

LAKE CENTRAL SCHOOL CORPORATION  
Lake Central High School / LGI ROOM – Enter Door E  
8260 Wicker Avenue, St. John, IN 46373  
Tuesday, September 8, 2020 at 7:00pm

A meeting of the Board of School trustees of the Lake Central School Corporation was held in the Lake Central High School LGI Room, 8260 Wicker Avenue, St. John, IN on September 8, 2020. The meeting began at 7:00 p.m.

Board Members Present

Janice Malchow, Board Member  
Howard Marshall, Secretary  
Don Bacso, Board Member  
Cindy Sues, President

Board Members Not Present

Sandy Lessentine, Vice President

Administration Present

Dr. Lawrence Veracco, Superintendent  
Terry Mucha, Director of Human Resources  
Rob James, Director of Business Services - Via Zoom  
Sarah Castaneda, Director of Secondary Education  
Theresa Schoon, Director of Primary Education  
Becky Gromala, Director of Student Services  
Rick Moreno, Director of Technology

Administration Not Present

Bill Ledyard, Director of Facilities

**SCHOOL BOARD MEETING MINUTES**  
**Tuesday, September 8, 2020**

*All Motions Were Passed With a 4-0  
Vote Unless Otherwise Indicated*

- I. Call to Order – *Cindy Sues*
  - The meeting was called to order, and Pledge of Allegiance led by Board President, Cindy Sues.
- II. Agenda: Approval, Deletions, Additions – *Dr. Veracco* – **Action Required**
  - Changes to the Agenda include revisions to the Personnel Recommendations under Terry Mucha's section, and updated Professional Leave Requests under Theresa Schoon's section.
  - Janice Malchow moved to approve the Revised Agenda. Don Bacso seconded the motion.
  - Motion carried
- III. I.C. 20-29-6-1(a) Hearing Regarding Teacher Compensation and Collective Bargaining
  - A. Wages, fringe-related benefits to include but not limited to: raise/stipend, payment for additional day/s of training, health care benefits.
  - The floor was opened to the public for questions, comments or concerns. There were none.
- IV. Correspondence – *Howard Marshall*
  - There was no correspondence.

- V. Liaison Committee Updates – *Cindy Sues*
- A. Personnel Interview Committee: Howard Marshall/Sandy Lessentine
  - B. Schererville Redevelopment Committee: Sandy Lessentine
  - C. Wellness Committee: Sandy Lessentine/Janice Malchow
  - D. Lake Central Education Foundation: Janice Malchow
  - E. Legislative Committee: Janice Malchow
  - F. St. John Redevelopment Committee: Cindy Sues
  - G. Dollars for Scholars: Cindy Sues
  - H. Dyer Redevelopment Committee: Don Bacso
- VI. Official School Board Business Topics: Consent Agenda – *Dr. Veracco* – **Action Required**
- A. Approval of Minutes
    - Regular Board Meeting: August 17, 2020
  - B. Approval of Claims, Payroll and Extracurricular Expenditures
    - Howard Marshall moved to approve the Consent Agenda. Don Bacso seconded the motion.
    - Motion carried.
- VII. Public Comments Regarding Action Items
- There were no public comments.
- VIII. Official School Board Business Topics: Regular Agenda
- A. Superintendent – *Dr. Veracco*
    - 1. Professional Leave Request - **Action Required**  
*Document Attached*
      - Janice Malchow moved to approve. Howard Marshall seconded the motion.
      - Motion carried.
    - 2. Annex Land Into Peifer - **Action Required**  
*Document Attached*
      - Howard Marshall moved to approve. Janice Malchow seconded the motion.
      - Motion carried.
    - 3. Community Clinic Agreement Renewal - **Action Required**  
*Document Attached*
      - Janice Malchow moved to approve. Don Bacso seconded the motion.
      - Motion carried.
  - B. Director of Human Resources/Personnel – *Terry Mucha*
    - 1. Personnel Recommendations – **Action Required**  
*Document Attached*
      - Don Bacso moved to approve. Howard Marshall seconded the motion.
      - Motion carried.
    - 2. TAG Policy - **Action Required**  
*Document Attached*
      - Howard Marshall moved to approve. Don Bacso seconded the motion.
      - Motion carried.

C. Director of Primary Education – *Theresa Schoon*

1. Professional Leave Request - **Action Required**

*Document Attached*

- Janice Malchow moved to approve. Howard Marshall seconded the motion.
- Motion carried.

2. Field Trip Request - **Action Required**

*Document Attached*

- Don Bacso moved to approve. Janice Malchow seconded the motion.
- Motion carried.

D. Director of Secondary Education – *Sarah Castaneda*

1. Professional Leave Requests - **Action Required**

*Document Attached*

- Howard Marshall moved to approve. Janice Malchow seconded the motion.
- Motion carried.

2. Field Trip Request - **Action Required**

*Document Attached*

- Howard Marshall moved to approve. Don Bacso seconded the motion.
- Motion carried.

E. Director of Student Services - *Becky Gromala*

1. Authorization to sign Residential Contracts - **Action Required**

*Document Attached*

- Janice Malchow moved to approve. Howard Marshall seconded the motion.
- Motion carried.

2. Grant Updates

F. Director of Facilities – *Bill Ledyard*

G. Director of Technology – *Rick Moreno*

H. Director of Business Services – *Rob James*

*Documents Attached*

1. Donations - **Action Required**

- Howard Marshall moved to approve. Don Bacso seconded the motion.
- Motion carried.

2. Bond Refunding Update

3. Permission to Advertise 2021 Budget, Capital Project Plan, and Bus Replacement Plan - **Action Required**

- Don Bacso moved to approve. Howard Marshall seconded the motion.
- Motion carried.

VIII. Public Comments – *Cindy Sues*

- There were no public comments.

- IX. Board Comments and Consideration of Future Agenda Items – *Cindy Sues*
- Janice Malchow has questions about payment of athletic department and coaching staff, but said she will save them for later.
  - Janice Malchow commented she thinks its important for the public to know that the School Board has not made an agreement that 20% absentee is when we dismiss school. There was a rumor going around that the Board said it had to be 20%.
  - Janice Malchow is curious about the dual platforms in middle school and high school and how that is working.
  - Janice Malchow asked if anything is being done at the State level regarding the teacher shortage.
  - Appreciates the support from our Community as we navigate through this.
  - Don Bacso asked if there any band competitions coming up or if the LC Band will be performing at any upcoming football games.
  - Cindy Sues asked about the box trucks and what they will be used for.
- X. Board Calendar of Future Activities – *Dr. Veracco*
- Next Board Meeting in two weeks, LGI Room, at 7:00 pm.
- XI. Adjournment – *Cindy Sues* – **Action Required**
- Howard Marshall moved to adjourn the meeting at 8:30pm. Don Bacso seconded the motion.
  - Motion carried.

Minutes of the September 8, 2020 School Board Meeting were approved and adopted by the Board of School Trustees at the September 21, 2020 School Board Meeting.

