

**Minutes – Meeting of the  
Board of Education  
of the  
Metropolitan School District of North Posey County, Indiana  
December 8, 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 December 8, 2025. The following Board members were present:

- Todd Slagle, Superintendent
- Michelle Walden, Assistant Superintendent
- Vincent F. Oakley, President
- Gregory U. Schmitt, Vice President
- Larry A. Kahle, Secretary
- Lindsey N. Bowers, Member
- 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 6:25 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.

Mr. Oakley asked everyone to remain standing for a moment of silence in honor of Janet Spahn and Barbara Lamble. Mrs. Spahn was a retired elementary teacher who devoted 20 years (1991-2011) to the students of North Elementary. Mrs. Lamble was a speech therapist who devoted 40 years (1972-2012) to the students of MSD of North Posey.

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

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

**Good News**

- JHS Students – Food Pantry
- South Terrace Blue Ribbon Signage (Photos)
- High School Spell Bowl – State Runner-Up
- Elementary & Junior High School Spell Bowl Results

## Patron Concerns

Amanda Merkley, Emily Hampton, and Caroline Hampton attended the meeting to discuss the new Staff Attire and Accessories policy scheduled for its second reading. They expressed concern that the policy's vague language lacked clarity and requested more detailed guidance.

## Minutes, Claim Docket and Consent Items

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

- Minutes of the previous meeting on November 10, 2025.
- Claim Docket for the period of November 11, 2025, to December 8, 2025.
- The following FMLA and personal leave requests:
  - Jessica Duncan: Intermittent FMLA beginning December 1, 2025, to March 31, 2026.
  - Barry Wilson: FMLA beginning December 1, 2025 – approximately January 28, 2026.
  - Pam Wilson: FMLA beginning January 7, 2026, to February 2, 2026.
  - Faith Cox: FMLA beginning April 27, 2026, to May 22, 2026.
  - Madonna Muensterman: Personal leave from February 11-17, 2026.
  - Debra Phillips: Personal leave from February 18-24, 2026.
  - Kenny Phillips: Personal leave from February 18-24, 2026.
  - Heather Baehl: Personal leave from February 23-27, 2026.
  - Julie Gries: Personal leave from February 27 – March 4, 2026.
- The following hiring requests for the 2025-2026 school year:
  - Heidi Raber: hire for the North Elementary cafeteria effective November 24, 2025.
  - Amanda Bratton: Long-term substitute to cover Mrs. Wilson's leave; January 7, 2026, to February 2, 2026.
  - Kathryn Baize and Niccole Simpson: Volunteer coaches for North Posey Junior High cheer team.
- The following overnight and/or out of state field trips:
  - Mark Kirkman: We the People State Competition December 9-10, 2025, in Indianapolis.
  - Robyn Koester: State Entomology Contest December 12-13, 2025, in Lebanon.
- Accept grants and donations:
  - Award of the Bethany's "Old Beech" Cemetery Fund in the Posey County Community Foundation in the amount of \$2,906.00 be used for payment of outstanding lunch balances and general support. Mr. Doug Saltzman recommended the district for this grant.
  - West Side Nut Club donation of \$4,000.00 to the district.
- Renewal of the annual license and subscription with PowerSchool in the amount of \$3,890.02. There was not a change in the cost from last year.
- Contract with Strobel Education for onsite training and online licenses for Project-Based Learning/Genius Hour. Total cost is \$8,255.00 and will be paid from the STEM Integration Grant.

Mr. Schmitt made a motion to approve the consent items as presented and Mrs. Bowers seconded the motion. The motion passed with a 5 to 0 vote.

## New Business

Mr. Slagle presented quotes to add rubber mulch to the east playground at South Terrace Elementary School. Four vendors submitted pricing for the 13,570 square foot area: Rubber Safe LLC, Rubberecycle, Lowe’s and Elpers Stoneworks, Inc..

| Vendor            | Price Plain | Price Dyed  | Tons | Per Ton Plain | Per Ton Dyed |
|-------------------|-------------|-------------|------|---------------|--------------|
| Rubber Safe LLC   | \$26,000.00 | \$41,840.00 | 88   | \$295.45      | \$475.45     |
| Rubber Safe LLC   | \$34,750.00 | \$55,450.00 | 115  | \$302.17      | \$482.17     |
| Rubberecycle      | \$46,200.00 | \$57,200.00 | 88   | \$525.00      | \$650.00     |
| Lowe’s            | \$37,709.73 | \$50,758.38 | 88   | \$380.98      | \$512.81     |
| Elpers Stoneworks | \$34,550.00 | \$52,584.86 | 110  | \$314.09      | \$478.04     |

Mr. Slagle recommended the Board accept the quote from Rubber Safe LLC for 88 tons of plain rubber mulch at a 6-inch depth, at a cost of \$26,000.00. The project will be paid from the Operations Fund. Mrs. Bowers made a motion to approve the quote from Rubber Safe LLC and Mr. Nightingale seconded the motion. The motion passed with a 5 to 0 vote.

Mr. Slagle presented the proposed Staff Attire & Accessories policy to the Board for its second reading. Mr. Oakley requested adding the phrase “excluding North Posey brand” to the section listing inappropriate examples. After the second reading, Mr. Slagle presented the revised policy for approval. Mrs. Bowers made a motion to approve the Staff Attire & Accessories policy and Mr. Kahle seconded the motion. The motion passed with a 5 to 0 vote.

Mr. Slagle presented the North Posey Fundraiser Policy to the Board for second reading. This policy was originally brought before the Board in August as the “High School Fund-raising Policy”. Based on the feedback collected, it was revised and presented for first read in November. Following the second reading, Mr. Slagle presented the policy for approval by the Board. Mr. Schmitt made a motion to approve the Fundraiser policy and Mrs. Bowers seconded the motion. The motion passed with a 5 to 0 vote.

## Personnel

### Professional Leave

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

| Name               | School | Date/Reason  | Location     | Approx Cost/Fund   |
|--------------------|--------|--|--------------|--|
| Stacy Newman-Smith | CAFÉ   | December 2, 2025<br>January 7, 2026<br>February 11, 2026<br>OPAA! Illinois/Indiana<br>Territory Meetings | Altamont, IL | Van Use<br>Operation Fund  |
| Erin Diehl         | Elem   | December 14-16, 2025<br>IAG Conference   | Indianapolis | \$1,028.64<br>High Ability Grant<br>(Costs previously approved<br>for Mrs. MacMunn who is<br>no longer able to attend) |

|  |      |   |              |                                    |
|--|------|---|--------------|------------------------------------|
| Melissa Stevens                              | Dist | December 18, 2025<br>Sensory Processing Tools &<br>Strategies Seminar | Virtual      | \$295.00<br>Medicaid               |
| Brandon Cox<br>Todd Slagle<br>Charles Carter | CO   | January 5-7, 2026<br>School Safety Summit                             | Indianapolis | \$1,734.00 + Van Use<br>Operations |

Upon a motion made by Mrs. Bowers and seconded by Mr. Nightingale, to approve the professional leave requests with a 5 to 0 vote.

### Reports and Information

- Bond/Renovation Update
- 2026 Board Meeting Dates (Move October 12, 2026, to October 6, 2026)

### Next Board Meeting

The next Regular Board Meeting is scheduled for Monday, January 12, 2026, 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 Mrs. Bowers, seconded by Mr. Kahle. The meeting was adjourned at 6:51 p.m.

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Vincent F. Oakley, President

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Gregory U. Schmitt, Vice President

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Larry A. Kahle, Secretary

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Lindsey Bowers, Member

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Charles “Rick” Nightingale, Member

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