

# LAKE CENTRAL SCHOOL CORPORATION

Lake Central High School  
LGI ROOM – Enter Door E  
8260 Wicker Avenue, St. John, IN 46373  
Monday, December 14, 2020 at 7:00 p.m.

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 December 12 v, 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  
Sandy Lessentine, Vice President

## Board Members Not Present

## Administration Present

Dr. Lawrence Veracco, Superintendent  
Terry Mucha, Director of Human Resources  
Rob James, Director of Business Services  
Theresa Schoon, Director of Primary Education  
Rebecca Gromala, Director of Student Services

## Administration Not Present

Rick Moreno, Director of Technology  
Bill Ledyard, Director of Facilities  
Sarah Castaneda, Director of Secondary Education

# SCHOOL BOARD MEETING MINUTES

Monday, December 14, 2020

- I. Call to Order – *Cindy Sues*
  - The meeting was called to order, and Pledge of Allegiance led by Board President, Cindy Sues.
- II. Public Hearing on Superintendent Contract 2020  
*Document Attached*
  - The floor was opened for questions or comments from the public regarding the Superintendent Contract for 2020-2023. There were no questions or comments.
  - A Special Board Meeting to vote on this item will be held on Monday, December 21st at 4:00 pm in the LGI Room.
- III. Agenda: Approval, Deletions, Additions – *Dr. Veracco* – **Action Required**
  - Revisions to the Agenda include:
    - . Revision to the Personnel Recommendations under Terry Mucha's section;
    - . Addition of item VIII.B.2. Compensation for Additional Hours Worked under Terry Mucha's section;
    - . Addition of item VIII.D.2. Field Trip Requests under Sarah Castaneda's section; and,
    - . Revision to Donations under Rob James' section.
  - Janice Malchow moved to approve the Agenda as Revised. Sandy Lessentine seconded the motion.
  - Motion carried 5-0.

- 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: November 16, 2020  
B. Approval of Claims, Payroll and Extracurricular Expenditures  
- Howard Marshall moved to approve the Consent Agenda. Janice Malchow seconded the motion.  
- Motion carried 5-0.
- VII. Public Comments Regarding Action Items  
- There were no public comments.
- VIII. Official School Board Business Topics: Regular Agenda  
A. Superintendent – *Dr. Veracco*  
    1. School Board Meeting Dates 2021 - **Action Required**  
        *Document Attached*  
        - Janice Malchow moved to approve. Sandy Lessentine seconded the motion.  
        - Motion carried 5-0.  
    2. Checklist for Return to School After Break  
    3. Resolution Regarding Paid Leave - Pending Extension of FFCRA Benefits  
    4. COVID Data Since 12/8  
B. Director of Human Resources/Personnel – *Terry Mucha*  
    1. Personnel Recommendations – **Action Required**  
        *Document Attached*  
        - Janice Malchow moved to approve the personnel recommendations as revised. Sandy Lessentine seconded the motion.  
        - Motion carried 5-0.  
C. Director of Primary Education – *Theresa Schoon*  
    1. Professional Leave Requests - **Action Required**  
        *Document Attached*  
        - Sandy Lessentine moved to approve. Howard Marshall seconded the motion.  
        - Motion carried 5-0.  
D. Director of Secondary Education – *Sarah Castaneda*  
    1. Professional Leave Requests - **Action Required**  
        *Document Attached*

- Janice Malchow moved to approve. Don Bacso seconded the motion.
- Motion carried 5-0.

## 2. Field Trip Requests - **Action Required**

### *Document Attached*

- Howard Marshall moved to approve. Janice Malchow seconded the motion.
- Motion carried 5-0.

E. Director of Student Services - *Becky Gromala*

F. Director of Facilities – *Bill Ledyard*

G. Director of Technology – *Rick Moreno*

H. Director of Business Services – *Rob James*

### *Document Attached*

#### 1. Donations - **Action Required**

- Janice Malchow moved to approve. Howard Marshall seconded the motion.
- Motion carried 5-0.

