

**Minutes – Meeting of the
Board of Education
of the
Metropolitan School District of North Posey County, Indiana
October 20, 2025**

A meeting of the Board of Education of the MSD of North Posey County, Poseyville, Indiana, was held in the Board office of MSD of North Posey County, on October 20, 2025. The following Board members were present:

- Todd Slagle, Superintendent
- Vincent F. Oakley, President
- Gregory U. Schmitt, Vice President
- Larry A. Kahle, Secretary
- Rick Nightingale, Member

Executive Session

The Board convened the Executive Session at 5:30 p.m. for the purpose of IC 5-14- 1.5-6.1 (9) to discuss a job performance evaluation of an employee. The Board adjourned Executive Session at 6:08 p.m.

Regular Meeting

The Board of Education convened for the regular meeting at 6:30 p.m. with President, Vince Oakley, calling the meeting to order with the initiation of the Pledge of Allegiance.

Reading of the Vision, Mission, Core Beliefs, & High Priorities

Mr. Slagle read the Vision, Mission, Core Beliefs, and High Priorities.

Preliminary Determination Hearing, 1028 Hearing, & Additional Appropriation Hearing

Mr. Slagle opened the meeting to conduct three (3) hearings. Mr. Jacob McClellan with Bose McKinney & Evans LLP was present to explain the purpose of the hearings.

Second Preliminary Determination Hearing

Mr. Slagle opened the first hearing, the second public hearing on the preliminary determination to issue general obligation bonds in an amount not to exceed \$4,900,000 to finance the proposed project, which consists of:

- (i) energy savings and conservation measures;
- (ii) technology, office, storage, and workspace upgrades, replacements, and equipping;
- (iii) parking and asphalt repair, upgrades, and replacements;
- (iv) roof replacement, repair, renovation, and solar installation;
- (v) HVAC repairs, upgrades, and replacements; and
- (vi) other related renovations, improvements, and upgrades at all School Corporation facilities to permit such buildings to be utilized for school purposes (collectively, the “Project”).

Following the discussion, Mr. Slagle opened the meeting for any questions or comments from the public.

As no patrons were present, Mr. Slagle closed the Second Preliminary Determination Hearing at 6:37 p.m.

1028 Hearing

Mr. Slagle then opened the second hearing, the 1028 Hearing related to the Project, which is required since the Project cost exceeds \$1,000,000. Mr. Slagle reiterated the educational and facility needs in relation to the Project. Following the discussion, Mr. Slagle opened the meeting for any questions or comments from the public.

As no patrons were present, Mr. Slagle closed the 1028 Hearing at 6:38 p.m.

Additional Appropriation Hearing

Mr. Slagle then opened the third hearing to discuss the appropriation of the proceeds of the general obligation bonds issued to finance the Project. Following the discussion, Mr. Slagle opened the meeting for any questions or comments from the public.

As no patrons were present, Mr. Slagle closed the Additional Appropriation Hearing at 6:39 p.m.

Mr. McClellan explained the Preliminary Determination, the 1028 Hearing, and the Bond Resolution, and requested that the Board make a motion to approve. Mr. Schmitt made a motion to approve the resolution, and Mr. Nightingale seconded the motion. The motion passed with a 4 to 0 vote.

Mr. McClellan then explained the purpose of the Additional Appropriation Resolution and requested that the Board make a motion to approve. Mr. Schmitt made a motion to approve the resolution, and Mr. Nightingale seconded the motion. The motion passed with a 4 to 0 vote.

Patron Concerns

No patrons were present to address the Board.

Minutes, Claim Docket and Consent Items

Mr. Oakley asked the Board for a motion to approve the consent items listed:

- Minutes of the previous meetings on September 8, 2025, September 23, 2025, and October 7, 2025.
- Claim Docket for the period of September 9, 2025, to October 20, 2025.
- The following FMLA and personal leave requests:
 - Lydia Hoops: Intermittent FMLA for the 2025-2026 school year.
 - Erin Stump: Personal leave October 27-31, 2025.
 - Amy Hallam: Personal leave November 4-12, 2025.
 - Ashley Stoneberger: Personal leave November 17-21, 2025.
 - Emily Musgrave: FMLA beginning January 5, 2026, to March 27, 2026.

