Board of School Trustees

Monday, December 8, 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
4.	**CONSENT AGENDA**	**Speaker(s):** Board President
4.A.	Public Comments on any Consent Agenda Item	
4.B.	Administrative Revised Benefits	
4.C.	Administrative Salary Corrections	
4.D.	Allowance of Claims and Vouchers	
4.E.	Approve Minutes	
4.F.	Attorney Engagement Agreement	
4.G.	Donations	
4.H.	Franklin College Pool Usage Agreement	
4.I.	Ice Miller Arbitrage Engagement Letter	
4.J.	Independent Contractor Agreement - Speech & Language Pathologist	
4.K.	Johnson County Health Department Annual Agreement	
4.L.	Microsoft Volume Licensing	
4.M.	Overnight / Out of State Trips	
4.N.	Personnel Report	
4.O.	STR/SEG - FCMS Roof Design	
4.P.	Schmidt Letter of Agreement - CBIS & FCHS Boiler Replacements	
4.Q.	Software Renewals	
4.R.	Superintendent Evaluation Rating 2024-2025 School Year	
4.S.	Verizon Contract Renewal	
4.T.	Your Money Line Contract Renewal	
4.U.	Consent Agenda Vote	

5. **SUPERINTENDENT REPORTS**

5.A.	FEC National Park Presentation	**Speaker(s):** Dustin Huddleston
5.B.	Teacher Appreciation Grant (TAG)	**Speaker(s):** Dr. Brooke Worland
5.C.	Committee Updates • Music Council • Communications • Central Nine	

6. **ACTION ITEMS**

6.A.	Public Comments on any Action Item	
6.B.	Year End Transfers	**Speaker(s):** Tina Jobe
6.C.	Additional Appropriation	**Speaker(s):** Tina Jobe
6.D.	Education Advanced for Pathways	**Speaker(s):** Ryan Wagner & Brian Hansen
6.E.	Rascal's Fun Zone Event Contract	**Speaker(s):** Dr. Brooke Worland
6.F.	Recommendation to Hire an Individual Under SEA 342	**Speaker(s):** Dr. David Clendening
6.G.	Support Staff Pay Increases & Stipends	
6.H.	Worker's Compensation Proposal	

7. **DISCUSSION**

7.A.	Public Comments on Discussion Items	
7.B.	FCHS New Courses 2026	
7.C.	Policies - Guidelines - Forms	**Speaker(s):** Dr. David Clendening
7.D.	Special Education School Board Seminar Series	**Speaker(s):** Dr. David Clendening
7.E.	Franklin Cub Academy Rates	

8. **BOARD / ADMINISTRATIVE COMMENTS**

8.A.	Board Comments
8.B.	Administrative Comments

9. **CALENDAR**

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

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.

Webb Visits Rotary












FFA
SOILS EVALUATI
4TH PLACE INDIVIDU
2025









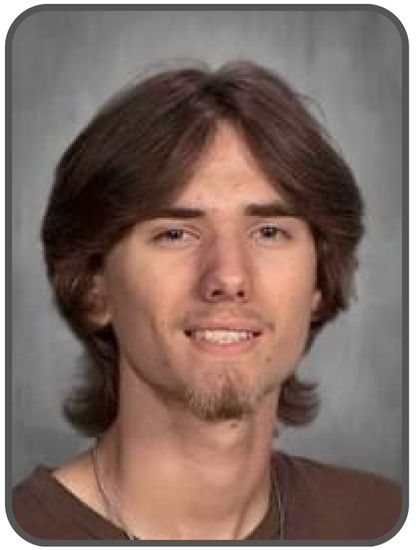
Gannon Kahrhoff
Construction Trades



Alexis Ruzga
Biomedical Sciences



Samuel Miller
Criminal Justice



Andrew Wallis
Diesel Services



James Plahitko
Precision Machining

CENTRAL NINE Career Center

Students of the Month

Literacy Excellence Award

Julie Rowen



FRINGE BENEFIT OUTLINE

BETWEEN

BOARD OF SCHOOL TRUSTEES AND DIRECTOR LEVEL ADMINISTRATORS

AS APPROVED December 8, 2025 for an Effective Date of January 4, 2026

I. **SALARY:** Salary increases to follow support staff pay increases at the discretion of the Superintendent of Schools and Board of School Trustees.

II. **MEDICAL INSURANCE:** Effective the 1st day of the month following employment. Rates as outlined in the Board-approved support staff rate sheet.

Directors retiring from Franklin Community School Corporation, their spouses and dependents may elect to maintain coverage with the group medical, dental, and life insurance program until the person reaches the age eligible for full Social Security benefits by paying the amount scheduled per support staff rate sheet. In the event the spouse is not eligible for full Social Security benefits, he/she may remain on the same insurance program until eligible by paying the full monthly single premium. Directors must have been employed as a Director with FCS for a minimum of ten (10) years preceding his/her retirement to maintain benefits. Directors on unpaid leave for a period not to exceed one (1) 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.

III. **DENTAL INSURANCE:** Effective the 1st day of the month following employment. Rates as outlined in the Board-approved support staff rate sheet.

IV. **VISION INSURANCE:** Effective the 1st day of the month following employment. Rates as outlined in the Board-approved support staff rate sheet.

V. **LIFE INSURANCE:** Effective the 1st day of the month following employment. The cost is $1.00 per year - $50,000 policy. Additional supplemental insurance is available at the employee's expense.

VI. **LONG TERM DISABILITY INSURANCE:** Effective the 1st day of the month following employment. The cost is $1.00 per year. (Full time employees only).

VII. **VEBA:**

A. FCSC shall set up a VEBA account for each Director. At the end of each completed school year, ½ of one percent (.5%) of the base Director contract amount shall be contributed into each Director's individual VEBA account. A Director's VEBA account shall be vested upon completion of 5 years experience with FCSC or fulfillment of the requirements for normal (unreduced) retirement under Indiana Public Employees Retirement Fund ("PERF") (age 65 with at least 10 years of PERF service; age 60 with at least 15 years of PERF service; or age 55 if age plus PERF service total at least 85). A Director shall be 100% vested in his or her VEBA account upon his or her death.

B. Each Director shall carry no more than 120 sick days in his/her leave accounts. Accumulated sick 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 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 Director's VEBA account. A Director's VEBA account shall be vested upon completion of 5 years of experience with FCSC or fulfillment of requirements for normal (unreduced) retirement under PERF (age 65 with at least 10 years of PERF service; age 60 with at least 15 years of PERF service; or age 55 if age plus PERF service total at least 85). A Director 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:
$2,500.00 as compensation for 60 days of unused sick days or
$5,000.00 as compensation for 90 days of unused sick days or
$7,500.00 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.

VIII. BENEFIT TIME:

A. **Paid Time Off:**
200 days – 234 days = 13 PTO Days
235 days – 259 days = 14 PTO Days
260 days = 15 PTO Days

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.

B. **Vacation Days:** Paid vacation days are granted only to 12-month employees. Up to five vacation days remaining on June 30 of the following year may be carried over. Any unused vacation days will be added to the employee's sick leave balance after the one-year rollover period.

Vacation days are available on the following basis for eligible employees:

- Up to 10 vacation days (prorated based on hire date and July 1 renewal) following 60 days of employment
- 15 vacation days following five (5) years of employment

- 20 vacation days following ten (10) years of employment

If employment is voluntarily severed, any accrued vacation days remaining on the last day of employment will be paid out on the final paycheck. If an employee is involuntarily terminated for any reason the employee will NOT be eligible for payment of unused vacation days.

IX. **PUBLIC EMPLOYEE RETIREMENT FUND (PERF):** FCSC shall contribute the Director's share of the Public Employee Retirement Fund (3%) in addition to the "Corporation" contribution of approximately 11.2%.

X. **SUPPLEMENTAL RETIREMENT - 401(a) & 403(b):** FCSC will contribute the following to a supplemental retirement plan qualified under Section 401(a) of the Internal Revenue Code for every Director: (A) 1% of the Director's base salary, plus (B) an amount matching the amount the Director contributes to a 403(b) annuity, but limited to ~~1.25%~~ 4% of the Director's base contract salary. Effective July 2024, this distribution will occur every pay period rather than once per year.

XI. **EVALUATION:** Directors shall receive a formal written evaluation annually.

XII. **WELLNESS STIPEND**: An additional $500 will be provided to each director as a taxable benefit to use on health-related expenses.

FRINGE BENEFIT OUTLINE BETWEEN

BOARD OF SCHOOL TRUSTEES AND ADMINISTRATORS

AS APPROVED December 8, 2025

I. SALARY: Salaries increased at the discretion of the Superintendent of Schools and the Board of School Trustees.

II. MEDICAL INSURANCE: Effective the 1st day of the month following employment. Rates as outlined in the board-approved collective bargaining agreement.

Administrators retiring from Franklin Community School Corporation and their spouses and dependents may elect to maintain coverage with the group medical, dental, and life insurance program until the person reaches the age eligible for full Social Security benefits by paying the amount scheduled per the Master Agreement. In the event the spouse is not eligible for full Social Security benefits, he/she may remain on the same insurance program until eligible by paying the full monthly single premium. Administrators must have been employed as an Administrator with FCS for a minimum of five (5) years preceding his/her retirement to maintain benefits. Administrators on unpaid leave for a period not to exceed one (1) 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.

III. DENTAL INSURANCE: Effective the 1st day of the month following employment. Rates as outlined in the board-approved collective bargaining agreement.

IV. VISION INSURANCE: Effective the 1st day of the month following employment. Rates as outlined in the board-approved collective bargaining agreement.

V. LIFE INSURANCE: Effective the 1st day of the month following employment. The cost is $1.00 per year – policy amounts below. Additional supplemental insurance is available at the employee's expense.

$100,000 face value - Central Level Administrators
$ 75,000 face value - Building Level Administrators
Employees may reduce insurance value to a lower amount.

VI. LONG TERM DISABILITY INSURANCE: Effective the 1st day of the month following employment. The cost is $1.00 per year. (Full-time employees only).

VII. VEBA

A. FCSC shall set up a VEBA (voluntary employees beneficiary association) account for each contracted administrator as of July 1, 2006. At the end of each completed school

year, ½ of one percent of the base administrator contract amount shall be contributed into each administrator's individual VEBA account. An administrator'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 Teacher's 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). An administrator shall be 100% vested in his or her VEBA account upon his or her death.

B. Each administrator shall carry no more than one hundred and twenty (120) days sick leave in his/her personal leave accounts. For each year, starting with the 2024-2025 school year, accumulated sick 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 teacher pay rate as of the end of each school year. That amount shall be deposited at the end of each school year into an administrator's VEBA account.

C. The Board shall place into each retirees' VEBA (must be vested) account a one-time sum of:

$2,500.00 as compensation for 60 days of unused sick days.
$5,000.00 as compensation for 90 days of unused sick days.
$7,500.00 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.

VIII. BENEFIT TIME:

200 days – 219 days = 14 PTO (paid-time-off)
220 days – 260 days = 15 PTO (paid-time-off)

If sick days and/or personal business days are unused, they may accumulate to a total of one hundred and twenty (120) days. Up to one hundred and twenty (120) days of cumulative sick leave may be transferred from the administrator's prior position immediately after being hired by the Board and after receiving sick leave information from the administrator's prior employer.

IX. VACATION DAYS

260 days = 22 Vacation

If vacation days are unused at the end of the contract year (June 30), up to five (5) days may roll over to the next contract period beginning July 1 but must be used by no later than August 30 of each year. An additional six (6) to ten (10) vacation days may be rolled over but must be used by no later than December 31 of each year.

X. CONTRACT AND EVALUATION: The Board of School Trustees may give multiple-year contracts to administrators. However, the Board of School Trustees reserves the right to

give one-year contracts to the administrators as deemed necessary. Administrators shall receive a formal written evaluation annually.

XI. SUPPLEMENTAL RETIREMENT: Beginning with the school year 2005-2006, the Franklin Community School Corporation will contribute to a supplemental retirement plan qualified under Section 401(a) of the Internal Revenue Code for every administrator.

(a) 1% of the Administrator's base contract salary, plus
(b) an amount matching the amount the administrator contributes to a 403(b) annuity, but limited to ~~1.25%~~ 4% of the administrator's base contract salary.

All these contributions will be immediately vested. Effective July 2024, this distribution will occur every pay period rather than once per year.

XII. OTHER BENEFITS: Fringe benefits approved in the current master contract shall be available to school administrators

2025-26 Administrative Positions

Pay Increases - 2.25%

REVISED TOTAL SALARY AMOUNTS TO CORRECT ERROR IN CALCULATIONS

Full Name	Position Assignment	Number of Contract Days	Total Salary Approved in November	Revised Total Proposed Salary	Difference
Ahaus, Steve A	Principal	261	$ 147,718.81	$147,763.81	$45.00
Betts, Benji	Executive Director of Operations	261	$ 126,143.77	$126,188.77	$45.00
Biehl, Shelby	Assistant Principal	214	$ 83,252.08	$83,252.08	$0.00
Clendening, David	Superintendent	261	$ 196,304.08	$196,349.08	$45.00
Doty, William A	Director of Athletics	261	$ 122,336.16	$122,358.66	$22.50
Heiden, Mark B	Principal	220	$ 123,131.93	$123,176.94	$45.01
Hougland, Karle	Principal	220	$ 111,430.00	$111,452.50	$22.50
Holman, Rita M	Principal	224	$ 126,575.84	$126,620.83	$44.99
Jobe, Tina S	Chief Financial Officer	261	$ 149,759.36	$149,804.36	$45.00
Kirby, Doug	Interim IT Director	215	$ 82,143.59	$82,143.59	$0.00
Korreck, Andrea	Asst Director of Student Support & Accessibility	261	$ 111,777.03	$111,822.03	$45.00
Limbach, Chloe	Principal	220	$ 102,976.72	$103,021.72	$45.00
McCain, Melisa	Assistant Principal	214	$ 101,856.71	$101,856.71	$0.00
Moran, Cheryl L	Principal	224	$ 124,148.71	$124,193.71	$45.00
Murphy, Shelby	Principal	214	$ 92,811.50	$92,845.00	$33.50
Pieper, Jenny	Assistant Principal	214	$ 93,999.26	$94,021.76	$22.50
Purlee, Dylan F	Principal	220	$ 117,434.62	$117,479.62	$45.00
Ray, Carolyn	Principal	220	$ 104,783.75	$104,806.25	$22.50
Schneider, Tammy	Assistant Principal	204	$ 94,523.80	$94,568.80	$45.00
Scott, Jennifer M	Executive Director of Student Support & Accessibility	261	$ 125,143.77	$125,166.27	$22.50
Smith, Kathleen B	Principal	220	$ 120,204.07	$120,249.07	$45.00
Wagner, Ryan	Interim Principal	220	$ 124,406.24	$124,428.74	$22.50
Worland, Brooke A	Assistant Superintendent	261	$ 148,723.57	$148,746.07	$22.50
Worland, Matt	Assistant Principal	204	$ 89,957.50	$89,980.00	$22.50
Zook, Cole	Assistant Principal	214	$ 94,828.94	$94,828.94	$0.00

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.

DECEMBER 8, 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 $1,585,648.11. Dated this 8TH day of

DECEMBER 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 11/06/2025

F U N D / O B J E C T S U M M A R Y

FUND	OBJECT	DESCRIPTION	AMOUNT
0101	1100	CERTIFIED SALARIES	777,402.92
	1200	NONCERTIFIED SALARIES	124,762.45
	1300	TEMPORARY SALARIES	10,264.25
	1401	NON-CERT OVERTIME SALARIES	35.49
	1420	ADDITIONAL COMPENSATION	7,407.30
	2110	SOCIAL SECURITY	53,426.96
	2115	MEDICARE	12,494.95
	2140	PUBLIC EMPLOYEES RETIREMENT FU	9,200.56
	2150	TEACHERS RETIREMENT	747.77
	2160	TEACHERS RETIREMENT	75,491.32
	2410	LOCAL RETIREMENT CONTRIBUTIONS	16,977.44
	2421	VEBA CONTRIBUTIONS	77.26
		Fund 0101 Total	1,088,288.67
0160	1100	CERTIFIED SALARIES	23,505.02
	1200	NONCERTIFIED SALARIES	104,554.67
	1401	NON-CERT OVERTIME SALARIES	159.51
	2110	SOCIAL SECURITY	7,515.89
	2115	MEDICARE	1,757.75
	2140	PUBLIC EMPLOYEES RETIREMENT FU	11,290.58
	2150	TEACHERS RETIREMENT	71.82
	2160	TEACHERS RETIREMENT	2,005.55
	2410	LOCAL RETIREMENT CONTRIBUTIONS	521.52
		Fund 0160 Total	151,382.31
0300	1100	CERTIFIED SALARIES	13,228.97
	1200	NONCERTIFIED SALARIES	137,917.14
	1300	TEMPORARY SALARIES	1,363.45
	1401	NON-CERT OVERTIME SALARIES	16,385.56
	1420	ADDITIONAL COMPENSATION	213.03
	2110	SOCIAL SECURITY	9,894.64
	2115	MEDICARE	2,314.04

Check Date 11/06/2025

FUND	OBJECT	DESCRIPTION	AMOUNT
	2140	PUBLIC EMPLOYEES RETIREMENT FU	9,593.06
	2150	TEACHERS RETIREMENT	229.02
	2160	TEACHERS RETIREMENT	531.53
	2190	DENTAL INSURANCE	53.00
	2200	VISION INSURANCE	7.88
	2210	LIFE INSURANCE	8.80
	2220	MEDICAL INSURANCE	1,853.10
	2410	LOCAL RETIREMENT CONTRIBUTIONS	788.98
	2430	LONG TERM DISABILITY INSURANCE	23.45
		Fund 0300 Total	194,405.65
0800	1200	NONCERTIFIED SALARIES	30,352.35
	2110	SOCIAL SECURITY	1,880.88
	2115	MEDICARE	439.86
	2140	PUBLIC EMPLOYEES RETIREMENT FU	1,394.72
	2410	LOCAL RETIREMENT CONTRIBUTIONS	73.57
		Fund 0800 Total	34,141.38
1300	1100	CERTIFIED SALARIES	4,096.53
	1200	NONCERTIFIED SALARIES	3,118.25
	2110	SOCIAL SECURITY	421.40
	2115	MEDICARE	98.56
	2140	PUBLIC EMPLOYEES RETIREMENT FU	349.24
	2160	TEACHERS RETIREMENT	389.18
	2410	LOCAL RETIREMENT CONTRIBUTIONS	92.18
		Fund 1300 Total	8,565.34
1720	1200	NONCERTIFIED SALARIES	11,710.45
	1300	TEMPORARY SALARIES	360.59
	2110	SOCIAL SECURITY	748.42
	2115	MEDICARE	175.04
	2140	PUBLIC EMPLOYEES RETIREMENT FU	726.47

Check Date 11/06/2025

FUND	OBJECT	DESCRIPTION	AMOUNT
		Fund 1720 Total	13,720.97
1730	1420	ADDITIONAL COMPENSATION	1,064.00
	2110	SOCIAL SECURITY	61.36
	2115	MEDICARE	14.35
	2160	TEACHERS RETIREMENT	101.08
		Fund 1730 Total	1,240.79
1745	1420	ADDITIONAL COMPENSATION	1,500.00
	2110	SOCIAL SECURITY	84.23
	2115	MEDICARE	19.70
	2140	PUBLIC EMPLOYEES RETIREMENT FU	183.00
		Fund 1745 Total	1,786.93
1750	1420	ADDITIONAL COMPENSATION	249.80
	2110	SOCIAL SECURITY	15.49
	2115	MEDICARE	3.62
		Fund 1750 Total	268.91
2500	1200	NONCERTIFIED SALARIES	2,893.31
	1201	NON-CERTIFIED SALARY	1,503.84
	1401	NON-CERT OVERTIME SALARIES	676.50
	2110	SOCIAL SECURITY	298.63
	2115	MEDICARE	69.83
	2140	PUBLIC EMPLOYEES RETIREMENT FU	324.05
		Fund 2500 Total	5,766.16
2710	2110	SOCIAL SECURITY	24.61
	2115	MEDICARE	5.75
	2140	PUBLIC EMPLOYEES RETIREMENT FU	58.36
	2750	OTHER EMPLOYEE BENEFITS	411.02

Check Date 11/06/2025

FUND	OBJECT	DESCRIPTION	AMOUNT
		Fund 2710 Total	499.74
3250	1200	NONCERTIFIED SALARIES	2,342.58
	1420	ADDITIONAL COMPENSATION	406.08
	2110	SOCIAL SECURITY	170.01
	2115	MEDICARE	39.77
	2160	TEACHERS RETIREMENT	38.58
		Fund 3250 Total	2,997.02
3270	1200	NONCERTIFIED SALARIES	2,400.80
	2110	SOCIAL SECURITY	139.23
	2115	MEDICARE	32.57
	2140	PUBLIC EMPLOYEES RETIREMENT FU	268.90
		Fund 3270 Total	2,841.50
3780	1420	ADDITIONAL COMPENSATION	625.00
	2110	SOCIAL SECURITY	36.73
	2115	MEDICARE	8.59
	2140	PUBLIC EMPLOYEES RETIREMENT FU	70.00
		Fund 3780 Total	740.32
4137	1100	CERTIFIED SALARIES	14,017.58
	1200	NONCERTIFIED SALARIES	3,650.99
	1300	TEMPORARY SALARIES	1,083.72
	2110	SOCIAL SECURITY	1,078.46
	2115	MEDICARE	252.23
	2140	PUBLIC EMPLOYEES RETIREMENT FU	267.36
	2160	TEACHERS RETIREMENT	1,331.66
		Fund 4137 Total	21,682.00
5203	1100	CERTIFIED SALARIES	26,807.39
	1200	NONCERTIFIED SALARIES	9,151.38

Check Date 11/06/2025

FUND	OBJECT	DESCRIPTION	AMOUNT
	2110	SOCIAL SECURITY	2,076.71
	2115	MEDICARE	485.67
	2140	PUBLIC EMPLOYEES RETIREMENT FU	1,024.96
	2160	TEACHERS RETIREMENT	2,289.34
	2410	LOCAL RETIREMENT CONTRIBUTIONS	504.35
		Fund 5203 Total	42,339.80
5401	1100	CERTIFIED SALARIES	942.02
	2110	SOCIAL SECURITY	55.43
	2115	MEDICARE	12.96
	2160	TEACHERS RETIREMENT	89.49
	2410	LOCAL RETIREMENT CONTRIBUTIONS	21.20
		Fund 5401 Total	1,121.10
5824	1100	CERTIFIED SALARIES	779.56
	1200	NONCERTIFIED SALARIES	415.60
	2110	SOCIAL SECURITY	68.90
	2115	MEDICARE	16.12
	2160	TEACHERS RETIREMENT	74.06
		Fund 5824 Total	1,354.24
6460	1200	NONCERTIFIED SALARIES	7,562.50
	2110	SOCIAL SECURITY	468.89
	2115	MEDICARE	109.65
	2140	PUBLIC EMPLOYEES RETIREMENT FU	442.89
		Fund 6460 Total	8,583.93
6849	1100	CERTIFIED SALARIES	3,347.29
	2110	SOCIAL SECURITY	207.53
	2115	MEDICARE	48.54
	2160	TEACHERS RETIREMENT	317.99

Check Date 11/06/2025

FUND	OBJECT	DESCRIPTION	AMOUNT
		Fund 6849 Total	3,921.35
		Summary total	1,585,648.11

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

OBJECT	DESCRIPTION	AMOUNT
1100	CERTIFIED SALARIES	864,127.28
1200	NONCERTIFIED SALARIES	440,832.47
1201	NON-CERTIFIED SALARY	1,503.84
1300	TEMPORARY SALARIES	13,072.01
1401	NON-CERT OVERTIME SALARIES	17,257.06
1420	ADDITIONAL COMPENSATION	11,465.21
2110	SOCIAL SECURITY	78,674.40
2115	MEDICARE	18,399.55
2140	PUBLIC EMPLOYEES RETIREMENT FU	35,194.15
2150	TEACHERS RETIREMENT	1,048.61
2160	TEACHERS RETIREMENT	82,659.78
2190	DENTAL INSURANCE	53.00
2200	VISION INSURANCE	7.88
2210	LIFE INSURANCE	8.80
2220	MEDICAL INSURANCE	1,853.10
2410	LOCAL RETIREMENT CONTRIBUTIONS	18,979.24
2421	VEBA CONTRIBUTIONS	77.26
2430	LONG TERM DISABILITY INSURANCE	23.45
2750	OTHER EMPLOYEE BENEFITS	411.02
	Summary total	1,585,648.11

********** 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.

DECEMBER 8, 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 $2,653,436.29. Dated this 8TH day of DECEMBER 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 11/20/2025

F U N D / O B J E C T S U M M A R Y

FUND	OBJECT	DESCRIPTION	AMOUNT
0101	1100	CERTIFIED SALARIES	914,164.58
	1200	NONCERTIFIED SALARIES	206,418.18
	1300	TEMPORARY SALARIES	66,851.56
	1401	NON-CERT OVERTIME SALARIES	142.86
	1420	ADDITIONAL COMPENSATION	44,354.92
	2110	SOCIAL SECURITY	72,436.64
	2115	MEDICARE	16,940.73
	2140	PUBLIC EMPLOYEES RETIREMENT FU	13,521.52
	2150	TEACHERS RETIREMENT	881.29
	2160	TEACHERS RETIREMENT	86,996.27
	2190	DENTAL INSURANCE	12,627.58
	2200	VISION INSURANCE	2,873.07
	2210	LIFE INSURANCE	1,918.72
	2220	MEDICAL INSURANCE	353,686.98
	2410	LOCAL RETIREMENT CONTRIBUTIONS	19,816.71
	2421	VEBA CONTRIBUTIONS	94.35
	2430	LONG TERM DISABILITY INSURANCE	5,299.92
	2760	CUB ACADEMY TUITION BENEFIT	7,908.29
		Fund 0101 Total	1,826,934.17
0160	1100	CERTIFIED SALARIES	27,206.93
	1200	NONCERTIFIED SALARIES	106,727.43
	1401	NON-CERT OVERTIME SALARIES	228.21
	1420	ADDITIONAL COMPENSATION	864.96
	2110	SOCIAL SECURITY	7,884.30
	2115	MEDICARE	1,843.86
	2140	PUBLIC EMPLOYEES RETIREMENT FU	11,595.29
	2150	TEACHERS RETIREMENT	83.13
	2160	TEACHERS RETIREMENT	2,321.42
	2190	DENTAL INSURANCE	2,232.50
	2200	VISION INSURANCE	463.03
	2210	LIFE INSURANCE	200.20
	2220	MEDICAL INSURANCE	64,156.52

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FUND	OBJECT	DESCRIPTION	AMOUNT
	2410	LOCAL RETIREMENT CONTRIBUTIONS	592.07
	2430	LONG TERM DISABILITY INSURANCE	717.07
	2760	CUB ACADEMY TUITION BENEFIT	1,860.00
		Fund 0160 Total	228,976.92
0300	1100	CERTIFIED SALARIES	16,149.78
	1200	NONCERTIFIED SALARIES	160,941.42
	1300	TEMPORARY SALARIES	2,735.35
	1401	NON-CERT OVERTIME SALARIES	31,839.22
	1420	ADDITIONAL COMPENSATION	89.87
	2110	SOCIAL SECURITY	12,409.08
	2115	MEDICARE	2,912.26
	2140	PUBLIC EMPLOYEES RETIREMENT FU	10,607.10
	2150	TEACHERS RETIREMENT	278.87
	2160	TEACHERS RETIREMENT	1,195.31
	2190	DENTAL INSURANCE	2,591.96
	2200	VISION INSURANCE	503.99
	2210	LIFE INSURANCE	183.27
	2220	MEDICAL INSURANCE	68,021.18
	2410	LOCAL RETIREMENT CONTRIBUTIONS	997.01
	2430	LONG TERM DISABILITY INSURANCE	542.57
		Fund 0300 Total	311,998.24
0800	1200	NONCERTIFIED SALARIES	58,415.58
	1401	NON-CERT OVERTIME SALARIES	43.86
	2110	SOCIAL SECURITY	3,522.40
	2115	MEDICARE	823.80
	2140	PUBLIC EMPLOYEES RETIREMENT FU	2,305.08
	2190	DENTAL INSURANCE	473.00
	2200	VISION INSURANCE	94.50
	2210	LIFE INSURANCE	33.00
	2220	MEDICAL INSURANCE	9,708.47
	2410	LOCAL RETIREMENT CONTRIBUTIONS	73.57
	2430	LONG TERM DISABILITY INSURANCE	28.82

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FUND	OBJECT	DESCRIPTION	AMOUNT
		Fund 0800 Total	75,522.08
1300	1100	CERTIFIED SALARIES	4,879.12
	1200	NONCERTIFIED SALARIES	3,768.08
	2110	SOCIAL SECURITY	510.26
	2115	MEDICARE	119.34
	2140	PUBLIC EMPLOYEES RETIREMENT FU	422.01
	2160	TEACHERS RETIREMENT	463.52
	2190	DENTAL INSURANCE	100.66
	2200	VISION INSURANCE	21.15
	2210	LIFE INSURANCE	12.23
	2220	MEDICAL INSURANCE	3,732.50
	2410	LOCAL RETIREMENT CONTRIBUTIONS	109.77
	2430	LONG TERM DISABILITY INSURANCE	40.35
		Fund 1300 Total	14,178.99
1700	2110	SOCIAL SECURITY	664.45
	2115	MEDICARE	155.40
	2770	OTHER EMPLOYEE BENEFITS	11,850.00
		Fund 1700 Total	12,669.85
1720	1200	NONCERTIFIED SALARIES	22,739.47
	1300	TEMPORARY SALARIES	1,256.29
	2110	SOCIAL SECURITY	1,462.52
	2115	MEDICARE	342.04
	2140	PUBLIC EMPLOYEES RETIREMENT FU	1,432.99
	2190	DENTAL INSURANCE	223.00
	2200	VISION INSURANCE	39.37
	2210	LIFE INSURANCE	13.20
	2220	MEDICAL INSURANCE	5,338.25
	2430	LONG TERM DISABILITY INSURANCE	54.71
		Fund 1720 Total	32,901.84

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FUND	OBJECT	DESCRIPTION	AMOUNT
2500	1200	NONCERTIFIED SALARIES	2,893.31
	1201	NON-CERTIFIED SALARY	6,220.92
	1401	NON-CERT OVERTIME SALARIES	1,700.91
	2110	SOCIAL SECURITY	635.36
	2115	MEDICARE	148.59
	2140	PUBLIC EMPLOYEES RETIREMENT FU	347.70
	2190	DENTAL INSURANCE	53.00
	2200	VISION INSURANCE	7.88
	2210	LIFE INSURANCE	3.30
	2220	MEDICAL INSURANCE	2,003.22
	2430	LONG TERM DISABILITY INSURANCE	18.81
		Fund 2500 Total	14,033.00
2710	2110	SOCIAL SECURITY	63.33
	2115	MEDICARE	14.81
	2160	TEACHERS RETIREMENT	98.65
	2750	OTHER EMPLOYEE BENEFITS	1,038.43
		Fund 2710 Total	1,215.22
3250	1200	NONCERTIFIED SALARIES	4,537.38
	2110	SOCIAL SECURITY	281.33
	2115	MEDICARE	65.79
		Fund 3250 Total	4,884.50
3270	1200	NONCERTIFIED SALARIES	2,400.80
	2110	SOCIAL SECURITY	139.67
	2115	MEDICARE	32.67
	2140	PUBLIC EMPLOYEES RETIREMENT FU	268.89
	2190	DENTAL INSURANCE	42.50
	2200	VISION INSURANCE	7.88
	2210	LIFE INSURANCE	2.20
	2220	MEDICAL INSURANCE	1,033.29
	2430	LONG TERM DISABILITY INSURANCE	15.62

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FUND	OBJECT	DESCRIPTION	AMOUNT
		Fund 3270 Total	3,943.52
4137	1100	CERTIFIED SALARIES	16,026.34
	1200	NONCERTIFIED SALARIES	7,628.09
	1300	TEMPORARY SALARIES	4,926.00
	1401	NON-CERT OVERTIME SALARIES	8.08
	2110	SOCIAL SECURITY	1,684.29
	2115	MEDICARE	393.89
	2140	PUBLIC EMPLOYEES RETIREMENT FU	533.96
	2160	TEACHERS RETIREMENT	1,522.50
		Fund 4137 Total	32,723.15
5203	1100	CERTIFIED SALARIES	30,332.69
	1200	NONCERTIFIED SALARIES	10,861.97
	2110	SOCIAL SECURITY	2,402.55
	2115	MEDICARE	561.87
	2140	PUBLIC EMPLOYEES RETIREMENT FU	1,216.55
	2160	TEACHERS RETIREMENT	2,624.23
	2190	DENTAL INSURANCE	459.25
	2200	VISION INSURANCE	107.33
	2210	LIFE INSURANCE	67.87
	2220	MEDICAL INSURANCE	12,457.30
	2410	LOCAL RETIREMENT CONTRIBUTIONS	577.72
	2430	LONG TERM DISABILITY INSURANCE	208.83
		Fund 5203 Total	61,878.16
5401	1100	CERTIFIED SALARIES	1,090.37
	2110	SOCIAL SECURITY	64.63
	2115	MEDICARE	15.11
	2160	TEACHERS RETIREMENT	103.60
	2190	DENTAL INSURANCE	14.55
	2200	VISION INSURANCE	3.82
	2210	LIFE INSURANCE	2.67
	2220	MEDICAL INSURANCE	310.98

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FUND	OBJECT	DESCRIPTION	AMOUNT
	2410	LOCAL RETIREMENT CONTRIBUTIONS	24.53
		Fund 5401 Total	1,630.26
5824	1100	CERTIFIED SALARIES	902.37
	1200	NONCERTIFIED SALARIES	789.64
	2110	SOCIAL SECURITY	100.23
	2115	MEDICARE	23.44
	2160	TEACHERS RETIREMENT	85.72
		Fund 5824 Total	1,901.40
5825	1300	TEMPORARY SALARIES	499.60
	2110	SOCIAL SECURITY	30.98
	2115	MEDICARE	7.24
		Fund 5825 Total	537.82
6460	1200	NONCERTIFIED SALARIES	15,025.98
	2110	SOCIAL SECURITY	913.48
	2115	MEDICARE	213.63
	2140	PUBLIC EMPLOYEES RETIREMENT FU	881.68
	2190	DENTAL INSURANCE	201.00
	2200	VISION INSURANCE	39.37
	2210	LIFE INSURANCE	11.00
	2220	MEDICAL INSURANCE	5,656.24
	2430	LONG TERM DISABILITY INSURANCE	25.93
		Fund 6460 Total	22,968.31
6849	1100	CERTIFIED SALARIES	3,874.40
	2110	SOCIAL SECURITY	240.21
	2115	MEDICARE	56.18
	2160	TEACHERS RETIREMENT	368.07
		Fund 6849 Total	4,538.86

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FUND	OBJECT	DESCRIPTION	AMOUNT
		Summary total	2,653,436.29

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

OBJECT	DESCRIPTION	AMOUNT
1100	CERTIFIED SALARIES	1,014,626.58
1200	NONCERTIFIED SALARIES	603,147.33
1201	NON-CERTIFIED SALARY	6,220.92
1300	TEMPORARY SALARIES	76,268.80
1401	NON-CERT OVERTIME SALARIES	33,963.14
1420	ADDITIONAL COMPENSATION	45,309.75
2110	SOCIAL SECURITY	105,445.71
2115	MEDICARE	24,670.65
2140	PUBLIC EMPLOYEES RETIREMENT FU	43,132.77
2150	TEACHERS RETIREMENT	1,243.29
2160	TEACHERS RETIREMENT	95,779.29
2190	DENTAL INSURANCE	19,019.00
2200	VISION INSURANCE	4,161.39
2210	LIFE INSURANCE	2,447.66
2220	MEDICAL INSURANCE	526,104.93
2410	LOCAL RETIREMENT CONTRIBUTIONS	22,191.38
2421	VEBA CONTRIBUTIONS	94.35
2430	LONG TERM DISABILITY INSURANCE	6,952.63
2750	OTHER EMPLOYEE BENEFITS	1,038.43
2760	CUB ACADEMY TUITION BENEFIT	9,768.29
2770	OTHER EMPLOYEE BENEFITS	11,850.00
	Summary total	2,653,436.29

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

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.

DECEMBER 8, 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 **$9,060,262.33** DATED THIS **8th DAY OF DECEMBER, 2025.**

BECKY NELSON
PRESIDENT

DEBBIE GILL
VICE PRESIDENT

JENNIFER MANN
SECRETARY

BRETT JONES
MEMBER

DAVID L. YOUNT
MEMBER

2025
DECEMBER BOARD TOTALS

CLAIM REGISTER SUMMARY							
	CK. NUMBER		WIRE NUMBER AND VOIDS		ACH		
11/13/2025	16385	16399	202501033	202501034	250000724	250000726	$239,087.96
11/13/2025	16400	16401					$2,158.30
11/13/2025	16260				250000727		$0.00
11/20/2025	16402	16408	202501045				$59,718.73
11/20/2025			202501024	202501052			$171.61
11/20/2025	16409		202501048	202501053			$620,016.36
11/20/2025	16410	16419	202501019	202501051			$842,972.53
11/25/2025	16420	16421	202501072	202501096	250000728		$133,988.29
12/4/2025	16422	16426	202501124				$35,126.60
12/4/2025	16247		202501126	202501131			$547,113.82
12/8/2025			202500006	202501132			$199,211.28
12/8/2025	16428	16489	202501098		250000729	250000820	$9,060,262.33
							$11,739,827.81

Check Nbr	Vendor Name	Check Date	Check Amount
250000724	BRIGHTSPEED	11/13/2025	15.26
250000725	CONSTELLATION NEW ENERGY	11/13/2025	5,481.89
250000726	METRONET	11/13/2025	7,570.28

3 ACH Check(s) For a Total of 13,067.43

Check Nbr	Vendor Name	Check Date	Check Amount
16385	BEST WAY DISPOSAL	11/13/2025	1,381.37
16386	CENTERPOINT ENERGY	11/13/2025	4,950.27
16387	Vendor Continued Check	11/13/2025	0.00
16388	Vendor Continued Check	11/13/2025	0.00
16389	Vendor Continued Check	11/13/2025	0.00
16390	CITY OF FRANKLIN INDIANA	11/13/2025	21,964.13
16391	DUKE ENERGY	11/13/2025	6,291.87
16392	FOOD SERVICES	11/13/2025	141,181.25
16393	FRANKLIN COMM SCHOOL	11/13/2025	52.34
16394	FRANKLIN COMM SCHOOL	11/13/2025	421.60
16395	INDIANA-AMERICAN WATER CO INC.	11/13/2025	3,601.71
16396	PETRO'S CULLIGAN	11/13/2025	3,931.87
16397	ULTIMATE CANINE LLC.	11/13/2025	3,000.00
16398	VERIZON WIRELESS	11/13/2025	3,769.20
16399	WM CORPORATE SERVICES INC.	11/13/2025	1,134.82

15 Computer Check(s) For a Total of 191,680.43

Check Nbr	Vendor Name	Check Date	Check Amount
202501033	FRANKLIN COMMUNITY SCHOOL CORP	11/13/2025	0.00
202501034	GFS	11/13/2025	34,340.10
	2 Wire Transfer Check(s) For a Total of		34,340.10

	0	Manual	Checks For a Total of	0.00
	2	Wire Transfer	Checks For a Total of	34,340.10
	3	ACH	Checks For a Total of	13,067.43
	15	Computer	Checks For a Total of	191,680.43
Total For	20	Manual, Wire Tran, ACH & Computer Checks		239,087.96
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	239,087.96

Check Nbr	Vendor Name	Check Date	Check Amount
16400	Vendor Continued Check	11/13/2025	0.00
16401	LOWE'S	11/13/2025	2,158.30
2	Computer Check(s) For a Total of		2,158.30

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
2	Computer	Checks For a Total of	2,158.30
Total For 2	Manual, Wire Tran, ACH & Computer Checks		2,158.30
Less 0	Voided	Checks For a Total of	0.00
		Net Amount	2,158.30

Check Nbr	Vendor Name	Check Date	Check Amount
250000727	HIGHWAY 36 BAND	11/13/2025	1,350.00
1	ACH	Check(s) For a Total of	1,350.00

Check Nbr	Vendor Name	Check Date	Check Amount
16260	HIGHWAY 36 BAND	11/13/2025	1,350.00
1	Void	Check(s) For a Total of	1,350.00

0	Manual	Checks For a Total of	0.00
0	Wire Transfer	Checks For a Total of	0.00
1	ACH	Checks For a Total of	1,350.00
0	Computer	Checks For a Total of	0.00
Total For 1	Manual, Wire Tran, ACH & Computer Checks		1,350.00
Less 1	Voided	Checks For a Total of	1,350.00
		Net Amount	0.00

Check Nbr	Vendor Name	Check Date	Check Amount
16402	DUKE ENERGY	11/20/2025	6,180.85
16403	FRANKLIN COMM SCHOOL CAFE	11/20/2025	911.80
16404	FRANKLIN COMM SCHOOL	11/20/2025	1,339.80
16405	INDIANA-AMERICAN WATER CO INC.	11/20/2025	5,316.39
16406	JOHNSON COUNTY REMC	11/20/2025	5,263.10
16407	RUMPKE	11/20/2025	3,222.13
16408	TOTAL ADMINISTRATIVE SERVICE C	11/20/2025	433.84

7 Computer Check(s) For a Total of 22,667.91

Check Nbr	Vendor Name	Check Date	Check Amount
202501045	GFS	11/20/2025	37,050.82
1	Wire Transfer Check(s) For a Total of		37,050.82

0	Manual	Checks For a Total of	0.00
1	Wire Transfer	Checks For a Total of	37,050.82
0	ACH	Checks For a Total of	0.00
7	Computer	Checks For a Total of	22,667.91
Total For 8	Manual, Wire Tran, ACH & Computer Checks		59,718.73
Less 0	Voided	Checks For a Total of	0.00
		Net Amount	59,718.73

Check Nbr	Vendor Name	Check Date	Check Amount
202501024	TOTAL ADMINISTRATIVE SERVICE C	11/06/2025	77.26
202501052	TOTAL ADMINISTRATIVE SERVICE C	11/20/2025	94.35
2	Wire Transfer Check(s) For a Total of		171.61

0	Manual	Checks For a Total of	0.00
2	Wire Transfer	Checks For a Total of	171.61
0	ACH	Checks For a Total of	0.00
0	Computer	Checks For a Total of	0.00
Total For 2	Manual, Wire Tran, ACH & Computer Checks		171.61
Less 0	Voided	Checks For a Total of	0.00
		Net Amount	171.61

Check Nbr	Vendor Name	Check Date	Check Amount
16409	IN COLLEGE CHOICE ADVISOR 529	11/20/2025	3,645.00
1	Computer Check(s) For a Total of		3,645.00

Check Nbr	Vendor Name	Check Date	Check Amount
202501048	IND ST TCH RET FUND	11/20/2025	97,022.58
202501049	INTERNAL REVENUE SERVICE	11/20/2025	394,623.60
202501050	PUBLIC EMP RET FUND	11/20/2025	53,004.82
202501052	TOTAL ADMINISTRATIVE SERVICE C	11/20/2025	3,352.62
202501053	AMERICAN TRUST CUSTODY	11/20/2025	68,367.74
	5 Wire Transfer Check(s) For a Total of		616,371.36

0	Manual	Checks For a Total of	0.00
5	Wire Transfer	Checks For a Total of	616,371.36
0	ACH	Checks For a Total of	0.00
1	Computer	Checks For a Total of	3,645.00
Total For 6	Manual, Wire Tran, ACH & Computer Checks		620,016.36
Less 0	Voided	Checks For a Total of	0.00
		Net Amount	620,016.36

Check Nbr	Vendor Name	Check Date	Check Amount
16410	AMERICAN UNITED LIFE INSURANCE	11/20/2025	7,547.71
16411	CIL - FRANKLIN ED FOUNDATION	11/20/2025	1,439.00
16412	FCSC CUB ACADEMY	11/20/2025	9,768.29
16413	FRANKLIN COMM SCHOOL CORP	11/20/2025	268.41
16414	GUARDIAN LIFE INSURANCE	11/20/2025	10,141.95
16415	JOHNSON COUNTY CLERK	11/20/2025	100.00
16416	MORGAN CIRCUIT COURT	11/20/2025	146.71
16417	UNITED WAY OF JOHNSON COUNTY	11/20/2025	821.85
16418	Vendor Continued Check	11/20/2025	0.00
16419	VSP - IN	11/20/2025	7,321.53

10 Computer Check(s) For a Total of 37,555.45

Check Nbr	Vendor Name	Check Date	Check Amount
202501019	IND DEPT OF REVENUE	11/06/2025	56,662.24
202501023	SO CENTRAL IND SCHOOL TRUST	11/06/2025	52,789.60
202501047	IND DEPT OF REVENUE	11/20/2025	75,793.04
202501051	SO CENTRAL IND SCHOOL TRUST	11/20/2025	620,172.20
4	Wire Transfer Check(s) For a Total of		805,417.08

	0	Manual	Checks For a Total of	0.00
	4	Wire Transfer	Checks For a Total of	805,417.08
	0	ACH	Checks For a Total of	0.00
	10	Computer	Checks For a Total of	37,555.45
Total For	14	Manual, Wire Tran, ACH & Computer Checks		842,972.53
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	842,972.53

