

LAKE CENTRAL SCHOOL CORPORATION
Lake Central High School
KAY TRAPP BOARD ROOM – Enter Door E
8260 Wicker Avenue, St. John, IN 46373

Board Members Present

Nicole Kelly, Secretary
Janice Malchow, Board Member
Howard Marshall, Board Member
Jennifer Medlen, Vice-President
Cindy Sues, President

Board Members Not Present

Administration Present

Dr. Lawrence Veracco, Superintendent
Sarah Castaneda, Assistant Superintendent
Bill Ledyard, Director of Facilities
Yolanda Bracey, Director of Primary Education
Misty Scheuneman, Director of Secondary Education
Rebecca Gromala, Director of Student Services

Administration Not Present

Rob James, Director of Business Services

*To view the archived video of the meeting in its entirety,
go to the School Board section of website at www.lcsc.us*

*All Motions Were Passed With a 5-0
Vote Unless Otherwise Indicated*

SCHOOL BOARD MEETING MINUTES
Monday, August 21, 2023, 7:00 pm

- 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**
 - There were revisions to the Personnel Recommendations under Sarah Castaneda's section.
 - Professional Leave Requests and Field Trip Requests were added as items under Yolanda Bracey's section.
 - There were additions to the Professional Leave Requests under Misty Scheuneman's section.
 - Jennifer Medlen moved to approve.
 - Nicole Kelly seconded the motion.
 - Motion carried.
- III. Correspondence – *Nicole Kelly*
 - There was no correspondence.
- IV. Liaison Committee Updates – *Cindy Sues*
 - A. Personnel Interview Committee: Howard Marshall
 - B. Schererville Redevelopment Commission: Nicole Kelly
 - C. Schererville Parks Department: Nicole Kelly
 - D. Lake Central Education Foundation: Janice Malchow
 - E. Dyer Parks Department - Janice Malchow
 - F. St. John Redevelopment Commission: Cindy Sues
 - G. St. John Parks Department - Cindy Sues

- H. Dollars for Scholars: Cindy Sues
- I. Wellness Committee: Jennifer Medlen
- J. Dyer Redevelopment Commission: Jennifer Medlen

V. Official School Board Business Topics: Consent Agenda – *Dr. Veracco* – **Action Required**

A. Approval of Minutes

- Executive Session: August 7, 2023
- Special Board Meeting: August 7, 2023
- Regular Board Meeting: August 7, 2023
- Executive Session: August 14, 2023

B. Approval of Claims, Payroll and Extracurricular Expenditures

- Howard Marshall moved to approve the Consent Agenda.
- Cindy Sues seconded the motion.
- Janice Malchow abstained from the vote for the August 14, 2023 Executive Session Minutes.
- Motion carried, as follows:
 - Executive Session: August 7, 2023 - Motion carried, 5-0.
 - Special Board Meeting: August 7, 2023 - Motion carried, 5-0.
 - Regular Board Meeting: August 7, 2023 - Motion carried, 5-0.
 - Executive Session: August 14, 2023 - Motion carried, 4-0.

VI. Public Comments Regarding Action Items

- There were no public comments regarding action items.

VII. Official School Board Business Topics: Regular Agenda

A. Superintendent – *Dr. Veracco*

1. Recognition: Dual Credit Instructor of the Year
2. The Education Profession - Lobbying Effort Update
3. Board Policy Approvals: - **Action Required**
 - a. 0141: Number
 - b. 0142: Election and Eligibility to Serve
 - c. 0142.1: Term
 - d. 0142.2: Oath
 - e. 0142.3: Vacancies and Appointment of Board Members
 - f. 0144.1: Compensation
 - g. 0144.2: Board Member Ethics
 - h. 0152: Officers
 - i. 0164.5: Member Participation in Meetings Through Electronic Means of Communication
 - j. 0167.3: Public Participation at Board Meetings
 - k. 1213.01: Staff-Student Relations
 - l. 1425: Nursing Mothers
 - m. 1615: Tobacco Use Prevention
 - n. 2410: Audio, Video and Digital Recording of Meetings
 - o. 2461: Recording of IEP Team Meetings / Case Conferences
 - p. 2462: Dyslexia Screening and Intervention
 - q. 3124: Employment Contracts with Professional Employees
 - r. 3213.01: Staff-Student Relations
 - s. 3215: Tobacco Use Prevention
 - t. 3231: Outside Activities of Staff

- u. 3362.01: Threatening and/or Intimidating Behavior Toward Staff Members
- v. 3425: Nursing Mothers
- w. 4120: Employment of Support Staff
- x. 4213.01: Staff-Student Relations
- y. 4215: Tobacco Use Prevention
- z. 4425: Nursing Mothers
- aa. 5330: Use of Medication 5512: Tobacco Use Prevention
- bb. 5517: Anti-Harassment
- cc. 5517.01: Bullying
- dd. 5771: Search and Seizure
- ee. 6250: Required ADM Counts for the Purpose of State Funding and Verification of Residency for Membership
- ff. 6550: Travel Payment and Reimbursement / Relocation Costs
- gg. 6700: Fair Labor Standards Act ("FLSA")
- hh. 7434: Use of Tobacco on School Property
- ii. 7440: Facility Security Program
- jj. 8310: Public Records
- kk. 8451: Pediculosis (Head Lice)
- ll. 9111: Communications
- mm. 1521: Personal Background Checks, References, and Mandatory Reporting
- nn. 2221: Mandatory Curriculum
- oo. 2414: Reproductive Health and Family Planning and Human Sexuality Instruction
- pp. 2416: Student Privacy and Parental Access to Information
- qq. 2510: Adoption of Curricular Materials
- rr. 2520: Selection of Materials, Library Materials and Equipment
- ss. 3120.02: Adjunct Teachers
- tt. 3121: Personal Background Checks, References and Mandatory Reporting
- uu. 3220.01: Teacher Appreciation Grants
- vv. 4121: Personal Background Checks, References and Mandatory Reporting
- ww. 5710: Student Complaints
- xx. 5720: Student Activism
- yy. 6152: Student Fees and Charges
- zz. 9130: Public Complaints and Concerns
- aaa. 9700: Relations with Special Interest Groups
- Jennifer Medlen moved to approve a board policies listed above.
- Howard Marshall seconded the motion.
- Motion carried.

B. Assistant Superintendent – *Sarah Castaneda*

1. **Personnel Recommendations – Action Required - REVISED**
 - Nicole Kelly moved to approve the revised personnel recommendations.
 - Cindy Sues seconded the motion.
 - Motion carried.
2. **Security Pay Rate - Action Required**
 - Janice Malchow moved to approve.
 - Jennifer Medlen seconded the motion.
 - Motion carried.

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

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

C. Director of Primary Education – *Yolanda Bracey*

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

- Nicole Kelly moved to approve.
- Jennifer Medlen seconded the motion.
- Motion carried.

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

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

3. Plan for Staff Evaluation 2023-2024 - **Action Required**

- Nicole Kelly moved to approve.
- Janice Malchow seconded the motion.
- Motion carried.

D. Director of Secondary Education – *Misty Scheuneman*

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

- Jennifer Medlen moved to approve the revised professional leave requests.
- Howard Marshall seconded the motion.
- Motion carried.

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

- Janice Malchow moved to approve the revised field trip requests.
- Cindy Sues seconded the motion.
- Motion carried.

3. LCSC Summer 2023 Curriculum Work - Update

- a. High School Science
- b. Middle School Science
- c. Middle School Math

E. Director of Student Services - *Becky Gromala*

1. Special Education Contract Authorization - **Action Required**

- Nicole Kelly moved to approve.
- Jennifer Medlen seconded the motion.
- Motion carried.