- The following resignations:
 - Cheven May: Resign as North Elementary Innovate Teacher and Robotics Coach effective 10/24/2025.
- The following overnight and/or out of state field trips:
 - Stephanie Cox to take the Varsity D (traditional competition) cheer team to North Central High School October 24-25, 2025, to compete at the ICC State Prelim Competition.
 - Robyn Koester to take FFA Students to the FFA Convention and Expo in Indianapolis on October 29-31, 2025.
 - Stephanie Cox to take the cheer team to Greenfield-Central High School to compete at the HCCA Spirit State Competition on October 31-November 1, 2025.
 - Stephanie Cox to take the Varsity D (traditional competition) cheer team to New Castle High School November 7-8, 2025, to compete at the ICC State Championship.
 - Natalie Macaulay to take the Biomedical students to Wabash Valley College on February 27, 2026, to attend their Health Careers Day and Cadaver Presentation.
- Approval is requested to recycle technology equipment that is obsolete or no longer operational. The list of items will be included in the minutes by incorporation.
- Approval is requested to accept, with appreciation, the donation of land on the north side of the clinic from Mr. John Scheller.

Mr. Kahle made a motion to approve the consent items as presented and Mr. Schmitt seconded the motion. The motion passed with a 4 to 0 vote.

New Business

Mr. Slagle presented for adoption the 2026 Budget including the following resolutions connected to the Budget:

- Resolution for Appropriations and Tax Rates
- Resolution to Adopt the Bus Replacement Plan Budget Year 2026
- Resolution to Adopt the Capital Projects Plan Budget Year 2026
- 2026 Budget Transfer Resolution
- Resolution for 2026 Budget Hearing
- Rainy Day Transfer Resolution
- Resolution to Transfer up to \$1,763,400.00 from Education Fund to the Operations Fund

Mr. Nightingale made a motion to approve budget documents as presented and Mr. Schmitt seconded the motion. The motion passed 4 to 0.

Mr. Slagle turned the meeting over to the building administrators, who provided a brief presentation sharing their perspectives on whether the district should pursue STEM certification. The administrators collectively recommended continuing with the district's current STEM initiatives but not pursuing formal certification through the Indiana Department of Education. No action was required at this time.

Mr. Slagle turned the meeting over to Officer Carter to discuss the threat assessment process in place in the district. No action was required.

Mr. Slagle informed the Board that earlier today, the bid opening for the North Elementary School Roof Replacement Project was held. Following the bid opening, several questions remained unanswered. To prevent any delay to the project, Mr. Slagle recommended that the Board approve the project in an amount not to exceed \$278,000.00. He will update the Board with the selected contractor and final proposal during the November meeting. Mr. Schmitt made a motion to approve the project, and Mr. Kahle seconded the motion. The motion passed 4 to 0.

Mr. Slagle presented two quotes from Nix Industrial: one to clean and paint the fascia at North Posey Junior and Senior High School for \$116,335.00, and one to clean and paint the entrance awnings for \$37,350.00. Mr. Nightingale made a motion to approve the quotes, and Mr. Schmitt seconded the motion. The motion passed 4 to 0.

Mr. Slagle presented for consideration the Collective Bargaining Agreement (CBA) between the Board of Education and the NEA North Posey, effective July 1, 2025, through June 30, 2027. All requirements under Indiana Code—including the posting of the tentative agreement, the public hearing, and the public meeting—have been satisfied, allowing the Board to proceed with ratification of the contract. The NEA North Posey recently ratified the agreement with 62 votes in favor, 0 votes opposed, and 15 abstentions. Mr. Schmitt made a motion to ratify the CBA, and Mr. Nightingale seconded the motion. The motion was approved by a vote of 4 to 0.

Mr. Oakley reminded the Board that, as outlined in the addendum to the Superintendent’s contract, the Superintendent is eligible for a base salary increase equal to the base salary increases of teachers, provided he receives an overall evaluation rating of “Effective” or “Highly Effective.” Because the contract does not specify an exact dollar amount for increases in either year, the Board must establish those amounts at this time. Mr. Oakley recommended the Board set the Superintendent’s salary increase at \$3,500.00 for the 2025–2026 school year and \$3,000.00 for the 2026–2027 school year. Mr. Nightingale made a motion to approve the recommended raises, and Mr. Kahle seconded the motion. The motion was approved by a vote of 4 to 0.

