

August School Board Meeting
SALEM BOARD OF SCHOOL TRUSTEES
Salem Administration Building
500 N. Harrison Street
August 10, 2026
6:30 p.m.

I. Call to Order-Verify Quorum

Public Meeting:

Everyone in attendance stood and Allison Ezzell led the group in saying the Pledge of Allegiance.

There were no comments from the audience.

President Allison Ezzell welcomed everyone to the August 10, 2026 Salem Board of School Trustees Meeting and called the regular meeting to order at 6:37 p.m. Those present were Board President Allison Ezzell, Board Vice-President Becky Humphrey, Board Secretary Rebecca White, Board Member Ty Sweeney, Board Member Rodney Brough, Board Member Brent Minton, Superintendent Mr. Luke Dean, Assistant Superintendent April Holder and Recording Secretary Traci Cornwell. Board member Steve Motsinger was absent.

President Allison Ezzell verified a quorum was present.

II. Routine Matters

Minutes:

Rebecca White made a motion to approve the minutes of the Executive and Regular Session of the July 13, 2026 school board meeting. Becky Humphrey seconded the motion. Motion passed 6-0.

Approval of Amended Agenda:

Ty Sweeney made a motion to approve the amended agenda. Rodney Brough seconded the motion.

Motion passed 6-0.

Approval of Claims to Date:

Becky Humphrey made a motion to approve the claims to date. Rebecca White seconded the motion.

Motion passed 6-0.

Approval of Personnel and ECA Recommendations:

Hayley Fulton/ New Hire BSE Elementary Special Education Teacher MiMo

LouAnn Hamilton/ New Hire BSE Elementary Special Education Instructional Assistant

Noah Hankins/ New Hire BSE Elementary General Education Teacher Grade 4

Taylor Newby/ New Hire Special Education Instructional Assistant K-5 Moderate

Steve Churchman/ New Hire SHS Counselor

Heather Nale/ English Learner Teacher SCS

Tyson Moore/ Summer Weight Training Coach June/July 26

Linda Larson/ New Hire BSE Cook

Jody Bane/ New Hire Substitute BSE, SHS Cook

Rachel Lockard/ New Hire Substitute BSE, SMS, SHS Cook

Ayden Riddle/ New Hire Substitute BSE, SMS, SHS Cook

Craig England/ New Hire Part Time Custodian SHS

Kennedy Hardy/ Transfer from BSE Instructional Assistant to SMS Learning Lab

Jamie Brough/ Transfer from BSE Instructional Assistant to BSE Attendance Clerk

Tyler Zink/ Temporary Contract 7th Social Studies SMS 8/3/26-12/18/26

Christina Worley/ Resignation C Team Volleyball Coach 26/27

Andrew Woodward/ Resignation HS Boys Assistant Soccer Coach 26/27

Andrea Pitcock/ Resignation HS Counselor effective July 16, 2026

Jessica Whitlow/ Resignation BSE Teacher Effective 7/24/26

Emily Gibson/ Resignation BSE Instructional Assistant 7/28/26

Donna Guetig/ Resignation SMS Instructional Assistant 8/4/2026

Gary Pennington/ Resignation SCS School Resource Officer 8/3/2026

Kaleb Ravellette/ Resignation Transportation Effective 7/24/2026

Kirsten Vest/ Resignation Transportation Effective 7/22/2026

Crystal Bowling/ Resignation Transportation Effective 7/22/2026

Dawn Newby/ Resignation Transportation Effective 7/27/2026

Shane Holwager/ Substitute Bus Driver Yellow/White Transportation

Brody Pepmeier/ JV Baseball Coach 26/27

Andrew Woodward/ Volunteer HS Boys Soccer Assistant 26/27

Ricky Lincks/ Volunteer HS Football Assistant 26/27

Devin Maynard/ Volunteer MS Football Assistant 26/27

Karen Cody/ Volunteer SMS Cross Country Assistant 26/27

All Non-Athletic ECA positions 26/27

Rebecca White made a motion to approve the Personnel and ECA Recommendations. *Brent Minton said he had questions. He asked if Tyler Zink was filling in for someone. President Ezzell responded that he was filling in for a medical leave. Brent Minton commented that he hated to see so many transportation resignations and that it was concerning.*

Rebecca White again made a motion to approve the Personnel and ECA Recommendations.

Rodney Brough seconded the motion. Motion passed 6-0.

Donations:

President Allison Ezzell read the following donations aloud.

Requesting acceptance of a donation from three members of the Salem High School
Class of 1976 in the amount of \$10,675.00

Requesting acceptance of the following donations to Salem High School:

- a. \$100.00 from the Washington County Swine Promoters Association to the FFA
- b. \$5,000.00 from an anonymous donor through the Washington County
Community Foundation for Athletics
- c. \$10,000.00 from the Salem Education Foundation to be used for student
and club activities for the Student Council
- d. \$100.00 from Claude Combs to be used as needed for the Military Club
- e. Teacher desk as a donation from Kimballs for an SHS classroom

Requesting acceptance of an anonymous donation of \$10.00 to be used for the
needy student fund in the Salem Schools Nutrition Program

Requesting approval to accept the donation of the SRO vehicle from the City of Salem

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

*President Ezzell commented that she was incredibly thankful for all of the donations and
contributions.*

III. Action Items:

President Allison Ezzell read the following items aloud.