F. Director of Facilities – *Bill Ledyard*

1. LCSC 2023 Capital Projects - Update

- a. Bibich ES Projects
 - i. New Building Addition Project
- b. Grimmer MS HVAC Renovation
- c. LCHS Varsity Baseball/Softball Lights
- d. LCHS Freshman Center HVAC Renovation

G. Director of Business Services – *Rob James*

1. Donations - **Action Required**

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

2. 2024 Budget Timeline

VIII. Public Comments – *Cindy Sues*

- Mike Kovacevic, regarding disproportionate books.

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

- Jennifer Medlen: I'd like to thank the administrative leadership that decided it was time to pilot a program to get cell phones out of the hands of our students during instruction. That was a big bold move and I believe it was definitely timely and well executed. Thank you.

- Janice Malchow: I agree. That's a move that takes a lot of courage and a lot of strength, and then, I heard on the news that several school districts are doing that across America, its about time. Then, I went to a workshop the other day, for just laborers you know people that just work and not are necessarily in the educational force, but one thing they don't do, they can't talk to each other because they always have their phones in their hands and so that area of our future is working on communicating with each other versus having the phones in the hands so it is a problem in our country and throughout our culture and something we need to grasp and do what we can with it. We had a really nice band practice the other night, their trumpets are sounding really good. And volleyball, the team, it was a close one but they did finally beat Andrean, but it was a lot of fun to watch, so if you have time to come out to any of the activities. Soccer is going on tonight and Bill, I just can't wait to see those lights at the softball baseball field this upcoming spring. Are you going to have a dedication?

- Cindy Sues: The high school's open house is this Wednesday, so looking forward to that and hopefully attending a few of the elementary and middle schools.

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

- Next School Board Meeting: Tuesday, September 5, 2023

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

- Nicole Kelly moved to adjourn the meeting at 7:45 pm.
- Cindy Sues seconded the motion.
- Motion carried, meeting adjourned.

Minutes of the August 21, 2023 School Board Meeting were approved and adopted by the Board of School Trustees at the September 5, 2023 School Board Meeting.

Cindy Sues, President

ATTEST:

Nicole Kelly, Secretary

BOARD RECOGNITION OF OUTSTANDING PERFORMANCE

For a student/teacher to be eligible for Board Recognition, the following criteria must be met before his/her name is submitted:

- A. Honors or awards received while participating in school corporation-sponsored activities.
 - 1. State and national honors and awards
 - 2. Athletic honors and awards beyond the conference and sectional level (i.e. regional, state, national)
 - 3. Awards and honors that are rare and bring credit to the Lake Central School Corporation.
- B. Honors and awards from activities NOT directly sponsored by the Lake Central School Corporation which are rare and bring credit to the school corporation.
 - For group or team recognition, a certificate will be made out to the Team/Group (more than 12 members) and will be accepted by the captain or designee. Individual team members will receive their certificates at a later date to be determined by the coach or mentor. If the team has fewer than 12 members, certificates are issued to individual team members at the Board meetings.
 - The office will mail letters to the students and their parents, inviting them to attend a particular Board Meeting to receive their certificates (usually one week prior to the Board Meeting). Copies of the letters will be sent to the principal and sponsor/coach.
 - It is the responsibility of the school principal, coach, or mentor to submit, to the corporation office, the correct names and addresses of the students to be recognized.
 - Please take pictures during meets/events so the entire team is present. Pictures should be sent to Jeanne Nowacki and Matt Toczek.

BUILDING PRINCIPAL'S AUTHORIZATION: Jim Nowak DATE: 7-18-23

All Recognition Requests must be approved by Dr. Veracco before being presented to the School Board

Please complete this form in its entirety and send to Central Office, ATTN: Lori Olson/Susie Glasgow

SCHOOL LCHS CONTACT PERSON Erin Novak

NAME OF EVENT: Ivy Tech LOCATION OF EVENT Lake County DATE OF EVENT: 7-14-23

CRITERIA/GENERAL INFORMATION REGARDING ACHIEVEMENT

(To be read by Dr. Veracco during Board Meeting – attach sheet or use reverse side for additional information)

Dawn Combis was selected by Ivy Tech
Community College's Lake County campus as
its Dual Credit Instructor of the year.

CERTIFICATE OF ACHIEVEMENT

(Please indicate exact writing that should be on the certificate)

Dual Credit Instructor of the Year for
Ivy Tech Community College's Lake County
Campus

Please indicate the following information on separate sheet of paper or on back of this form: ☒ Individual ☐ Group/Team

Name of Student, Address, Zip, Grade and any additional information. Name of Sponsor, Coach or Mentor

Name Dawn Combis Title LCHS Teacher
13644 Limerick Dr. Title
Saint John, IN 46373 Title

For August 21st Meeting

Lake Central School Corporation

8260 Wicker Avenue
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Saint John, IN 46373
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website: lcsc.us



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Superintendent

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Director of Primary Education

Misty Scheuneman
Director of Secondary Education

Rebecca Gromala
Director of Student Services

TO: Board of School Trustees
FROM: Sarah Castaneda, Assistant Superintendent
DATE: August 15, 2023
RE: Board Meeting of August 21, 2023

Personnel

REVISION

(Board action required)

We are recommending that the following be approved:

I. Certified Appointments & Resignation:

A. Appointments:

1. Dorthea Robbins (Crown Point), Social Worker, Watson Elementary School, (effective August 14, 2023).
2. Anna Banach (Highland), Temporary 5th Grade Teacher, Grimmer Middle School, (effective August 21, 2023).

B. Resignation:

1. Jennifer Howe, Grade 5 Teacher, Grimmer Middle School, (effective August 18, 2023).

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

A. Appointments:

1. Kearsten Eastridge (Dyer), Paraprofessional, Kahler Middle School, (effective August 21, 2023).
2. Paige Campbell (Schererville), Paraprofessional, Grimmer Middle School, (effective August 15, 2023).
3. Angela Dudak (Dyer), Paraprofessional, Kahler Middle School, (effective August 15, 2023).
4. Petra Botkin (Dyer), Paraprofessional, Homan Elementary School, (effective August 15, 2023).
5. Ilesenia Almanza (Dyer), Paraprofessional, Grimmer Middle School, (effective August 15, 2023).
6. Maritza Rhodes (Munster), School Service Provider, Bibich Elementary School, (effective August 14, 2023).
7. Ljiljana Golubovic (Schererville), Paraprofessional, Peifer Elementary School, (effective August 15, 2023).
8. Brittany Kappel (Schererville), Paraprofessional, Peifer Elementary School, (effective August 16, 2023).

9. Stefany Flores (Schererville), Paraprofessional, Homan Elementary School, (effective August 28, 2023).
10. Olivia Longo (St. John), Paraprofessional, Watson Elementary School Early Childhood, (effective August 18, 2023).
11. Aleksandra Buff (Crown Point), Paraprofessional, Peifer Elementary School, (effective September 5, 2023).
12. Meredith Bickell (Schererville), School Nurse, Grimmer Middle School, (effective August 28, 2023).
13. Melissa Santaguida (Demotte), School Service Provider, Lake Central High School, (effective September 11, 2023).
14. Kelly Wiesenthal (St. John), Paraprofessional, Homan Elementary School, (effective August 22, 2023).