IX. Public Comments – *Cindy Sues*

- There were no public comments.

X. Board Comments and Consideration of Future Agenda Items – *Cindy Sues*

Sandy Lessentine: Thank you to Theresa Schoon for your service, because you have done a lot for our district and I love the way you've moved our district in this direction, so thank you for all you do. Same with our administrators and administrative team, they are not all here but I know you'll get the word out to them. You guys have a lot of work to do still over the break. I know there's not necessarily a break for you, because you will be working and trying to figure out what's best for our students and staff like you do every day. And, I know that you are all brilliant and will figure it all out and it's going to be a lot of work. We know that and we thank you for all of your time and efforts that you're putting in.

Janice Malchow: It's good to see you back Mrs. Lessentine. So, just tagging on to what Rob (James) was talking about that's a prime example why I think that we should investigate in public relations even if its a part-time person. From being an administrator years ago I know how hard and difficult and time consuming it is to get things in the paper. You fax it, you talk to someone, and it still doesn't appear. But if we had a public relations person I just think it would be awesome, I mean they could do multiple venues in multiple formats and I did ask that to be on the Agenda, and Jeanne typed up all the statements I made, so I'm asking once again for that to be discussed on a future Agenda, or bring us some ideas on that. I wanted to share with you a text message I got from a teacher at Kolling saying things are still really good at school. We hang our hat on hearing those positive things. So, I wanted you to know that Mrs. Cruz. Also, a parent and employer who is part of our work based program was impressed with all we have going on at LC. So, if Erin (Novak) could share that compliment, that would be nice. What is the format for basketball games?

Dr. Veracco: Games are not open to the public, but open to parents and minor children that require supervision. Families are limited to 6 tickets and must sit in upper level of the gym for all winter sports. And I believe swimming is limited to two guests per participant. It's all on the athletic

website.

Janice Malchow: Don (Bacso) it's been awesome working with you all these years and I wish you the best in your new journey, I know you have some new ideas you're exploring. I'd like to wish everyone a Merry Christmas and thanks for all of your dedication to our students.

Howard Marshall: I'd like to wish everyone in the audience, their immediate families and everybody a joyous holiday season. Stay safe and well. We have Don here for his last official meeting with us (we have a short special meeting next week). Let's recognize the fact that Don has served 12 years here as a board member. I would like to give a big round of applause for Don's efforts. Thank you!!!

Cindy Sues: I would like to say Merry Christmas and Happy New Year to everyone. Thank you Don, for representing the children and community of Dyer for the past 12 years. Because of your unwavering commitment to the betterment of the Lake Central School Corporation, we can thank you for where Lake Central is today. You've helped shape LC - a highly rated public school corporation - with your leadership, not only with your support of our superintendent Dr. Veracco, our administration, approval of many policies and procedures, but also most notably, helping with the successful passing of the 2011 capital building referendum that saw the rebuild of Protsman Elementary School and the renovation of the Lake Central High School. We can also thank you for your help in passing the 2018 operational referendum that allowed Lake Central to offer competitive wages to hire and retain our valuable staff in all areas. We wish you nothing but the best today and in the future. Thank you Don Bacso.