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Cindy Sues, President

ATTEST:

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Howard Marshall, Secretary

## Lake Central School Corporation

8260 Wicker Avenue  
Tel: (219) 365-8507

Saint John, IN 46373  
Fax: (219) 365-6406



**Lawrence Veracco, Ph.D.**  
*Superintendent*

**Terry Mucha**  
*Director of Human Resources*

**Theresa Schoon**  
*Director of Primary Education*

**Sarah Castaneda**  
*Director of Secondary Education*

**Rebecca Gromala**  
*Director of Student Services*

TO: Board of School Trustees  
FROM: Dr. Larry Veracco, Superintendent  
DATE: September 3, 2020  
RE: **Board Meeting of September 8, 2020**

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### **PROFESSIONAL LEAVE REQUESTS**

<b>NAME</b>	<b>Dr. Larry Veracco / Cindy Sues</b>
<b>POSITION</b>	Superintendent / School Board President
<b>SCHOOL</b>	District
<b>EVENT</b>	ISBA / IAPSS Fall Conference
<b>DATES</b>	9/28/2020
<b>PLACE</b>	Virtual Conference
<b>DESCRIPTION</b>	Annual Conference
<b>SPONSORING ORGANIZATION</b>	Indiana School Boards Association / Indiana Association of Public School Superintendents
<b>EXPENSES</b>	Estimated Meal Cost - \$0 Estimated Hotel Cost - \$0 Estimated Required Fees – \$225 x (2) Estimated Travel Cost – \$0
<b>FUNDING</b>	030-0-23   10-3   200-0001

LV/vv





LOCATION MAP  
K15

#### SITE DATA

	AC	%
70' WIDE LOTS	8.36	7.6%
80' WIDE LOTS	8.28	7.5%
VILLA LOTS	16.46	15.0%
DUPLEX LOTS	19.54	17.7%
STORM / OPEN SPACE	39.66	36.0%
RIGHT OF WAY	17.83	16.2%
<b>TOTAL PROJECT SITE</b>	<b>110.13 AC</b>	<b>100%</b>
<b>SOUTH 70' WIDE LOTS</b>	<b>33</b>	
<b>80' WIDE LOTS</b>	<b>31</b>	
<b>VILLA LOTS</b>	<b>77</b>	
<b>DUPLEX UNITS</b>	<b>106</b>	
<b>TOTAL UNITS</b>	<b>247</b>	
<b>DENSITY</b>	<b>2.2 DU/AC</b>	

#### LEGEND

- 80' WIDE LOTS **DISTRICT A**
- SOUTH 70' WIDE LOTS **DISTRICT B**
- VILLA LOTS **DISTRICT C**
- NORTH DUPLEX LOTS **DISTRICT D**
- SOUTH DUPLEX LOTS **DISTRICT D**
- STORM / OPEN SPACE

**X** DISTRICT DESIGNATION



### New Olthoff Neighborhood Annexed into Peifer District

- In Schererville, from the intersection of Phillips and Burr St., Peifer district will now extend south on Burr to the new (yet to be named) street that will run east from Burr. This new street will be just north of Gull Drive.
- The boundary will run along the back of the properties, (the southern edge) of all homes on this new street
- There is a small enclave of homes already in Peifer on the northwest corner of this new development
- This made the decision to put the undeveloped parcel into Peifer instead of splitting streets between Peifer and Homan.
- The total of all phases if current plan is approved will include 186 lots
- There is still another parcel to the north of Turkey Creek that may be developed in the future but it is already totally in the Peifer boundary



[Date]

Lawrence H. Veracco, Ph.D.  
Superintendent  
Lake Central School Corporation  
8260 Wicker Avenue  
St. John, Indiana 46373

Re: Services Agreement

Dear Dr. Veracco:

On August 27, 2018, Community Care Network, Inc. ("CCNI") entered into a Services Agreement (the "Agreement") with Lake Central School Corporation ("School"). The Agreement is set to expire on August 31, 2020. Since the parties are currently negotiating an addendum to the Agreement, CCNI would like to extend the Agreement for a period of thirty (30) days while such negotiations are occurring. Please sign below and return to me to acknowledge School's agreement to extend the term by thirty (30) days.

Sincerely,

Alan Kumar, M.D.  
Administrator

ACCEPTED AND AGREED:

  
Lawrence H. Veracco, Ph.D.



## Community Hospital Clinic Agreement 2 year renewal

- extends the term for 2 years, through 8/31/22 (Community honoring old agreement for month of September 2020)
- rate to increase by \$3 in 2020-21 and \$2 in 2021-22
- provides the rates for the two extension years (~2.8% increase for year 3 and ~2% increase for year 4)
- omits the following services from Exhibit B (compared to the original agreement; I do not have a copy of the 1<sup>st</sup> amendment from 2019, so perhaps these were already removed, but double check if you intended to omit):
  - PR APPLY LOWER LEG SPLINT (29515) [was on page B-3 of original about half way down the page];
  - PR APPLY LONG LEG SPLINT (29505) [was on page B-4 of original about half way down the page]
- Changes the CPT code for PR IV INFUSION HYDRATION, EA ADD HOUR (95361) – which in the original 2018 version was 96361 [page B-4 of original (8<sup>th</sup> from bottom); page 3 of Exhibit B of amendment (8<sup>th</sup> from bottom)]

The rest of the amendment is pretty standard and doesn't alter the original agreement.

## **SECOND ADDENDUM TO SERVICES AGREEMENT**

**THIS SECOND ADDENDUM TO THE SERVICES AGREEMENT** (this "Second Addendum") is made and entered on September 1, 2020 (the "Effective Date") by and between **COMMUNITY CARE NETWORK, INC.**, an Indiana nonprofit corporation ("Corporation") and **LAKE CENTRAL SCHOOL CORPORATION**, an Indiana school corporation ("School").

### **RECITALS**

**WHEREAS**, on August 27, 2018, CCNI and School entered into that certain services Agreement (the "Original Agreement") with an effective date of September 1, 2018, whereby Corporation agreed to supply School with outpatient and immediate care clinics where patients will be eligible to receive health care services from Corporation;

**WHEREAS**, the Original Agreement was amended on October 1, 2019 by a First Addendum To Services Agreement (the "First Addendum");

**WHEREAS**, Section 18 of the Original Agreement permits Corporation and School to change the terms and provisions of the Original Agreement pursuant to a written agreement executed by Corporation and School; and

**WHEREAS**, Corporation and School agree to further amend the Original Agreement with this Second Addendum as set forth below.

**NOW, THEREFORE**, in consideration of the mutual promises, covenants and agreements hereinafter contained, Corporation and School agree as follows:

1. Section 3. Section 3 shall be amended by adding the following provisions:
  - iii. In the third (3<sup>rd</sup>) year of the Term, as defined below, One Hundred Ten and 00/100 Dollars (\$110.00) per Patient visit; and
  - iv. In the fourth (4<sup>th</sup>) year of the Term, as defined below, One Hundred Twelve and 00/100 Dollars (\$112.00) per Patient visit.
2. Section 13. Section 13 shall be amended by replacing "two (2)" with "four (4)" and "2020" with "2022."
3. Exhibit B – Flat Fee Procedures. Exhibit B of the Original Agreement shall be deleted and replaced with the revised Exhibit B attached to this Second Addendum.
4. Effect and Benefit. This Second Addendum shall be binding upon and inure to the benefit of the successors, permitted assigns, heirs and personal representatives of the respective parties hereto.

5. Counterparts. This Second Addendum may be executed in two (2) or more counterparts, each of which shall constitute an original, but all of which shall constitute one and the same instrument.

6. Governing Law. This Second Addendum shall be governed by the laws of the State of Indiana. Venue for any dispute that arises from this Second Addendum shall be a state or federal court located in Lake County, Indiana.

7. Capitalized Terms. Capitalized terms not otherwise defined herein shall have the meanings set forth in the Original Agreement.

8. Amendment; Full Force and Effect. The Original Agreement is amended only to the extent set forth herein. All terms of the Original Agreement not changed by the First Addendum or this Second Addendum shall remain in force and effect. In the event of a conflict between the terms and provisions of the Second Addendum, the First Addendum and the Original Agreement, this Second Addendum shall control.

**IN WITNESS WHEREOF**, Corporation and School have executed this Second Addendum as of the Effective Date set forth above.