B. Resignations:

1. Cathy Torres, Paraprofessional, Grimmer Middle School, (effective August 6, 2023).
2. Melanie Goatley, Paraprofessional, Lake Central High School, (effective August 8, 2023).
3. Kelly Lindholm, Paraprofessional, Kolling Elementary School, (effective May 24, 2023).
4. Marlon Hernandez, Café Assistant, Lake Central High School, (effective August 9, 2023).
5. Maritza Rhodes, School Service Provider, Bibich Elementary School, (effective August 18, 2023).

C. Retirements:

1. Sandy Pyzik, Paraprofessional, Watson Elementary School, (effective May 24, 2023; *15 years of dedicated service*).
2. Joyce Davis, Administrative Assistant, Lake Central School Corporation, (effective October 12, 2023; *26 years of dedicated service*).

D. Change of Days & Hours:

1. Lisa Misirly, Title 1 Tutor-from 6.5 to 6.75 hours per day, Peifer Elementary School, (effective August 15, 2023).
2. Shelly Ores, Title 1 Tutor-from 6.5 to 6.75 hours per day, Peifer Elementary School, (effective August 15, 2023).
3. Jamie Munson, Paraprofessional-from 6.5 to 7.0 hours per day, Peifer Elementary School, (effective August 15, 2023).
4. Jackie LaBelle, Paraprofessional – from 6.75 to 6.5 hours per day, Kolling Elementary School, (effective August 15, 2023).
5. Julie Denormandie, Paraprofessional – from 6.5 to 6.75 hours per day, Kolling Elementary School, (effective August 15, 2023).
6. Jill Marchese, Paraprofessional – from 6.5 to 6.75 hours per day, Kolling Elementary School, (effective August 15, 2023).
7. Jolene Schuch, Paraprofessional – from 6 to 6.75 hours per day, Protsman Elementary School, (effective August 15, 2023).
8. Carolyn Biron, Paraprofessional – from 6 to 6.75 hours per day, Protsman Elementary School, (effective August 15, 2023).

9. Madison Powers, Paraprofessional – from 6 to 6.75 hours per day, Protsman Elementary School, (effective August 15, 2023).
10. Christine Swartz, Paraprofessional – from 6 to 6.75 hours per day, Protsman Elementary School, (effective August 15, 2023).
11. Melissa Russo, Paraprofessional – from 6 to 6.5 hours per hours, Protsman Elementary School, (effective August 15, 2023).
12. Gayle Timmer-Podowski, Paraprofessional-from 2 days per week/6.75 hours per day to 5 days/ per week7 hours per day, Homan Elementary School, (effective August 15, 2023).
13. Elizabeth Estep, ELL Tutor – from 6 to 6.5 hours per day, Kolling Elemntary School, (effective August 15, 2023).
14. Sandy Wojcik, Product Assistant – from 6 to 7 hours per day, Lake Central High School, (effective August 14, 2023).
15. Cheryl Connelly, Paraprofessional – from 6.5 to 6.75 hours per day, Homan Elementary School, (effective August 15, 2023).

III. Certified Extracurricular Appointments & Resignations:

A. Appointments:

1. Lauren Ladowski, Girls 7th Grade Basketball Coach, Clark Middle School, (effective August, 2023).
2. Courtney Blackwell, Girls 8th Grade Volleyball Coach, Kahler Middle School, (effective August, 2023).
3. Amanda Harle, Purchase of Plan- FACS, Lake Central High School, (effective August 15, 2023).
4. Kim Yurkanin, SEL Coordinator- Elementary, Lake Central School Corporation, (August 14, 2023).

B. Resignations:

1. Agnes Wypych-Kaeb, Spell Bowl Sponsor, Clark Middle School, (effective August 11, 2023).

IV. Classified Extracurricular Appointment & Transfer:

A. Appointment:

1. Jason Barker, Assistant Varsity Football Coach, Lake Central High School, (effective July 25, 2023).

B. Transfer:

1. Jenna Bunner, from 7th Grade Girls B-Team Basketball Coach to 7th Girls A-Team Basketball Coach, Kahler Middle School, (effective for the 2023-24 school year).

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

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August 21, 2023

Certified FMLA Leave

Aubrey Nelson – Language Arts Teacher – Clark

Stephanie Trzupek – Kindergarten – Watson

Jaclyn Masteller – Math Teacher - LCHS

NEW CERTIFIED HIRES FOR 2023-24

<u>Last Name</u>	<u>First Name</u>	<u>Hire Date</u>	<u>Position/School</u>	<u>Deg/Exp</u>	<u>University</u>	<u>B. A.</u>
Scheuneman	Misty	7/1/2023	Director of Secondary Ed	M/23	IU - Bloomington	3/20/2023
Leonhardt	Courtney	8/14/2023	Music Teacher/Kolling	B/10	IN State University	3/20/2023
Vondrak	Ryan	7/1/2023	Assistant Principal/Kahler	M/20	Ball State	4/3/2023
Joubert	Lisa	8/14/2023	SLP/Watson (early childhood)	M/11.5	Governors State	4/3/2023
Oxner	Lauren	8/14/2023	Sp Ed Teacher/HS	B/3	Olivet Nazarene Un	4/3/2023
Sexson	Ryan	8/14/2023	SS & Credit Rec/LCHS	M/9	Cal College of St Joe	4/17/2023
Adams	Megan	8/14/2023	Special Education/Clark	B/0	Purdue Northwest	5/15/2023
Bafia	Edward	8/14/2023	Business/LCHS	B/0	Purdue Lafayette	5/15/2023
Graff-Bashara	Kristy	8/14/2023	Reading Spec/Bibich	B/15	IUN	6/5/2023
White	Mia	8/14/2023	English/LCHS	B/0	IN Wesleyan UN	6/5/2023
George	Joanna	8/14/2023	Science Teacher/Grimmer	M/5	IU Bloomington	6/12/2023
Hay	Nichole	8/14/2023	Special Education/Kahler	B/2	Western Gov Univ	6/12/2023
Orcutt	Samantha	8/14/2023	Special Education/Kahler	M/9	Purdue-North Central	6/12/2023
Ladowski	Lauren	8/14/2023	Special Ed/Campagna & LCHS	B/0	Un of Illinois	6/12/2023
Lauciello	Ryan	8/14/2023	TEMP Percuss/HS & Middle	B/1	Illinois State	6/12/2023
Eagan	Carley	8/14/2023	Special Education/Watson	B/0	Purdue Calumet	6/12/2023
Mazzaro	Kirsten	8/14/2023	Special Education/Kolling	B/1	Purdue Calumet	6/12/2023
Valerio	Jasmine	8/14/2023	Special Education/Protsman	B/4	Purdue Calumet	7/17/2023
Blackwell	Courtney	8/14/2023	ELA Teacher/Kahler	B/0	Un of Illinois	7/17/2023
Matulis	Courtney	8/14/2023	Sp Ed/Protsman	M/10	Trinity Christian	7/17/2023
Sammons	Savannah	8/14/2023	Business/LCHS	B/2	Columbia College	7/17/2023
Luna	Carrie	8/14/2023	Grd 4 Teacher/Peifer	B/8	Un of Georgia	7/17/2023
Pynakker	Casey	8/14/2023	Grd 4 Teacher/Peifer	B/1	IUN	7/17/2023
Beemsterboer	Michael	8/14/2023	TEMP Grd 2/Watson	B/0	Purdue Calumet	7/17/2023
Wojkovich	Dawn	8/14/2023	Grd 4/Watson	B/2	Purdue University	8/7/2023
Fionda	Hannah	8/14/2023	TEMP Grd 1/Watson	B/0	Purdue University	8/7/2023
Pramuk	Nicole	8/14/2023	Grd 4/Bibich	B/6	IU - Bloomington	8/7/2023
Wagonaar	Emily	8/14/2023	TEMP Science/Kahler	B/2	IUN	8/7/2023
Mitsch	Ashley	8/1/2023	Assistant Principal/Bibich	M/8	IUN	8/7/2023
Klein	Kayla	8/14/2023	Science Teacher/Clark	B/6.5	Purdue University	8/7/2023
Reid	Joseph	8/14/2023	TEMP Sp Ed/Clark	M/17	Ball State	8/7/2023
Rodriguez	Brianne	8/14/2023	Math Teacher/Grimmer	M/13	Calumet College	8/7/2023
Hall	Beth	8/14/2023	SLP/LCHS & Early Childhood	M/14	Governors State	8/7/2023
Schaaf	Amber	8/14/2023	TEMP Grade 1/Protsman	M/18	Governors State	8/7/2023
Robbins	Dorthea	8/14/2023	Social Worker/Watson	M/6	Purdue Northwest	8/21/2023
Banach	Anna	8/18/2023	TEMP Grade 5 /Grimmer	B/3	Purdue University	8/21/2023