Don Bacso: I just want to say thank you to our central office administrators, building principals, assistant principals, teachers, paraprofessionals, custodians that I've met and can honestly call my friends, after 12 years with the Lake Central School Corporation. This school corporation truly has the best of classified and certified staff anywhere in the State of Indiana. I want to give a shout out to my family and friends for supporting me over the past dozen years. At times it wasn't easy for my family. I was trying to juggle stresses of full time work, a part-time school board position, and providing for my wife and my two sons. It is with deep gratitude that I thank Lake Central for providing an excellent educational opportunity for sons to prepare them for college and years beyond. As this new year begins, there will be a bunch of you taking oath of office in January, I want to remind the board as to their ultimate outcome, every conflict, every e-mail, every comment or consideration that arises - as the first rule of the Indiana School Board ethic states ... always think what in terms of children first. You take on that responsibility as a school board member to not appease the squeaky wheels, as they will continue to squeak, no matter what you do. You do it for the children. As a school board member, you should take every decision into context as to how it will better the children of this school community, and not to use it as a tool. You should recognize that your decisions will have lasting effects on this school community and public education long long after you have vacated this position. Lastly, to those young families out there with children in our school corporation ... if you're looking for a way to get involved in the educational future of your children, please consider serving as a board member. You already have a vested interest in the process, so why not bring new and refreshing ideas to this school corporation. Again, I thank you Lake Central. I thank all the teachers, all the paraprofessionals, the administrators, custodians, and all of those people I've met over the years - God Bless you and thank you.

XI. Board Calendar of Future Activities – *Dr. Veracco*

- Happy Holidays, Merry Christmas and Happy New Year to everybody and all the other religious holidays that apply, hopefully people can get some rest. We will be on vacation but our office is open and we will be working, and will be in and out. You have my cell so you can contact me on that. We will be back next week at 4pm for Special Meeting and then again on January 4th for the next Regular Meeting.

XII. Adjournment – *Cindy Sues* – **Action Required**

- Howard Marshall moved to approve. Janicae Malchow seconded the motion.
- Motion carried 5-0. Meeting adjourned at 8:10 pm.

Minutes of the December 14, 2020 School Board Meeting were approved and adopted by the Board of School Trustees at the January 4, 2021 School Board Meeting.

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Cindy Sues, President

ATTEST:

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Howard Marshall, Secretary

## NOTICE OF PUBLIC MEETING ON SUPERINTENDENT CONTRACT

The Board of School Trustees of Lake Central School Corporation will convene a public meeting on December 14, 2020 at 7:00 p.m. in the LGI Room in Lake Central High School located at 8400 Wicker Avenue, St. John, Indiana. In compliance with IC 20-26-5-4.3, the Board will meet discuss and hear objections to and support for a proposed amendment to the Superintendent's contract. A summary of the proposed contract is as follows:

1. Term – Three years, July 1, 2020 – June 30, 2023, with extension provisions.
2. Base Salary - Increase base annual salary by \$1,000 (the same as provided for other eligible administrators) to \$172,493 retroactive to July 1, 2020.
3. A work year of 260 days with annual entitlement to 25 vacation days, and annual holidays, sick days, personal business days, and bereavement leave per the then current version of Administrative Handbook
4. Teachers Retirement Fund (TRF) – The School Corporation pays the Superintendent's statutorily required TRF contribution, which is 3% of the Superintendent's base salary
5. Annuity – The School Corporation pays an amount equal to 11% of the Superintendent's base salary per contract year into a 401(a) account.
6. Health Insurance – Superintendent is eligible to participate in the School Corporation's then current family or single group health, dental and vision insurance plans at the current employee contribution rate. As of December 1, 2020, the annual premium cost to the School Corporation for a family plan is \$20,097 and for a single plan is \$7,904.
7. Life Insurance – The School Corporation provides a term life insurance policy for the Superintendent with a face value of \$150,000. As of November 1, 2020, the premium cost to the School Corporation is \$0.295 per \$1,000.
8. Professional Memberships – The School Corporation pays the cost of annual memberships in the following professional organizations: IAPSS and IASBO. The anticipated total annual membership cost for these organizations is \$1,500.
9. Professional Conferences – The School Corporation pays the cost of attendance at professional conferences and seminars as approved in advance by the Board.
10. Vehicle Allowance – The School Corporation will provide a monthly vehicle allowance of \$600.00 retroactive to July 1, 2020.
11. Technology Allowance – The School Corporation will provide a monthly technology allowance of \$100.00, retroactive to July 1, 2020.
12. Other Benefits – The School Corporation provides the Superintendent with other benefits provided to its other twelve month administrators that are not inconsistent with the Superintendent's contract per the then current version of the Administrative Handbook including, annual \$2,000 contribution to VEBA account and early retirement supplement benefit.
13. Evaluation – The Board will meet with the Superintendent each contract year to discuss performance evaluation.
14. Professional Liability – As with all administrators, the Board provides the Superintendent with professional liability coverage and will defend, indemnify and hold harmless the Superintendent in legal actions involving incidents in which the superintendent was legally acting with the scope of his employment.

