documentation as outlined in this policy will be required.~~

~~B. Personal Illness~~

~~The principal may require a doctor's confirmation if s/he deems it advisable, such as after 2 consecutive absences.~~

~~C. Out of School Suspension~~

~~D. Death in the Immediate Family~~

~~E. Required Court Attendance~~

~~F. Observance of a Bona Fide Religious Holiday~~

~~G. Military connected families' absences related to deployment and return~~

~~H. Recovery from a documented accident~~

~~I. Maternity Leave~~

~~J. Such other good cause as determined by law (I.C. 20-8.1-3-18 and Policy #C175).~~

~~PROFESSIONAL APPOINTMENT REQUIREMENTS~~

~~Notice of appointment will be required upon return to school. The documentation must contain the following to be considered an acceptable absence:~~

~~A. Name of Student~~

~~B. Date and Time of Appointment~~

~~C. Return date to School~~

~~D. Any limitations and their duration~~

~~Failure to produce documentation within three (3) days may result in a violation of this policy. Absences that do **not** accumulate against this guideline include field trips and/or college visits.~~

~~UNACCEPTABLE REASONS FOR ABSENCES~~

~~Any absence from school not authorized or in violation of this policy is considered unacceptable.~~

Elementary (K-6)K-12 Unexcused Absences

- A. All absences must be reported to the school office. A parent/guardian must call the school to report the absence by 9:00 a.m.
- B. Upon the **fifth unexcused** absence within a 10-week period, a parent/guardian will receive an attendance letter informing him/her of the number of unexcused absences from school. Per Senate Bill 282, families are required to conference with school administrators within five-ten instructional days of the fifth unexcused absence. At this meeting, an attendance plan will be developed and should be followed. Schools will work with families to schedule the conference at a convenient time. A school administrator, teacher, counselor, and parent/guardian should attend the conference. The parent/guardian may bring a representative if notice is provided to the school at least 48 hours before the conference.
- C. Upon the **tenth unexcused** absence and thereafter, failure to provide documentation from a physician in compliance with Board Policy C175 will be considered to be in violation of this policy. On the tenth unexcused absence, a letter is issued from the school as verification of the student's absence from attendance at school. ~~All absences, excused or unexcused, count toward this 10-day limit.~~ Per Senate Bill 282, an affidavit will be filed with the prosecutor's office for students accumulating **10 unexcused** absences.
- D. Upon the **fifteenth** absence, **excused or unexcused**, the school will send a notice to Johnson County Community Corrections and DCS for further action. A letter will be sent to parents/guardians as well.
- E. Upon the accumulation of **18 unexcused** absences, per Senate Bill 282, the student's attendance data will be submitted to the prosecutor's office.

Middle (7-8)

- ~~A. All absences must be reported to the school office. A parent/guardian must call the school by 9:00 a.m. to report the absence.~~
- ~~B. Upon the **fifth unexcused** absence, a parent/guardian will be given a warning notice informing him/her of the number of absences from school.~~
- ~~C. Upon the **tenth** absence and thereafter, failure to provide documentation from a physician will be considered to be in violation of this policy. On the tenth absence, a letter is issued from the school as verification of the student's attendance at school. All absences, **excused or unexcused**, count toward this 10-day limit.~~
- ~~D. Upon the **fifteenth** absence, **excused or unexcused**, the school will send a notice to Johnson County Probation/Office of Family and Children and DCS for further action.~~

High School (9-12)

- ~~A. All absences must be reported to the school office. A parent/guardian must call the school by 9:00 a.m. to report the absence.~~

- ~~b. Upon the **fifth unexcused** absence, a parent/guardian will be given a warning notice informing him/her of the number of absences from school.~~
- ~~c. Upon the **tenth** absence and thereafter, failure to provide documentation from a physician will be considered to be in violation of this policy. On the tenth absence from a class, a letter is issued from the school as verification of the student's attendance at school. All absences, **excused or unexcused**, count toward this 10-day limit. Upon the fifteenth absence, the school will send a notice to Johnson County Probation/Office of Family and Children and DCS for further action.~~
- ~~d. Due to work missed, any absence of ten (10) or above may result in loss of credit from the class.~~
- ~~e. Upon the fifteenth absence, **excused or unexcused**, the school will send a notice to Johnson County Probation/Office of Family and Children and DCS for further action.~~

EXCESSIVE ABSENCES (7-12)

~~When students reach their tenth absence, unexcused and excused, a letter will be sent home indicating that the student is in violation of the attendance policy and will be referred to Johnson County Juvenile Community Corrections at fifteen absences.~~

~~At the **10th absence**, the student/parent or guardian will be required to meet with a counselor or administrator to discuss their absences and develop an attendance contract. The following interventions can be utilized to assist with attendance concerns:~~

- ~~a. After-school detention~~
- ~~b. Referral to alternative school~~
- ~~c. Loss of driving privileges for school~~
- ~~d. Referral to Juvenile Detention for truancy~~
- ~~e. In-school suspension~~
- ~~f. Out-of-school suspension~~
- ~~g. Loss of high school credit~~
- ~~h. Possible loss of extra and co-curricular participation, prom, dances and after-school activities~~
- ~~i. Possible expulsion~~

~~Exempted absences are not included in these 5,10,15-day thresholds. (See Policy #C175.)~~

TARDINESS

The prompt arrival of students prepares them for success the entire day. Students who report late to school must check-in at the main office to obtain admittance to the building.

Middle/High School

Consequences for tardiness are outlined in the Middle/High School Handbooks.

~~PRE-ARRANGED ABSENCES~~

~~Pre-arranged absences may be considered an unacceptable absence and subject to the ten (10) day rule in all three (3) school levels. Prior to the absence, parents are expected to notify the school of the absence.~~

TRUANCY

A student shall be considered truant each day or part of the day s/he is inexcusably absent from his/her assigned location without parental knowledge. **Absence** is defined as non-present in the assigned location any time beyond the tardiness limit. A student will be considered tardy rather than absent if s/he is in his/her assigned location within ~~thirty (30)~~twenty (20) minutes after the official start of the school day.

NOTICE TO THE INDIANA BUREAU OF MOTOR VEHICLES

In accordance with Indiana law, the building principal and/or attendance officer shall keep the Bureau of Motor Vehicles informed of each student whose truancy has resulted in at least two (2) suspensions, an expulsion, or an exclusion from school or if the student has withdrawn from school in an effort to circumvent the loss of his/her learner's permit or application for a driver's license. The student's current license cannot be revoked for habitual truancy. The building principal and/or attendance officer shall notify the Bureau of Motor Vehicles of each student who is a habitual truant.

The disciplining of truant students shall be in accord with Board policies and due process described in the Student Code of Conduct and Board Policy 5611.

STUDENTS LEAVING SCHOOL DURING THE SCHOOL DAY

- A. No staff member shall permit or cause any student to leave school prior to the regular hour of dismissal except with the knowledge and approval of the principal and with the knowledge and approval of the student's parents.
- B. No student will be released to any government agency without proper warrant or written parental permission except in the event of an emergency as determined by the building principal.

CERTIFICATE OF INCAPACITY

If a parent does not send his/her child to school because of the child's illness or mental or physical incapacity, it is unlawful for the parent to fail or refuse to produce a certificate of incapacity for an attendance officer within six (6) days after it is demanded. The certificate required under this requirement shall be signed by an Indiana physician or by an individual holding a license to practice osteopathy or chiropractic in this state or by a Christian Science practitioner who resides in Indiana and is listed in the Christian Science Journal.

Franklin Community School Corporation

Adopted: 8-12-24

Revised:



C175-E2

ATTENDANCE
Administrator-Approved Excused Absence Request Form

Please complete this form to request an administrator-approved excused absence for your student. One form must be submitted per student, per absence request.

Student Information

Student Full Name (Print): _____

Grade: _____ **Building:** _____

Parent/Guardian Information

Parent/Guardian Name (Print): _____

Phone Number: _____

Absence Details

Type of Absence as defined in Policy C175 (Check One):

- Family Choice Planned (known in advance): maternity, military, or other reason
- Family Choice Unplanned (unexpected): maternity, military, or other reason
- Administrator Approved (known in advance): not falling into the above categories; must be making satisfactory academic progress

Date(s) of Absence: _____

Specific Reasons for Absence:

Parent/Guardian Signature

I certify that the above information is accurate and understand that this form will be reviewed by school administration.

Signature: _____

Date: _____

Office Use Only

- **Received by:** _____
- **Date Received:** _____
- **Approved:** Yes No
- **Signature:** _____
- **Notes:** _____

FCHS ATHLETIC DEPARTMENT
Bill Doty, Director of Athletics
Chris Coll, Assistant Athletic Director
Marcus Davis, Athletic Trainer
Kim Barnett, Athletic Secretary
Office: 317-346-8222 Fax: 317-738-5703




Date: August 20, 2025
To: Jonathan Alexander
Subject: Letter of Agreement - JCREMC

The purpose of this Letter of Agreement is to establish a sponsorship agreement between Johnson County REMC and the Athletic Department of Franklin Community High School, to affirm the terms for advertising support of the student athletic programs of Franklin Community High School for a one year period beginning September 1, 2025 through August 31, 2026.

- A. Johnson County REMC and Franklin Community High School Athletic Department agree to the following terms:
- a. Designation as the "Indoor Concession Sponsor for Franklin Athletics".
 - b. JCREMC will receive signage prominently placed in mutually agreed upon locations at (2) FCHS Indoor Concession Windows.
 - c. JCREMC will receive recognition during pre-game and in-game announcements as the Concession Sponsor for FCHS Athletics.
 - d. FCHS Athletic Department will maintain each sign after installation for the duration of this agreement.
 - e. Work in good faith to represent Franklin Community High School and JCREMC in a fair, reasonable and professional manner that is in keeping with the standards of both organizations.
 - f. During the term of this agreement, JCREMC will provide financial support to the Franklin Community High School Athletic Department in the sum of \$3,000.00.

John Gates
Director of Business Development & Marketing


Date: 8/20/2025

Becky Nelson
Board of School Trustees, President


Date:



Book	POLICIES
Section	Section F - Fiscal Management
Title	F176 - Unpaid Meals
Code	
Status	Active

F176

Unpaid Meals

Lunch Charging Procedures

Meal accounts for students should be consistently funded throughout the school year to avoid students needing to charge for a meal. However, the Board recognizes that an occasional emergency may make it necessary to charge for a meal. Families needing assistance to apply for free or reduced lunch should contact the School Corporation's Director of Food Service.

The Board's policy and Superintendent's procedure related to meal charges shall be distributed in writing to all households at the start of each school year and to households transferring to the school or Corporation during the school year. Additionally, the Board's policy and Superintendent's procedure related to meal charges shall be distributed to all Corporation staff responsible for policy enforcement, including Corporation food service employees, accounting staff, and all other staff involved in enforcing any aspect of the meal charge policy. This information can also be found about this procedure can also be found on [schools website](#).

The Corporation's meal charging procedure is as follows:

- Significant negative lunch account balances shall not be permitted. A significant negative lunch account balance is any balance owed in excess of \$25;
- If a student has a ~~significant~~ negative lunch account balance, the student shall not be permitted to ~~charge~~ purchase any à la carte food or beverage items;
- All households have free access to monitor their students' lunch accounts through the food service department's online payment system, Family Portal;
- The Food Service Department's point of sale software sends low balance and negative balance reminders via email every four (4) days.

- The Food Service Department will attempt to contact households multiple times prior to the conclusion of each semester when negative balances persist. These means of contact include phone calls, letters sent home with students, and additional emails sent; and
- Unpaid meal balances may be turned over to collections at the end of each semester.

Families may deposit money into students' meal accounts using a credit or debit card. Students may also pay with check or cash at the register as they go through the meal line.

The superintendent may develop administrative guidelines to implement this policy.

Inactive Lunch Accounts

A lunch account becomes inactive after student withdrawal from school. An inactive lunch account that has a positive balance of \$5.00 or less may be receipted back into the school lunch donation fund where the School Lunch Program funds are maintained. An inactive lunch account that has a nominal negative account balance of \$5.00 or less may be offset against the positive balances in the Fund; provided, however, that if the parent requests and can document entitlement to the positive balance in the account within six months from the date the student becomes inactive, the parent is entitled to a refund of that amount.