**“Corporation”**

**COMMUNITY CARE NETWORK, INC.**

By: \_\_\_\_\_

Alan Kumar, M.D.  
Administrator

**“School”**

**LAKE CENTRAL SCHOOL CORPORATION**

By: \_\_\_\_\_

Lawrence H. Veracco, Ph.D.  
Superintendent



**REVISED  
EXHIBIT B**

**Flat Fee Procedures**

Description (CPT)
PR OFFICE OUTPATIENT VISIT 15 MINUTES [99213]
PR OFFICE OUTPATIENT NEW 20 MINUTES [99202]
PR STREP A ASSAY W/OPTIC [87880]
PR OFFICE OUTPATIENT VISIT 25 MINUTES [99214]
PR DETECT AGENT, IMMUN, DIR OBS, INFLUENZA [87804]
PR OFFICE OUTPATIENT NEW 30 MINUTES [99203]
PR INJECTION, THERAP/PROPH/DIAGNOST, IM OR SUBCUT [96372]
PR COLLECTION VENOUS BLOOD, VENIPUNCTURE [36415]
PR OFFICE OUTPATIENT VISIT 15 MINUTES [99213]
PR ORAL PRESCRIPT DRUG NON CHEMO [J8499]
PR KETOROLAC TROMETHAMINE INJ [J1885]
PR OFFICE OUTPATIENT VISIT 10 MINUTES [99212]
PR PRESSURIZED/NONPRESSURIZED INHALATION TREATMENT [94640]
PR ALBUTEROL NON-COMP UNIT [J7613]
PR IMMUNIZ ADMIN, 1 SINGLE/COMB VAC/TOXOID [90471]
PR TDAP VACCINE >7 YO, IM [90715]
PR ONDANSETRON 4 MG [50119]
PR OFFICE OUTPATIENT NEW 20 MINUTES [99202]
PR REPR SUPERF WND BODY <2.5CM [12001]
PR DRAIN SKIN ABCESS SIMPLE [10060]
PR FINGER SPLINT, STATIC [Q4049]
PR DEXAMETHASONE SODIUM PHOS [J1100]
PR OFFICE OUTPATIENT VISIT 25 MINUTES [99214]
PR REPR SUPERF WND FACE <2.5CM [12011]
PR STREP A ASSAY W/OPTIC [87880]
PR DETECT AGENT, IMMUN, DIR OBS, RSV [87807]
PR DRUGS UNCLASSIFIED INJECTION [J3490]
PR ALBUTEROL NON-COMP CON [J7611]
PR OFFICE OUTPATIENT NEW 10 MINUTES [99201]
PR DETECT AGENT, IMMUN, DIR OBS, INFLUENZA [87804]
PR OFFICE OUTPATIENT NEW 30 MINUTES [99203]
PR REPR SUP NPTRF WND BODY 2.5-7.5 [12002]
PR CAST SUP SHT ARM SPLINT FBRG [Q4022]
PR GLUCOSE BLOOD TEST [82962]
PR CEFTRIAXONE SODIUM INJECTION [J0696]
PR METHYLPREDNISOLONE 80 MG INJ [J1040]
PR METHYLPREDNISOLONE INJECTION [J2920]
PR VITAL CAPACITY TEST [94150]
PR NORMAL SALINE SOLUTION INFUS [J7030]
PR CAST SUP SHT LEG SPLINT FBRGL [Q4046]
PR INJUECTION, THERAP/PROPH/DIAGNOST, IM OR SUBCUT [96372]
PRO REMOVAL IMPACTED CERUMEN IRRIGATION/LVG UNILAT [69209]
PR IV INFUSION, THERAP/PROPH/DIAGNOST, INITIAL 1 <sup>ST</sup> HOUR [96365]
PR METOCLOPRAMIDE HCL INJECTION [J2765]
PR REMOVE FOREIGN BODY SIMPLE [10120]
PR METHYLPREDNISOLONE 40 MG INJ [J1030]

Description (CPT)
PR TRIAMCINOLONE ACETONIDE INJ [J3301]
PR DRAIN SKIN ABCESS SIMPLE [10060]
PR IV INFUSION, HYDRATION, 31-60 MIN [96360]
PR PREDNISONE ORAL [J7506]
PR COLLECTION VENOUS BLOOD, VENIPUNCTURE [36415]
PR PRESSURIZED/NONPRESSURIZED INHALATION TREATMENT [94640]
PR ALBUTEROL NON-COMP UNIT [J7613]
PR URINE PREGNANCY TEST [81025]
PR IV INFUSION, THERAP/PROPH/DIAGNOST, INITIAL, EA ADD HOUR [96366]
PR NORMAL SALINE SOLUTION INFUS [J7040]
PR PREDNISONE IR OR DR ORAL 1 MG [J7512]
PR CAST SUP SHT ARM SPLNT PED F [Q4024]
SPORT PHYSICLA, EST [SCHOOLEST]
PR IMMUNIZ ADMIN, 1 SINGLE/COM VAC/TOXOID [90471]
PR TDAP VACCINE >7 YO, IM [90715]
PR ORAL PRESCRIPT DRUG NON CHEMO [J8499]
PR ONDANSETRON 4 MG [50119]
PR DRAIN SKIN ABSCESS COMPLIC [10061]
PR DIPHENHYDRAMINE HCL INJECTIO [J1200]
PR ONDANSETRON HCL INJECTION [J2405]
PR METHYLPREDNISOLONE INJECTION [J2930]
PR PREDNISOLONE ORAL PER 5 MG [J7510]
AZITHROMYCIN DIHYDRATE, ORAL, CAPSULES/POWDER, 1G [90144]
PR RECONSTRUC OF NAIL BED [11760]
PR INJECT TRIGGER POINT, 1 OR 2 [20552]
PR ARTHROCENTESIS ASPIR&/INJ INTERM JT/BURS W/O US [20605]
PR TD VACCINE PRSRV FREE 7 YRS OR OLDER FOR IM USE [90714]
PR OFFICE OUTPATIENT NEW 25 MINUTES [99204]
PR IPRATROPIUM BROMIDE NON-COMP [J7644]
PR REPR SUPERF WND BODY <2.5 CM [12001]
PR METHYLPREDNISOLONE 80 MG INJ [J1040]
PR KETOROLAC TROMETHAMINE INJ [J1885]
PR PREDNISONE ORAL [J7506]
PR FINGER SPLINT, STATIC [Q4049]
PR DRAIN PILONIDAL CYST COMPLIC [10081]
PR REMOVAL OF NAIL PLATE [11730]
PR DRAIN BLOOD FROM UNDER NAIL [11740]
PR ARTHROCENTESIS ASPIR&/INJ SMALL JT/BURSA W/O US [20600]
PR REMV F.B., EYE, SUPERF CONJUNC [65205]
PR REMV F.B., EYE, CORNEA, NO SLIT [65220]
PR REMV EXT CANAL FOREIGN BODY [69200]
PR REMOVAL IMPACTED CERUMEN INSTRUMENTATION UNILAT [69210]
PR INJECTION, THERAP/PROPH/DIAGNOST, IV PUSH, INITIAL DRUG [96374]
PR CAST SUP LNG ARM SPLINT PED F [Q4020]
PR DRAIN SKIN ABCESS COMPLIC [10061]
PR REPR SUPERF WND BODY 7.6-12.5 [12004]
PR REPR SUPERF WND FACE 2.6-5 [12013]
PR REMOVAL IMPACTED CERUMEN INSTRUMENTATION UNILAT [69210]
PR URINE PREGNANCY TEST [81025]
PR GLUCOSE BLOOD TEST [82962]
PR OFFICE OUTPATIENT NEW 10 MINUTES [99201]