The complete proposed contract of the Superintendent will be available on the Lake Central School Corporation website and will be discussed at the Board meeting on December 14, 2020. After the meeting, the Board of School Trustees will consider the input received and will then consider the proposed contract as an agenda item for consideration at a special board meeting on December 21, 2020.

Board of School Trustees  
Lake Central School Corporation

# LAKE CENTRAL SCHOOL CORPORATION

## SCHEDULE OF BOARD OF EDUCATION MEETING DATES

### JANUARY, 2021 – JANUARY, 2022

Monday, January 4, 2021	(Only One Meeting in July) Monday, July 12, 2021
Tuesday, January 19, 2021	Monday, August 2, 2021
Monday, February 1, 2021	Monday, August 16, 2021
Tuesday, February 16, 2021	Tuesday, September 7, 2021
Monday, March 1, 2021	Monday, September 20, 2021
Monday, March 15, 2021	Monday, October 4, 2021
Monday, April 5, 2021	Monday, October 18, 2021
Monday, April 19, 2021	Tuesday, November 2, 2021
Monday, May 3, 2021	Monday, November 15, 2021
Monday, May 17, 2021	(Only One Meeting in December) Monday, December 13, 2021
Monday, June 7, 2021	
Monday, June 21, 2021	Monday, January 3, 2022

*Submitted for Approval  
on December 14, 2020*

### Staff and Family Checklists/Surveys Prior to Returning to School

- It has been suggested that LCSC require a survey for staff and student be implemented for in-person students and staff after breaks
- Certifying that one's children or if an employee, oneself has not been in contact with anyone who tested positive in the past # of days could reduce the spread in our schools
- Some employers have opted for taking a pledge to not send students to school with symptoms and to stay home if exposed to someone outside of school who has tested positive
- The frequency of asking families and staff members to complete this type of survey would need to be determined
- With no ability to exclude students for failing to comply, is the benefit worth the potential effort? How much pressure do we apply to families to comply?
- Since staff is voluntarily reporting close contacts in an effort to protect their fellow staff members, is it necessary for staff to complete this instrument?
- Does it make sense to have a district wide quarantine period after Christmas break in order to have anyone who traveled remain at home in order to reduce the spread?



# Lake Central School Corporation

8260 Wicker Avenue  
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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: December 10, 2020**  
**RE: Board Meeting of December 14, 2020**

## Personnel

## REVISION

*(Board action required)*

We are recommending that the following be approved:

### **I. Certified Appointment & Retirements:**

#### **A. Appointment:**

1. Madison Kelly (St John), Temporary 4<sup>th</sup> Grade Teacher, Kolling Elementary School, (effective January 12, 2021; B/O-Indiana University Northwest).

#### **B. Retirements:**

1. Theresa Schoon, Director of Primary Education, Lake Central School Corporation, (effective July 1, 2021; *10 years of dedicated service with L.C. and 17 outside years*).
2. Cyndi Hurley, Business Teacher, Lake Central High School, (effective January 12, 2021; *17 ½ years of dedicated service with L.C. and 21 outside years*).

### **II. Classified Appointments, Change of Days, Retirements & Resignations:**

#### **A. Appointments:**

1. Cody McCall (Valparaiso), Paraprofessional, Campagna, (effective December 10, 2020).
2. Amanda Pangburn (Crown Point), Paraprofessional, Lake Central High School, (effective December 3, 2020).
3. Kameron Konopasek (Schererville), Paraprofessional, Kahler Middle School, (effective December 14, 2020).
4. Kevin Kundid (St John), Paraprofessional - 2 days per week, Lake Central High School, (effective January 4, 2021).