MENTORS - 2023-2024

NEW HIRE		POSITION	Assigned Mentor
Adams	Megan	Special Education/Clark	Rebecca Schultz-Maniel
Beemsterboer	Michael	TEMP Grd 2/Watson	Charity Lyda
Blackwell	Courtney	ELA Teacher/Kahler	Brittany Lewis
Eagan	Carley	Special Education/Watson	Jenna Debraal
Fionda	Hannah	TEMP Grd 1/Watson	Donelle Extin
George	Joanna	Science Teacher/Grimmer	Laura Mullaney
Hay	Nichole	Special Education/Kahler	Brent Barton - semester one
Joubert	Lisa	SLP/Watson (early childhood)	Brenna Krygsheld
Klein	Kayla	Science Teacher/Clark	Kerry Cooper
Ladowski	Lauren	Special Ed/Campagna & LCHS	Cara Klaich
Lauciello	Ryan	TEMP Percuss/HS & Middle	Kevin Lewis
Leonhardt	Courtney	Music Teacher/Kolling	Lynn Puzey
Mackie	Emily	TEMP Science/Kahler	Melissa Gonnella
Matulis	Courtney	Sp Ed/Protsman	Devin Moore
Mazzaro	Kirsten	Special Education/Kolling	Heather Maksimik
Orcutt	Samantha	Special Education/Kahler	Stephanie Porter
Oxner	Lauren	Sp Ed Teacher/HS	Jackie Holden
Pramuk	Nicole	Grd 4/Bibich	Hope Ottenhoff
Robbins	Dorthea	Social Worker/Watson	Michelle Stan
Rodriguez	Brianne	Math/Grimmer	Sarah Poncin
Sammons	Savannah	Business/LCHS	Dawn Combis
Schaaf	Amber	TEMP Grd 1/Prots	Tina Dubrock - semester one
Sexson	Ryan	SS & Credit Rec/LCHS	Bryan Szalonek
Valerio	Jasmine	Special Education/Protsman	Jennifer Walters
White	Mia	English/LCHS	Kristina Collard
Wojkovich	Dawn	Grd 4/Watson	Gretchen Pishkur

REVISION

8/21/23

Substitutes - Hired

[illegible]

Substitute - Resigned

[illegible]

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TO: Board of School Trustees
FROM: Sarah Castaneda, Assistant Superintendent
DATE: August 17, 2023
RE: **Board Meeting of August 21, 2023**

PROFESSIONAL LEAVE REQUESTS

NAME	Sarah Castaneda
POSITION	Assistant Superintendent
SCHOOL	District
EVENT	Certified HR Specialist for K-12 Admin Program
DATES	9/15, 9/22, 9/29, 10/06, 10/13, 10/20, 10/27, 11/03, 11/10, 11/17/2023
PLACE	Virtual
DESCRIPTION	The program focuses on compliance with state and federal employment laws, creating a safe and healthy work environment, and developing strategic HR practices
SPONSORING ORGANIZATION	Michigan State University
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost - \$0 Estimated Required Fees - \$2800 Estimated Travel Cost - \$0
FUNDING	District Title II

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Lawrence Veracco, Ph.D.
Superintendent

Sarah Castaneda
Assistant Superintendent

Yolanda Bracey, Ed.D.
Director of Primary Education

Misty Scheuneman
Director of Secondary Education

Rebecca Gromala
Director of Student Services

TO: Board of School Trustees
FROM: Yolanda Bracey, Director of Primary Education
DATE: August 21, 2023
RE: **Board Meeting of August 21, 2023**

PROFESSIONAL LEAVE REQUESTS

REVISED

NAME	Genna Shinkan
POSITION	Teacher
SCHOOL	Bibich
EVENT	Girls Soccer Tournament
DATES	8/18 - 8/19/2023
PLACE	Lakeville, IN
DESCRIPTION	Girls Soccer Tournament
SPONSORING ORGANIZATION	Newton Park High School
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost - \$0 Estimated Required Fees - \$0 Estimated Travel Cost - \$0
FUNDING	Athletics

YB/vv

NAME	Julie Sharp
POSITION	Teacher
SCHOOL	Homan
EVENT	The Sparkler's Club
DATES	8/21/2023
PLACE	Virtual Professional Development
DESCRIPTION	Workshops featuring elementary art training, printable planning documents and posters, etc.
SPONSORING ORGANIZATION	Deep Space Sparkle
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$379 Estimated Travel Cost – \$0
FUNDING	Corporation Title II

NAME	Allison Colgrove
POSITION	Teacher
SCHOOL	Peifer
EVENT	Educational Neuroscience Symposium
DATES	9/29 - 9/30/2023
PLACE	Indianapolis, IN
DESCRIPTION	Neuroscience and Trauma Responsive Education & Leadership
SPONSORING ORGANIZATION	Butler University
EXPENSES	Estimated Meal Cost - \$35 Estimated Hotel Cost – \$0 (staying with family) Estimated Required Fees – \$125.00 Estimated Travel Cost – Mileage
FUNDING	Corporation Title II

NAME	Amy Anderson, Rebecca Spanier, Allison Colgrove
POSITION	Teachers
SCHOOL	Peifer Elementary
EVENT	Innovative Schools Summit
DATES	11/01, 11/02, 11/03/2023
PLACE	Chicago, IL
DESCRIPTION	Educational K-12 conference featuring internationally recognized thought leaders, admins and teachers sharing best practices
SPONSORING ORGANIZATION	Accutrain
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$695 x (3) Estimated Travel Cost – Mileage & Parking or train fare x (3)
FUNDING	Corporation Title II

Lake Central School Corporation

8260 Wicker Avenue
Tel: (219) 365-8507

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

website: lcsc.us



Lawrence Veracco, Ph.D.
Superintendent

Sarah Castaneda
Assistant Superintendent

Yolanda Bracey, Ed. D.
Director of Primary Education

Misty Scheuneman
Director of Secondary Education

Rebecca Gromala
Director of Student Services

TO: Board of School Trustees

FROM: Yolanda Bracey, Director of Primary Education

DATE: August 21, 2023

RE: Board Meeting of August 21, 2023

FIELD TRIP REQUESTS

REVISED

Genna Shinkan, teacher at Bibich Elementary and coach at LCHS, requests to take approximately (26) members of the LCHS Girls Soccer Team to Lakeville, IN on August 18 - August 19, 2023 to compete in a soccer tournament at Newton Park High School. All fees will be covered by Athletics.