Check Nbr	Vendor Name	Check Date	Check Amount
250000728	BERNETT, CHELSEA	11/25/2025	12,650.00
1	ACH	Check(s) For a Total of	12,650.00

Check Nbr	Vendor Name	Check Date	Check Amount
16420	DUKE ENERGY	11/25/2025	53,022.81
16421	INDIANA-AMERICAN WATER CO INC.	11/25/2025	3,053.74
2	Computer Check(s) For a Total of		56,076.55

Check Nbr	Vendor Name	Check Date	Check Amount
202501072	SO CENTRAL IND SCHOOL TRUST	11/25/2025	18,726.77
202501073	FRANKLIN COMMUNITY SCHOOL CORP	11/25/2025	0.00
202501096	GFS	11/25/2025	46,534.97
	3 Wire Transfer Check(s) For a Total of		65,261.74

	0	Manual Checks For a Total of	0.00
	3	Wire Transfer Checks For a Total of	65,261.74
	1	ACH Checks For a Total of	12,650.00
	2	Computer Checks For a Total of	56,076.55
Total For	6	Manual, Wire Tran, ACH & Computer Checks	133,988.29
Less	0	Voided Checks For a Total of	0.00
		Net Amount	133,988.29

Check Nbr	Vendor Name	Check Date	Check Amount
16422	BARGERSVILLE UTILITIES	12/04/2025	176.07
16423	CENTERPOINT ENERGY	12/04/2025	389.23
16424	DUKE ENERGY	12/04/2025	20,345.86
16425	INDIANA-AMERICAN WATER CO INC.	12/04/2025	11.55
16426	JOHNSON COUNTY REMC	12/04/2025	34.75

5 Computer Check(s) For a Total of 20,957.46

Check Nbr	Vendor Name	Check Date	Check Amount
202501124	GFS	12/04/2025	14,169.14
1	Wire Transfer Check(s) For a Total of		14,169.14

0	Manual	Checks For a Total of	0.00
1	Wire Transfer	Checks For a Total of	14,169.14
0	ACH	Checks For a Total of	0.00
5	Computer	Checks For a Total of	20,957.46
Total For 6	Manual, Wire Tran, ACH & Computer Checks		35,126.60
Less 0	Voided	Checks For a Total of	0.00
		Net Amount	35,126.60

Check Nbr	Vendor Name	Check Date	Check Amount
16427	IN COLLEGE CHOICE ADVISOR 529	12/04/2025	3,645.00
1	Computer Check(s) For a Total of		3,645.00

Check Nbr	Vendor Name	Check Date	Check Amount
202501126	IND ST TCH RET FUND	12/04/2025	82,120.79
202501127	INTERNAL REVENUE SERVICE	12/04/2025	338,803.39
202501128	PUBLIC EMP RET FUND	12/04/2025	53,507.23
202501130	TOTAL ADMINISTRATIVE SERVICE C	12/04/2025	3,492.62
202501131	AMERICAN TRUST CUSTODY	12/04/2025	65,544.79
5	Wire Transfer Check(s) For a Total of		543,468.82

0	Manual	Checks For a Total of	0.00
5	Wire Transfer	Checks For a Total of	543,468.82
0	ACH	Checks For a Total of	0.00
1	Computer	Checks For a Total of	3,645.00
Total For 6	Manual, Wire Tran, ACH & Computer Checks		547,113.82
Less 0	Voided	Checks For a Total of	0.00
		Net Amount	547,113.82

Check Nbr	Vendor Name	Check Date	Check Amount
202500006	SYNCHRONY BANK/AMAZON	12/08/2025	25,193.57
202500012	FIKES FRESH BRANDS LLC.	12/08/2025	7,293.32
202500022	PLUMBERS SUPPLY COMPANY	12/08/2025	728.62
202500571	CINTAS CORP	12/08/2025	1,066.49
202500637	TRACTOR SUPPLY	12/08/2025	981.54
202500639	BMO ACH PAY	12/08/2025	22,417.16
202500732	FERGUSON	12/08/2025	182.40
202500819	CARQUEST	12/08/2025	2,326.72
202500820	IRISH BROTHERS INC	12/08/2025	1,870.00
202500823	IMPERIAL DADE	12/08/2025	12,841.21
202500841	LIGHTNING TWO-WAY RADIO	12/08/2025	3,887.50
202500842	DEMCO INC	12/08/2025	395.95
202500954	QUILL CORPORATION	12/08/2025	818.00
202500955	ALCHEMY GREENHOUSE SOLUTIONS I	12/08/2025	707.00
202500957	SPEAR CORPORATION	12/08/2025	11,267.37
202500959	OFFICE DEPOT	12/08/2025	1,930.36
202500960	IN SCHOOL COUNSELORS ASSOC	12/08/2025	55.00
202501002	O'REILLY AUTOMOTIVE INC	12/08/2025	295.25
202501013	MOUNTAINVILLE COMMERCE LLC	12/08/2025	634.54
202501014	QUCIK PLAY SPORT LLC	12/08/2025	259.98
202501015	JACOBI SALES, INC	12/08/2025	197.62
202501016	CDW COMPUTER	12/08/2025	535.73
202501027	GOPHER SPORT	12/08/2025	138.31
202501028	WAL-MART	12/08/2025	2,500.82
202501029	SCHOLASTIC INC.	12/08/2025	-45.32
202501030	DAVIS ELECTRIC INC	12/08/2025	415.00
202501031	NATIONAL CENTER FOR YOUTH ISSU	12/08/2025	560.00
202501032	MARK'S VACUUM INC	12/08/2025	48.00
202501035	IMEA	12/08/2025	160.00
202501036	KEYS TO LITERACY LLC	12/08/2025	147.00
202501037	US POST OFFICE	12/08/2025	1,957.48
202501038	FOLLETT CONTENT SOLUTIONS LLC	12/08/2025	4,032.33
202501039	WEST MUSIC COMPANY	12/08/2025	350.83
202501040	HOBBY LOBBY	12/08/2025	237.11
202501041	BMO/CONFERENCE	12/08/2025	1,138.12
202501042	OAK SECURITY GROUP	12/08/2025	763.94
202501043	GREEN ELECTRICAL SUPPLY LLC	12/08/2025	431.84
202501044	IN ASSOC OF SCHOOL BS OFFCLS	12/08/2025	2,092.61
202501046	TEAM IMAGE	12/08/2025	312.00
202501054	BLICK ART MATERIALS	12/08/2025	1,178.55
202501055	ACCO BRANDS USA	12/08/2025	153.72
202501056	T-SHIRT EXPRESS	12/08/2025	168.00
202501057	CHEWY INC.	12/08/2025	300.25
202501058	HILLVIEW VETERINARY CLINIC LLC	12/08/2025	75.00
202501059	ULTIMATE CANINE LLC.	12/08/2025	137.36
202501060	PETSMART LLC	12/08/2025	188.46
202501061	VISTAPRINT	12/08/2025	84.08
202501062	PARIS COUNSELING LLC	12/08/2025	1,685.00
202501063	FRANKLIN WRESTLING CLUB	12/08/2025	90.00
202501064	PAIGE'S MUSIC	12/08/2025	7,456.22

Check Nbr	Vendor Name	Check Date	Check Amount
202501065	POSITIVE PROMOTIONS	12/08/2025	1,024.27
202501066	WILD GEESE BOOKSHOP	12/08/2025	1,397.60
202501067	SCHOOL OUTFITTERS LLC	12/08/2025	9,975.00
202501068	FLINN SCIENTIFIC INC	12/08/2025	2,404.96
202501069	CAROLINA BIOLOGICAL SUPPLY CO	12/08/2025	1,112.25
202501070	JW PEPPER & SONS INC	12/08/2025	1,129.60
202501071	BRADEN BUSINESS SYSTEMS INC	12/08/2025	153.44
202501074	MEIJER STORES LMTD PARTNERSHIP	12/08/2025	504.40
202501075	SUTTON-GARTEN CO	12/08/2025	252.72
202501076	OFFICE 360	12/08/2025	292.55
202501077	OPEN AI LLC	12/08/2025	20.00
202501078	KROGER LIMITED PARTNERSHIP	12/08/2025	165.43
202501080	THE WEBSTAURANT STORE INC	12/08/2025	188.25
202501081	SWEETWATER SOUND INC	12/08/2025	26,368.00
202501082	FRANKLIN HERITAGE INC	12/08/2025	350.00
202501083	TEYVAH MINISTRIES LLC.	12/08/2025	1,250.00
202501084	M.A. ROONEY FOUNDATION INC.	12/08/2025	713.40
202501085	B & H PHOTO VIDEO	12/08/2025	279.00
202501086	GIMKIT INC.	12/08/2025	59.88
202501087	THE MIDWEST CLINIC	12/08/2025	230.00
202501088	AIM MEDIA INDIANA	12/08/2025	249.00
202501089	GRAHAM'S WRECKER SERVICE	12/08/2025	210.00
202501090	LOWE'S	12/08/2025	0.00
202501091	PEARSON ASSESSMENTS	12/08/2025	2,069.00
202501092	MSLBD INC	12/08/2025	1,440.00
202501093	RIFTON EQUIPMENT	12/08/2025	61.00
202501094	INDIANA STATE UNIVERSITY	12/08/2025	35.00
202501095	OVR PERFORMANCE LLC	12/08/2025	1,254.00
202501097	KOENIG EQUIPMENT INC	12/08/2025	28.46
202501101	INDIE BOOKS	12/08/2025	41.24
202501102	WCEPS	12/08/2025	90.00
202501104	LEADERSHIP JOHNSON COUNTY INC	12/08/2025	177.00
202501106	INDIANA UNIVERSITY	12/08/2025	2,250.00
202501107	UNITY SCHOOL BUS PARTS INC	12/08/2025	866.19
202501108	ATLAS PHYSICAL & DRUG TESTING	12/08/2025	455.00
202501109	PANERA BREAD COMPANY	12/08/2025	175.90
202501110	JACKS DONUTS OF FRANKLIN	12/08/2025	45.19
202501111	THE LEGENDS GOLF CLUB	12/08/2025	500.00
202501112	FRANKLIN CHAMBER OF COMM	12/08/2025	150.00
202501113	JP PARKER FLOWERS	12/08/2025	480.00
202501114	IASP	12/08/2025	463.00
202501115	IAPSS	12/08/2025	720.00
202501116	INDIANA SCHOOL BOARDS ASSOC	12/08/2025	325.00
202501117	APPLE INC	12/08/2025	41.85
202501118	STICKERSHOP.COM	12/08/2025	440.00
202501120	BRADLEY HUBLER CHEVROLET INC	12/08/2025	764.10
202501121	RUSH TRUCK CENTERS OF INDIANA	12/08/2025	13,741.65
202501122	TRUCK SERVICE INC	12/08/2025	421.14
202501123	WURTH USA INC	12/08/2025	1,174.77
202501132	BUREAU OF MOTOR VEHICLES	12/08/2025	30.00

Check Nbr	Vendor Name	Check Date	Check Amount
100	Wire Transfer Check(s) For a Total of		199,211.28

	0	Manual	Checks For a Total of	0.00
	100	Wire Transfer	Checks For a Total of	199,211.28
	0	ACH	Checks For a Total of	0.00
	0	Computer	Checks For a Total of	0.00
Total For	100	Manual, Wire Tran, ACH & Computer Checks		199,211.28
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	199,211.28

Check Nbr	Vendor Name	Check Date	Check Amount
250000729	A.E. BOYCE COMPANY INC.	12/08/2025	701.89
250000730	ACORN DISTRIBUTORS INC.	12/08/2025	2,450.02
250000731	ADVANCED TURF SOLUTIONS	12/08/2025	7,859.00
250000732	B & H ELECTRIC AND SUPPLY INC.	12/08/2025	171.22
250000733	BENNETT, PATRICK R	12/08/2025	30.24
250000734	BLICK ART MATERIALS	12/08/2025	349.40
250000735	BOTKIN, TAI MARIE	12/08/2025	113.05
250000736	BRIGHT, MICHELLE L	12/08/2025	112.28
250000737	BROWN, RACHEL A	12/08/2025	553.43
250000738	CDW COMPUTER	12/08/2025	27,712.77
250000739	CHURCH CHURCH HITTLE & ANTRIM	12/08/2025	1,635.00
250000740	CHURCH, MARIA E	12/08/2025	194.01
250000741	CINCY SPEECH AND LANGUAGE SERV	12/08/2025	4,700.00
250000742	CINTAS CORP	12/08/2025	331.41
250000743	COMMERCIAL FOOD SYSTEMS INC	12/08/2025	5,601.26
250000744	CURRY, AMBER L	12/08/2025	28.98
250000745	DILLOW, RACHEL A	12/08/2025	6.72
250000746	DIVERSIFIED ROOFING SERVICES L	12/08/2025	3,200.00
250000747	DOTY, WILLIAM A	12/08/2025	350.00
250000748	DRAKE, JAVIN C	12/08/2025	359.87
250000749	EDWARDS, ELIZABETH J	12/08/2025	116.27
250000750	EVERDRIVEN TECHNOLOGIES LLC	12/08/2025	1,711.60
250000751	FASIG, MEGAN E	12/08/2025	71.89
250000752	FOLLETT SCHOOL SOLUTIONS LLC.	12/08/2025	3,128.77
250000753	Vendor Continued Check	12/08/2025	0.00
250000754	Vendor Continued Check	12/08/2025	0.00
250000755	Vendor Continued Check	12/08/2025	0.00
250000756	Vendor Continued Check	12/08/2025	0.00
250000757	FOLLETT CONTENT SOLUTIONS LLC	12/08/2025	4,214.56
250000758	FORMLABS INC.	12/08/2025	907.76
250000759	LIMINEX INC	12/08/2025	2,484.00
250000760	HALL, MARIE A	12/08/2025	31.36
250000761	HUFFINE, ANGELA K	12/08/2025	20.93
250000762	INABNIT, STEPHANIE N	12/08/2025	53.00
250000763	INDIANA TESTING	12/08/2025	319.00
250000764	INTERSTATE BATTERY SYSTEM	12/08/2025	721.90
250000765	JACKSON, TAMARA E	12/08/2025	98.00
250000766	JOHNSON CONTROLS	12/08/2025	2,956.69
250000767	KLOSTERMAN'S BAKING	12/08/2025	2,876.30
250000768	KOENIG EQUIPMENT INC	12/08/2025	1,497.74
250000769	LEARNING A-Z	12/08/2025	822.25
250000770	LEE, TARA M	12/08/2025	60.55
250000771	LEE COMPANY INC	12/08/2025	315.00
250000772	LOWE, MALESEA F	12/08/2025	11.34
250000773	LUNA LANGUAGE SERVICES	12/08/2025	411.40
250000774	MACALLISTER MACHINERY CO INC	12/08/2025	4,464.81
250000775	MARCIA BRENNER ASSOCIATES LLC	12/08/2025	2,500.00
250000776	MCCLAIN, NICHOLAS C	12/08/2025	33.32
250000777	MERCER, DAVID C	12/08/2025	41.00
250000778	MES SERVICE COMPANY LLC	12/08/2025	607.00

Check Nbr	Vendor Name	Check Date	Check Amount
250000779	Vendor Continued Check	12/08/2025	0.00
250000780	MIDWEST TRANSIT EQUIPMENT OF I	12/08/2025	4,249.31
250000781	MINDFUL GROWTH LLC	12/08/2025	12,608.51
250000782	MOMAR INC	12/08/2025	1,905.49
250000783	OFFICE 360	12/08/2025	384.52
250000784	PARMER, STACY D	12/08/2025	468.16
250000785	BOTTLING GROUP LLC	12/08/2025	1,087.85
250000786	Vendor Continued Check	12/08/2025	0.00
250000787	Vendor Continued Check	12/08/2025	0.00
250000788	PIAZZA PRODUCE	12/08/2025	30,267.02
250000789	Vendor Continued Check	12/08/2025	0.00
250000790	PRAIRIE FARMS DAIRY	12/08/2025	17,627.82
250000791	PREMIER AG CO-OP INC	12/08/2025	26,688.75
250000792	PRINT WORKS	12/08/2025	192.00
250000793	QUILL CORPORATION	12/08/2025	452.20
250000794	RECEIVABLES MANAGEMENT PARTNER	12/08/2025	299.19
250000795	RILEY, KAYLA R	12/08/2025	8.54
250000796	RIPPERGER, JAMIE A	12/08/2025	25.20
250000797	ROBOTICS EDUCATION & COMPETITI	12/08/2025	150.00
250000798	ROSS, LARISSA C	12/08/2025	110.39
250000799	SCHMIDT ASSOCIATES INC	12/08/2025	36,237.26
250000800	SCHOOL HEALTH CORPORATION	12/08/2025	1,447.81
250000801	SEALS, JENNIFER M	12/08/2025	116.76
250000802	SHI INTERNATIONAL CORP	12/08/2025	12,600.00
250000803	SINK, DEBRA A	12/08/2025	8.12
250000804	SMITH, KATHALEEN B	12/08/2025	352.59
250000805	SOLIANT HEALTH LLC	12/08/2025	13,300.00
250000806	SOUTHARD, DUSTIN R	12/08/2025	96.60
250000807	SPARKS, RANDILYNN N	12/08/2025	35.91
250000808	SPOTLIGHT STRATEGIES	12/08/2025	69.48
250000809	SUDDUTH, MEREDITH C	12/08/2025	34.02
250000810	SWIGERT, MICHAEL R	12/08/2025	267.82
250000811	SYNOVIA SOLUTIONS LLC	12/08/2025	2,332.80
250000812	THE STEPPING STONES GROUP LLC	12/08/2025	6,466.80
250000813	TORRANCE & SONS LLC	12/08/2025	10,789.00
250000814	THE TRANE COMPANY	12/08/2025	1,315.49
250000815	TRESONA MULTIMEDIA LLC	12/08/2025	2,230.00
250000816	US SIGNAL COMPANY LLC	12/08/2025	3,787.13
250000817	VAUGHT, ADAM T	12/08/2025	132.19
250000818	WALLS, MIRANDA L	12/08/2025	133.63
250000819	WARD'S NATURAL SCIENCE	12/08/2025	403.44
250000820	WILLIAMS, BELINDA S	12/08/2025	39.27

92 ACH Check(s) For a Total of 275,658.06

Check Nbr	Vendor Name	Check Date	Check Amount
16428	ACCESS JOHNSON COUNTY	12/08/2025	512.00
16429	ALLIED-OTT PETROLEUM EQUIPMENT	12/08/2025	725.00
16430	AMERIGAS	12/08/2025	13,174.06
16431	BATTERIES PLUS BULBS	12/08/2025	420.48
16432	BEHAVIOR MAPPING LLC	12/08/2025	1,950.00
16433	BEST-ONE OF INDY	12/08/2025	2,111.12
16434	BRADEN BUSINESS SYSTEMS INC	12/08/2025	12,383.85
16435	BRIDGING THE BLIND GAP	12/08/2025	505.00
16436	C & C SHIRT FACTORY	12/08/2025	2,985.50
16437	COLUMBUS CLAY & CERAMICS CO	12/08/2025	2,210.20
16438	COMMERCIAL OFFICE ENVIRONMENTS	12/08/2025	848.40
16439	CRYSTAL CLEAN, LLC	12/08/2025	4,057.53
16440	CUB ACADEMY	12/08/2025	3,705.00
16441	DAILY JOURNAL	12/08/2025	27.24
16442	DUKE ENERGY	12/08/2025	250.00
16443	EMC INSURANCE COMPANIES	12/08/2025	4,444.00
16444	EWELL EDUCATIONAL SERVICES	12/08/2025	540.00
16445	FILTER SERVICES OF INDIANA	12/08/2025	1,544.00
16446	FIRST CLASS ELEVATORS	12/08/2025	1,775.25
16447	FLEET PRIDE	12/08/2025	2,388.97
16448	FLINN SCIENTIFIC INC	12/08/2025	863.09
16449	FOOD SERVICES	12/08/2025	463.98
16450	FRANKLIN CHAMBER OF COMM	12/08/2025	25.00
16451	FRANKLIN APPLIED BEHAVIOR SERV	12/08/2025	20,050.00
16452	GIBAULT CHILDREN SERVICES	12/08/2025	952.20
16453	GRAFTON PEEK CATERING	12/08/2025	522.85
16454	HOBART CORPORATION	12/08/2025	3,992.52
16455	IASP	12/08/2025	149.00
16456	IN ASSOC OF SCHOOL BS OFFCLS	12/08/2025	287.20
16457	INDIANA UNIVERSITY	12/08/2025	1,919.54
16458	INSROA	12/08/2025	300.00
16459	INTERIOR SUPPLY	12/08/2025	2,224.04
16460	IVY TECH COLLEGE	12/08/2025	561.21
16461	JACKSON CONTROL CO INC	12/08/2025	626.99
16462	JOSTENS INC	12/08/2025	294.00
16463	MEGAN'S GROOM ROOM	12/08/2025	175.00
16464	MELISSA DUBIE CONSULTING LLC	12/08/2025	1,200.00
16465	Vendor Continued Check	12/08/2025	0.00
16466	CORDS COMMERCIAL ENT.	12/08/2025	2,167.17
16467	NELSON AND PADE INC	12/08/2025	135.00
16468	OTTO'S PARKING MARKING	12/08/2025	115.00
16469	PARIS COUNSELING LLC	12/08/2025	6,495.00
16470	POLICY ANALYTICS LLC	12/08/2025	6,300.00
16471	PREMIER OUTDOOR POWER EQUIPMEN	12/08/2025	52,626.67
16472	PRIMARY GROUNDS	12/08/2025	952.00
16473	PRO INDUSTRIES	12/08/2025	3,915.00
16474	RECEIVABLES MANAGEMENT PARTNER	12/08/2025	130.39
16475	ROTARY INTERNATIONAL FRANKLIN	12/08/2025	255.00
16476	SAFE HIRING SOLUTIONS LLC	12/08/2025	4,378.25
16477	SCHOLASTIC INC.	12/08/2025	99.00

Check Nbr	Vendor Name	Check Date	Check Amount
16478	SHARES INC	12/08/2025	590.00
16479	SMART SYSTEMS	12/08/2025	440.00
16480	SOUTHEASTERN PERFORMANCE APPAR	12/08/2025	2,104.85
16481	Vendor Continued Check	12/08/2025	0.00
16482	SOUTHSIDE SPECIAL SERVICES OF	12/08/2025	39,000.00
16483	STERICYCLE INC	12/08/2025	142.90
16484	SUNBELT RENTALS INC.	12/08/2025	489.19
16485	T-SHIRT EXPRESS	12/08/2025	1,250.00
16486	TRANSFINDER	12/08/2025	1,500.00
16487	US BANK NATIONAL ASSOCIATION	12/08/2025	92,383.16
16488	VANCO COMMERCIAL SERVICE	12/08/2025	458.97
16489	YOUNG AND YOUNG	12/08/2025	7,512.50

62 Computer Check(s) For a Total of 314,604.27

Check Nbr	Vendor Name	Check Date	Check Amount
202501098	BANK OF NEW YORK MELLON	12/08/2025	8,470,000.00
1	Wire Transfer Check(s) For a Total of		8,470,000.00

	0	Manual	Checks For a Total of	0.00
	1	Wire Transfer	Checks For a Total of	8,470,000.00
	92	ACH	Checks For a Total of	275,658.06
	62	Computer	Checks For a Total of	314,604.27
Total For	155	Manual, Wire Tran, ACH & Computer Checks		9,060,262.33
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	9,060,262.33

FRANKLIN
COMMUNITY SCHOOLS
Student-Centered • Innovative

November 10, 2025
Board of School Trustees

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

Debbie Gill:	Present
Brett Jones:	Present
Jennifer Mann:	Present
Becky Nelson:	Present
David Yount:	Present

1. WATCH MEETING LIVE
   You Tube Live Stream
2. CALL THE MEETING TO ORDER
3. RECOGNITION
   Dr. Clendening & Dr. Worland
   Individual Student Growth

- FCHS Blue Regiment Marching Band
- FCHS Cross Country
- Central Nine Students of the Month
  Collaboration
- AMLE

The FCHS Blue Regiment Marching Band finished second at the 2025 ISSMA Scholastic Class A Finals. Liam Fenning was the first FCS boy to win the boys' cross country sectional race and placed 64rd in the Boys Cross Country State Finals. Weslyn Boner (Culinary Arts) and Brytanie Gearhart (Medical Assisting) were the November Central Nine Students of the Month. We also celebrated CBIS and Cheryl Moran (CBIS Principal) for receiving the school of distinction award from the Association for Middle-Level Education. CBIS was the only school in Indiana to be honored.

4. **CONSENT AGENDA**
   Board President

   A. Public Comments on any Consent Agenda Item
      Public comments regarding consent agenda items are limited to 3 minutes.
      Motion to approve the consent agenda. 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
Dr. Clendening made a recommendation to the board to table the Franklin College pool usage agreement so Mr. Young can review more of the language. The pool usage contract will now be a one-year contract. The admin team raises will be at 2.25%. The date on the Baker Tilly agreement is August - this is a sub-agreement under an umbrella agreement with Baker Tilly. They send us an engagement letter every time they do a project for us. The Headstart and GO Solutions agreements are both renewals with no changes.

There were no public comments.

B. Administrative Salaries
C. Allowance of Claims and Vouchers
D. Approve Minutes
E. Baker Tilly Engagement Agreements
F. Donations
G. FCHS Roof Design Contract
H. FCS Professional Development Travel
I. Go Solutions
J. Interagency Agreement with Headstart
K. MEGA Consortium - Natural Gas Supply Agreement
L. Overnight / Out-of-State Trips
M. Personnel Report
N. Policy Analytics Engagement Letter
O. Software Renewals
P. Surplus
Q. Consent Agenda Vote
Motion to approve the consent agenda. 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

5. **SUPERINTENDENT REPORTS**

A. AI Pilot Project
Carla Taylor
Carly Taylor and Dr. Brooke Worland shared that this project will provide technical knowledge, durable skills, and future-ready attitudes required to thrive in a world influenced by AI. This project will critically evaluate the benefits, risks, and ethical implications AI and help prepare FCS to submit an IDOE Digital Literacy Grant in 2026. Starting in the 2025-2026 school year, we will develop a leadership team with rep[s in every building and they will refine policies and procedures regarding student data using schoolai. In year two (2026-2027), we will develop a student leadership team and engage parents and caregivers in learning using school ai. In year three (2027-2028), the plan is for districtwide engagement and implementation. This pilot project will allow staff and students to use AI in a safe, controlled, curated environment. The pilot funding will come out of the Employer of Choice (non-taxpayer dollars). It wiil be $6 per student and there will be a $450 stipend for faculty (@ 20) who will participate in surveys, professional development workshops, student integration exercises, etc.

B. IDOE Behavior Grant
Andrea Korreck
Andrea Korreck shared that we were awarded one of the IDOE Behavior Grants last year. We were awarded $81,619.82 to be used specifically for students with IEPs. The special ed staff completed surveys, and it was determined that the biggest priority would be the impact beyond the grant timeline. This past summer, we had over 60 people attend a Behavior Summit. CPI trainer certification was also included in the grant (the state requires that we have staff trained in this certification). In March, we have 6 people (representing K-12) who will be attending a Behavior Conference. Another need that was identified through the survey was for more social skills resources and other materials (sensory items, seating, task boxes). Melissa Dubie (autism expert) is here monthly, working with our essential skills classrooms. Dr. Scott Carson (works on behavior mapping) has been in our buildings weekly and will continue through the first semester.

C. Project Updates for 2022 & PreK Bonds
Benji Betts
Benji Betts presented project updates on the Pre-K Capital Projects Bond and the Maintenance 2024 Bond. Projects at FCHS: AG, PAC, and athletic areas. The Franklin Cub Academy is almost enclosed, and the work inside will start soon. We upgraded the FCMS boilers. The Creekside playground is complete with access available for those with special needs. With part of the 2022 bond, we will be replacing some desks at the HS. We have about $300,000 remaining in the 2022 bond and will use this funding to replace the desks at the HS, and the rest of the funding will come out of the 2024 bond (@ $200,000).

Some additional 2024-2025 bond projects coming up:

- remaining areas of the MS & HS roofs
- boiler replacements at CBIS & HS

- working with the City of Franklin for a pathway to connect the nearby apartment to Needham Elementary
- HS cross country bridge
- Creekside roof
- HS pool liner
- repave the HS walking path
- repave the south lot at the MS

D. Committee Updates

- Music Council
- Athletic Council
- AG
- Communications
- Collective Bargaining
- Legislative
- Central Nine

Music Council: The Mary Poppins musical was this past week, and the students did a great job.

Athletics: Jeff Powers is the mid-state coach of the year. Crystal Morse is the girls' golf coach of the year. Rose XXX received all-state volleyball. For overall fall standings, the boys finished third and the girls in second. At the MS the boys and girls are second. The MS Girls' cross-country and golf are mid-state champs. The MS boys cross-country and tennis teams are mid-state champs. The MS girls golf team were undefeated. Excited to share that the Indiana Dairy Association might be providing milk to our HS student athletes. Bill Doty is in the process of writing a grant to receive a cooler for the milk. Working with FEC to provide the milk for the first year. College signing events are coming up.

AG: The Blue & Gold Harvest dinner will be held at Beeson Hall on November 14th from 6:00-8:00 pm.

Communications: Nothing to report.

Collective Bargaining: Nothing to report.

Legislative: Recently reviewed policies and will bring them to the December board meeting for discussion.

Central Nine: Finishing up Dr. Kovach's evaluation.

6. **ACTION ITEMS**

A. Public Comments on any Action Item
Public comments regarding action items are limited to 3 minutes.
There were no public comments.

B. EverDriven Camera Amendment
Jenn Scott

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

Debbie Gill:	Yea
Brett Jones:	Yea
Jennifer Mann:	Yea
Becky Nelson:	Yea
David Yount:	Yea

Yea: 5, Nay: 0
Jenn Scott asked that the Board approve the EverDriven Camera Amendment.

C. Franklin College Pool Usage Agreement
Tina Jobe
This agenda item was tabled by Dr. Clendening. This motion, made by Becky Nelson, Unseconded.

D. Policy F176 - Unpaid Meals
Dr. David Clendening
Motion to approve Policy F176-Unpaid Meals. This motion, made by Brett Jones and seconded by David Yount, Passed.

Debbie Gill:	Yea
Brett Jones:	Yea
Jennifer Mann:	Yea
Becky Nelson:	Yea
David Yount:	Yea

Yea: 5, Nay: 0
Dr. Clendnening asked the Board to approve Policy F176-Unpaid Meals.

E. Null Education Services and Building Thinking Classrooms
Melisa McCain
Motion to approve Null Education Services and Building Thinking Classrooms. This motion, made by Brett Jones and seconded by Jennifer Mann, Passed.

Debbie Gill:	Yea
Brett Jones:	Yea
Jennifer Mann:	Yea
Becky Nelson:	Yea
David Yount:	Yea

Yea: 5, Nay: 0
Melisa McCain asked the Board to approve the Null Education Services and Building Thinking Classrooms.

7. **DISCUSSION**

A. Education Advanced for Pathways
Ryan Wagner & Brian Hansen
Currently, we are hand-tracking all matters involving graduation requirements, diploma types, ICC requirements, etc. Through CounselorTalk, many counselors were finding the Education Advanced Pathways program very useful in helping to track students' graduation progress. Several dozen

schools across the state are now using this application to track graduation requirements. Conversations with many of the schools have given us the impression that it has been extremely beneficial and a worthwhile investment. We are currently tracking two different sets of requirements. Pathways would allow us to track both Core 40 and the new requirements, and the ability to tell us if a Core 40 student is closer to achieving the new requirements. Pathways would be able to quickly identify students who are behind on certain requirements, or close to fulfilling a requirement that may end up helping them. With pathways, we would be more efficient in tracking student progress. Features of Education Advanced Pathways: 1) compatible with PowerSchool, 2) one stop shop tracking, 3) easy reports, 4) NCAA and NAIA checks, 5) 4-year graduation plans, 6) post-secondary planning tools, and 7) parent portal giving parents mobile access.

B. Rascal's Fun Zone Event Contract
Dr. Brooke Worland
Dr. Worland shared that this contract is a request from Northwood Elementary to partner with Rascals for a student incentive trip in May. They are using student activity money to pay for the students.

C. Public Comments on Discussion Items
Public comments regarding discussion items are limited to 3 minutes.
There were no public comments.

8. **BOARD / ADMINISTRATIVE COMMENTS**

A. Board Comments

B. Administrative Comments
Dr. Clendening shared that in follow-up to his evaluation, Dr. Angie Balsley will reach out next week to set up a seminar that was discussed with the Board. We have a quarterly board visit scheduled at Northwood Elementary on November 21st starting at 7:00 am.

9. **CALENDAR**

A. Calendar of Events

- Quarterly Board Visit at Northwood: November 21
- Fall Senior Project Day: November 25
- Thanksgiving Break - NO School & Central Office Closed: November 26-28

10. ADJOURNMENT
Motion to adjourn the meeting at 7:37 pm. This motion, made by Brett Jones and seconded by Becky Nelson, Passed.

Debbie Gill:	Yea
Brett Jones:	Yea
Jennifer Mann:	Yea
Becky Nelson:	Yea
David Yount:	Yea

Yea: 5, Nay: 0

11. 11. I.C. 5-14-9-1 David Yount is an appointed member of the Franklin Community School Corporation Board of School Trustees representing Needham Township appointed by Franklin Community School Board. The date of appointment was January 30, 2025, and the term expires December 31, 2026.

Board of School Trustees

Becky Nelson, President

Debbie Gill, Vice President

Jennifer Mann, Secretary

Brett Jones, Member

David Yount, Member

CONTRACT EMPLOYING ATTORNEY

Franklin Community School Corporation (hereinafter referred to as "School") of Johnson County, Indiana, desires to employ Roger A. Young, an Attorney practicing Law in Franklin, Indiana (hereinafter referred to as ("Attorney"), as Attorney for School. Attorney desires to accept said employment.

THEREFORE, SCHOOL AND ATTORNEY AGREE AS FOLLOWS:

SECTION 1. TERM: The term of this agreement shall be from **January 1, 2026, to and including December 31, 2026**. This agreement may be renewed for one year by agreement of the parties, all as set forth herein.

SECTION 2. COMPENSATION/HOURLY RATE: Attorney shall render services, except those services described in Section 3(b), at the rate of the rate of Two Hundred Fifty Dollars ($250.00) per hour.

SECTION 3. SERVICES:

(a) CONFLICTS OF INTEREST: The parties acknowledge that it is not possible to anticipate and identify all services Attorney may be required to provide. Therefore, the services identified herein are not intended to be an exhaustive list, but rather representative of the types of services to be rendered. Because of ethical requirements imposed upon attorneys practicing law in the State of Indiana, there may be instances where Attorney cannot represent School. In those instances, the parties agree that outside counsel may have to be employed.

(b) SERVICES RENDERED IN CONNECTION WITH CONSTRUCTION, BUILDING PROJECTS OR PURCHASES REQUIRING OUTSIDE FINANCING AND/OR CPF FUNDING: Compensation shall be in an amount as may be negotiated between the parties as part of the project budget. The negotiated fee shall include representation of FCSC in connection with the project, excluding litigation and/or dispute resolution required pursuant to the contract documents. The fixed fee includes, but is not necessarily limited to, attendance of meetings, review of documents, publication of legal notices, review of contracts and other materials associated with the project, meeting with FCSC and others concerning aspects of the project, financing, and all matters related to the issuance of bonds or incurring of debt. For services rendered relating to litigation or mandatory dispute resolution concerning the project, Attorney will be compensated at the rate of Two Hundred Fifty Dollars ($250.00) per hour.

SECTION 4. AMENDMENT AND MODIFICATION: The parties reserve the right to modify or amend this agreement at any time, by mutual consent.

SECTION 5. TERMINATION: This agreement shall be terminable at will of either party upon one (1) week written notice.

WHEREFORE, the parties have hereunto set their hands and seals this 8th day of December, 2025.

FRANKLIN COMMUNITY SCHOOL CORPORATION
BOARD OF SCHOOL TRUSTEES

BY: _____
Printed: Becky Nelson
Title: President

ATTEST:

BY: _____
Printed: Jennifer Mann
Title: Secretary

ATTORNEY AT LAW

_____
Roger A. Young #14541-41
YOUNG AND YOUNG
40 W. Court St., Suite D
Franklin, IN 46131
(317) 736-7117

DONATIONS FOR APPROVAL
December 2025

Needham Elementary
Amount: $450
For: Student Funds
From: PTO – Pumpkin Contest – Penny Wars

Food Service
Amount: $50
For: School Lunch Debt
From: Group from Active Adult Center

POOL USAGE AGREEMENT

THIS POOL USAGE AGREEMENT (the "Agreement") is made and entered into effective this 1st day of January, 2026, by and among Franklin Community School Corporation, and Franklin College.

GENERAL PROVISIONS

Duration of Agreement: The duration of this agreement is for a period of one year, with the option to continue and negotiate terms. Either organization may terminate this agreement by giving six months written notice to the other organization.

Notices: All notices, requests, and payments required pursuant to this Agreement shall be deemed sufficiently made if delivered, as follows:

To FCSC: Franklin Community School Corporation

Attn: Tina Jobe

998 Grizzly Cub Dr.

Franklin, IN 46131

Monetary Arrangement: It is agreed as follows that Franklin College shall make an annual payment of $45,000 no later than October 1, 2026, in exchange for the use of the Franklin Community Middle School and/or Franklin Community High School pool.

The rental amount above is meant to subsidize the costs of operating the pool i.e. water, utilities, chemicals, and maintenance.

Franklin College will schedule use of the pool with the Aquatics Director for Franklin Community Schools. Activities for Franklin Community Schools will take priority, but efforts will be made to accommodate Franklin College's requests. Lifeguards will be hired and scheduled by the school's Aquatics Director for all Franklin College's practices and meets. Reimbursement of those lifeguard payroll expenses will be invoiced to Franklin College on a monthly basis.

When upgrades or new equipment is necessary, these requests will be presented to the Executive Director of Operations, and approval will need to be obtained by the Superintendent prior to any purchases or alterations being made. Both parties will agree on a proportionate share of those expenses.

Franklin College agrees to:

1. Perform a head count conducted by the head coach of swimmers entering the pool at the beginning of the practice/event.
2. Perform a head count conducted by the head coach of swimmers entering the pool at the end of the practice/event.
3. Perform a pool sweep conducted by the lifeguard and head coach immediately following the practice/event to ensure nothing is left in the pool.
4. Not allow, under any circumstances, swimming under the bulkhead.

Indemnification and Hold Harmless Clause

To the fullest extent permitted by law, Franklin College agrees to indemnify, defend, and hold harmless the Franklin Community School Corporation, its officers, agents, volunteers, and employees from and against all claims, damages, losses, and expenses, including but not limited to attorney's fees, court cost, or alternative dispute resolution cost arising out of, resulting from, or otherwise in the performance or furnishing of work or services or use of facilities under this Agreement, including claims, damages, losses, and expenses of individuals or entities utilizing FCSC facilities pursuant to a separate agreement or understanding with or without the permission or knowledge of Franklin College and/or Franklin Parks and Recreation.

IN WITNESS WHEREOF, the Parties have duly executed this Agreement pursuant to all requisite authorization as of the date first above written.

FRANKLIN COLLEGE

By: _____

Kevin Honigford, Vice President and CFO

FRANKLIN COMMUNITY SCHOOL CORPORATION

By: Becky Nelson

Becky Nelson, School Board President

IceMiller
LEGAL COUNSEL

One American Square | Suite 2900 | Indianapolis, IN 46282-0200

January 8, 2025

WRITER'S DIRECT NUMBER: (317) 236-2174
INTERNET: amy.corsaro@icemiller.com

VIA ELECTRONIC MAIL

Tina Gross, Chief Financial Officer
Franklin Community School Corporation
998 Grizzly Cub Drive
Franklin, IN 46131-1398

Re: Arbitrage/Rebate Calculation for the Franklin Community Multi-School Building Corporation Ad Valorem Property Tax First Mortgage Bonds, Series 2022

Dear Ms. Gross:

The Arbitrage Certificate, which is part of the bond transcript, provides that in order to maintain the tax exemption on the bonds, the Internal Revenue Code (the "Code") requires an arbitrage calculation to be performed by the fifth anniversary of the issue date. The arbitrage calculation computes what is referred to as a "rebate amount" by comparing the actual earnings on the bond proceeds during the period that the proceeds are invested to the bond yield. If the actual investment earnings exceed the bond yield, a payment may be due to the Internal Revenue Service (the "IRS").

Generally, an issuer engages a professional firm to determine whether there is a rebate amount owed to the IRS. We would like to assist you in fulfilling that obligation and appreciate the opportunity to make a proposal to perform the arbitrage/rebate computations. The engagement to assist in the rebate computation is separate from our original engagement as bond counsel for the bonds.

Our fee for an annual rebate computation to December 14, 2025 is $2,500, and $2,500 annually thereafter until finalized. In addition, we will bill for out-of-pocket expenses for copying and telecopy charges.

Stephanie McGee is the rebate analyst in our rebate practice who will prepare the rebate calculation. I am one of the lawyers who oversees our rebate practice. Please do not hesitate to contact me at (317) 236-2174 with any questions or concerns regarding the computation.

Ice Miller's standard Terms and Conditions of Engagements for Legal Services are enclosed. These terms and conditions, which cover various other aspects of this engagement, including a waiver of future conflicts of interest and provisions regarding termination and withdrawal, are important and are to be read as part of this letter, as they apply to this engagement

to the same extent as if they were typed as part of this letter. Unless a different engagement letter is executed in the future, the basic terms of this engagement letter will also be applicable to, and govern our professional relationship on any subsequent matters, on or in which we may become involved or engaged on your behalf.

Again, I am happy to answer any questions you may have. If the terms of this engagement letter meet with your approval, please sign the acceptance clause, and return it to us at your earliest convenience.

Very truly yours,

ICE MILLER LLP

Amy M. Corsaro
Partner

Accepted on behalf of Franklin Community School Corporation.

By: _____

Name: Becky Nelson

Title: Board of School Trustee, President

Date: December 8, 2025

ICE MILLER LLP

Terms and Conditions of Engagements for Legal Services

Ice Miller LLP has prepared this statement of the terms and conditions that are generally applicable to its legal services representations of its clients, in the absence of an express agreement specifically to the contrary. These terms and conditions, together with the letter or other document that references them, are the Terms and Conditions applicable to our engagement by you. When used in this document, "we" or "us" or "our" and similar terms refer to Ice Miller LLP, a limited liability partnership, and "you" or "your" and similar terms refer to the person or persons specifically identified in this statement as the client or clients of Ice Miller LLP.

Our Responsibilities

We are responsible to provide legal services to you in accordance with these Terms and Conditions and with our express understandings with you concerning the nature and scope of our representation.

Your Responsibilities

You are responsible for paying our statements for services and expenses. You also are responsible for being candid and cooperative with us and for keeping us informed with complete and accurate information, documents and other communications relevant to the subject matter of our representation or otherwise requested by us. Because it is important that we be able to contact our clients at all times in order to consult with them regarding our representation, we expect that you will inform us, in writing, of any changes in the name, address, telephone number, contact person, e-mail address, state of incorporation or other relevant changes regarding you and your business or affairs. If you affiliate with, acquire or your company is acquired by or merged with another company, you will provide us with sufficient notice to permit us to withdraw as your attorneys if we determine that such an affiliation, acquisition or merger creates a conflict of interest between any of our clients and the other party to such affiliation, acquisition or merger, or if we determine that it is not in the best interests of the Firm with respect to the resulting association with the new entity. Your failure to communicate and cooperate with us in these respects could have an adverse effect on our ability to effectively and efficiently represent your interests in this matter and may require that we suspend the rendition of further services in respect of or entirely withdraw from this engagement.

Client(s) Represented

The client or clients for this engagement are as specifically identified in the engagement letter. Our client(s) do not include natural persons or entities that are not identified as a client in the engagement letter. For clients that are companies, unless otherwise specified or agreed, this does not include individuals or persons who are shareholders, partners, members or owners of the company, or its officers, directors, managers or other representatives, or family members, nor does it include affiliates of the company. Our representation of you for the matter described in the engagement letter does not give rise to a lawyer-client relationship with any such other individual, person or affiliate. Accordingly our representation of you will not give rise to a conflict of interest in the event other clients of ours are or become adverse to any such other individual, person or affiliate. For clients that are trade associations or other group-type organizations, our clients would not include their members or other constituents.

How We Will Work For You

We provide services to you through our attorneys and other professionals. We will designate a mutually agreeable partner whom you may contact should you have any questions or concerns at any time about our representation of you or your interests. You will keep us advised of the name(s) and contact information of the person(s) who are authorized to instruct us as to the performance of our legal services for you.

Our engagement is for legal services. While from time to time we may share with you as part of our legal advice information and insights based on our experience with respect to certain market, industry or business practices, structures, or the like, it is understood that you will be solely responsible for determining the extent to which other professional services and advice are obtained and for making all decisions concerning business, investment and accounting matters. In addition, it is understood that we will not have any responsibility to investigate the character or credit of any person with whom you may be dealing in connection with any matter directly or indirectly related to our engagement.

How We May Communicate With You

Unless you instruct otherwise in writing, we may communicate with you using unencrypted e-mail, facsimile transmission and cellular telephone with the understanding that these methods carry an inherent risk of interception.