Franklin Community School Corporation

Adopted: 9-9-24

Revised: 8-11-25

Null Education Services and Building Thinking Classrooms

AGREEMENT FOR SERVICES AND PRODUCTS

This Agreement for Services and Products ("Agreement") is entered into this day of **September 25, 2025** (the "Effective Date"), by and between **Null Education Services, LLC**, located at 1533 Freswick Dr. Folsom, CA 95630 United States ("NES") and **Franklin Community Schools** with offices at **998 Grizzly Club Drive, Franklin IN 46131 ("CLIENT")**

1. Services. Client desires to contract with NES for services related to the Client's professional learning or other expressed learning needs (the "Services"); and NES desires to provide such Services to the Client, delivered by a Dr. Peter Liljedahl as further described in the Investment and Timeline attached hereto as **Exhibit A**.

- a. Live Events (On-Site).

Services concerning on-site professional development, including, and without limitation: keynotes, workshop days, implementation days and coaching days shall be considered "On-Site Event" NES, the Client, and Peter Liljedahl will establish and agree on final dates with Client as documented in **Exhibit A**. For any On-Site Event, Client shall: (1) employ appropriate safety measures to ensure the safety of the Event participants and Peter Liljedahl (e.g., to reduce the spread of COVID-19); and (2) inform its participants (a) of all risks associated with attending an On-Site Event, (b) that by participating in the On-Site Event, the participants will be deemed to have assumed all such risks, and (c) that NES and Peter Liljedahl shall have no liability whatsoever arising from or related to any Client participant's attendance and participation in any On-Site Event.

- b. Live Events (Virtual Synchronous).

Services consisting of a live, virtual presentation by a Peter Liljedahl shall each be considered a "Virtual Synchronous Event". Virtual Synchronous events may take one of several forms, including and without limitation: virtual workshops, virtual keynotes, or virtual coaching.

On-Site Events and Virtual Synchronous Events are hereby collectively referred to as "Live Events."

- c. Virtual Asynchronous Events. Services may also include access to (1) webinars which were recorded independent of this Agreement, or (2) any pre-recorded virtual development such as keynotes, workshops, implementation, and coaching as approved by NES in its sole discretion, (a "Virtual Asynchronous Event").

2. Recording of Live Events or Virtual Asynchronous Events

- a. The Client shall not be permitted to independently photograph, audio tape, video tape, or otherwise record or broadcast any Live Event or Virtual Asynchronous Event, Peter Liljedahl presentation, or any of the Materials and/or Services provided by NES under this Agreement, in whole or in part, in any manner whatsoever without prior written permission.
- b. The Client may request permission to record an event. Permission is subject to NES approval, provided it is received by NES no fewer than seven (7) business days from the commencement of a scheduled Event. Notwithstanding the foregoing, Client acknowledges and agrees that the approval of such a request to record any event shall be made by NES in its sole discretion, and that such a request is subject to the terms of Ownership and Rights set forth in Paragraph 4 "Ownership/Rights". Client further acknowledges and agrees to inform each of its participants that it is being recorded and that by participating they are providing their individual consent.
- c. For any event where permission to record has been granted, the following restrictions apply:
 - i. The recording may only be used within the Client's school or district for those attendants who were registered to attend at the time of the event.
 - ii. The Client may not post the recording in any publicly accessible platform, website, or other online entity.
 - iii. The Client may not upload the contents of the recording into any Generative Artificial Intelligence (AI) tool.
 - iv. The Client may not sell access to the recording.
 - v. The Client may not use the recording or its contents to deliver their own local or personal professional development workshops, keynotes, or other such events.
 - vi. The Client must permanently delete the recording after 45 days.

3. Ownership/Rights. Peter Liljedahl will own or hold the necessary rights to any materials or other work product created, developed or distributed by himself or by NES for any On-Site Event, Virtual Synchronous Event, or Virtual Asynchronous Event (collectively, "Event") under this Agreement including, without limitation, any Event handouts, materials, slides, chat files or other transcripts of certain Synchronous Events and Asynchronous Events, or any survey data, results, reports or other related content or deliverables (collectively, "Materials"). No rights to any of the Materials shall be conveyed to Client except as expressly set forth herein:

- a. Client may request in writing to share or distribute Materials to internal stakeholders. Written permission must be obtained from NES, and for any event where request to share Materials has been granted, the following restrictions apply:
 - i. The Client shall in no way alter the Materials

ii. The Client may only share Materials within the Client's school or district for those attendants who were registered to attend at the time of the event.

iii. The Client may not post the Materials in any publicly accessible platform, website, or other online entity.

iv. The Client may not upload the contents of the Materials into any Generative Artificial Intelligence (AI) tool.

v. The Client may not sell access to the Materials.

vi. The Client may not use the materials to deliver their own local or personal professional development workshop, keynotes, or other such events.

4. Requesting Scheduling Changes. The Client may request to (1) reschedule the date of a Live Event (2) change and reschedule a Virtual Synchronous Event to an On-Site Event or (3) change and reschedule an On-Site Event to a Virtual Synchronous Event upon ninety (90) calendar days' advance written notice of a scheduled Live Event, subject to the following terms.

- a. A date change request is subject to NES approval and Peter Liljedahl's availability and agreement.
- b. For approved date changes, Client will reimburse NES for any additional costs or expenses incurred by NES and/or Peter Liljedahl of such rescheduled Live Event.
- c. In the event of a schedule change request made by the Client within thirty (30) calendar days, if NES cannot rebook the previously-held date with another client, NES may charge up to twenty-five percent (25%) of all Services expenses set forth in **Exhibit A**. If the Client then requests to cancel the rescheduled date, NES may charge Client up to 60% of the original Services expenses set forth in **Exhibit A**.

5. Venue setup. The following conditions relate to workshops and are designed for an optimal participant experience and effective modeling of pedagogy. These conditions are non-negotiable.

- a. For in-person workshops, the room must be set up with vertical whiteboards for every group of three (3) participants along with one (1) black whiteboard marker and one (1) eraser per group. The client shall—at their own expense—furnish such materials (Wipebook or other equivalent), but surfaces must be erasable, and there must be one for every group of three participants.
- b. Further, for in-person workshops, participants will stand for large portions of the workshop and will sit for other portions. Thought must be given to furniture placement. There must be a cleared space of at least six (6) feet where whiteboards are placed, room for participants to gather standing in a group, and room for participants to sit down.
- c. For Virtual synchronous workshops, Client must inform participants in advance that this is a workshop that includes activities in which they will engage. As such, they must join from

an individual, audio and video enabled, device in a separate room. Smart phones and tablets will not be sufficient for participation.

- d. It is only permitted to have registrants in one single room watching a session if the session is a Virtual Keynote.

6. Term and Termination. The term of this Agreement will commence on the Effective Date listed at the outset of this Agreement and will remain in effect for one year or until NES has completed the Services and/or delivered the Products described in **Exhibit A**. Either party may terminate this Agreement without cause upon ninety (90) calendar days' advance written notice subject to the following terms.

- a. For all Live Events: (1) in the event of termination by Client more than ninety (90) calendar days of a scheduled Live Event, NES will be paid any expenses incurred as of the effective date of termination including, without limitation, Peter Liljedahl's costs, NES's non-refundable travel costs, and non-refundable venue deposits (collectively, "NES Expenses"); (2) in the event of termination by Client between ninety (90) and forty-five (45) calendar days of a scheduled Live Event, NES will be paid fifty percent (50%) of all Services amounts set forth in **Exhibit A** related to the canceled Live Event and NES will be reimbursed for all NES Expenses including, without limitation, Peter Liljedahl's ' fees and costs; (3) in the event of a termination by Client within forty-five (45) days, NES will be paid one hundred (100%) of all Services amounts set forth in Exhibit A; and (4) said foregoing amounts and expenses due based on such early termination under (1), (2), or (3) above by Client will be paid by Client to NES within ten (10) days of the termination date.
- b. Notwithstanding anything herein to the contrary, should any NES program relating to the Services described in **Exhibit A** become unavailable or rights to the NES program be subsequently modified or changed in any manner, and NES is unable to substitute other services related to the NES program on terms acceptable to Client, NES shall have the right to immediately terminate this Agreement without any liability or penalty whatsoever.

7. Compensation. NES will be paid the amounts outlined in **Exhibit A**.

- a. NES retains the sole discretion to issue invoices to the Client upon the culmination of any individual event, whether it spans a single day, transpires over consecutive days, or comprises a series of interconnected events.
- b. This clause empowers NES to exercise its judgment in determining the appropriate timing and frequency of invoicing, ensuring the efficient management of financial transactions related to the events conducted.
- c. Except as otherwise provided herein, Client will pay NES all amounts due hereunder within thirty (30) days of receipt of invoice.
- d. Should the Client wish to submit a purchase order or purchase order number as part of the invoicing process, the purchase order must be received by NES no less than 15 days prior to the start of an event or series of events.

- e. Should the Client wish to pay through credit card or bank transfer (excluding ACH payment up to \$15,000), NES will charge the Client up to 3% of the invoice total to cover applicable fees.

8. Warranties.

- a. NES represents and warrants (1) that it will perform the Services using qualified personnel and in accordance with applicable industry standards; and (2) that it will comply with any and all applicable rules, laws and regulations, court or administrative orders or decrees of any federal, provincial, local, or other governmental unit which has jurisdiction in such circumstance. Client represents and warrants that it will comply with any and all applicable rules, laws and regulations, court or administrative orders or decrees of any federal, provincial, local, or other governmental unit which has jurisdiction in such a circumstance.
- b. EXCEPT AS OTHERWISE PROVIDED HEREIN, NES PROVIDES ALL PRODUCTS AND SERVICES INCLUDING, WITHOUT LIMITATION, ANY WEBINARS, AND/OR ANY RELATED MATERIALS IN AN "AS-IS" CONDITION. EXCEPT AS EXPRESSLY SET FORTH HEREIN, NES DOES NOT MAKE ANY OTHER REPRESENTATIONS OR WARRANTIES OF ANY KIND WHATSOEVER, EXPRESS, OR IMPLIED, INCLUDING, WITHOUT LIMITATION, ANY WARRANTY CONCERNING THE AVAILABILITY OF A WEBINAR OR THE USE OF ANY SERVICE OR PRODUCT FOR A PARTICULAR PURPOSE.

9. Indemnification. The parties agree to notify one another promptly of any claim made by or expected from a claimant against a party to this Agreement, which claim relates to the subject matter of this Agreement. The parties agree to cooperate to attempt to dispose of any such claim. Each party to this Agreement ("Indemnitor") agrees to indemnify and hold harmless the other party ("Indemnitee") (together with Indemnitee's successors, assigns, directors, officers, employees, and any other person for whom Indemnitee may be legally responsible) from and against any loss, cost, claim, or expense, including reasonable attorney fees, arising from any act of negligence or other breach of duty by Indemnitor, its successors, assigns, directors, officers, employees or agents; provided however, that Franklin Community School Corporation's obligation to hold Null Education Services, LLC harmless shall be limited in substance by statutes designed to protect and limit the exposure and liability of Franklin Community School Corporation as an instrumentality of the State of Indiana and/or an Indiana public school corporation (e.g., actions and conditions as to which the party is immunized by the Indiana Medical Malpractice Act, the Indiana Tort Claims Act, dollar limits stated in such Acts, exemption from punitive damages, and the continued ability to defeat a claim by reason of contributory negligence or fault of the claimant), so that Franklin Community School Corporation's liability to hold harmless shall not exceed what might have been its liability to claimant if sued directly by claimant in Indiana and all appropriate defenses had been raised by the party."