Description (CPT)
PR OFFICE OUTPATIENT VISIT 10 MINUTES [99212]
PR CEFTRIAXONE SODIUM INJECTION [J0696]
PR DEXAMETHASONE SODIUM PHOS [J1100]
PR ONDANSETRON HCL INJECTION [J2405]
PR METHYLPREDNISOLONE INJECTION [J2920]
PR DRUGS UNCLASSIFIED INJECTION [J3490]
PR PREDNISONE IR OR DR ORAL 1 MG [J7512]
AZITHROMYCIN DIHYDRATE, ORAL, CAPSULES/POWDER, 1 G [Q0144]
PR CAST SUP SHT ARM SPLNT PED F [Q4024]
SCHOOLEST
SPORT PHYSICAL, ET [SCHOOLEST]
PR DRAIN PILONIDAL CYST SIMPL [10080]
PR REMOVAL OF SKIN TAGS, UP TO 15 [11200]
PR REPR SUPERF WND BODY 7.6-12.5 [12004]
PR REPR SUPERF WND FACE 2.6-5 [12013]
PR CHEM CAUTERY GRANULATN TISSUE [17250]
PR ARTHROCENTESIS ASPIR&/INJ MAJOR JT/BURSA W/O US [20610]
PR CTRL NOSEBLEED, ANTER, SIMPLE [30901]
PR PLACE NEEDLE IN VEIN [36000]
PR URINALYSIS, AUTO, W/O SCOPE [81003]
BLOOD OCCULT, BY PEROXID, FECES, 1-3 SIMULT, NON CA SCREEN [82272]
PR ELECTROCARDIOGRAM, TRACING [93005]
PR IV INFUSION, HYDRATION, EA ADD HOUR [95361]
PR OFFICE OUTPATIENT VISIT 5 MINUTES [99211]
INJECTION, ADRENALIN, EIPNEPHRINE, 0.1 MG [J0171]
PR CAST SUP LNG ARM SPLINT FBRG [Q4018]
PR CAST SUP LNG LEG SPLNT FBRGL [Q4042]
PR CAST SUP LNG LEG SPLNT PED F [Q4044]
PR CAST SUP SHT LEG SPLNT PED F [Q4048]
SPORT PHYSICA, NEW [SCHOOLNEW]



# Lake Central School Corporation

8260 Wicker Avenue  
Tel: (219) 365-8507

Saint John, IN 46373  
Fax: (219) 365-6406



**Lawrence Veracco, Ph.D.**  
*Superintendent*  
**Terry Mucha**  
*Director of Human Resources*  
**Theresa Schoon**  
*Director of Primary Education*  
**Sarah Castaneda**  
*Director of Secondary Education*  
**Rebecca Gromala**  
*Director of Student Services*

**TO: Board of School Trustees**  
**FROM: Terry Mucha, Director of Human Resources**  
**DATE: September 3, 2020**  
**RE: Board Meeting of September 8, 2020**

## Personnel

## REVISION

*(Board action required)*

We are recommending that the following be approved:

### I. Certified Resignations:

#### A. Resignations:

1. Courtney Ostrowski, eLearning Teacher, Grade 3 High Ability, Protsman, Elementary School, (effective August 20, 2020).

### II. Classified Appointments, Transfers, Change of Hours, Retirements, & Resignations:

#### A. Appointments:

1. Silvia Jackson (Schererville), Custodian 1A, Kahler Middle School, (effective August 31, 2020).
2. Olivera Jovanovic (Schererville), Custodian 1A, Bibich Elementary School, (effective August 31, 2020).
3. Julie Durish (Schererville), Custodian 1A, Kolling Elementary School, (effective August 31, 2020).
4. Emily Trichak (Crown Point), Custodian 1A, Peifer Elementary School, (effective August 31, 2020).
5. Steve Meeter (Munster), Custodian 1A, Protsman Elementary School, (effective August 31, 2020).
6. Emma Garza (Hammond), Custodian 1A, Grimmer Middle School, (effective August 31, 2020).
7. Michael McEvoy (Mokena, IL), Custodian 1A, Grimmer Middle School, (effective August 31, 2020).
8. Maria Oseguera (Schererville), Custodian 1A, Grimmer Middle School, (effective August 31, 2020).
9. Elward Verrett (Merrillville), Custodian 1A, Lake Central High School, (effective August 31, 2020).
10. Jen Ley (Dyer), Paraprofessional, Protsman Elementary School, (effective August 24, 2020).

11. Megan Giovane (Crown Point), Paraprofessional, Protsman Elementary School, (effective August 20, 2020).
12. Sophia Lanting (Lowell), Paraprofessional, Kahler Middle School, (effective August 20, 2020).
13. Abigail Lawson (Crown Point), Paraprofessional, Lake Central High School, (effective August 31, 2020).
14. Tatiana Garcia (Hammond), Paraprofessional, Protsman Elementary School, (effective August 31, 2020).
15. Sarah Preston (Dyer), Paraprofessional, Bibich Elementary School, (effective August 17, 2020).
16. Jennifer Wojcik (St. John), Paraprofessional, Homan Elementary School, (effective September 9, 2020).

**B. Transfer:**

1. Veronica Rojas, from Café Assistant to Paraprofessional, Peifer Elementary School, (effective September 8, 2020).
2. Stephanie Prutsman, from Librarian at Homan Elementary School to Custodian 1A at Watson Elementary School, (effective September 8, 2020).
3. Karie Leonard, from Paraprofessional to Librarian at Homan Elementary School (effective September 8, 2020).

**C. Change of Hours:**

1. Victoria Mink, Paraprofessional-from 7 to 7.25 hours per day, Grimmer Middle School, (effective August 24, 2020).
2. Kim Conger, Paraprofessional-from 6.75 to 7 hours per day, Kahler Middle School, (effective for the 2020-21 school year).
3. Lindsay Kruzan, Paraprofessional-from 6 to 6.75 hours per day, Peifer Elementary School, (effective for the 2020-21 school year).
4. Toni Kelsey, Paraprofessional-from 6.75 to 7 hours per day, Bibich Elementary School, (effective August 27, 2020).
5. Amber Volkman, Paraprofessional-from 6.75 to 7 hours per day, Bibich Elementary School, (effective August 27, 2020).
6. Bridgette DeYoung, Paraprofessional-from 6.5 to 6.75 hours per day, Bibich Elementary School, (effective August 31, 2020).
7. Kristy Broz, Paraprofessional-from 6 to 6.75 hours per day, Bibich Elementary School, (effective August 31, 2020).
8. Mary Zapata, Paraprofessional-from 6.5 to 6.75 hours per day, Bibich Elementary School, (effective August 31, 2020).
9. Becky Szczesniak, Paraprofessional-from 6 to 6.5 hours per day, Bibich Elementary School, (effective August 31, 2020).
10. Nancy Forsythe, Paraprofessional-from 6 to 6.75 hours per day, Bibich Elementary School, (effective August 31, 2020).
11. Denise Sitkowski, Paraprofessional-from 7 to 7.25 hours per day, Lake Central High School, (effective August 26, 2020).



12. Adriana Ponce, Paraprofessional-from 5 to 2 days per week, Lake Central High School, (effective August 17, 2020).
13. Miriam Martinez, Paraprofessional-from 6 to 6.5 hours per day, Peifer Elementary School (effective September 2, 2020).
14. Jessica Valente, Paraprofessional-from 6 to 6.5 hours per day, Peifer Elementary School (effective September 2, 2020).
15. Melody Weishar, Paraprofessional-from 6 to 6.5 hours per day, Peifer Elementary School (effective September 2, 2020).
16. Kim Malec, Paraprofessional-from 6.25 to 6.5 hours per day, Peifer Elementary School (effective September 2, 2020).

**D. Retirement:**

1. Leroy Held, Custodian 1A, Lake Central High School, (effective September 30, 2020; *27 year of dedicated service*).

**E. Resignations:**

1. Heather Esposito-Piccirilli, Paraprofessional, Lake Central High School, (effective August 17, 2020).
2. Melissa Cuadra, Paraprofessional, Peifer Elementary School, (effective September 4, 2020).
3. Greda Jackson, Café Assistant, Lake Central High School, (August 18, 2020).
4. Lynda Hemmerling, Paraprofessional, Clark Middle School, (effective August 17, 2020).
5. Maria Bodell, Paraprofessional, Lake Central High School/TAP, (effective August 28, 2020).
6. Nancy Nelson, Paraprofessional, Protsman Elementary School, (effective August 4, 2020).