Lake Central School Corporation

Plan for Staff Evaluation

Certified Staff

2023-24

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Introduction:

The Lake Central School Corporation has developed this staff evaluation plan for teacher members in accordance with Indiana Code (20-28-11.5-4). The goal of all evaluations is to improve the instructional quality available to the students of the school corporation.

Supporting teachers through professional development embedded in the classroom experience to the extent possible is an integral part of the overall program. As required by law, the Plan for Staff Evaluation encompasses an annual performance review which provides meaningful feedback regarding a teacher's performance.

The School Corporation seeks to recognize and improve the instructional skills and abilities of the staff through meaningful feedback and continuing professional development expanding the capacity to adapt to the ever-changing landscape of educating students.

Evaluation Plan Discussion: Certified Staff

The Lake Central School Corporation will ensure the evaluation plan is in writing and explained to the governing body in a public school board meeting before the evaluations are conducted. Before explaining to the governing body, the superintendent, or one of his designees, shall discuss the plan with teachers and/or their teachers' representative during discussions with the Lake Central Teachers' Association (LCTA). A representative from LCTA will sign the evaluation plan. The plan, including required observations and important evaluation dates, will also be reviewed with district and building level administrators.

Performance Evaluations – Certified Staff

The Lake Central School Corporation will use the RISE Lake Central Teacher Evaluation System 3.0 for all certified staff. Certified staff members that are employed by Lake Central for no less than 120 days in the same position in a school year will receive an evaluation of performance annually.

Certified staff members who do not meet the 120 day minimum, including individuals hired with less than 120 days, or serving in a temporary capacity under the 120 day minimum, will be observed at least one time utilizing the LCSC Rise extended observation format and appropriate rubric dependent upon the length of employment expected.

Appendix A and table 1, which are included in this document details the number of long and short observations required for different groups of teachers. Appendix B details important dates for the evaluation process.

Rigorous Measures of Effectiveness

The Lake Central RISE 3.0 observation rubrics provide for detailed descriptions of levels of effectiveness. The rubrics are used to create a shared vision of teaching excellence and instructional effectiveness. The level of rigor established through the evaluation rubrics provides a focal point for staff development and commonality of purpose between subject, grades, and developmental levels.

The Lake Central RISE Teacher Effectiveness Rubric 3.0 assesses teachers in three domains and includes nineteen (19) specific competencies related to classroom instruction. These nineteen (19) competencies are divided into Purposeful Planning, Effective Instruction, and Teacher Leadership domains.

In addition to the teacher rubric, there are job specific rubrics for certified staff whose duties do not fall under the Lake Central RISE Teacher Effectiveness Rubric 3.0 that allow for detailed descriptions of performance levels. They are:

School psychologists will be evaluated using the Lake Central rubric for school psychologists as included in the RISE Lake Central Teacher Evaluation System 3.0.

Speech pathologists will be evaluated using the Lake Central rubric for speech and language teachers as included in the RISE Lake Central Teacher Evaluation System 3.0.

Social workers will be evaluated using the approved Lake Central effectiveness rubric for social workers as included in the RISE Lake Central Teacher Evaluation System 3.0.

Counselors will be evaluated using the Lake Central rubric for school counselors as included in the RISE Lake Central Teacher Evaluation System 3.0. The appropriateness of the rubric content should be considered in making the final determination of rubric assignment. Not all parts of the rubric may be applied to every counselor position and the evaluator will make the final determination as to the specific rubric measures.

District Technology Trainers, Literacy Coach, and Math Coaches will be evaluated using the Lake Central Instructional Coach Rubric and checklist but may be evaluated in a teaching situation with either students or when instructing adults in a professional development context. Observations may be conducted by Curriculum Directors as well as principals in the building(s) to which they are assigned.

Media Coordinators will be evaluated using the School Librarian/Media Specialist Rubric.

Each teacher will receive a rating at the end of each school year in one of four performance levels:

Highly Effective: A highly effective teacher consistently exceeds expectations. This is a teacher who has demonstrated excellence, as determined by a trained evaluator, in locally selected competencies reasonably believed to be highly correlated with positive student learning outcomes.

Effective: An effective teacher consistently meets expectations. This is a teacher who has consistently met expectations, as determined by a trained evaluator, in locally selected competencies reasonably believed to be highly correlated with positive student learning outcomes.

Improvement Necessary: A teacher who is rated as improvement necessary requires a change in performance before he/she meets expectations. This is a teacher who a trained evaluator has determined to require improvement in locally selected competencies reasonably believed to be highly correlated with positive student learning outcomes.

Ineffective: An ineffective teacher consistently fails to meet expectations. This is a teacher who has failed to meet expectations, as determined by a trained evaluator, in locally selected competencies reasonably believed to be highly correlated with positive student learning outcomes.

There is an additional domain that is a part of all certified staff rubrics, Core Professionalism. This domain has four competencies on which the teacher is rated. These four are Attendance, On-time Arrival, Policies and Procedures, and Respect. They are considered the non-negotiable aspects of a staff member's job. This domain has only two rating levels: Meets Standard and Does Not Meet Standard. The evaluator uses available information and professional judgment to decide if a teacher has met the standards for any of the four competencies. One criteria that began in the 2020-21 school year, was teachers must have a current Indiana license in their teaching area on the first student day to receive a Meets Standard in the Policies and Procedures competency. A score of -1 will be added to the final TER rating if a teacher is rated Does Not Meet Standard in any of the four Core Professionalism areas.

Evaluators

The Superintendent will determine the evaluators each year. The Superintendent may provide for evaluations to be conducted by primary evaluators whose non-instructional responsibilities allot sufficient time to observe in a meaningful and timely format within the classroom. The Superintendent may provide for evaluations to be conducted by an external provider.

Certified staff members will be assigned a primary evaluator. The primary evaluator will be an administrator whose main function is the oversight of teaching staff and whose responsibilities are not of an instructional nature. A secondary evaluator may also be assigned to perform some short or long evaluations. Persons assigned as a secondary evaluator will typically be department chairpersons, deans, or other individuals whose primary duty is to provide instruction to students

Teachers who are not department chairs or serving as Dean of Students and are selected to be evaluators must complete a training program related to the Lake Central RISE Indiana Teacher Effectiveness System 3.0 and that training will align with the RISE Lake Central Teacher Evaluation System and the software system being utilized. Also, teachers selected to perform evaluations of other teachers must have achieved a rating of Highly Effective or Effective in the year prior to being selected as an evaluator. Should a teacher be selected to become a primary evaluator, the evaluation of staff must comprise a significant portion of their duties and responsibilities. Teachers identified as primary evaluators by the superintendent and whose non-instructional duties warrant such a designation would be subject to additional training and

support prior to assuming duties as a primary evaluator. Teachers selected as evaluators but who have a significant portion of their duties and responsibilities in the classroom setting will be considered secondary evaluators.

Observations and Feedback

All certified staff will be observed at least two times per year. Table 1 and Appendix A detail the required number of observations for each category of staff. There are three types of observations used in the staff evaluation process. Long observations are at least 40 minutes in length. Short observations for highly effective teachers are no less than 20 minutes. Medium observations for all other ratings are 10 to 15 minutes in length.