10. Limitation of Liability. Notwithstanding anything herein to the contrary, except for NES' indemnification obligations set forth in Paragraph 9, NES shall not be liable for any indirect, special, incidental, punitive or consequential damages EVEN IF NES HAVE BEEN ADVISED OF THE POSSIBILITY

OF SUCH DAMAGES. IN ADDITION, NES SHALL NOT BE LIABLE FOR ANY DAMAGES OR LIABILITY THAT RESULT OR ARISE FROM THE CLIENT'S USE OR INABILITY TO ACCESS OR OTHERWISE USE THE PRODUCTS, SERVICES AND/OR ANY OTHER PART OF THE SERVICES (INCLUDING ANY PROVIDED BY THIRD PARTY PROVIDERS). BECAUSE SOME STATES OR JURISDICTIONS DO NOT ALLOW THE EXCLUSION OR LIMITATION OF LIABILITY FOR CONSEQUENTIAL OR INCIDENTAL DAMAGES, THE ABOVE LIMITATION MAY NOT APPLY. TO THE EXTENT THE FOREGOING LIMITATIONS OF LIABILITY ARE, IN WHOLE OR IN PART, HELD TO BE INAPPLICABLE OR UNENFORCEABLE FOR ANY REASON, THEN THE AGGREGATE LIABILITY OF NES FOR ANY REASON AND UPON ANY CAUSE OF ACTION (INCLUDING, WITHOUT LIMITATION, NEGLIGENCE, STRICT LIABILITY AND OTHER ACTIONS IN CONTRACT OR TORT) ARISING OUT OF OR IN ANY WAY RELATED TO THIS AGREEMENT SHALL BE LIMITED TO CLIENT'S DIRECT DAMAGES ACTUALLY INCURRED NOT TO EXCEED THE AMOUNTS RECEIVED BY NES FROM CLIENT UNDER THIS AGREEMENT WITHIN THE TWELVE MONTH PERIOD PRECEDING CLIENT'S ASSERTION OF LIABILITY. IN ADDITION, IF CLIENT IS A COMPANY DOING BUSINESS IN CALIFORNIA, CLIENT HEREBY WAIVES CALIFORNIA CIVIL CODE §1542, WHICH SAYS: *"A general release does not extend to claims which the creditor does not know or suspect to exist in his favor at the time of executing the release, which if known by him must have materially affected his settlement with the debtor"* AND CLIENT HEREBY WAIVES ANY AND ALL SIMILAR STATE STATUTES OR OTHER RULES OR REGULATIONS THAT MAY APPLY. THE EXCLUSIONS SET OUT HEREIN ONLY APPLY TO THE EXTENT PERMITTED BY APPLICABLE LAW.

11. Force Majeure. Notwithstanding any other provision of this Agreement, in the event that the performance of any obligation under this Agreement by NES is prevented due to an event of war, terrorism, government regulation or order, travel advisories or bans, national emergencies, epidemics, pandemics, disasters, civil disorders, acts of God, or any other event beyond NES's reasonable control which would render the scheduled Live Event and/or the attendance of Peter Liljedahl of such scheduled Live Event impossible, illegal or impracticable, NES's nonperformance shall be excused and NES shall not be responsible to the Client for failure or delay in performance of its obligations under this Agreement.

12. Notices. All notices required or permitted hereunder will be in writing and will be sent by registered or certified mail, return receipt requested, or by a U.S. nationally recognized overnight delivery service, to the party to whom such notice is directed, at its address as set forth above, or to such other address as such party will have designated by notice hereunder. Notices will be deemed given on the date received.

13. Subcontracting. In the event Peter Liljedahl becomes unavailable to attend a Live Event, NES may, in consultation with the Client and subject to an addendum to this Agreement, substitute Peter Liljedahl with another available Facilitator and/or reschedule the Live Event. If the agreed-upon subcontractor should, for any reason, become unavailable to deliver the Services, NES has the right to substitute the subcontractor, with express approval of the Client.

14. Additional Services. Client agrees that any interest for additional Building Thinking Classrooms Services will be discussed with Peter Liljedahl and consequently directed to and contracted exclusively with NES.

15. Confidentiality. Both parties agree to maintain strict confidentiality regarding all terms, conditions, and financial details, and personally identifiable student information disclosed or discussed during the course of this contract. This obligation of confidentiality shall extend indefinitely beyond the termination or expiration of this contract. Neither party shall disclose such information to any third party without the prior written consent of the other party, except as required by law. Any breach of this confidentiality provision shall constitute a material breach of the contract and may result in legal action and remedies for damages.

16. Miscellaneous. This Agreement (including **Exhibit A**) constitutes the entire agreement between NES and Client , and supersedes all prior agreements, representations, and understandings of the parties whether written or oral. No amendment, supplement, or modification of this Agreement will be effective unless executed in writing by both NES and Client ; provided however, that Live Event dates and Asynchronous Webinar access periods may be modified or otherwise agreed to by the parties via email in accordance with the terms of **Exhibit A**. In the event of a conflict between a term of this Agreement and a term of **Exhibit A**, the term of this Agreement will control. Additionally, in the event of a conflict between a term of this Agreement and any ancillary Client document, form, or agreement (even if executed by the parties subsequent to the execution of this Agreement), the term of this Agreement will control. The invalidity or unenforceability of any particular provision of this Agreement will not affect the other provisions, and this Agreement will be construed in all respects as if any invalid or unenforceable provision were omitted. This Agreement shall be governed by the laws of the State of Indiana without regard to conflicts of laws. Any controversy or claim arising out of or relating to this Agreement, or the breach thereof, will be resolved through litigation which shall be brought in the State Courts of Johnson County, Indiana, or in the Federal District Courts for the Southern District of Indiana. This Agreement may be executed in counterparts, each of which will be deemed the original, all of which together will constitute one and the same instrument. A faxed copy or other electronic copy will be deemed as an original.

Accepted and agreed to by:

Name

Title

Signature

Date

Email: _____

Phone: _____

Null Education Services

Signed by:

Jeffrey Null

Jeff Null

34155D73F8804B6...

10/7/2025

Date

jeff@nulleducationservices.com

(510) 557-5971

Please provide the following information to ensure proper billing:

Billing Contact Name:

Title:

Billing Name:

Email Address:

As you sign and return this document, please also forward a Purchase Order. Thank You!

Exhibit A

Investment Information

Services

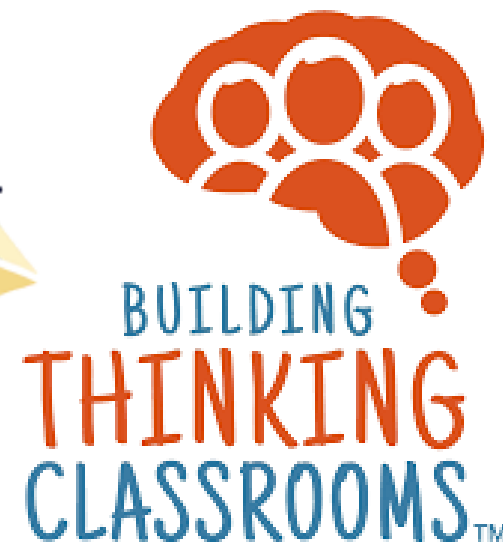
Date	Service/Title	Price
February 9-13, 2026	BTC Weeklong Workshop	\$25000 + 80% of all ticket revenue
		\$
Services Subtotal		\$25000 + 80% of all ticket revenue
Estimated taxes*		\$
Services Total		\$25000 + 80% of all ticket revenue

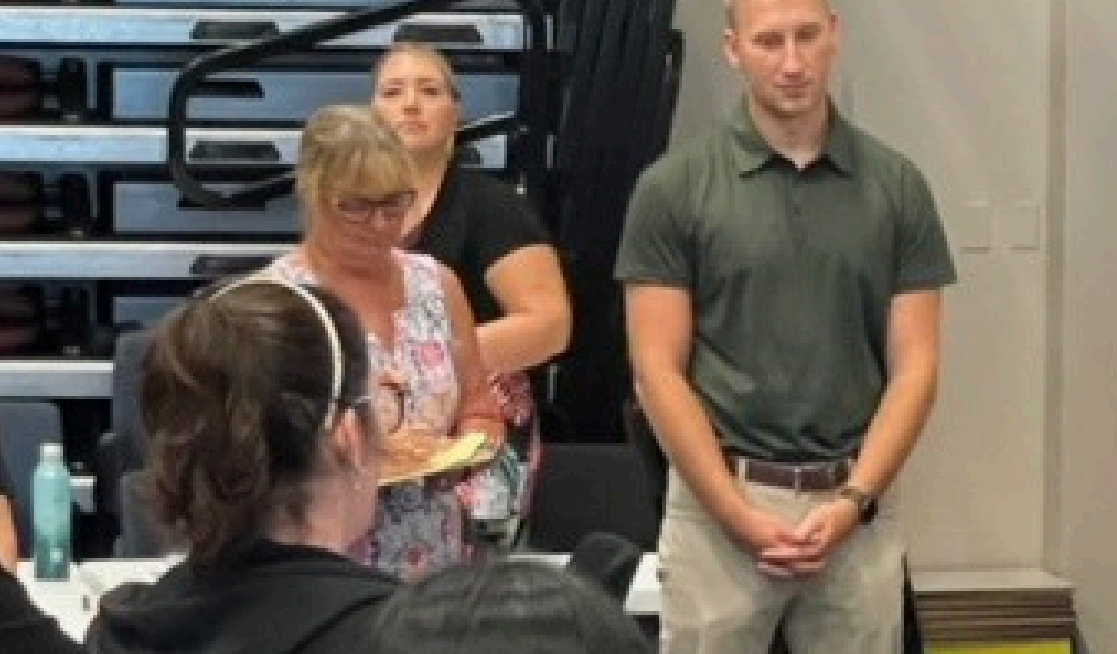
*For non tax-exempt Clients, Null Education Services reserves the right to reflect all state taxes levied on us onto the final invoice, beyond what is reflected in this agreement.