Mr. Slagle presented to the Board the proposed salary/benefit increase for all employee groups not included in the CBA.

Non-Certified Groups

- 2% Increase to all salary schedules except for bus drivers
- 3% Increase to Bus Driver Base Pay scale
- Add Emergency Call-Back language to provide drivers with an additional half day of pay when they are called back to work early due to an emergency or school closing.
- Update longitudinal steps beyond the 10th year to include a \$1.00 increase for every five (5) years of service at MSD of North Posey (currently capped at 20 years).
- Make corrections to two employee groups – School Nurse and Network Systems Administrator

- For the 2026-2027 school year, provide a one-time \$500 stipend to any employee who does not receive an increase to base pay.
- A prorated amount comparable to increase offered in the CBA for the employer contribution to the Health Insurance Benefit
- For employee groups currently eligible for 401(a) Matching Program, increased the match to align with the CBA (1.25%)

Administrators

- Increase to administrators as per scale presented
- A prorated amount comparable to increase offered in the CBA for the employer contribution to the Health Insurance Benefit
- For employee groups currently eligible for 401(a) Matching Program, increased the match to align with the CBA (1.25%)

Mr. Schmitt made a motion to approve the proposed salary/benefit increases, and Mr. Nightingale seconded the motion. The motion was approved by a vote of 4 to 0. Updated salary schedules shall be made part of the minutes by incorporation.

Mr. Slagle presented to the Board the revised administrative guidelines for non-certified (classified) staff. He explained that the previous version included two separate guidelines - one addressing employee welfare and another addressing retirement benefits. The revised document consolidates these into a single guideline and includes minor updates to better align with the teachers’ contract. The revisions were highlighted in the materials presented. Mr. Kahle made a motion to approve the revisions, and Mr. Schmitt seconded the motion. The motion was approved by a vote of 4 to 0.

Mr. Slagle presented the high school fund-raising policy to the Board for a first reading at the August meeting, noting that Mr. Fisher was still gathering feedback. During the September meeting, it was discussed that the goal would be to bring the policy to the Board for approval during the October meeting. However, the policy is not yet ready for final approval and will be revisited in November.

Personnel

Professional Leave

Mr. Slagle presented the following professional leave requests for approval.

Name	School	Date/Reason	Location	Approx Cost/Fund
Brandon Cox Amber Olander Veronica Reynolds Brian Wilson	Tech Dept	November 5-7, 2025 Hoosier Educational Computer Coordinators (HECC) Conference	Indianapolis	\$3,837.67 + Van Use Combination of Education & Operation Funds
Todd Slagle Michelle Walden	CO	November 10-13, 2025 IAPSS Annual Conference	Indianapolis	\$2,160.00 + Van Use Combination of Title II & Operation Funds
Megan Butto Sean Fisher Matthew Jaques	NES NPHS STES	November 23-25, 2025 IASP Fall Conference	Indianapolis	\$2,063.00 Combination of Title II & Education Funds

Amy Motz	CO	April 19-21, 2026 Pareto Health Annual Meeting	Nashville, TN	\$900.00 Operation Fund
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Upon a motion made by Mr. Nightingale and seconded by Mr. Schmitt, to approve the professional leave requests with a 4 to 0 vote.

Reports and Information

- Bond/Renovation Update

Next Board Meeting

The next Regular Board Meeting is scheduled for Monday, November 10, 2025, in the District Office conference room. An Executive Session will begin at 5:30 p.m., followed by the Regular Meeting at 6:30 p.m.

Adjournment

A motion to adjourn was made by Mr. Kahle, seconded by Mr. Nightingale. The meeting was adjourned at 7:52 p.m.

Vincent F. Oakley, President

Gregory U. Schmitt, Vice President

Not Present

Larry A. Kahle, Secretary

Lindsey Bowers, Member

Charles “Rick” Nightingale, Member

**Board of Education
MSD of North Posey County**