Table 1

Designation of Rating Category	Type of Observation	Length
3.25-4.0	2 Short Observations	20 minutes each
2.5-3.24	1 Long observation 2 Medium observations	40 minutes 10-15 minutes each
2.49-1.0 & all first year certified staff	2 Long observations 3 short observations	40 minutes each 20 minutes each

Following each long observation, the evaluator shall conduct a conference with the employee to discuss the evaluation within seven (7) school days from the completion of the evaluation unless interrupted by a scheduled school break period or weather-related circumstances. Prior to the formal evaluation conference, the evaluator may release the results of the evaluation to the employee. Short observations are exempted from the release and conference provisions. Written feedback of short observations is required within two (2) school days of the short observation's occurrence unless interrupted by a scheduled school break or weather-related circumstances. The software program allows the evaluator to release this information to the staff member without additional comment.

A mid-year conference is considered an optional component of the adopted evaluation process. It is suggested that evaluators who have areas of concern regarding a teacher's instructional performance or performance related to any of the domains, should convene a mid-year

conference to inform the teacher of the concerns and, if needed, develop a plan for improvement if this has not already been done at the time of the evaluation. In that case, the mid-year conference provides an opportunity for the evaluator and the evaluatee to monitor the individual's progress with the improvement plan.

Designation in Rating Category

Following the evaluation of each individual, the primary evaluator will annually designate a rating category placement for the individual. The Lake Central School Corporation will use the state recommended designations of Highly Effective, Effective, Needs Improvement, or Ineffective.

The summative rating shall consist of weighted components in the various Lake Central rubrics. The primary evaluator will use professional judgment in assigning the Teacher Effectiveness Rubric score and setting the score for Core Professionalism.

An employee's final rating will be based on 100% of the Lake Central rubrics and applied to the chart below for determining effectiveness category.

Highly Effective	3.5 – 4.0
Effective	2.5 - 3.49
Improvement Necessary	1.75 – 2.49
Ineffective	1.0 – 1.74

Any certificated employee receiving a final rating of Ineffective can request a private conference with the Superintendent. The employee must request such a meeting in writing and provide such a request within ten (10) days of receiving the final Ineffective rating designation.

Professional Development Plans (PDP)

If a certificated employee receives a rating of ineffective or improvement necessary, the evaluator and the certificated employee shall develop a remediation plan of not more than ninety (90) school days in length to correct the deficiencies noted in the certificated employee's evaluation. The remediation plan must require the use of the certificated employee's license renewal credits in professional development activities intended to help the certificated

employee achieve an effective rating on the next performance evaluation. If the principal did not conduct the performance evaluation, the principal may direct the use of the certificated employee's license renewal credits under this subsection. (Public Law 90).

Should an evaluator determine a teacher's performance during an observation to be Ineffective or Needs Improvement, the evaluator will meet with the teacher during the post-observation conference and establish a plan for improvement. This plan should include sources of assistance for the teacher which create embedded practice within the classroom. The plan should identify remediation strategies specifically linked to the deficiencies noted in the classroom observation. It is desired that the professional development for these deficiencies occur within the timeframe of the remediation period whenever possible. Long-term resources may be identified, but should not compose the majority of suggested remediation resources.

Any improvement/remediation plan must be implemented immediately and shall include a time limit not to exceed ninety (90) school days for the employee to correct any areas of concern noted in the evaluation observation. The primary evaluator should include additional extended and short observations to monitor the progress of the employee beyond the RISE minimums outlined in earlier portions of this document.

An employee will be obligated to use any available license renewal credits to comply with the professional development plan requirements. The principal will not approve any professional leave requests from an employee that are not seen as being applicable to the improvement of skills outlined in the professional development plan.

Following the initial plan for improvement, an additional plan(s) may be created to assist the employee for a subsequent period of time not exceeding ninety (90) school days should evaluation observations continue to receive Ineffective or Needs Improvement ratings. Such improvement plans may span consecutive school years if necessary to permit a reasonable amount of time for the improvement to occur. Typically, this would be the case for improvement plans initiated within the last ninety (90) school days of a school year.

The Lake Central School Corporation may provide additional support to teachers either new to the profession or the school district. This could include employee induction activities, professional development, coaching, or other means as determined by the primary evaluator.

Negative Impact on Student Growth and Achievement

An employee whose performance has a negative impact on student growth and achievement is not eligible to receive a rating of Effective or Highly Effective. Public Law 90 requires this component in all district evaluation plans (IC 20-28-11.5-4).

(c) Negative impact on student learning shall be defined as follows:

(1) For classes measured by statewide assessments with growth model data, the department shall determine and revise at regular intervals the cut levels in growth results that would determine negative impact on growth and achievement. Cut levels shall be published by August 1.

(2) For classes that are not measured by statewide assessments, negative impact on student growth shall be defined locally where data show a significant number of students across a teacher's classes fails to demonstrate student learning or mastery of standards established by the state. (Regulation 511 IAC 10-6-4)

Negative impact on student achievement and growth is defined as any instructional setting in which a class of students shows a significant decrease in scores measured through standardized assessments such as ISTEP+/ILEARN or other measure determined by the school corporation.

The determination of negative impact for teachers whose student performance is measured on statewide assessments is based on two key variables:

1. Mean ISTEP+/ILEARN scale score – ISTEP+/ILEARN scale scores for all students assigned to a teacher will be averaged and then compared to the same variable from the previous year. In order for a teacher to be identified as having negative impact on student learning, the mean ISTEP+/ILEARN scale score must drop by 15 or more scale points from one year to the next;
2. Median student growth percentile – The median student growth percentile of all students assigned to a teacher will be measured. In order for a teacher to be

identified as having a negative impact on student learning, the median student growth percentile must be 15 or less.

Both criteria variables must be met before a teacher is identified as having a negative impact on student learning. This will provide protection from statistical anomalies (adapted from Evaluation Guidance: Negative Impact on Student Learning, Revised on 8/1/12).

The Lake Central School Corporation determines negative impact for non-growth model data staff using the following criteria:

1. A final rating of ineffective
2. School letter grade of F

Both criteria variables must be met before a teacher is identified as having a negative impact on student learning.

A significant decrease in student achievement as outlined above will impact the final rating a teacher receives. A teacher identified as having a negative impact cannot receive a rating of Highly Effective or Effective.

Instruction Delivered by Teachers Rated Ineffective

The Lake Central School Corporation does not desire to have students instructed by staff members who have received a rating of Ineffective for two consecutive years unless such placement is unavoidable. There is no intent by the school corporation to shame or embarrass any staff member who receives an Ineffective rating. The district does desire to have policies and procedures in place that are practical to implement and emphasize the needs of students. Each building administrator shall review student class assignments prior to the start of a school year and determine if any student has been assigned to a teacher having an Ineffective rating in the prior year and is scheduled for the current year to have a similar placement. Unless there is only one teacher for the class or subject, any student having a prior year's teacher rated Ineffective shall be reassigned to a teacher having a higher rating. Should only one teacher be available, the building administrator will inform the parent(s) of the student (and the student if age 18) and work to a collaborative decision about either placing the student in the class of the Ineffective teacher or seeking an alternate course as is appropriate to the developmental level.

Should a student be placed into a classroom being instructed by a teacher whose prior year rating was Ineffective and was, in the previous school year, placed in a classroom of a teacher also rated Ineffective, the building administrator shall inform the parent (and the student if age 18) of the placement by telephone, email, or U.S. Mail. If a telephone notification is used, it is to be followed by formal notification in a letter addressed to the parent (and the student if age 18). If the placement of a student into a classroom for two consecutive years is unavoidable, the notification to the parent (and the student if age 18) must indicate this situation and be able to provide accommodations available to the student to promote positive learning growth.

