

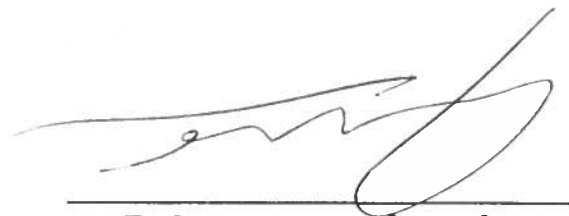
Minutes of the Salem Board of School Trustees

July 13, 2026


Allison Ezzell-President

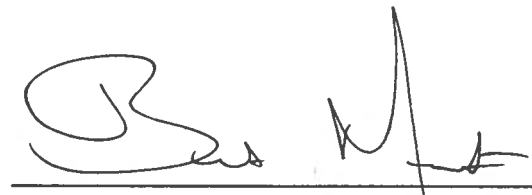

Becky Humphrey-Vice-President


Rebecca White-Secretary


Ty Sweeney- Board Member

Steve Motsinger-Board Member


Rodney Brough- Board Member


Brent Minton-Board Member

**July School Board Meeting
SALEM BOARD OF SCHOOL TRUSTEES
Salem Administration Building
500 N. Harrison Street
July 13, 2026
6:30 p.m.**

5:30 p.m. - Executive Session: IC 5-14-1.5-6.1(b)(2)(3) for discussion of the assessment, design, and implementation of school safety and security measures, plans, and systems.

Those present for the Executive Session were:

Vice-President Becky Humphrey, Board Secretary Rebecca White, board members Ty Sweeney, Rodney Brough, Brent Minton and Steve Motsinger. Also in attendance were Superintendent Mr. Luke Dean, Assistant Superintendent Mrs. April Holder and Board Attorney Thomas Scifres. No other business was discussed and the meeting adjourned at 6:30 p.m. No subject matter was discussed in the executive session other than the subject matter specified in the public notice. President Allison Ezzell was absent.

Public meeting:

Everyone in attendance stood and Rodney Brough led the group in saying the Pledge of Allegiance.

Vice-President Becky Humphrey welcomed everyone to the July 13, 2026 Salem Board of School Trustees Meeting and called the regular meeting to order at 6:38 p.m. Those in attendance were Vice-President Becky Humphrey, Board Secretary Rebecca White, board members Ty Sweeney, Rodney Brough, Brent Minton and Steve Motsinger. Also in attendance were Superintendent Mr. Luke Dean, Assistant Superintendent Mrs. April Holder and Recording Secretary Traci Cornwell. President Allison Ezzell was absent.

Vice-President Becky Humphrey stated a quorum was present.

There were no comments from the audience.

Minutes:

Rebecca White made a motion to approve the minutes of the Executive and Regular Session of the June 8, 2026 school board meeting. Brent Minton seconded the motion.

Motion passed 6-0.

Approval of Amended Agenda:

Rebecca White made a motion to approve the amended agenda. Rodney Brough seconded the motion. Motion passed 6-0.

Approve Claims to Date:

Steve Motsinger made a motion to approve the claims to date. Ty Sweeney seconded the motion. Motion passed 6-0.

Approval of Personnel & ECA Recommendations:

Dorian Lowder/ Resignation from SHS Custodian Effective 6/28/26

Melissa Cauble/ Resignation from BSE Treasurer Effective 6/23/2026

April Branaman/ Resignation from BSE Cafeteria Effective 7/17/26

Kelsey Harrell/ Resignation from BSE Teacher 7/9/26

Hayden Burton/ Termination Effective 6/2/26

David Jackson/ Non-Renewal Bus Driver

Angela Browning/ Retirement Effective 12/31/2026

Robert Clark/ New Hire Substitute Bus Driver/Monitor

Kylee Ravellette/ Transportation Trainer 26/27

Michaela Callaway/ New Hire General Education Teacher (4th Grade)

Kayla Miller/ New Hire BSE Treasurer

Madelyn Morales/ New Hire Elementary Art Teacher K-5

Patty Nale/ Transfer from BSE Attendance to SHS Athletics Administrative Assistant