About Our Fees

We will charge you fees based upon the time expended and other factors applicable to legal fees that are specified by applicable professional rules and standards. Unless otherwise specifically agreed, our fees are based on our hourly rates as applied to the amount of time that we expend in providing services. Our base hourly rates for work

performed by our attorneys, absent special engagements or circumstances, are established effective January 1 of each calendar year. Hourly rates may change periodically without prior notice to clients, typically after the end of each calendar year, but a current schedule for anyone working on your engagement is available at any time upon request.

Payment of our fees and other charges is in no way contingent on the outcome of any matter, unless and to the extent that there is a mutual written agreement to the contrary.

Other Charges and Expenses

Our charges for ancillary services and expenses, such as photocopying, computer research, electronic data discovery services, mileage, travel expenses and other similar charges are pursuant to a schedule of charges and expenses, as the same is revised from time to time, a copy of which is available to you upon request.

Estimates

The total amount of fees and costs relating to this matter are difficult to predict. Accordingly, we have made no commitment to you concerning the maximum fees and costs that will be necessary to resolve or complete this matter. If requested to provide an estimate of our fees for a given matter, we will endeavor in good faith to provide our best estimate, but unless there is a mutual written agreement to a fixed fee, the actual fees incurred on any project will likely differ from the estimate.

Billing Procedures

Unless we agree to an alternative billing arrangement, you will receive a statement on a monthly basis for services rendered, and for costs and other charges posted to your account, in the prior month. Payment is due upon receipt of our billing statement or within 30 days thereafter. If your account becomes more than 30 days past due, our Billing and Collection Committee will decide whether additional legal work will be performed while the account remains past due, taking into account obligations we owe to you under applicable professional conduct rules. While we typically do not charge interest on past due amounts, we reserve the right to charge interest on any amount invoiced that remains unpaid after 30 days at the rate of 1% per month until paid in full, plus all costs of collection (including reasonable attorneys' fees). Any questions or disagreements should be brought to our attention in writing within 60 days of the billing date.

Retainers

As a matter of standard practice for new clients and/or new matters, we typically request a retainer deposit before we begin work, and we may request retainers or additional retainers from time to time with respect to existing clients and existing matters. Unless there is a mutual written agreement to the contrary, we will hold any such retainers in our firm's agency account until disbursed in accordance with these terms and conditions or other mutual written agreement. We may apply funds held as retainers to any past due account balance of your account. We will return any unapplied excess of your retainers to you within a reasonable period of time following the conclusion of the related engagement. Unless we determine in our discretion to apply all or a portion of the retainers sooner, we will apply the retainers to the final invoice for the related engagement. If we determine for any client or matter to initially waive the required retainer deposit, we nonetheless reserve the right at a later date to require a retainer deposit if conditions concerning either the extent or nature of the matter in our discretion so warrant, or should our statements not be timely paid as expected.

Your Consent to Future Conflicts of Interest

You are aware that the Firm has grown geographically and represents many other entities and individuals. Thus, during the time that we are representing you, some of our present or future clients may have disputes or transactions with you or other interests that may be adverse to yours. As part of this engagement, you agree that we may undertake in the future to represent existing or new clients in any matter that is not substantially related to any matter as to which we have represented or advised you, even if the interests of such clients in those other matters are directly or indirectly adverse to yours, and you agree not to disqualify our Firm for those conflicting representations. Of course, we agree that we will keep confidential any information of a nonpublic nature provided to us as a result of our representation of you. You acknowledge that we may obtain confidential information as a result of our representation of other clients that might be of interest to you but for the same reasons cannot be shared with you.

Document Retention

Unless you indicate otherwise to us in writing, we will assume that all papers and property that you provide to us are duplicates and that you retain all originals, so that we do not need to return them to you. When the representation concludes, we will (if you request) return any papers and property that you have provided to us (or that we have obtained for you and that belong to you) if we have them in our possession. Our drafts and work product that we create in relation to our work for you, however, belong to us. We reserve the right, subject to any applicable laws or rules of professional responsibility to the contrary, to apply records retention policies and procedures to these items and also to destroy within a reasonable time any items described in this paragraph that are retained by us.

Personal Data from the European Economic Area

If you will be providing the Firm with the personal data of individuals in the European Economic Area during the course of the engagement, then it is your responsibility to obtain all appropriate consents, make any necessary disclosures, and take all other required steps to comply with

any applicable data privacy and protection laws and regulations in connection with your use of the Firm's services. As used herein, "personal data" means any information relating to an identified or identifiable natural person, to the extent that such personal data are associated with individuals in the European Economic Area or are otherwise within the scope of the General Data Protection Regulation (EU) 2016/679.

Response to Audit Inquiries

If you ask that we do so, we will respond to your auditors concerning certain "loss contingencies" as defined by accounting standards by preparing a letter to your auditors. To assist us in responding timely to your auditors, please direct all audit inquiries to:

Audit Letter Coordinator
Ice Miller LLP
One American Square, Suite 2900
Indianapolis, Indiana 46282-0200.

If there are any questions presented by your audit inquiry letter, our Audit Letter Coordinator will contact you. Absent special circumstances, our current fee structure for the preparation of these letters is a minimum of $300 and a maximum of $700, depending on the extent and number of any matters reported. However, the fee may exceed $700 if there are many matters to be reported upon, or if the letter requires extensive substantive attention to disclosure or other related issues. This charge will appear on your statement as a line item for "Services rendered in connection with preparation of response to audit inquiry."

Termination or Withdrawal

Both you and we have the right to terminate any engagement at any time after providing reasonable advance written notice, and our withdrawal or termination is further subject to applicable rules of professional responsibility. In the event that we terminate the engagement, we will, subject to the terms hereof, take such steps as are reasonably practicable to protect your interests in the above matter and, if you so request, we will suggest to you possible successor counsel and provide that counsel with whatever papers you have provided to us. If permission for withdrawal is required by a court, we will promptly apply for such permission, and you agree to engage successor counsel to represent you. Otherwise, this representation will terminate (a) once the specific services covered within the scope of the representation have been completed and we have sent you our final statement for services rendered in this matter, or (b) if the engagement is open-ended without any specific services being described, when more than six months have elapsed from the last time you requested and we furnished legal services to you. We are not obligated to provide advice or other legal services concerning this representation to you after our representation of you is completed, or has terminated. After completion of a matter in which we have represented you, changes may occur in the applicable laws or regulations that could have an impact upon your future rights and liabilities. Even though we may send you newsletters or the like after the date of termination of our engagement, we will have no responsibility to provide you with updates or advice concerning any changes in the law or regulations or future legal developments on any matter, including those matters that may have been the subject of a prior representation, unless you and we have expressly agreed that we will provide this service.

Certain Limitations

Any opinions or views, formal or informal, that we may express to you or to third parties about the outcome of a legal matter are only our best professional estimates. Those opinions or views are necessarily limited by our knowledge of facts at the time that we express them and the law and regulations that are then in effect. You understand and agree that we cannot – and will not – promise to you, or guarantee to you, that any particular outcome will result from your legal matters.

Identification of Relationship

We are pleased that you have chosen Ice Miller LLP as your legal advisor and would like to have your permission to share this with others. By signing the acknowledgement, you hereby grant us the authority to use your name and logo in connection with Ice Miller LLP's marketing activities, including, without limitation, identification of you as a client of Ice Miller LLP on its website and other printed marketing materials and publications issued by Ice Miller LLP. You may revoke the consent granted in this paragraph at any time by contacting our marketing department at enews@icemiller.com.

Revised: August 2019

AGREEMENT FOR PROVISION OF SPEECH-LANGUAGE PATHOLOGY SERVICES

This Agreement for Provision of Speech-Language Pathology Services ("Agreement") is made this 4th day of August 2025 between Franklin Community Schools ("School") and Chelsea Bernett ("Contractor"). In consideration of the promises and obligations contained herein, the School and Contractor (collectively referred to herein as the "Parties") agree as follows:

1. Engagement: The School hereby agrees to engage Contractor as an independent contractor and Contractor hereby accepts such engagement, pursuant to the terms and conditions set forth in this Agreement, as the same may be amended from time to time. Contractor acknowledges that his/her status is that of an independent contractor and that nothing contained herein is intended to create an employer-employee relationship. Contractor understands and acknowledges that he/she is not permitted to make any representation that he/she or any SLP assigned to perform services under this Agreement is an employee of School. Nothing contained herein shall be construed to limit the Contractor's or SLP's employment with, or ability to provide services as an independent contractor to any other entity for any purpose, provided such services do not conflict with the services contemplated by this Agreement.

2. Scope of Engagement: The Contractor hereby acknowledges that he/she is being engaged to provide the School with licensed and insured speech-language pathologists (SLPs) (who are independent subcontractors of contractor) to perform in person, speech-language pathology services for students identified by the School. Contractor will assure adequate performance of all services described in Paragraph 3 below. Contractor will utilize professional discretion in determining the hours/days necessary for assigned SLPs to complete operational tasks in any given week. Prior to commencement of services under this Agreement, Contractor will provide a separate statement of work (SOW) document that establishes general SLP availability for provision of services.

3. Contractor will not allow any SLP to provide services to School in excess of 40 hours a week without prior approval from the Superintendent or designee. If an assigned SLP becomes becomes unable, due to illness or other good cause, to provide services on a day in which services were scheduled to be performed, Contractor shall assure that the inability to perform services is reported to the school by contacting Jenn Scott before 7:00 a.m. on the day at issue.

4. Services: Contractor agrees to provide the following services, and further agrees to devote such time and attention as is necessary to assure compliance with the Contractor's obligations under this Agreement.

    a. Direct therapy services (including direct therapy, assessments, report, writing, annual IEP documentation, annual conferences, and progress report writing)

    b. Indirect therapy services (including scheduling, therapy preparation time, therapy, documentation time, billing, assessment and progress report writing, teacher, consultation, and caregiver communication).

Contractor shall not be responsible for third-party billing or reimbursements.

5. Compensation: Contractor will be compensated at an hourly rate of $100 for all services (whether direct or indirect) provided under this Agreement. Contractor agrees to submit an invoice via email to scottj@franklinschools.org no later than the fifth (5th) day of each calendar month. The invoice shall reflect actual hours of service performed under this Agreement during the preceding month. Payment shall be rendered within 35 days of receipt of written invoice. Late fees may be assessed in accordance with Indiana law. If School cancels a scheduled day with less than 24 hours' notice for any reason, School agrees to pay for 100% of the scheduled workday, not to exceed seven hours per day. This includes cancellations because of events, such as weather absence due to a snow day, field trip, school event, disaster, or other unforeseen circumstance. Indirect services will be provided during this time; which includes but not limited to writing independent evaluation plan and evaluation team report documentation.

6. Travel and Expenses: Contract will receive payment for SLP's providing services under this Agreement in multiple School locations at the School's established per mile rate, and Contractor will be paid for expenses incurred by SLP's in performance of this Agreement only to the extent approved in advance by the Superintendent or designee.

7. Taxes: Contractor agrees to provide School with a completed IRS Form W-9. Contractor acknowledges that the Contractor will be issued an IRS Form 1099 for each tax year in which services are performed under this Agreement, and School will not withhold any amounts from invoices for payment of federal, state, or local taxes, or similar obligations. Accordingly, Contractor acknowledges sole responsibility for the payment of any and all taxes due on account of receipt of payment from School under this Agreement. Contractor hereby agrees to indemnify and hold School harmless for any and all taxes, penalties, interest and attorneys' fees assessed against or incurred on account of any assessment or claim made against it for payment of such taxes or similar obligations.

8. Insurance: The School does not offer or carry any benefits, including liability insurance, for the Contractor or SLP's assigned under this Agreement. It is the responsibility of the Contractor to secure the appropriate insurances. Contractor shall obtain and maintain liability insurance in a minimum amount of $1,000,000. Contractor shall provide the Superintendent or designee with a copy of insurance showing coverage specified.

9. Facilities and Equipment: School shall provide SLPs assigned under this Agreement adequate space and facilities to perform all services rendered hereunder. Contractor shall provide and utilize all supplies and equipment, except for such equipment and supplies which School agrees in writing to provide. Any equipment or supplies purchased by School shall remain the exclusive property of School.

10. Licensing and /or Certification and other Requirements: Contractor shall assure all SLP's performing services under this Agreement have appropriate licensure to perform the services under this Agreement and is required to furnish such licensure for review by the School at any time upon request.

11. Non-Solicitation: Client agrees not to, directly or indirectly, solicit, induce, higher, or attempt to induce or hire any SLP except as permitted in this Paragraph. During the term of this agreement and for a period of 24 months thereafter, School shall notify Contractor of its intent to offer employment to any

SLP who had performed services under this Agreement not less than ten (10) calendar days prior to offering such employment. .

12. Criminal History Background Check; E-Verify: Contractor shall assure that all SLP's assigned under this Agreement have a criminal history background check, including an extended criminal history check, completed prior to such SLP working with students, payment for which shall be made by Contractor as part of standard operational costs. SLP performance of services under this Agreement is contingent upon acceptable results of the criminal history background check prior to working with students. The background checks required pursuant to this paragraph shall be provided at least annually and more frequently if requested by School. Contractor and all SLPs providing services to School pursuant to this agreement shall at all times comply with all School policies relating to employment and retention of School employees who will have direct ongoing contact with students.

13. Confidentiality and School Policies/Rules: Contractor shall maintain the confidentiality of all information and records relating to School's students, pursuant to the Family Educational Rights and Privacy Act ("FERPA") and HIPAA. Contractor agrees to follow and assure all its assigned SLPs follow all reasonable rules and regulations set forth by School and its designated representatives.

14. Term: The term of this Agreement shall commence on the date set forth above and shall continue until it is terminated in accordance with this Agreement.

15. 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. Contractor agrees to indemnify and hold harmless the school, together with school's successors, assigns, directors, officers, employees, and any other person for whom the school 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 Contractor, its successors, assigns, directors, officers, employees or agents.

16. Termination: This Agreement may be terminated by either party for any reason, with or without cause. The parties will provide at least 30 days written notice of his/her intention to terminate this Agreement to the other party. Notwithstanding the foregoing, the School reserves the right to terminate this Agreement and its relationship with Contractor immediately and without notice in the event the SCHOOL determines, in its sole discretion, that Contractor has (i) violated any term or condition of this Agreement, (ii) refused to perform in a timely and professional manner any services contemplated by this Agreement, (iii) engaged in or allowed SLPs performing under this Agreement to engage in, any conduct which the School considers to be illegal, immoral, unethical or unprofessional, or (iv) the SCHOOL is no longer funding the services provided by the Contractor. In the even either party terminates this Agreement, the Contractor shall only receive compensation for services performed up through the date of termination of this Agreement.

17. Severability: Parties agree that each and every paragraph, sentence, clause, term, and provision of this Agreement is severable and that, in the event any portion of this Agreement is adjudged to be invalid

or unenforceable, the remaining portions thereof shall remain in full force and effect to the fullest extent permitted by lay.

18. Miscellaneous: This Agreement may be executed in one or more counterparts, each of which shall be deemed to an original, all of such together shall constitute one and the same instrument. The section headings contained in this Agreement are for reference purposes only shall not affect in any way the meaning of interpretation of this Agreement.

19. Governing Law, Venue, Dispute, Resolutions and Attorney's Fees: This Agreement shall be interpreted in accordance with and be governed exclusively by the laws of the State of Indiana. The Parties consent to the exclusive jurisdiction and venue in the courts of Johnson County, Indiana, in the City of Franklin. The Parties waive any claim that Johnson County, Indiana, is an inconvenient forum or an improper forum based on lack of venue. The Consultant shall be responsible for all attorneys' fees, costs and expenses related to any dispute arising out of this Agreement. Except as may be otherwise provided in this Agreement, all claims, counterclaims, disputes, and other matters in question between the SCHOOL and Consultant arising out of or relating to this Agreement or the breach thereof will be decided first by mediation, pursuant to Rule 8, Optional Early Mediation, of the Rules for Alternative Dispute Resolution adopted by the Indiana Supreme Court. However, the preceding sentence shall not prevent a party from filing suit or availing itself of any legal or equitable procedure in order to preserve its rights, e.g., to give any required notice or to prevent the running of any applicable statute of limitations. N

20. Assignment. The Services to be performed by Consultant hereunder are personal in nature, and the SCHOOL has engaged Consultant as a result of Consultant's expertise relating to such Services. Consultant, therefore, agrees that it will not assign, sell, transfer, delegate or otherwise dispose of this Agreement or any right, duty or obligation under this Agreement without the SCHOOL's prior written consent.

21. Entire Agreement: This Agreement constitutes the complete agreement between the Parties with regard to the subject matter addressed herein, shall supersede any and all previous agreements and/or commitments, whether oral or written, between the Parties and shall not be amended or modified absent an agreement signed by both Parties. The Parties further agree that no verbal or other statements, discussions, or impressions, other than those provisions contained in this Agreement, have been relied upon by either party in executing this Agreement.

IN WITNESS WHEREOF, the Parties have signed, or caused a duly authorized agent thereof to sign, this Agreement on their behalf and thereby acknowledge their intent to be bound by its terms and conditions.

_____ _____

Date Independent Contractor

12-8-25

Date

School's Superintendent or Designee

JOHNSON COUNTY HEALTH DEPARTMENT
Nursing Division

95 S. Drake Rd.
Franklin, Indiana 46131

317-346-4368
Fax317-736-5264

ANNUAL AGREEMENT

This Agreement, entered into by and between the Johnson County Health Department (hereinafter referred to as Nursing Division) and Franklin Community Schools (hereinafter referred to as facility) is for the purpose of billing fees to be paid for by said facility for the administration of Hepatitis B immunizations by the Nursing Division from 1st day of January thru the 31st day of December, 2026.

WITNESSETH that the parties agree as follows:

1. Facility will notify Nursing Division in writing (on facility letterhead), listing name(s) of each employee to be immunized. Agreement will be signed with title by the authorized agent (i.e. supervisor, director).

2. Nursing Division will administer only to those with written authorization as stated above. No phone calls will be accepted as authorization.

3. Billing for services will be performed the first of the following month for services rendered the previous month. Vaccine price is $75.00. Vaccine prices fluctuate from time to time. Therefore, should the price increase, the Health Department will contact Jeff Sewell for authorization prior to rendering the vaccine.

This agreement shall extend and be binding upon successors or assigns of the parties and may be modified at any time upon mutual agreement of parties.

Dated this ____ day of December 2025.

Johnson County Health Department

By: _____
Jefferson M. Qualls, M.D.
Johnson County Health Officer

Franklin Community Schools
Facility Name

By: _____
Lisa Brown, R.N., Director of Nursing
Johnson County Health Department

BY: _____
Authorized signature and title

Microsoft Volume Licensing

Program Signature Form

MBA/MBSA number	
Agreement number	01C36278

Note: Enter the applicable active numbers associated with the documents below. Microsoft requires the associated active number be indicated here, or listed below as new.

For the purposes of this form, "Customer" can mean the signing entity, Enrolled Affiliate, Government Partner, Institution, or other party entering into a volume licensing program agreement.

This signature form and all contract documents identified in the table below are entered into between the Customer and the Microsoft Affiliate signing, as of the effective date identified below.

Contract Document	Number or Code
Enrollment for Education Solutions	X20-14303

By signing below, Customer and the Microsoft Affiliate agree that both parties (1) have received, read and understand the above contract documents, including any websites or documents incorporated by reference and any amendments and (2) agree to be bound by the terms of all such documents.

Customer	
Name of Entity (must be legal entity name)*	Franklin Community School Corporation
Signature*	Becky Nelson
Printed First and Last Name*	Becky Nelson
Printed Title	Board of School Trustee President
Signature Date*	12-8-25
Tax ID	

** indicates required field*

Microsoft Affiliate	
Microsoft Corporation	
Signature	
Printed First and Last Name	
Printed Title	
Signature Date (date Microsoft Affiliate countersigns)	
Agreement Effective Date (may be different than Microsoft's signature date)	

Optional 2nd Customer signature or Outsourcer signature (if applicable)

Customer
Name of Entity (must be legal entity name)*
Signature*
Printed First and Last Name*
Printed Title
Signature Date*

** indicates required field*

Outsourcer
Name of Entity (must be legal entity name)*
Signature* _____
Printed First and Last Name*
Printed Title
Signature Date*

** indicates required field*

If Customer requires additional contacts or is reporting multiple previous Enrollments, include the appropriate form(s) with this signature form.

After this signature form is signed by the Customer, send it and the Contract Documents to Customer's channel partner or Microsoft account manager, who must submit them to the following address. When the signature form is fully executed by Microsoft, Customer will receive a confirmation copy.

Microsoft Corporation
Dept. 551, Volume Licensing
6880 Sierra Center Parkway
Reno, Nevada 89511
USA

Microsoft Volume Licensing

Enrollment for Education Solutions

Enrollment Number *Microsoft to complete*	66118689	Qualifying Enrollment Number (if applicable) *Partner to complete*	
Previous Enrollment Number (if applicable) *Partner to complete*	52778445		

This Enrollment must be attached to a signature form to be valid.

This Microsoft Enrollment for Education Solutions is entered into between the entities identified on the signature form as of the effective date.

This Enrollment consists of: (1) these terms and conditions, (2) the terms of the Campus and School Agreement identified on the signature form, (3) the Product Terms, (4) the Online Services Terms, (5) any supplemental contact information form, Previous Agreement/Enrollment form and other forms that may be required, (6) the Supplemental Terms and Conditions for Online Services if Institution's Campus and School Agreement is a version 2009 or earlier and Institution is ordering Online Services, and (7) any order submitted under this Enrollment. This Enrollment may only be entered into under version 3.4 or later Campus and School Agreement. By entering into this Enrollment, Institution agrees to be bound by the terms and conditions of the Campus and School Agreement.

Effective date. If Institution is renewing Software Assurance or Subscription Licenses from one or more previous enrollments or agreements, then the effective date will be the day after the first prior enrollment or agreement expires or terminates. If this Enrollment is renewed, the effective date of the renewal term will be the day after the Expiration Date of the initial term or expiring renewal term, as applicable. Otherwise, the effective date will be the date this Enrollment is accepted by Microsoft. Any reference to "anniversary date" refers to the anniversary of the effective date of the applicable initial or renewal term for each year this Enrollment is in effect.

Term. This Enrollment will expire either 12 or 36 full calendar months from the Enrollment effective date, depending on Institution's election below, but may be terminated earlier as provided in Institution's Campus and School Agreement. *Please select **only one** initial Enrollment term option:*

☐	12 Full Calendar Months	☒	36 Full Calendar Months

Prior Enrollment(s). If renewing Software Assurance or Subscription Licenses from another enrollment or agreement, the previous enrollment or agreement number must be identified in the respective box above. If renewing from multiple enrollments or agreements, or transferring Software Assurance or MSDN details, the Previous Agreement/Enrollment form must be used.

Terms and Conditions

1. Definitions.

Terms used but not defined in this Enrollment will have the definition in the Campus and School Agreement. The following definitions also apply:

"Additional Product" means any Product identified as such in the Product Terms and chosen by Institution under this Enrollment.

"Customer," as used in certain supplemental forms (for example, the signature form), has the same meaning as "Institution."

"Education Platform Product" means any Product chosen by Institution under this Enrollment, and designated as an Education Platform Product in the Product Terms. Education Platform Products may only be licensed on an Organization-wide basis, or for the full Student Count.

"Education Qualified User" means an employee or contractor (except Students) who accesses or uses an Education Platform Product for the benefit of the Institution.

"Expiration Date" means the date upon which the Enrollment expires.

"Institution" means the entity that is (1) a Qualified Educational User (as defined at http://www.microsoft.com/licensing/contracts) as of the effective date of this agreement that has entered into this agreement with Microsoft or (2) an Affiliate of Institution that has entered into an Enrollment under this agreement. If Institution is a school district, "Institution" includes all participating schools in the same district.

"Organization-wide Count" means the total number of Education Qualified Users in the Organization as listed in the "Licensing options; rights and restrictions" table included in this Enrollment.

"Previous Enrollment or Agreement" means a School Subscription Enrollment, a Campus Subscription Enrollment, an Enrollment for Education Solutions, or an Open Value Subscription Agreement for Education Solutions.

"Qualified Device" means any device that is used by or for the benefit of the Organization or by or for the benefit of Students enrolled in the Organization and is: (1) a personal desktop computer, portable computer, workstation, or similar device capable of running Windows Pro locally (in a physical or virtual operating system environment) or (2) a device used to access a virtual desktop infrastructure ("VDI"). Qualified Devices do not include any device that is designated as a server and not used as a personal computer, or not Managed (as defined in the Product Terms at the start of the applicable initial or renewal term of the Enrollment). At its discretion, Institution may designate any device excluded above that is used by or for the benefit of the Organization as a Qualified Device for all or a subset of Education Platform Products or Online Services Institution has selected. "Qualifying Enrollment" means an Enrollment for Education Solutions, the minimum requirements of which were met and which was entered into by Institution or Institution's Affiliate, and that is active and valid upon signing of this Enrollment. Institution must have been included in the Organization under an Enrollment for Education Solutions that is used as the Qualifying Enrollment.

"Reseller" means an entity authorized by Microsoft to resell Licenses under this program and engaged by Institution to provide pre- and post-transaction assistance related to this agreement.

"Student Count" means the total number of Students in the Organization as listed in the "Licensing options; license rights and restrictions" table included in this Enrollment.

"Student Qualified Device" means a Qualified Device owned, leased, or controlled by a Student or owned, leased, or controlled by the Organization and assigned for individual, dedicated use by a Student.

"Subscription License" means, for purposes of this Enrollment, a fixed term license that expires when the Enrollment expires or is terminated unless the buyout option is exercised. Any License ordered under this Enrollment is a Subscription License, even if it is otherwise designated on the purchase order.

2. *Order requirements.*

a. **Minimum order requirements for Enrollment for Education Solutions.** This Enrollment allows Institution to license Products on a subscription basis across its Organization. Institution defines its Organization and can select from two different licensing options (Education Qualified Users or Students), depending on the Users it wishes to enable to use the Products.

The initial order must include Subscription Licenses for at least:

(i) One Education Platform Product for an Organization-wide Count of at least 1,000; or

(ii) One Education Platform Product for a Student Count of at least 1,000;or

(iii) A mix of Education Platform Products that may be ordered as described in the Product Terms.

These minimum requirements are waived if Institution has a Qualifying Enrollment. Institution must submit an order within 30 days of the effective date of the Enrollment. Microsoft may refuse to accept this Enrollment if it has a business reason for doing so.

b. **Additional Products.** Upon satisfying the minimum order requirements above, Institution may order Additional Products. For Additional Products identified in the Product Terms as licensed Organization-wide or for the full Student Count, Institution must order Licenses equal to the Organization-wide Count or Student Count, as applicable.

c. **Use Rights for Education Platform Products.** For Education Platform Products other than Online Services, if a new Product version has more restrictive use rights than the version that is current at the start of the applicable initial or renewal term of the Enrollment, those more restrictive use rights will not apply to Institution's use of that Product during that term.

d. **Country of usage.** Institution must specify the countries where Licenses will be used on its initial order and on any additional orders.

e. **Resellers.** Orders must be submitted to an authorized Reseller who will transmit the order to Microsoft. The Reseller and Institution determine pricing and payment terms as between them, and Microsoft will invoice the Reseller based on those terms. Resellers and other third parties do not have authority to bind or impose any obligation or liability on the Microsoft Affiliate that enters into this Enrollment.

f. **Adding Products.**

(i) **Adding new Products not previously ordered.** New Education Platform Products and Additional Products may be added at any time by contacting a Reseller. New Additional Products, other than Online Services, may be used if an order is placed in the month the Product is first used. For Online Services not previously ordered, an initial order for the Online Service is required prior to use.

(ii) **Adding Licenses for previously ordered Products.** For Education Platform Products other than Online Services and for Additional Products licensed Organization-wide or for the full Student Count, Institution is not required to obtain additional Licenses based on increases in the Organization-wide Count or Student Count after the date of the order. Institution must provide Microsoft with an updated Organization-wide Count or Student Count to account for any such increases on each anniversary of the Enrollment effective date during the Licensed Period. Additional Licenses for Online Services must be ordered prior to use.

(iii) **Invoicing.** Microsoft will invoice Institution's Reseller for such Products ordered on a pro-rated basis based on the greater of (i) the number of full calendar months remaining in the Licensed Period or (ii) six months. Microsoft will invoice the Reseller for Online Services ordered on a pro-rated basis based on the number of full calendar months remaining in the Licensed Period. If Institution subsequently orders Licenses for Additional Products that were not included on Institution's initial order, Microsoft will use the price list in effect on the date of the invoice to charge Institution's Reseller for the additional Licenses. If Institution subsequently orders additional Licenses for Products that were included in Institution's initial order, Microsoft will use the price list in effect when the product was initially ordered to charge Institution's Reseller for the additional Licenses.

g. **Annual orders.** Institution must submit annual orders as follows:

(i) **Annual order requirements.** If Institution has a three-year Licensed Period, it must submit an annual order that accounts for any changes since the initial order or last annual order, including its updated Organization-wide Count or Student Count. Each annual order must include Licenses for at least the same types and quantities of Products as Institution ordered during the year following the Enrollment effective date or last anniversary date, except for permitted reductions, step-ups, add-ons and any Additional Products not ordered Organization-wide.

(ii) **Subscription License Reductions.** Institution may reduce the quantity of Subscription Licenses at the enrollment anniversary date on a prospective basis as follows:

1. For Enterprise Platform Products, Licenses can be reduced, as long as the initial order minimum requirements are maintained.
2. For Additional Products ordered Organization-wide or for the full Student Count, the quantity of Licenses can be reduced provided it remains equal to Institution's Organization-wide Count or Student Count (as applicable).
3. For other Additional Products, Institution may reduce the Licenses. If the License count is reduced to zero, then Institution's use of the applicable Subscription License will be cancelled.

(iii) **Annual order period.** Microsoft must receive an anniversary order prior to each Enrollment anniversary date. Institution may order more often than at each Enrollment anniversary date except for Subscription License reductions.

h. **Buy-out option.** Institution may buy out active Subscription Licenses acquired under this Enrollment for Products other than Online Services (if permitted) and acquire perpetual Licenses for the latest version of the Product as of the Expiration Date by placing an order for such Licenses. A buy-out option is available if Institution has licensed the Products under one or more Enrollments (including any extensions) for at least 36 full calendar months immediately preceding the Expiration Date. To exercise its buy-out option, Institution must submit and Microsoft must receive the buy-out order no more than 30 days prior to the Expiration Date. The Expiration Date will be the invoice date for the buy-out order. Institution may order perpetual Licenses for Education Platform Products and Additional Products licensed Organization-wide in a quantity at least equal to the Organization-wide Count, but not more than the number of Qualified Devices in the Organization on the date of the buy-out order. Institution may order perpetual Licenses for Additional Products in a quantity equal to the lowest number of Licenses ordered during any of the three 12-month periods immediately preceding the expiration of the Enrollment. The buy-out option is not available for Products licensed under the Student licensing option. Except as specifically provided otherwise in the Use Rights, perpetual Licenses acquired through the buy-out option are device Licenses.

i. **How to confirm orders.** Microsoft will publish password-protected information about orders placed by Institution, including an electronic confirmation of each order, at the Volume Licensing Service Center (https://www.microsoft.com/licensing/servicecenter) or a successor site. Upon Microsoft's acceptance of this Enrollment, the individual designated by Institution as its Online Administrator will be granted access to this site.

j. **Step up licenses.** For Licenses eligible for a step-up under this Enrollment, Institution may step-up to a higher edition or suite. The order requirements set forth in the subsection above titled "Adding Licenses for previously ordered Products" apply to all step-ups.

3. *Pricing.*

a. **Subscription price.** This section shall not apply to Products licensed to Institution at special promotion prices to distributor or Reseller, as applicable.

(i) **One-year Licensed Period.** Microsoft will not increase the price it charges to the Reseller for an annual extension of a License by more than ten percent (10%) (as determined with reference to U.S. funds, regardless of the currency in which amounts are invoiced or payment is made) over the immediately preceding one year Licensed Period if Institution submits an extension order prior to the expiration of the Enrollment for the same Products in the same quantities as ordered in the expiring Licensed Period.

(ii) **Three-year Licensed Period.** If Institution chooses a three-year Licensed Period and complies with the ordering requirements in this Enrollment, provided Institution qualifies for the same price level for the entire Licensed Period, for any Products ordered during the Licensed Period, Microsoft will charge the Reseller the same price for a License on each annual order as when Institution first ordered the Product, except for step-ups.

b. **Price levels.** Institution's Organization-wide Count or Student Count, as applicable, determines the price level for Education Platform Products (A, B, C, or D). If Institution chooses to extend this Enrollment, the price level will be reset at the start of the extension term based on Institution's Organization-wide Count or Student Count at the time the extension order is placed. There are no price levels for Additional Products. Provided that Institution qualifies for the same price level for the entire term, Institution's price level does not change during the term of the Enrollment. If Institution qualifies for a different price level during the applicable initial or renewal term, Microsoft may at its discretion establish a new price level for future new orders either upon Institution's request or on its own initiative.

Select Price Level that Applies to Education Qualified User Option	Organization Wide Count	Price level (Only Applicable For Education Platform Products)
☒	1,000	A
☐	3,000	B
☐	10,000	C
☐	25,000	D

Select Price Level that Applies to Student Option	Student Count	Price level (Only Applicable For Education Platform Products)
☐	1,000	A
☒	3,000	B
☐	10,000	C
☐	25,000	D

c. **Setting Prices.** The price Institution will pay to license the Products will be determined by agreement between Institution and its Reseller. However, Microsoft will provide the Reseller with pricing at the outset of this Enrollment and will not increase the prices that it charges the Reseller for the Products during the term of the Enrollment.

4. Qualifying systems Licenses.

The desktop operating system Licenses granted under this program are upgrade Licenses only. Full desktop operating system Licenses are not available under this program. If Institution selects the Windows Desktop Operating System Upgrade, all Qualified Devices on which Institution runs the Windows Desktop Operating System Upgrade must be licensed to run one of the qualifying operating systems identified in the Product Terms.

5. *End of Enrollment term and termination.*

a. **General.** Microsoft will notify Institution in writing prior to the expiration of the Enrollment. The notice will advise Institution of the option to (1) renew the Enrollment, (2) submit a new Enrollment, (3) exercise the buy-out option, or (4) allow the Enrollment to expire. Microsoft will not unreasonably reject any extension order or new Enrollment. However, Microsoft may make a change to this program that will make it necessary for Institution to enter into a new agreement prior to extending or submitting new Enrollment. Each Licensed Period will start the day following the expiration of the prior Licensed Period.

b. **Extension orders.** Institution may elect to extend its initial Licensed Period for subsequent terms not to exceed 72 consecutive months from the initial effective date using any combination of (1) extension terms of 12 full calendar months and (2) one extension term of 36 full calendar months. Institution must submit, and Microsoft must receive, an extension order prior to the expiration of the Licensed Period.

c. **If Institution elects not to renew.**

   (i) **Subscription Licenses buy-out.** Institution may elect to obtain perpetual Licenses as described in the Section titled "Buy-out option" for Licenses for which a buy-out is available.

   (ii) **Expiration of Enrollment.** Institution may allow the Enrollment to expire. If the Enrollment expires, the Licenses will be cancelled and will terminate as of the Expiration Date. Any associated media must be uninstalled and destroyed, and Organization must discontinue use. Microsoft may request written certification to verify compliance. Because all Licenses acquired under this agreement are temporary, Institution will not be eligible to obtain Software Assurance for those Licenses under any other Microsoft Volume licensing program without first acquiring a perpetual License or License and Software Assurance (L&SA).

d. **Termination for cause.** Any termination for cause of this Enrollment will be subject to the "Termination for cause" section of the Agreement.

e. **Early termination.** If Institution terminates its Enrollment as a result of a breach by Microsoft, or if Microsoft terminates an Online Service for regulatory reasons, Microsoft will issue Institution's Reseller a credit for any amount paid in advance for the period after termination.

Enrollment Details

1. Defining Institution's Organization.

Define the Organization by choosing one of the options below. *Please select **only one** option.*

☐	**Institution and all of its Affiliates**, departments and school locations (*do not* list any entity in the below list)
☒	**Institution only** (including all of its departments and school locations, but not including any Affiliates) (*do not* list any entity in the below list)
☐	**Institution *plus* the listed Affiliate(s) and/or department(s), and/or school location(s), or clearly defined User group(s) if Affiliate is a school without departments or school locations** (please list the Affiliate(s), department(s), school location(s) or User group(s) of Affiliate(s) below)
☐	**Institution's (or any Affiliate's) listed department(s), and/or school location(s), or clearly defined User group(s) if Institution or Affiliate is a school without departments or school locations** (please list department(s), school location(s) or User group(s) and any Affiliate(s) below)

If Institution chooses to enroll specific departments, school locations, and/or clearly defined User groups, Institution must provide the department, school location, and/or defined User group names. If the department, school location, or User group is part of an Affiliate, Institution must also provide the name of the Affiliate. A department includes all segments of a department (*e.g.*, a business school should include the business library). A department must be for educational purposes. Open access labs and other resource support centers do not qualify as separate departments.

List of participating Affiliates, departments, school locations, and/or clearly defined User groups

Institution may attach pages to this Enrollment if additional rows are needed.

2. Licensing options; license rights and restrictions.

Choosing a licensing option. Institution may license Education Platform Products and Additional Products licensed Organization-wide or for the full Student Count for (1) Education Qualified Users and/or (2) Students. Institution must indicate the option(s) it chooses by marking the applicable box below and provide its initial Organization-wide Count and/or Student Count, as applicable. Institution must select at least one licensing option.

Licensing Options.

a. **Education Qualified Users:** If Institution selects this option, Institution's Organization-wide Count must include all Education Qualified Users in its Organization.

b. **Students:** If Institution selects this option, Institution's Student Count must include all of the Students in its Organization.

Category	Institution's Selection	Organization-wide Count and/or Student Count, as applicable
1. Education Qualified Users	☒	475
2. Students	☒	5000

License rights and restrictions. So long as Institution places orders pursuant to the agreement and this Enrollment for any required Licenses and pays per the agreement with its Reseller, Institution (and/or its Students, as applicable) will have the following rights during the term of this Enrollment:

a. If the Education Qualified User option is chosen, Institution is not required to count members of the public who access PCs that remain in Institution's open access labs or libraries. Institution may not permit remote access to software installed on PCs in open access labs or libraries. In the case of CALs, Institution may assign (1) a device CAL to each Qualified Device and (2) a user CAL to each Education Qualified User, in both cases to access Institution's associated server software.

b. If the Student option is chosen, each Student in the Organization may run one instance of the licensed Education Platform Products and one instance of any Additional Product licensed for the Student Count on a Student Qualified Device. In the case of CALs, Institution may assign a user CAL to each Student to access Institution's associated server software. Student's right to use the software shall be governed by and subject to the relevant sections of the most current Product Terms.

3. *Contact information.*

Each party will notify the other in writing if any of the information in the following contact information page(s) changes. The asterisks (*) indicate required fields. By providing contact information, Institution consents to its use for purposes of administering this Enrollment by Microsoft, its Affiliates, and other parties that help administer this Enrollment. The personal information provided in connection with this Enrollment will be used and protected in accordance with the privacy statement available at https://www.microsoft.com/licensing/servicecenter.

a. **Primary contact.** This contact is the primary contact for the Enrollment from within Institution. This contact is also an Online Administrator for the Volume Licensing Service Center and may grant online access to others. The primary contact will be the default contact for all purposes unless separate contacts are identified for specific purposes.

Name of entity (must be legal entity name) * Franklin Community School Corporation
Contact name: First* Doug **Last*** Kirby
Contact email address* kirbyd@franklinschools.org
Street address* 998 Grizzly Cub Drive
City* Franklin
State/Province* IN
Postal code* 46131-1375-
(For U.S. addresses, please provide the zip + 4, e.g. xxxxx-xxxx)
Country* United States
Phone 317-738-5810
Tax ID
** indicates required field*

b. **Notices contact and Online Administrator.** This contact (1) receives the contractual notices and (2) is the Online Administrator for the Volume Licensing Service Center and may grant online access to others.

☒ Same as primary contact (default if no information is provided below, even if box is not checked)

Contact name: First* Doug **Last*** Kirby
Contact email address* kirbyd@franklinschools.org
Street address* 998 Grizzly Cub Drive
City* Franklin
State/Province* IN
Postal code* 46131-1375-

(For U.S. addresses, please provide the zip + 4, e.g. xxxxx-xxxx)
Country* United States
Phone 317-738-5810

Language preference. Choose the language for notices. English
☐ This contact is a third party (not Institution). Warning: This contact receives personally identifiable information of the Institution and its Affiliates.
** indicates required field*

c. **Online Services Manager.** This contact is authorized to manage the Online Services ordered under the Enrollment.

☐ Same as notices contact and Online Administrator (default if no information is provided below, even if box is not checked)

Contact name: First* Doug **Last*** Kirby
Contact email address* kirbyd@franklinschools.org
Phone 317-738-5810

☐ This contact is from a third party organization (not the entity). Warning: This contact receives personally identifiable information of the entity.
** indicates required field*

d. **Reseller information.** Reseller contact for this Enrollment is:

Reseller company name* Bell Industries, Inc. dba Bell Industries, Tech.logix Group
Street address (PO boxes will not be accepted) * 4400 W. 96th St.
City* Indianapolis
State/Province* IN
Postal code* 46268-2912
Country* United States
Contact name: First* JOHN **Last*** McGrath
Phone 317-608-5878
Contact email address* jmcgrath@belltechlogix.com
** indicates required field*

By signing below, the Reseller identified above confirms that all information provided in this Enrollment is correct.

Signature* JOHN McGrath

Printed name* JOHN McGrath
Printed title*
Date*

Changing a Reseller. If Microsoft or the Reseller chooses to discontinue doing business with each other, Enrolled Institution must choose a replacement Reseller. If Enrolled Institution or the Reseller intends to terminate their relationship, the initiating party must notify Microsoft and the other party using a form provided by Microsoft at least 30 days prior to the date on which the change is to take effect.

e. If Enrolled Institution requires a separate contact for any of the following, attach the Supplemental Contact Information form. *Otherwise, the notices contact and Online Administrator remains the default.*

(i) Additional Notices Contact
(ii) Software Assurance Manager
(iii) Subscriptions Manager
(iv) Customer Support Manager (CSM) contact

f. **Microsoft account manager.** Provide the Microsoft account manager contact for Institution.

Microsoft account manager name:

Microsoft account manager email address: @Microsoft.com

FRANKLIN COMMUNITY SCHOOLS
Student-Centered · Innovative

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

Teacher: Andrea Clendening

School: Union Elementary

Date(s) of Trip: April 16-17, 2026

Destination: Southern Indiana

Departure Time: April 16 at 6:30 am

Return Time: April 17 at approximately 6:30 pm

Number of Students: 30

Number of Staff/Chaperones: 20-25

Purpose of Trip: Indiana History

Name of Student Group: Union 4th grade

Corporation Cost: Transportation only

Student Cost: $90-100

X FCSC Vehicles _____ Vehicle Use Approved _____ Commercial Vehicles

List of Trip Activities (Itinerary)
Thursday-Corydon Capitol, Zimmerman's Glassblowing, and Squire Boone. Lincoln City-Abe Lincoln's Boyhood Home (if open). Evansville-Cracker Barrel, Hampton Inn, and University of Evansville tour (Friday morning), Vincennes-McDonald's, George Rogers Clark Memorial (if open), and Grouseland

Trip Objectives:
Explore historic sites that are related to Indiana History.

Pre-Trip Activities Pertaining to the Trip:
National Parks Presentation (Abe Lincoln staff), lessons in class based on Indiana History standards.

Post-Trip Summary Activities Pertaining to the Trip:
Google Slides, poster or summary of trip.

Principal: ✓ Approved _____ Not Approved _____ Initials Date: 11/6/25

Supt.: ~~_____~~ Approved _____ Not Approved [initials] Initials Date: 11/11/25

Board: ✓ Approved _____ Not Approved [initials] Initials Date: 12/8/25

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.