Monitoring Systems

The school district will review random samples from each evaluator to monitor the fairness, consistency, and objectivity of the evaluations. Professional development will be implemented to assure that high levels of inter-rater reliability are achieved.

Student performance, school accountability grades, and student growth data will provide a basis for the evaluation of rater consistency. Inconsistencies determined during the review will be addressed through additional professional development for the evaluator or the replacement of the individual as an evaluator.

The software package utilized by the school corporation will enable the district to collect, analyze, and generate reports of data within the system. The software must be able to efficiently update information and provide for the archiving of data over an extended period. Reports generated must be consistent with the electronic submission needs of the IDOE.

Cash Awards

Should the school district become eligible to receive cash awards for the purpose of recognizing teacher performance, said awards can only be distributed to those individuals with an underlying teaching contract and who have received a rating of Effective or Highly Effective on the most recent annual evaluation cycle.

Monetary awards will typically be made to qualifying individuals in the third fiscal quarter of the year. This will permit the completion of all evaluations for the preceding school year including those that are reliant on data received following the completion of the school year. Such cash awards shall be integrated into the overall compensation system in accordance with regulatory statutes.

If monetary awards are received as the result of grant application or available from local general fund monies or other resources such as Title II funds, a base amount will be determined for staff with an underlying teaching contract and who have received an evaluation rating of Effective or Highly Effective. An additional amount will be determined from the available funds to further compensate those individuals with a Highly Effective rating. The amount of award to each category will be determined by the amount available and the number of employees in the respective categories. The intent of any award for performance is to provide a meaningful amount to each group eligible for the compensation whenever possible. This differential will only be applicable if required for grant eligibility. Should a differential not be required, the total available funds would be distributed in even shares to qualifying individuals. Payment of such grant funds will be subject to the withholding rules of the Indiana Public Retirement System and the Internal Revenue Service related to compensation.

Required Observations 2023-24

	Long Observations (no less than 40 minutes)	Medium Observations (10-15 minutes)	Short Observations (20 minutes)
Returning LC Teacher receiving a final rating of 3.25 or higher in previous school year	<ul style="list-style-type: none"> • N/A • Teachers receiving a final rating of 3.25 may opt out of any long evaluations as long as they continue to be rated at least 3.25. • Teachers may request that their evaluator complete a long observation. They must complete this request by March 22, 2024. 	<ul style="list-style-type: none"> • N/A 	<ul style="list-style-type: none"> • At least 2 per year • Completed no later than March 15, 2024 • Written feedback must be completed within 2 school days (<i>unless interrupted by scheduled school break or weather related incident</i>)
Returning LC Teacher rated Effective in previous school year (3.24-2.5)	<ul style="list-style-type: none"> • At least 1 long observation • Must complete follow-up within 7 school days (<i>unless interrupted by scheduled school break or weather related incident</i>) 	<ul style="list-style-type: none"> • 2 medium observations (10-15 minutes) • Completed no later than May 10, 2024 • Written feedback must be completed within 2 school days (<i>unless interrupted by scheduled school break or weather related incident</i>) 	<ul style="list-style-type: none"> • N/A
Returning LC teacher rated Needs Improvement or Ineffective in previous school year (2.49-1.0) & New LC Teacher	<ul style="list-style-type: none"> • At least 2 per year long observations • One must be completed no later than December 1, 2023. The second completed no later than May 3, 2024. (April 19, 2024 for AP classes) • Must complete follow up within 7 school days (<i>unless interrupted by scheduled school break or weather related incident</i>) 	<ul style="list-style-type: none"> • N/A 	<ul style="list-style-type: none"> • At least 2 per year • Completed no later than March 15, 2024 • Written feedback must be completed within 2 school days (<i>unless interrupted by scheduled school break or weather related incident</i>)

*** Any newly hired Lake Central Teacher is considered a "New Teacher" in terms of LC RISE even if they have previous experience teaching in another school district. Therefore, they must have a minimum of 2 long and 3 short observations like any other newly hired teacher**

Important Dates for Lake Central RISE Evaluations 2023-24

09/12/23	First date for observations for the 2023-24 evaluations
10/06/23	Last day to submit intent to retire letter in order to be exempt from evaluation under LC RISE for the 2023-24 school year.
12/01/23	Deadline for completion of 1 st extended observation for all new teachers. Follow-up must be completed within 7 school days.
03/15/24	Deadline for completion of 2 short observations for HE teacher on the 2 short observation track
03/22/24	Deadline for HE teachers on 2 short observations track to submit request for a long observation to their primary evaluator.
04/19/24	Last day for extended observations in AP classes. Follow-up must be completed within 7 school days.
05/03/24	Last day for extended observations in all classes other than AP. Follow-up must be completed within 7 school days.
05/10/24	Last day for medium observations
05/29/24	Last day for teachers to upload items for their evidence

Signed the 21st day of September, 2023 as representative of the governing body, exclusive bargaining unit, and Lake Central Schools Superintendent.

Dr. Lawrence Veracco, Lake Central School Corporation Superintendent

Cindy Sues, School Board President

Michelle Deming, LCTA Discussion Representative

Lake Central School Corporation

Plan for Staff Evaluation

Administrators

2023-24

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Introduction:

The Lake Central School Corporation has developed this staff evaluation plan for teacher members in accordance with Indiana Code (20-28-11.5-4). The goal of all evaluations is to improve the instructional quality available to the students of the school corporation.

Supporting teachers through professional development embedded in the classroom experience to the extent possible is an integral part of the overall program. As required by law, the Plan for Staff Evaluation encompasses an annual performance review which provides meaningful feedback regarding an administrator's performance.

The School Corporation seeks to recognize and improve the instructional skills and abilities of the staff through meaningful feedback and continuing professional development expanding the capacity to adapt to the ever-changing landscape of educating students.

Evaluation Plan Discussion: Administrators

The Lake Central School Corporation will ensure the evaluation plan is in writing and explained to the governing body in a public school board meeting before the evaluations are conducted. The plan, including required observations and important evaluation dates, will also be reviewed with district and building level administrators.

Performance Evaluations – Administrators

The Lake Central School Corporation will use the RISE Lake Central Teacher Evaluation System 3.0 for all certified administrative staff. Certified administrators that are employed by Lake Central for no less than 120 days in the same position in a school year will receive an evaluation of performance annually.

Certified administrators who do not meet the 120 day minimum, including individuals hired with less than 120 days, or serving in a temporary capacity under the 120 day minimum, will be observed at least one time utilizing the LCSC Rise 3.0 extended observation format and appropriate rubric dependent upon the length of employment expected.

Appendix A and table 1, which are included in this document, details the number of long and short observations required for different groups of teachers. Appendix B details important dates for the evaluation process.

Rigorous Measures of Effectiveness

The Lake Central RISE 3.0 observation rubrics provide for detailed descriptions of levels of effectiveness. The rubrics are used to create a shared vision of teaching excellence and instructional effectiveness. The level of rigor established through the evaluation rubrics provides a focal point for staff development and commonality of purpose between subject, grades, and developmental levels.

Professional Practice Component:

- Use of the appropriate rubric with all domains and competencies
- Scoring weights for all Professional Practice domains

Principals will be evaluated using the Lake Central RISE Principal Effectiveness 3.0 which assesses the performance of building principals on two domains, Teacher Effectiveness and Leadership Actions.

