

NORTH PUTNAM COMMUNITY SCHOOL CORPORATION

JANUARY 15, 2026 MINUTES

The members of the Board of School Trustees of the North Putnam Community School Corporation held a regular session meeting on Thursday, January 15, 2026, 7:00 P.M. at North Putnam High School, Large Group Instruction Room, 8869 N CR 250 E, Roachdale, Indiana.

Board members present in person: Joanie Knapp
Ron Spencer
Nathan Scott
Zac Williams
Travis Lambermont

Board members absent: David McCollough
Heather Lawson

Superintendent present: Dr. Dustin LeMay

Attorney present: Tyler Nichols

I. CALL TO ORDER

A. Call to Order, Roll Call, and Pledge of Allegiance

The meeting was called to order at 7:00 P.M. Everyone stood for the Pledge of Allegiance. Board members present were Joanie Knapp, Ron Spencer, Nathan Scott, Zac Williams, and Travis Lambermont.

B. Approval of Agenda:

Joanie Knapp motioned to approve the agenda as presented. Nathan Scott seconded the motion and it carried with a 5 – 0 vote.

Dr. LeMay received a resignation letter from Board Member, Heather Lawson. He appreciates her service. We have to fill this position within 30 days. If we are unable to fill it, then a judge will appoint someone. We have options on how this can be handled and those include appointing a new member or taking applications. We may have to move up the next Board meeting to meet the 30 day requirement. Ron Spencer asked if the process is auto-figured after the 30 days. Tyler Nichols said yes it is.

II. BOARD ORGANIZATION

A. Election of Officers – President, Vice President, Secretary (Newly elected President will preside at meeting):

The meeting was opened for nominations of Board officers. Ron Spencer nominated Joanie Knapp. There were no other nominations. The nominations for Board President were closed. Joanie Knapp received a 5 – 0 vote. Joanie Knapp was elected President of the Board.

Ron Spencer nominated Nathan Scott for Vice President. There were no other nominations. The nominations for Vice President were closed. Nathan Scott received a 5 – 0 vote. Nathan Scott was elected Vice President of the Board.

Ron Spencer nominated Zac Williams for Secretary. There were no others nominations. The nominations for Secretary were closed. Zac Williams received a 5 – 0 vote. Zac Williams was elected Secretary of the Board.

B. Establishment of Date, Time, and Place of Meeting:

The recommendation is to continue Board meetings on the third Thursday of each month at 7:00 p.m. in the Large Group Instruction (LGI) Room at the high school.

Ron Spencer motioned to approve the third Thursday of each month at 7:00 p.m. in the high school LGI Room. Travis Lambermont seconded the motion and it carried with a 5 – 0 vote.

C. Appointment of Corporation Treasurer:

Travis Lambermont motioned to approve the appointment of Tanya Pearson, Corporation Treasurer. Nathan Scott seconded the motion and it carried with a 5 – 0 vote.

D. Appointment of Corporation Deputy Treasurer:

Zac Williams motioned to approve the appointment of Heather Knight, Assistant Treasurer. Nathan Scott seconded the motion and it carried with a 5 – 0 vote.

E. Adoption of Board Salary (\$2,000 Annually):

Currently, Board members are paid \$2,000 annually. Travis Lambermont asked what we can do to ensure Board members are attending enough meeting and maybe it should be pay-per-meeting. This is a discussion the Board can have. Tyler Nichols noted that it cannot be done as pay-per-meeting. Ron Spencer commented that the state says the Board pay can be increased now and feels the salary should be reevaluated. Travis Lambermont asked what the new cap is now. Dr. LeMay noted it is ten percent of a starting teacher's salary and the Board could decided any amount up to the ten percent. He appreciates being able to contact Board members when needed, but knows attending the meetings is important. The Board will discuss increasing the salary at another time.

Nathan Scott motioned to adopt the Board salary as presented (\$2,000 annually). Zac Williams seconded the motion and it carried with a 5 – 0 vote.

F. Appointment of Extra Curricular Treasurers:

Zac Williams motioned to approve the appointment of ECA treasurers Katrina Watson-BB; Kristin Osborn-RD; Jennifer Nelson-MS; and Pam Kashman-HS. Ron Spencer seconded the motion and it carried with a 5 – 0 vote.