Personnel Report 12/8/2025 Changes since 11/10/2025

NAME	BUILDING/POSITION	EFF. DATE	SALARY
	Explanation		
CERTIFIED PERSONNEL			
New Hires			
Karen Friend	CBIS- Special Education Teacher (TOS)- Long-term sub	12/11/25	LTS pay
	Replacing Lisa Whitlow-Hill LOA		
Chelsea Hammer	Webb- Special Education Teacher (TOS)	01/05/26	$53,000.00
	Replacing Mitzi Mikels resignation		
Staff Changes			
Michelle Giles	To: FCHS- Math Teacher	1/5/2026	
	From: FCMS- Math Teacher		
	Replacing Matthew Day resignation		
Resignation/Termination			
none			
Retirement			
none			
Leave of Absence			
Jennifer Small	Union- 2nd Grade Teacher	2/2/2026-2/10/2026	
	FML	Tentative	
CLASSIFIED PERSONNEL			
New Hires			
Macey Brown	Transportation - Bus Aide	11/14/2025	$16.29/hour
	Replacing McKaylynn Longest		
Addison Doss	FCHS - Lifeguard	11/10/2025	$15.00/hour
	New position		
Joan Fox	Northwood - Clinic Assistant	12/2/2025	$15.00/hour
	Replacing Olivia Burton		
Jack Franzman	FCHS - Lifeguard	11/18/2025	$17.00/hour
	New position		
Kimberly Hole	District-wide - Temporary Special Education Secretary	11/17/2025	$20.00/hour
	New position		
Haley Hoover	Creekside - Special Education Assistant	11/10/2025	$17.15/hour
	Replacing Amber Fikes		
Kaitlyn Nelson	Webb - Cub Academy Assistant (AM)	11/10/2025	$16.90/hour
	Replacing Amparo Quintero		
Dacian Price	Transportation - Hourly Bus Driver	11/12/2025	$31.29/hour
	Replacing Jack McMahon position change		
Liyah Smiley	FCMS - Alternative Education Assistant	11/12/2025	$17.03/hour
	Replacing Peyton Fenner		
Morgan Rice	CBIS - Special Education Assistant	12/1/2025	$16.16/hour
	New position		
Veneita Taylor	District-wide - Temporary Special Education Secretary	11/17/2025	$20.00/hour
	New position		
Becky Zehr	District-wide - Temporary Special Education Secretary	11/17/2025	$20.00/hour
	New position		
Staff Changes			
Donna Cramer	To: FCHS - Food Services (5.5 hours per day)	10/6/2025	$15.08/hour
	From: FCHS - Food Services (5 hours per day)		
	Schedule change		
Brandi Harmon	To: Transportaton - Contracted Bus Driver	11/21/2025	$27.25/hour
	From: Transportation - Sub Bus Driver		
	Replacing Chad Whiteman		
Lori (Shannon) Peckinpaugh	To: FCHS - Guidance Secretary	1/5/2026	$20.31/hour

Personnel Report 12/8/2025 Changes since 11/10/2025

	From: Creekside - STEM Assistant		
	Replacing Deborah Smith		
Magi Wachtel	To: District-wide - Cub Academy Sub	1/6/2026	$15.36/hour
	From: Needham - Developmental Preschool Assistant		
	New position		
Resignation/Termination			
Notasha Hernandez	FCMS - Special Education Assistant	10/29/2025	
	Quit w/o notice		
Brookeline McCorkle	CBIS - Alternative Education Assistant	12/1/2025	
	Resignation		
Kelly Winkel	CBIS - Food Services	12/19/2025	
	Resignation		
Retirement			
none			
Leave of Absence			
Debra Stephens	Webb - Food Services	11/12/2025 - 12/28/2025	
	FML		
Amanda Sturges	CBIS - Special Education Assistant	8/6/2025 - 2/6/2026	
	FML	intermittent	
Ashley Wilde	Webb - Library Assistant	12/15/2025 - 1/26/2026	
	FML		
ECA			
New Hires			
Megan Butler	Northwood- Club Sponsor	11/3/2025	ECA Stipend
	New position		
Bethany Chandler	CBIS- Club Sponsor	11/14/2025	ECA Stipend
	Replacing Bethany Chandler resignation		
Julia Diebold	Northwood- Spell Bowl	9/1/2025	ECA Stipend
	Replacing Carly Sandrock resignation		
Elizabeth Findley	Northwood- Math Bowl	11/17/2025	ECA Stipend
	Replacing Carly Sandrock resignation		
Cassandra Harshey	Union- Club Sponsor	1/7/2026	ECA Stipend
	Replacing Andrea Clendening resignation		
Brandi Helvie	Northwood- Club Sponsor	10/1/2025	ECA Stipend
	New position		
Hannah Richardson	Northwood- Club Sponsor	9/1/2025	ECA Stipend
	Replacing Ashley Hunter resignation		
Tamara Schneider	CBIS- Yearbook	8/1/2025	ECA Stipend
	Replacing Lisa Whitlow-Hill resignation		
Alyson Spaulding	FCMS- 8th Grade Girls Basketball Assistant Coach	11/7/2025	ECA Stipend
	Replacing Joseph Setnor position change		
Lauren Spandau	Northwood- Club Sponsor	11/3/2025	ECA Stipend
	Replacing Dawn Ohns resignation		
Kellie Spock	Northwood- Club Sponsor	9/1/2025	ECA Stipend
	Replacing Priscilla Smith resignation		
Kathryn Thomas	Northwood- Science Bowl	11/10/2025	ECA Stipend
	Replacing Kathryn Thomas resignation		
Staff Changes			
Joseph Setnor	To: FCMS- 7th Grade Girls Basketball Assistant Coach	11/17/2025	ECA Stipend
	From: FCMS- 8th Grade Girls Basketball Assistant Coach		
	Replacing Hannah Zarembski resignation		
Resignation/Termination			

Personnel Report 12/8/2025 Changes since 11/10/2025

Kimberly Barnett	Needham- Science Bowl	5/23/2025	
	Resignation		
Sydney Barnett	FCMS- Yearbook	11/14/2025	
	Resignation		
Andrea Clendening	Union- Club Sponsor	5/23/2025	
	Resignation		
Breeanna Jackson	Needham- Club Sponsor	5/23/2025	
	Resignation		
Rebecca McCain	Needham- Club Sponsor	5/23/2025	
	Resignation		
Tamara Schneider	CBIS- Intramural Coach	11/14/2025	
	Resignation		
Jeffrey Sewell	Webb- Therapy Dog Handler	10/13/2025	
	Resignation		
Melissa Stewart	Needham- Club Sponsor	5/23/2025	
	Resignation		
Lisa Whitlow-Hill	CBIS- Yearbook	8/1/2025	
	Resignation		
***Acronym Key Guide**			

Quit: No notice was given by the employee - quit either by phone or in person effective immediately

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

SPECIALTY ENGINEERING GROUP LLC
2647 WATERFRONT PKWY. EAST DR.
SUITE 185
INDIANAPOLIS, IN 46214
T: 262-253-4700 www.str-seg.com

December 1, 2025

Mr. William Betts
Franklin Community School Corporation
998 Grizzly Cub Drive
Franklin, IN 46131

Re: Proposal 62278 for Roof Design Services for Franklin Community Middle School

Dear Mr. Betts:

Specialty Engineering Group LLC (STR-SEG) is pleased to submit to the Franklin Community School Corporation, hereinafter referred to as Owner, the following proposal for design services of the 2025 roof replacement of low slope Roof Areas 3, 4, 5, 8-A&B, 9, 10, 12, 13, 17, 18, 20, 21, 22, 23, 25, 26, 27, 28, 29 & 31 at Franklin Middle School, located on 625 Grizzly Cub Drive, Franklin, IN 46131.

STR-SEG proposes the following scope of services:

DESIGN DEVELOPMENT

- STR-SEG will review the Owner's requirements and related information including, but not limited to, schedule, budget, service life expectations, warranties, history, building usage, contractor preferences, and contractor insurance requirements.

- STR-SEG will conduct a pre-design survey of the subject roof areas to evaluate existing conditions. Based on the survey, recommendations will be made on the scope of work required along with options and opinions of probable cost.

- STR-SEG will meet with the Owner for a final review to discuss the recommendations and opinion of probable cost as they relate to the Owner's objectives prior to the start of design.

CONSTRUCTION DOCUMENTS and BIDDING

- STR-SEG will prepare a Specification Package from the data obtained during the pre-design survey. The specifications will outline the components included in the design. The package will include a roof plan and roofing details along with information on proper methods of application for each component of the roof system. It will be prepared to promote competitive quoting by qualified contractors using STR-SEG-acceptable products, resulting in a manufacturer's warranty.

- STR-SEG will assist the Owner in contacting contractors to quote roof replacements.

- A Pre-bid Meeting will be held at the job site. STR-SEG will attend to answer contractor's questions and make clarifications for equivalent competitive quotes.

- STR-SEG will assist in the analysis of the bids.

CONTRACT ADMINISTRATION

- STR-SEG will provide contract administration services commencing at project award. These services will include:
  - Review of shop drawings, submittals and change orders.
  - Review of permits and licensing.
  - Review of the contractor's application for payment and change orders.
  - Review of contractor warranties and project closeout documentation.

- STR-SEG will conduct a Project Start-up Meeting to review the project and Owner requirements and conditions.

- A qualified representative of STR-SEG will make periodic site visits at various times during construction to observe the quality and progress of the work and will apprise the Owner of construction activities and issues that may arise.

- STR-SEG will prepare a punch list of deficient or outstanding items upon substantial completion. When notified by the contractor that the project is complete, STR-SEG will conduct a final review of the completed work prior to acceptance.

PROFESSIONAL FEES

Compensation for professional services, described above and pursuant to the attached STR-SEG General Conditions, shall be lump sum fee of Sixty-One Thousand One Hundred Ninety-Four Dollars ($61,194). The fee will be invoiced as follows:

- 30% of the total fee upon completion of Design Development.
- 40% of the total fee following Construction Documents and Bidding.
- 30% due upon completion of project closeout.

Reimbursable expenses are in addition to fees for professional services and represent STR-SEG's out-of-pocket expenses made in the interest of the project not included in the base fee per the attached General Conditions.

AUTHORIZATION

STR-SEG will proceed based on your written acceptance. Please sign and return the Authorization page along with a purchase order, if applicable. Upon receipt, we will schedule the work.

Should you have any questions regarding this proposal, please do not hesitate to call. We appreciate this opportunity to serve you and look forward to working with you on this project.

Yours truly,
Specialty Engineering Group LLC

Patrick Wells
Account Manager

A C C E P T E D

Franklin Community School Corporation

By: _____

Title: Board of School Trustee, President

Date: 12-8-25

Cc: Jeff Bright, Maintenance Supervisor, FCSC
Blake Volpp, STR-SEG

GENERAL CONDITIONS TO THE CONTRACT

1. PARTIES AND SCOPE OF WORK: Specialty Engineering Group, LLC (herein after referred to as SEG) shall include said company, and its subcontractors performing the work. "Work" means the specific SEG services as set forth in the proposal. Unless otherwise stated in writing, the Client assumes sole responsibility for determining whether the quantity and the nature of the work ordered by the Client is adequate and sufficient for the Client's intended purpose. The authorization of the work by the Client shall constitute acceptance of the terms of the proposal and these General Conditions.

2. TESTING: Any necessary testing of existing or newly installed materials shall be done outside of the accepted proposal terms and the costs of these tests will be born by the Client.

3. SCHEDULING OF WORK: The services set forth in the proposal will be accomplished in a timely, workmanlike and professional manner by SEG personnel as per the prices quoted.

4. ACCESS TO SITE: Client will arrange and provide such access to the sites as is necessary for SEG to perform the work.

5. RESPONSIBILITY: SEG's work shall not include determining, supervising or implementing the means, methods, techniques, sequences or procedures of construction. SEG shall not be responsible for evaluating, reporting or affecting job conditions concerning health, safety or welfare. SEG's work or failure to perform same shall not In any way excuse any contractor, subcontractor or supplier from performance of its work in accordance with the contract documents.

6. PAYMENT: Client shall be invoiced for work performed to date as outlined in the proposal. Client agrees to pay each invoice within thirty (30) days of receipt. Payment made beyond this period shall be subject to interest at Prime Rate plus 5% APR.

7. TERMINATION: This Agreement may be terminated by either party upon seven day's prior written notice. In the event of termination, Client shall compensate SEG for all services performed up to and including the termination date, including reimbursable expenses.

8. SERVICES: SEG's services will be performed and documents prepared in accordance with its proposal, Client's acceptance thereof, these General Conditions, and with generally accepted principles and practices in performing its professional services. SEG will use that degree of care and skill ordinarily exercised under similar circumstances by members of its professions. Statements made in SEG's reports are opinions based upon professional judgment and are not to be construed as representations of fact.

9. LIMITS OF LIABILITY: The Client agrees that the total liability of SEG for any claims arising out of services performed under this Agreement shall be limited to a maximum of the net fee received by SEG, exclusive of reimbursable expenses, consultants' fees and expenses.

10. PROVISIONS SEVERABLE: In the event any of the provisions of these general conditions should be found to be unenforceable it shall be stricken and the remaining provisions shall be enforceable.

11. ENTIRE AGREEMENT: This Agreement constitutes the entire understanding of the parties, and there are no representations, warranties or undertaking made other than as set forth herein. This Agreement may be modified only in writing, signed by each of the parties hereto.

12. SEG shall have no responsibility for the presence, discovery, removal or exposure of persons to hazardous materials of any kind, including asbestos or other toxic substances.

November 6, 2025

Mr. Benji Betts

Director of Operations
Franklin Community School Corporation
998 Grizzly Cub Drive
Franklin IN 46131-1398
United States

Re: 2022-024.000
Letter of Agreement
Franklin Community Custer Baker Intermediate School - Boiler Replacement

Dear Benji Betts:

We are pleased to submit this Letter of Agreement for the Professional Architectural & Engineering Services for boiler replacement and the improvements at Franklin Community Custer Baker Intermediate School.

By this Letter and subject to the terms and conditions contained in the Owner Architect Agreement, AIA B101-2017 between Franklin Community School Corporation, (Owner) authorizes Schmidt Associates, Inc., (Schmidt Associates), dated July 22, 2022, the Architect will provide the following services as described in this Letter.

SCOPE OF THE PROJECT

- Demo 3 boilers
- 3 New boilers
- New Lead lag sequence
- Similar boilers as Creekside, Northwood & Middle School (Lochaenvar)
- New pumps
- New drives - Abb flat spec (turn over to owner)
- Expansion tank
- Remove gas regulator (comes with each boiler)
- One pump on emergency power
- E stop on all exits tie in domestic water heater & boiler
- New Domestic Water Heater (alt)

The construction budget is approximately $1,000,000.

SCHMIDT ASSOCIATES

BETTER FORESIGHT.
BETTER INSIGHT.
BETTER ON-SITE.

LOCATIONS

415 Massachusetts Avenue
Indianapolis, IN 46204
317.263.6226

731 Brent Street, Suite 203
Louisville, KY 40204
502.581.0042

PRINCIPALS

Sarah Hempstead, AIA, LEED AP
Kevin Shelley, AIA, LEED AP
Brett Quandt, CDA
Lisa Gomperts, FAIA, LEED AP
Anna Marie Burrell, AIA, RID
Kyle Miller, PE, LEED AP
Steve Schaecher, AIA, LEED AP
Ben Bain, CPSM
Eric Broemel, PE, CEM
John Robertson, AIA, ACHE
Audra Blasdel
Bill Gruen, CEM, LEED AP
Veena Reddy, AIA, LEED AP, WELL AP, SEA
Ben Simmons, AIA, LEED AP

SCHMIDT-ARCH.COM

SCOPE OF THE SERVICES

Schmidt Associates will provide Architectural and Engineering services including the Preliminary Design, Final Design, Construction Documents, Bidding, and Construction Administration.

SCHEDULE OF ACTIVITIES

A detailed schedule will be developed with the Owner upon approval of this proposal. Preliminary schedule is as follows:

- 3 weeks – Final Design
- 3 weeks – Construction Documents
- 3 weeks – Bidding/Contract Negotiation
- 2 months - Construction

FEE AND PAYMENT

The fee for the project will be $56,400. A budget of $5,000 should be budgeted for reimbursable expenses.

Thank you for this opportunity to be of service to Franklin Community Schools!

Sincerely,

SCHMIDT ASSOCIATES, INC.
Architecture • Engineering • Interior Design • Landscape Architecture

Kevin D. Shelley, AIA, LEED AP
Chief Operations Officer / Principal
kshelley@schmidt-arch.com

Patrick Grap
Project Manager
pgrap@schmidt-arch.com

Copy: Sarah Hempstead, Schmidt Associates
Brett Quandt, Schmidt Associates
Julie Kost, Schmidt Associates

SIGNATURE PAGE

Owner
Accepted: _____ 12-8-25
(Signature) *(Date)*

Becky Nelson, Board of School Trustee President
(Printed name and title)

Novemeber 6, 2025

Mr. Benji Betts

Director of Operations
Franklin Community School Corporation
998 Grizzly Cub Drive
Franklin IN 46131-1398
United States

Re: 2022-024.000
Letter of Agreement
Franklin Community High School – Boiler Replacement

Dear Benji Betts:

We are pleased to submit this Letter of Agreement for the Professional Architectural & Engineering Services for boiler replacement and improvements at Franklin Community High School.

By this Letter and subject to the terms and conditions contained in the Owner Architect Agreement, AIA B101-2017 between Franklin Community School Corporation, (Owner) authorizes Schmidt Associates, Inc., (Schmidt Associates), dated July 22, 2022, the Architect will provide the following services as described in this Letter.

SCOPE OF THE PROJECT

- Demo 2 boilers
- 4 New boilers
- New Lead lag sequence
- Similar boilers as Creekside, Northwood & Middle School (Lochaenvar)
- New pumps
- New drives - Abb flat spec (turn over to owner)
- Expansion tank
- Remove gas regulator (comes with each boiler)
- One pump on emergency power
- E stop on all exits tie in domestic water heater & boiler

The construction budget is approximately $1,000,000.

SCHMIDT
ASSOCIATES

BETTER FORESIGHT.
BETTER INSIGHT.
BETTER ON-SITE.

LOCATIONS

415 Massachusetts Avenue
Indianapolis, IN 46204
317.263.6226

731 Brent Street, Suite 203
Louisville, KY 40204
502.581.0042

PRINCIPALS

Sarah Hempstead, AIA, LEED AP
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Kyle Miller, PE, LEED AP
Steve Schaecher, AIA, LEED AP
Ben Baln, CPSM
Eric Broemel, PE, CEM
John Robertson, AIA, ACHE
Audra Blasdel
Bill Gruen, CEM, LEED AP
Veena Reddy, AIA, LEED AP, WELL AP, SEA
Ben Simmons, AIA, LEED AP

SCHMIDT-ARCH.COM

SCOPE OF THE SERVICES

Schmidt Associates will provide Architectural and Engineering services including the Preliminary Design, Construction Documents, Bidding, and Construction Administration.

SCHEDULE OF ACTIVITIES

A detailed schedule will be developed with the Owner upon approval of this proposal. Preliminary schedule is as follows:

- 3 weeks – Final Design
- 3 weeks – Construction Documents
- 3 weeks – Bidding/Contract Negotiation
- 2 months - Construction

FEE AND PAYMENT

The fee for the project will be $56,400. A budget of $5,000 should be budgeted for reimbursable expenses.

Thank you for this opportunity to be of service to Franklin Community Schools!

Sincerely,

SCHMIDT ASSOCIATES, INC.
Architecture • Engineering • Interior Design • Landscape Architecture

Kevin D. Shelley, AIA, LEED AP
Chief Operations Officer / Principal
kshelley@schmidt-arch.com

Patrick Grap
Project Manager
pgrap@schmidt-arch.com

Copy: Sarah Hempstead, Schmidt Associates
Brett Quandt, Schmidt Associates
Julie Kost, Schmidt Associates

SIGNATURE PAGE

Owner Accepted: _____ 12-8-25

(Signature) *(Date)*

Becky Nelson, Board of School Trustee, President

(Printed name and title)

December 2025 Board Meeting

"February 2026" Software Renewals

- **Darktrace**
  - **$36, 801.00**
- **JAMF Software**
  - **$1,320.00**
- **Learning A-Z (extend to end of 25-26 school year and then cancel)**
  - **$822.25**
- **Cameyo**
  - **$10,584.00**
- **Boom Learning (SPED)**
  - **$49.58**
- **Splingo for Schools (SPED) (Apple)**
  - **$39.99**
- **Xtra Math (Creekside PTO)**
  - **$500.00**
- **Xtra Math (Webb PTO)**
  - **$500.00**

verizon

State of Indiana BPA # 71748 with GSA-Multiple Award Schedule Purchase Order (47QTCA20D00B5)

Date:	November 6, 2025
Vendor:	Verizon Wireless
Vendor Address:	10170 Junction Drive Annapolis Junction, MD 20701
Vendor Email:	FederalAcctImplementations@VerizonWireless.com
Phone:	1.800.561.6227 Option 3
FAX:	1.866.227.4978
Authorized By:	I represent that the Agency named below is a Governmental Body (Agency) authorized to purchase under this State of Indiana Agreement (government, non-profit or education). I further represent that I am authorized to commit the Agency named below to purchase under the GSA Multiple Award Schedule and that the use of all products/services purchased is for authorized government use. This commitment only authorizes me to enter into this transaction on behalf of the Agency named below. **It creates no commitment on the part of this agency to purchase a minimum or maximum quantity of goods or services. ANY RESELLING OF PRODUCTS/SERVICES PURCHASED UNDER THIS ORDER ARE STRICTLY PROHIBITED**, as the contract and governing regulations require that **all MAS purchases will be used for governmental purposes only and will not be resold for personal use.** Agency Name: Franklin Community Schools Signature of Authorized Official: Becky Nelson Printed or typed name: Becky Nelson Printed or typed title: Board of School Trustee, President
Contact Information:	Email address: vaughta@franklinschools.org Phone number: FAX number:
Billing Information:	Franklin Community Schools 998 Grizzly Cub Drive Franklin, IN 46131
Payment Terms:	**Net 30**
Description of Goods/Services; Pricing:	Cellular service on the accounts listed below (or attached) totaling up to 125 units in accordance with the rate plans and terms and conditions now or in the future applicable to each of such lines pursuant to GSA Multiple Award Schedule 47QTCA20D00B5, Rate Plan(s): Various Equipment: Various
Term:	November 6, 2025 for 24 months through 2027 (month)(day)(yr.) (#) (year)
Funds Authorized:	**The quantities listed are estimates only and are based on past and future usage. You may purchase less than the amounts shown, but no more. Purchases in excess of the amount shown will need an updated order form. All services orders shall be on an "as needed" basis, subject to the availability of funding and budgetary considerations.** Monthly Access Fees for service on up to 125 lines (Estimated) $6,250.00 Equipment charge(s) on up to 125 lines (Estimates) $20,000.00 Total Access and Equipment Fees on up to 125 lines (Estimate) $170,000.00 Plus applicable fees, taxes and charges
Contract #:	GSA Multiple Award Schedule Contract Number 47QTCA20D00B5, State of Indiana BPA # 71748, all terms and conditions are incorporated by reference.
Equipment (Open Market):	None of the equipment listed are products listed on GSA Multiple Award Schedule Contract No. 47QTCA20D00B5. All devices and/or accessories are "Open Market" items. Various
Miscellaneous:	Specify Phones, Delivery, Etc.: Profile ID # (all accounts and sub-accounts) **Please notify POC at 60 days prior to funding document expiration date**
Customer Acceptance:	Signature: Becky Nelson Date:

For Verizon Wireless internal use only: Approval: _____ Date: _____

Professional Services Agreement

This Professional Services Agreement (this "**Agreement**") is by and between Advanced Planning Solutions d/b/a Your Money Line, an Indiana corporation located at 9450 N. Meridian Street, Suite 200, Indianapolis, IN 46260 ("**Provider**"), and Franklin Community Schools, with offices located at 988 Grizzly Cub Drive Franklin IN 46131 ("**Customer**"). Provider and Customer may be referred to herein collectively as the "**Parties**" or individually as a "**Party.**" This Agreement incorporates each Business Order by reference and is effective as of the Effective Date specified in the applicable Statement of Work (the "**Effective Date**").

WHEREAS, Provider is in the business of providing corporate personal financial coaching Professional Services;

WHEREAS, Customer desires to access the Professional Services, and Provider desires to provide Customer access to the Professional Services, subject to the terms and conditions of this Agreement.

NOW, THEREFORE, in consideration of the mutual covenants and agreements hereinafter set forth and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, Provider and Customer agree as follows:

1. **Definitions.**

   a. "**Authorized User**" means Customer's employees, Participants, consultants, contractors, and agents (i) who are authorized by Customer to access and use the Professional Services under the rights granted to Custmer pursuant to this Agreement and (ii) for whom access to the Professional Services has been purchased hereunder.

   b. "**Customer Data**" means information, data, and other content, in any form or medium, that is submitted, posted, or otherwise transmitted by or on behalf of Customer, Administrator, or Participant through the Services or Professional Services.

   c. "**Documentation**" means Provider's end user documentation relating to the Services, which Provider shall provide to Customer upon request by Customer.

   d. "**Fees**" means the Fees for Services as set forth in Exhibit A.

   e. "**Financial Guides**" has the meaning set forth in Exhibit A.

   f. "**Participants**" means Customer's employees, and any spouses and/or dependents of such employees who are aged eighteen (18) to twenty-five (25) years old.

   g. "**Professional Services**" has the meaning set forth in Exhibit A.

   h. "**Reference Data**" means data that does not identify Customer or any specific individual.

2. **Statement of Work**. Provider shall provide to Customer the services (the "**Services**") set out in one (1) or more Statements of Work issued by Provider and accepted by Customer (each, a "**Statement of Work**") from time to time. A form of the Statement of Work is attached hereto as Exhibit A. Additional Statements of Work shall be deemed issued and accepted only if signed by an authorized

representative of Provider and Customer. The details of the method and manner for performance of the Services by Provider shall be under its own control, Customer being interested only in the results thereof.

3. **Provider Obligations**. In addition to the items set out in **Exhibit A**, Provider shall:

   a. Designate employees or contractors that it determines, in its sole discretion, to be capable of filling the following positions: (a) a primary contact to act as its authorized representative with respect to all matters pertaining to this Agreement (the "**Provider Contract Manager**"); and (b) a number of employees or contractors that it deems sufficient to perform the Services set forth in each Statement of Work.

   b. Maintain complete and accurate records relating to the provision of the Services under this Agreement. During the Term and for a period of one (1) year thereafter, upon Customer's written request, Provider shall allow Customer or Customer' representatives to inspect and make copies of such records in connection with the provision of the Services; provided that Customer provides Provider with at least 30 days advance written notice to the planned inspection, and any such inspection shall take place during regular business hours, and such inspection shall occur no more than once per year.

4. **Customer Obligations.** In addition to the items set out in **Exhibit A**, Customer shall:

   a. Designate one (1) of its employees to serve as its primary contact with respect to this Agreement and to act as its authorized representative with respect to matters pertaining to this Agreement (the "**Customer Contract Manager**"), with such designation to remain in force unless and until a successor Customer Contract Manager is appointed.

   b. Require that the Customer Contract Manager respond promptly to any reasonable request from Provider for instructions, information or approvals required by Provider to provide the Professional Services.

   c. Cooperate with Provider in its performance of the Professional Services.

5. **Pricing, Payment Terms and Invoices**

   a. **Pricing**. In consideration of the provision of the Services by Provider and the rights granted to Customer under this Agreement, Customer shall pay the fees set forth in the applicable Statement of Work. Payment to Provider of such fees and the reimbursement of applicable expenses pursuant to this Section 5 shall constitute payment in full for the performance of the Services.

   b. **Invoices**. Provider will render invoices electronically.

   c. **Payment Terms**. Unless otherwise provided in the applicable Statement of Work, said fee will be payable by Customer to Provider Net 30 payment terms following receipt of an invoice from Provider.

   d. **Travel Expenses**. During the Term, Customer shall reimburse Provider for all reasonable expenses incurred in accordance with the applicable Statement of Work, including, but not limited to, travel, lodging, supplies, and incidental expenses incurred by Provider employees or contractors on behalf of the Customer in connection with providing the Services. All reasonable out-of-pocket expenses incurred in the course of Provider employees rendering services to Customer shall be paid in full net 30 payment terms following receipt of an invoice from Provider accompanied by receipts and reasonable supporting documentation. Provider agrees that it will or will cause its employees or contractors to abide by Customer's reasonable travel and expense policies.

e. **Taxes.** Customer shall be responsible for all sales, use and excise taxes, and any other similar taxes, duties, and charges of any kind imposed by any federal, state, or local governmental agency on any amounts payable by Customer hereunder; provided, that, in no event shall Customer pay or be responsible for any taxes imposed on, or with respect to, Provider's income, revenues, gross receipts, personnel, or real or personal property, or other assets.

f. **Late Payments.** Except for invoiced payments that the Customer has successfully disputed, all late payment shall bear interest at the lesser of the rate of 5% per month or the highest rate permissible under Indiana law, calculated daily and compounded monthly. Customer shall also reimburse Provider for all reasonable costs incurred in collecting any late payments, including, without limitation, attorneys' fees. In addition to all other remedies available under this Agreement or at law (which Provider does not waive by the exercise of any rights hereunder), Provider shall be entitled to suspend the provision of any Services if Customer fails to pay any undisputed amounts when due hereunder and such failure continues for 30 days following written notice thereof.

6. **Independent Contractor.** The relationship between the Parties is that of an independent contractor. Nothing contained in this Agreement is intended to, or should be construed as creating any partnership, agency, joint venture, employment or fiduciary relationship between the Parties, and neither Party shall have the authority to make any representation, contract, or commitment on behalf of the other Party in any manner whatsoever.

7. **Intellectual Property; Limited License.** Customer and Provider agree that all right, title and interest to all intellectual property rights, including any copyrights, patents, disclosures, trademarks, trade secrets, inventions (whether patentable or not), service marks, know-how, and other confidential information, trade dress, trade names, logos, corporate names, and domain names, together with all of the goodwill associated therewith, derivative works, and all other rights (collectively, the "**Intellectual Property Rights**") in and to all documents, work produce, and other materials (whether solely or jointly conceived) that are delivered to Customer under this Agreement or prepared by or on behalf of Provider in the course of performing the Services, including any items identified as such in the applicable Statement of Work (collectively, the "**Deliverables**") except any Confidential Information of Customer or Customer materials shall be owned by Provider. Provider hereby grants Customer a license to use all Intellectual Property Rights in the Deliverables free of additional charge and on a non-exclusive, non-transferable, non-sublicensable, fully paid-up, royalty-free, and perpetual basis to the extent necessary to enable Customer to make reasonable use of the Deliverables and the Services. Customer agrees that it shall not take any action, or permit any action, which would infringe upon Provider' Intellectual Property Rights, including, without limitation, the reproduction or other dissemination of the Deliverables or Services without Provider's prior written consent.

8. **Limited Warranty and Warranty Disclaimer.**

a. Provider warrants that it shall perform the Services as follows:

i. In accordance with the terms and subject to the conditions set forth in the respective Statement of Work and this Agreement.

ii. Using personnel of commercially reasonable skill, experience, and qualifications.

iii. In a timely, workmanlike, and professional manner in accordance with generally recognized industry standards for similar services.

iv. Provider shall not during the provision of the Services, attempt to sell additional products or services to Customer's employees, agents, contractors or guests, except as may be mutually agreed by Provider and Customer.

b. EXCEPT FOR THE LIMITED WARRANTY SET FORTH IN SECTION 8.1, Provider MAKES NO REPRESENTATIONS, WARRANTIES OR CONDITIONS (STATUTORY OR OTHERWISE), EXPRESS OR IMPLIED, IN CONNECTION WITH THIS AGREEMENT, INCLUDING,

WITHOUT LIMITATION, ANY IMPLIED WARRANTIES OF MERCHANTABILITY, NONINFRINGEMENT, TITLE, OR FITNESS FOR A PARTICULAR PURPOSE. THE SERVICES (INCLUDING, BUT NOT LIMITED TO, ANY DOCUMENTATION, REPORTS, ADVICE AND RECOMMENDATIONS, IN ANY FORM) ARE PROVIDED BY Provider ON AN "AS-IS" AND "AS-AVAILABLE" BASIS. Provider DOES NOT REPRESENT, WARRANT, OR COVENANT THAT THE SERVICES PROVIDED BY Provider IN CONNECTION WITH THIS AGREEMENT, ARE OR WILL NECESSARILY ALWAYS BE COMPLETELY ACCURATE, CURRENT, COMPLETE AND/OR CONTINUOUSLY AVAILABLE. Provider DOES NOT REPRESENT, WARRANT, OR COVENANT THAT THE SERVICES WILL BE AVAILABLE WITHOUT INTERRUPTION OR TOTALLY ERROR-FREE, OR THAT ALL DEFECTS (INCLUDING, BUT NOT LIMITED TO, MINOR OR COSMETIC DEFECTS THAT DO NOT SIGNIFICANTLY AND ADVERSELY AFFECT FUNCTIONALITY OR FEATURES) WILL BE CORRECTED, OR THAT THE SERVICES WILL MEET CUSTOMER'S NEEDS. PROVIDER IS NOT RESPONSIBLE FOR ANY DELAYS, DELIVERY FAILURES OR OTHER LOSS OR DAMAGE RESULTING FROM (A) TRANSFER OF DATA OVER COMMUNICATION NETWORKS SUCH AS THE INTERNET AND/OR (B) INABILITY TO ACCESS OR GET ACCURATE DATA FROM THIRD-PARTY SYSTEMS AND/ OR APPLICATIONS THAT THE SERVICES ARE DEPENDENT ON.

c. IN RESPECT OF THE PROFESSIONAL SERVICES, ANY PROJECTIONS AND OTHER INFORMATION REGARDING THE LIKELIHOOD OF VARIOUS FINANCIAL AND/OR INVESTMENT OUTCOMES PROVIDED BY FINANCIAL GUIDES ARE HYPOTHETICAL IN NATURE, DO NOT REFLECT ACTUAL RESULTS, AND ARE NOT GUARANTEES OF FUTURE RESULTS. RESULTS MAY VARY WITH EACH USE AND OVER TIME. ALL INVESTMENTS INVOLVE RISK, INCLUDING THE LOSS OF PRINCIPAL. THERE CAN BE NO ASSURANCE THAT ANY FINANCIAL STRATEGY WILL BE SUCCESSFUL. Provider DOES NOT GUARANTEE THAT THE RESULTS OR OBJECTIVES OF ITS FINANCIAL GUIDE'S ADVICE WILL BE ACHIEVED. Provider IS NOT A FIDUCIARY OR INVESTMENT ADVISER WITH RESPECT TO THE PROFESSIONAL SERVICES UNDER ERISA, AS AMENDED, THE INVESTMENT ADVISERS ACT OF 1940, OR OTHER LAW, RULE, OR REGULATION.

9. **Confidentiality.**

a. From time to time during the Term of this Agreement, either Party (as the "**Disclosing Party**") may disclose or make available to the other Party (as the "**Receiving Party**"), non-public, proprietary, and confidential information, including, without limitation, trade secrets, information related to its business, financial information, methods of doing business, or customer lists or information (regardless of whether marked confidential) of Disclosing Party that, if disclosed in writing or other tangible form is clearly labeled as "confidential," or if disclosed orally, is identified as confidential when disclosed and within 30 days thereafter, is summarized in writing and confirmed as confidential ("**Confidential Information**").

b. Each Party agrees to take precautions to prevent any unauthorized disclosure or use of Confidential Information consistent with precautions used to protect such party's own confidential information, but in no event less than a reasonable standard of care.

c. The obligations of the Parties under this Section 9 shall not apply to any materials or information which a Party can demonstrate, through competent evidence: (a) is now, or hereafter becomes, through no act or failure to act on the part of the Receiving Party, generally known or available to the public; (b) is known by the Receiving Party at the time of receipt; (c) is hereafter furnished to the Receiving Party by a third party no obligations of confidentiality to the Disclosing Party; or (d) is independently developed by the Receiving Party without use of or reference to the Disclosing Party's Confidential Information. Notwithstanding any other provision of this Agreement, disclosure of Confidential Information shall not be precluded if such disclosure: (i) is in response to a valid order of a court of competent jurisdiction or other governmental body or any political subdivision thereof to which the Receiving Party is subject; provided, however, that the Receiving Party shall prior to disclosure immediately give notice to

the Disclosing Party in order that the Disclosing Party may obtain a protective order or otherwise limit the scope of the requested disclosure; (ii) is otherwise required by law; or (iii) is otherwise necessary to establish rights or enforce obligations under this Agreement.

10. **Term and Termination.**

a. **Term of Agreement.** This Agreement shall commence on the Effective Date and, unless sooner terminated as provided in this Section 10, shall continue for a period of one (1) year(s) (the "**Initial Term**"). Upon expiration of the Initial Term, this Agreement shall automatically renew for one (1) additional successive one (1) year terms unless either Party gives written notice of non-renewal at least ninety (90) days prior to the end of the then-current term (each a "**Renewal Term**" and together with the Initial Term, the "**Term**"). The terms and conditions of this Agreement during each Renewal Term shall be the same as the terms and conditions in effect immediately prior to such renewal, subject to any change in fees in accordance with the applicable Statement of Work. If either Party provides timely notice of non-renewal, then this Agreement shall terminate on the expiration of the then-current Term, unless sooner terminated as provided in this Section 10. Upon the expiration or termination of this Agreement, all Statements of Work shall terminate immediately as of the date of such expiration or termination of this Agreement without any further action or notice by the Parties. Termination or expiration of one or more Statements of Work shall not result in the termination or expiration of any other Statement of Work or this Agreement.

b. **Termination for Cause.** Either Party may terminate this Agreement, effective upon written notice to the other Party (the "**Defaulting Party**"), if the Defaulting Party:

i. Breaches this Agreement, and such breach is incapable of cure, or with respect to a breach capable of cure, the Defaulting Party does not cure such breach within 30 days after receipt of written notice of such breach.

ii. Becomes insolvent or admits its inability to pay its debts generally as they become due.

iii. Becomes subject, voluntarily or involuntarily, to any proceeding under any domestic or foreign bankruptcy or insolvency law, which is not fully stayed within seven (7) business days or is not dismissed within 45 business days after filing.

iv. Is dissolved or liquidated or takes any corporate action for such purposes.

v. Makes a general assignment for the benefit of creditors.

vi. Has a receiver, trustee, custodian, or similar agent appointed by order of any court of competent jurisdiction to take charge of or sell any material portion of its property or business.

c. **Termination for Payment Failure.** Notwithstanding anything to the contrary in Section 10, Provider may terminate this Agreement before the expiration date of the Term on written notice if Customer fails to pay any amount due hereunder: (a) and such failure continued for 30 days after Customer's receipt of written notice of nonpayment; or (b) more than two times in any one year period.

d. **Effect of Expiration of Termination.** Upon expiration or termination of this Agreement for any reason, Customer shall pay all Fees under this Agreement and its applicable Statements of Work, including Fees that may have become due before such termination and Fees that would have become due during the Term of the Agreement absent termination.

e. **Return of Materials upon Termination.** Upon the expiration or termination of this Agreement or any Statement of Work, Provider will return to Customer all materials furnished to Provider by Customer and all Deliverables and works-in-progress developed by Provider under this Agreement.

f. **Survival**. The right of termination under this Agreement is not exclusive and is in addition to any and all other rights and remedies available to the Parties under this Agreement and applicable law. The termination of this Agreement will not relieve a Party from liability for a prior breach of this Agreement. Any provisions of this Agreement that, by their nature, are intended to survive the expiration or termination of this Agreement will survive.

11. 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 Advanced Planning Solutions, d/b/a Your Money Line, 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.

12. **Limitations of Liability.**

a. Except for the indemnification obligation contained in Paragraph 11, in no event will provider be liable under or in connection with this agreement under any legal or equitable theory, including breach of contract, tort (including negligence), strict liability, and otherwise, for any: (a) consequential, incidental, indirect, exemplary, special, enhanced, or punitive damages; (b) increased costs, diminution in value or lost business, production, revenues, or profits; (c) loss of goodwill or reputation; (d) use, inability to use, loss, interruption, delay, or recovery of any data, or breach of data or system security; or (e) cost of replacement goods or services, in each case regardless of whether provider was advised of the possibility of such losses or damages or such losses or damages were otherwise foreseeable. In no event will Provider's aggregate liability arising out of or related to this agreement under any legal or equitable theory, including breach of contract, tort (including negligence), strict liability, and otherwise exceed the total amounts paid to Provider under this agreement in the six-month period preceding the event giving rise to the claim.

13. **Privacy**

a. **Privacy Policy**. As a matter of policy, Provider will never disclose any personal information gathered by Provider from Customer or Customer's employees to Customer or non-affiliated third parties.

b. **Procedures to Safeguard Private Information.** Provider takes seriously its obligation to safeguard personal information. In addition to this policy, Provider has also implemented procedures that are designed to restrict access to personal information only to internal personnel who need to know that information in order to provide the Services. In addition, Provider has physical, electronic, and procedural safeguards in place to guard personal information.

14. **Data Ownership & Security**.

a. **Customer Data**. Information, data, and other content, in any form or medium, that is submitted, posted, or otherwise transmitted by or on behalf of Customer, Administrator, or Participant through the Professional Services (**"Customer Data"**). Your Money Line acknowledges that, as

between Your Money Line and Customer, Customer owns all right, title, and interest, including all intellectual property rights, in and to the Customer Data. Customer hereby grants Your Money Line access to Customer Data as may be necessary for Your Money Line to provide the Professional Services to Customer; to perform research and development activities and statistical analysis with the Customer Data; to aggregate, analyze, de-identify, and use such aggregated, analyzed, and de-identified Customer Data; and to combine or incorporate the Customer Data with other data to create the Reference Data, ("**Reference Data**"). The Reference Data shall belong to Your Money Line, and Your Money Line shall have the right to retain and use the Reference Data. Customer is solely responsible for the accuracy and integrity of its Customer Data as delivered to Your Money Line and for adopting procedures to identify and correct errors and omissions in such Customer Data. Your Money Line disclaims all responsibility for the accuracy of all Customer Data. Your Money Line is under no obligation to review Customer Data for accuracy or potential third-party liability. Customer represents and covenants that it will not provide, post or transmit any data in a manner that violates any applicable Federal, state or local law, rule or regulation, or that infringes or violates any third party's patent rights, trademark rights, copyrights, trade secret rights, intellectual property rights, contractual rights, publicity/privacy rights, or that contains any viruses, malware, or worms intended to damage, interrupt or misappropriate the Professional Services.

12.2. **Feedback**. If Customer or any of its employees or contractors sends or transmits any communications or materials to Your Money Line by mail, email, telephone, or otherwise, suggesting or recommending changes to the Your Money Line IP, including without limitation, new features or functionality relating thereto, or any comments, questions, suggestions, or the like ("**Feedback**"), Your Money Line is free to use such Feedback irrespective of any other obligation or limitation between the Parties governing such Feedback. Customer hereby assigns to Your Money Line on Customer's behalf, and on behalf of its employees, contractors and/or agents, all right, title, and interest in, and Your Money Line is free to use, without any attribution or compensation to any party, any ideas, know-how, concepts, techniques, or other intellectual property rights contained in the Feedback, for any purpose whatsoever, although Your Money Line is not required to use any Feedback.

15. **General.**

a. **Governing Law; Forum**. This Agreement, any Statement of Work, and all related documents including any exhibits attached hereto, and all other matters arising out of or related to this Agreement, whether sounding in contract, tort, or statute are governed in all respects by, and construed in accordance with, the laws of the State of Indiana, without giving effect to the conflict of laws provision thereof to the extent such principles or rules would require or permit the application of the laws of any jurisdiction other than those of the State of Indiana. Each Party irrevocably and unconditionally agrees that it will not commence any action, litigation, or proceeding of any kind whatsoever against the other Party in any way arising from or relating to this Agreement in any forum other than the United States District Court for the Southern District of Indiana or the courts of the State of Indiana sitting in Indianapolis, Indiana.

b. **Jury Trial Waiver**. EACH PARTY IRREVOCABLY AND UNCONDITIONALLY WAIVES, TO THE FULLEST EXTENT PERMITTED BY APPLICABLE LAW, ANY RIGHT IT MAY HAVE TO A TRIAL BY JURY IN ANY LEGAL ACTION, PROCEEDING, CAUSE OF ACTION, OR COUNTERCLAIM ARISING OUT OF OR RELATING TO THIS AGREEMENT, INCLUDING ANY EXHIBITS ATTACHED TO THIS AGREEMENT, OR THE TRANSACTIONS CONTEMPLATED HEREBY.

c. **Attorneys' Fees**. If any proceeding or lawsuit is brought by Customer or Provider in connection with this Agreement, the prevailing party shall be entitled to receive its costs, expert witness fees, and reasonable attorneys' fees, including costs and fees on appeal.

d. **Notices**. All notices required under this Agreement shall be in writing and shall be by (i) a reputable, confirmed-delivery overnight service (*e.g.*, FedEx), and deemed given upon delivery to the recipient; or (ii) certified or registered mail, return receipt requested, and deemed given

upon signature on the receipt or (iii) via email deemed given upon transmission and confirmed receipt of the email. Notices shall be sent to the addresses set forth in the heading hereto.

e. **Severability.** If any provision of this Agreement is unenforceable or invalid under any applicable law or be so held by applicable court decision, such unenforceability or invalidity shall not render this Agreement unenforceable or invalid as a whole. In such event, such provision shall be changed and interpreted so as to best accomplish the objectives of such unenforceable or invalid provision within the limits of applicable law or court decisions.

f. **Amendment and Modification; Waiver.** No amendment to or modification of this Agreement is effective unless it is in writing and signed by an authorized representative of each Party. No waiver by any Party of any of the provisions hereof will be effective unless explicitly set forth in writing and signed by the Party so waiving. Except as otherwise set forth in this Agreement, (i) no failure to exercise, or delay in exercising, any rights, remedy, power, or privilege arising from this Agreement will operate or be construed as a waiver thereof, and (ii) no single or partial exercise of any right, remedy, power, or privilege hereunder will preclude any other or further exercise thereof or the exercise of any other right, remedy, power, or privilege.

g. **Force Majeure.** Provider shall not be liable or responsible to Customer, nor be deemed to have defaulted or breached this Agreement, for any failure or delay in fulfilling or performing any term of this Agreement when and to the extent such failure or delay is caused by or results from acts or circumstances beyond the reasonable control of Provider including, without limitation, third-party strikes, shortages, riots, insurrection, fires, flood, storm, explosions, acts of God, war, terrorism, governmental action, civil unrest, national emergency, epidemic, third-party labor conditions, earthquakes, restraints or delays affecting carriers or inability or delay in obtaining supplies of adequate or suitable materials, or telecommunication breakdown or power outage, or any other cause beyond the reasonable control of Provider.

h. **Assignment.** Neither Party may assign, voluntarily, by operation of law or otherwise, any rights or delegate any duties under this Agreement without the other Party's prior written consent. Any attempt to do so without such consent shall be null and void.

i. **Entire Agreement.** This Agreement (including any fully executed Statement of Work) completely and exclusively states the agreement of the Parties regarding its subject matter. It supersedes, and its terms govern, all prior proposals, agreements, or other communications between the Parties, oral or written, regarding such subject matter. This Agreement shall not be modified except by a written amendment or Statement of Work signed on behalf of Customer and Provider by their duly authorized representatives, and any provision on a purchase order purporting to supplement or vary the provisions hereof shall be void.

j. **Aggregated Information.** Provider may aggregate, collect and analyze information relating to the provision, use and performance of the Professional Services and may use (during and after the Term) such information to develop and improve the Professional Services and other Provider offerings, including disclosure of such information to third parties in an aggregated and anonymized format such that no Customer nor any individual or household can be identified.

k. **Publicity.** Customer agrees that Provider may use Customer's name and Marks in Provider's promotional materials (including on Provider's website, social media and marketing materials). Customer may request that Provider stop doing so by submitting an email to marketing@yourmoneyline.com at any time. Customer acknowledges that it may take Provider up to 30 days to process such a request. Provider shall use Customer Marks in accordance with Customers's applicable branding guidelines if provided to Provider. Notwithstanding anything herein to the contrary, Customer acknowledges that Provider may disclose the existence and terms and conditions of this Agreement to its advisors, actual and potential sources of financing, and third parties for due diligence purposes.

l. **Counterparts; Electronic Signatures.** This Agreement may be executed in counterparts, any

one of which need not contain the signatures of more than one party, but all of which, taken together, shall constitute one and the same agreement. The counterparts of this Agreement may be executed and delivered by e-mail or other electronic format, including, without limitation, portable document format (.pdf), ".jpg", or other digital or electronic signatures (including, without limitation, electronic signatures transmitted by DocuSign, AdobeSign, or other digital signature service provider), and a signature to this Agreement executed and delivered electronically shall have the same authority, effect, and enforceability as delivery of an original, handwritten signature.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed as of the Effective Date by their respective duly authorized officers.