#### **B. Change of Days:**

1. Carley Eagan, Paraprofessional - from 2 days to 3 days per week, Lake Central High School, (effective January 4, 2021).

**C. Retirements:**

1. James Lesniewski, Head Custodian, Watson Elementary School, (effective April 5, 2021; *15 years of dedicated service*).
2. Jim Lord, Paraprofessional, Kahler Middle School, (effective November 30, 2020; *20 years of dedicated service*).

**D. Resignations:**

1. Jenna Smith, Paraprofessional, Campagna, (effective December 4, 2020).
2. Sheila Collinge, Paraprofessional, Lake Central High School, (effective November 23, 2020).
3. Michelle Baisa, Paraprofessional-Early Childhood, Watson Elementary School, (effective November 30, 2020).
4. Adriana Ponce, Paraprofessional, Lake Central High School, (effective December 18, 2020).

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

**A. Appointments:**

1. Ann Downey, Girl's 7<sup>th</sup> Grade Basketball Coach, Kahler Middle School, (effective December 1, 2020).
2. Karen Arehart, Girl's 7<sup>th</sup> Grade B-Team Basketball Coach, Kahler Middle School, (effective December 1, 2020).

**B. Resignations:**

1. Tony Bartolomeo, Varsity Football Head Coach, Lake Central High School, (effective November 18, 2020).
2. Melissa Miller, Junior Varsity Softball Coach, Lake Central High School, (effective December 7, 2020).

**IV. Classified Extracurricular Resignation:**

**A. Resignation:**

1. Matt Clark, Varsity Volleyball Head Coach, Lake Central High School, (effective November 17, 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.**

12/14/2020

### Substitutes - Hired

Employee Name	Hire Date	Job Description
Megan Barth	11/19/2020	Teacher Sub
Amanda Borger	11/6/2020	Transportation Sub
Sarah Diviney	11/18/2020	Teacher Sub
Michelle Hincks	11/20/2020	Nurse Sub
Kameron Konopasek	11/16/2020	Teacher Sub
Patricia Massa	11/20/2020	Teacher Sub
Christine Morikis	12/1/2020	Teacher Sub
Christa Siorek	12/1/2020	Teacher Sub
Jayne Dudek	12/7/2020	Teacher Sub
Vera Mousa	12/7/2020	Food Service Sub
Shannon Ohlenkamp	12/9/2020	Aide/Tutor Sub

### Substitutes - Resigned

Employee Name	Resignation Date	Job Description
Kyle Massa	11/2/2020	Teacher Sub
Michael Pavlick	11/24/2020	Teacher Sub
Ricci Ricciardi	11/10/2020	Teacher Sub
Therisa Stozek	11/20/2020	Custodian Sub
Marina Van Gorp	11/3/2020	Food Service Sub

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*Director of Student Services*

December 14, 2020

### **FMLA-Certified Staff**

Jane Dvorscak – Homan – Teacher

Eric Graves – LCHS – Teacher

Sandra Will-Brum – Watson - Teacher

Karen Arehart – LCHS - Teacher

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*Director of Student Services*

TO: School Board of Trustees

FROM: Terry Mucha 

RE: Compensation for Additional Hours Worked

DATE: December 14, 2020

We have regular staff employees who are scheduled to work less than five days per week. We are recommending that, if these employees work additional days, they will be compensated at their regular rate instead of a substitute rate.

This would take effect beginning on January 4, 2021.

Thank you.