G. Approval of Bonds for Treasurers:

Indiana Code requires that anyone handling money, deposits, and collecting money for textbooks or other fees must be bonded. Ron Spencer commented that the treasurers do a wonderful job.

Ron Spencer motioned to approve the bonds for treasurers as presented. Travis Lambermont seconded the motion and it carried with a 5 – 0 vote.

H. Appointment of Corporation Attorney:

Taylor, Minnette, Schneider & Clutter, have been our corporation attorneys for several years now. They are increasing their rate from \$245 per hour to \$255 per hour. Ron Spencer commented that they have been easy to work with and he appreciates this.

Ron Spencer motioned to approve Taylor, Minnette, Schneider, & Clutter with a rate increase to \$255 per hour. Joanie Knapp seconded the motion and it carried with a 5 – 0 vote.

I. Appointment of Board Members as Representatives to the Collective Bargaining Process:

We can have up to three Board members on the Collective Bargaining Committee. This committee meets with the North Putnam Teacher's Association to discuss contract negotiations. Dr. LeMay noted that we approved the current contract for two years, so the committee would not meet until the next collective bargaining process after the two years. Joanie Knapp and Nathan Scott were previously approved to be on this committee.

Ron Spencer motioned to approve the same members listed above as representatives to the Collective Bargaining Committee. Travis Lambermont seconded the motion and it carried with a 5 – 0 vote.

J. Forms for Conflict of interest Statements (Distributed for Return at February Board Meeting):

The Conflict of Interest Statements need to be returned to April Lambermont by the February Board meeting. The form should completed even if they do not have a conflict.

The Board recessed at 7:22 p.m. for the Board of Finance meeting. Nathan Scott motioned to recess the regular meeting and open the Board of Finance meeting. Ron Spencer seconded the motion and it carried with a 5 – 0 vote.

III. RECESS – Board Finance Meeting

A. Elect President and Secretary:

The Board of Finance consists of members of the Board. They need to elect a President and a Secretary. In the past, the President and Secretary of the Board also held the offices for the Board of Finance.

Travis Lambermont motioned to keep the same officers as the Board officers. This would be Joanie Knapp, President, and Zac Williams, Secretary. Ron Spencer seconded the motion and it carried with a 5 – 0 vote.

B. Review Corporation Investments:

We are required to disclose fiscal information for the corporation. Tanya Pearson noted that we have two CD's and we have earned \$110,000 in interest. Dustin LeMay thanked her for working on this and the opportunity to invest.

C. Financial Update:

She provided financial information to the Board that comes from the Department of Education. Enrollment drives the Education Fund.

Travis Lambermont motioned to adjourn the Board of Finance meeting and open the regular meeting. Ron Spencer seconded the motion and it carried with a 5 – 0 vote. The Board of Finance meeting was closed at 7:32 p.m.

IV. SUPPORT

A. Public Comments:

There were no comments.

B. Consent Agenda:

Dr. LeMay is very excited for our FFA Food Science Team and being able to attend the Annual Poultry, Feed, and Meat Technology Exposition in Atlanta, Georgia on January 26-30, 2026. This is a great opportunity for students with full time internship opportunities.

Ron Spencer motioned to approve the consent agenda as presented. Zac Williams seconded the motion and it carried with a 5 – 0 vote.

C. Recommendation to Approve Early Adoption Plan for New Indiana Diploma:

The Board received information at the last meeting about the new diploma. Dr. LeMay is really proud of the high school administration team. Scott Spencer and Amanda Williams have worked very hard on this. We are recommending this early adoption. The 2026-2027 and 2027-2028 school years will be optional. Parental consent will be required and no decision will be made on a student's behalf without it. Scott Spencer has a form that will have to be signed by a parent.

Early adoption would allow North Putnam to stay ahead of statewide expectations while giving our students and families' flexibility in planning for their futures. The new diploma track will increase student choice by offering multiple pathways, supporting career readiness, and strengthening academic preparation. It allows parents to explore the pathway that best fits their child's needs without disrupting students who prefer to remain on the current diploma track. Things have changed and not all students will go to college and we need students in trades. This is valuable opportunity to better serve the needs of our students. We will be addressing School Board Policy, the student handbook, and Course Description Guide to include language for this. The Course Description Guide is on the Board agenda tonight.