Advanced Planning Solutions, Inc.	**Franklin Community Schools**
By: _____	By: Becky Nelson
Name: Peter Dunn	Name: Becky Nelson
Title: CEO	Title: Board of School Trustee, President
Date Signed: _____	Date Signed: 12-8-25

Exhibit A
STATEMENT OF WORK

This Statement of Work (this "**SOW**") is entered into as of _____, by and between Advanced Planning Solutions d/b/a Your Money Line, an Indiana corporation located at 9450 N. Meridian Street, Suite 200, Indianapolis, IN 46260 ("**Provider**"), and Franklin Community Schools, with offices located at 988 Grizzly Cub Drive Franklin IN 46131 ("**Customer**"), and is subject to all terms and conditions of the Professional Services Agreement (the "**Agreement**"), which are incorporated herein by reference.

Capitalized terms used but not defined in Exhibit A have the meaning given to those terms in the Agreement.

Your Money Line: Financial Guidance Helpline
Description of Services
The Services shall commence on the Start Date, as applicable, and include: • Access to Financial Guides (as discussed in further detail in the description of professional services below)
Description of Professional Services

- The professional services may include the provision of personalized financial advice from financial consultants (**"Financial Guides"**) via telephone, e-mail, SMS text messaging, and other electronic means, but excluding tax, legal, securities, or related advice (**"Professional Services"**). The term **"personalized financial advice"** refers to Participant data, such as age, salary, financial condition,
  and other information provided by the Participant, which will form the basis of the Financial Guide's advice.
- Program Elements:
  - Access to financial coaches via phone or email.
  - Helpline operating hours are 9 a.m. ET to 9 p.m ET.
  - Calls can be live or scheduled.
  - Interactions with Financial Guides are unlimited.
  - Financial Guides are non-commissioned, unbiased, and do not sell any products or services. o Financial Guides are warm and welcoming, meeting the unique needs of each employee/immediate family members.
  - Accessible by employees and their immediate family members, as defined in the Agreement.

RESPONSIBILITIES.

	Customer will:	**Provider will:**
Implementation	• Provide a profile of company benefits. • Provide the Provider Census file with relevant Employee and Administrator details via the Provider SFTP. • Safelist our domain for email	• Create an implementation project plan that includes detailed steps required, timelines, critical path milestones, resources, communication plans, roles, and responsibilities. • Schedule and lead the implementation
	deliverability. • Work with the Provider on the communications and marketing plan. • Distribute communications to employees per the agreed-upon communication plan.	kick-off meeting(s) to collect all information needed to finalize the implementation project plan. • Keep all stakeholders informed of the project plan, status, issues, and resolutions. • Grant Participants access to the Services. • Maintain and update process documentation as changes and/or improvements are made to the process. • Ensure the Provider's employees involved in the Services understand the process documentation and adhere to the Service requirements.

Program Management	• Promote, market, and communicate the program through existing communication channels. • Utilizing the provided marketing resources, promote the Services and events through existing communication channels to Participants who have and have not opted in to participate. • Provide eligibility changes through electronic file transfer (SFTP Portal) to the Customer Success Manager on a quarterly basis. • Provide feedback on Provider management.	• Provide a Customer Success Manager to support and ensure that Customers'/Participants' interests are being met with integrity and professionalism (**"Customer Success Manager"**). • Provide Customer marketing and communications materials to the administrator(s). • Collect aggregate data on concerns by area, volume, and type of interaction through the helpline to report on demand to the Customer (no confidential information is ever shared).

TERMS

- This SOW shall commence on January 20, 2026, (the "**Effective Date**") for a one (1) year term and will automatically renew for successive one (1) year renewal periods (each a "**Renewal Term**"), unless terminated in accordance with the PSA.
- The fees for Services provided under this Statement of Work shall be $6,902.28 per year, payable by Customer Annually.
- Renewal fees shall be based on the number of eligible employees of Customer as of the anniversary date of this SOW. Unless otherwise agreed to in writing by Your Money Line, the base rate per employee shall increase by 5% each Renewal Date. Notwithstanding the foregoing, should the overall number of Customer's eligible employees increase by 10% or more at any time during the term of this SOW, Your Money Line reserves the right, at its sole discretion, to adjust the fees to account for increases in its costs of providing the Services to Customer.
- No later than thirty (30) days prior to the renewal date, Customer will submit to Your Money Line an updated employee count for the upcoming Renewal Term.
- The invoice for services outlined in this SOW will be issued as of the Effective Date and annually thereafter on each anniversary of the Effective Date. Payment is due net 30 from the invoice date. For any billing inquiries, please contact the billing department by email at billing@yourmoneyline.com or by phone at (317) 814-1004.

***Employee count as 11/20/26: 826**

This SOW is intended to supersede and replace all prior SOWs and Business Orders between Your Money Line and Customer related to the subject matter hereof, and all such prior SOWs shall automatically terminate as of the Effective Date.

IN WITNESS WHEREOF, the Parties hereto have executed this Statement of Work by their duly authorized representative or officer as of the Effective Date.

Advanced Planning Solutions, Inc.	**Franklin Community Schools**
By: _____	By: Becky Nelson
Name: Peter Dunn	Name: Becky Nelson
Title: CEO	Title: Board of School Trustee, President
Date Signed: _____	Date Signed: 12-8-25
	Main Contact
	Name: Tina Jobe
	Email: Jobet@franklinschools.org
	Billing Contact
	Name: Tabitha Zimmerman
	Email: accountspayable@franklinschools.org

Exhibit A
STATEMENT OF WORK

This Statement of Work (this "**SOW**") is entered into as of JAN 20,2026, by and between Advanced Planning Solutions d/b/a Your Money Line, an Indiana corporation located at 9450 N. Meridian Street, Suite 200, Indianapolis, IN 46260 ("**Provider**"), and Franklin Community Schools, with offices located at 988 Grizzly Cub Drive Franklin IN 46131 ("**Customer**"), and is subject to all terms and conditions of the Professional Services Agreement (the "**Agreement**"), which are incorporated herein by reference.

Capitalized terms used but not defined in Exhibit A have the meaning given to those terms in the Agreement.

Your Money Line: Financial Guidance Helpline
Description of Services
The Services shall commence on the Start Date, as applicable, and include: • Access to Financial Guides (as discussed in further detail in the description of professional services below)
Description of Professional Services

• The professional services may include the provision of personalized financial advice from financial consultants ("**Financial Guides**") via telephone, e-mail, SMS text messaging, and other electronic means, but excluding tax, legal, securities, or related advice ("**Professional Services**"). The term "**personalized financial advice**" refers to Participant data, such as age, salary, financial condition, and other information provided by the Participant, which will form the basis of the Financial Guide's advice.
• Program Elements:
  ○ Access to financial coaches via phone or email.
  ○ Helpline operating hours are 9 a.m. ET to 9 p.m ET.
  ○ Calls can be live or scheduled.
  ○ Interactions with Financial Guides are unlimited.
  ○ Financial Guides are non-commissioned, unbiased, and do not sell any products or services.
  ○ Financial Guides are warm and welcoming, meeting the unique needs of each employee/immediate family members.
  ○ Accessible by employees and their immediate family members, as defined in the Agreement.

RESPONSIBILITIES.

	Customer will:	Provider will:
Implementation	• Provide a profile of company benefits. • Provide the Provider Census file with relevant Employee and Administrator details via the Provider SFTP. • Safelist our domain for email	• Create an implementation project plan that includes detailed steps required, timelines, critical path milestones, resources, communication plans, roles, and responsibilities. • Schedule and lead the implementation

	deliverability. • Work with the Provider on the communications and marketing plan. • Distribute communications to employees per the agreed-upon communication plan.	kick-off meeting(s) to collect all information needed to finalize the implementation project plan. • Keep all stakeholders informed of the project plan, status, issues, and resolutions. • Grant Participants access to the Services. • Maintain and update process documentation as changes and/or improvements are made to the process. • Ensure the Provider's employees involved in the Services understand the process documentation and adhere to the Service requirements.
Program Management	• Promote, market, and communicate the program through existing communication channels. • Utilizing the provided marketing resources, promote the Services and events through existing communication channels to Participants who have and have not opted in to participate. • Provide eligibility changes through electronic file transfer (SFTP Portal) to the Customer Success Manager on a quarterly basis. • Provide feedback on Provider management.	• Provide a Customer Success Manager to support and ensure that Customers'/Participants' interests are being met with integrity and professionalism (**"Customer Success Manager"**). • Provide Customer marketing and communications materials to the administrator(s). • Collect aggregate data on concerns by area, volume, and type of interaction through the helpline to report on demand to the Customer (no confidential information is ever shared).

TERMS

- This SOW shall commence on January 20, 2026, (the **"Effective Date"**) for a one (1) year term and will automatically renew for successive one (1) year renewal periods (each a **"Renewal Term"**), unless terminated in accordance with the PSA.
- The fees for Services provided under this Statement of Work shall be $6,902.28 per year, payable by Customer Annually.
- Renewal fees shall be based on the number of eligible employees of Customer as of the anniversary date of this SOW. Unless otherwise agreed to in writing by Your Money Line, the base rate per employee shall increase by 5% each Renewal Date. Notwithstanding the foregoing, should the overall number of Customer's eligible employees increase by 10% or more at any time during the term of this SOW, Your Money Line reserves the right, at its sole discretion, to adjust the fees to account for increases in its costs of providing the Services to Customer.
- No later than thirty (30) days prior to the renewal date, Customer will submit to Your Money Line an updated employee count for the upcoming Renewal Term.
- The invoice for services outlined in this SOW will be issued as of the Effective Date and annually thereafter on each anniversary of the Effective Date. Payment is due net 30 from the invoice date. For

any billing inquiries, please contact the billing department by email at billing@yourmoneyline.com or by phone at (317) 814-1004.

***Employee count as 11/20/26: 826**

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Advanced Planning Solutions, Inc.

By: _____

Name: Peter Dunn

Title: CEO

Date Signed: _____

Franklin Community Schools

By: Becky Nelson

Name: Becky Nelson

Title: Board of School Trustee, President

Date Signed: 12-8-25

Main Contact

Name: Tina Jobe

Email: Jobet@franklinschools.org

Billing Contact

Name: Tabitha Zimmerman

Email: accountspayable@franklinschools.org

National Parks Adventure: 2025





FRANKLIN EDUCATION CONNECTION

Education Foundation • Study Connection • First Scholars



Blaine Harrison
Graduated 2025



Katelyn Duncan
Graduated 2025



Holland Beck
Sophomore



Ella Justice
Sophomore



Trevor Berger
Senior



David Strait
Junior



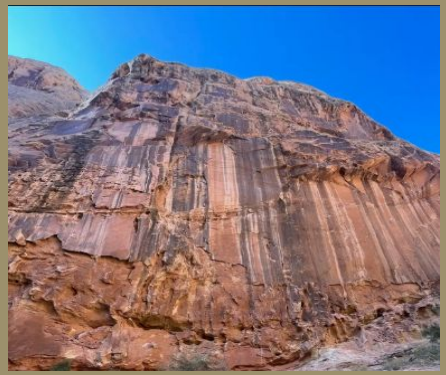
Max Honeycutt
Sophomore

Capitol Reef National Park









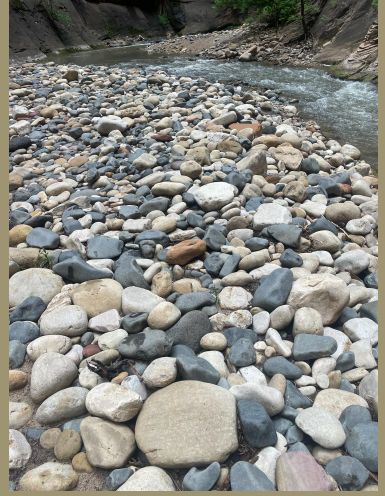








Zion National Park











Glen Canyon National Recreation Area
Horseshoe Bend & Hanging Gardens










Antelope Canyon

Location: Page, AZ













Bryce Canyon National Park


















Lots of time spent together traveling, playing games, and eating!






Traveler Testimonials

Ella Justice:I had a crazy cool experience close to nothing I've seen before. I saw so many things that I wouldn't have been able to see before this and I'm extremely grateful for that .I hope for more opportunities for other kids to experience these extraordinary views.

Holland Beck: I had a great experience making new friends and exploring all the different national parks! It was a amazing opportunity to get out of my comfort zone and try new things, as well as interacting with all the unforgettable landscapes the National Parks had to offer.

Katelyn Duncan: Our school trip to Utah was an unforgettable experience filled with amazing scenery while connecting with my peers. As an adult, I can't wait for the next opportunity I get to explore other national parks.

Chaperone Jennifer Rodman: What an unbelievable experience! I've never seen such beautiful scenery and it was such a great opportunity that I can't stop talking about. I can't wait to see more parks in the future!

Chaperone Maci Ulmer: ⭐⭐⭐⭐⭐ The FEC Utah trip was absolutely unforgettable! Getting the chance to experience four incredible national parks all in one trip was nothing short of amazing.

Traveler Testimonials

Max Honeycutt: The trip to Utah was an amazing opportunity! I was afraid the hiking would be too strenuous, but it was actually amazing! It was a trip that really opened my eyes to the opportunity to hike and exercise! It was also a very beautiful trip with amazing landscapes with my personal favorite being the Narrows. The fellow students were all very helpful and kind! I'm so glad I was accepted for this trip and it will be a story I will tell as long as I live!

Trevor Berger: The trip was the most fun I've had in a long time. I was nervous for it at first, but after we arrived the nervousness went away as time went on through the day. I loved all the hikes, all the exploring, and especially the beautiful views and scenery I got to see. I also made some amazing friends, everyone that went on the trip were amazing people! This was one of the most memorable experiences of my life, and I'll cherish it for as long as I'll live. 6 out of 5 Stars!

David Strait: This trip to Utah was definitely the most unique and beautiful terrain that I have ever been in. One thing I learned from the trip was my sudden enjoyment to hiking. This trip helped me learn that I actually enjoy hiking a lot which was a surprise to me. The terrain was amazing, it was truly a wonderful experience and I will always be grateful for the opportunity to go on this trip.

















Thank you to Franklin Education Connection for the opportunity to see 4 different National Parks!

FRANKLIN
COMMUNITY SCHOOLS
Student-Centered • Innovative

FRANKLIN COMMUNITY SCHOOLS

Student-Centered • Innovative

TEACHER APPRECIATION GRANT (TAG)

2025-2026

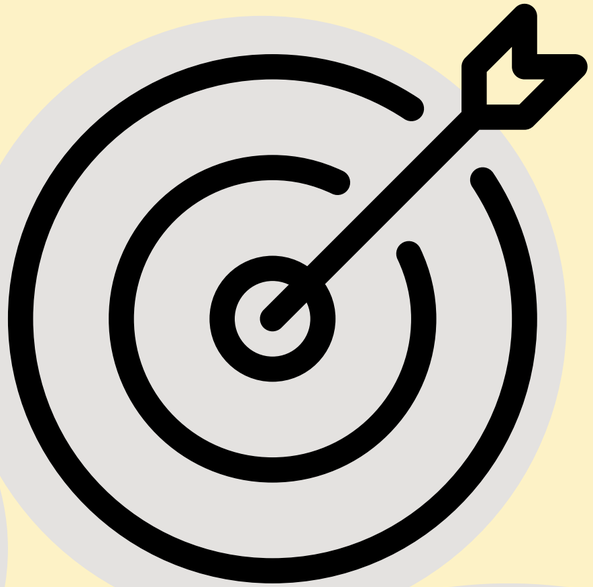




HISTORY & PURPOSE

- **Original Intent**: The TAG program was established to attract, reward, and retain Indiana's effective and highly effective teachers who significantly impact student outcomes (IC 20-43-16).
- **Previous Process (Pre-HEA 1001):**
  - Simpler Eligibility: Any teacher rated as "Effective" or "Highly Effective" on their most recent evaluation was eligible for a stipend.
  - Stipend Structure: The award was typically a relatively uniform stipend across the eligible pool.
  - Funding Mechanism: The state distributed the grant to the corporation, and we were responsible for distributing it in accordance with our state-approved, board-adopted policy.

NEW ELIGIBILITY REQUIREMENTS



1 Which teachers are now eligible?

The most significant change is that the grant is no longer guaranteed for all Effective/Highly Effective teachers.

Eligibility now depends on specific criteria met by the teacher. Furthermore, only 20% of our certified staff may be awarded the grant.

2 How much is the grant for each teacher?

The new process establishes a tiered structure, meaning the dollar amount a teacher receives is no longer based solely on their evaluation rating but on their fulfillment of the new criteria.

- Tier I = $3500
- Tier II = $5000
- Tier III = $7500 (We are not eligible for this tier.)



3 How do teachers apply for the TAG funds?

After meetings and conversations with teachers, FCTA leadership, and administrators, we developed an application process to help ensure fairness.

4 What are the implications of this new system?

- This new design could negatively impact teacher morale, as a once reliable bonus is no longer guaranteed.
- We have concerns about the impact on teacher collaboration, the heartbeat of our PLC culture.
- Some corporations have chosen to opt out due to the complexity and perceived unfairness of the new system.

HOW ARE WE SUPPORTING TEACHERS THROUGH THIS NEW PROCESS?

- A designated data-support team is already working with teachers to navigate data access and analysis.
- On Monday, November 24th, we hosted a Data Dig Open House for faculty interested in discussing data options. We will host a second on Tuesday, December 9th.
- We are engaging with IDOE in a feedback loop to ensure faculty voices are heard.



TAG TIMELINE



January 9th: Digital teacher submissions are due

January 16th: Decisions will be shared with teachers

January 30th: Deadline for FCS to submit all names, tiers, and evidence to IDOE

April 15th: Approved TAG funds distributed to corporations from IDOE

June 15th: Deadline for TAG funds to be distributed to teachers



THANK YOU TO THE TEACHERS AND ADMINISTRATORS WHO HAVE INVESTED TIME, ENERGY, AND THOUGHT INTO MAKING THE FCS PROCESS THE BEST IT CAN BE.

Resolution/Ordinance to Transfer Appropriations

Whereas It has been determined that it is now necessary to pay claims and transfer appropriations within major account classifications; and

Whereas, It is deemed to be in the public interest to facilitate the payment of amounts, which are owed by the school corporation, and to ensure that adequate appropriations are available for payment of such claims, and

Now therefore be it resolved, that the Board authorizes the Treasurer to pay outstanding claims and to transfer appropriated amounts within the 2025 Education, Operations, and Debt Service funds between July 1, 2025 and December 31, 2025. A claim docket (if necessary) and an appropriation transfer report for this period is to be presented to the Board at the first regularly scheduled Board meeting in January 2026.

Adopted this 8th day of December 2025

NAY	AYE

Attest:

Secretary of Governing Body

NOTICE TO TAXPAYERS OF ADDITIONAL APPROPRIATIONS

Notice is hereby given the taxpayers of Franklin Community School Corporation, Johnson County, Indiana that the Board of School Trustees at their meeting place at 625 Grizzly Cub Dr., Franklin, Indiana 46131, at 6:00pm on the 8th day of December 2025 will consider the following additional appropriations in excess of the budget for the current year.

Fund Name: Education Fund	Amount
Major Budget Classification:	
1100000(Regular Programs)	$ 300,000.00
1700000(Payments to Other Government Units)	$ 100,000.00
TOTAL for Education Fund	$ 400,000.00

Fund Name: Operations Fund

Major Budget Classification:	
2600000(Operations & Maintenance)	$ 250,000.00
2730000(Vehicle Servicing/Maintenance)	$ 200,000.00
25850-25900(Technology)	$ 150,000.00
TOTAL for Operations Fund	$ 600,000.00

Taxpayers appearing at the meeting shall have a right to be heard. The additional appropriations as finally made will be referred to the Department of Local Government Finance (DLGF). The DLGF will make a written determination as to the sufficiency of funds to support the appropriations made within fifteen (15) days of receipt of a Certified Copy of the action taken.

Dated: December 8, 2025

Becky Nelson
President, Board of School Trustees

Jennifer Mann
Secretary, Board of School Trustees

Education Advanced Pathways Program



How the idea came about

- Currently, we are “hand-tracking” all matters involving graduation requirements, diploma types, ICC requirements, etc.
  - Counselors each have individual ways of doing this making them the “keepers” of this information for their particular students

- We have heard through CounselorTalk that many counselors were finding the **Education Advanced Pathways** program very useful in helping to track students’ graduation progress.

- Several dozens of schools across the state (plus TX and FL) are now using this application to track graduation requirements. Conversations with many of those schools have given us the impression that it has been extremely beneficial and a worthwhile investment

Why there's a need for Pathways

- Tracking Indiana high school graduation requirements has become progressively more complex over time.
  - We are currently having to track two different sets of requirements
  - Pathways allows us to track both Core 40 and the new requirements, and has the ability to tell us if a Core 40 student is closer to achieving the new requirements

- The consequence of not effectively tracking the various components of a student's graduation requirements have become more significant than they were in years past
  - Waiver caps, state funding implications, accountability implications
  - Pathways would be able to help quickly and easily identify students who are behind on certain requirements, or close to fulfilling a requirement that may end up helping them in the long run (ICC completion, seal completion, etc.)

A snapshot of what counselors have to track, then vs. now:

Tracking	2015	2025
Credits	**Yes**	**Yes**
Pathways	No	**Yes**
Waiver Caps	No	**Yes**
FAFSA Completion	No	**Yes**
Career Discovery Meetings	No	**Yes**
Personal Finance requirement	No	**Yes**
Quantitative Reasoning requirement	No	**Yes**
Seals & Plus Seals (New Diploma)	No	**Yes**
Indiana College Core (ICC)	No	**Yes**

One example of tracking: graduation pathways

Currently, counselors must track the following individual graduation pathways:

- ASVAB
- SAT
- AP/Dual Credit courses
- 24 separate C9 pathways
- The following CTE concentrator pathways:
  - Agriculture (which can branch into 4+ separate pathways by years 2 and 3)
  - Broadcasting
  - Business (both in-person and online)
  - Construction
  - Human Services
  - PLTW Biomed
  - 4 different local pathways:
    - Art
    - Band
    - Choir
    - JAG

Right now, we hand-track all of this. With Pathways, we would be able to more easily and efficiently track students' pathway progress.

Features of Education Advanced Pathways

- ## Compatible with PowerSchool

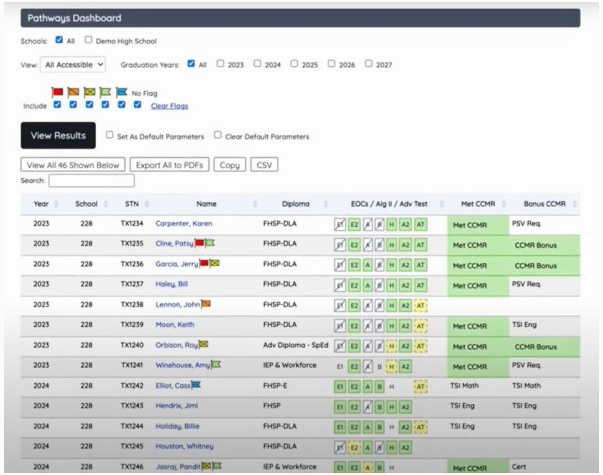
  Automatically pulls data from PowerSchool on each student including historical grades, credits, GPA and test scores.

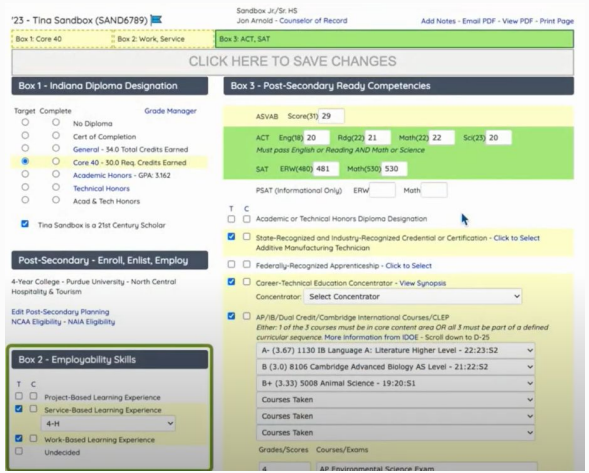
- ## One Stop Shop Tracking

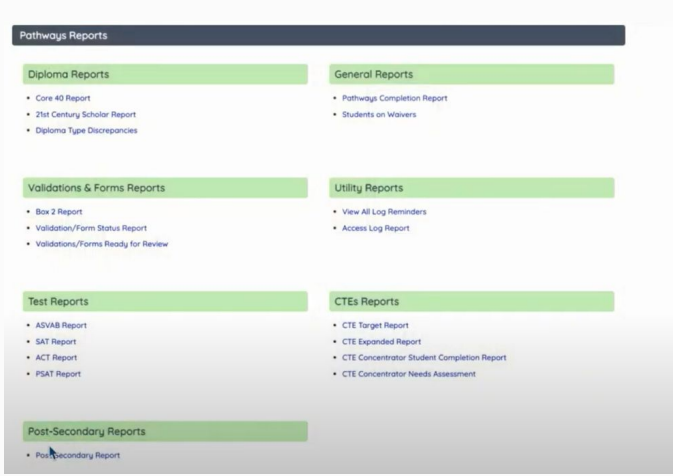
  Tracks all diploma tracks, pathways, credits, grades, testing, local requirements.

- ## Easy Reports

  Pathways can run reports on Diplomas, 21st Century Scholars, SAT, CTE Concentrators, and more.







- ## NCAA and NAIA Checks

  Easily check if students are eligible for NCAA and NAIA

- ## 4 Year Graduation Plans

  Counselors and students can develop and adjust a 4 year plan

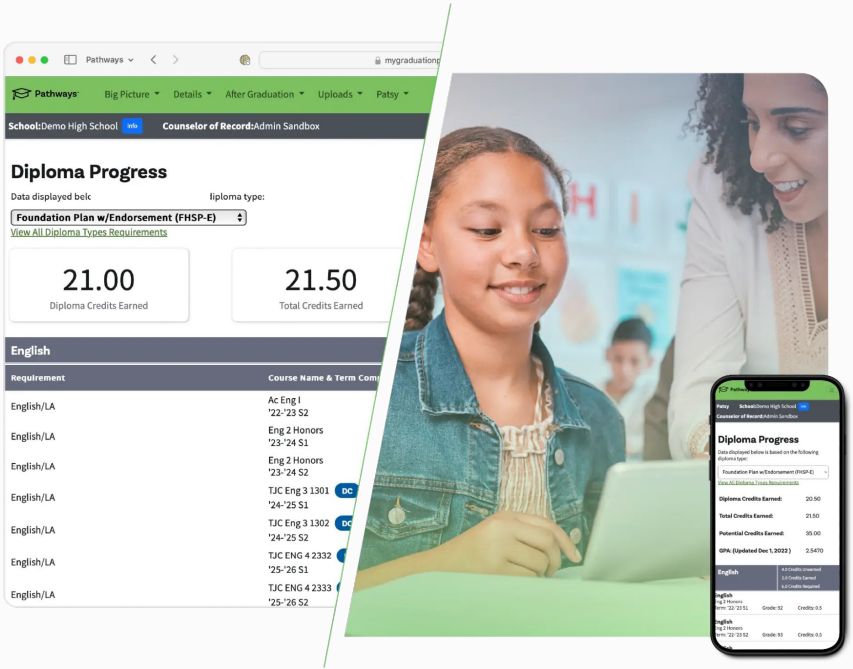
- ## Post=Secondary Planning Tools

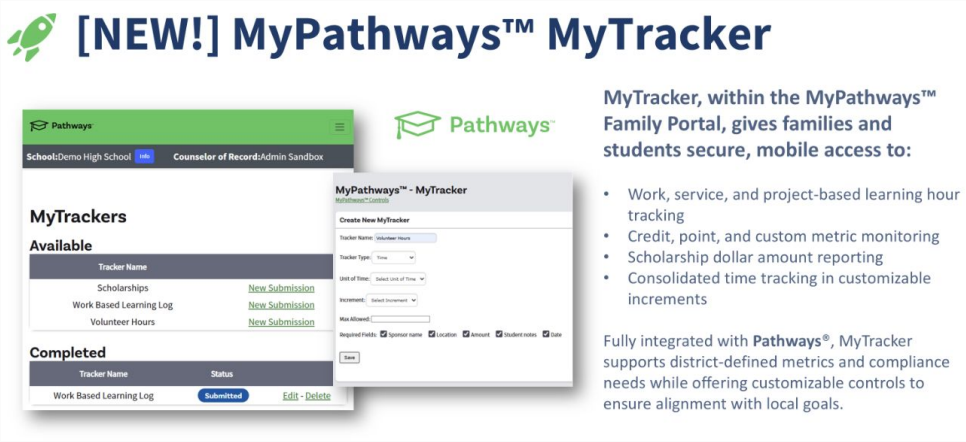
  Counselors or students can input their post-secondary goals including trade schools, colleges, and careers.

Features of Education Advanced Pathways

- **Parent Portal**

  Parents can see up-to-date status of their child's progress toward graduation requirements





- Overview video

Rascal's Fun Zone
Event Contract

629 N. U.S. 31
Whiteland, IN 46184
317-535-7600

Franklin Community School Corporation
Dylan Purlee
Event Date: 12-10-2025, 11:00 AM - 01:00 PM
Invoice #: 994
Date Created: 11-17-2025 13:39:26

Customer Information

Customer:	Franklin Community School Corporation	**Salesperson:**	Tony Harrell
Contact:	Dylan Purlee		
Address:	998 Grizzly Cub Dr. Franklin, IN 46131		
Phone:	(317) 494-9196		
Email:	purleed@franklinschools.org		

Event Date	Time	Type	Location	Guest Count
12-10-2025	11:00 AM - 01:00 PM	Field Trip	Venue	80

Event Details

Go-Karts and Mini-Golf
Duckpin Bowling
Time Play Game Cards
Pizza
Private Event

Notes

Contract Terms and Conditions

1. Recitals. GoBro Ventures, LLC and GoBro Properties, LLC (collectively referred to herein as "the Company") owns and/or operates the Rascal's Fun Zone located at 629 N. U.S. 31, Whiteland, IN 46184.
2. ("the Customer") has agreed to short-term usage of the Company's facility on the terms and conditions set forth in this agreement.
3. Activities and Events. The event areas, equipment, and attractions the Customer is entitled to use and participate in are described in the contract. Further, the time the area is being utilized is outlined in the contract. Failure to arrive on time may result in loss of time for use of the amenities and concessions or the use of the attractions. The Customer accepts that some equipment or attractions may be limited due to weather and that even if listed in the contract, poor weather may not allow for the use of certain equipment, including go-karts. If such an incident occurs, the Company will do its best to provide alternatives for the Customer to use, but such an occasion shall not require the Company to provide a refund or any compensation.
4. Illegal Substances. In accordance with all local, state, and federal laws, the use, possession, and sale of illegal substances is not permitted.
5. Injury or Damage to Persons and Property. The Company shall not be liable for damage or loss to person or property sustained by the Customer or any third-parties due to any incident, or to any act of neglect of the Customer or any other person, occurring in connection with or as a result of the Customer's performance of its obligations or any activities conducted by the Customer. Correspondingly, the Customer shall not be liable for damage to person or property sustained by the Company or any third parties due to any incident, or to any act of neglect of the Company or any other person occurring in connection with or as a result of the Company's performance of its obligations or any activities conducted by the Company. All activities conducted by a party, its employees, agents and representatives shall be at their sole risk, and the other party shall not be responsible for any injury or damage resulting therefrom.
6. Supervision. The Company reserves the right to have an agent on site during any or all functions. Agent(s) will have the sole discretion that all aspects of the terms of agreement are being met. If terms are not being met, the agent(s) has the sole discretion to cancel the event and vacate the building. Furthermore, Rascal's Fun Zone reserves the right to ask any party member who breaks or continues to break park safety rules or acts inappropriately to discontinue all activities.
7. Specific Damage. The building and equipment must be left in the condition in which it was rented. Any objects that have been moved must be returned to their original positions. The Customer is responsible for the cost of any damages or extra unordinary cleanup after events caused by themselves and/or their guests.
8. Deposit Requirement. The Customer agrees to remit a deposit equal to twenty percent (20%) of the total invoice amount (the "Deposit") within five (5) days of entering into this contract. This contract shall not be deemed confirmed, and the Company shall have no obligations under this contract, until the Deposit has been

paid in full. The Deposit is non-refundable under any circumstances, including but not limited to cancellation by the Customer. The Company reserves the right to cancel the contract if the Customer fails to remit the required Deposit.

9. Outside Agents. All food and beverage service must be provided by the Company or a vendor which is approved by the Company. Any outside vendor must agree to indemnify the Company's vendor terms, including minimum insurance coverages and indemnification of the Company. Unapproved outside vendors are not permitted.
10. Debts and Liabilities. All debts and liabilities to outside vendors which are incurred by the Customer shall be the debts and liabilities of that party only and the other party shall not be liable for any such debts or liabilities. Neither party shall make any representation, warranties, or commitments on behalf of the other party without such party's specific prior written consent.
11. 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 Rascal's Fun Zone 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."
12. Integration. Each party acknowledges that there are no oral promises or understandings. This agreement may be modified only by a properly executed written instrument.
13. Governing Law, Venue. The validity and effect of this Agreement shall be governed by and construed and enforced in accordance with the laws of the state of Indiana. Venue shall be proper only in the courts located in Johnson County, located in Indiana.
14. Litigation Costs. Any and all reasonable legal fees or costs arising out of a dispute or claim regarding this agreement shall be recoverable by the prevailing party from the non-prevailing party.
15. Assignability. This agreement is not assignable.
16. Binding Effect. This agreement is binding upon the parties' successors and any permitted assigns.
17. Decorations. Decorations of confetti, glitter, silly string, small particles, or open flames (candles, tea lights, etc.) are not allowed. Items are not to be affixed to walls or any other part of the Company's property without the express written consent of the Company.
18. Force Majeure. Neither party will be liable for any delays or losses due to a party's failure to perform its obligations in the event that such failure is caused by events or circumstances beyond its control, including but not limited to acts of God, war within the continental United States, government regulation, disaster, fire, hurricanes, strikes affecting the venue, civil disorder within 20 miles of the venue, or domestic terrorist action.

The Company requires this contract be signed by an authorized representative of your organization and returned to the Company. If not signed promptly, the Company reserves the right to cancel the contract upon notice to the organization.

Having fully read these Terms and Conditions, the parties hereto sign below to show their agreement to be held to such Terms and Conditions.

Customer Representative (Signature)	Becky Nelson Print Name	12-8-25 Date
Rascal's Fun Zone Representative (Signature)	Date	

Rascal's Fun Zone
Event Contract

629 N. U.S. 31
Whiteland, IN 46184
317-535-7600

Franklin Community School Corporation
Mathew Worland
Event Date: 05-01-2026, 11:15 AM - 01:15 PM
Invoice #: 907
Date Created: 09-05-2025 13:27:40

Customer Information

Customer:	Franklin Community School Corporation	**Salesperson:**	Tony Harrell
Contact:	Mathew Worland		
Address:	998 Grizzly Cub Dr. Franklin, IN 46131		
Phone:	(317) 346-8957		
Email:	worlandm@franklinschools.org		

Event Date	Time	Type	Location	Guest Count
05-01-2026	11:15 AM - 01:15 PM	Field Trip	Venue	75

Event Details

Go-Karts and Mini-Golf
Duckpin Bowling

Bumper cars

Notes

Contract Terms and Conditions

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3. Activities and Events. The event areas, equipment, and attractions the Customer is entitled to use and participate in are described in the contract. Further, the time the area is being utilized is outlined in the contract. Failure to arrive on time may result in loss of time for use of the amenities and concessions or the use of the attractions. The Customer accepts that some equipment or attractions may be limited due to weather and that even if listed in the contract, poor weather may not allow for the use of certain equipment, including go-karts. If such an incident occurs, the Company will do its best to provide alternatives for the Customer to use, but such an occasion shall not require the Company to provide a refund or any compensation.
4. Illegal Substances. In accordance with all local, state, and federal laws, the use, possession, and sale of illegal substances is not permitted.
5. Injury or Damage to Persons and Property. The Company shall not be liable for damage or loss to person or property sustained by the Customer or any third-parties due to any incident, or to any act of neglect of the Customer or any other person, occurring in connection with or as a result of the Customer's performance of its obligations or any activities conducted by the Customer. Correspondingly, the Customer shall not be liable for damage to person or property sustained by the Company or any third parties due to any incident, or to any act of neglect of the Company or any other person occurring in connection with or as a result of the Company's performance of its obligations or any activities conducted by the Company. All activities conducted by a party, its employees, agents and representatives shall be at their sole risk, and the other party shall not be responsible for any injury or damage resulting therefrom.
6. Supervision. The Company reserves the right to have an agent on site during any or all functions. Agent(s) will have the sole discretion that all aspects of the terms of agreement are being met. If terms are not being met, the agent(s) has the sole discretion to cancel the event and vacate the building. Furthermore, Rascal's Fun Zone reserves the right to ask any party member who breaks or continues to break park safety rules or acts inappropriately to discontinue all activities.
7. Specific Damage. The building and equipment must be left in the condition in which it was rented. Any objects that have been moved must be returned to their original positions. The Customer is responsible for the cost of any damages or extra unordinary cleanup after events caused by themselves and/or their guests.
8. Deposit Requirement. The Customer agrees to remit a deposit equal to twenty percent (20%) of the total invoice amount (the "Deposit") within five (5) days of entering into this contract. This contract shall not be deemed confirmed, and the Company shall have no obligations under this contract, until the Deposit has been paid in full. The Deposit is non-refundable under any circumstances, including but not limited to cancellation by the Customer. The Company reserves the right to

cancel the contract if the Customer fails to remit the required Deposit.

9. Outside Agents. All food and beverage service must be provided by the Company or a vendor which is approved by the Company. Any outside vendor must agree to indemnify the Company's vendor terms, including minimum insurance coverages and indemnification of the Company. Unapproved outside vendors are not permitted.
10. Debts and Liabilities. All debts and liabilities to outside vendors which are incurred by the Customer shall be the debts and liabilities of that party only and the other party shall not be liable for any such debts or liabilities. Neither party shall make any representation, warranties, or commitments on behalf of the other party without such party's specific prior written consent.
11. 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 Rascal's Fun Zone 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."
12. Integration. Each party acknowledges that there are no oral promises or understandings. This agreement may be modified only by a properly executed written instrument.
13. Governing Law, Venue. The validity and effect of this Agreement shall be governed by and construed and enforced in accordance with the laws of the state of Indiana. Venue shall be proper only in the courts located in Johnson County, located in Indiana.
14. Litigation Costs. Any and all reasonable legal fees or costs arising out of a dispute or claim regarding this agreement shall be recoverable by the prevailing party from the non-prevailing party.
15. Assignability. This agreement is not assignable.
16. Binding Effect. This agreement is binding upon the parties' successors and any permitted assigns.
17. Decorations. Decorations of confetti, glitter, silly string, small particles, or open flames (candles, tea lights, etc.) are not allowed. Items are not to be affixed to walls or any other part of the Company's property without the express written consent of the Company.
18. Force Majeure. Neither party will be liable for any delays or losses due to a party's failure to perform its obligations in the event that such failure is caused by events or circumstances beyond its control, including but not limited to acts of God, war within the continental United States, government regulation, disaster, fire, hurricanes, strikes affecting the venue, civil disorder within 20 miles of the venue, or domestic terrorist action.

The Company requires this contract be signed by an authorized representative of your organization and returned to the Company. If not signed promptly, the Company reserves the right to cancel the contract upon notice to the organization.

Having fully read these Terms and Conditions, the parties hereto sign below to show their agreement to be held to such Terms and Conditions.

Customer Representative (Signature)	Becky Nelson Print Name	12-8-25 Date
Rascal's Fun Zone Representative (Signature)	Date	

INVOICE

Invoice # INV-000907

Balance Due
$1,200.00

Rascal's Fun Zone
629 N. U.S. 31
Whiteland, Indiana 46184

Invoice Date : May 01, 2026
Terms : Due on Receipt
Due Date : May 01, 2026

Bill To
Northwood Elementary

Subject :

Incentive Trip 5/1/26, 11:15a-1:15p

No.	Item & Description	Qty	Rate	Amount
1	Entertainment Package for 75 guests Two hours of go-karts, bumper cars, duckpin bowling, and mini-golf. Two-hour time play arcade cards. During time play, redemption points not awarded, prize games excluded. Includes $10 gift loaded onto every card the day after the event. Additional guests $13/person.	1	1,200.00	1,200.00

Subtotal	1,200.00
Total	**$1,200.00**
Balance Due	**$1,200.00**

Notes

Thank you for your business! Payment via company or organization check is encouraged. Credit cards are also accepted. A 3% convenience fee will be added to credit card payments. Please call us at 317-535-7600 to make a credit card payment.

Per Indiana Senate Enrolled Act No. 342:

(c) After June 30, 2023, a school corporation, charter school, state accredited nonpublic school, or entity may employ or contract with an individual convicted of any of the following offenses if a majority of the members elected or appointed to the governing body of the school corporation, or the equivalent body for a charter school, approves the employment or contract as a separate, special agenda item, or if the school administrator of a state accredited nonpublic school informs the administrator's appointing authority of the hiring:

(1) An offense relating to operating a motor vehicle while intoxicated under IC 9-30-5.

William (Ryan) Davis
FCS – Substitute Teacher

Operating a Vehicle While Intoxicated
04/23/2009
Vigo County, Indiana

Support Staff Pay Increases

The district is requesting board approval for a 2.25% base pay raise for those support staff who were employed and received an effective or highly effective rating for the 2024-2025 evaluation period. This pay raise will be effective for the 12-21-25 to 1-3-26 pay period, and paid on the January 15, 2026 paycheck.

The district is also requesting board approval to disburse loyalty stipends on the December 18, 2025 paycheck for support staff who were employed and received an effective or highly effective rating for the 2024-2025 evaluation period per the following schedule.

Support Staff Loyalty Stipend	**Stipend Amount**
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

It should be noted that this schedule is the same stipend that certified staff will receive on December 18, 2025.

Support Staff Pay Increases for Food Services

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

The district is requesting a $1 per hour pay raise for all other employees in Food Services Staff positions. This will increase the starting hourly rate from $14.00 to $15.00 per hour, which is in line with the lowest starting hourly rate in the district. This pay raise

will be effective for the 12-21-25 to 1-3-26 pay period and paid on the January 15, 2026 paycheck.

The district would also request approval from the board to disburse loyalty stipends on the December 18, 2025 paycheck to all food services support staff who were employed and received an effective or highly effective rating for the 2024-2025 evaluation period per the following schedule.

Support Staff Loyalty Stipend	**Stipend Amount**
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

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RetailFirst Insurance Company
BusinessFirst Insurance Company
Retailers Casualty Insurance Company
Bridgefield Casualty Insurance Company
Bridgefield Employers Insurance Company
Bridgefield Indemnity Insurance Company

summitholdings.com

December 3, 2025

Jackie Wallace
Epic Insurance Midwest

Submission: 68196
Client: Franklin Community School Corporation

Thank you for your submission. We are pleased to offer this workers' compensation quote for coverage through **Bridgefield Casualty Insurance Company** and look forward to working together to serve your client.

