

NOTE: These are “proposed” minutes and will not be approved until the May 20, 2025 School Board Meeting

4:00 p.m.
Administration Center

Tuesday
April 22, 2025

BOARD MINUTES

CALL TO ORDER-President Kate Hummel called the April 22, 2025 meeting of the Board of School Trustees to order at 4:00 p.m. Present were Mr. Eash, Mr. Anderson, Mr. Mast, and Mrs. Nisley. Others in attendance included Dr. Jayson Snyder, Superintendent, Dr. Josh Yoder, Assistant Superintendent, Jeff Palmer, Director of Buildings and Grounds and Mr. Randy Hesser, MCS attorney.

SUPERINTENDENT’S REPORT-

Dr. Snyder started by thanking Elevation Park Model Company for their willingness to sponsor our tennis courts. We will formally request board approval later in this meeting, but owner Joel Lederman and his wife Annerose Lederman are in attendance....and they need to leave to get to an event, so we will start the meeting by pausing for a picture with them with our board members so we can thank them publicly for partnering with us. Joel & Annerose and their four daughters are part of the MCS family, and we are incredibly thankful for their partnership and generosity.

Middlebury Moment-Dr. Snyder introduced our Middlebury Moment student Peyton. Peyton was nominated by Principal Brickner and teacher Cameron Baber. Peyton started at Jefferson in Kindergarten with challenges related to academics, behavior, and a variety of medical concerns. He has worked incredibly hard to overcome those obstacles and has decided that nothing can stop him from being successful. Peyton has become a student who is a leader at Jefferson Elementary, and he advocates for a school environment where students treat each other the right way. Peyton- we are so proud of you, and we know you will continue to do great things.

Dr. Snyder introduced Kari Dyer and Tricia Brickner who shared the changes that are coming state wide with ILEARN. Grades 3-8 will be switching to a through year model where students will take 3 low stake checkpoint assessments followed by an end of year summative test in late spring.

EXPRESSIONS FROM PATRONS-NONE

Consent Agenda

- Minutes from the March 18 Board Meeting & Project & Second Preliminary Determination
- Personnel
- Donations
- Claims
- March 2025 Financial Report

EMPLOYMENT:

Northridge High School

CERTIFIED: Scott Radeker, Assistant Athletic Director – 50%
ECA Position: 2425
Start Date: April 1, 2025

CERTIFIED: Kaylee Oatman, Academic Super Bowl Coach – English
ECA Position: 1711
Start Date: March 3, 2025

CLASSIFIED: Janine Sievers, Junior Class Sponsor
ECA Position: 1517
Start Date: March 21, 2025

CLASSIFIED: Janelle Walther, Assistant Junior Class Sponsor
ECA Position: 1610
Start Date: March 21, 2025

CLASSIFIED: Ellen Augustine, Senior Class Sponsor
ECA Position: 1518
Start Date: March 21, 2025

CLASSIFIED: Kim Coates, Assistant Senior Class Sponsor
ECA Position: 1611
Start Date: March 21, 2025

CLASSIFIED: Jennifer Lechlitner, 12 Month Custodian
Replacing: Kevin Oakes
Start Date: April 23, 2025

CLASSIFIED: Juana Garcia, 12 Month Custodian
[pending background check]
Replacing: Cindy Green
Start Date: April 28, 2025

Northridge Middle School

CERTIFIED: Amy Seegert, Assistant Track Coach (Flex Position)
ECA Position: 2413
Start Date: April 14, 2025

CERTIFIED: Amy Hively, Assistant Track Coach (Flex Position)
ECA Position: 2413
Start Date: April 14, 2025

Heritage Intermediate School

CERTIFIED: Makena Knepp, Mixed Abilities Teacher
Replacing: Kari Welker
Start Date: August 8, 2025

CERTIFIED: Courtney Schrock, Girls After School Sports
Replacing: Amber Baker
Start Date: April 2, 2025

CLASSIFIED: John Bettis, 12 Month Custodian – 2nd Shift
Replacing: Dennis Yoder
Start Date: May 29, 2025

Jefferson Elementary School

CERTIFIED: Sara Springer, 1st Grade Teacher
Replacing: Kelly Barker
Start Date: August 8, 2025