Traci Cornwell/ Receptionist Admin. Office to Administrative Assistant/Board Secretary

Mark Day/ JV Baseball Coach 25/26 School Year

Breonna Albertson/ HS Cheer Assistant Coach 26/27

Andrew Woodward/ HS Boys Soccer Assistant Coach 26/27

Caleb Voyles/ HS Football Assistant Coach 26/27

Nate Cooper/ HS Football Assistant Coach 26/27

Noah Greenlee/ HS Football Assistant Coach 26/27

Roger Bundy/ Varsity Girls Cross-Country 26/27

Roger Bundy/ Varsity Boys Cross-Country 26/27

Jaron Pankey/ HS Girls Soccer Assistant Coach 26/27

Christina Worley/ HS C-team Volleyball Coach 26/27

Renee Stidham/ HS Varsity Volleyball Head Coach 26/27

Brandi Bierly/ MS Cheer Coach 26/27

Mark Day/ HS Baseball Head Coach 26/27

Gretchen Windell/ 7th Grade Volleyball Coach 26/27

Jeanne Pollert/ 8th Grade Volleyball Coach 26/27

Porter Howey/ 7th Grade Football Assistant Coach 26/27

Eric Mills/ 8th Grade Football Assistant Coach 26/27

Daniel Ponder/ 8th Grade Football Coach 26/27

Ben Bowers/ 7th Grade Football Coach 26/27

Kevin Albertson/ Varsity Boys Tennis Coach 26/27

Josh Lewis/ Girls Soccer Head Coach 26/27

Lexi Garloch/ JV Volleyball Coach 26/27

Gwinn Miller/ MS Cross Country Coach 26/27

Jaelen Nice/ Varsity Boys Basketball Head Coach 26/27

Todd Albertson/ Varsity Boys Basketball Assistant Coach 26/27

Seth Purlee/ JV Boys Basketball Coach 26/27

Wade Tomlinson/ Varsity Girls Basketball Head Coach 26/27

Andrew McCoskey/ Varsity Wrestling Head Coach 26/27

Ryan Steepleton/ Varsity Wrestling Assistant Coach 26/27

Destiny Ramsey/ Varsity Boys and Girls Swim Coach 26/27

Brett Miller/ HS Girls Golf 26/27

Jaelen Nice/ HS Boys Summer Basketball 26/27

Wade Tomlinson/ HS Girls Summer Basketball 26/27

Tyson Moore/ HS Weight Training Supervisor 26/27

James Bush/ MS 8th Grade Boys Basketball Coach 26/27

Vanessa Read/ MS Golf Coach 26/27

Cameron Albertson/ Volunteer Boys Tennis Assistant 26/27

Leah Stidham/ Volunteer Varsity Volleyball Assistant 26/27

Luke Dean/ Volunteer Varsity Football Assistant 26/27

Brian Motsinger/ Volunteer Varsity Football Assistant 26/27

Trale Howard/ Volunteer Varsity Football Assistant 26/27

Jamie Voyles/ Volunteer Varsity Football Assistant 26/27

Chassity Broady/ Volunteer Varsity Cheer Assistant 26/27

Tom Scifres/ Volunteer Girls/Boys Soccer Assistant 26/27

Rodney Brough/ Volunteer Varsity Football Assistant 26/27

Justin Beavers/ Volunteer MS Football Assistant 26/27

Amanda Wilcoxson/ Volunteer MS Cheer Assistant 26/27

Tressa Rodgers/ Volunteer HS Cross-Country Assistant 26/27

Brent Minton made a motion to approve the Personnel and ECA Recommendations. Steve Motsinger seconded the motion. Motion passed 6-0.

Donations:

Consider Approval of a donation to Salem Community Schools for \$107.00 from The Salem High School Class of 1953 to be used for student Christmas Assistance.

Ty Sweeney made a motion to approve the donation. Rodney Brough seconded the motion. Motion passed 6-0.