We have been actively working with the Indiana Department of Education and they are thrilled that there are districts who will take advantage of the early adoption. We also reached out to universities to ensure they would in fact honor this diploma track and they will accept any student who completes this new diploma track. We will continue to engage with families and will be offering family nights. Joanie Knapp likes how

the work base is embedded in this. Dr. LeMay reiterated that he appreciates the high school team and all the work that went into this. Ron Spencer appreciates the conversations and asked, as we transition and make changes to Board policy, would we be removing the current policy or how do we anticipate handling this. Dr. LeMay said we would be layering so we wouldn't remove anything, but would add language in to include this. Some language would be removed when this is mandated in 2029. Ron Spencer appreciates the work the high school has done and this does not work without the effort of our staff. He appreciates the information.

Zac Williams motioned to approve the early adoption plan for the new Indiana diploma as presented. Ron Spencer seconded the motion and it carried with a 5– 0 vote.

Dr. LeMay appreciates all of the comments and the work done on this. All that matters are the students and families.

D. Academic Calendar 2026-2027:

Last month, the Board received Draft #1 and Draft #2 for the 2026-2027 school calendar. This has been revised and Dr. LeMay is recommending Draft #3 for their approval. He did receive a lot of input from the teachers and tried to align this as much as possible with the other county schools. One noted change on this draft is that we go a week longer at the end of the year and this allows for more flex days to be built into the calendar for weather closings. Graduation would be on May 29, 2026. We are allowed three asynchronous days that can be used for closings as well. Ron Spencer commented that it had been a concern in the past about teachers having enough time to get grades in before graduation. Amanda Williams responded that this will not be a problem. Travis Lambermont was concerned about this lining up with the other schools and especially Area 30. Dr. LeMay said it lines up with South Putnam and Greencastle. He did contact Area 30 and they feel this will work for them.

Nathan Scott motioned to approve Draft #3 of the school calendar for 2026-2027 as presented. Ron Spencer seconded the motion and it carried with a 5 – 0 vote.

E. Disposition of Outstanding Checks:

According to Indiana Code, we can receipt old checks (two years) back into our account. Tanya Pearson will receipt \$9,861.76 back into our account from the outstanding checks.

Ron Spencer motioned to approve the disposition of outstanding checks as presented. Travis Lambermont seconded the motion and it carried with a 5– 0 vote.

F. Fuel Recommendation:

Fuel bids were due December 22, 2025. Keystone was the only company to submit a bid. Rodney Simpson recommends we contract Premium Diesel with Keystone for \$2.2287 per gallon for the remainder of the 2026 calendar year. We have locked in 32,000 gallons at this rate. This is a \$0.21 per gallon savings from last year. He recommends we buy regular unleaded gasoline on the open market for the remainder of the 2026 calendar year.

Ron Spencer motioned to approve the above recommendations for a diesel contract with Keystone and buying unleaded gas on the open market for the remainder of the 2026 calendar year as presented. Nathan Scott seconded the motion and it carried with a 4 – 1 vote (Travis Lambermont abstained).

G. Permission to Close Two Tri-County Bank Accounts:

Tanya Pearson noted that we have two Tri-County Bank accounts with funds that have been exhausted or dormant. She needs permission from the Board to close these two accounts or we will be charged \$25 per month to keep them open.

Nathan Scott motioned to grant permission to close two Tri-County Bank accounts as presented. Zac Williams seconded the motion and it carried with a 5 – 0 vote.

H. Permission to Renew CDs:

Tanya Pearson is requesting permission to renew Certificates of Deposit (CDs).

Nathan Scott motioned to grant permission for Tanya Pearson to renew CD's. Ron Spencer seconded the motion and it carried with a 5 – 0 vote.

I. Permission to Transfer Funds Between Appropriate Funds:

Tanya Pearson is requesting permission to make all necessary fund transfers between appropriate accounts in accordance with Indiana Code and Board Policy.

Nathan Scott motioned to grant permission for Tanya Pearson to transfer funds between appropriate funds. Zac Williams seconded the motion and it carried with a 5 – 0.