**III. Certified Extracurricular Appointments & Resignations:**

**A. Appointments:**

1. Joseph Lutes, Best Buddies (general education), Lake Central High School, (effective August 20, 2020).
2. Vince Pucci, Girls' Varsity Assistant Soccer Coach, Lake Central High School, (effective August 10, 2020).
3. Brittany Spencer, Art Club, Lake Central High School, (effective August 26, 2020).
4. Martin Freeman, Dollars for Scholars, Lake Central High School, (effective August 10, 2020).
5. Andrea Leahy, Assistant Academic Superbowl - Math, Lake Central High School, (effective August 20, 2020).
6. Trish Riordan, Play Director, Grimmer Middle School, (effective September 1, 2020).
7. Samantha Batres, Assistant Play Director, Grimmer Middle School, (effective September 1, 2020).
8. David Sidler, Assistant Cross Country Coach, Kahler Middle School, (effective August 25, 2020).



9. Sydney Schuldt, Spell Bowl Coach, Protsman Elementary School, (effective August 10, 2020).
10. Veronica Davis, Spell Bowl Coach, Protsman Elementary School, (effective August 10, 2020).
11. Kathy Galosich, Student Council, Protsman Elementary School, (effective August 10, 2020).
12. Larry Zak, Purchase of Plan for Music-1 day per week, Kolling Elementary School, (effective August 17, 2020).
13. Jerry Michner, Purchase of Plan for P.E.-1 day per week, Kolling Elementary School, (effective August 17, 2020).
14. Emily Lipke, Purchase of Plan for Art-1 day per week, Kolling Elementary School, (effective August 17, 2020).
15. Jim Bonick, Robotics, Bibich Elementary School, (effective August 20, 2020).
16. Agnes Wypych-Kaeb, Spell Bowl Coach-grades 6-8, Clark Middle School, (effective September 1, 2020).
17. Joseph Reid, Spell Bowl Coach-grade 5, Clark Middle School, (effective September 1, 2020).
18. Kevin Gardner, Robotics, Lake Central High School, (effective August 26, 2020).
19. Allison Colgrove, Spell Bowl, Peifer Elementary School, (effective September 1, 2020).

**B. Resignations:**

1. Jane Dvorscak, Math Bowl Coach, Homan Elementary School, (effective August 20, 2020).
2. Pat Finnegan, Spell Bowl Coach, Protsman Elementary School, (effective August 20, 2020).
3. Kristin Fisher, Spell Bowl Coach, Protsman Elementary School, (effective August 20, 2020).
4. Melissa Dillard, Student Council, Protsman Elementary School, (effective July 21, 2020).
5. Jennifer Zollman, Robotics Coach, Watson Elementary Coach, (effective August 26, 2020).

**IV. Classified Extracurricular Appointments & Resignations:**

**A. Appointments:**

1. Jake Felton, 7<sup>th</sup> Grade Boys Basketball Coach, Clark Middle School, (effective October, 2020; *pending background check*).
2. Jim Bazant, Assistant Football Coach, Kahler Middle School, (effective August 21, 2020).
3. Elizabeth Gaines, Assistant Cross Country Coach, Kahler Middle School, (effective August 27, 2020).

**B. Resignation:**

1. Amanda Paravinja, Girls Varsity Assistant Soccer Coach, Lake Central High School, (effective August 10, 2020).

- V. Approval of Lake Central School Corporation Substitute Staff Appointments and Resignations – Refer to attached list of substitutes that have been hired and resigned.**

9/8/2020

### Substitutes - Hired

Employee Name	Hire Date	Job Description
Yahaira Gonzalez	8/19/2020	Transportation Sub
Nancy Jacobs	8/4/2020	Food Service Sub
Stacey Smykowski	8/3/2020	Food Service Sub
Lisa Kiger	8/28/2020	Nurse Sub
Lori Moore	8/27/2020	Para Sub
Elizabeth St Germain	8/26/2020	Nurse Sub
Brooke Alfano	8/19/2020	Teacher Sub
Jillian Bridgeman	8/10/2020	Teacher Sub
Shelly Glatt	8/19/2020	Teacher Sub
Christa Manthe	8/26/2020	Teacher Sub
Kristine Carra	8/20/2020	Teacher Sub
Alayna Prisby	9/1/2020	Teacher Sub
Jessica Winarski	9/9/2020	Teacher Sub
Daniel Matchain	9/9/2020	Teacher Sub
Alyssa Childress	9/9/2020	Teacher Sub
Madalena Martino	9/9/2020	Teacher Sub
Pamela Young	9/9/2020	Teacher Sub

### Substitutes - Resigned

Employee Name	Resignation Date	Job Description
Michael Norcutt	8/18/2020	Custodian Sub
Allison Boersma	8/20/2020	Teacher Sub
Ana Boulas	8/18/2020	Teacher Sub
Susan Davros	8/20/2020	Teacher Sub
Madison Kelly	8/5/2020	Teacher Sub
Nicole Klein	8/20/2020	Teacher Sub
Krista Magurany	8/20/2020	Teacher Sub
Lisa Mongold	8/20/2020	Teacher Sub
Angela Ormerod	8/19/2020	Teacher Sub
Sarah Scheub	8/20/2020	Teacher Sub

## Lake Central School Corporation

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*Director of Secondary Education*  
**Rebecca Gromala**  
*Director of Student Services*

September 8, 2009

### FM/A-Certified Staff

Kelly Gravely – Kahler – 5<sup>th</sup> Grade Teacher

Catherine Beiriger – Protsman – Music Teacher



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*Director of Student Services*

TO: School Board of Trustees

FROM: Terry Mucha 

RE: Teacher Appreciation Grant

DATE: September 2, 2020

Policy 3220.01 (Teacher Appreciation Grant) was revised by the LC Board on December 16, 2019. In order to receive the funds for TAG, the IDOE requires us to (re)approve this policy each year.

In August, the Lake Central Teacher Association agreed that, since the policy has not changed, it is still acceptable to them.

I am asking that you give approval again for this same policy so I can submit it to the Department of Education to be eligible for the grant.

Thank you.

Book	Policy Manual
Section	3000 Professional Staff
Title	TEACHER APPRECIATION GRANTS
Code	po3220.01
Status	Active
Legal	I.C. 20-18-2-22 I.C. 20-28-1-7 I.C. 20-43-10-3.5
Adopted	September 3, 2019
Last Revised	December 16, 2019

### 3220.01 – **TEACHER APPRECIATION GRANTS**

The School Board shall adopt an annual policy concerning the distribution of teacher appreciation grants. This policy shall be submitted to the Indiana Department of Education (IDOE) along with the School Corporation's staff performance evaluation plan online as one (1) document by September 15<sup>th</sup> of each year.

#### **Definitions:**

For purposes of this policy, the following definitions apply:

The term "teacher" means a professional person whose position with the Corporation requires a license (as defined in I.C. 20-28-1-7) and whose primary responsibility is the instruction of students.

The term "license" refers to a document issued by the IDOE that grants permission to serve as a particular kind of teacher. The term includes any certificate or permit issued by the IDOE.

#### **Distribution of Annual Teacher Appreciation Grants:**

Teacher appreciation grant funds received by the Corporation shall be distributed to licensed teachers who meet the following criteria:

- A. employed in the classroom (including providing instruction in a virtual classroom setting);
- B. rated as Effective or Highly Effective on their most recent performance evaluation; and
- C. employed by the Corporation as of December 1st of the year in which the teacher appreciation grant funds are received by the Corporation.

The Corporation shall distribute the teacher appreciation grant funds as follows:

The Corporation shall not allocate a percentage of the Teacher Appreciation Grant funds received to provide a supplemental award to each teacher with less than five (5) years of service who is rated as highly effective or effective on the most recent performance evaluation.