Franklin Community Schools are Building Thinking Classrooms

FRANKLIN
COMMUNITY SCHOOLS
Student-Centered • Innovative

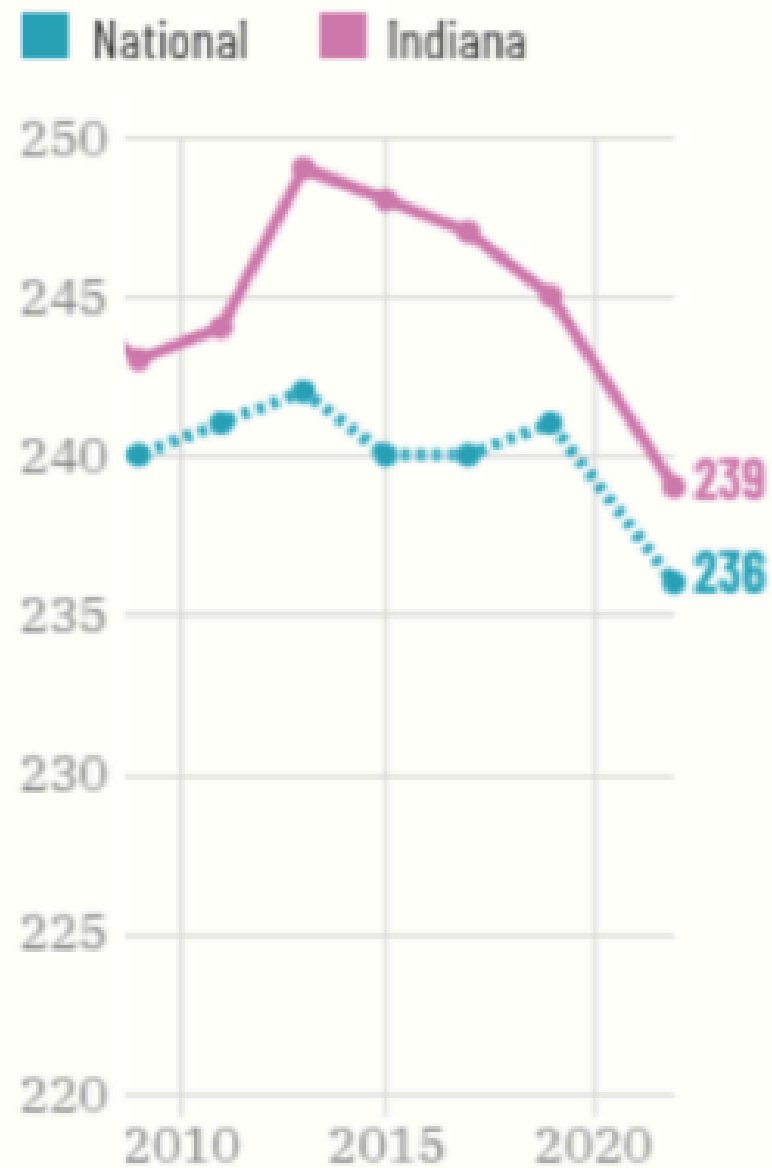




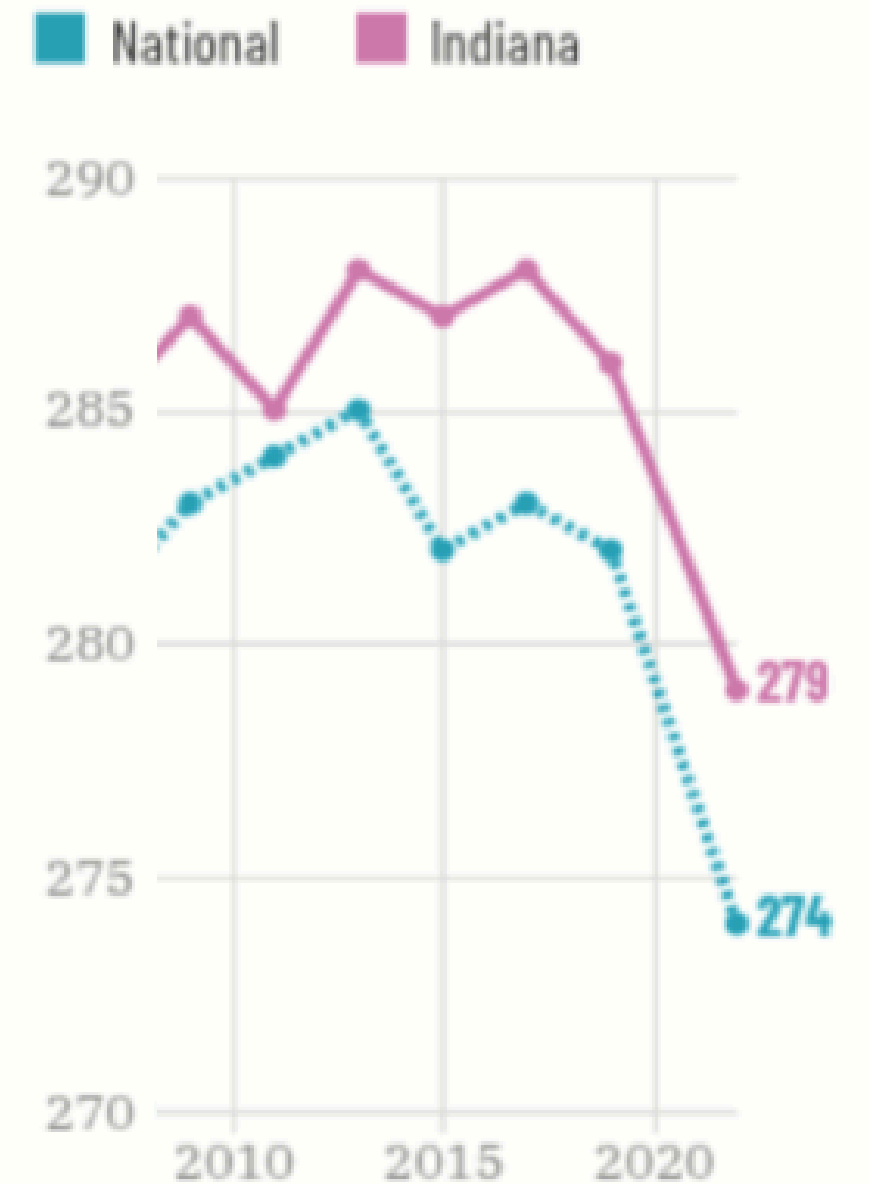
2022 BOARD PRESENTATION

- ▶ 2010 Changes in testing
- ▶ 10 years of Plummeting Math Scores
- ▶ 2021 Difference in textbook adoption
- ▶ Research-informed Data-driven solution
- ▶ Adoption of District wide Math Goals

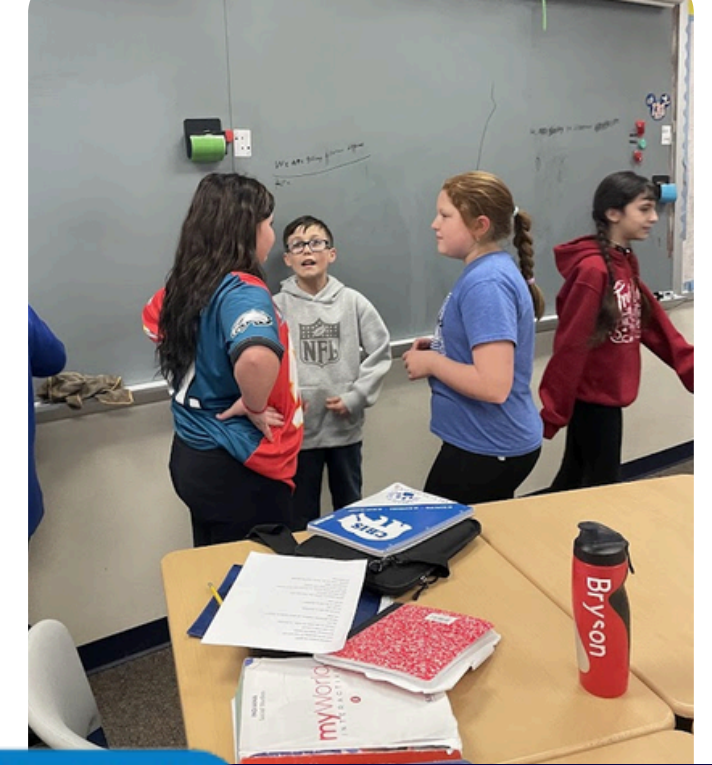
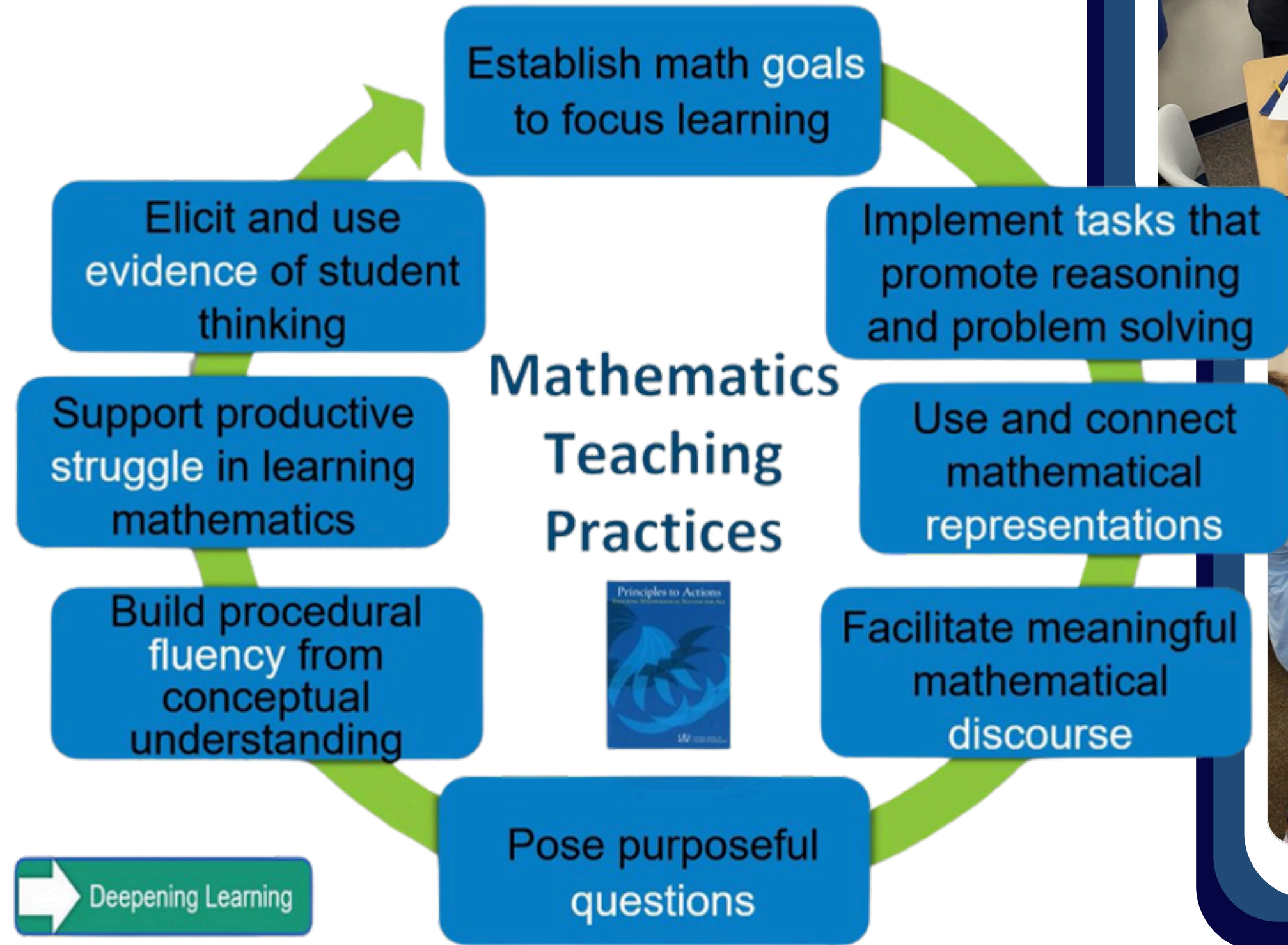
4TH GRADE MATH



8TH GRADE MATH

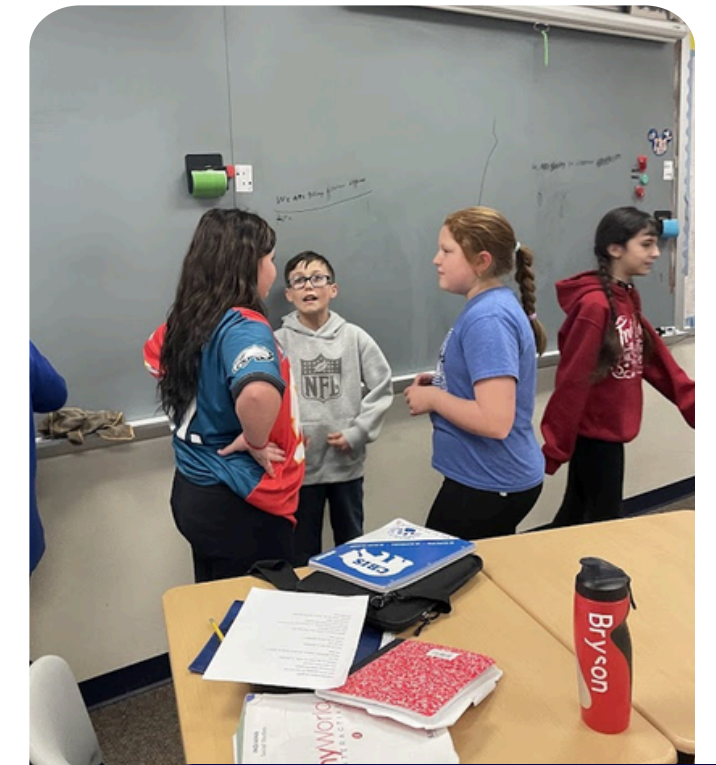


PUBLICATION OF RESEARCHED INSTRUCTIONAL PRACTICES



THE SHIFTS IN INSTRUCTION

NCTM's 8 Effective Math Teaching Practices	Science	CCR	PLC's
Establish Goals to Focus Learning	✓	✓	✓
Implement Tasks that Promote Reasoning and Problem Solving	✓	✓	✓
Use and Connect Multiple Representations	✓	✓	✓
Facilitate Meaningful Discourse	✓	✓	✓
Pose Purposeful Questions	✓	✓	✓
Build procedural fluency from conceptual understanding.	✓	✓	✓
Support Productive Struggle in Learning	✓	✓	✓
Elicit and Use Evidence of Student Thinking	✓	✓	✓