CERTIFIED: Makenzie Miller, 3rd Grade Teacher
Replacing: Danae Miller
Start Date: August 8, 2025

CERTIFIED: Rachelle Fought, Special Education Teacher
Replacing: Lance Sprunger
Start Date: August 8, 2025

CERTIFIED: Michelle Vander Reyden-Yoder, School Counselor
Replacing: Tim Francis
Start Date: August 11, 2025

CLASSIFIED: Carah Defrees, Cafeteria Worker, 3 hrs/day
Replacing: Joellen Allison
Start Date: April 23, 2025

Middlebury Elementary School

CLASSIFIED: Norman Hostetler, 12 Month Custodian – 2nd Shift
Replacing: Adrian Shull
Start Date: April 23, 2025

Orchard View Elementary School

CLASSIFIED: Brianna Richey, Special Education Assistant, 6.5 hrs/day
Replacing: Karla Aistrop
Start Date: April 14, 2025

York Elementary School

CERTIFIED: Emilee Wise, 2nd Grade Teacher
Replacing: Kathy Huys
Start Date: August 8, 2025

Transportation

CLASSIFIED: Faith Foley, Bus Driver, 7.5 hrs/day
Start Date: April 14, 2025

CLASSIFIED: Tabitha Bratt, Bus Driver, 3.25 hrs/day
Start Date: March 28, 2025

CLASSIFIED: Corrine Conway, Bus Driver, 2 hrs/day
Start Date: April 14, 2025

Summer School

CERTIFIED: Jeremy Gerber, HS Credit Recovery
Start Date: June 2, 2025

CERTIFIED: Mark Nathaniel, HS Credit Recovery
Start Date: June 2, 2025

CERTIFIED: Jessica Barkby, Elementary Teacher
Start Date: June 2, 2025

CERTIFIED: Amber Diller, Elementary Teacher
Start Date: June 2, 2025

CERTIFIED: Anna Doe, Elementary Teacher
Start Date: June 2, 2025

CERTIFIED: Holly Miller, Elementary Teacher
Start Date: June 2, 2025
CERTIFIED: Stephanie Morgan, Elementary Teacher
Start Date: June 2, 2025
CERTIFIED: Elizabeth Nay, Elementary Teacher
Start Date: June 2, 2025
CERTIFIED: Betty Robinson, Elementary Teacher
Start Date: June 2, 2025

RETIREMENT:

York Elementary School

CERTIFIED: Kathie Kenworthy, 2nd Grade Teacher
Effective Date: July 31, 2025

Transportation

CLASSIFIED: Jennifer Looker, Bus Driver
Effective Date: June 20, 2025

RESIGNATION:

Northridge High School

CERTIFIED: Carla Doles, Assistant Choir Director
REVISED Effective Date: March 25, 2025
CERTIFIED: Michelle Vander Reyden-Yoder, Special Education Teacher
Effective Date: May 30, 2025
CERTIFIED: Tonya Rhodes, FACS Department Chair
Effective Date: May 30, 2025

Heritage Intermediate School

CERTIFIED: Courtney Schrock, 4th Grade Teacher
Effective Date: May 30, 2025

CLASSIFIED: Dallas Swathwood, Building Assistant
Effective Date: May 29, 2025

Jefferson Elementary School

CERTIFIED: Hannah Kauffman, 3rd Grade Teacher
Effective Date: June 11, 2025
CERTIFIED: Ben Truman, Title 1 Teacher
Effective Date: May 30, 2025
CERTIFIED: Lance Sprunger, Special Education Teacher
Effective Date: May 29, 2025
CLASSIFIED: Gregory Gibson II, 9 Month Custodian
Effective Date: April 4, 2025

Middlebury Elementary School

CLASSIFIED: Adrian Shull, 12 Month Custodian
Effective Date: March 21, 2025

Orchard View Elementary School

CERTIFIED: Hannah Hostetler, Kindergarten Teacher
Effective Date: May 30, 2025

TRANSFER:

Northridge High School

CLASSIFIED: Cindy Green, 12 Month Custodian, to:
12 Month Custodian at Jefferson Elementary School
Replacing: Paul Young
Start Date: April 28, 2025