Let's get started

Enclosed you'll find the details of our quote for your client's workers' compensation coverage. To write this account with Summit, please collect the required documentation detailed on the next page and return it to Summit on or before the policy effective date.

Questions?

With Summit, you have a dedicated team responsible for our shared success. If you have any questions about this quote, feel free to reach out to any of your Summit representatives.

Underwriter: Julie Truett
julie.truett@summitholdings.com
1-800-971-2667, extension 54706

Underwriter Assistant: Shelly Hatfield
shelly.hatfield@summitholdings.com
1-800-971-2667, extension 54708

Agency Executive: Olivia Skeens
olivia.skeens@summitholdings.com
1-800-971-2667, extension

We look forward to working with you to serve your client.

Sincerely,

Julie Truett
Underwriter

Effective Date and Required Documentation

For coverage through Bridgefield Casualty Insurance Company

Client: Franklin Community School Corporation

Submission: 68196

Policy term: January 01, 2026 - January 01, 2027

This document does not bind coverage nor does it authorize binding authority to any agent or agency. The enclosed quotation for workers' compensation insurance coverage is valid for 60 days from the effective date.

Important information about the effective date

We understand that not all required information can be made available on or before the effective date. To request that we hold the effective date for six additional days, contact us on or before the effective date by:

- Emailing *summitSE@summitholdings.com* or
- Clicking on **Request to Bind** after logging into the WriteNow® Online Quoting Service from Summit's Online Business Center.

If we do not receive the required documentation by January 7, 2026, the date received will be used to determine the effective date. The client will be invoiced for the down-payment if not received along with the required documentation. To request a different effective date, contact your underwriter.

Email all documentation to *summitSE@summitholdings.com* and mail down-payment checks to:

Summit Accounts Receivable
PO Box 32034
Lakeland, FL 33802-2034

Be sure to return the following required documentation to us by January 7, 2026.

- ACORD 130 application and total number of employees for each physical location
- Currently valued loss runs, if prior coverage exists
- Applicable owner, officer, partner inclusion or exclusion form for each entity

Please note the additional stipulations placed on this account.

- Please note continuance of coverage is contingent upon a favorable evaluation to be completed by our Loss Prevention Department.
- Agency and producer must be licensed in the governing state on or before the desired policy effective date.

FRANKLIN COMMUNITY SCHOOL CORPORATION
POLICY TERM: JANUARY 01, 2026 - JANUARY 01, 2027
PRESENTED BY

EPIC INSURANCE MIDWEST
PO BOX 80159
INDIANAPOLIS, IN 46280
(317)706-9500

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WORKERS' COMPENSATION INSURANCE PROPOSAL

[EXPERIENCE.]
The Summit Advantage.®

Workers' Compensation Insurance Proposal Summary

For coverage through Bridgefield Casualty Insurance Company
Client: Franklin Community School Corporation
Submission: 68196
Policy term: January 01, 2026 - January 01, 2027

Total Estimated Premium: $199,867.53

Item 3. Coverage

A. Workers' Compensation Insurance Part One will apply to the workers' compensation law(s) of the state(s) listed here:

Indiana

B. Employers Liability Insurance Part Two will apply to work in each state listed in Item 3A. The limits of liability under part two are:

Bodily injury by accident:	$1,000,000	each accident
Bodily injury by disease:	$1,000,000	each employee
Bodily injury by disease:	$1,000,000	policy limit

C. Other States Insurance: Part Three of the policy will apply to the states, if any, listed here:
Alabama, Arkansas, Florida, Georgia, Illinois, Kentucky, Louisiana, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia

Total Estimated Premium

For coverage through Bridgefield Casualty Insurance Company
Client: Franklin Community School Corporation
Submission:68196
Policy term:January 01, 2026 - January 01, 2027

Rating period: January 1, 2026 – January 1, 2027
IN-Indiana

Work Code	Classification	Payroll	Rate	Premium
7380	DRIVERS, CHAUFFEURS, MESSENGERS & HELPERS NOC	1,859,369.00	1.992	37,038.63
7720	POLICE OFFICERS & DRIVERS	227,675.00	1.206	2,745.76
8868	COLLEGE: PROFESSIONAL EMPLOYEES & CLERICAL	30,005,935.00	.270	81,016.02
9101	COLLEGE: ALL OTHER EMPLOYEES	5,159,818.00	1.544	79,667.59

Total Manual Premium	200,468.00
Increased Employers Liability 1,000,000/1,000,000/1,000,000	2,205.15
	202,673.15
Experience Mod-1.00	.00
Total Modified Premium	202,673.15
Schedule Rating 3%	6,080.19
Standard Premium	208,753.34
Discount	-18,279.13
	190,474.21
Expense Constant	160.00
Terrorism	3,725.28
Catastrophe Charge	3,725.28
Second Injury Fund Surcharge 0.90%	1,782.76
Total Cost	**199,867.53**

Minimum Premium: $787.00

This is a quotation only and is not a binder of insurance or guarantee of insurability. Coverage remains contingent upon inspections and underwriting review. All quotations and coverage are subject to OFAC clearance. Please visit our website at www.summitholdings.com for more information on OFAC requirements

Price quoted is based on the loss and other information received at the time of this quote. Price is subject to change based on updated information.

Eligible Programs

Please review our various programs with your agent, and choose the plan most appropriate for your business.

- Guaranteed cost plan

Flexible Payment Options

Electronic funds transfer

Summit will automatically withdraw the correct workers' compensation premium payment from your bank account each month, so you never have to worry about remembering to pay your invoice on time. Complete the enclosed form to enroll in this option.

Invoicing

You'll receive an invoice from us each month. You can either mail a check with your payment or pay online using a personal or corporate checking account with Summit's pay online service, powered by Bank of America. To pay online, log into the Online Business Center, click the Pay Now button and follow the prompts.

WebCAP

WebCAP is Summit's payroll reporting and payment program that lets you pay your premium more accurately throughout the year. By completing an online report each month, you calculate your premium payment based on your actual payroll—not an estimate.

Guaranteed Cost				
	Down Payment		Installments	
Electronic funds transfer	0%	$0.00	11	$18,155.23
Monthly invoicing	15%	$30,116.12	9	$18,861.26
WebCAP	0%	$0.00	Pay as you go.	

Installments are subject to change if charges are made that affect premium
0% down payment options will include the expense constant shown on the quote in the first invoice

Disclosures

State-authorized deductible plan-A per-claim deductible plan is available to employers in the state of Indiana unless such employers participate in a retrospectively rated program. Deductibles are available for medical and indemnity benefits in amounts of $500, $1,000, $1500, $2,000, or $2,500, $3,000, $4,000, $4,500 or $5,000 per claim. The deductible shall apply separately to each claim for bodily injury byaccident or disease. The employer may choose only one deductible amount. The insurance provider will pay the deductible amount for the employer and invoice the employer for reimbursement. The employer is liable for the reimbursement up to the deductible chosen. Ask your agent about the premium reduction for the deductible coverage. The employer must be financially stable to be responsible for the payment of the deductible amounts and may be subject to a credit investigation.

DISCLOSURE NOTICE OF TERRORISM INSURANCE COVERAGE

The Terrorism Risk Insurance Act, as amended & Terrorism Risk Insurance Program Reauthorization Acts ("Act"): Coverage for acts of terrorism is included in your insurance policy. "The term act of terrorism means any act that is certified by the Secretary [of the U.S. Department of the Treasury], in consultation with the Attorney General of the United States and the Secretary of Homeland Security." 31 C.F.R. § 50.4(b)(1) (2020). Under your policy, any losses resulting from certified acts of terrorism may be partially reimbursed by the United States Government under a formula established by the Act. However, your policy may contain other exclusions which might affect your coverage. Under this formula, the United States Government generally reimburses 80% beginning on January 1, 2020, of covered terrorism losses exceeding the statutorily established deductible paid by the insurance company providing the coverage.

$100 Billion Cap Disclosure: Subsection 103(e)(2) of the Act contains a $100 billion cap that limits U.S. Government reimbursement and limits our liability to you under this policy, for losses resulting from certified acts of terrorism. "[I]f the aggregate insured losses exceed $100,000,000,000 during any calendar year, the Secretary shall not make any payment for any portion of the amount of such losses that exceeds $100,000,000,000, and no insurer that has met its insurer deductible shall be liable for the payment of any portion of the amount of such losses that exceeds $100,000,000,000." 31 C.F.R. § 50.15(a) (2020).

Premium Disclosure Statement: Your insurance policy does not contain an exclusion for losses resulting from "certified acts of terrorism." Coverage for such losses is still subject to, and may be limited by, all other terms, conditions and exclusions in your policy/insuring agreement.

THE PREMIUM CHARGE(S) FOR THIS COVERAGE FOR THE POLICY PERIOD APPEARS ON THE ATTACHED QUOTE, NEXT TO THE SEPARATE LINE ITEM CHARGE(S) FOR "TERRORISM", AND WHERE APPLICABLE, "CATASTROPHE CHARGE" AND DOES NOT INCUDE ANY CHANGES FOR THE PORTION OF LOSSES COVERED BY THE UNITED STATES GOVERNMENT UNDER THIS ACT.

You need not do anything further at this time: The summary of the Act and the coverage under your insurance policy contained in this notice is necessarily general in nature. Your policy contains specific terms, definitions, exclusions and conditions. In case of any conflict, your policy language will control the resolution of all coverage questions. Please read your policy. If you have any questions regarding this notice, please contact your sales representative or agent.

When you choose Summit for your business, you are choosing the *people* who *know* workers' comp®

Summit was formed in 1977 as a third-party administrator for workers' compensation self-insurance funds in Florida. After 40 years of growth and evolution, Summit today provides workers' compensation insurance programs to approximately 35,000 employers throughout the southeastern United States. When you choose Summit to manage your business's workers' compensation coverage, you get:

Specialized attention. As a monoline insurance company, we are able to focus solely on your workers' comp needs

Experienced claims management. With 40 years of experience in workers' compensation claims handling, we understand the costs that drive workers' comp. We are committed to making sure that injured workers get the right care while developing innovative ways to stay on top of growing costs.

Below-average adjustor caseloads. Our average adjustor case load average is just 110 claims per adjustor, which is well below industry average. That means they can devote the time necessary to manage a claim properly.

Focused safety consultations. Our loss prevention consultants are available to evaluate your business to help identify potential risks and recommend solutions to lessen exposures.

Return-to-work assistance. Back2work®, Summit's return-to-work program, is designed to help you create a manageable, successful plan to get employees back to work as soon as possible. Back2work coordinators can help you create a customized program specific to your business.

Nurse case management and physician review. Summit's on-staff nurse case managers and medical directors help ensure that medical treatment is appropriate.

In-house claims management. Summit staff are responsible for all claims decisions.

24-hour claims reporting. You can report an injury 24 hours a day, 7 days a week by phone, fax or online. Reports are handled by Summit staff, who begin our hands-on process for managing claims.

Competitive payment options. We offer several payment options, including electronic transfer capabilities, online bill pay and monthly online self-reporting, so you can pay your premium in the way most appropriate for your business. Plus, we offer low down payments.

Provider network. Injured employees have access to medical provider networks which consist of doctors, specialists and medical facilities and ancillary service providers that are focused on getting injured workers back on their feet—and back on the job.

ELECTRONIC FUNDS TRANSFER (EFT) AUTHORIZATION

Summit's electronic funds transfer (EFT) option will simplify your payment practices significantly. Summit will automatically withdraw the correct workers' compensation premium payment from your bank account each month, so you never have to worry about remembering to pay your invoice on time! EFT drafts will begin with the first policy installment and will continue through future renewals during participation in the program.

EFT benefits

- Saves time
- No down payment
- You always know when your premium withdrawal will be made. It will be withdrawn on the effective day of your policy each month. (For example, if your policy was effective March 8, the withdrawal would occur on the 8th of each month.)
- You'll be reminded of your EFT in your monthly invoice.
- Any fluctuation in the amount of withdrawal will be reported to you in advance of the transfer on your invoice.
- You can end your participation in the EFT program at any time with a minimum 10-day notice.
- You can also have claims charges and audit payments transferred electronically. Simply check the appropriate boxes below.

Authorization agreement for preauthorized payments

By signing below, you are agreeing to the following:

- We hereby authorize our workers' compensation carrier to initiate the electronic transfer of funds from the bank account referenced on this agreement. We also authorize the financial institution to process such transactions to our account.
- We understand that the withdrawal will be made on the effective day of our policy each month in an amount equal to our regular premium billing for workers' compensation coverage. We understand that we will be notified when our request has been processed and when the transfers begin.
- We acknowledge that this agreement will remain in effect until we terminate this contract, and we agree to notify Summit and the financial institution no fewer than 10 days prior to the date we wish to discontinue participation in the program.

Authorize transfer of funds for claims payments. ☐	Authorize transfer of funds for audit balances. ☐	
Company name	Policy/submission number	Date
Financial institution	ABA/Routing number	Bank account number
Officer/owner signature	Officer/owner printed name	Officer/owner title

To enroll, complete this form and mail to Summit Underwriting at PO Box 32034, Lakeland, FL 33802-2034 or email to *UnderwritingSupport@summitholdings.com*.

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1-800-282-7648 | summitholdings.com

Franklin Community School Corporation
2026 Workers Compensation Renewal

Carrier/Program	Summit/Great American
AM Best Rating	A+
Program Type	Guaranteed Cost
Retention	Not Applicable

Estimated Payroll	$37,252,797
Program Fixed Costs (subject to audit)	$199,867
Expected Losses (ISESC Provided)	Not applicable
Estimated Total Expected Program Costs	$199,867
Minimum Cost	$199,867
Maximum Cost	$199,867
Pay Plan	Monthly

New Courses

Class	Grade	Required Prerequisites	Credits	Course Descriptions	Dual Credit	Notes
Technical Math	10-12	Algebra I	2	Technical Math designed to help students develop mathematical reasoning and real-world skills in analyzing verbal and written descriptions, translating them into algebraic, geometric, trigonometric, and statistical statements and applying them to solve problems in fabrication, manufacturing, and business. The course will include at least six lab activities or projects to allow faculty and students to apply mathematics principles to work-related situations.		Provides a new option for students to complete their math credits under the new graduation requirements
Teaching and Learning (EDUC 201)	10-12	Principles of Teaching	2	This course provides students the opportunity to apply many of the concepts that they have learned throughout the Education Professions pathway. In addition to a focus on best practices, this course will provide an introduction to the role that technology plays in the modern classroom. Through hands-on experience with educational software, utility packages, and commonly used microcomputer hardware, students will analyze ways to integrate technology as a tool for instruction, evaluation, and management.	Ivy Tech - 3 Credits	1 of the 2 concentrators needed for a student to complete the education/teaching pathway
Digital Marketing	10-12	Principles of Business Management	2	This course provides an introduction to the world of e-commerce and digital marketing media. The course covers how to integrate digital media and e-commerce into organizational and marketing strategy. Students will explore e-commerce applications and the most popular digital marketing tactics and tools. Emphasizes familiarity with executing digital media, understanding the marketing objectives that digital media can help organizations achieve, and establishing and enhancing an organization's digital marketing presence.		Adds an alternative to accounting for the business pathway completion
Jewelry 2	9-12	Jewelry 1	1	This course will continue your education in the art and craft of jewelry design and fabrication. You will learn essential techniques in beadwork, metal, wire wrapping, use of clay and other various materials while exploring both traditional and contemporary methods creatively.		
Child and Adolescent Developme	10-12	Principles of Teaching	2	This course examines the physical, social, emotional, cognitive, and moral development of the child from birth through adolescence with a focus on the middle years through adolescence. Basic theories of child development, biological and environmental foundations of development, and the study of children through observation and interviewing techniques are explored. The influence of parents, peers, the school environment, culture, and the media are discussed.		

Book	POLICIES
Section	Section C - Students
Title	C525 - Medical Needs at School
Code	
Status	Active

C525

MEDICAL NEEDS AT SCHOOL

Emergency Medical Authorization

The Corporation will distribute annually to parents or guardians of all students the Emergency Medical Authorization Form.

The Emergency Medical Authorization Form will be kept in an easily accessible file in each school building during the school year.

Any time the student is taken out of the Corporation by Corporation employees to participate in a school event (such as field trips, academic contests, music, or athletic trips), the staff in charge of the event will take the Emergency Medical Forms for that student. This does not include student spectators at events.

The Corporation will follow the instructions of the Emergency Medical Authorization Form in the event of a medical emergency, provided, however, that the Corporation will defer to instructions provided by licensed health care professionals and/or first responders on the scene.

Student Emergencies and Accidents

If an accident or emergency occurs on school property; off school grounds at a school activity, function, or event; or traveling to or from school for a school activity, function, or event, the Board directs Corporation employees to take all necessary steps to render assistance to the student in good faith, which may include

summoning medical assistance, administering first aid by persons trained to administer first aid, notifying administration, notifying the student's parent, and filing accident reports.

Employees should administer first aid , emergency stock medication, or overdose intervention drugs within the limits of their knowledge of recommended practices. The Superintendent may provide for an in-service program on first aid and CPR procedures.

The administrator in charge must submit an accident report to the Superintendent on all accidents.

Administering Medicine at School

The administration of prescribed medication and/or medically-prescribed treatments to a student during school hours will be permitted only when failure to do so would jeopardize the health of the student, the student would not be able to attend school if the medication or treatment were not made available during school hours, or the child has a medical condition and/or disability and as a result, requires medication to benefit from his/her educational program.

All medication needed during school hours or at school functions that are supervised by school staff, except those subject to I.C. 20-33-8-13 (student possession and self-administration), will be administered by the nurse, administrator, or designated trained staff under the following conditions:

1. A written authorization form for medication administration must be completed by the parent/guardian and be on file before any medication transported to the health clinic (prescription or nonprescription) will be administered.
    a. Medication shall be administered in accordance with the instructions printed on the bottle (in the case of non-prescription medicine) or the physician's order (in the case of prescription medicine).
    b. The consent of the parent shall be valid only for the period specified on the consent form and in no case longer than the current school year.
2. All non-prescription medicine must be kept in its original container accompanied by the package label or package information.
3. All prescription medicine, including medication administered by injection, and diabetes monitoring of a student must be accompanied by a physician's order, which is current and correct to the way that the student is to be administered the medicine. The nurse may require additional information prior to administering medication.
4. All medication administration will be documented and kept on file in the health office.
5. If the medication is to be terminated prior to the date on the prescription, a withdrawal of consent of the parent is required. The written consent of the parent and the written order of the physician shall be kept on file in the health office.

The Corporation does not honor requests by parents or physicians to administer over-the-counter herbs, minerals and vitamins and other homeopathic products as there is currently no standardization relative to these products and no FDA approval and guidelines.
Any unused medication which is unclaimed by the parent/guardian will be destroyed within five school days by the Corporation when a prescription is no longer to be administered according to the authorization form, or at the end of the school year.

All designated staff responsible for administering medication to students will be trained by a registered nurse on the proper administration of medication and/or diabetes care. A record of this training will be kept on file in the health office.

All medication, both prescription and non-prescription, must be brought into the nurse's office by a parent or guardian. Only students meeting the criteria of Indiana code who have valid medical authorization and parent permission on file in the school office will be permitted to carry medications and self-administer such substances. These exceptions are explicitly stated in the law and detailed below.

The Corporation may fill a prescription or statewide standing order for epinephrine, and a federal Food and Drug Administrative approved opioid overdose reversal medication, including nasal spray (collectively, "emergency medications") if such emergency medications are prescribed for schools or school corporations by an Indiana-licensed healthcare provider whose scope of practice includes the prescribing of medication or if the state health commissioner or the health commissioner's legally authorized designee, if any, issues a statewide standing order for such emergency medication for schools or school corporations. Injectable epinephrine that is filled and used in accordance with this policy must have an expiration date of not less than twelve (12) months from the date that the pharmacy dispenses the injectable epinephrine to the Corporation.

All emergency medication must be stored in a safe location where only school employees have access.

A school nurse may administer emergency medication obtained under this policy to a student, employee, or visitor of the school if such individual is demonstrating signs or symptoms of a life-threatening emergency and the individual does not have emergency medication at the school or the individual's prescription is not available. Such administration must be within the manufacturer's guidelines.

A school employee may administer emergency medication obtained under this policy to a student, employee, or visitor of the school if the administering employee has voluntarily received training in recognizing a life threatening emergency and in the proper administration of the emergency medication administration. Such training must be by a health care provider who is licensed or certified in Indiana, for whom the administration of emergency medication is within the health care provider's scope of practice, who has received training in the administration of emergency medication, and who is knowledgeable in recognizing the symptoms of a life-threatening emergency and the administration of emergency medication. Such administration must be within the manufacturer's guidelines.

All emergency medication administration will be documented and kept on file in the health office.

Indiana law permits an individual or entity in a position to assist an individual who, there is reason to believe, is at risk of experiencing an opioid-related overdose, to administer an overdose intervention drug to an individual who is suffering an overdose.

The Corporation, in good faith, believes it is an entity in a position to assist an individual who there is a reason to believe is at risk of experiencing an opioid-related overdose; therefore, it may obtain an overdose intervention drug from a prescriber or entity acting under a standing order issued by a prescriber and may maintain such intervention drug on-site in school facilities to provide such assistance.

All overdose intervention drug medication administration will be documented and kept on file in the health office.

Chronic Disease or Medical Condition

In accordance with Indiana statute, a student with a chronic disease or medical condition may possess and self-administer medication for the chronic disease or medical condition on school grounds immediately before or during school hours, or immediately after school hours, or at any other time when the school is being used by a school group; off school grounds at a school activity, function, or event; or traveling to or from school for a school activity, function, or event, if the following conditions are met:

1. The student's parent/guardian has filed an authorization for the student to possess and self-administer the medication. The authorization must include the physician's statement described below in #2.
2. A physician states in writing that:

a. the student has an acute or chronic disease or medical condition for which the physician has prescribed medication;
b. the student has been instructed in how to self-administer the medication; and
c. the nature of the disease or medical condition requires emergency administration of the medication.

The authorization and statement described in subsection (2) must be filed with the clinic/building nurse.

The Board is not liable for civil damages as a result of a student's self-administration of medication for an acute or chronic disease or medical condition except for an act or omission amounting to gross negligence or willful and wanton misconduct.

Students with diabetes, seizures, or chronic diseases shall be appropriately accommodated per Indiana statutes. An appropriate plan for the student, which may be a Section 504 Plan, individual health plan, or

IEP, will be developed and implemented.

Transportation of Medications by Students

Medication that is possessed by a school for administration during school hours or at school functions for a student may be released to:

1. The student's parent or guardian;
2. An individual who is at least eighteen years of age and designated in writing by the student's parent or guardian to receive the medication; or
3. The student, if the student's parent provides written permission for the student to receive the medication. (Note: This section does not apply to medication possessed by a student for self-administration under Indiana Code as specified above).

Do Not Resuscitate (DNR) Orders / Physician Orders for Scope of Treatment (POST) Forms

Each student with a potentially life-threatening medical condition should have a health care plan and/or emergency medical plan. Corporation employees shall follow normal procedures for addressing emergencies occurring while students are on Corporation property (including being transported in vehicles owned, leased, or operated by the Corporation); and during Corporation events, even if held outside of Corporation property (for example, prom or field trips).

Corporation employees will not adhere to Do Not Resuscitate (DNR) Orders or Physician Orders for Scope of Treatment (POST) forms which prohibit individuals from administering resuscitation (CPR) or medical interventions measure to a student. This policy shall not interfere with a health care provider's obligations under Indiana law.

If the school is presented with a DNR order or POST form, the parent or guardian should be advised of the Corporation's policy and should be directed to the hospital(s) in the area where the student may be transported in an emergency and advised to discuss the order with such facility.

Student Concussions and Sudden Cardiac Arrest

Corporation employees shall abide by legal obligations regarding student athletes and avoiding injuries, including informing and educating coaches, student athletes, and parents of student athletes regarding the nature and risk of concussion, head injury, and sudden cardiac arrest to student athletes. Corporation employees shall additionally abide by legal obligations regarding students in extracurricular activities and sudden cardiac arrest. The following individuals must complete a sudden cardiac arrest training course (approved by the Indiana Department of Education) ~~including training in the use of an automated external defibrillator (AED)~~: head coach or assistant coach who coaches an athletic activity, , a marching band

leader, a drama or musical leader, and a leader of an extracurricular activity in which students have an increased risk of sudden cardiac arrest activity as determined by the Indiana Department of Education in consultation with an appropriate organization. Such individuals may not lead or coach an activity in which students have an increased risk of sudden cardiac arrest until such training is complete . The provider of the training course shall provide a and must complete the training every two (2) years thereafter. The training must include signs and symptoms, response, the use of automated external defibrillators (AEDs), and be approved by the IDOE.certificate of completion, and the Corporation shall maintain all certificates of completion for each individual required to undergo sudden cardiac arrest training. ~~The Board has determined that it may enhance school safety to have an AED placed in building(s) within the Corporation for use by employees with proper training.~~

In addition to completing the training as required above, a head coach, assistant coach, who coaches an activity, including cheerleading, marching band leader, drama, or musical leader shall"

- Ensure an operational AED present at the venue for each event in which s/he is providing coaching or leadership, and
- Inform all individuals who are coaching or providing leadership at the event of the location of the AED.

The Corporation shall:

- Develop a venue specific emergency action plan for sudden cardiac arrest which includes detailed instructions regarding how to respond to sudden cardiac arrest that includes elements recommended by the American Heart Association, Heart Safe Schools Program, or other nationally recognized evidence based program and indicates the location of the nearest AED at the venue.
- Share the plan with each head coach, assistant coach, and marching band, drama, or musical leader.
- Share the plan with students, before the beginning of the season for each athletic, band, drama, or musical activity.

Communicable Diseases

The Corporation will collaborate with and follow guidance from the Indiana Department of Health to meet its obligations to control communicable diseases impacting the school community. See *Policy A325 Communicable Disease.*

Immunizations

Consistent with state law, the School Board requires that all students be immunized in accordance with the requirements of the Indiana Department of Health.

The Superintendent shall require parents to furnish to their child's school, no later than the first day of school attendance, proof of the student's immunization status, either as a written document from the health

care provider who administered the immunization or documentation provided from the state immunization data registry. Students whose parents do not provide the required documentation by the first day of school attendance may be granted a twenty (20) school day waiver. However, if the student remains unimmunized at the close of the twenty (20) school day waiver period, the student may not be permitted to attend school, unless the parents have filed a religious or medical exemption in accordance with state law.

The Superintendent or his or her designee will provide information concerning meningococcal disease (meningitis) and its vaccines to students and parents or guardians at the beginning of each school year. The Corporation shall provide, via the school corporation website, information prescribed by the state department of health concerning the link between cancer and the human papillomavirus (HPV) infection and that an immunization against the human papillomavirus (HPV) infection is available.

The Corporation shall provide materials concerning immunizations and immunization preventable diseases to parents and guardians of students. Posting the materials on the school building's website shall satisfy the distribution requirement.

The Superintendent shall ensure that all applicable immunization information is complete in the state immunization data registry **(CHIRP)** no later than the first Friday in February each year.

Examinations

The Corporation may conduct student physical examinations or screenings required by federal or state law (such as hearing and vision screening). In addition, the Corporation may require physical examinations or screenings for voluntary participation in athletic programs. The Corporation will also, with parental consent, administer physical examinations (such as a physical or occupational therapy evaluations) that are necessary for determining a student's need for related services as part of a Free, Appropriate Public Education (FAPE). Examinations or screenings administered by the Corporation will be conducted by appropriately qualified examiners.

Mental Health Treatment Notification

Prior to referring a student to a provider of mental health services due to a pattern of aberrant or abnormal behavior, a school official will contact a student's parent. A school official shall also hold a conference with the student and the student's parent prior to referring student to a provider of mental health services.

I.C. 20-34-3-18
I.C. 20-34-3-21
I.C. 20-34-3-26
I.C. 20-33-8-13

I.C. 20-34-7 *et. seq.*

I.C. 20-34-8

I.C. 34-30-12-1

I.C. 16-36-5-19

I.C. 16-36-6 et. seq

I.C. 20-34-5

I.C. 20-34-4.5

I.C. 34-30-14-6

I.C. 16-42-27-1 *et seq.*

511 IAC 7-36-9

Franklin Community School Corporation

Adopted: 1-8-24

Revised: 5-12-25

Book	POLICIES
Section	Section D - Human Resources
Title	D300 - Alcohol and Controlled Substance Policy for Commercial Driver's License (CDL) and Safety Sensitive Positions
Code	
Status	Active

D300

ALCOHOL AND CONTROLLED SUBSTANCE POLICY FOR COMMERCIAL DRIVER'S LICENSE (CDL) AND SAFETY SENSITIVE POSITIONS

It is the policy of the Franklin Community School Corporation that its drivers (CDL Drivers) and employees in safety sensitive positions be free of substance abuse and alcohol abuse. Employees who hold a CDL license (Commercial Driver's License) and who drive a school bus or other vehicle that qualifies under 49 C.F.R. Part 382, and employees in safety sensitive positions, must participate in the Corporation's controlled substance and alcohol testing program. Participation in this program is a requirement of each qualified employee and is a condition of employment. A copy of this policy and information packet regarding the harmful effects of controlled substances and alcohol (Drivers Packet) will be provided to all employees. The Transportation Director is designated to answer questions regarding this policy.

FCSC Transportation
Director 317-346-8770

SAFETY-SENSITIVE FUNCTION (Categories of employees subject to testing)

A driver or employee in a safety sensitive position may be tested at any time s/he performs a safety sensitive function. ***Safety-sensitive function*** includes all time spent either waiting to be dispatched; inspecting equipment or otherwise inspecting, servicing, and/or conditioning any commercial motor vehicle; driving; in or upon a commercial motor vehicle; loading/unloading a vehicle, supervising or assisting in the loading/unloading process, attending a vehicle being loaded/unloaded, remaining in readiness to operate a vehicle, or giving or receiving receipts for shipments loaded/unloaded; performing accident-related duties; or repairing, obtaining assistance, or remaining in attendance upon a disabled vehicle. A supervisor, mechanic or clerk, etc., who is on call to perform safety-sensitive functions may be tested at any time they are on call, ready to be dispatched while on-duty (§382.305).

TESTING PROGRAM

Participation includes initial screening for existing employees, pre-employment screening, participation in a random testing program, post-accident analysis, return to duty testing, and follow-up testing associated with alcohol or controlled substance misuse, and employees who are suspected of controlled substance and/or alcohol use. Any driver who tests positive will be subject to a minimum of six (6) follow-up tests in the first twelve (12) months. The follow-up testing period shall not exceed sixty (60) months.

All individuals hired for safety-sensitive positions will be subject to a pre-employment query of the Commercial Driver's License Drug and Alcohol Clearinghouse prior to beginning employment. In addition, all individuals hired for safety-sensitive positions will be subject to a pre-employment screening.

Refusal to submit to alcohol/controlled substance testing will be recorded as a positive test. An employee refuses to take a drug test if they fail to appear for a test within a reasonable amount of time; fail to remain at the testing site until the testing process is complete; fail to provide a urine specimen or sufficient specimen without an adequate medical explanation for the failure; fail to permit the observation or monitoring of the provision of a specimen; fail to take an additional drug test as directed by the Corporation or a collector; fail to undergo a medical evaluation as directed by the Medical Review Officer (MRO); fail to cooperate; fail to follow directions during collection; or is reported by the MRO as having a verified adulterated or substituted test result.

It is incumbent on the driver to report to his/her supervisor use of any prescription or over-the-counter controlled substances that may affect job performance or the safety of others.

Transportation supervisors and mechanics will be trained in the detection of alcohol and controlled substance use. Information obtained in the course of testing drivers is confidential and will not be made part of the driver's personnel file or made available to a third party (excluding corporation legal counsel) without direct written consent of the driver.

If a driver is involved in an accident while driving a Corporation vehicle, the driver must immediately contact the Supervisor regarding appropriate transport and testing under the DOT post-accident testing protocols.

The Corporation will strictly adhere to all standards of confidentiality and assures that drivers' testing records and results will be released only to those authorized under §382.405.

Detailed information on the following Corporation testing procedures can be found in the Corporation's FMCSA/DOT DRUG AND ALCOHOL TESTING PROGRAM Manual, which is incorporated into this policy by reference and will be the subject of annual training for transportation staff:

- Procedure for performance of controlled substance tests , including split specimen collection and analysis for controlled substances

- Procedure for performance of alcohol tests, including whether breath or saliva screening tests will be performed
- Employee privacy
  protections Testing process
  integrity
- Procedures for assuring test results will be attributed to the correct driver

The following is the contact information for the Medical Review Officer:

Amanda Martin
998 Grizzly Cub Drive
Franklin, IN 46131
317-346-8700

DRIVERS WITH AN ALCOHOL CONCENTRATION OF 0.02 OR GREATER BUT LESS THAN 0.04

Consistent with 49 C.F.R. 382.505, any driver who has an alcohol concentration of 0.02 or greater but less than 0.04 shall not perform or continue to perform safety-sensitive functions for an employer until the start of the driver's next regularly scheduled duty period, but not less than 24 hours following administration of the test. No employer shall take any action against a driver based solely on test results showing an alcohol concentration of less than 0.04. This provision is listed in compliance with Federal Motor Carrier Safety Administration ("FMCSA") regulations and does not prohibit the Corporation from taking any action otherwise consistent with the law.

No action shall be taken under FMCSA or DOT authority against the driver based solely on test results showing an alcohol concentration of less than 0.02. Alcohol concentration results of less than 0.02 are considered negative for the purposes of this employer testing program. No employer may penalize a driver based on a test result of less than 0.02 alcohol concentration conducted under Federal requirements.

COSTS

All Corporation employees who test positive for controlled substances and/or alcohol, will assume responsibility for all incurred testing fees. This includes positive results on Pre-employment, Probable Cause, Random, Post-Injury and Post-Accident testing.

All employees who request that split specimens be forwarded to another laboratory will be responsible for the cost.

Any employee who tests positive and is referred for an evaluation by a Substance Abuse Professional (SAP), will be required to incur the costs for the Return to Duty testing and all Follow-up testing required by FMCSA/DOT and/or Corporation. Corporation will pay for all negative controlled substance and alcohol testing.

PROHIBITED BEHAVIOR

The following shall be considered "prohibited conduct" for purposes of this policy:

- No employee shall report for duty or remain on duty while having an alcohol concentration greater than 0.00.
- No employee shall use alcohol while performing safety-sensitive functions.
- No employee shall perform safety-sensitive functions within eight (8) hours after using alcohol. FMCSA regulations require four (4) hours; however, the Corporation is choosing a more stringent requirement for the safety of all students.
- No employee required to take a post-accident alcohol test shall use alcohol for eight (8) hours following the accident or until he/she undergoes a post-accident alcohol test, whichever occurs first.
- No employee shall refuse to submit to a post-accident, a random, a reasonable suspicion, return-to-duty, follow-up, or post-injury breath alcohol or urine-controlled substance test.
- No employee shall report for duty or remain on duty when the employee uses any controlled substance, except when use is pursuant to the instructions of a physician who has advised the

  employee that the substance does not adversely affect the employee's ability to operate a commercial motor vehicle or perform a safety-sensitive function.

If the Corporation has actual knowledge or has reason to believe that an employee has engaged in prohibited conduct, the Corporation may require the employee to submit to controlled substance and/or alcohol testing. If an employee engages in prohibited conduct, the employee is not qualified to drive a commercial motor vehicle or to perform a safety-sensitive function and shall be immediately removed from service. Corporation may in its discretion, at the request of the employee, keep the employee's position open while such employee attempts to become re-qualified. Corporation may also, at its discretion, take action against the employee up to and including termination.

CONSEQUENCES

The Board mandates that drivers and other employees covered under 49 C.F.R. Part 382, must cooperate with school officials in the execution of Alcohol and Controlled Testing Procedures. Failure to cooperate with school officials or their agent(s) will be considered insubordination and the driver shall be terminated as a driver subject to applicable laws. Drivers or other employees who have a positive controlled substance test result or have an alcohol concentration of 0.04 or greater shall be immediately removed from his or her safety-sensitive function and subject to discipline, which may include termination of employment, an unpaid suspension, or administrative leave/paid suspension. Any driver who has a verified positive controlled substances test result, has an alcohol concentration of 0.04 or greater, or refuses to submit to a test must also be evaluated by a substance abuse professional.

EMPLOYEE TRAINING

Corporation shall provide educational materials that explain the requirements of 49 C.F.R. 382.601, consequences of violating the regulations, materials that explain the harmful effects of alcohol and

controlled substance abuse, and the employer's policies and procedures with the respect to meeting these requirements. The materials supplied to employees may include information on the effects of alcohol misuse and controlled substances use on an individual's health, work, and personal life; signs and symptoms of an alcohol problem; and available methods of intervening when an alcohol and/or controlled substance problem is suspected; available methods of intervening when an alcohol or controlled substance problem is suspected, including confrontation, referral to any employee assistance program and/or referral to management; additional employer policies with respect to the use or possession of alcohol or controlled substances, for example, the consequences for an employee found to have a specified alcohol or controlled substances level based on the employer's authority independent of 49 C.F.R. 382.601.

Employees who suspect they may have an alcohol or other drug abuse problem are encouraged to seek counseling and information on a confidential basis, and may contact the Human Resources Office for a list of available resources.

COMMERCIAL DRIVER'S LICENSE DRUG AND ALCOHOL CLEARINGHOUSE

The Corporation will collect, maintain, and report to the Commercial Driver's License Drug and Alcohol Clearinghouse the following personal information:

a. A verified positive, adulterated, or substituted drug test result;
b. An alcohol confirmation test with a concentration over 0.00;
c. A refusal to submit to any test required by subpart C of this part;
d. An employer's report of actual knowledge, as defined at 49 C.F.R. 382.107:
e. On duty alcohol use pursuant to 49 C.F.R. 382.205;
f. Pre-duty alcohol use pursuant to 49 C.F.R. 382.207;
g. Alcohol use following an accident pursuant to 49 C.F.R. 382.209; and
h. Controlled substance use pursuant to 49 C.F.R. 382.213;
i. A SAP report of the successful completion of the return-to-duty process;
j. A negative return-to-duty test; and
k. An employer's report of completion of follow-up testing.

The Corporation shall ensure that each employee is required to sign a statement certifying that he/she has received a copy of these materials described in 49 C.F.R. 382.601.

The Superintendent is authorized to develop administrative guidelines to implement this policy.

49 C.F.R. Part 382
Federal Motor Carrier Safety Administration - *Implementation Guidelines for Alcohol and Drug Regulations in Highway Transportation*
FMCSA/DOT Drug and Alcohol Testing Program Manual

Franklin Community School Corporation

Adopted: 5-13-24
Revised:

Book	POLICIES
Section	Section F - Fiscal Management
Title	F100 - Internal Controls and Reporting Losses, Shortages, Variances, or Thefts
Code	
Status	Active

F100

INTERNAL CONTROLS AND REPORTING LOSSES, SHORTAGES, VARIANCES, OR THEFTS

Reporting Losses, Shortages, Variances, or Thefts

All members of the school community need to be watchful for fraud, theft, or misuse of the resources of the Franklin Community Schools. All Corporation employees or contractors must report any known or suspected loss, shortage, variance, or theft of Corporation funds or property to the employee's supervisor or to the Chief Financial Officer.

The Chief Financial Officer shall take appropriate steps to investigate and remedy any loss, shortage, variance, or theft. The Chief Financial Officer shall document and maintain a file on any reported incident that includes for each incident, at minimum, a narrative of the situation, communication with authorities, relevant dates, the estimated amount of variance and any individuals involved.

As soon as any material loss, shortage, variance, or theft of Corporation funds or property is substantiated, the Chief Financial Officer shall immediately report the incident to the State Board of Accounts.

A loss, shortage, variance, or theft is "material" if it amounts to more than $500. These materiality thresholds apply to cash or to the fair market value of other Corporation assets. If there is doubt about whether a loss, shortage, variance, or theft meets the "material" threshold, it should be reported to the State Board of Accounts.

Additionally, Indiana law requires that any individual who holds, receives, disburses, or is required to keep account of funds on behalf of a public school corporation and who has actual knowledge of or reasonable cause to believe that there has been a misappropriation of public funds or assets of the school corporation to immediately send written notice of the misappropriation to the state board of accounts and the local prosecuting attorney. This requirement is not subject to any materiality threshold.

Internal Controls

The Board hereby adopts *State Board of Accounts, Uniform Internal Control Standards for Indiana Political Subdivisions* and directs the superintendent, with the Chief Financial Officer, to implement internal control standards and procedures consistent with this State Board of Accounts guidance, and to ensure that Corporation personnel receive training concerning the internal control standards and procedures. The administration shall develop and utilize written procedures for determining the allowability of costs in accordance with 2 CFR Subpart E – Cost Principles and the terms and conditions of the federal award. A minimum of 2 staff members trained in internal controls must review all financial transactions before processing, and such review shall be consistently documented.

Authorized Signatures

Authorized signatures for checks and warrants of the school corporation shall be the Chief Financial Officer. Authorized signatures for extra-curricular checks shall be the ~~Chief Financial Officer and the~~ school principal and school treasurer. In the absence of the principal, the Chief Financial Officer may sign extra-curricular checks.

Legal References:
IC 5-11-1-27
IC 5-11-1-16(c) & (d)
State Board of Accounts Directive 2015-6
State Board of Accounts, Uniform Internal Control Standards for Indiana Political Subdivisions

Franklin Community Schools

Adopted: 7-8-24

Book	POLICIES
Section	Section F - Fiscal Management
Title	F125 - Purchasing Procedures and Capital Assets
Code	
Status	Active
Last Revised	May 12, 2025

F125

PURCHASING PROCEDURES AND CAPITAL ASSETS

PUBLIC PURCHASING

Every purchase of goods or supplies by a school must comply with Indiana public purchasing and contract laws. The Board hereby designates the Chief Financial Officer as purchasing agent or designee for the Board. The following procedures along with current Indiana law and guidance published by the Indiana State Board of Accounts shall be generally followed by school administrators for the purchase of products or supplies (i.e. equipment, goods, and materials):

I. **Specifications —** Prior to obtaining proposals for goods or supplies, the purchasing agent or designee will prepare specifications describing the goods or supplies. Specifications should be prepared in such a manner to promote overall economy and to encourage competition. Duplicative or unnecessary items will not be purchased. Consideration should be given to consolidating or breaking out procurement to obtain a more economical purchase.

II. **Good Faith Requirement —** Each purchasing agent or designee shall negotiate, perform, or administer each contract in good faith.

III. **Rules and Policies —** The school may adopt additional guidelines to regulate purchases which may supplement, but may not be inconsistent with Indiana law. The school corporation may also establish additional written policies for purchases. Written policies may apply to all purchases generally or to a specific purchase.

IV. **Electronic Transmission —** The purchasing agent or designee may give and receive notices and offers electronically.

V. **Trusts -** If the purchasing agent or designee receives an offer from a trust, the purchasing agent or designee must require the trust to identify the beneficiaries of the trust and settlor empowered to revoke or modify the trust prior to accepting an offer to determine if a conflict of interest may exist.

VI. **No Artificial Division —** Purchases may not be artificially divided to avoid any requirement of the public purchasing law or any other applicable law. Artificial division to avoid any requirement could result in personal responsibility for the purchasing agent or designee and possible criminal charges.

VII. **Invitation for Bids —** Unless another purchase method is allowed by statute and prior to obtaining proposals for goods or supplies over $150,000, a purchasing agent or designee must normally issue an invitation for bids and which must include the following information:

A. A description for the goods or supplies to be purchased which may include specifications attached to or made a part of the solicitation;
B. All contractual terms and conditions that apply to the purchase;
C. A statement of the evaluation criteria that will be used in the review of responses including any inspection, testing, quality, workmanship, delivery, or suitability standards;
D. The time and place for opening of bids;
E. A statement concerning whether the bid must be accompanied by a certificate check or other evidence of financial responsibility; and
F. A statement concerning the conditions under which a bid may be cancelled or rejected in whole or in part.

VIII. **Evaluation Criteria —** Evaluation criteria that will affect the bid price and will be considered in the bid evaluation process must be objectively measurable. A purchasing agent or designee may only use criteria specified in the bidding documents and applicable laws to evaluate the bids.

IX. **Evidence of Financial Responsibility —** The purchasing agent or designee may specify in a solicitation that an offeror must provide evidence of financial responsibility. Evidence of financial responsibility may be a bond, certified check, or other evidence specified by the purchasing agent or designee in the solicitation. A bond or certified check may not be set at more than ten percent (10%) of the contract price.

X. **Public Notice —** When total project cost is over $150,000, The purchasing agent or designee must give newspaper notice of any invitation for bids in accordance with IC 5-3-1 and currently requires a notice must be published two (2) times at least one (1) week apart with the second notice at least seven (7) days prior to the opening of bids.

XI. **Public Opening -** The purchasing agent or designee shall open bids publicly. Offers may be opened after the noticed date if the school board determines in writing that it is in its best interest and the time and place is announced at the originally scheduled opening.

XII. **Prohibited Changes —** The purchasing agent or designee may not permit changes in bid prices or other material provisions of bids after the bid opening.