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*Director of Student Services*

TO: Board of School Trustees  
FROM: Theresa Schoon, Director of Primary Education  
DATE: December 10, 2020  
RE: **Board Meeting of December 14, 2020**

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### **PROFESSIONAL LEAVE REQUESTS**

<b>NAME</b>	<b>Allison Miserly/Jennifer Frazier/Kelly Horton/Kati Rossi, Shannon DeStJean</b>
<b>POSITION</b>	Teachers
<b>SCHOOL</b>	Homan/Bibich/Kolling/Peifer
<b>EVENT</b>	An Innovative Approach to Reading & Writing with Maria Walther and Karen Biggs Tucker
<b>DATES</b>	11/14/2020
<b>PLACE</b>	Virtual Workshop
<b>DESCRIPTION</b>	Maria Walther virtual workshop
<b>SPONSORING ORGANIZATION</b>	Fox Valley Reading Council
<b>EXPENSES</b>	Estimated Meal Cost - \$0 Estimated Hotel Cost - \$0 Estimated Required Fees - \$45 x (5) Estimated Travel Cost - \$0
<b>FUNDING</b>	District Title II

TS/vv

<b>NAME</b>	<b>Meghan Morales / Michelle Stan</b>
POSITION	Counselor / Social Worker
SCHOOL	Protsman / Homan
EVENT	Equity and SEL, Fostering a Safe Environment for All
DATES	2/24/2021
PLACE	Virtual Event
DESCRIPTION	Whole Child Summit Virtual Event
SPONSORING ORGANIZATION	Indiana School Mental Health Initiative & IDOE
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$20 x (2) Estimated Travel Cost – \$0
FUNDING	Corporation Title II

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*Director of Student Services*

TO: Board of School Trustees  
FROM: Sarah Castaneda, Director of Secondary Education  
DATE: December 10, 2020  
RE: **Board Meeting of December 14, 2020**

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### **PROFESSIONAL LEAVE REQUESTS**

NAME	<b>Lisa Rebey, Amber Vollrath / Mallory Carroll / Karen Bowman, Steven Aguilera, Erica Churilla</b>
POSITION	Counselor, SSP / Counselor / Counselor, SSP, Counselor
SCHOOL	Grimmer / Kahler / Clark
EVENT	Social Emotional Learning; Fostering a Safe Environment for All
DATES	2/24/2021
PLACE	Virtual Workshop
DESCRIPTION	Whole Child Summit Virtual Workshop
SPONSORING ORGANIZATION	Indiana School Mental Health Initiative / IDOE
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost - \$0 Estimated Required Fees - \$20 x (6) Estimated Travel Cost - \$0
FUNDING	District Title II



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**TO: Board of School Trustees**  
**FROM: Sarah Castaneda, Director of Secondary Education**  
**DATE: December 14, 2020**  
**RE: Board Meeting of December 14, 2020**

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

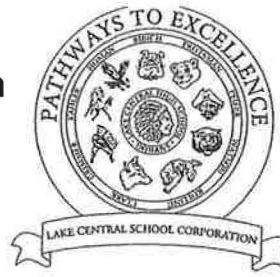
Dave Milausnic, head coach for the Lake Central Boys Varsity Basketball Team, is requesting to take (14) basketball players to Huntington, Indiana for the Holiday Tournament on December 28 through December 30, 2020. Students will be chaperoned by coaches Andy Gurnak and Tim Horan. The cost is \$1500 for accommodations and \$840 for meals. Fees will be paid through Athletics.

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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: December 10, 2020

**RE: Board Meeting December 14, 2020**

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## **Donations (Action Required)**

### **Received**

Protsman Elementary School received a donation of packaged snacks and hand sanitizer from Casey's in Dyer to be used by the school nurse. The items have an estimated total value of \$515.

Peifer Elementary School received \$48.78 from the Exelon Corporation as part of their Employee Engagement Program.

### **Given**

Bibich Elementary School held a Veteran's Day fundraiser and would like to donate \$350 to the Gary Sinise Foundation.

Lake Central High School would like to donate \$350 to the Salvation Army.

The Administration recommends approving the donations as indicated above.