THE SHIFTS IN INSTRUCTION

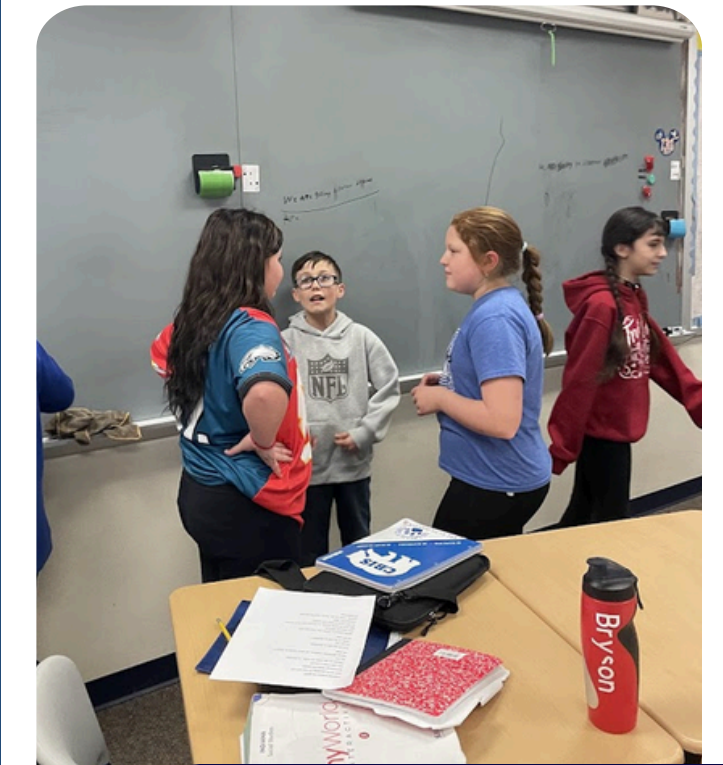
NCTM's 8 Effective Math Teaching Practices	Science	CCR	PLC's
Establish a Growth Mindset	✓	✓	✓
Impart and Model Mathematical Practices	✓	✓	✓
Use Multiple Representations	✓	✓	✓
Facilitate Student Discourse	✓	✓	✓
Position Students as Problem Solvers	✓	✓	✓
Build on Student Knowledge	✓	✓	✓
Support Productive Struggle in Learning	✓	✓	✓
Elicit and Use Evidence of Student Thinking	✓	✓	✓

The Senate Education Committee heard HB 1634 this week, a bill aimed at strengthening teacher preparation programs and expanding access to rigorous math instruction. It would require teacher prep programs to focus on conceptual understanding, procedural fluency, and real-world problem-solving in math instruction. Additionally, the bill mandates automatic enrollment of high-performing 5th-7th graders in advanced math courses, with an opt-out option for parents and consideration of factors like grades, class rank, and coursework quality. This bill is a strong effort to improve student math outcomes, and we look forward to seeing how it progresses. The bill is expected to be up for amendment and a vote next week.



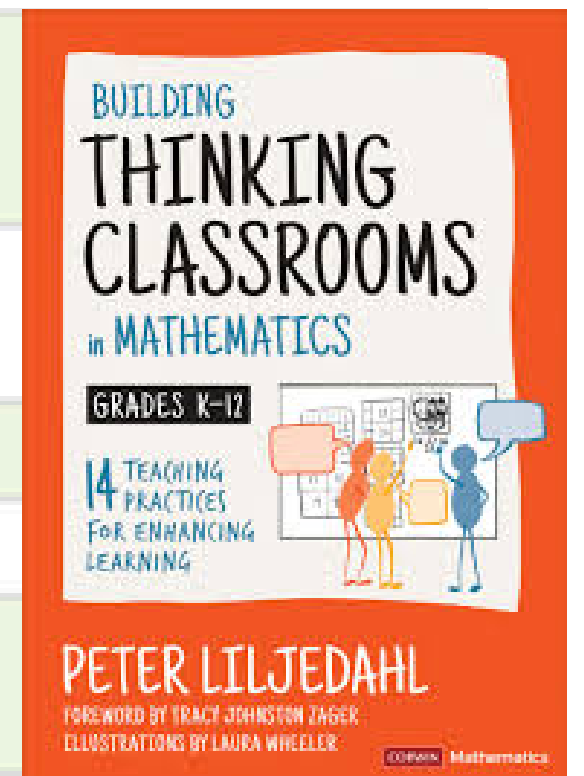
THE SHIFTS IN INSTRUCTION

NCTM's 8 Effective Math Teaching Practices	Science	CCR	PLC's
Establish Goals to Focus Learning	✓	✓	✓
Implement Tasks that Promote Reasoning and Problem Solving	✓	✓	✓
Use and Connect Multiple Representations	✓	✓	✓
Facilitate Meaningful Discourse	✓	✓	✓
Pose Purposeful Questions	✓	✓	✓
Build procedural fluency from conceptual understanding.	✓	✓	✓
Support Productive Struggle in Learning	✓	✓	✓
Elicit and Use Evidence of Student Thinking	✓	✓	✓



THE INTRODUCTION TO BUILDING THINKING CLASSROOMS

What we need to do:				How to do it:
NCTM's 8 Effective Math Teaching Practices	Science	CCR	PLC's	Building Thinking Classrooms (BTC) Practices
Establish Goals to Focus Learning	✓	✓	✓	Chapters: 13, 14
Implement Tasks that Promote Reasoning and Problem Solving	✓	✓	✓	Chapters: 1, 10, 11
Use and Connect Multiple Representations	✓	✓	✓	Chapters: 6, 8, 9, 10, 11
Facilitate Meaningful Discourse	✓	✓	✓	Chapters: 2, 4, 8
Pose Purposeful Questions	✓	✓	✓	Chapters: 5, 13
Build procedural fluency from conceptual understanding.	✓	✓	✓	Chapters: 1, 10, 11
Support Productive Struggle in Learning	✓	✓	✓	Chapters: 6, 9, 12
Elicit and Use Evidence of Student Thinking	✓	✓	✓	Chapters: 3, 7, 13, 14



BTC LESSON PLAN

Thinking Task

The teacher presents curious real-world thinking task that promote reasoning and problem solving.

Questioning

Moving students towards success through purposeful questioning, hints, and extensions

Explicit Instruction

Assist students in making critical connections between their thinking and established goals to focus learning.

Elicit and Use Evidence of Student Thinking

Collaboration

Students collaborate through meaningful discourse in groups of 2-3 to create multiple representations and share understanding built on background knowledge.

Flow of Productive Struggle

Students engage in productive struggle to grapple with complex concepts eagerly empowered by a secession of successes motivating them to persevere.

Check Your Understanding

Independent practice at individualized levels to build procedural fluency from conceptual understanding.

PILOT CLASSROOMS: RESPONSES TO THE SHIFTS

Goal 1: Support Instructional Coaches in connecting Conceptual Learning Strategies with current textbook curriculum resources. (2022-2023 Sem 1)

Goal 2: Admin will develop a common understanding of conceptual learning practices and vision of mathematics classroom and instruction. (2022-2023 Sem 2)

Goal 3: Pilot PLC (Intermediate School PLC led by Mandy and Amanda) will identify or develop at least one conceptual understanding lessons for each unit with a focus on medium to high priority standards.

We will know when this goal has been met when:

PLC teachers are planning and sharing conceptual understanding lessons for each high unit with a focus on medium to high priority standards.

Observed Evidence of the use of the 8 effective mathematics practices within the classroom including:

- Established Math Goals
- Task Implementation
- Multiple Mathematical Representations
- Student Mathematical Discourse
- Productive Struggle
- Evidence of Student Thinking

Continuous sharing and comparing of data based on shift of instruction
Continuous sharing and comparing of information based on book studies of **Taking Action** and **Building Thinking Classrooms**





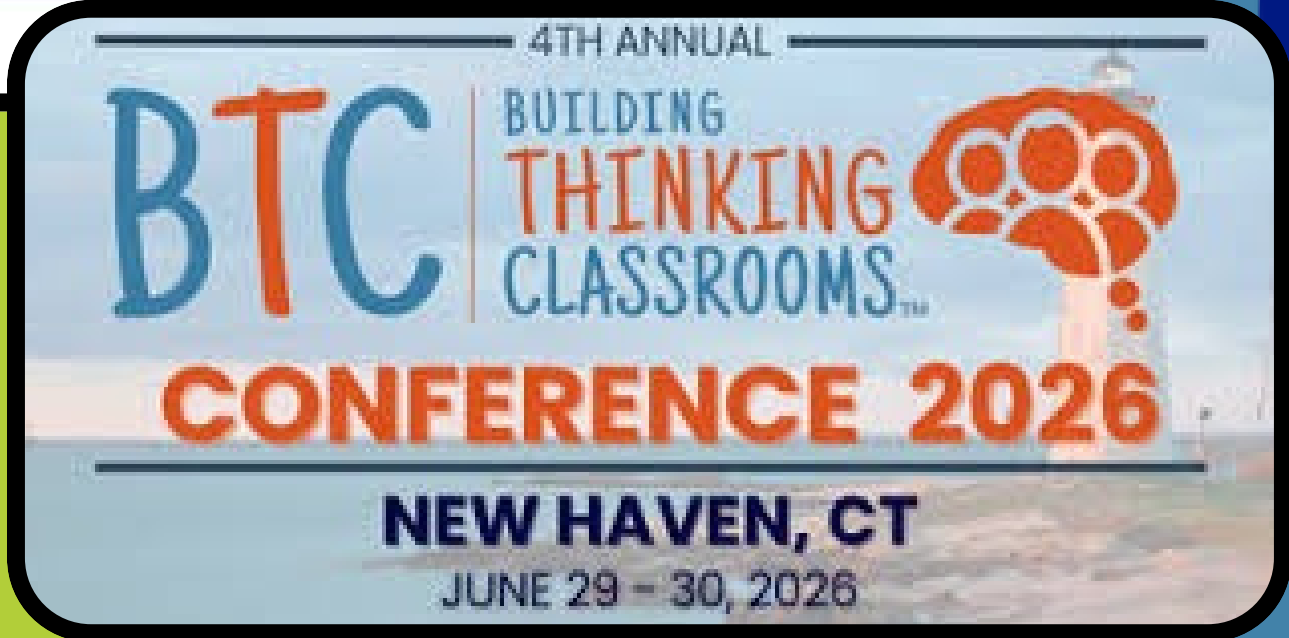
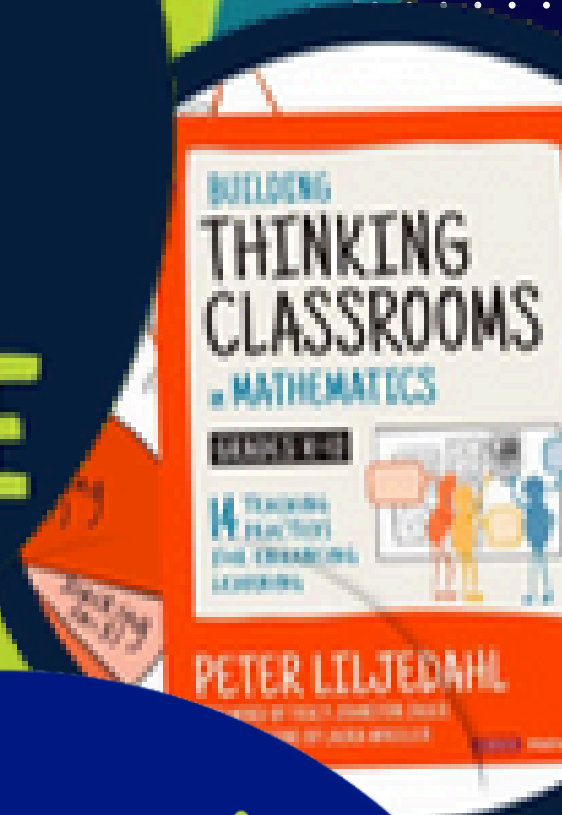
KEEP INDIANA LEARNING