If the Corporation is the local educational agency (LEA) or lead school corporation that administers a special education cooperative or joint services program or a career and technical education program, including programs managed under I.C. 20-26-10, 20-35-5, 20-37, or I.C. 36-1-7, then it shall award teacher appreciation grant stipends to and carry out the other responsibilities of an employing school corporation under this section for the teachers in the special education program or career and technical education program with respect to the teacher appreciation grant funds it receives on behalf of those teachers.

A stipend to an individual teacher in a particular year is not subject to collective bargaining but is discussable and is in addition to the minimum salary or increases in the salary set under I.C. 20-28-9-1.5.

The Corporation shall distribute all stipends from a teacher appreciation grant to individual teachers within twenty (20) business days of the date the IDOE distributes the teacher appreciation grant funds to the Corporation.

This policy shall be reviewed annually by the Board and shall be submitted to the IDOE annually by the Superintendent as indicated above.

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# Lake Central School Corporation

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**Terry Mucha**  
*Director of Human Resources*  
**Theresa Schoon**  
*Director of Primary Education*  
**Sarah Castaneda**  
*Director of Secondary Education*  
**Rebecca Gromala**  
*Director of Student Services*

TO: Board of School Trustees  
FROM: Theresa Schoon, Director of Primary Education  
DATE: September 3, 2020  
RE: **Board Meeting of September 8, 2020**

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## PROFESSIONAL LEAVE REQUESTS

**REVISED**

<b>NAME</b>	<b>Melissa Cummins</b>
POSITION	Teacher
SCHOOL	Homan
EVENT	Historical District of Schererville 3 <sup>rd</sup> Gr Field Trip
DATES	9/17/2020 (rain date 9/18/2020)
PLACE	Schererville, IN
DESCRIPTION	Accompany students on a field trip to learn the history of their hometown
SPONSORING ORGANIZATION	Homan Elementary
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost - \$0 Estimated Required Fees - \$0 Estimated Travel Cost - \$0
FUNDING	Self Funded

TS/vv



<b>NAME</b>	<b>Doug DeLaughter / Kelly Hartman / Allison Colgrove, Mickey Zolfo, Ashley Chloros, Erica Krygier, Melissa Humpfer,</b>
POSITION	Principal / Social Worker, SSP / Teacher
SCHOOL	Peifer Elementary School
EVENT	Educational Neuroscience Symposium
DATES	9/19/2020
PLACE	Virtual Conference
DESCRIPTION	Annual conference on SEL
SPONSORING ORGANIZATION	Butler University
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$125 x (7) Estimated Travel Cost – \$0
FUNDING	684-9-11100-31200-0008

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*Director of Secondary Education*  
**Rebecca Gromala**  
*Director of Student Services*

TO: Board of School Trustees

FROM: Theresa Schoon, Director of Primary Education

DATE: September 3, 2020

RE: **Board Meeting of September 8, 2020**

---

### ***FIELD TRIP REQUESTS***

Melissa Cummins, teacher at Homan Elementary, is requesting to take approximately (17) 3<sup>rd</sup> grade students on a walking tour of the historical district of Schererville, IN on September 17, 2020 (rain date September 18). The students will learn about the history of their hometown. This is a self-funded field trip.

TS/vv

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Director of Secondary Education  
**Rebecca Gromala**  
Director of Student Services

TO: Board of School Trustees  
FROM: Sarah Castaneda, Director of Secondary Education  
DATE: September 3, 2020  
RE: **Board Meeting of September 8, 2020**

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### **PROFESSIONAL LEAVE REQUESTS**

<b>NAME</b>	<b>Lauren Bridgeman</b>
<b>POSITION</b>	Teacher
<b>SCHOOL</b>	Clark Middle School
<b>EVENT</b>	Teacher Leader Bootcamp
<b>DATES</b>	8/27, 9/16 – 9/17, 11/12, 2/18, 4/16, 5/13
<b>PLACE</b>	Indianapolis, IN
<b>DESCRIPTION</b>	Professional development providing skills and strategies needed to develop teachers personal leadership capacity
<b>SPONSORING ORGANIZATION</b>	IDOE
<b>EXPENSES</b>	Estimated Meal Cost - \$35 x (1) Estimated Hotel Cost – \$0 Estimated Required Fees – \$0 Estimated Travel Cost – Mileage x 6 trips
<b>FUNDING</b>	Grant through IDOE

<b>NAME</b>	<b>Shane Cloutier</b>
POSITION	Head Boys Soccer Coach
SCHOOL	LCHS
EVENT	Soccer Tournament
DATES	9/04 – 9/05/2020
PLACE	Evansville, IN
DESCRIPTION	Soccer Tournament
SPONSORING ORGANIZATION	Evansville Memorial High School
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$0 Estimated Travel Cost – \$0
FUNDING	Athletics

<b>NAME</b>	<b>Sarah Stidham / Kyle Stephens</b>
POSITION	Reading Specialists
SCHOOL	Kahler / Grimmer
EVENT	Structures Level I Livestream Training
DATES	9/14 – 9/28/2020
PLACE	Virtual
DESCRIPTION	Training to learn Orton Gillingham based phonics strategies
SPONSORING ORGANIZATION	Brainspring
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$1095 x (2) Estimated Travel Cost – \$0
FUNDING	District Title II



<b>NAME</b>	<b>Sarah Stidham / Stephanie Losito</b>
POSITION	Reading Specialists
SCHOOL	Kahler / Clark
EVENT	Heinemann LLI Virtual Workshop
DATES	10/07 and 10/08/2020
PLACE	Virtual Workshop
DESCRIPTION	Virtual workshop providing training on Leveled Literacy Intervention program
SPONSORING ORGANIZATION	Heinemann
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$695 x (2) Estimated Travel Cost – \$0
FUNDING	684-9-11200-58000-0001

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**Terry Mucha**  
*Director of Human Resources*  
**Theresa Schoon**  
*Director of Primary Education*  
**Sarah Castaneda**  
*Director of Secondary Education*  
**Rebecca Gromala**  
*Director of Student Services*

TO: Board of School Trustees

FROM: Sarah Castaneda, Director of Secondary Education

DATE: September 3, 2020

RE: **Board Meeting of September 8, 2020**

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### ***FIELD TRIP REQUESTS***

Shane Cloutier, Head Boys Soccer coach for LCHS, is requesting to take approximately (22) members of the Boys Soccer program to Evansville, IN on September 4<sup>th</sup> – September 5<sup>th</sup>, 2020 to compete in a soccer tournament. All fees will be covered by athletics.

SC/vv

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*Director of Secondary Education*  
**Rebecca Gromala**  
*Director of Student Services*

### AUTHORIZATION TO SIGN AGREEMENTS FOR ALTERNATIVE SERVICES AND PRIVATE RESIDENTIAL SCHOOL PLACEMENTS

The Board of Trustees of the (LEA name) \_\_\_\_\_ by vote at the  
(date of board meeting) \_\_\_\_\_, meeting hereby authorize the following persons to sign  
agreements for alternative and private residential school placements at the designees for the Board.

**Designee Name:** \_\_\_\_\_

**Position:** \_\_\_\_\_

**Email:** \_\_\_\_\_

#### **School Board President:**

**Signature:** \_\_\_\_\_

**Printed Name:** \_\_\_\_\_

#### **School Board Secretary:**

**Signature:** \_\_\_\_\_

**Printed Name:** \_\_\_\_\_

#### **Designee:**

**Signature:** \_\_\_\_\_

**Printed Name:** \_\_\_\_\_

## Lake Central School Corporation

8260 Wicker Avenue  
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St. John, IN 46373  
Fax: (219) 365-6406

website: [lcsc.us](http://lcsc.us)



Lawrence Veracco, Ph.D.  
Superintendent

Rob James  
Director of Business  
Services

To: Board of School Trustees

From: Mr. Rob James, Director of Business Services

Date: September 3, 2020

RE: Board Meeting September 8, 2020

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### **Donations (Action Required)** **Received**

Grimmer Middle School received a cash donation of \$30 from Amy and Jake Anderson to be used by the Drama Department.

