

FEB 28 2022

Regular Meeting of the Board of School Trustees  
Monday, December 20, 2021

APPROVED

**Present:** Vice President Shelley Christopher, Secretary Laura Bell, Board Member Stephanie LaOrange, Board Member David Rosenbarger

**Absent:** President Andie Mears

**Also Present:** Superintendent Dan Sighting, Attorney Robert Little, and Treasurer Cortney Parrish

Vice President Shelley Christopher called the Meeting to order at 7:00 pm and the Pledge of Allegiance was recited.

**Routine Business**

Laura Bell moved to approve the agenda with the additions of 8.4.3 Mrs. Brooke Langley-Frontier Jr.-Sr. High School Girls 7th & 8th Grade Girls Basketball Coach & 7.8 Authority for Treasurer to pay claims prior to the January 17, 2022 School Board Meeting, and the deletion of 3.1 November 15, 2021 Regular School Board Meeting minutes. David Rosenbarger seconded the motion. Motion passed unanimously.

Laura Bell moved to approve the Fund Report as presented. David Rosenbarger seconded the motion. The motion passed unanimously.

Stephanie LaOrange moved to approve the Appropriation Report as presented. David Rosenbarger seconded the motion. The motion passed unanimously.

David Rosenbarger moved to approve the Revenue Report as presented. Laura Bell seconded the motion. The motion passed unanimously.

Stephanie LaOrange moved to approve the Bank Reconciliation Report as presented. David Rosenbarger seconded the motion. The motion passed unanimously.

David Rosenbarger moved to approve the 2020 Bond Report as presented. Stephanie LaOrange seconded the motion. The motion passed unanimously.

Stephanie LaOrange moved to approve the Transfer Report as presented. David Rosenbarger seconded the motion. The motion passed unanimously.

Laura Bell moved to approve the December claims as presented. David Rosenbarger seconded the motion. The motion passed unanimously.

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**Technology Report**

Mr. Hoover introduced a switch to a new ticketing system, as the old one will not be supported after December 2021. The technology department is still figuring out how to be more productive with it. The new system could be used to reduce labor and errors, especially with repeatable tasks. He also introduced a switch to a new type of wireless access points. Initial testing results at the Elementary School have been positive. They hope to replace the rest of the outdoor Aruba APs they installed during Christmas break in the lower classrooms as well as the Unifi APs in other rooms. The new ones are made by Aruba/HP and can be managed in a group of up to 25 without purchasing an expensive controller. The September data reporting has been certified. October data certification appears to be January 6<sup>th</sup>-7<sup>th</sup> based on an email message Mr. Hoover received. December certification is next. Mr. Hoover sent out a warning message last week on Wednesday and followed it with a phishing email test on Friday. 144 unique messages were delivered; 3 links/buttons clicked by staff; 8 staff reporting the message to Mr. Hoover or through Gmail's spam reporting. A Java logging utility, has been discovered to have a couple of vulnerabilities, Mr. Hoover has patched one system and has tightened up the firewall. As more cybersecurity guidance is given, changes will be made accordingly.

**Elementary Report**

\*Mrs. Lemenager presented a near perfect score ribbon to a 6<sup>th</sup> grade student for competing in spell bowl\*

Mrs. Layton reported that 22 families will receive assistance during the holiday season. She thanked local churches, sororities, community members and Frontier Rotary club on behalf of Frontier. She also thanked Paula Bulla for organizing this. NWEA testing has finished for the winter cycle. Mrs. Jensen will meet with teachers to review data and help them review their goals. She thanked Mr. Sieber, 3rd grade students, and 3rd grade teachers for putting on a wonderful Holiday Music Program. Mr. Sieber and the 5th grade band also put on a festive program to get everyone in the holiday spirit. Mrs. Layton reported that the PTO Christmas Shoppe was a success. She thanked Courtney Bolen for heading up the event. Shari Switzer met with teachers in grades K-2 during their prep time last Thursday to discuss Depth of Knowledge in assessments. The next PD Day in February will cover curriculum alignment with our CLASS Coach, Jim McMillian. Mrs. Layton reported many donations this month. Due to high quarantine numbers, the Student Council Snowflake festival and the 3rd-6th Award Program were postponed. Both will occur after Winter Break in January. Staff report back after break on January 6<sup>th</sup> for a staff meeting and half day work day. Students report back on January 7<sup>th</sup>, and report cards will go home January 10<sup>th</sup>. Mrs. Layton thanked the board for approving the mask mandate, as of December 20, 2021, there have been 38 positive students and 7 positive staff members; around 100 students in quarantine. Since the mask mandate, we've had 4 more positive students and no quarantines. Our goal is to keep students in school.