Jefferson Elementary School

CERTIFIED: Lance Sprunger, Special Education Teacher, to:
Title 1 Teacher
Replacing: Ben Truman
Start Date: August 11, 2025

CERTIFIED: Cameron Baber, 1st Grade Teacher, to:
2nd Grade Teacher
Replacing: Kaitlyn Ianigro
Start Date: August 11, 2025

CERTIFIED: Julia Beik, 1st Grade Teacher, to:
2nd Grade Teacher
Start Date: August 11, 2025

CERTIFIED: Katie Cashen, Kindergarten Teacher, to:
Title 1 Teacher
Start Date: August 11, 2025

CERTIFIED: Jamie VanDaele, Title 1 Teacher, to:
3rd Grade Teacher
Replacing: Hannah Kauffman
Start Date: August 11, 2025

CLASSIFIED: Paul Young, 12 Month Custodian, to:
9 Month Custodian
Replacing: Gregory Gibson II
Start Date: April 14, 2025

Orchard View Elementary School

CLASSIFIED: Leah Vetere, Mixed Abilities Assistant, to:
Substitute Teacher
Start Date: May 30, 2025

Transportation

CLASSIFIED: James Miller, Bus Driver, to:
Substitute Bus Driver
Start Date: April 4, 2025

TERMINATION:

Jefferson Elementary School

CLASSIFIED: Joellen Allison, Cafeteria Worker

Effective Date: March 18, 2025

UNPAID LEAVE:

Northridge High School

CERTIFIED: Laura Simons, Science Teacher

March 26, 2025 – 1 day

March 27, 2025 – 1 day

March 28, 2025 – 1 day

CERTIFIED: Jodie Steele, PE Teacher

April 3, 2025 – ½ day

Northridge Middle School

CERTIFIED: Erin Rose, World Languages Teacher

March 17, 2025 – 1 day

March 19, 2025 – 1 day

March 20, 2025 – 1 day

March 25, 2025 – 1 day

March 27, 2025 – 1 day

March 28, 2025 – 1 day

April 2, 2025 – 1 day

CERTIFIED: Kimberly Rosler, Mixed Abilities Teacher

March 20, 2025 – 1/2 day

CERTIFIED: Carrie Yoder, School Counselor

March 21, 2025 – 1 day

April 2, 2025 – 1 day

April 3, 2025 – 1 day

CERTIFIED: Kathryn Maust, Math Teacher

April 2, 2025 – 1 day

CERTIFIED: Michelle McCallen, Science Teacher

April 2, 2025 – 1 day

Heritage Intermediate School

CERTIFIED: Jennifer Zimmer, Special Education Teacher

March 14, 2025 – ½ day

York Elementary School

CERTIFIED: Sarah Eash, Title 1 Teacher

March 18, 2025 – 1 day

CERTIFIED: Brianna Nannet, 3rd Grade Teacher

March 28, 2025 – 1 day

FMLA:

Northridge Middle School

CERTIFIED: Sabrina Troyer, 7th Grade Language Arts Teacher

May 5, 2025 – August 10, 2025

Mr. Anderson moved to approve the consent agenda as presented Mr. Eash seconded the motion. Motion approved 5-0.

CONSIDER APPROVAL OF NAMING RIGHTS SPONSORSHIP AGREEMENT FOR ELEVATION PARK MODEL-

Dr. Snyder stated we are requesting approval of the Northridge tennis courts to be named Elevation Park Model Tennis Courts. We are thankful for the Lederman family and their company for investing in our school district.

Mr. Eash moved to approve the naming rights sponsorship agreement for Elevation Park Model as presented Mr. Mast seconded the motion. Motion carries 5-0.

CONSIDER APPROVAL OF DONATIONS-

Dr. Snyder stated we are requesting the approval of a \$500 donation to NMS for the Washington DC trip from Christian & Ann Schelle. The Middlebury American Legion Post 210 donated \$500 to Middlebury Elementary to be used toward the purchase of an auxiliary sensory wall. We have a donation of \$1,064 to Heritage Intermediate School from the HIS PTO to be used by the Science Club. McDonald's donated 1,200 free breakfast cards to NHS (total value is \$10,788) to be used to promote student success. Inter-State Studio & Publishing donated \$ 752.99 to the NHS yearbook account.