The Lake Central High School Graphic Arts received a donation of \$1,000 from the Protsman Home & School Association to help with the costs of producing yard signs for the district.

Hoosier Sports had donated \$756 to LCHS Girls Cross Country Team and the Lake Central Booster Club donated \$16,215.79 to the LCHS Athletic Department.

The Administration recommends approving the donations as indicated above.

### **Bond Refunding Update**

Standard and Poor's has affirmed the Lake Central School Corporation's long term rating of "AA+" and a rating of "A" for the underlying state intercept program. I am happy to report they still have confidence in Lake Central and didn't see a need to lower our rate. This is good news for the school corporation, especially given the uncertainty of future State funding and the effects of COVID-19. This will help us secure good interest rates in the marketplace for our upcoming bond refundings. I have placed a copy of S&P's rating report in the board packet.

On September 2<sup>nd</sup>, we conducted the bond sale for the Series 2012B/2013 Referendum Bonds. I will be discussing the results of the bond sale with the Board. We are scheduled to close on September 24<sup>th</sup>.



**Permission to Advertise 2021 Budget, Capital Project Plan, and Bus Replacement Plan (Action Required)**

I will be giving a presentation to the School Board regarding the upcoming 2021 Budget. At the completion, I will ask the Board permission to advertise the 2021 Budget, Capital Projects Plan, and 5-Year Bus Replacement Plans. The Budget, Capital Projects Plan, and Bus Replacement Plan will be posted on the State's Gateway website, as well as on our school corporation website.

The Administration is recommending board approval for this advertisement.

# RatingsDirect®

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## Summary:

### Lake Central School Corp., Indiana Lake Central Multi-District School Building Corp.; School State Program

#### Primary Credit Analyst:

John Sauter, Chicago (1) 312-233-7027; john.sauter@spglobal.com

#### Secondary Contact:

Taylor Budrow, Chicago + 1 (312) 233 7082; taylor.budrow@spglobal.com

## Table Of Contents

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## Summary:

# Lake Central School Corp., Indiana Lake Central Multi-District School Building Corp.; School State Program

### Credit Profile

US\$131.825 mil taxable unlimited ad valorem prop tax 1st mtg rfdg bnds (Lake Central Sch Corp) ser 2020A due 01/15/2033

<i>Long Term Rating</i>	AA+/Stable	New
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<i>Underlying Rating for Credit Program</i>	A/Stable	New
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US\$6.3 mil ad valorem prop tax 1st mtg rfdg bnds (Lake Central Sch Corp) ser 2020B due 01/15/2030

<i>Long Term Rating</i>	AA+/Stable	New
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<i>Underlying Rating for Credit Program</i>	A/Stable	New
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## Rating Action

S&P Global Ratings assigned its 'AA+' long-term rating and 'A' underlying rating to Lake Central Multi-District School Building Corp., Ind.'s roughly \$131.825 million taxable unlimited ad valorem property tax first-mortgage refunding bonds, series 2020A and roughly \$6.3 million ad valorem property tax first-mortgage refunding bonds, series 2020B, both issued for Lake Central School Corp. At the same time, we affirmed our 'AA+' and 'A' ratings on existing debt issued for and by the school corporation. The outlook on all ratings is stable.

The 'AA+' long-term rating reflects our assessment of the Indiana state aid intercept structure as it applies to Lake Central School Corp. The state credit enhancement rating is one notch below our issuer credit rating (ICR) on Indiana (AAA/Stable), reflecting our view of:

- State aid appropriation risks, which, in our view, are partially mitigated by strong state support for the program and consistent and well-established state aid funding;
- Our expectation that state aid coverage of maximum annual debt service (MADS) on all debt--currently 3x--will remain strong;
- Our view that the flow of state aid distributions and debt service payment dates result in a moderate assessment of timing and administrative risks, given the timing mechanisms that allow for notification to the state and an intercept prior to debt service payment.

The stable outlook on the state credit enhancement rating reflects our views of the state's creditworthiness and that its support for the program will remain strong. We expect that coverage will remain consistently strong given the program's structural features and recent state aid and enrollment trends. Upward rating potential is limited given our 'AAA' rating on the state and appropriation risks. Should the state rating, its support, or debt service coverage decline, we could consider a lower rating.

The 2020A bond proceeds will be used to refund existing series 2012B and 2013 bonds, and the 2020B proceeds will refund existing series 2011 bonds, all for interest cost savings. There is no restructuring nor extension of maturities.

Both bonds, as well as certain existing debt, are secured by lease rentals, not subject to appropriation. There is no construction risk (projects are completed), and insurance provisions are in place to mitigate abatement risk. The property tax backing the 2020B bonds and most of the existing debt is subject to state circuit-breaker limitations, but we rate all the debt at the same level as an unlimited-tax general obligation (GO) pledge, reflecting our view of the district's general creditworthiness and that it will use all resources to service debt.

### **Credit overview**

Lake Central School Corp.'s financial position has improved since it started collecting a voter-approved referendum operating levy in 2019, and we expect this new revenue source to be a stabilizing factor as the district faces increasing uncertainty and potential pressures stemming from the COVID-19 pandemic and ensuing recession. Indiana announced that it does not intend to cut funding in fiscal 2021, but there is still potential for losses as state law stipulates that virtual students are funded at only 85% of the annual per-pupil level. State aid accounts for about 68% of projected operating revenues for the district, and management estimates about 30% of its student body has chosen virtual learning for the fall 2020 semester (equating to a potential loss of \$2.5 million). The district entered 2020 with a strong available balance of \$17.2 million (22% of expenditures) and expectations to grow the reserve, in part because it had not begun to budget the full referendum dollars yet. Factoring in the district's active management and strong starting position, and a strong, growing tax base, we expect the district should be able to weather potential revenue challenges over the next six-to-12 months, and maintain a credit profile consistent with the 'A' rating.

For more information on the coronavirus' effect on U.S. Public Finance, please see our reports titled "The COVID-19 Outbreak Weakens U.S. State And Local Government Credit Conditions" (published April 2, 2020 on RatingsDirect) and "The U.S. Faces A Longer And Slower Climb From The Bottom" (published June 25, 2020).

The 'A' rating additionally reflects our view of the district's:

- Growing, residential tax base, with participation in the broad and diverse economy of the Chicago metropolitan area;
- Very strong-to-strong incomes and very strong market value per capita;
- Strong available reserves and improved budget position compared to recent years, due in part to the referendum levy;
- Low-to-moderate debt burden without any material additional debt plans; and
- Limited pension costs and pressures due to the plans' strong funded ratios and historically low contribution requirements, though overall fixed costs are elevated at 22%.

### **Environmental, social, and governance factors**

Our rating incorporates our view regarding the health and safety risks posed by the COVID-19 pandemic, and specifically, how stay-at-home orders and an extended economic slowdown may weaken the district's revenues. However, we do not view the district as at heightened risk compared to most in the sector. Otherwise, we consider social risks as being in the line with the sector. We also view governance and environmental risks as in line with the



sector. The district has taken steps to mitigate exposure to cyber security, and the geographic location does not leave it overexposed to extreme weather events or long-term changes in climate trends.

## **Stable Outlook**

### **Upside scenario**

We could raise the rating if the district maintains balanced operations and strong reserves, in spite of potential revenue disruptions.

### **Downside scenario**

We could lower the rating if the district's budget comes under increased pressure, leading to draws on reserves to levels we no longer consider at least good, and we do not view it as having a plan or the ability to quickly restore balance.

## **Credit Opinion**

### **Economy**

Lake Central School Corp. serves a 69,090 residents in Lake County, in northwest Indiana along the border with Illinois. The district includes the towns of Dyer, Schererville, and St. John, and the unincorporated area of St. John Township. Only 30 miles southeast of Chicago and near highways and commuter rail, residents have strong job access. Reflecting access to high-paying jobs, the median household effective buying income (EBI) is very strong, at 133% of the national level. Per capita EBI is strong, at 114%. The mostly residential tax base continues to grow, which management attributes in part to lower taxes compared to the Illinois side of the border. Management reports there is still undeveloped land, but that the tax base is getting close to being mostly built out. The regional commuter rail system is expanding and adding a station in Munster, which is just north of the district. In time, this will provide for easier commuting access to Chicago, which could make the areas even more attractive for those working in the city.