FRANKLIN COMMUNITY SCHOOLS
Student-Centered • Innovative

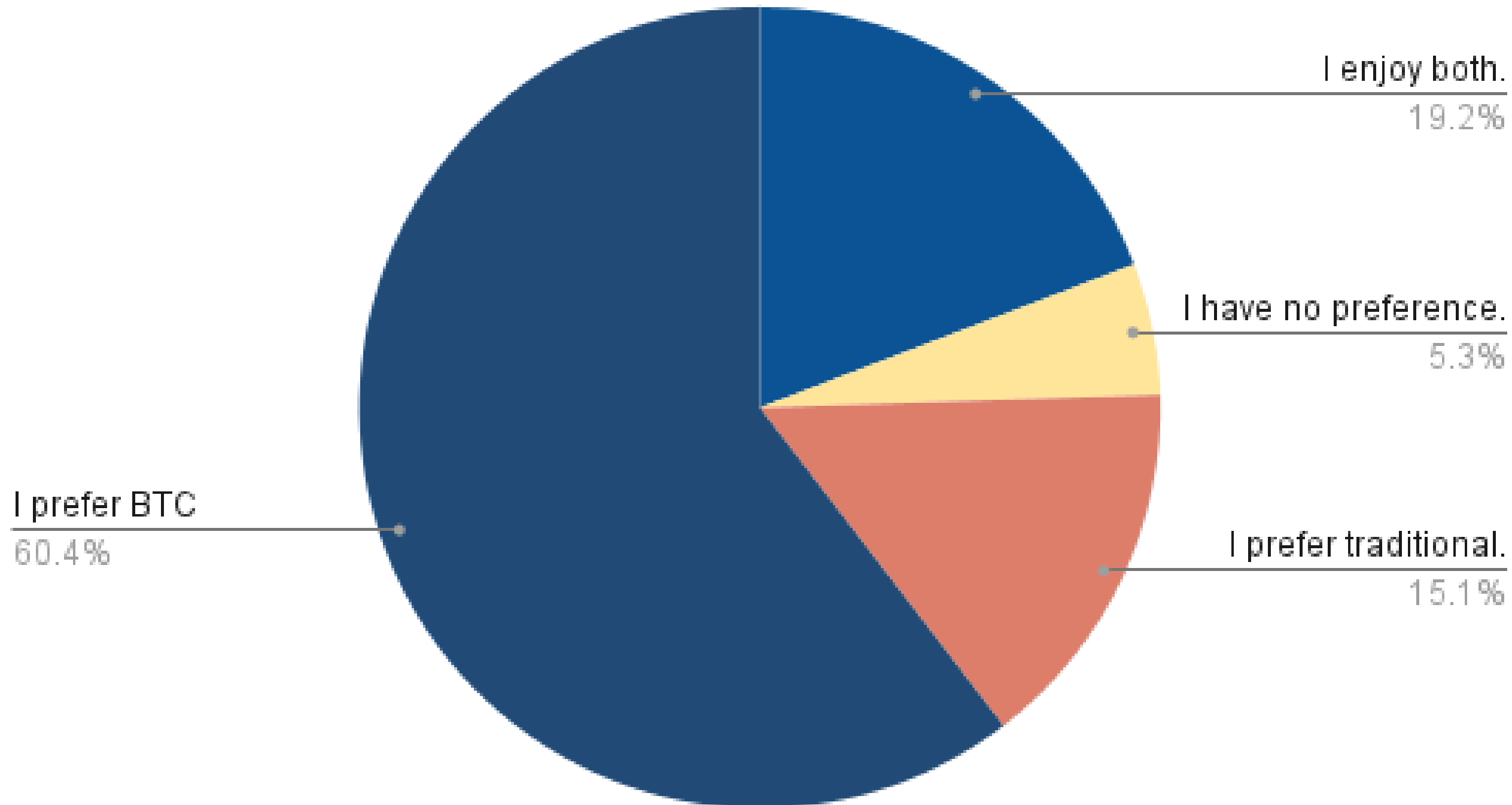
Attract International Audience to Franklin Through the Inaugural Building Thinking Classrooms Conference

BUILDING THINKING CLASSROOMS CONFERENCE 2023



STUDENT SUSTAINED...

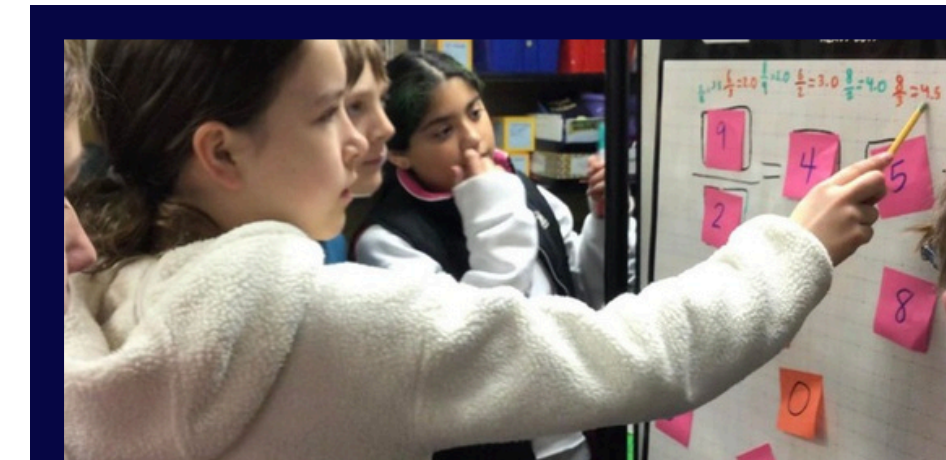
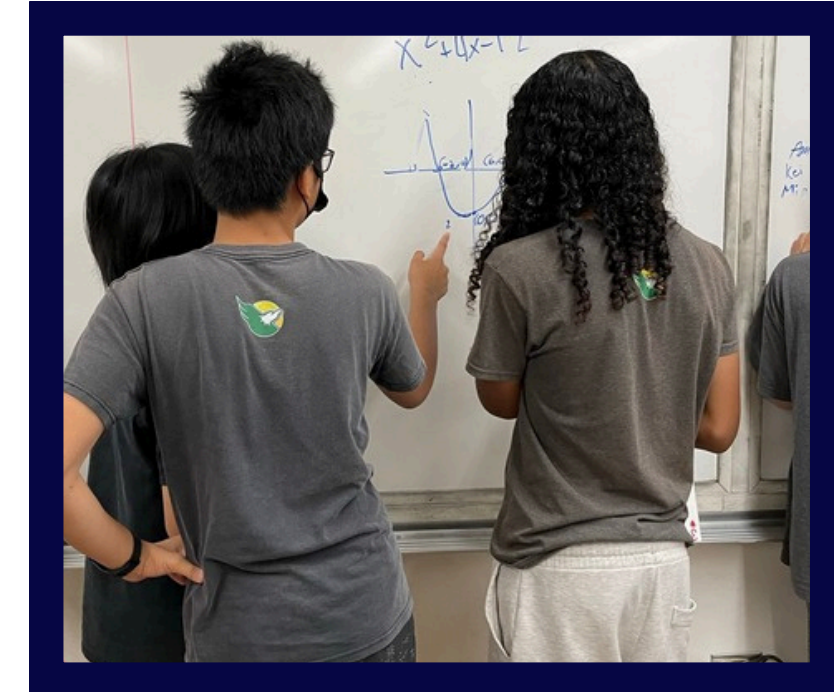
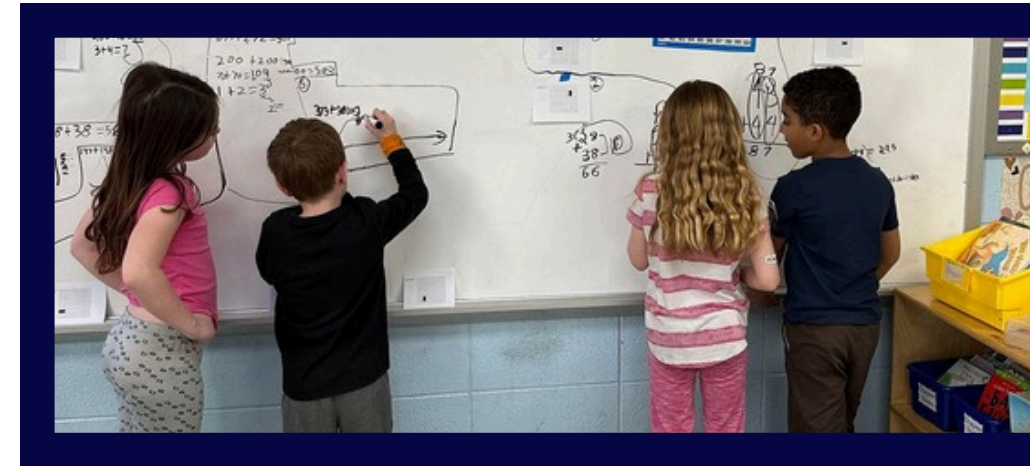
Would you prefer to continue learning in a Building Thinking Classroom model in the future?



The Voices of BTC



...TEACHER DRIVEN



A WEEK WITH PETER LILJEDAHL

Building Thinking Classrooms at Franklin Community Schools

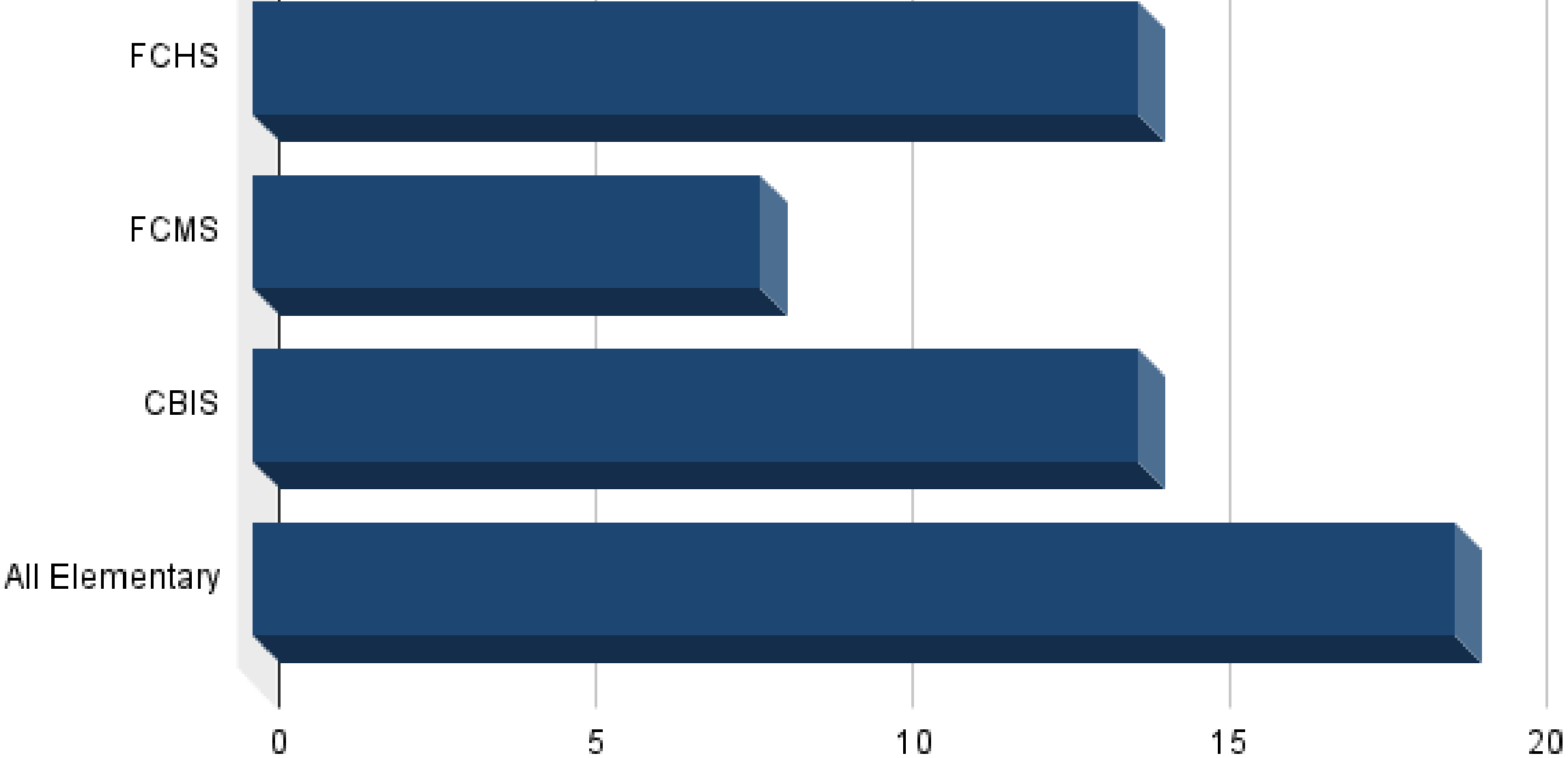
A week with Peter Liljedahl

Feb 9 <i>Monday</i>	Franklin Community Middle School <i>625 Grizzly Cub Drive</i>	
<i>TIME</i>	<i>ACTIVITY</i>	<i>Location</i>
8:00 - 9:15	Gallery Classroom 1: Co-Planning	
9:15 - 10:15	Gallery Classroom 1: Classroom Observations	
10:15 - 11:00	Gallery Classroom 1: Debrief	
11:00 - 12:00	Collaborative Cross Grade Level Lunch (<i>60m</i>)	
12:00 - 1:00	Gallery Classroom 2: Co-Planning	
1:00 - 2:00	Gallery Classroom 2: Classroom Observations	
2:00 - 3:00	Gallery Classroom 2: Debrief	