J. Approval of Professional Leave for Staff – National ULFI Conference (February 13-15, 2026)-Florida:

This trip is made possible with a grant received in conjunction with The Castle. Rodney Simpson is very appreciative of the assistance from Beth Benedix on writing this grant. It's the beginning of a project we will be doing with The Castle focusing on literacy and embodied learning. UFLI is a Literacy Program from the University of Florida that we have adopted in our primary grades and we are seeing great success with this program. We will be sending 2nd grade teachers to this conference to be held February 13-15, 2026. We are very excited for this opportunity. Joanie Knapp thanked them for working on the grant.

Travis Lambermont motioned to approve the above trip as presented. Zac Williams seconded the motion and it carried with a 5 – 0 vote.

V. PROTECT

There were no topics.

VI. ENGAGE

There were no topics.

VII. EDUCATE

A. 2026-2027 Course Description Guide (HS):

Dr. LeMay noted this is approved annually. Language for the new diploma is embedded in this. We are excited for the opportunities and new pathways for our students. Ron Spencer asked if we will have staffing available for the advanced classes. Dr. LeMay said our high school team and teachers have done a great job of promoting the vision and providing opportunities for students. Amanda Williams said their team is so great and they want to do what is best for students. We have wonderful teachers who will be able to teach the advanced classes. It has been incredible to see the teachers embrace this. They have had many discussions to make this amazing for students.

Joanie Knapp motioned to approve the 2026-2027 Course Description Guide as presented. Ron Spencer seconded the motion and it carried with a 5 – 0 vote.

VIII. DEVELOP

There were no topics.

IX. REPORTS

A. Superintendent (Dr. LeMay):

He thanked the Board for approving the new diploma track. Congratulations to Bainbridge Elementary on being a finalist for the Celebrate Your School Awards through the Center of Excellence in Leadership and Learning (CELL). They were recognized for providing a positive culture. Congratulations to the FFA Parliamentary Team and their success. Congratulations to the high school for a graduation rate of 98.97% for the Class of 2025. He is very proud of what our team has done to accomplish this. Congratulations to the middle school for receiving a grant through Purdue University to help support STEM initiatives for students. He is excited for the progress on the Roachdale Elementary playground.

B. Assistant Superintendent (Rodney Simpson):

We have the food service audit coming up. This includes an inspection by the fire marshal of all buildings. The staff has been working hard to get ready for this. We are working every day with improvements and

construction projects. He is very excited about everything going on and he thanked the Board for their support.

C. Business Manager (Tanya Pearson):

The State Board of Accounts started our audit in December before break. The exit audit will be the last week in January.

D. Administrators:

Amanda Williams thanked the Board for taking the time to approve the new diploma track. She cannot wait for them to see how great it is. Scott Spencer has done an amazing job with this. This will provide great opportunities for students and she appreciates the support. She thanked Kat Hamstra for being a phenomenal addition to their team and always being there for students. Amanda Williams had to cover the front desk recently and she commended her office staff for what they do every day. They are wonderful. Jess Wilson thanked everyone for the recognition on being a finalist for the Celebrate Your School award. The hard work of the staff and students is appreciated.

X. BOARD COMMENTS:

Zac Williams is glad everyone took the time and approve the new diploma track and allow North Putnam the opportunity to help students. Nathan Scott welcomed Travis Lambermont, new Board Member and thanked him for the commitment. He's proud of the FFA program and their accomplishments. He had heard good things about the CDL Program. Ron Spencer said it's great to see the playground come together at Roachdale Elementary. He asked if any of the old equipment was worth saving. Dr. LeMay said it was in very bad shape. Ron Spencer thanked the high school staff and everyone. We are lucky to have our staff and he appreciates all of the hard work. Joanie Knapp welcomed Travis Lambermont. She thanked everyone for coming tonight. The graduation rate is amazing. Congratulations to FFA. She feels our staff is amazing.

XI. ADJOURNMENT

There being no further business to come before the Board, Ron Spencer moved for adjournment of the meeting. Zac Williams seconded the motion and it carried with a 5 – 0 vote. The next regularly scheduled meeting will be held on February 19, 2026 at the high school.

Joanie Knapp, President

Travis Lambermont, Member

Nathan Scott, Vice President

David McCollough, Member

Zac Williams, Secretary

Ron Spencer, Member