Total market value is just over \$8 billion, translating to an extremely strong \$116,520 per capita. There is little concentration, as the ten leading taxpayers combine to represent a very diverse 4.8% of total net assessed value (AV). Net AV grew by more than 4.5% each of the last three years. Unemployment in Lake County is often slightly above state and national levels, and was 4.9% in 2019. It grew to a high 20.3% in April before falling slightly to 16.1% in May. We anticipate unemployment falling from the peak levels in the spring, but remaining above average for an extended period. We also recognize Lake County's diverse employment base, with the northern half being heavily industrialized and experiencing more job losses recently, but that likely have not affected district residents as much.

### **Finances**

The financial position was improving prior to the pandemic, and though we anticipate the current environment may limit further improvements, we expect it should still remain stable.

The school corporation concluded the 2019 calendar year with a \$17.1 million available cash reserve, equal to a strong 22.5% of expenditures. This includes the education (\$2.9 million), operations (\$5.4 million), referendum (\$7.4 million), and rainy day (\$1.35 million) funds, which we view as the operating funds. Voters approved an \$8 million referendum

levy in May 2018, which was first collected in 2019 and expires after eight years of collections. The revenues are intended to enhance programing, staffing, salaries, and safety. Management plans to slowly increase the budget to fund these areas, but also intends to accumulate a reserve in the referendum fund over time that is equal to one full year of the levy, as a safety net in case it does not get renewed. At the same time, with the revenue environment increasingly uncertain, management is likely to be conservative with increasing the budget.

The combined operating funds reported a surplus of \$9.3 million (10%) in 2019, though this is somewhat skewed by the new funding framework (creation of education and operations funds) and the new levy. Before 2019, results had been mixed, which lead to lower general fund reserves. Management projected a \$5.5 million surplus for 2020 (on an \$82 million budget), but this could likely be much lower if the state funds online students at only 85%, which management projects could reduce funding by up to \$2.5 million). The budget assumed a 100-student decline in enrollment, as a conservative approach taking into account the potential for students to shift to alternative schools in light of the pandemic, but also increased staff, to ensure sufficient teachers and resources are available for the 30% of students opting for online learning. The district had 9,400 students last year, and enrollment has been stable to slightly growing. The education fund is entirely reliant on per-pupil-based state aid, while the operations and referendum funds are property tax based (aside from transfers of state aid from the education fund). The funding mix is 68% state aid and 32% taxes. We note that certain circuit-breaker exemptions expired in Lake County starting this year, but this is expected to have a minimal effect on collections, given already low circuit-breaker losses (the result of low tax rates and highly valued homes).

We base our analysis on the school corporation's Dec. 31 year-end, unaudited, cash reports submitted to and reviewed by the Indiana Office of School Finance.

### **Management**

We consider the corporation's management practices standard under our Financial Management Assessment methodology, indicating the finance department maintains adequate policies in some, but not all, key areas.

Management employs strong revenue and expenditure assumptions when formulating the current year's budget, using three-to-five years of historical data as well as outside sources of information. The school board receives a quarterly finance report detailing monthly revenue, expenditure, and cash to date, along with estimates for the remaining year. There is limited information for comparison to budget or prior years, however.

The district has a formal investment policy, but the only formal reporting on holdings comes at year-end. It does not have a formal reserve policy, but management informally targets a 10%-12% cash balance in the combined education, operation, and rainy day funds, and will target growing the referendum fund reserve to a level equal to a full year's levy. Capital planning is mostly limited to a state-required three-year spending plan (which is generally not very robust), but there is also a separate bus replacement plan. There is no formalized long-term financial forecasting, nor a debt policy.

### **Debt**

The district has approximately \$168 million in direct debt outstanding, and when including overlapping debt, we consider overall net debt to be moderate at \$3,320 per capita, but low as a percentage of market value, at 2.8%. Debt carrying charges are consistently elevated, at 18% in 2019, but this is partly due to rapid amortization, with 75% of

principal maturing in ten years. Management reports its facilities are in good shape following recent renovations and debt issuances, so it does not have any substantial debt plans in the near future. The district does not have direct-purchase or variable-rate debt.

### Pension and other postemployment benefits

- We do not view pension liabilities as a source of credit pressure for the school corporation given our opinion of strong plan funding status and affordable contributions, although we see a slight risk of cost escalation.
- The corporation does not offer explicit other postemployment benefits.

The district participated in the following plans as of June 30, 2019:

- Indiana Public Employees' Retirement Fund (PERF): 80.1% funded, no proportionate share disclosed
- Indiana Teachers' Retirement Fund (TRF): 102.4% funded, no proportionate share disclosed

The school corporation has historically paid its full required contributions, which amounted to 3.6% of governmental expenditures in 2019. Contributions to both PERF and TRF plans exceeded both our static and minimum funding progress metrics, resulting in funding progress for both PERF and TRF. An actuarial plan is in place for both plans to reach full funding, and consistent contributions are expected as a result of the level-dollar amortization basis. The plans are scheduled to be fully funded within 24 years, which is longer than S&P Global Ratings' guideline of 20 years. With a discount rate of 6.75%, we see some risk of cost escalation.

## Related Research

- The Increasing Cost Of Governmental Pensions: Discount Rate And Contribution Practices, Sept. 27, 2018
- Through The ESG Lens 2.0: A Deeper Dive Into U.S. Public Finance Credit Factors, April 28, 2020

### Ratings Detail (As Of August 27, 2020)

Lake Central Sch Corp taxable GO rfdg bnds of 2014 (pension rfdg) due 01/05/2025

Long Term Rating	AA+/Stable	Affirmed
Underlying Rating for Credit Program	A/Stable	Affirmed

Lake Central Sch Corp GO bnds ser 2016 due 07/15/2021

Long Term Rating	AA+/Stable	Affirmed
Underlying Rating for Credit Program	A/Stable	Affirmed

### Lake Cent Multi-Dist Sch Bldg Corp, Indiana

Lake Central Sch Corp, Indiana

Lake Cent Multi-Dist Sch Bldg Corp (Lake Central Sch Corp) GO State Credit Enhancement

Long Term Rating	AA+/Stable	Affirmed
Underlying Rating for Credit Program	A/Stable	Affirmed

Lake Cent Multi-Dist Sch Bldg Corp (Lake Central Sch Corp) US\$149.520mil unlt'd ad valorem prop tax 1st mtg bnds (Lake Central Sch Corp) ser 2012B dtd

Long Term Rating	AA+/Stable	Affirmed
Underlying Rating for Credit Program	A/Stable	Affirmed

**Ratings Detail (As Of August 27, 2020) (cont.)**

Lake Cent Multi-Dist Sch Bldg Corp (Lake Central Sch Corp) US\$8.485mil unlted ad valorem prop tax 1st mtg bnds (Lake Central Sch Corp) ser 2013 dtd 01/

Long Term Rating	AA+/Stable	Affirmed
Underlying Rating for Credit Program	A/Stable	Affirmed

Certain terms used in this report, particularly certain adjectives used to express our view on rating relevant factors, have specific meanings ascribed to them in our criteria, and should therefore be read in conjunction with such criteria. Please see Ratings Criteria at [www.standardandpoors.com](http://www.standardandpoors.com) for further information. Complete ratings information is available to subscribers of RatingsDirect at [www.capitaliq.com](http://www.capitaliq.com). All ratings affected by this rating action can be found on S&P Global Ratings' public website at [www.standardandpoors.com](http://www.standardandpoors.com). Use the Ratings search box located in the left column.