Consider Approval of a donation to Salem Community Schools for \$2,000.00 from Hoosier Uplands to benefit the high school health science classes.

Brent Minton made a motion to approve the donation. Rodney Brough seconded the motion. Motion passed 6-0.

Consider Approval of 3 donations through the Washington County Community Foundation: \$5,000.00 for counseling department, \$40,000 for advanced manufacturing, \$1,200.00 for AI Teacher Summit incentives.

Rebecca White made a motion to approve the donation. Ty Sweeney seconded the motion. Motion passed 6-0.

III. Action Items:

Consider Approval to pay staff retirement buyouts for the 2025-2026 school year and fees associated with establishing a health clinic from the current Rainy Day Fund.

Brent Minton made a motion to approve this item as presented. Rodney Brough seconded the motion. Motion passed 6-0.

Consider Approval to transfer \$19,852.48 from Rainy Day Fund to Operations for a Retirement buyout, effective June 18, 2026.

Rebecca White made a motion to approve this item as presented. Steve Motsinger seconded the motion. Motion passed 6-0.

Consider Amendment to the Resolution to Transfer Amounts from Education Fund to Operations Fund for 2026 to read Resolution to Transfer Amounts from Education Fund to Operations Fund and Rainy Day Fund for 2026.

Ty Sweeney made a motion to approve this item as presented. Rebecca White seconded the motion. Motion passed 6-0.

Consider Approval to spread, via a fund transfer, the financial impact of the new Supplemental Homestead credit from the Debt Service Fund to the Operations Fund. The total allowed by the DLGF is \$97,291.08 with half being transferred in July and the other half in December.

Brent Minton made a motion to approve this item as presented. Rebecca White seconded the motion. Motion passed 6-0.

Consider Approval of payment(s) by U. S. Bank in Indianapolis, from the 2025 bond in the amount of \$1,589,065.00 to Insulated Roofing Contractors, Installment #3 for lighting/roofs and \$4,800.00 to Heritage Engineering LLC for Prep Work for Sports Complex.

Steve Motsinger made a motion to approve this item as presented. Rodney Brough seconded the motion. Motion passed 6-0.

Consider Approval of payment(s) by U. S. Bank in Indianapolis, from the 2021 Bond, in the amount of \$15,114.61, payable to DGS Sports for update to black and gold sideline chairs and scorer's table at SMS.

Rebecca White made a motion to approve this item as presented. Rodney Brough seconded the motion. Motion passed 6-0.

Consider Approval of payment by U. S. Bank in Indianapolis, from the 2025 bond, in the amount of \$7,000.00 to Atlas Technical Consultants LLC for Geotechnical Engineering Services for Sports Complex.

Rebecca White made a motion to approve this item as presented. Rodney Brough seconded the motion. Motion passed 6-0.

Consider Approval of payment(s) by U. S. Bank in Indianapolis, from the 2021 bond, in the amount of \$34,374.86, payable to U. S. Treasury for "yield restriction."

Rodney Brough made a motion to approve this item as presented. Steve Motsinger seconded the motion. Motion passed 6-0.

Acknowledge receipt of statement from the Indiana Department of Education regarding the minimum teacher salary requirement for 2025-2026 fiscal year.

Vice-President Becky Humphrey read the statement aloud.

"This letter serves as notice that data submitted to the Indiana Education Employment Relations Board (IEERB) shows that the minimum salary for a full-time teacher at Salem Community Schools was \$43,200 during the 2025-2026 fiscal year. Thus, the minimum teacher salary requirement was not met for the 2025-2026 fiscal year."

Rebecca White made a motion to acknowledge the statement as presented. Brent Minton seconded the motion. Motion passed 6-0.

Acknowledge acceptance of Salem Community School's response to the notice from the Indiana Department of Education regarding minimum salary for a full-time Teacher.

Vice-President Becky Humphrey read the response aloud.

"During the Sept. 2025 board of school trustees meeting, the board acknowledged receipt of a statement notifying them of the established \$45,000 minimum teacher salary for 2026. In November of 2025, when the teacher's 2025-2027 (2-year) contract was approved, it was noted that in the second year of that contract, the minimum teacher salary would be met."