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**Jr-Sr High Report**

Mrs. Layton gave the Jr/Sr. High School report for Mr. Hettinger. There have been a high number of quarantined students due to contact tracing. The White County Health Department has granted permission to allow those students to come to school for the sole purpose of taking their final exams. The students have to be masked at all times, spread out, and leave school when their finals are completed. We have had several students take advantage of this arrangement. With Board approval, we have two new teachers starting 2nd semester. Ms. Jennifer Ousley will take over the Physical Education position and Mr. Thomas Hedde will be the new Special Education Teacher. We have received lots of interest in the Athletic Director/Dean of Students position. We also have posted the Extra Curricular Accounts Treasurer position but haven't received any applicants yet. The Engineering/Technology position is still posted, and we haven't received any applications. The last several weeks have been busy with assessments. The second round of NWEA testing has been given, and we have met with teachers to discuss trends and modifications going forward. We are awaiting results for ISTEP retesting. 33 out of 42 students passed ASVAB testing. Students Report on January 7<sup>th</sup> for second semester. Report cards go out on January 14<sup>th</sup>. The next Professional Development day is February 22<sup>nd</sup>.

**Athletics Report**

Mr. Sighting gave the athletics report. Athletics is wrapping up before winter break and will start again in January. Frontier Rotary will be hosting a Baked Potato Bar at the Twin Lakes Game on December 22, 2021. Troy Burgess has resigned as Athletic Director and Varsity Football Coach. The job has been posted.

**Transportation Report**

Mr. Sighting gave the transportation report. Transportation is combining routes when drivers are out; it is difficult to find drivers and subs.

**Maintenance Report**

Mr. Sighting gave the maintenance report in Mr. Peterson's absence. The gas line has been installed for the football locker building. The nighttime cleaning crew decided to no longer work for Frontier School Corporation. We are in the process of hiring a new nighttime cleaning crew. A boiler malfunctioned at the Jr/Sr. High School, and Benchmark Mechanical came onsite to repair it. Benchmark has been onsite helping with multiple repairs in Mr. Peterson's absence due to illness. Over Christmas break, the Elementary cafeteria, hallway, and stage will be stripped and waxed. In addition, the Jr/Sr. High School gym locker rooms and the athletic trainer's room will be getting new flooring.

**Counselor's Report**

79% of our students passed the ASVAB; nine students did not pass. One male student scored 94/99, and one female student scored 91/99. SAT is scheduled for March 2<sup>nd</sup>. Makenzie O'Brien received the Lilly Endowment Scholarship for 2022. This is a competitive scholarship between all White County Schools, and she is the first Frontier student to receive it in at least 5 years. Amy Turner and Mrs. Bassett have been busy gathering items to help promote our rural early college high school program. Amy surveyed the staff on colleges and colleges attended. She then contacted each college asking for a pennant. They then made information sheets with all the colleges, logos, and early college classes we offer here at Frontier. These will

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begin to go up on the walls outside each classroom beginning tomorrow. Our hopes are that students will take time to look at the frames and be encouraged to pursue further education post high school.

**Superintendent Report**

Mr. Sighting reported that revenue is up. Title Grants were supposed to be finalized in September but have been delayed. They are now due. He will be writing the Title IIA and Title IV grants. They are small amounts to fund teacher development and technology. Many school corporations are struggling to find staff. We are fortunate that we have been able to find qualified candidates. We are preparing for a great winter break!

**Budget/Finance**

Mr. Sighting presented the December FY 2022 state tuition support distribution payment.

Mr. Sighting presented a report on Frontier School Corporation 2022 Certified Budget Appropriations and Tax Rates.

Mr. Sighting presented a report on the Operations Fund, Referendum Fund, and Debt Fund revenue.

Mr. Sighting presented a Resolution for transfer from the Education Fund to the Operations Fund. Mr. Sighting asked for approval to transfer \$59,140.33 per month beginning in January 2022. Laura Bell motioned to make the transfer in the stated amount. Stephanie LaOrange seconded the motion, and it passed unanimously.

Mr. Sighting presented a report to the board on the Non-Certified Employee Frontier School Corporation 2022 Contribution to Health Insurance. He asked the board to approve the following contributions:

- For 100% employees:
  - \$7,972.07 for a single plan
  - \$11,874.20 for a family plan
- For 75% employees:
  - \$5,979.05 for a single plan
  - \$8,905.65 for a family plan

David Rosenbarger motioned to approve the contributions as stated. Stephanie LaOrange seconded the motion, and it passed unanimously.