**x 5 Days
+ PM PD**

INTEREST SURVEY

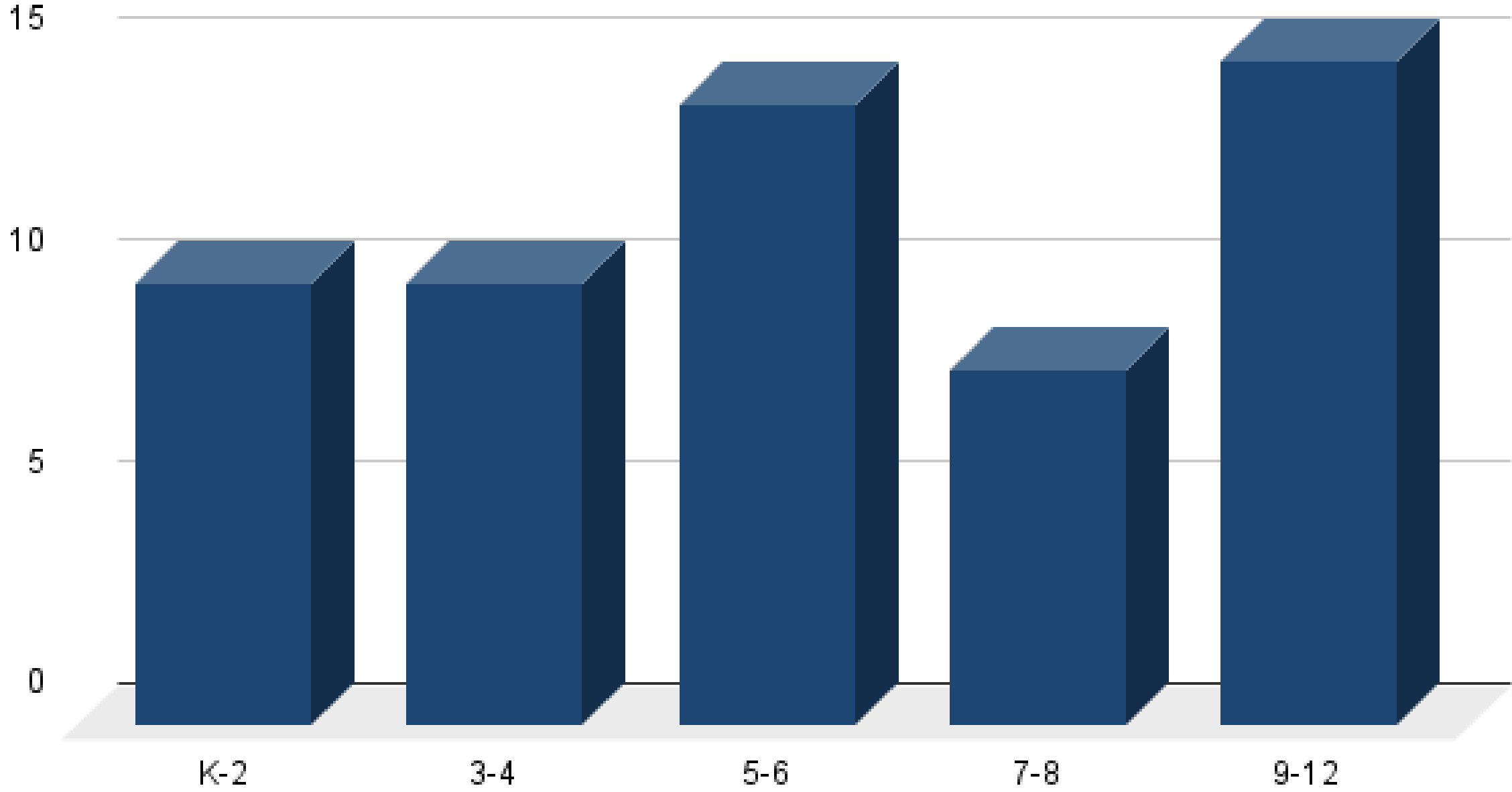
Interested Schools:



INTEREST SURVEY

Interested Schools:

Interested Grade Bands:

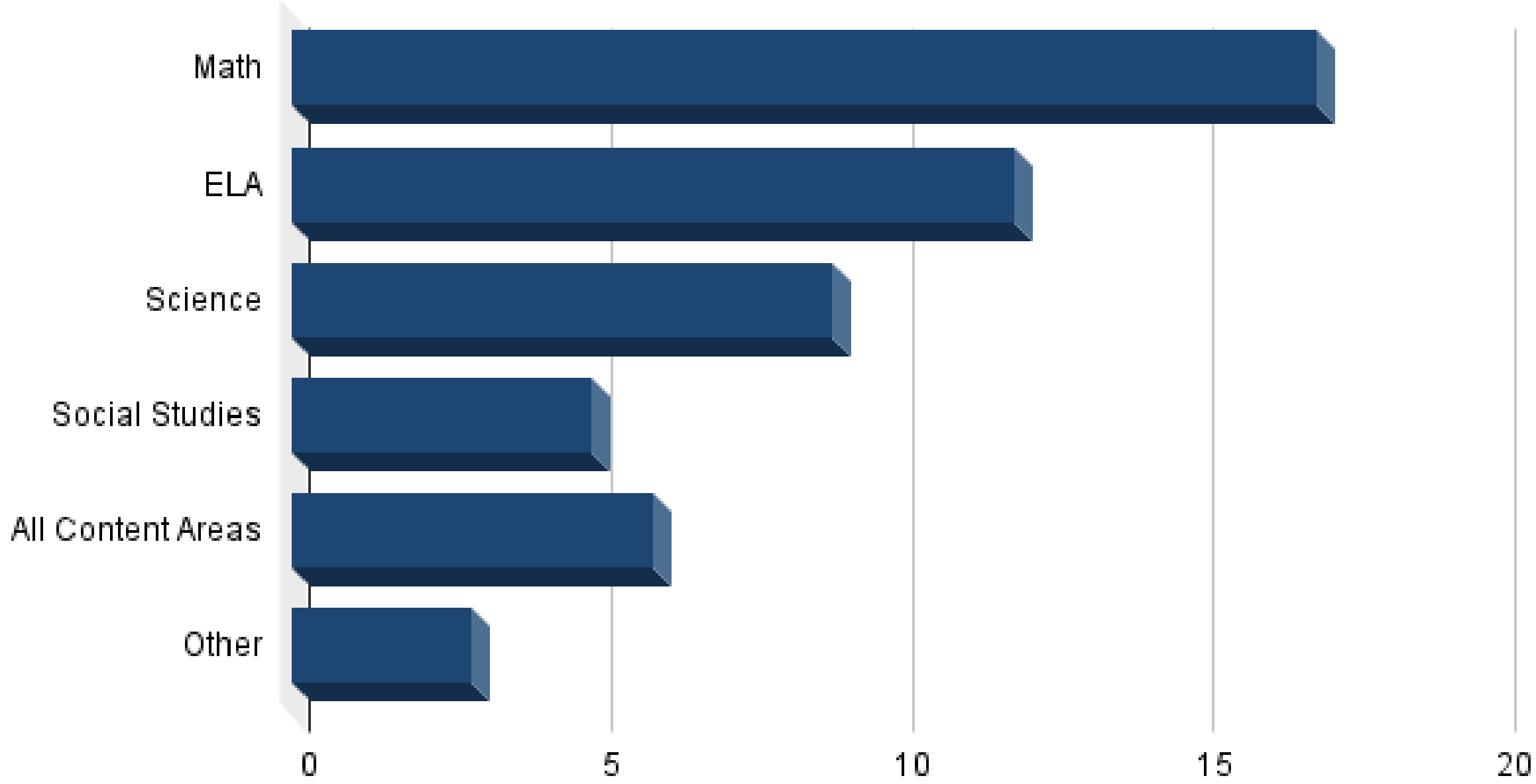


INTEREST SURVEY

Interested Schools:

Interested Grade Bands:

Interested Content Areas:



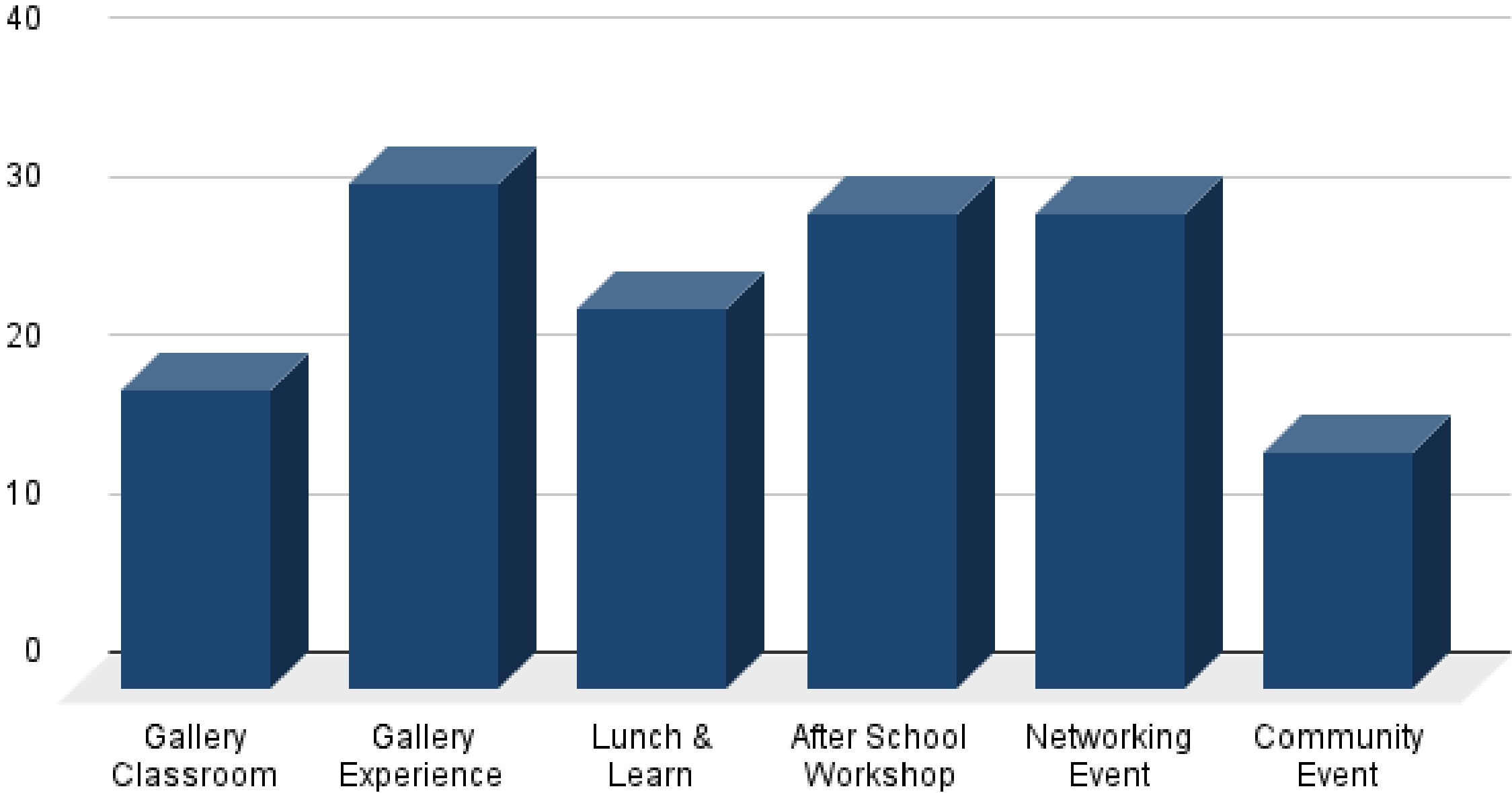
INTEREST SURVEY

Interested Schools:

Interested Grade Bands:

Interested Content Areas:

Interest in Opportunities:



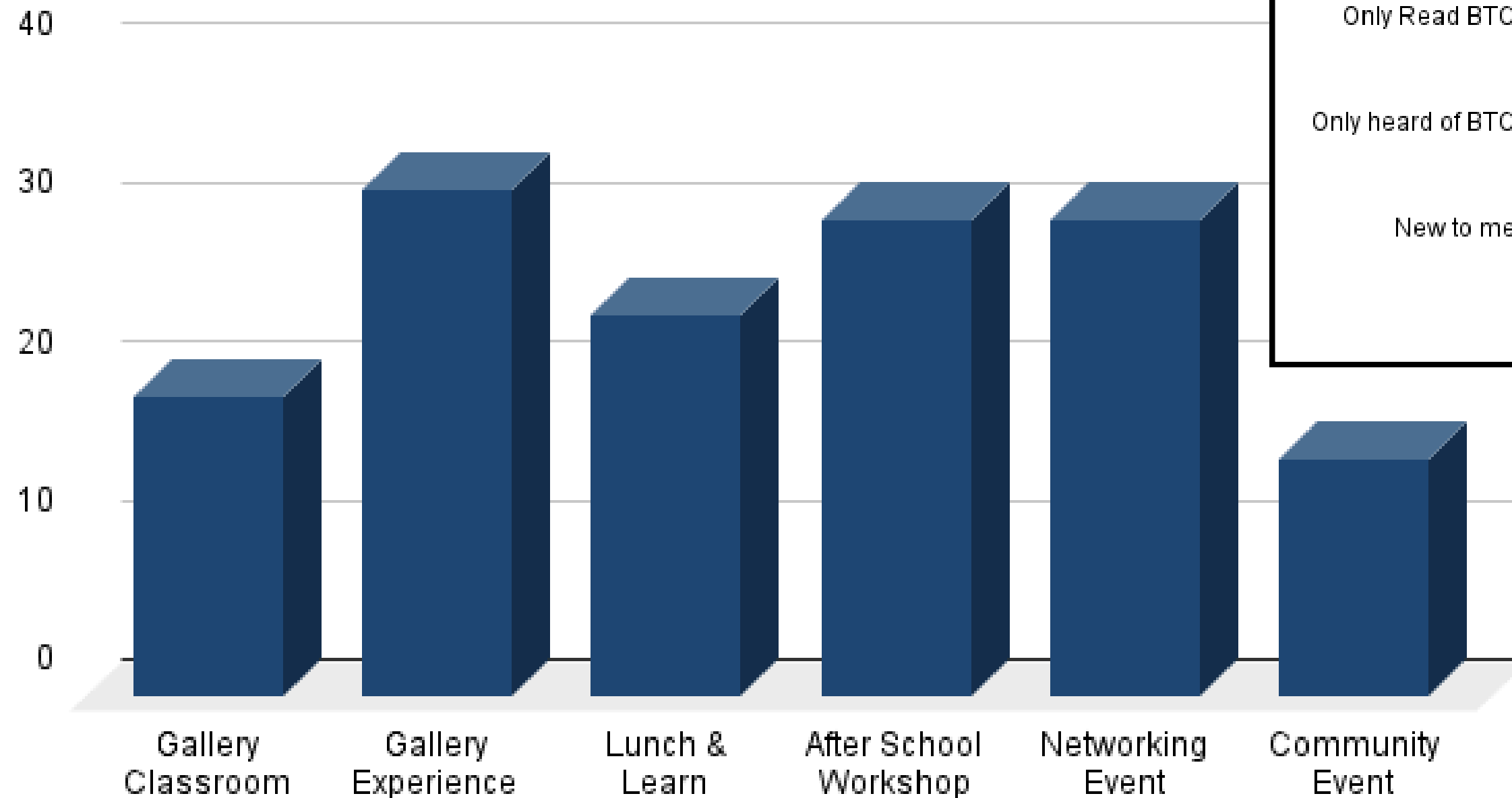
INTEREST SURVEY

Interested Schools:

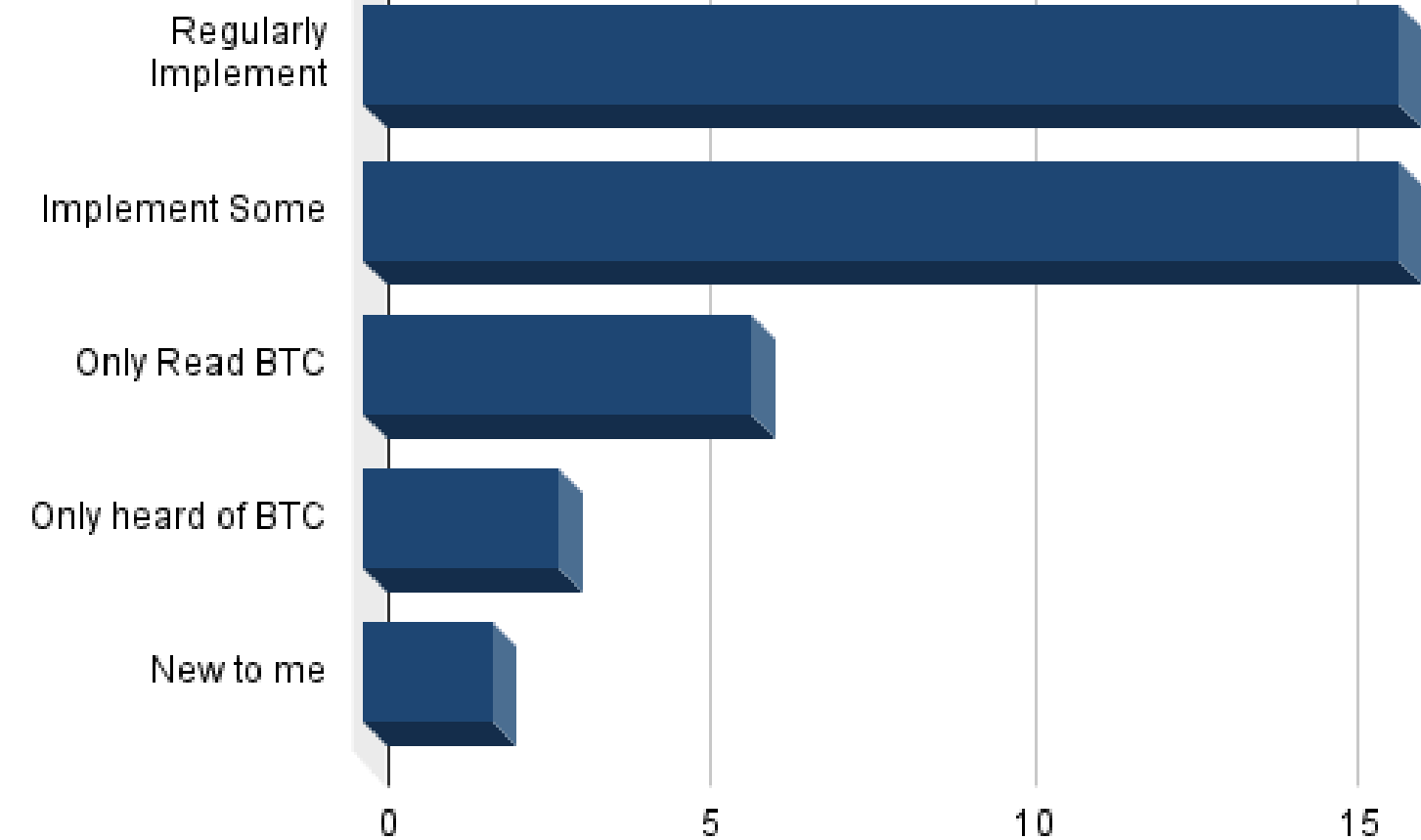
Interested Grade Bands:

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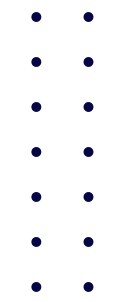
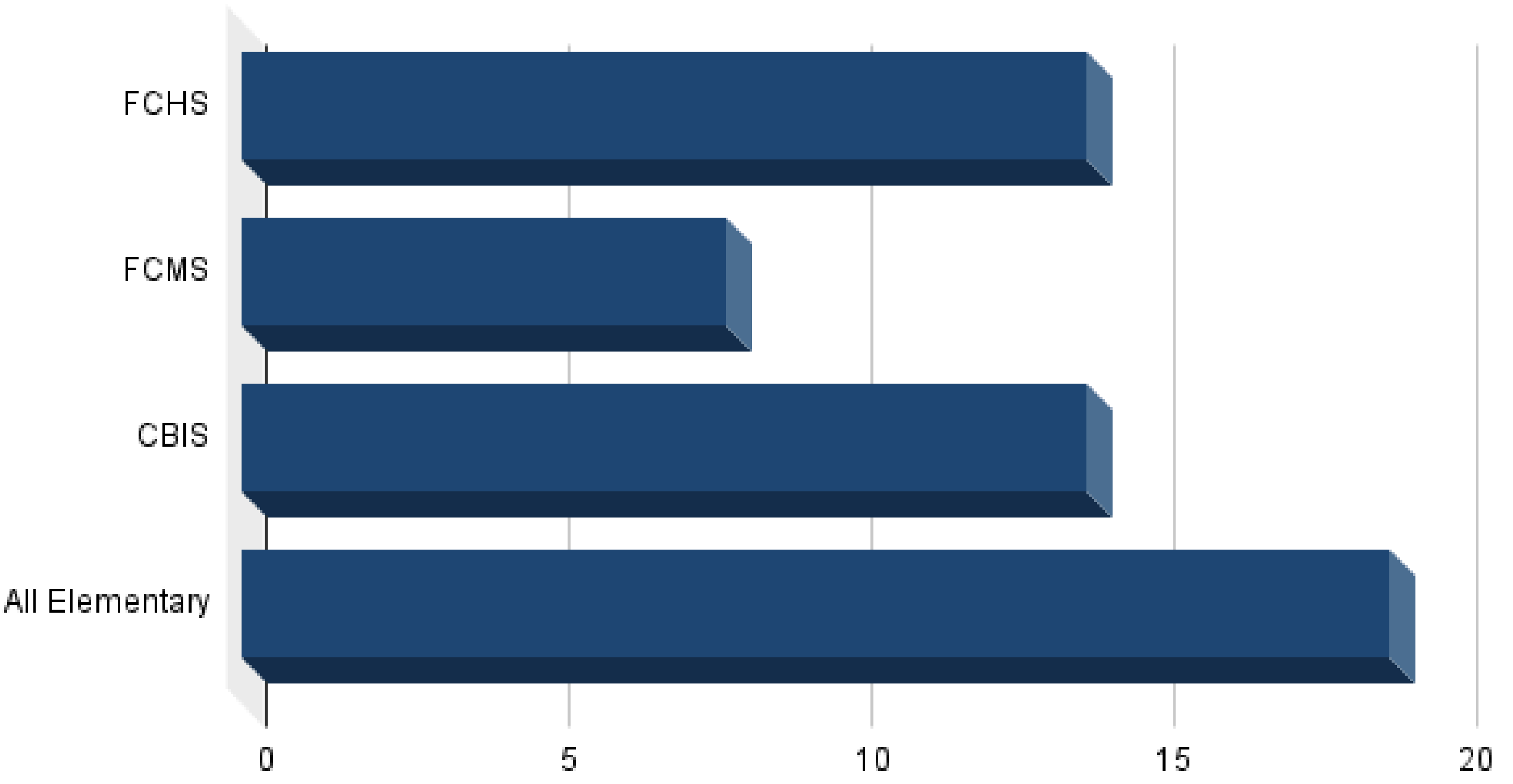


BTC Familiarity



PROJECT IMPACT

Interested Schools:



PROJECT IMPACT

Interested Schools:



FUNDING SOURCES

- ▶ **FEC \$15,000**
- ▶ **Title II Grant \$10,000**
- ▶ **McGraw Hill \$10,000**
- ▶ **Ticketed Event (80%)**



THANK YOU FOR YOUR TIME & SUPPORT



Questions or Clarifications

Please let us know how we can clarify this project further. We are open to questions, comments, and feedback now or at a later date. You can also find the entire project proposal here: bit.ly/4blv6Ww

Contact

Melisa McCain
FCCHS Assistant Principal
317 346-8024