Mr. Mast moved to approve the donations as presented Mr. Eash seconded the motion. Motion carries 5-0.

UNFINISHED BUSINESS-NONE

ANNOUNCEMENT OF FIELD TRIPS-Dr. Yoder reviewed the list of field trips with the board.

ANNOUNCEMENTS AND CORRESPONDENCE-

Dr. Snyder thanked Joel and Annerose Lederman and Elevation Park Model for partnering with us for the tennis courts. Thank you again to Gregg Eash for helping set that partnership up for us and making that agreement a reality. Congratulations to Peyton and thank you to the teachers and staff members at Jefferson Elementary for all of the hard work you do in supporting students. Thank you to Tricia Brickner and Kari Dyer for the presentation about instructional checkpoints. It really is different than school was 30 or 40 years ago when you taught and prayed they got it. It is a science that takes work, dedication and commitment and I am thankful to our teachers and our administrators and all of our support staff and the families that support that process. A lot of good things are happening because of a lot of hard work.

ANNOUNCEMENTS OF TRAVEL-Dr. Yoder reviewed the list of travel with the board.

EXPRESSIONS FROM BOARD MEMBERS-

Mr. Eash-I was able to see some of our students who were on the marine biology trip to Layton, Florida in the Keys. It was really cool to see the environment they worked in and they spent a lot of their day doing work for school. I hope my kids want to do it again next year because it was a nice spot to go. Next year is the 50th anniversary of Goshen Schools doing this and they are looking for an even better relationship with Northridge because we were about half of the students this year. The tennis naming rights and working with not only a great company, but the Lederman family is top notch, one of the best families in our community. I am glad Joel and Annerose and the company wanted to be part of our school system and help out the tennis facility. They do have future tennis players coming up and they will get to enjoy that as well as everybody else. The instructional

checkpoint presentation was amazing and we appreciate all the work that the staff is doing. I'd like to give kudos to Mr. Palmer; the lacrosse program was able to use the new field last night for practice and we will be able to use it this weekend for LAX OUT. I appreciate his dedication and working through not great weather to keep the project moving forward was great. It is going to be a beautiful addition.

Mrs. Nisley-I would like to say that I was glad to be at Orchard View for the 5th Happy Day Club that they held there. They had such a fun time and the team that was in charge was so awesome. I am thankful we can do that.

Mr. Mast-At the airport I ran into the Spanish teacher and students who were headed to Central America for their trip over spring break. They were also doing school work there. They added me to their group where they shared photos so I was able to see that they had a great trip. Kudos to those teachers for doing what they are doing.

Mr. Anderson-I am just blown away by the report that Mrs. Dyer and Mrs. Bricker shared and what we are doing in regard to our students. It is an amazing process. I know the state of Indiana is doing it; however, our teachers have to actually do it. To take that on, hopefully in a positive way, however there will be hiccups as you would have with any new program, is just a tribute to the professionalism of our staff and I highly appreciate and commend all of those who are working with that. Thank you so much.

Mrs. Hummel-In support of what Mr. Anderson just said, I am in a unique position because I have a 3rd grader who, early in the school year, I was a little nervous about IREAD. He struggled, he is high energy, hands on, and would rather be outside playing, his favorite subject is gym, which is fine. To see the growth that he has made throughout this year and to actually see the checkpoint results each time and the different intervention strategies that his classroom teacher and the interventions support staff and even Mrs. Palmer helping in the classroom as well. It truly is a team effort and to see that in action as a parent is huge. The amount of growth he has made truly brought my husband and I to tears of joy because it has been night and day. To see all of that hard work and even more importantly that it is working and paying off and it is only going to get better is huge. Thank you to all of our staff because I am sure my son is not the only student who has had that experience. I really appreciate that.

OTHER BUSINESS-None

ADJOURNMENT –

Mr. Eash moved to adjourn the April 22, 2025 school board meeting and move to executive session Mr. Anderson seconded the motion. The motion was approved with a vote of 5-0 at 4:57p.m. The next scheduled school board meeting will be on May 20, 2025 at 4:00 p.m. at the Administration Center.

Kate Hummel, President

Gregg Eash, Vice President

Donald R. Anderson, Secretary

Caleb Mast, Member

Cindy Nisley, Member