Rebecca White made a motion to accept the response as presented. Ty Sweeney seconded the motion. Motion passed 6-0.

Consider approval to move IT Department (Erin Humphrey, Daniel Ponder and Eli Nicholson) from 220 day work schedule to 260 day work schedule effective 6/29/26.

Rodney Brough made a motion to approve this item as presented. Steve Motsinger seconded the motion.

Brent Minton asked about the number of vacation days that would be part of the 260 day schedule. Mr. Luke Dean provided information regarding the adjustment to the schedule. He explained that there is a need for IT work to be done during the summer and other school breaks. The increase in days will provide a better opportunity to complete the necessary work.

Vice-President Becky Humphrey called for a vote. Motion passed 6-0.

Consider approval of payment(s) by U.S. Bank in Indianapolis, from the 2021 bond, in the amount of \$1,840.00, payable to Titan Tint and Graphics, LLC for window tinting on press box, \$6,700.00, payable to Pro Star Painting, LLC for painting of old SMS Gym and \$41,710.90 to Electronic Communication Systems, Inc. for bus radios update.

Rebecca White made a motion to approve this item as presented. Rodney Brough seconded the motion. Motion passed 6-0.

First reading of the following policies:

Policy # 0100-Definitions
Policy # 0151- Organizational Meeting
Policy # 1220-Employment of the Superintendent
Policy # 1520.08- Employment of Personnel for Extracurricular Activities
Policy # 1623- Section 504/ADA Prohibition Against Disability Discrimination in Employment
Policy # 1662.01-Threatening and/or Intimidating Behavior Toward Staff Members
Policy # 2221- Mandatory Curriculum
Policy # 3120.02- Adjunct Teachers
Policy # 3120.08- Employment of Personnel for Extracurricular Activities
Policy # 3121- Personal Background Checks, References, and Mandatory Reporting
Policy # 3123- Section 504/ADA Prohibition Against Disability Discrimination in Employment
Policy # 3131- Reduction in Force ("RIF") in Certificated Staff
Policy # 3139- Staff Discipline
Policy # 3142- Cancellation of a Teaching Contract
Policy # 3220- Staff Evaluation
Policy # 3220.02- Supplemental Payments for Teachers
Policy # 3362.01-Threatening and/or Intimidating Behavior Toward Staff Members
Policy # 3430- Leaves of Absence
Policy # 4120.08- Employment of Personnel for Extracurricular Activities
Policy # 4123- Section 504/ADA Prohibition Against Disability Discrimination in Employment
Policy # 4150- Disciplinary Actions
Policy # 4362.01-Threatening and/or Intimidating Behavior Toward Staff Members
Policy # 5111- Determination of Legal Settlement and Eligibility for Enrollment of Students Without Legal Settlement in the Corporation; Proof of Indiana Residency
Policy # 5136- Personal Communication Devices
Policy # 5136.01- Personal Electronic Equipment Other Than Personal Communication Devices
Policy # 5310- Health Services
Policy # 5462- Retaking a Class
Policy # 5540- The Schools and Law Enforcement Agencies
Policy # 5600- Student Discipline

Policy # 6152- Student Fees and Charges
Policy # 6325- Procurement- Federal Grants/Funds
Policy # 7420- Hygienic Management
Policy # 8120- Volunteers
Policy # 8300- Continuity of Organizational Operations Plan
Policy # 8305- Information Security
Policy # 8400- School Safety Information
Policy # 8455- Coach Training, References, and IHSAA Reporting
Policy # 8462- Child Abuse and Neglect
Policy # 8510- Wellness

Mr. Luke Dean stated that these were policy updates from the last legislative session.

Consider Approval to Rescind The Following Policies:

Policy # 7541- Electronic Data Processing Disaster Recovery Plan
Policy # 5840- Criminal Organizations and Criminal Organization Activity

Brent Minton made a motion to approve. Ty Sweeney seconded the motion. Motion passed 6-0.