XIII. **Contract Decision —** ~~The purchasing agent or designee must award the contract promptly by written notice to the lowest responsible and responsive bidder or reject all bids submitted.~~ If the Board ~~purchasing agent or designee~~ awards a contract to a bidder other than the lowest bidder, the reason for the award must be stated in the minutes of the board meeting at the time the award is

made and written notification provided to all bidders should include the factors used to determine which bidder is the lowest responsible and responsive bidder.

A. Responsible Bidder

The purchasing agent or designee must determine whether an offeror is "responsible" and if not, that determination must be made in writing. The following factors can be considered:

i. whether an offeror fails to provide information required to determine whether they are responsible;
ii. the ability and capacity of the offeror to provide the goods or supplies;
iii. the integrity, character, and reputation of the offeror; and
iv. the competency and experience of the offeror.

Unless exempt, registration with the Indiana Secretary of State to do business in Indiana and adequate insurance as determined by the Corporation is required to be considered responsible.

B. Responsive Bidder

The purchasing agent or designee must determine whether an offeror is responsive. The purchasing agent or designee may consider the following factors:

i. whether the offer confirms in all material respects to the specifications;
ii. whether the offer complies specifically with the solicitation and the instruction to offerors; and
iii. whether the offeror has complied with all applicable statutes, ordinances, resolutions, or rules pertaining to the award of a public contract.

XIV. **Unconditional Acceptance —** Bids must be unconditionally accepted without alteration or correction, with limited exceptions. If a bidder inserts contract terms or bids on items not specified in the invitation, the purchasing agent or designee shall treat the additional material as a proposal for addition to the contract and may either declare the bidder nonresponsive, permit the bidder to withdraw the proposed additions to the contract, or be willing to accept any of the proposed additions to the contract. However, a purchasing agent or designee may not accept proposed additions that violate Indiana law or are prejudicial to the school or to fair competition.

XV. **Purchase Order -** Within thirty (30) days after the acceptance of an offer, the purchasing agent or designee shall deliver notice to the successful offeror a purchase order and retain a copy for public inspection.

XVI. **Length of Goods/Supplies Contract** — A contract for goods or supplies may be entered into for a period not to exceed four (4) years and must specify that obligations of the school are subject to the appropriation and availability of funds.

XVII. **Contract Renewal** — A contract that contains a provision for escalation of the price of the contract may be renewed only if the price escalation is linked to a commonly accepted index or a formula set forth in the contract. The term of a renewed contract may not be longer than the initial term of the contract.

XVIII. **Advance Payments —** The Corporation may not make payment in advance of receipt of goods or services unless permitted by applicable law. The Corporation may only make payment in advance of receipt of goods and services when allowed by Indiana law and IN State Board of Accounts guidelines.

XIX. **— Prohibited Items -** Under no circumstances is the Corporation or any of its agents or employees permitted to use funds for purchases of tobacco, alcohol, or illegal substances.

ALTERNATIVE PURCHASING METHODS

The purchasing agent or designee may when allowed under the public purchasing and public contract laws consider use of the following alternative purchasing methods. Any purchase that does not qualify for an alternative purchasing method must be made through a public bidding process.

I. Requests for Specifications — The school board may make a written finding that the development of specifications is not feasible and may grant a purchasing agent or designee approval to issue a request for specifications. Requests for specifications should be published in accordance with IC 5-3-1 which requires that a newspaper notice must be published two (2) times at least one (1) week apart.

Requests must include the following:

A. the factors or criteria that will be used in evaluating the specifications;
B. a statement concerning the relative importance of the evaluation factors; and
C. a statement concerning whether discussions may be conducted with persons proposing specifications to clarify the specification requirements.

All entities proposing specifications must be accorded fair and equal treatment with respect to any opportunity for discussions and revisions of proposed specifications.

II. Request for Proposals ("RFP")

The purchasing agent or designee may also and is encouraged to issue a request for proposals.

An RFP must include at least the following:

A. the factors or criteria that will be used in evaluating the proposals;
B. a statement concerning the relative importance of price and other evaluation factors (only these evaluation factors may be considered in the evaluation of proposals);
C. a statement concerning whether the proposal must be accompanied by evidence of financial responsibility; and
D. a statement concerning whether discussion may be conducted with responsible offerors who submit proposals determined to be reasonably susceptible of being selected for award.

Requests for proposals should be published in accordance with IC 5-3-1 which requires that a newspaper notice must be published two (2) times at least one (1) week apart. In addition to publishing the request

for proposal, nothing shall prevent the Corporation from sending the Request for proposals directly to known suppliers and/or contractors inviting the supplier or contractor to submit a proposal.

If an RFP is issued, the purchasing agent or designee must prepare a register of proposals which must be open to the public inspection after the contract is awarded. The register must include at least the following:

A. a copy of the RFP;
B. a list of all persons to whom copies were given;
C. a list of all proposals received, including the name and address of all offerors, the dollar amount of each offer, and the name and dollar amount of the successful offeror;
D. the basis on which the award was made; and
E. the entire contents of the contract file, except for proprietary information included with an offer.

As provided in the request for proposals or under the rules or policies of the school, discussions may be conducted with, and best and final offers obtained from, responsible offerors who submit proposals determined to be reasonably susceptible of being selected for award. The RFP must be awarded to the responsible offeror whose proposal is determined in writing to be the most advantageous to the school. Awards may be made to more than one offeror if the proposals are determined in writing to be advantageous to the school.

The purchasing agent or designee must treat each offeror fairly and equally with respect to any opportunity for discussion and revision of proposals. In conducting discussions with an offeror, the purchasing agent or designee may use information derived from other proposals in discussion only if the identity of the offeror providing the information is not disclosed to others. Equivalent information must be provided to all offerors with which the purchasing agent or designee chooses to have discussions.

III. **Purchasing Organizations -** If the school is a participant in a cooperative purchasing organization, a purchasing agent or designee may work with the organization to solicit proposals for the supplies, goods, and services.

IV. **Reverse Online Auctions -** The purchasing agent or designee may conduct a reverse auction for the purchase of supplies by using an internet purchasing site to issue an invitation for bids and receive bids in accordance with Indiana law.

V. **Special Purchases-** Special Purchases without soliciting bids or proposals are permitted under IC 5-22-10 if made with competition as practicable under the circumstances and:

A. Certain emergency conditions exist;
B. Unique opportunity to obtain supplies or services at a substantial savings to School;
C. Auction;
D. Data processing contract or licensing agreement (such as software programs);

E. Concerns over compatibility of equipment and only 1 source meets reasonable requirements; F. Purchasing method seriously impairs the functioning of school
G. No responsive offers received under correct use of other purchasing methods;
H. A governmental discount of established price;
I. Only single source of supply is available
J. Efficiency & economic advantages (such as federal GSA pricing)
K. Vendor is an entity with contract with federal agency or purchase is from federal government or public utility
L. Acceptance of a Gift

VI. **Micro Purchases (Under $10,000 Using Federal Funds)-** This section applies only if the purchasing agent or designee expects the purchase to be less than $10,000 when federal funds are used to purchase supplies *and* services. A purchasing agent or designee may award without soliciting competitive price or rate quotations if the purchasing agent or designee deems the price reasonable based on research, experience, purchase history, or other information and documents maintained by the Corporation.

VII. **Small Purchases (Under $50,000 Using Non-Federal** Funds)-Purchases under $50,000 using nonfederal funds may be made through the open market, or using any other method established under this Policy and deemed appropriate by the purchasing agent or designee.

VIII. **Request for Quotes (Federal Purchases Between $10,000-$150,000 or Non-Federal Purchases Between $50,000 and $150,000)-** This section applies only if the purchasing agent or designee expects a non-federal purchase to be between $50,000 and $150,000, or a federal purchase to be between $10,000 and $150,000.

- A purchasing agent or designee may purchase supplies by inviting quotes from at least three (3) persons known to deal in the lines or classes of supplies to be purchased.
- The purchasing agent or designee shall mail an invitation to quote to these persons at least seven (7) days before the time fixed for receiving quotes.
- If the purchasing agent or designee receives a satisfactory quote, the purchasing agent or designee shall award a contract to the lowest responsible and responsive offeror for each line or class of supplies being requested. The purchasing agent or designee may reject all quotes.
- If the purchasing agent or designee does not receive a quote from a responsible and responsive offeror, the purchasing agent or designee may purchase the supplies under IC 5-22-10-10.

ADDITIONAL PROVISIONS ON PROCUREMENT USING FEDERAL FUNDS

The Superintendent shall maintain a procurement and contract administration system in accordance with the federal procurement requirements (2 CFR 200), including verification that vendor/contractor has not been suspended or debarred from participation in federal programs, and the prohibition of use of statutorily or administratively imposed state, local or tribal geographical preferences in the evaluation of bids or proposals, except where applicable federal statutes expressly mandate or encourage geographic preference,

for the administration and management of Federal grants and Federally-funded programs. The Corporation shall maintain a contract administration system that requires contractors to perform in accordance with the terms, conditions, and specifications of their contracts, applicable laws, and/ or purchase orders. Except as otherwise noted or as required by applicable laws, procurement transactions shall conform to the provisions of this policy and related guidelines.

The Superintendent/Treasurer shall review applicable laws with regards to grant opportunities and prepare applications for programs deemed appropriate and beneficial to the students and the School. The Superintendent/Treasurer shall approve each such proposal prior to its submission, and the Board shall approve receipt of all grants resulting from such proposals.

MATERIALITY & CAPITAL ASSETS

It is the School Board's intent to maintain a fixed asset capitalization plan utilizing the following guidelines. In addition to establishing this capitalization policy, the Corporation, according to Indiana State Board of Accounts guidance, maintains a Capital Assets Ledger; identifies capital assets by activity; identifies capital assets by major class; confirms beginning balance; reports additions to capital assets; reports reductions in capital assets; compares ending balance to Capital Assets Ledger; documents basis for valuation and estimated useful life; and has established internal controls (see Policy F100 on Internal Controls).

Definitions and Provisions

For the purpose of this policy, the following definitions apply unless the context clearly indicates or requires a different meaning.

"Tangible Assets" - Assets which can be observed by one or more of the physical senses.

"Fixed Asset" - Tangible assets of a durable nature employed in the operating activities of the Corporation and are relatively permanent and are needed for the production or sale of goods or services are termed property, plan and equipment or fixed assets. These assets are not held for sale in the ordinary course of operations. This group is usually separated into classes according to the physical characteristics of the items (e.g. land, buildings, improvements other than buildings, machinery and equipment, furniture and fixtures).
"Capital Outlays" - Expenditures which benefit both the current and future fiscal periods. Includes costs of acquiring land or structures; construction or improvement of buildings, structures or other fixed assets; and equipment purchases having an appreciable and calculable period of usefulness. These are expenditures resulting in the acquisition of or addition to the government's general fixed assets.

I. **Land**

Corporation will capitalize land purchases, regardless of cost. Original cost of land will include the full value transferred to the grantor, including relocation, closing costs incidental to the purchase (including title insurance commitment and insurance) appraisal and negotiation fees, surveying and costs for preparing the land for its intended purpose (including contractors and/or school workers salary and benefits, such as demolishing buildings, excavating, clean up, and/or inspection).

Corporation will record donated land at fair market value on the date of conveyance plus any associated costs. Purchases made using federal or state funding will follow the source funding policies and above procedures. II. **Machinery and Equipment**

Machinery and equipment includes an apparatus, tool, or conglomeration of pieces to form a tool. The tool will stand alone and not become a part of a basic structure or building.
Corporation will capitalize and tag items with an individual value equal to or greater than $10,000. Machinery combined with other machinery to form one unit with a total value greater than the above mentioned limit will be one unit.

Shipping charges, consultant fees, and any other cost directly associated with the purchase, delivery, or set up, (including contractors and/or school workers salary and benefits), which makes such equipment operable for its intended purpose will be capitalized.

Improvements or renovations to existing machinery and equipment will be capitalized only if the result of the change meets all of the following conditions:

1. total costs exceeds $10,000,
2. the useful life is extended two or more years, and
3. the total costs will be greater than the current book value and less than the fair market value.

III. Buildings

Corporation will capitalize buildings at full cost with no subcategories for tracking the cost of attachments. Attachment can include roofs, heating, cooling, plumbing, lighting, or sprinkler systems, or any part of the basic building. Corporation will include the cost of items designed or purchased exclusively for the building.

Corporation's new building will be capitalized only if it meets the following conditions: 1) the total cost exceeds $10,000, and 2) the useful life is greater than two years.

Corporation while improving or renovating an existing building will capitalize the cost only if the result meets all of the following conditions:

1. the total cost exceeds $10,000,
2. the useful life is extended two or more years, and
3. the total cost will be greater than the current book value and less than the fair market value.

Capital building costs will include preparation of land for the building, architectural and engineering fees, bond issuance fees, interest cost (while under construction), accounting costs if material, and any costs directly attributable to the construction of a building.

Corporation will record donated buildings at fair market value on the date of transfer with any associated costs. Purchases made using federal or state funding will follow the source funding policies and above procedures.

IV. **Improvements Other than Buildings**

These improvements to land are for better enjoyment, attached or not easily removed, and will have a life expectancy of more than two years. Examples include walks, parking areas and drives, fencing, retaining walls, pools, outside fountains, and other similar items.

Corporation will capitalize new improvements other than buildings if it meets the following conditions: the total cost exceed $10,000, and the useful life is greater than two years.

Corporation will capitalize improvements or renovations to existing improvements other than buildings if it meets the following conditions:

1. the total cost exceeds $10,000,
2. the assets' useful life is extended two or more years, and
3. the total cost will be greater than the current book value and less than the fair market value.

Corporation's donated improvements other than buildings will be recorded at fair market value on the date of transfer with any associated costs. Purchases made using federal or state funding will follow the source funding policies and above procedures.

"Historical Cost" - The cash equivalent price exchanged for goods or services at the date of acquisition. Land, buildings, equipment, and most inventories are common examples of items recognized under the historical cost attribute.

Recording and Accounting

Corporation will classify capital expenditures as capital outlays within the fund from which the expenditure was made in accordance with the chart of accounts of the latest version of Accounting and Financial Regulatory Reporting Manual for political subdivisions. The cost of property, plant and equipment includes all expenditures necessary to put the asset into position and ready for use. For purposes of recording fixed assets of the Corporation, the valuation of assets shall be based on historical cost or where the historical cost is indeterminable, by estimation for those assets in existence.

In addition, an asset register using SBOA prescribed forms shall be maintained to provide a detail record of the capital assets of the Corporation.

When it is not possible to determine the historical cost of capital assets owned by Corporation, the following procedure should be followed. Corporation will develop and inventory of all capital assets which are significant for which records of the historical costs are not available. Corporation will obtain an estimate of the replacement costs of these assets. Through inquiry Corporation determines the year or approximate year of acquisition. Then Corporation multiplies the estimated replacement cost by the factor for the year of acquisitions from the Table of Cost Indexes published by the Indiana State Board of Accounts. The resulting amount will be the estimated cost of the asset.

In some cases, estimated replacement cost can be obtained from insurance policies; however, if estimated replacement costs are not available from insurance policies, Corporation should obtain or make an estimate of the replacement costs. **Safeguarding of Assets**

Accounting controls shall be designed and implemented to provide reasonable assurances that:

1. Capital expenditures made by the Corporation be in accordance with board's authorization as documented in the board meeting minutes.
2. Adequate detail records be maintained to assure accountability for Corporation assets.
3. Access to assets be permitted in accordance with the board's authorization.
4. The recorded accountability for assets be compared with the existing assets at least every two years and appropriate action be taken with respect to any differences.

PUBLIC WORKS PROJECTS

Advance Payments

The Corporation may make advance payments to contractors to enable the contractors to purchase materials needed for a public works project of the Corporation. The solicitation of the public works contract providing for such advance payment must include the following information:

A. That the Corporation may make advance payments to contractors with approval of the Board of School Trustees to enable such contractors to purchase materials;
B. Any limitations on the amount of advance payments that will be made;
C. Requirements for documentation relating to making advance payments to contractors for materials; and
D. Any other information about advance payment for materials the political subdivision considers useful to contractors that make offers.

Such advance payments may not exceed the lesser of fifty percent (50%) of the entire cost of the contract or two million dollars ($2,000,000.00).

Required Construction Procedures

If the cost of a construction project exceeds $300,000, the Corporation will follow the statutory provisions for design-build, construction manager as constructor, competitive bid, or guaranteed energy savings contract.

ADVANCE PAYMENTS FOR GOODS AND SERVICES

The Corporation authorizes the making of advanced payments for goods before delivered or services before completed. If such advance payments are made, the ~~local fiscal officer or designee~~ purchasing agent must do all of the following relating to such advance payments:

A. Track prepayments by defining the prepayment on a purchase order;
B. Create a prepayment invoice that is associated with the purchase order;
C. Require insurance or a surety bond in the amount of prepayment if the amount of prepayment is more than one hundred fifty thousand dollars ($150,000.00).

Such advance payments may not exceed the lesser of fifty percent (50%) of the entire cost of the contract or two million dollars ($2,000,000.00).

SBOA Uniform Compliance Guidelines Manual for Schools, Chapter **1**

2 CFR 200.318s

I.C. 5-11-1-27

I.C. 5-22-7

I.C. 5-22-8

IC 5-22-10

IC 5-30-1 et seq.

IC 5-32-1 et seq.

I.C. 36-1-7

IC 36-1-12

IC 36-1-12.5
I.C. 5-11-10-1.6

Franklin Community School Corporation

Adopted: 7-8-24 Revised: May 12, 2025

Book	POLICIES
Section	Section F - Fiscal Management
Title	F225 - Fundraising & Crowdfunding
Code	
Status	Active
Adopted	September 9, 2024

F225

FUNDRAISING & CROWDFUNDING

The School Corporation recognizes that staff and student organizations may need to raise funds to support various educational and other instructional-based initiatives. The Corporation also acknowledges the utility and convenience of online fundraising or crowdfunding/crowdsourcing sites. The School Board authorizes the Superintendent or designee to approve all fundraisers and inform the School Board at its next regular meeting. When considering what methods to employ when fundraising, students and staff must consider:

- Only using crowdfunding sites/services that have been vetted and approved by the Superintendent or designee in writing; and
- Whether the proposed fundraising or crowdfunding site takes a portion of the raised funds or requires fundraising goals be met prior to releasing funds.

Fundraising and use of online fundraiser/crowdsourcing sites are subject to all Corporation policies and procedures on fundraising generally, as well as the specific requirements for *online* fundraising below:

1. All fundraising campaigns must support educational or instructional-based initiatives.
2. All crowdfunding campaigns must comply with other board policies and applicable laws, including student privacy and anti-harassment laws. Postings may not include a student's personally identifiable information without parental consent.
3. No Corporation staff may receive any cash payments for fundraising campaigns (except for reimbursement to teachers for verified reasonable project costs).
4. Corporation staff must keep and submit, upon request, records of all funds and items obtained to the Superintendent or his or her designee. A financial report shall be submitted to the Superintendent or

designee at the conclusion of the fundraiser.

5. Funds and/or property received through fundraising (online or otherwise) become property of the Corporation, will be inventoried in the same manner as other Corporation materials and equipment, and will remain in the classroom.
6. Any item purchased with the funds received is Corporation property and must fit/be compatible with Corporation technology.
7. If a teacher has obtained educational resources through fundraising and then moves to another school building within the Corporation, the teacher and building principal will work to mutually agree if the materials should follow the teacher to the new building or remain with the original building. The teacher and principal should take into consideration the best interests, curriculum, and grade level of the students at each building.
8. If the teacher moves to another school corporation, the materials remain in the school building.

Employees who launch fundraising campaigns in violation of this policy do so at their own risk and may not act on behalf of, or hold themselves out as acting on behalf of, their school or the Corporation. Such employees are subject to discipline, up to and including termination/cancellation of employment contract.

The Superintendent or his or her designee may develop administrative guidelines to implement the above policy.

Franklin Community School Corporation

Adopted: 9-9-24

Revised:

Book	GUIDELINES
Section	Section F - Fiscal Management
Title	F225-R - Online Fundraising & Crowdfunding Administrative Guidelines
Code	
Status	Active
Adopted	March 10, 2025

F225-R

ONLINE FUNDRAISING & CROWDFUNDING ADMINISTRATIVE GUIDELINES

The following procedures must be complied with for all online or crowdfunding campaigns that are conducted or overseen by School Corporation staff members. Corporation staff members who launch crowdfunding campaigns without first complying with these procedures do so at their own risk and may not act on behalf of, or hold themselves out as acting on behalf of, their school or the Corporation. Such staff members are subject to discipline, up to and including termination/cancellation of employment contract.

These crowdfunding guidelines also apply to parents, and/or students who wish to raise funds for a specific classroom, school, or school activity through a crowdfunding campaign. While these guidelines do not directly apply to Corporation-affiliated organizations (e.g. PTA/PTO, Athletic/Band Booster Groups), significant deviation from these guidelines by an affiliated organization may be cause for the Corporation to refuse donations from such organization.

Authorized Platforms

Online or crowdfunding campaigns may only be conducted using ~~DonorsChoose or GoFundMe~~ crowdfunding sites/services that have been vetted and approved in writing by the Superintendent or designee.

Request and Approval Process

Prior to beginning a campaign and making the initial posting of the project ~~on either DonorsChoose or GoFundMe~~ , the staff member must submit to and obtain approval of an application from the Principal that includes the following information:

1. A description of the items the staff member is seeking to obtain, the value of the items, the timeline for the project, a description of how the project will be administered, and information on action

that will be taken if goal is not met in project timeline (obtainment of some of the requested items, extension of timeline, return of funds, etc.).

2. A description of how the items or funds will support educationally-related initiatives or programs (including extra-curricular activities),

3. A copy of any narratives that will be used to solicit the funds on the website along with any photos that the staff member wants to use on the crowdfunding site. A proposed posting describing the purpose and rationale for the crowdfunding campaign that reflects negatively upon the Corporation, its programs and services, or its staff and students shall not be approved. Staff members are prohibited from including identifiable student images, identifying specific students and/or their areas of disability or need. Any photos and any information contained in the narratives must protect student privacy and comply with all state and Federal privacy laws, including FERPA. The Corporation encourages staff members to limit pictures to empty classrooms, the staff member, and/or photos of students when the students are not identifiable (e.g., the back of their heads or hands). If a staff member must use students' names and/or images, which is discouraged, the staff member must: provide an explanation for why the students' names and/or images are necessary and obtain written authorization from the students' parents/guardians. The written authorizations must be included with the application.

4. A copy of the profile that will be utilized by the staff member on the crowdfunding site. Confirmation that the funds raised and/or the items purchased by the crowdfunding site will go directly from the crowdfunding site to the Principal of the school that will be benefitted by the funds/items.

5. of the school that will be benefitted by the funds/items.
6. If the campaign is for the purchase of technology, an approval from the Technology Department assuring compatibility with the Corporation's system and Corporation capacity to provide technical support for the devices/software.
7. If feasible, the staff member shall include in the posting a link to this Board policy/guideline.

The Principal will review the application to confirm compliance with the above procedures and to verify the proposed project and posting: will not create any legal liabilities; complies with Board policy and guidelines; and does not violate State and Federal laws and regulations. The Superintendent or designee will verify the proposed posting does not infringe on student privacy rights and intellectual property laws. If the Principal identifies an issue that may have legal implications, s/he will notify the Superintendent or designee so that legal counsel may be consulted prior to rendering a decision on the proposal or posting.

If the Principal approves an application, the Principal shall forward it on to the Superintendent or designee. The Superintendent or designee shall have final decision-making authority on a crowdfunding proposal or posting.

If the project is approved, the staff member/sponsor will provide the Superintendent or designee with any information needed for the Corporation to receive donated funds directly from the crowdfunding site.

The staff member must keep the Principal informed of the status of the campaign as it progresses and at its conclusion. The Principal shall review the campaign website from time to time to verify the information posted is the same as set forth in the application.

Staff members may only work on crowdfunding activities during the work day with written permission

from their Principal. Campaigns may not extend past the time period set forth in the application. The Corporation is not responsible for the tax benefits and/or consequences of the donation. Under no circumstances will the Corporation issue documentation to donors to the crowdfunding site concerning the tax implications of any donations to the site. If the staff member desires to provide a reward, perk, or thank you gift to donors, the staff member must include in his/her application a description of any rewards, perks, or thank you gifts that will be provided to donors, including the cost and source of the reward, perk or thank you gift. The staff member is then responsible for making sure any awards, and/or appreciate recognition is sent to the appropriate donors.

Once the funds or supplies/equipment are purchased by the crowdfunding site with the proceeds of the campaign, they will be made available to the staff member for the express purpose of fulfilling the stated purpose of the project. The staff member, in conjunction with the Principal, is responsible for making sure any funds received are used for the express purpose for which they were raised; the staff member must submit to the Principal documentation of any expenditures of the funds, including any purchases made with those funds. Such documentation must be submitted within one (1) week of the expenditure. Failure to produce documentation will jeopardize the staff member's ability to engage in crowdfunding in the future.

All funds raised and materials donated are considered the property of the Corporation and shall remain in the Corporation in the event the staff member who ran the crowdfunding campaign ends his/her employment with the Corporation.

A staff member who violates the Corporation's Online Fundraising & Crowdfunding Policy or this guideline is subject to disciplinary action, up to and including termination/cancellation of employment contract.

Franklin Community School Corporation
Adopted:

Revised:

Book	GUIDELINES
Section	Section F - Fiscal Management
Title	F250-R - Travel Expenses
Code	
Status	Active
Adopted	June 10, 2024

F250-R

TRAVEL EXPENSES

Use of Credit Cards

Please see *School Board Policy F150* and *Administrative Guideline F150-R.*

Reimbursable Expenses

Actual, reasonable expenses will be reimbursed subject to the limits set forth in these guidelines.

A. **Personal automobiles**

Personal vehicle travel shall be reimbursed at the IRS rate in effect at the time of travel (see IRS Standard Mileage Rates). The School Corporation utilizes the IRS standard reimbursement rate for personal auto use, for fuel, insurance, depreciation, and any other costs of usage. Parking and tolls should be itemized separately and receipts should be included. For two or more persons traveling in the same vehicle, only one person will be reimbursed. Reimbursement requests should be submitted to the Business Department using a Mileage Reimbursement Form and an Accounts Payable Voucher.

Automobile insurance is required if driving a personal vehicle on Corporation business. An employee involved in an auto accident while on Corporation business and driving his/her own car is covered by his/her own automobile policy for damage to the vehicle and property. An employee involved in an auto accident while on Corporation business must notify the Superintendent or Designee within 24 hours of the accident, in addition to notifying his or her insurance company.

B. **Rental cars**

Automobile rentals should be limited to situations where other means of transportation are not practical, economical, or available. All Liability and Physical Damage coverage should be declined when renting a car in the name of the Corporation. The Corporation maintains comprehensive collision and liability insurance on all vehicles rented or leased for official business. It is mandatory to enter "Franklin Community Schools" as well as the individual's name on the rental forms. If a rented vehicle is involved in an accident, the employee must notify the Superintendent or Designee within 24 hours of the accident, in addition to notifying the car rental agency. Reimbursable costs include the daily rental fee, taxes, gasoline charges, parking and tolls.

Travelers should refill gas tanks before returning the vehicles. Rental companies levy a charge for refueling, far more than the price of gas. Avoid drop charges by returning the vehicle to the renting location. Compare the cost of air travel versus driving and drop charges.

C. **Rideshare, Bus, Train, and Taxi ~~and Limousine~~ Services**

A receipt should be requested to document these expenses. Indicate on the receipt the starting and ending point for the trip and a brief description of the purpose of the trip. Limousine service (including to and from airports) should only be used when given prior written approval by the CFO ~~other means of transportation are not tactical or available~~ .

D. **Commercial Air Travel**

Commercial air travel expense is reimbursed on the basis of the actual cost incurred by the traveler. All Corporation approved travel will be at the most economical rates, ~~not first or business class~~ . Travelers are expected to take the least costly fare offered that realistically meets scheduling needs. Air carrier selection cannot be biased by a traveler's frequent flyer program membership status. Long term airport parking subject to reimbursement. Submit an itemized receipt for airline tickets to the Corporation Treasurer.

Any increase in fares due to extension of a trip for personal reasons should be reimbursed to the Corporation or excluded when requesting reimbursement.

E. **Lodging**

Reimbursable lodging will be limited to a single room rate (for individual travelers) plus tax. Travelers are expected to choose the most economic rate that realistically meets needs. Hotel rooms should not be reserved until the rates have been approved by ~~the Superintendent or Designee~~ CFO

Original itemized hotel receipts are required for reimbursement.

F. **Conference Registration**

The payment of conference registration fees by the Corporation requires either an official invoice or receipts/proof of payment.

G. **Meals and Incidentals**

The Corporation will reimburse expenses associated with meals, including reasonable tips, up to $100 per day. Itemized receipts required. Exceptions should be approved in advance. Expenses not approved would be the responsibility of the employee. If meals are included in the conference registration fee, reimbursements for additional meal expenses will not be approved.

~~Alcoholic beverages will not be reimbursed and must be on a separate receipt.~~

~~H. **Miscellaneous Expenses**~~

~~Miscellaneous reimbursable expenses include charges for long-term airport parking, baggage handling,storage, and tips (maximum of 18%).~~

Non-Reimbursable Expenses

Non-reimbursable expenses include, but are not limited to:

- Personal entertainment expenses (movies, games, health club, golf outings, and other optional conference activities not included in the general conference fee), including in-room hotel services that are not necessary for business purposes
- Valet parking, unless the hotel or venue prohibits guests from parking their own vehicles or unless no other parking is readily available
- Travel accident insurance premiums
- Costs incurred by failure to cancel transportation or hotel reservations
- Traffic and/or parking violation fines
- Repairs to personal vehicles used for Corporation travel
- Spouse or other family member expenses
- Commuting costs between home and the Corporation
- Laundry service (unless the trip is longer than 5 days)

Franklin Community Schools

Adopted: 6-10-24

Revised:

Book	POLICIES
Section	Section F - Fiscal Management
Title	F325 - Debt Management Pollicy
Code	
Status	Active

F325

DEBT MANAGEMENT POLICY

The purpose of the Corporation's Debt Management Policy ("Debt Policy") is to establish and maintain well-defined guidelines around issuing new debt and considerations for outstanding debt to protect the fiscal stability of the Corporation. The Chief Operating Officer/Treasurer and the School Board of Finance shall review this Debt Policy annually to determine if any adjustments are needed during the annual Board of Finance meeting.

Definitions:

For purposes of this policy, the following definitions apply:

Amended and Restated Post Issuance Compliance Procedures shall mean the post-issuance procedures approved by the School Board President, School Board Secretary, and Chief Operating Officer/Treasurer.

Corporation shall mean the Franklin Community School Corporation.

Corporation Debt shall include short-term debt, long-term debt or any related school building corporation debt.

Finance Team shall mean the Superintendent, Chief Operating Officer/Treasurer, municipal advisor, and bond counsel.

School Board shall mean the Franklin Community Schools Board of School Trustees.

Objectives:

In order to achieve its purpose, the Debt Policy has the following objectives:

- To guide the Corporation's Finance Team;
- To set forth operating principles minimizing the cost of government and financial risk;
- To maintain appropriate financial capacity for present and future needs; and
- To protect the Corporation's credit rating and provide for adequate resources to meet the obligations of the Corporation debt.

Guidelines for Debt:

Financing Team

The Corporation employs various professionals for assistance with its debt issuance. These professionals include underwriters, trustees, consultants, municipal advisors and attorneys. For these professional services, the Corporation, through its Chief Operating Officer/Treasurer, will evaluate its professionals as needed. When evaluating the professionals, the Corporation will consider general municipal financing expertise and qualifications, as well as the specific understanding of the Corporation's debt structure, finances, legal covenants, and familiarity with the Corporation.

Debt Limits

The Corporation will observe state constitutional and statutory restrictions applicable to any debt issued by the Corporation. The Corporation shall not be subject to any additional local debt limitation, but as a policy goal, the Corporation will target a maximum non-exempt debt service levy tax rate (excludes debt approved by referenda) exceed $0.64999 ("Maximum Targeted Rate"). $ ~~$0.74999 +/- $.05 ("Targeted Range")~~. The Corporation will monitor other debt measurements in conjunction with the issuance of additional bonds, including debt compared to gross assessed value and debt per capita.

The Corporation, with the assistance of, and oversight by the Finance Team, will work to maintain the Targeted Range, and any changes to this policy goal must be approved by the School Board.

Refunding Bonds

The Corporation may refund outstanding debt to achieve interest cost savings, remove or change burdensome bond covenants, adjust interest rates, release funds or a lien on building corporation property, restructure the stream of debt service payments and for any other reason deemed in the best interests of the Corporation, as determined by the Finance Team and the School Board.

If the Corporation determines it will refund outstanding debt to achieve cost savings, then such cost savings should target savings or benefit to the Corporation of five percent (5%); however, smaller savings amounts may be evaluated for financings where there are significant present value savings and the interest rate environment is increasing.

Tax-Exempt or Taxable Debt

Most debt will be issued as tax-exempt when permitted under federal law. To qualify as tax-exempt, the terms of the issuance and the use of issuance proceeds must comply with IRS regulations. Bond counsel will review the transaction and intended use of bond proceeds with the Finance Team and make a determination on the tax status of the bonds under consideration. The Corporation will take the necessary steps to maintain the tax-exempt status of the bonds after issuance (in accordance with its Tax Compliance Procedures, which are contained in bond transcripts for the applicable tax-exempt financing).

The Corporation may issue taxable debt for projects or uses that do not meet federal and/or state regulations for tax-exempt funding. In some instances, the use of tax-exempt debt might not be costeffective, leading to the use of a taxable issuance as the lowest possible cost of funds. The Finance Team shall determine the most cost-effective way to finance the project for each financing. The following items should be considered when the Corporation plans to issue taxable debt:

- Conventional call provisions in the taxable market can differ materially from those included in the taxexempt market, and, if deemed appropriate, the Corporation will consider the economic benefits and costs of a make whole call or issuing non-callable bonds, both of which are common in the taxable bond market.
- Consideration should be given to whether the Corporation would benefit from using a blend of taxexempt bonds and taxable bonds on a particular financings. Analysis should be completed prior to the bond sale regarding as to structure would produce the lowest cost for a given maturity when considering applicable legal options.

Debt Considerations:

Debt Structure

All capital improvements financed through the issuance of debt will be financed for a period, in general, not to exceed the useful economic life of the improvements and in consideration of the ability of the Corporation.

Long-term debt, payable from ad valorem taxes, is limited to the maximum allowable time period under law. Call features should be evaluated based on market conditions and other considerations at the time debt is issued. The Corporation will evaluate call features with the Finance Team, with the advice of its municipal advisor, and will determine what is in the Corporation's best interest based upon an assessment of the municipal bond market at the time of the financing.

The Corporation only plans to issue fixed rate debt and will not issue variable rate debt. Should future market conditions change to make variable rate debt a more attractive option for the Corporation, then the School Board will re-evaluate this portion of the Debt Policy at that time.

Bond Ratings

In connection with a bond financing, the Finance Team shall evaluate whether there is a benefit to have one or more ratings assigned to the bond issue. When making this assessment, the Finance Team shall determine whether the estimated cost of securing the rating or ratings is likely to result in an estimated reduction in the total interest cost. The estimated reduction in interest cost should exceed the estimated costs to secure the rating, including the cost of professional services needed to assist with the rating process.

Additionally, the Finance Team shall respond to any inquiries from the rating agencies after the debt has been issued to provide the rating agencies with accurate and timely information that is relevant to the financial position of the Corporation. The Chief Operating Officer/Treasurer, with the assistance of its municipal advisor, shall maintain a relationship with one or more rating agencies on a consistent basis to keep the rating agencies informed of capital plans, upcoming debt issuance or other information that is pertinent to the Corporation's finances.

Management of Bond Proceeds

When bonds are issued, the bond proceeds will be deposited into the accounts as set forth in the authorizing document for the bond financing, which may include the construction fund and an escrow fund for refundings. Monies allocated to these funds may be invested until needed. The investment strategy for each fund will depend, in part, on federal and state statutes and regulations governing the types of instruments permitted to be used and will consider any tax covenants associated with tax-exempt debt. The funds will be invested in accordance with the School Board's Investment Policy, F200 – Investment Income, and the Business Department, with assistance from its municipal advisor and bond counsel, shall determine the appropriate investments of bond proceeds for the applicable bond issue which will meet these state and federal requirements.

Post Issuance Compliance

The Corporation will adhere to its Amended and Restated Post Issuance Compliance Procedures, which may be revised from time to time to ensure compliance with its continuing disclosure undertakings, including timely filings of required financial information, audits and reportable events on the Municipal Securities Rulemaking Board's EMMA website.

Franklin Community School Corporation

Adopted: 4-14-25

Book	POLICIES
Section	Section F - Fiscal Management
Title	F350 - Cash Balance and Liquidity
Policy Code	
Status	Active
Adopted	September 9, 2024

F350

CASH BALANCE ~~RESERVE~~ AND LIQUIDITY POLICY

The purpose of the Corporation's Cash Balance and Liquidity Policy ("Policy") is to provide the School Board and School Administration with shared objectives and parameters for the management of its funds, to maintain and improve the financial stability of the Corporation and maintain sufficient liquidity of the Corporation's funds to provide an adequate cushion against unexpected temporary revenue shortfalls or unpredicted one-time expenditures while maintaining stable property tax rates. It is also the intent that this Policy will signal to credit rating agencies, investors, and the capital markets that the Corporation is well-managed and has budgetary flexibility. This Policy shall be reviewed annually to determine if any adjustments are needed by the Chief Financial Officer/Treasurer and the School Board of Finance during the annual Board of Finance meeting.

Definitions:

For purposes of this policy, the following definitions apply:

Available Fund Balance shall be defined as the amount, measured in dollars, of available cash balance of the Corporation as measured by the balance remaining after the total expenditures are subtracted from the end- of-year balance in each Unrestricted Fund ("Available Fund Balance").

Corporation shall mean the Franklin Community School Corporation.

Cash Balance Target shall mean target level (measured as a percentage) of Available Fund Balance divided by Unrestricted Funds expenditures.

School Administration shall mean the management team of Franklin Community School Corporation, specifically the Superintendent, the Chief Financial Officer/Treasurer, and the School Board.

School Board shall mean the Franklin Community School Corporation Board of School Trustees.

Unrestricted Funds shall be defined as the Corporation's Education Fund and Operations Fund.

Cash Balance Target:

When assessing the Available Fund Balance for the Corporation, the Corporation shall consider the Corporation's Unrestricted Funds. Unrestricted Funds are available for operational needs of the Corporation and may be considered when setting a Cash Balance target for the Available Fund Balance for a combined minimum target goal of fifteen percent (15%)("Cash Balance Target"). The Corporation will use the Rainy Day Fund for non-recurring expenses. The Chief Financial Officer/Treasurer or their designee will measure compliance with this Policy as of June 30 each year, or as soon as practical after final fiscal year- end account balances become available in conjunction with the preparation of the Corporation's budget. For the purposes of this Policy, the current year's actual operating expenses will exclude significant capital outlays and non-recurring items. The Cash Balance Target will also be actively monitored by the Chief Financial Officer/Treasurer or their designee throughout the year.

If the Cash Balance Target is not met or is projected to not be met at some point within a five-year time horizon, then during the annual budgeting process Available Fund Balances and Cash Balance levels will be considered and a plan to replenish the Available Fund Balance to a level consistent with the Cash Balance Target will be established based on the requirements outlined in this Policy.

Maintaining Cash Balance Target:

In order to provide liquidity adequate to meet the needs and demands of providing government services, the Cash Balance Target will be maintained and managed through a method to minimize the need to borrow in the event of unforeseen financial challenges, including changes in revenue streams and expenses and weathering significant economic downturns or enrollment declines. The Cash Balance Target will generally be funded or replenished by excess revenues over expenses or one-time revenues.

It is the intent of this Policy to limit use of cash balance to address unanticipated, non-recurring needs. Cash balance shall not normally be applied to recurring annual operating expenses. Cash balance may, however, be used to allow time for the Corporation to restructure its operations in a deliberate manner as might be required in the event of an economic downturn, enrollment decline, or increase in operational costs due to an increase in enrollment, maintain employees, or inflationary pressures. Such use of cash balance should only take place in the context of an adopted long-term financial plan.

Maintaining Liquidity:

This Policy sets forth the minimum risk management measures that the Corporation must implement to ensure its current and future liquidity position is managed in a prudent manner. Liquidity is the amount of cash and the ease of converting assets to cash with minimum loss of the value of the asset to meet the financial obligations of the Corporation. The marketability or the ability to buy or sell an asset without incurring significant losses to access the funds determines the liquidity and availability of the asset. Adequate liquidity shall be evaluated by the Chief Financial Officer/Treasurer to ensure the Corporation is able to meet foreseeable and unforeseeable financial obligations. This Policy is implemented to provide guidance on the minimum liquidity level that the Corporation should maintain.

There are various tools to help manage cash flow. The three most prominent are:

- Using a government's cash balance;
- Interfund borrowing; and

• Borrowing funds externally, as permitted by state law.

The use of Available Fund Balances should comply with this Policy.

A. **Key Considerations for Interfund Borrowing**

Interfund borrowing may be used for non-restricted funds of the Corporation, but only to the extent allowed by state law. The following are prudent considerations:

- Confirm that interfund borrowing is allowed under the governing statutes and then consult the Indiana State Board of Accounts' guidance and review for any limitations or restrictions;
- Document each interfund loan along with a repayment schedule;
- Place a term limit on the loan; and
- Maintain appropriate accounting records that reflect the balances of loans in every fund affected by the transaction.

B. **Key Considerations for Minimum Required Liquidity**

The following constitutes key elements to consider when determining whether the Corporation has adequate liquidity:

- An evaluation of all commitments resulting from liabilities related to employees' rights and benefits, including post-employment benefits, accrued paid time off and insurance;
- Cash Balance Target is evaluated as outlined in this Policy;
- Ability to repay outstanding debt obligations, including bonds, lease rental payments and other financial commitments to repay debt; and
- A level of cash available for the normal operational expenditures to ensure the Corporation will be able to withstand fluctuations in monthly revenues/expenditures, to enable the Corporation to be able to timely meet its financial obligations. Two months' operational expenditures should be available in cash or cash equivalent.

Policy Modifications:

The School Board may modify this Policy and may make exceptions to any of its guidelines, including the Cash Balance Target, at any time to the extent that the management of the cash balance and liquidity achieves the goals of the Corporation and as long as such exceptions or changes are consistent with the state and local laws.

Franklin Community School Corporation
Adopted: 9-9-24
Revised:

Book	POLICIES
Section	Section G - Operations and Facilities
Title	G125 - Criminal Organization Activity
Code	
Status	Active
Adopted	September 9, 2024

G125

CRIMINAL ORGANIZATION ACTIVITY

Prohibited Conduct

The Franklin Community School Corporation prohibits criminal organization activity and similar destructive or illegal group behavior on school property, or school buses, or at school-sponsored functions.

The Corporation prohibits reprisal or retaliation against individuals who report suspected criminal organization activity and similar destructive or illegal group behavior or who are victims, witnesses, bystanders, or others with reliable information about criminal organization activity and similar destructive or illegal group behavior.

Definitions

"Criminal Organization": a formal or informal group with at least three members that specifically either:

(1) promotes, sponsors, or assists in; or participates in;

(2) requires as a condition of membership or continued membership; or

(3) has as one of its goals;

the commission of a felony or an act that would be a felony if committed by an adult or a battery offense included in IC 35-42-2.

"Criminal Organization activity": a student who knowingly or intentionally actively participates in a criminal organization, or a student who knowingly or intentionally solicits, recruits, entices, or intimidates another individual to join a criminal organization.

Procedures for Reporting and Investigating

Corporation employees are required by law to report any incidence of suspected criminal organization activity, criminal organization intimidation, or criminal organization recruitment to the principal and school safety specialist.

The principal or designee shall conduct a thorough and complete investigation for each report of suspected criminal organization activity.

~~Each school within the Corporation shall record the number of investigations disposed of internally and the number of cases referred to local law enforcement, disaggregated by race, ethnicity, age, and gender. Each school shall report this information to the Superintendent or his or her designee, who shall submit a written report to the Indiana Department of Education by June 1 of each year.~~

Consequences

A confirmed dent of criminal organization activity is a violation of the Corporation's code of conduct. The principal or the principal's designee shall respond to criminal organization activity, according to the parameters described in the Corporation's code of student conduct and policy.

Intervention Services

The principal may provide intervention or relevant support services to a student involved in, or suspected of being involved, in criminal organization activity. The following types of services, including family support services, are available: counseling, establishing training programs to reduce criminal organization activity and enhance school climate, enlist parent cooperation and involvement, community and faith-based organizations and civic groups, after-school programs developed in collaboration with other stakeholders, school sanctioned/facilitated extra-curricular activities, or other appropriate action.

The Superintendent or his or her designee shall ensure that notice of this policy appears in the student handbooks and on the Corporation's website.