Mr. Sighting presented a report to the board on the Administrator Health Savings Account Contributions. He asked the board to approve the following HSA contributions for the upcoming year.

- Employees on the \$3,000 and \$6,000 deductible plan
  - Single: \$942
  - Family: \$2,418
- Employees on the \$6,000 and \$12,000 plan
  - Single: \$1,470
  - Family: \$3,828

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Stephanie LaOrange motioned to approve the contributions as stated. Laura Bell seconded the motion, and it passed unanimously.

Mr. Sighting presented an agreement with City Office Janitorial Services as a new night cleaning crew. Two quotes were received. He asked the board to approve the new agreement with City Office Janitorial Services at \$9,330.00 per month. David Rosenbarger motioned to approve the contract. Stephanie LaOrange seconded the motion, and it passed unanimously.

Mr. Sighting asked the board to give authority for the Treasurer to pay claims prior to the January 17, 2022 School Board Meeting. Laura Bell made a motion to approve prepayment of claims. Stephanie LaOrange seconded the motion, and it passed unanimously.

**Personnel**

Mr. Sighting presented resignations of the following:

- Mr. Troy Burgess-Dean of Students/Athletic Director/Varsity Football Coach
- Edward Hulbert-Frontier School Corporation Custodian
- Rebecca Veach-Frontier Jr/Sr. High School Part-Time Instructional Assistant
- Jerry Carter-Frontier School Corporation Mini-Bus Driver

Laura Bell made a motion to approve the resignations. David Rosenbarger seconded the motion, and it passed unanimously.

Mr. Sighting presented recommendations for hire of the following:

- Mr. Tom Hedde-Frontier Jr/Sr. High School Special Education (\$52,750)
- Mrs. Becky Maddox-Frontier Jr/Sr. High School Part-Time Instructional Assistant (\$11.25 per hour)
- Mrs. Belinda Martin-Frontier School Corporation Mini-Bus Driver (\$14.50 per hour plus \$1.00 per hour differential)
- Ms. Jennifer Ousley-Frontier Jr/Sr. High School Physical Education Teacher (\$40,250)
- Ms. Kristen Reel-Frontier Elementary School Instructional Assistant (\$11.25 hourly rate)

Laura Bell made a motion to approve the new hires. David Rosenbarger seconded the motion, and it passed unanimously.

Mr. Sighting presented recommendations for termination of the following:

- Frontier Jr/Sr. High School Cafeteria Employee
- Frontier School Corporation Assistant Maintenance Employee

David Rosenbarger made a motion to approve the terminations. Stephanie LaOrange seconded the motion, and it passed unanimously.

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Mr. Sighting presented the following extra-curricular recommendations:

- Mrs. Alex Hurst-Girl's 7th Grade Basketball Head Coach
- Miss Makayla Schroeder-Frontier Jr/Sr. High School Volunteer Assistant Cheerleading Coach
- Mrs. Brooke Langley-Frontier Jr/Sr. High School Girls 7th & 8th Grade Girls Basketball Coach

Stephanie LaOrange made a motion to approve the new hires. Laura Bell seconded the motion, and it passed unanimously.

Mr. Sighting recommended that the board hire Deb Lucas as Interim Frontier Elementary Instructional Assistant (Hourly Rate \$11.25) David Rosenbarger made a motion to approve the new hire. Stephanie LaOrange seconded the motion, and it passed unanimously.

Teacher Appreciation Grant Stipends: We have a board policy that highly effective teachers will get 25% more than effective teachers, so highly effective teachers will be \$582.55, effective teachers it will be \$466.05. We received \$24,629.25. We are going to distribute all but about \$0.06 or \$0.07 of that back to highly effective or effective teachers. Some people do not meet the definition of a teacher, so Mr. Sighting asked the board to approve stipends for Principals, Mr. Hoover, Mrs. Lemenager, Mrs. Bassett, Mr. Sighting, Mrs. Bulla, Mrs. Layton, and Mrs. Woods to be paid from the operations and education funds. The operations fund total is \$1,759.27. The education fund total is \$2,945.17 for those stipends. Laura Bell made a motion to approve the grant and additional stipends. Stephanie LaOrange seconded the motion, and it passed unanimously.