Consider Approval 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

Brent Minton asked about policy #1220. Superintendent Dean responded that it had been updated. Brent Minton asked about policy #3220. Superintendent Dean responded that the plan had been approved. Brent Minton read an excerpt from the policy regarding submitting evaluations to the board and the superintendent prior to August 15 of each year.

Rebecca White made a motion to approve the policies. Rodney Brough 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 \$164,350.00 to Insulated Roofing Contractors for installment #4 on roof and lighting project; \$3,489.00 to Heritage Engineering, LLC for prep work on sports complex and \$23,750.00 to Grace Design Studios for design development for a sports complex.

Becky Humphrey made a motion to approve this item. Rodney Brough seconded the motion.

Motion passed 6-0.

Consider approval to declare the following items useless and obsolete:

- a. old Salem Middle School sign***
- b. old Salem High School sign***
- c. 2005 band trailer***

President Ezzell explained that the band purchased a new trailer and the old trailer would be used as a trade-in on the new trailer. Brent Minton asked what was being done with the old signs. Superintendent Dean commented that there were no plans yet. He explained that there had been a few inquiries but the signs are bigger than people realize.

Ty Sweeney made a motion to approve declaring the items useless and obsolete. Brent Minton seconded the motion. Motion passed 6-0.

Consider approval of a grant from the Washington County Community Foundation in the amount of \$30,000 for AI professional development throughout the 26/27 school year.

Brent Minton made a motion to approve the item. 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 \$353,538 to Salem Community Schools, to reimburse for 2 new buses purchased in June.

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

Consider Approval to advertise the Budget Timeline

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

Fundraisers:

President Ezzell read the following fundraiser information aloud.

Consider approval of Salem Volleyball fundraiser. Volleyball apparel and necessities will be sold through Linck's Clothing and Shoes.

Consider approval of the following FFA fundraisers for the 26/27 school year:

- a. Football Home Game Cookouts from August thru October***
- b. Blueberries and Blueberry Jam Sales during August and September***
- c. Fruit Sales in November and December***
- d. Pig Meat Raffle in November and December***
- e. Strawberry Sales in March***
- f. Greenhouse Plant Sale in May***

Brent Minton made a motion to approve the fundraisers. Becky Humphrey seconded the motion. Motion passed 6-0.

IV. Items from Staff:

Karen Libka gave a summary of the summer food service program. 28,813 meals were served.

Each week they could serve up to 350 people. Parents were very appreciative. Brent Minton questioned eligibility for the program for next year. Mrs. Libka explained that they are closely monitoring all information and eligibility requirements and that as of right now we are eligible.

Elizabeth Bundy commented that it had been a smooth first 4 days of school. She appreciated all the hard work completed by everyone over the summer to make that smooth start possible.

V. Non-Action Items:

VI. New Board Business:

Brent Minton commented that a new policy for facility rentals was being discussed.

Positive Praises

Ty Sweeney, Brent Minton, Rebecca White, Becky Humphrey, Rodney Brough, Assistant Superintendent April Holder, Superintendent Luke Dean and Allison Ezzell all gave their positive praises. Superintendent Dean said it was a great start to the school year. He thanked all the staff and everyone that made that possible.

Next Regular Meeting September 14, 2026 at 6:30 p.m. Motion to Adjourn

Rebecca White made a motion to adjourn the meeting at 7:09 p.m. Becky Humphrey seconded the motion. Motion passed 6-0.

Memoranda Executive Session:

5:30 p.m.- Executive Session: IC 5-14-1.5-6.1[b][2][3]

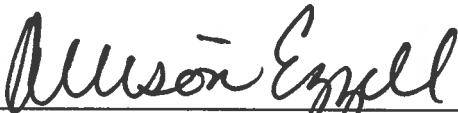
Those present for the Executive Session were:

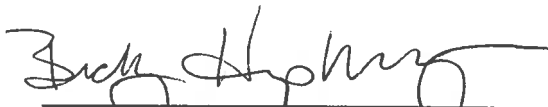
Board President Allison Ezzell, Board Vice-President Becky Humphrey, Board Secretary Rebecca White, board members Ty Sweeney, Rodney Brough and Brent Minton. Also in attendance were Superintendent Mr. Luke Dean, Assistant Superintendent Mrs. April Holder and Board Attorney Thomas Scifres. Board member Steve Motsinger was absent.

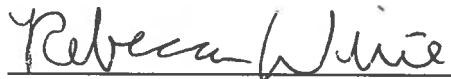
By our signatures below, we certify that no subject matter was discussed in the executive session other than the subject matters specified in the public notice.

Minutes of the Salem Board of School Trustees

August 10, 2026


Allison Ezzell- President

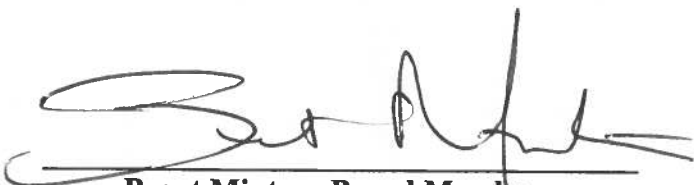

Becky Humphrey- Vice-President


Rebecca White- Secretary


Ty Sweeney- Board Member

Steve Motsinger-Board Member


Rodney Brough- Board Member


Brent Minton- Board Member