Fundraisers:

Salem High School Cheer /Cookie Dough Sales/ June 9, 2026-June 24, 2026

Rebecca White made a motion to approve the fundraiser. Steve Motsinger seconded the motion. Motion passed 6-0.

IV. Items from Staff:

Duane Malloy commented that he likes the updates around our school campus. He cited multiple examples including new signage, sealing of parking lots, additional GaGa pits (made possible by donations from Wonder Valley and the Construction Club), painting of

the gymnasiums at the middle school and resurfacing of the gym floors as well as other improvements within the gymnasiums. He said these were much needed updates.

Positive Praises:

Ty Sweeney, Brent Minton, Rebecca White, Steve Motsinger, Rodney Brough, Mr. Luke Dean and Vice-President Becky Humphrey all gave their positive praises for the month.

Next Regular Monthly Meeting August 10, 2026

Motion to Adjourn

Rebecca White made a motion to adjourn at 7:08 p.m. Brent Minton seconded the motion.

Motion passed 6-0.



SALEM COMMUNITY SCHOOLS

Leading Students to Success!

Interim Superintendent: Dr. Terry Goodin Associate Superintendent: Luke Dean
School Board: Rodney Brough, Allison Ezzell, Becky Humphrey, Brent Minton, Steve Molsinger, Ty Sweeney, Rebecca White

RESOLUTION FOR 2026 TRANSFERS BETWEEN THE DEBT SERVICE AND OPERATIONS FUNDS

WHEREAS, the Board of School Trustees is the governing body of Salem Community School Corporation, Salem, Indiana, and

WHEREAS, HEA 1210 allows schools to spread the financial impact of the new supplemental homestead credit provided under Indiana Code 6-1.1-20.6-7.7 across all non-exempt funds that levy property taxes, rather than only the operations fund.

THEREFORE BE IT RESOLVED, that the Board of School Trustees approves the following maximum amount to be transferred from the Debt Service Fund to the Operations Fund during CY 2026.

Total Anticipated Maximum Amount to be Transferred: \$97,291.08

This resolution was duly made, seconded and adopted July 13, 2026.

Allison Ezzell, President, Board of School Trustees
Salem Community School Corporation

Date: July 13, 2026

ATTEST:

Rebecca White, Secretary, Board of School Trustees
Salem Community School Corporation

Date: July 13, 2026

500 N. Harrison Street, Salem, IN, 47167
Phone: 1-812-883-4437
salemschools.com

**RESOLUTION TO TRANSFER AMOUNTS FROM EDUCATION FUND
TO THE OPERATIONS FUND AND RAINY DAY FUND**

WHEREAS, the Board of School Trustees is the governing body of Salem Community School Corporation, Washington County, Indiana, and

WHEREAS, HB 1009 requires that distributions of tuition support be receipted in the Education fund.

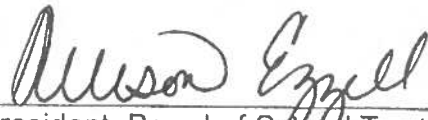
WHEREAS, HB 1009 required the governing body of each school corporation to establish an education fund for the payment of expenses allocated to student instruction and learning under IC 20-42.5, and

WHEREAS, HB 1009 required the governing body of each school corporation to establish an operations fund for the payment of expenses that are not allocated to student instruction and learning under IC 20-42.5, and

THEREFORE BE IT RESOLVED, that the Board of School Trustees authorizes the Treasurer of Salem Community School Corporation to transfer the maximum amount from the Education fund to the Operations fund and the Rainy Day Fund, to reimburse the operations fund for expenses that are not allocated to student instruction and learning under IC 20-42.5 for the period of calendar year 2026

Total anticipated maximum amount to be transferred as 15% of the state funding or \$2,008,000, with a Rainy Day Fund transferable limit of 10% of the school's Education budget or \$1,216,024.90.

This resolution was duly made, seconded and adopted this 13th day of July, 2026.



President, Board of School Trustees
Salem Community School Corporation

ATTEST:



Secretary, Board of School Trustees
Salem Community School Corporation