Superintendent Report on 2020-2021 school year Evaluation Results for 57 teachers:

- 29 were rated highly effective
- 27 were rated effective
- 1 was rated needs improvement

Mr. Sighting asked the board to approve a contractual agreement with Elwood Staffing to recruit janitors for Frontier School Corporation. Stephanie LaOrange made a motion to approve the contract with Elwood Staffing. David Rosenbarger seconded the motion, and it passed unanimously.

Mr. Sighting asked the board to approve an agreement with Express Employment Professionals to recruit janitors for Frontier School Corporation contingent upon getting additional information from them. Laura Bell made a motion to approve the agreement. Stephanie LaOrange seconded the motion, and it passed unanimously.

**Field Trips**

None.

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**Other Business**

Town of Chalmers Facility Use Agreement: Mr. Sighting asked SRO Bolen to start looking for relocation centers in the instance that we have to evacuate Frontier Elementary and Frontier Junior Senior High School. SRO Bolen talked venues to the East and West of us. We approached the town and Chalmers about using one of their facilities. We gave them an agreement, and they made changes. They want us to supply two million dollars of liability insurance while we are using their facility, and we have enough insurance to cover that amount. Our lawyers have reviewed the agreement. Mr. Sighting asked the board to approve the agreement. Stephanie LaOrange made a motion to approve the agreement. Laura Bell seconded the motion, and it passed unanimously.

Mr. Sighting presented the STR-SEG Hardscape Proposal and Cost Estimate: We have talked to STR-SEG to solicit companies to provide us with bids to seal our parking lot. This would include the East and South faculty parking lots at the Elementary, the East and West parking lots at the High School, and the Brookston Gym parking area. The original estimate from STR-SEG was \$25,000 to reseal and repaint the lines on those parking lots. Mr. Sighting asked the board for approval to move forward with this project that will cost at least \$25,000. Laura Bell made a motion to approve STR-SEG to solicit bids for the parking lot resealing project. David Rosenbarger seconded the motion, and it passed unanimously.

Mr. Sighting asked the board to approve the Ivy Tech Community College Memorandum of Understanding for providing 30 credit hours in the Rural Early College High School Program. Laura Bell made a motion to approve the MOU. Stephanie LaOrange seconded the motion, and it passed unanimously.

Mr. Sighting presented the December 2021 donations:

- Performance Services to the Frontier Education Fund,
- Brookston American Legion-\$150 to assist families in Frontier Elementary school for Christmas
- Brookston American Legion-\$150 for the purpose of the school's choice
- Kent's Cucurbits-\$150 for FES Student Council members that volunteered at the pumpkin patch for community service
- The Lion's Club of Brookston-\$615.97 for the Frontier media lab to fund new gaming keyboards
- Bill and Karen Richey-\$100 for the purpose of the school's choice
- Synergy Foods, LLC-\$500 to assist with the purchase of new staff shirts at Frontier Elementary

Stephanie LaOrange made a motion to approve the donations. David Rosenbarger seconded the motion, and it passed unanimously.

Mr. Sighting shared the requirements for a Public Hearing concerning the 2021-2022 Frontier School Corporation Reopening Plan. Vice President Shelley Christopher opened the floor for comments from the public. Tiffany Dazey presented on behalf of a local parent group. She asked the board for help looking into some concerns including masking, contact tracing and the emotional, mental, and educational wellbeing of students under current Covid-19 guidelines. Michael Texeira commented that he chose to keep his children at Frontier because of the quality of our schools. He wanted to go on record as stating that Mrs. Dazey does not speak for all parents at Frontier.

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**Other Items for Discussion**

None.

**Public Testimony**

None

Stephanie LaOrange made a motion to adjourn. David Rosenbarger seconded the motion.

The next Regular Meeting of the Board of School Trustees, Reorganization Meeting, and Board of Finance meeting will be held on Monday, January 10, 2022 at the Frontier Jr/Sr. High School Library.



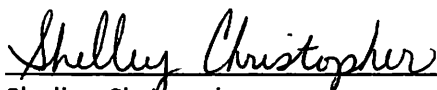
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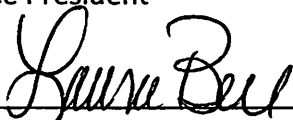
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Andie Mears  
President



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Shelley Christopher  
Vice President



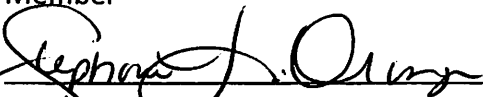
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Laura Bell  
Secretary



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David Rosenbarger  
Member



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Stephanie LaOrange  
Member