I.C. § 20-19-3-12
I.C. § 20-26-18 *et. seq.*
I.C. § 20-33-9-10.5
I.C. § 35-45-9-1
Franklin Community School Corporation
Adopted: 9-9-24
Revised:

Angela L. Balsley, Ed. D

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Professional Skills

- Strategic planning
- Human Resources
- Law & Policy
- Compliance Monitoring
- Change Management
- Operational Processes
- Facilities Management
- Budget Development
- Workplace Culture
- Grant Procurement
- Community Collab
- Facilitation & Mediation

Professional Experience

CEO, *Unified Leadership LLC* (2023 - Current)

- Conducts special education dispute resolution research
- Provides Leadership Coaching and School Administrator Mentoring
- Conducts risk assessments on special education legal issues
- Analyzes programs and provides recommendations
- Investigates State special education complaints
- Engages with organizations for keynote speaking & professional training
- Facilitates the IDEA Think Tank
- Serves as a subject matter expert

Senior Consultant, *Center for Appropriate Dispute Resolution in Special Education (2023-present)*

- Provides professional development on dispute resolution & conflict engagement
- Conducts needs assessments & research
- Collaborates with stakeholders on systemic improvements

Past President*, Indiana Council of Administrators of Special Education* (2019 - 2025)

- Led the vision, alignment, and execution of the strategic priorities with 400+ members
- Boldly innovated synergist solutions to the educator shortage
- Recognized by CASE as the number one state unit in the country two consecutive years

Executive Director*, Earlywood Educational Services* (2012 -2024)

- Innovated program practices and use of resources
- Prepared and executed multi-million dollar budgets
- Collaboratively created a culture of trust, high expectations, and a growth mindset
- Established working conditions that promoted work-life balance & retention
- Developed, implemented, and monitored policies and procedures
- Successfully negotiated contracts and led formal Teacher Association Discussions
- Recruited, developed, retained, and evaluated 80+ employees
- Facilitated contemporary professional development
- Resolved disputes via facilitation, mediation, and negotiation
- Secured supplemental funds through grants
- Spearheaded county-wide community collaborations between schools and businesses
- Oversaw facility operations and management

***Director of Special Services**, Bremen Public Schools* (2007 - 2012)

- Administered district-wide Special Education, Title III, Title IX, alternative learning, Response to Instruction, and Section 504 programs
- Allocated financial resources by managing local, state, and federal budgets and grants
- Recruited, developed, and evaluated departmental personnel
- Coordinated the provision of curriculum, instruction, services and alternative programming
- Interpreted and ensured compliance with federal statutes, school law, and state regulations

***Special Education Teacher**, Elkhart County Special Education Cooperative* (1998-2007)

Education

Ed. D., Educational Leadership & Policy Studies, Indiana University (2018)
M.S., Strategic Management, Indiana University Kelley School of Business (2017)
M.S., School Administration, Indiana University (2002)
B.S., Special Education, Ball State University (1998)

Leadership & Volunteer Experiences

Indiana University Educational Leadership Advisory Board
Member (since 2025)

Girl Coalition of Indiana
Chairperson (2024-2025)

***Indiana Council of Administrators of Special Education* (ICASE)**
Presidential Tenure (July 1, 2019- 2025)
Chair, Dispute Res. Committee (2018-2022)
Chair, Fiscal Man. Committee (2015-2017)
Member, Teacher Evaluation Committee (2010-2012)
Unified Member (Since 2007)

***Council for Administrators of Special Education* (CASE)**
Chair, Policy & Legislative Com. (2022-2004)
Executive Committee Member (2022-2004)
Policy & Legislative Committee (2019-2004)
Member (Since 2007)

***Council for Exceptional Children* (CEC)**
Member (Since 1996)

***National Alliance for Medicaid in Education* (NAME)**
Member (Since 2012)

Kiwanis International
Member (2007-2013)
Board of Directors, Bremen, IN (2010-2012)
Key Club Faculty Advisor, Bremen (2010-2012)

Girl Scouts of America
Adult Development Trainer, (2000-2010)
Troop Leader (1999-2003)

Camp Millhouse
Volunteer (1988-2003)
Board Member/Secretary (2001-2002)

Recognition and Awards

Distinguished Service Award
Indiana Council of Administrators of Special Education (2024)

Distinguished Humanitarian
Kiwanis Club of Bremen (2010)

Outstanding Leader Award
Indiana Lakeland Girl Scout Council (2000)

Distinguished Community Service Award
Assoc. for the Disabled of Elkhart Co. (1999)

Publications

Bateman, D., Balsley, A. L., & Puldeski, S. (2025). *Rethinking special education dispute resolution at IDEA's 50th anniversary*. AASA, The School Superintendents Association.

Balsley, A., Rauscher, K., & Reese, M. (2025). Moving the Needle: Administrators' Perspectives on School Districts' Needs and Opportunities to Improve Special Education Dispute Resolution Capacity. Published by the Center for Appropriate Dispute Resolution in Special Education. Available at https://www.cadreworks.org/media/6708/download?attachment.

Balsley, A. (2024). CASE in point: With a little help from my friends. *Journal of Special Education Leadership*, Vol 37, Issue 1, p 52-54.

Balsley, A. (2018). *Special education directors' experiences preventing and responding to requests for due process hearings*

Professional Presentations

Engaging with Enduring Conflict: The Work of Adaptive Leaders
OCALICON (Nov. 2025)

Tools & Resources for Juggling Instruction & Compliance
Georgia Council of Administrators of Special Education State Conference (Nov. 2025)

Communication, Conflict, and Compliance
CASE New Directors Network (Nov. 2025)

Inclusive Special Education Practices
Indiana Curriculum & Resource Network (Nov. 2025)

Engaging with Enduring Conflict: The Work of Adaptive Leaders
Council for Administrators of Special Education Annual Conference (Nov. 2025)

Conflict & Communication
Council for Administrators of Special Education Annual Conference (Nov. 2025)

Adversarial Advocates
Council for Administrators of Special Education Annual Conference (Nov. 2025)

Mapping Opportunities to Improve LEA Early Dispute Resolution Capacity
CADRE National Symposium (October 2025)

Practical Strategies for School Leaders to Prevent and Navigate Future Conflicts
CADRE National Symposium (October 2025)

Strengthening Collaboration & Professional Learning for Impactful Leadership
CASE Special Education Leadership Institute (October 2025)

The Intersection of MTSS & Special Education
Indiana Aspiring Special Education Teacher Licensure Program (October 2025)

Keynote: *Leading with Clarity, Connection, & Courage*
Colorado Department of Education Annual Special Education Directors Conference (Sept. 2025)

Engaging with Enduring Conflict: The Work of Adaptive Leaders in Special Education
Colorado Department of Education Annual Special Education Directors Conference (Sept. 2025)

Engaging with Enduring Conflict: The Work of Adaptive Leaders in Special Education
Washington Association of School Administrators (May 2025)

Administrators' Perspectives for Improving Their Special Education Dispute Resolution Capacity
CASE Academy of Law & Leadership, Pre-conference workshop (April 2025)

Ambush Advocates: Navigating Aggressive Tactics in Special Education
CASE Academy of Law & Leadership (April 2025)

This IEP Meeting Is Brought To You By the Letter A
CASE Academy of Law & Leadership (April 2025)

Leadership Strategies to Promote Collaboration
Indiana Aspiring Special Education Teacher Licensure Program (April 2025)

Engaging With Enduring Conflict: The Work of Adaptive Leaders
Kentucky Department of Education State Webinar (March 2025)

Engaging Partners: Utilizing CADRE's District Self-Assessment for Collaborative & Early Dispute Resolution Processes
California Alternative Dispute Resolution Conference (March 2025)

Opportunities to Improve District Early Dispute Resolution Capacity
California Alternative Dispute Resolution Conference (March 2025)

Special Education Cost Efficiencies
Unified Leadership Webinar (Feb. 2025)

Drivers & Levers of Special Education Legal Costs
Educational Services Centers Risk Funding Trust (Jan & Feb, 2025)

Collaborative Communication
National Resource Center for Paraeducators Annual Conference (Feb. 2025)

Creating Meaningful Family Engagement with SEPACS
Indiana Council of Administrators of Special Education Spring Conference (Feb. 2025)

Keynote: *Collaborative Communication*
Virgina Council for Exceptional Children Annual Conference (Nov. 2024)

Alternative Dispute Resolution: Building Positive Parent and School Partnerships
Council for Administrators of Special Education Annual Conference (Nov. 2024)

Opportunities To Improve Early Dispute Resolution Capacity
Council for Administrators of Special Education Annual Conference (Nov. 2024)

Navigating Rising Special Education Disputes: Practical Strategies for School Attorneys
National School Attorneys Association (October 2024)

The Intersection of MTSS & Special Education
Indiana Aspiring Special Education Teacher Licensure Program (October 2024)

Etiology of Special Education Disputes
Indiana Council of Administrators of Special Education Conference (September 2024)

Building Capacity for Alternative Dispute Resolution & Collaborative Relationships Between Schools & Families: Practical Skills & Essential Resources
Indiana Council of Administrators of Special Education Conference (September 2024)

There's Got To Be A Better Way: What LEA s Need to Address Conflict at the Local Level
Federal Office of Special Education (OSEP) Leadership Conference (August 2024)

Advocacy
Hands In Autism Education ECHO (July 2024)

The History of Special Education
Indiana Aspiring Special Education Teacher Licensure Program (July 2024)

Keynote: *Show Up & Lean In: Leadership & Advocacy*
Kentucky Council of Administrators of Special Education (July 2024)

Building Capacity for Alternative Dispute Resolution & Collaborative Relationships Between Schools and Families: Practical Skills and Essential Resources
CASE Academy of Law & Leadership (April 2024)

Leadership Strategies to Promote Collaboration
Indiana Aspiring Special Education Teacher Licensure Program (April 2024)

Educator Efficacy and UDL to Optimize Learner Success
RTM with Goalbook (March 2024)

Treasure Chest of Resources
Indiana Council for Administrators of Special Education Spring Conference (Feb. 2024)

Parent & School Conflicts: Do We Have the Right Tools or Is It Time for a New Toolbox
Council for Administrators of Special Education Annual Conference (Nov. 2023)

Be AT the Table: WHY We Must All Engage in Policy Work & How To Do It
Council for Administrators of Special Education Annual Conference (Nov. 2023)

The History of Special Education
Indiana Aspiring Special Education Teacher Licensure Program (July 2023)

Redefining Support for the Special Educator
Arizona State University Next Education Workforce Summit (Feb. 2023)

Be the Leader People Follow, Pre-Conference Workshop
Indiana Council for Administrators of Special Education (Feb. 2023)

How To Prevent Attorney Involvement In Special Education Disputes
Center for Appropriate Dispute Resolution National Symposium (Oct. 2022)

Keeping the Relationship Front & Center
Council of Chief State School Officers (Jan. 2022)

Educator Efficacy & UDL to Optimize Inclusion & Equity
Council for Exceptional Children National Conference (Jan. 2022)

Educator Efficacy in UDL Implementation
CAST UDL-IRN International Summit (April 2021)

Dispute Resolution: Improving Practices
California Alternative Dispute Resolution Conference (March 2021)

Complaints, Mediation, & Parents
Indiana Council for Administrators of Special Education Law Conference (Nov. 2020)

Hidden Challenges In Resolving Special Education Dispute
Indiana School Boards & Indiana Public School Superintendents State Conference (Nov. 2019)

Requests for Impartial Due Process: A Study of Special Education Directors' Experiences
Center for Appropriate Dispute Resolution National Symposium (Oct. 2017)

Evaluating Certified Special Education Personnel

Standard for Success Teacher Evaluation Conference *(June 2014)*

Teacher Evaluation for Special Educators
Council for Exceptional Children National Conference (April 2014)

Evaluating Special Ed. Personnel
Indiana School Boards Association State Conference (Nov. 2012)

Podcasts

Balsley, A. L., & Bateman, D. (2025, November 20). *PEP Talk Episode 42: Rethinking special education dispute resolution at IDEA's 50th Anniversary* [Audio podcast episode]. In Sturdevant, K. (Host), *PEP Talk*. Available at: https://www.aasa.org/resources/resource/pep-talk-episode-42--rethinking-special-education-dispute-resolution-at-idea-s-50th-anniversary.

Balsley, A. L. (2025, July 3). Literacy Mindset: *Bridging Policy and Practice for Better Outcomes in Special* Education [Audio podcast episode]. In Pendleton, J. (Host). MindPlay. Available at: https://www.youtube.com/watch?v=LLX579KFvoU.

Professional References

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Rethinking Special Education Dispute Resolution at IDEA's 50th Anniversary

AASA
THE SCHOOL SUPERINTENDENTS ASSOCIATION



Executive Summary

The Individuals with Disabilities Education Act (IDEA) marks its fiftieth anniversary this year—a milestone in the nation's ongoing commitment to educational equity and civil rights. Yet, the very system intended to uphold its central promise of a free appropriate public education (FAPE) is showing clear signs of strain. What began as a procedural safeguard to ensure fairness and accountability has, over time, evolved into an increasingly adversarial, inequitable, and financially unsustainable process—one that too often diverts resources from classrooms to courtrooms.

This report revisits the AASA, The School Superintendents Association's (AASA) 2013 publication *Rethinking the Special Education Due Process System* and situates its recommendations within today's far more complex legal and policy landscape. Since 2013, litigation has intensified, costs have escalated, and inequities in access to dispute resolution have deepened. Landmark rulings—*Endrew F. v. Douglas County School District (2017), Perez v. Sturgis Public Schools (2023), and Loper Bright Enterprises v. Raimondo (2024), A..J.T. v Osseo Area Schools (2025)*—have collectively heightened litigation risk, expanded enforcement pathways, and introduced new uncertainty for both schools and families. At the same time, IDEA has not been reauthorized since 2004, leaving districts and parents to navigate a twenty-year-old statutory framework in an educational environment transformed by evolving disability definitions, digital access issues, and heightened procedural expectations.

The result is a system that disproportionately benefits families with financial means, imposes unsustainable burdens on schools, and fails to deliver improved educational outcomes for students. Without reform, IDEA risks devolving into vastly inequitable system that does not lead to improved outcomes for students and consumes taxpayer dollars at a rate that threatens the financial stability of some districts.

This report concludes with policy recommendations to modernize dispute resolution under IDEA by expanding preventive and collaborative mechanisms—such as IEP facilitation, mediation, and early-resolution models—while improving the training, oversight, and consistency of hearing officers. The goal is to resolve problems faster, fairer, and closer to the student, while preserving full access to the U.S. Department of Education's Office for Civil Rights (OCR), the Department of Justice (DOJ), and federal courts for discrimination claims. It also calls for reauthorization of IDEA with updated provisions that reflect today's legal and educational realities and ensure equitable access for all families. These reforms are rights-affirming, not rights-reducing: they strengthen accountability, bring problem-solving closer to the IEP table, and raise the floor for equity, efficiency, and transparency—never serving as a pretext to narrow procedural safeguards or weaken the civil-rights protections at the core of IDEA.

Introduction

The passage of the Education for All Handicapped Children Act (EAHCA) in 1975, later renamed IDEA, was a watershed moment in American education. For the first time, children with disabilities were guaranteed access to public education and their parents were afforded the legal right to challenge school districts if those rights were denied (Yell, 2019). IDEA institutionalized procedural safeguards, which included mechanisms to ensure access to remedies for students and for families to hold schools accountable with processes such as state complaints, mediation, and impartial due process hearings (Mueller & Carranza, 2011).

The original rationale for accountability measures was compelling. In the early 1970s, children with disabilities were often excluded from schools or placed in inadequate settings. Landmark cases such as *Pennsylvania Association for Retarded Children (PARC) v. Pennsylvania (1971)* and *Mills v. Board of Education* (1972) challenged exclusionary practices which violated constitutional protections and students' entitlement to an "appropriate" education in public schools (Zirkel, 2011). These rulings shaped Congress's intent in crafting EAHCA: access, parental involvement, and procedural safeguards, all which drive accountability.

Over the ensuing five decades, IDEA has profoundly changed education. Today, more than 95% of children with disabilities are educated in public schools (National Center for Education Statistics (2024). Yet the very system created to ensure equity has become a source of inequity. Due process hearings—designed as a last resort safeguard, rooted in civil rights enforcement, and designed to ensure fairness, equity, and accountability between families and schools— are now lengthy, adversarial, and costly (Wettach & Sanders, 2021). Educators describe them as stressful; administrators see them as a drain on resources, and families without means often cannot access them at all (Berens, 2024; Gomez, Morgan, Schanding, & Cheramie, 2022). Parents themselves consistently report feeling intimidated, excluded, and overwhelmed by the process (Mueller, 2009; Mueller & Carranza, 2011; Lake & Billingsley, 2000). Many describe hearings as emotionally exhausting and financially devastating, with outcomes that rarely translate into improved services for their children. Rather than fostering collaboration, families often emerge disillusioned and mistrustful, perceiving the process as one that rewards those with legal expertise and resources rather than one that delivers educational justice (CADRE, 2017; Turnbull et al., 2015).

The purpose of this report is to update the 2013 AASA analysis of the special education due process system, situating its insights within the current legal and policy context. The central question is clear —when conflicts over a child's education cannot be resolved at the IEP table, does the due process system, as currently structured, serve as the safety net that makes IDEA's promise enforceable—ensuring fairness, accountability and equity - or does it perpetuate inequities and inefficiencies?

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Where We've Come in 50 Years

The trajectory of special education rights in the United States reflects both advocacy and judicial action. Before 1975, only about 20% of students with disabilities were educated in public schools, and many states had laws that explicitly excluded children with certain conditions (Yell, 2019). Following PARC and Mills, Congress enacted EAHCA, establishing due process as the primary enforcement mechanism. Parents were empowered to request evaluations, consent to services, and challenge school decisions through impartial hearings. This approach was groundbreaking, placing enforcement directly in the hands of parents (Mueller & Carranza, 2011).

Over time, IDEA was amended to emphasize not only access but also accountability. The 1997 amendments stressed alignment with state standards and the general education curriculum. The 2004 amendments, in response to the No Child Left Behind Act, reinforced the role of data and accountability in measuring progress. Yet the core structure of due process remained largely unchanged.

While hearings were originally intended to be quick, informal proceedings, they have become increasingly judicialized. Research shows hearings now mirror courtroom litigation, with formal rules of evidence, cross-examinations, and reliance on expert witnesses (Zirkel, Karanxha, & D'Angelo, 2007). Wettach and Sanders' (2021) national survey of special education attorneys confirmed hearings are widely perceived as too complex, too expensive, and too lengthy, limiting accessibility and undermining their effectiveness.

Recent research confirms that the length of special education due process hearings has increased substantially, often rendering outcomes less meaningful for students. Wettach and Sanders (2021) surveyed special education attorneys nationwide and found that most described the process as "too lengthy to serve families effectively," citing continuances, scheduling challenges, and administrative backlogs as primary causes of delay. A recurring theme in their study was that students frequently advanced to a new grade—or even transitioned to a different school—before their cases were resolved, undermining the educational relevance of the remedies provided.

Similarly, Gomez, Morgan, Schanding, and Cheramie (2022) reviewed case-level data for students with emotional disturbance and reported an average time to decision of approximately 9.5 months. They found that cases involving attorneys on both sides lasted nearly twice as long as those in which parents represented themselves or reached early settlement, demonstrating that legal complexity is a major factor in delay. Data from the Center for Appropriate Dispute Resolution in Special Education (CADRE, 2023–2025) further reinforce these findings, showing steady increases in median days to resolution for both complaints and hearings. In 2023, more than 80% of due process cases exceeded the statutory 45-day deadline, with some states—including New York, California, and Illinois—reporting average durations approaching 300 to 400 days for fully adjudicated hearings.

As AASA (2013) argued more than a decade ago, the irony is stark: while due process was created to safeguard students' rights, the current system drains resources, is burdensome for all parties, exacerbates inequities, and in the end does not often resolve education issues. What began as a straightforward procedural safeguard has evolved into a high-stakes legal enterprise—one that consumes time, money, and personnel that should instead be directed toward instruction and support. The procedural mechanisms that once empowered families now too often overwhelm both parents and educators, replacing collaboration with confrontation and shifting the focus from improving outcomes for students to defending positions in a quasi-judicial process. In effect, the due process system that once symbolized accountability and fairness has, over time, become a structural barrier to the very equity and access it was designed to protect.



Legal and Policy Shifts Since 2013

Since 2013, a series of Supreme Court decisions has steadily changed the way special education rights are enforced in the United States, broadening the options available to families and shifting how schools must respond. In Endrew F., the Supreme Court clarified the FAPE standard, holding IEPs must be "reasonably calculated to enable a child to make progress appropriate in light of the child's circumstances" (Yell & Bateman, 2017). This decision raised the bar for schools, requiring more ambitious, individualized goals and gave parents stronger grounds to challenge inadequate IEPs. Then in Perez v. Sturgis Public Schools (2023), the Court ruled that families do not have to go through IDEA's due process procedures before filing an Americans with Disabilities Act (ADA) lawsuit for damages. The decision opened the door for families to seek relief outside IDEA, creating parallel enforcement pathways and increasing the legal complexity districts face (Weber, 2023).

That pathway was widened again in A.J.T. v. Osseo Area Schools (2025), when the Court rejected a long-standing rule that made it difficult for families to win discrimination claims against schools. Instead of requiring parents to prove a school acted with "bad faith or gross misjudgment," the Court said schools should be held to the same ADA and Section 504 standards that apply in workplaces, housing, or public services. This lowered the barrier for families to bring claims when schools fail to provide accommodations.

Finally, Loper Bright Enterprises v. Raimondo (2024) reshaped the legal environment more broadly by ending what is known as the Chevron deference. For decades, courts gave weight to federal agencies' interpretations of education and civil rights laws, including guidance from the U.S. Department of Education. Without Chevron, courts will interpret statutory language independently (Bateman, 2024), which may lead to less consistency and more uncertainty until Congress updates the statute.

Taken together, these rulings have eroded the exclusivity of IDEA's due process system, broadening the avenues for enforcement. Families now have multiple legal avenues to enforce their children's rights, and schools are under greater pressure to meet higher standards while also facing more complex litigation risks. Wettach and Sanders (2021) note families now view OCR complaints and ADA lawsuits as viable alternatives to IDEA, creating overlapping enforcement systems.

Despite these significant legal shifts, IDEA itself has not been reauthorized since 2004. The statute predates digital learning, the heightened FAPE standards established by the courts, and the expanded enforcement of rights under the ADA and Section 504. As a result, schools and families are left to navigate outdated provisions in a far more complex legal environment — one that carries additional layers of accountability and higher stakes financially, legally, and relationally. For policymakers, the takeaway is clear: without an updated IDEA, the balance between fairness for families and sustainability for schools will continue to tip in unpredictable and often inequitable ways.



Escalation of Litigation and Costs

National data from the U.S. Department of Education show a sharp escalation in dispute resolution activity over the last decade. Between 2013 and 2023, dispute resolution events rose nearly 90% (CADRE, 2025). Written state complaints have surged, climbing from an average of about 5,500 annually to nearly 10,000 in 2023, a 79% increase over the 10-year average. Mediation also reached record highs in 2023, with nearly 13,000 requests filed. While mediation continues to show strong agreement rates- over 70% when not tied to a due process hearing- its overall share of dispute resolution use has dropped, suggesting that families and schools are increasingly turning to more adversarial channels (CADRE, 2025). Due process complaints (DPCs) likewise continue to grow, rising to more than 12,000 cases filed in 2023 (excluding New York, which accounts for nearly 70% of national filings). Although the majority of these cases were withdrawn, dismissed, or settled before a full hearing, the percentage of cases going to full adjudication reached its highest point since 2019. Together, these trends highlight the mounting reliance on formal legal processes to resolve disputes, rather than collaborative or preventive approaches. For schools, this means rising financial and administrative burdens. For families, it signals both increased use of procedural safeguards and an environment where adversarial conflict, rather than collaboration, is becoming the norm.

The costs associated with this rise in dispute resolution activity are significant. AASA's 2013 survey reported average hearing costs of $10,512 in legal fees and nearly $24,000 in settlements (Pudelski, 2013). More recent estimates suggest defense costs of $20,000–$40,000 per case, with settlements frequently exceeding $100,000 in tuition reimbursement disputes (Gomez et al., 2022). These expenses drain resources that could otherwise support classrooms, staff training, or inclusive programming. Small and underfunded districts face disproportionate burdens. A single hearing can destabilize their budgets, forcing them to cut services elsewhere.

As Berens (2024) noted in her study of teacher workload, the administrative and emotional strain of hearings compounds existing challenges in retaining special educators. For districts already struggling with staffing shortages, litigation can accelerate attrition and reduce capacity to serve students (Zagata, et al. 2023).

Most concerning, hearings show little evidence of improving student outcomes. Studies consistently conclude litigation produces winners and losers but does not translate into better academic achievement (Gomez et al., 2022; Zagata, et al, 2023). As Wettach and Sanders (2021) emphasize, the process has become judicialized, adversarial, and ineffective as an educational enforcement mechanism.

Equity Gaps Deepening

While litigation is expensive and stressful for all involved, its inequities are also a troubling trend that has evolved. Families with financial means are far more likely to pursue due process, hire attorneys, and prevail. By contrast, low-income families, families in rural areas, and those with limited English proficiency encounter formidable barriers. Research has consistently shown parents who access due process tend to be wealthier, English-speaking, and more educated (Almazan, Feinstein, & Marshall, 2017). For these families, the system can be navigated successfully, though not without difficulty. But for parents who lack financial resources, the odds of prevailing are slim. The inability to afford attorneys or expert witnesses often makes hearings inaccessible in practice. Wettach and Sanders' (2021) national survey of special education attorneys underscored this inequity: while district attorneys identified the high cost of plaintiffs' attorney fees as a systemic problem, parent attorneys emphasized the unaffordability of expert witnesses, which prevents many families from even filing cases.

Geographic disparities further exacerbate inequities. A child in New York City, where thousands of hearings are filed annually, may have greater access to attorneys and advocates. By contrast, a child in Mississippi or Idaho, where hearings are rare, may have virtually no access to due process at all (Zirkel & Skidmore, 2014). This creates a patchwork of enforcement where rights are unevenly available depending on geography.

The cumulative effect is the emergence of a system in which families with means use litigation to secure robust services, while disadvantaged families either lack access altogether or face long delays and inadequate remedies. In this sense, the very system designed to ensure equity perpetuates inequity.



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Systemic Impacts on Schools

The strain of due process extends beyond the courtroom, touching every aspect of school functioning. Educator stress is one of the most frequently cited consequences. The demands of preparing documentation, testifying under oath, and defending professional decisions create intense anxiety. Berens (2024) documented special educators already face high burnout due to paperwork and workload; litigation only magnifies these pressures.

Administrators also face significant burdens. Administrators divert hours of time to case preparation rather than focusing on instructional leadership. Hours spent preparing for hearings are hours not spent on classroom observations, teacher support, professional development, addressing chronic absenteeism, or fostering a safe and positive building culture. Leaders who should be driving instructional improvement and cultivating conditions for learning are instead consumed with managing litigation risk. This diversion of attention erodes schools' capacity to address systemic challenges and undermines efforts to build inclusive, supportive environments where students and staff can thrive.

The educator shortage compounds these challenges, creating a vicious cycle in which due process both results from and intensifies staffing instability. The U.S. Department of Education (2023) reports nearly every state faces shortages of certified special educators, related service providers, and paraprofessionals. Chronic vacancies force districts to rely on long-term substitutes, itinerant contractors, or unlicensed personnel—conditions that increase procedural errors and make districts more vulnerable to litigation. When disputes do occur, staff are pulled away from instruction to prepare for testimony, compile documentation, and meet with attorneys, further eroding instructional capacity. For teachers already carrying caseloads far above recommended levels, the additional burden of litigation often becomes a breaking point. Berens (2024) found that teachers who participate in hearings are almost twice as likely to consider leaving special education within the following year.

This attrition fuels the shortage, leading to inexperienced or underprepared replacements, which in turn heightens the likelihood of compliance errors and additional disputes. In effect, due process litigation has become both a symptom and a driver of the special education staffing crisis—diverting scarce human capital away from students and perpetuating a cycle that no amount of procedural reform can resolve without addressing workforce sustainability. Simply put, without qualified staff, schools cannot serve students, and no dispute resolution process—no matter how well designed—can compensate for a system that lacks the human resources to deliver the services guaranteed under IDEA. The staffing spiral is a systems failure, not a parent failure: when the only effective pathway is adversarial, both sides are forced into litigation that drains the very capacity needed to deliver FAPE.

Perhaps most damaging is the erosion of trust between parents and schools. The adversarial nature of hearings undermines collaboration, a cornerstone of effective IEP development. Even when districts prevail, relationships with families are often irreparably harmed. Wettach and Sanders (2021) found attorneys on both sides—district and parent—viewed hearings as corrosive to long-term relationships. This erosion of trust complicates future collaboration, making it harder to resolve disputes informally.

Finally, litigation drains financial resources from classrooms. Settlements and attorney fees consume dollars that could otherwise fund inclusive programming, co-teaching initiatives, or behavioral supports. For every dollar spent on litigation, there is one less dollar available for preventive measures that might reduce disputes in the first place.

Taken together, these trends point toward a troubling trajectory. Litigation is becoming the default pathway for resolving disputes, even though it was never intended to function that way. What was envisioned as a last-resort safeguard has evolved into a primary enforcement mechanism, consuming millions of taxpayer dollars annually.

The implications are profound. Without reform, the system will continue to tilt toward affluence, leaving disadvantaged families behind. Schools will continue to divert scarce resources into litigation rather than instruction. Educators will continue to leave special education at alarming rates, exacerbating shortages in an already high-turnover field.

The United States is, in effect, on a path toward runaway litigation costs. As Wettach and Sanders (2021) concluded, the due process system is "overly complex, prohibitively expensive, and excessively lengthy," making it ineffective as an enforcement mechanism. Unless systemic reform is undertaken, IDEA risks becoming a hollow promise—an aspirational statute undermined by inequitable and unsustainable enforcement.



Policy Recommendations

To address these systemic challenges, this report proposes a set of reforms designed to rebalance fairness, efficiency, and educational focus within IDEA's dispute system. Reforming IDEA's dispute resolution system is not only urgent—it is foundational to preserving the law's legitimacy as the primary federal education statute designed to ensure the appropriate education of students with disabilities. A half-century after its passage, IDEA's enforcement mechanisms no longer align with its purpose or today's educational landscape. Building from the AASA (2013) recommendations, and incorporating subsequent legal, fiscal, and policy developments, the following legislative recommendations outline a multi-tiered reform agenda for IDEA that restores fairness, efficiency, and educational focus to special education dispute resolution.

1 Expand Preventive Mechanisms and Early Resolution

The first and most cost-effective step in dispute reform is to prevent conflicts from escalating to formal hearings.

- **Universal IEP Facilitation:** IDEA should require States to have, and fund, trained facilitators who are available for any district to utilize. Facilitation should be offered automatically when disagreements arise during IEP development, rather than waiting for a parent to file a complaint.
- **Pre-Mediation Case Review:** IDEA should allow for SEA-funded "pre-mediation reviews" which could allow a neutral professional to help both sides clarify facts and identify shared interests before mediation begins.
- **Data Transparency:** IDEA should require SEAs to publish annual data on the number, type, and outcome of facilitated IEPs and mediations, to identify patterns of success and areas needing technical assistance.
- **Notice of Rights:** IDEA should require all early-resolution invitations to include a one-page multilingual notice stating: 'Participation is voluntary and does not limit your right to file with OCR, request IDEA due process, or pursue 504/ADA remedies.'

Early, structured collaboration restores trust and preserves relationships, which are critical to long-term student success.



2 Establish Expert Panel-Based Resolution Systems

The central IDEA reform must be a nationally modeled panel-based dispute resolution structure—replacing the fragmented hearing officer model with a consistent, expert-driven approach.

STRUCTURE:

- **State-Level Expert Panels:** Each state would establish standing panels of three qualified members: one education expert, one parent or disability-rights representative, and one neutral legal professional trained in IDEA and Section 504.
- **Panel Rotation:** Panels would be assigned randomly to prevent bias and maintain integrity.
- **Regional Pool:** In smaller states or those with limited caseloads, regional or multi-state panels could be established through interstate compacts.

FUNCTIONS:

- **Tiered Review:**
  - **Fact-Finding:** Panels would review documentation and written arguments within 30 days of filing.
  - **Collaborative Resolution Session:** Panels would conduct a structured, facilitated meeting with both parties to identify potential resolution points.
  - **Binding Decision or Advisory Opinion:** If unresolved, the panel would issue a written decision within 15 days. States could allow advisory decisions in lower-level disputes and binding rulings in high-stakes cases.
  - **Family Opt-Out & Appeal:** At any time, families may opt out of the panel process and pursue IDEA due process, OCR complaints, or 504/ADA litigation. Final panel decisions are appealable to state/federal court to the same extent as hearing-officer decisions.

ADVANTAGES:

- Promotes educational—not adversarial—expertise.
- Reduces procedural variability across states.
- Balances parent and school perspectives through shared panel representation.
- Decreases cost and time by eliminating redundant hearings and appeals.

The establishment of such standing panels would ensure consistent, high-quality adjudication, preserve due process integrity, and refocus the system on educational solutions rather than litigation strategies.



3 Develop Consultant-Driven Resolution Models

Beyond formal panels, IDEA should encourage States to pilot consultant-based resolution systems to manage recurring disputes efficiently.

- **State-Approved Consultants:** Qualified experts—often retired administrators, former hearing officers, or special education professors—could serve as independent evaluators empowered to recommend remedial IEPs or service plans.
- **Trial Implementation:** Both parties would implement the consultant's recommended plan for a defined period (e.g., 45 school days), after which progress data would determine continuation or modification.

This model prioritizes resolution over adjudication and ties dispute outcomes directly to student progress rather than procedural victories.

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4 Improve Hearing Officer Quality, Training, and Oversight

If hearings remain part of IDEA's framework, their quality and consistency must be dramatically improved.

- **Uniform National Standards:** IDEA should mandate the development of minimum qualifications for hearing officers, including demonstrated expertise in special education instruction, law, and disability rights as well as mandatory re-certification and professional development for hearing officers. Hearing officers should complete federally approved certification programs and annual continuing education in current case law, disability equity, and trauma-informed approaches.
- **Performance Review Panels:** IDEA should require SEAs to establish oversight committees to review decision quality, timeliness, and equity patterns, ensuring accountability without compromising independence.
- **Public Reporting:** IDEA should require SEAs to report annually on anonymized decision outcomes, timelines, and appeal rates to increase transparency.

Quality, consistency, and neutrality are prerequisites for public confidence in the system.

5 Advance Equity and Accessibility in Enforcement

Equity must move from rhetoric to structural design.

- **Assistance to Families:** Maintain funding for protection and advocacy centers who can guide parents towards effective dispute resolution models for their child.
- **Language Access and Cultural Competence:** All dispute processes should guarantee access to translation, interpretation, and culturally responsive facilitators.
- **Geographic Access Solutions:** States with low caseloads should collaborate regionally to pool dispute resolution resources and ensure families in rural or underserved areas can participate meaningfully.
- **Data Disaggregation:** IDEA must require the disaggregation of dispute data by race, income, language, and disability category to monitor systemic disparities and target technical assistance accordingly.

Without structural equity, procedural rights remain theoretical.



6 Reauthorize IDEA with Modernized Dispute Resolution Provisions

- **Incorporate Judicial Precedent:** IDEA's reauthorization must codify modernization in statute—not merely through regulation—while ensuring that congressional intent, not shifting judicial interpretation, defines the law's core protections. Congress should explicitly clarify the relationship among IDEA, Section 504, and the ADA, reinforcing that families retain independent access to the U.S. Department of Education's Office for Civil Rights (OCR), the Department of Justice (DOJ), and federal courts regardless of participation in state dispute-resolution alternatives. Rather than simply adopting recent judicial interpretations such as Endrew F., Perez v. Sturgis, or A.J.T. v. Osseo, reauthorization should refine the standards they addressed—restoring coherence, fairness, and alignment with IDEA's original purpose of ensuring meaningful educational benefit and equitable access.
- **Reduce Procedural Duplication and Fragmentation:** Reauthorization should reduce redundant processes by improving coordination—not alignment—among IDEA, Section 504, ADA, and OCR enforcement mechanisms. Families and districts too often navigate parallel complaints, mediations, and investigations over the same set of facts, leading to conflicting outcomes, prolonged uncertainty and duplicative disputes and litigation that redirect limited district resources towards litigation rather than remedies. A reauthorized IDEA should amend Section 504 and ADA to make dispute resolution more coherent, not slower—resolving issues once, correctly, and as close to the student as possible.
- **Embed Panel and Facilitation Models:** The new statute should authorize states to replace or supplement traditional due process hearings with expert panel or consultant-driven models, with federal pilot funding to support transition.
- **Expand the Work of the National Center for Appropriate Dispute Resolution In Special Education (CADRE):** Federal funding for CADRE should be expanded to coordinate training, collect data, and provide model procedures and templates for states.

This modernization would reestablish IDEA as a living, adaptive statute—responsive to the legal, fiscal, and educational realities of today's schools.

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7 Federal-State Accountability Alignment

Finally, reform must include mechanisms to ensure implementation fidelity and continuous improvement.

- **Continuous Improvement Cycle:** States should use dispute data to inform professional development, family engagement strategies, and special education quality improvement initiatives.
- **Rights-Preservation Certification:** Federal support for dispute system reform must be contingent on states' formal certification that families' rights under IDEA, Section 504, ADA, and OCR remain intact and unrestricted. States must provide transparent, multilingual notice of these protections to ensure informed participation by all families.

Accountability must extend beyond compliance to outcomes—ensuring that dispute systems actually support educational benefit.

Civil-Rights Backstop Remains Essential. IDEA is the federal education law; Section 504/ADA and OCR are the nation's civil-rights backstop against disability discrimination. Our proposals assume and depend on OCR's continued authority and adequate resourcing. Early-resolution models are designed to reduce the need for federal intervention by fixing problems sooner—they are not substitutes for civil-rights enforcement, and nothing herein should be construed to curtail OCR's role.

Conclusion

IDEA's fiftieth anniversary is both a milestone and a warning. The law has transformed American education, ensuring millions of children with disabilities have access to public schooling. IDEA's dispute resolution system began as a safeguard for fairness. Over time, it has become adversarial and inequitable.

The evidence is clear. Litigation is concentrated in a few states, disproportionately benefits affluent families, consumes enormous resources, and delivers little evidence of improved outcomes for students. Educators are stressed and burned out, administrators are distracted from instructional leadership, and schools are drained of resources that should be invested in prevention and inclusion.

With reform, the next fifty years can be different. By expanding preventive mechanisms, improving fairness and consistency, and reauthorizing IDEA with updated dispute resolution provisions, policymakers can restore the balance between safeguarding rights and ensuring sustainability.

Reform must be rights-affirming: modernization should expand early, collaborative solutions while explicitly preserving every federal civil-rights avenue, including OCR, Section 504/ADA, and IDEA due process. It also must acknowledge the funding and capacity constraints of districts: dispute systems cannot substitute for a qualified workforce nor the intense budgetary and personnel pressures districts are facing.

AASA sounded the alarm in 2013. A decade later, the same warning rings louder: to keep IDEA's promise alive, dispute resolution must evolve—from adversarial battles to collaborative, equitable, and preventive systems that put students first.



About the Authors

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Angela L. Balsley, Ed.D., is a nationally recognized leader in special education administration, dispute resolution, and systems-level improvement. She is the founder of Unified Leadership, where she provides leadership coaching, conducts research on special education dispute resolution, serves as a subject matter expert, and advises organizations on risk management, compliance, and program analysis. Dr. Balsley also serves as a Senior Consultant for the Center for Appropriate Dispute Resolution in Special Education (CADRE), where she facilitates national initiatives to strengthen conflict engagement and early resolution practices. Dr. Balsley is a Past President of the Indiana Council of Administrators of Special Education (ICASE) and served as the Chairperson for the national CASE Policy Committee. She is a licensed teacher, principal, special education director, and superintendent.

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Rethinking Special Education Dispute Resolution at IDEA's 50th Anniversary



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December 2, 2025

Dear Dr. Clendening:

Thank you for the opportunity to support Franklin Community Schools as the district prepares for its next strategic planning cycle. I appreciate the leadership team's candor about the significant stressors you are experiencing—particularly the rise in student behavioral needs, the operational pressures on special education systems, and the financial constraints.

In response to our conversations, I am pleased to share a proposed scope of work for a Board education session focused on special education foundations, current pressures, and long-range strategic considerations. This session is designed to strengthen the Board's understanding of the historical, legal, instructional, behavioral, and fiscal dimensions of special education while surfacing the critical questions that will guide the district over the next five to seven years.

The presentation will highlight:

- The history of special education and students' rights under federal law
- Student behaviors, discipline requirements, and today's emerging patterns
- The case conference committee process and its implications for practice
- Transportation as a related service and the operational realities districts face
- The economic landscape of special education, including cost drivers and levers for sustainability

Our goal is to ensure Board members are well-oriented to the systems and pressures shaping special education so they are equipped to engage confidently in strategic discussions ahead. The session will be tailored specifically to Franklin Community Schools' current context, challenges, and aspirations.

I look forward to collaborating with you and your team and to supporting a productive, forward-looking conversation with the Board.

Thank you again for the opportunity to partner in this important work.

Sincerely,

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Board Work Session: Special Education Foundations, Pressures, and strategic Direction

Prepared for: Franklin Community Schools

Prepared by: Dr. Angela Balsley, CEO, Unified Leadership

Purpose of the Board Work Session

Franklin Community Schools is preparing to launch a new strategic planning cycle while also navigating rising student behavioral needs, economic pressures, and the increasing complexity of special education compliance and programming. This Board work session is designed to:

- Strengthen the Board's foundational understanding of special education law, rights, and responsibilities.
- Build shared awareness of current conditions—student behaviors, staffing demands, transportation considerations, and financial realities.
- Surface critical questions that will inform district strategy for the next five to seven years.
- Equip the Board with clarity and confidence to engage in future decision-making related to systems, resources, and student outcomes.

This session is educational in nature and will not require decision-making; instead, it will orient the Board toward a cohesive strategic frame.

Session Components

The History and Foundations of Special Education

A concise, accessible overview covering:

- Federal milestones shaping today's systems (ESEA, IDEA, Section 504).
- Students' rights to access, inclusion, and meaningful progress.
- Key obligations of local school boards and districts.
- How these rights intersect with modern expectations for accountability.

Outcome: Board members gain grounding in why special education exists, what it guarantees, and how it has evolved.

Understanding Student Behaviors and Discipline in Today's Context

- Legal and ethical guardrails for disciplining students with disabilities.
- Manifestation determination reviews (MDRs): purpose and process.

- Systems-level contributors to behavior escalation.
- What boards should look for in strong district behavior frameworks.

Outcome: Board members understand the dynamics behind rising behaviors, appropriate responses, and how the district can build preventive systems.

The Case Conference Committee (CCC) Process

- Step-by-step walkthrough of referral, evaluation, eligibility, and IEP development.
- Role of families and procedural safeguards.
- How general education and special education partner in the CCC process.
- Points where system efficiency, communication, and clarity have the highest impact.

Outcome: Board members understand how decisions about services are made and where districts can build coherence and consistency.

Transportation for Students with Disabilities

- Legal obligations for transportation as a related service.
- Determining when specialized transportation is necessary.
- Cost considerations and staffing requirements.
- Safety, training, and supervision expectations.
- Operational challenges districts commonly face and promising approaches.

Outcome: The Board understands how transportation decisions are made and how they contribute to both student access and resource use.

The Economics of Special Education

- Overview of state and federal funding streams (Part B, APC, Medicaid, etc.).
- Cost drivers: staffing, contracted services, transportation, low-incidence needs, due process.
- Fiscal pressures facing districts statewide.
- Strategic levers districts can pull to manage costs while improving outcomes.
- How operational and instructional systems influence long-term sustainability.

Outcome: Board members are equipped with a realistic view of the economic landscape and strategic options.

Deliverables

- Full Day Board Work Session Presentation and Discussion Facilitation
    - On-site, 6-7 hour session during the week of February 2-6, 2026
- Customized presentation deck tailored to Franklin Community Schools' context
- Pre-session virtual planning with district leadership

FRANKLIN COMMUNITY SCHOOLS
Student-Centered • Innovative

Cub Academy

Cub Academy Program Fee History

Full Day (includes before/after daycare and snacks)

2015-2020 $150 Weekly Fee

2020-2023 $165 Weekly Fee

2023 to Present $195 Weekly Fee

Cub Academy

Cub Academy

Why do we need to revisit the weekly fee?

- **Staffing** - We want to retain and pay the highly qualified staff. We want the best for our little humans!
- **Snacks and Consumable Supplies** - The rising cost in food and supplies impacts purchasing.

Cub Academy

Cub Academy

What do the fees include?

- Morning and Afternoon Daycare
- Preschool Instruction
- Morning and Afternoon Snacks
- Consumable Supplies
- Staffing

Cub Academy

Johnson County Comparisons

Name	PK 3	PK 4
Primrose	$355	$340
Kid City	$200	$200
Honey Grove	$320	$320
ELC	$250 *7:00 AM-5:00 PM	$250
St. Rose *no daycare option	$178 *8:00 AM -2:45 PM	$178

Cub Academy

Cub Academy Program Fee Proposal

2026 Fee Proposal

Full Day School Year - $240 Weekly Fee

Full Day 3 Days School Year - $150 Weekly Fee

Half Day AM/PM School Year - $100 Weekly Fee

Full Day Year-Round - $240 Weekly Fee

Kindergarten Before/After School Care - $100 Weekly Fee

Cub Academy

Cub Academy Upcoming Timeline

Late January - Current Families Reenroll

February 24th - New FCS Employee Families

March 3rd - New Families Enroll

Early August - Ribbon Cutting and Open House

August 10th - Tentative Building Opening

Cub Academy