Assistant Principals, Deans of Students, Athletic Director, and Assistant Athletic Director will be evaluated using the Lake Central RISE Assistant Principal Effectiveness Rubric 3.0 which assesses their performance on two domains, Teacher Effectiveness and Leadership Actions. There are three (3) optional competencies that may be used depending on the duties assigned to the staff member:

- Professional Development
- Curriculum and Instructional Leadership
- And Student Culture, Management, and Support.

Directors of Elementary and Secondary Education, Student Services, and Human Resources will be evaluated using the Lake Central RISE Director's Rubric which has 5 domains:

- Communication Skills and Working relationships
- Supervision
- Leadership and Management Style
- Job Knowledge and Skills and
- Professional Responsibilities and Behavior.

The Superintendent will be evaluated using the Lake Central RISE Superintendent rubric 3.0 which has 6 domains:

- Human Capital Manager
- Instructional Leadership
- Personal Behavior
- Building Relationships
- Culture of Achievement and
- Organizations, Operational, and Resource Management.

Walk-through techniques, conferences, and a review of evidence/artifacts will be utilized to assist in gathering of information needed to compile a body of evidence for review.

Administrators will be rated on the applicable rubric through short and long observations which may be direct or indirect. An indirect observation will include a review of evidence/artifacts that pertain to the rubric categories. Each administrator will receive a rating at the end of each school year in one of four performance levels:

Highly Effective: A highly effective teacher consistently exceeds expectations. This is a teacher who has demonstrated excellence, as determined by a trained evaluator, in locally selected competencies reasonably believed to be highly correlated with positive student learning outcomes.

Effective: An effective teacher consistently meets expectations. This is a teacher who has consistently met expectations, as determined by a trained evaluator, in locally selected competencies reasonably believed to be highly correlated with positive student learning outcomes.

Improvement Necessary: A teacher who is rated as improvement necessary requires a change in performance before he/she meets expectations. This is a teacher who a trained evaluator has determined to require improvement in locally selected competencies reasonably believed to be highly correlated with positive student learning outcomes.

Ineffective: An ineffective teacher consistently fails to meet expectations. This is a teacher who has failed to meet expectations, as determined by a trained evaluator, in locally selected

competencies reasonably believed to be highly correlated with positive student learning outcomes.

There is an additional domain that is a part of all certified staff rubrics, Core Professionalism.

This domain has four competencies on which the teacher is rated:

- Attendance
- On-time Arrival
- Policies and Procedures and
- Respect.

These additional domains are considered the non-negotiable aspects of a staff member's job.

This domain has only two rating levels: Meets Standard and Does Not Meet Standard. The evaluator uses available information and professional judgment to decide if a teacher has met the standards for any of the four competencies. One criteria that began in the 2020-21 school year, was teachers must have a current Indiana license in their teaching area on the first student day to receive a Meets Standard in the Policies and Procedures competency. A score of -1 will be added to the final TER rating if a teacher is rated Does Not Meet Standard in any of the four Core Professionalism areas.

Evaluators

The Superintendent will determine the evaluators each year. All evaluators will have completed a training program related to the RISE Lake Central Plan for Staff Evaluation-Administration. Additional training is provided to all evaluators on the software system used to track data and manage documentation. Software training is performed by either the training staff of the software vendor or an employee who has been trained on the software. Training and professional development in evaluation skills will be a focus of the school corporation to provide a high level of competence in the evaluator and consistency between evaluators.

Observations and Feedback

All certified staff will be observed at least two times per year. Table 1 and Appendix A detail the required number of observations for each category of staff. There are three types of observations used in the staff evaluation process. Long observations are at least 40 minutes in length. Short observations for highly effective teachers are no less than 20 minutes. Medium observations for all other ratings are 10 to 15 minutes in length.

Table 1

Designation of Rating Category	Type of Observation	Length
3.25-4.0	2 Short Observations	20 minutes each
2.5-3.24	1 Long observation 2 Medium observations	40 minutes 10-15 minutes each
2.49-1.0 & all first year certified staff	2 Long observations 3 short observations	40 minutes each 20 minutes each

Following each long observation, the evaluator shall conduct a conference with the employee to discuss the evaluation within seven (7) school days from the completion of the evaluation unless interrupted by a scheduled school break period or weather-related circumstances. Prior to the formal evaluation conference, the evaluator may release the results of the evaluation to the employee. Short observations are exempted from the release and conference provisions. Written feedback of short observations is required within two (2) school days of the short observation's occurrence unless interrupted by a scheduled school break or weather-related circumstances. The software program allows the evaluator to release this information to the staff member without additional comment.

A mid-year conference is considered an optional component of the adopted evaluation process. It is suggested that evaluators who have areas of concern regarding a teacher's instructional performance or performance related to any of the domains, should convene a mid-year conference to inform the teacher of the concerns and, if needed, develop a plan for improvement if this has not already been done at the time of the evaluation. In that case, the mid-year conference provides an opportunity for the evaluator and the evaluatee to monitor the individual's progress with the improvement plan.

Designation in Rating Category

After reviewing all available evidence, evaluators will use their professional judgment to assign final scores for each competency which will be combined according to prescribed weightings to arrive at a final rubric score. A final score for Core Professionalism will also be set at this time. An administrator's final rating will be based entirely on the final rubric score which will be determined by the following scale:

Highly Effective	3.5 – 4.0
Effective	2.5 - 3.49
Improvement Necessary	1.75 – 2.49
Ineffective	1.0 – 1.74

Any certificated employee receiving a final rating of Ineffective can request a private conference with the Superintendent. The employee must request such a meeting in writing and provide such a request within ten (10) days of receiving the final Ineffective rating designation.

Professional Development Plan (PDP)

If a certificated employee receives a rating of ineffective or improvement necessary, the evaluator and the certificated employee shall develop a remediation plan of not more than ninety (90) school days in length to correct the deficiencies noted in the certificated employee's evaluation. The remediation plan must require the use of the certificated employee's license renewal credits in professional development activities intended to help the certificated employee achieve an effective rating on the next performance evaluation. If the principal did not conduct the performance evaluation, the principal may direct the use of the certificated employee's license renewal credits under this subsection. (Public Law 90).

Should an evaluator determine an administrator's performance during an observation to be Ineffective or Needs Improvement, the evaluator will meet with the administrator during the post-observation conference and establish a plan for improvement. This plan should include sources of assistance for the administrator which create embedded practice within the school day. The plan should identify remediation strategies specifically linked to the deficiencies noted in the observation. It is desired that the professional development for these deficiencies occur within the timeframe of the remediation period whenever possible. Long-term resources may be identified, but should not compose the majority of suggested remediation resources.

Any improvement/remediation plan must be implemented immediately and shall include a time

Limit not to exceed ninety (90) school days for the employee to correct any areas of concern noted in the evaluation observation. The primary evaluator should include additional extended and short observations to monitor the progress of the employee beyond the RISE minimums outlined in earlier portions of this document.

An employee will be obligated to use any available license renewal credits to comply with the professional development plan requirements. The evaluator will not approve any professional leave requests from an employee that are not seen as being applicable to the improvement of skills outlined in the professional development plan.

Following the initial plan for improvement, an additional plan(s) may be created to assist the employee for a subsequent period of time not exceeding ninety (90) school days should evaluation observations continue to receive Ineffective or Needs Improvement ratings. Such improvement plans may span consecutive school years if necessary to permit a reasonable amount of time for the improvement to occur. Typically, this would be the case for improvement plans initiated within the last ninety (90) school days of a school year.

The Lake Central School Corporation may provide additional support to administrators either new to the profession or the school district. This could include employee induction activities, professional development, coaching, or other means as determined by the primary evaluator.

Negative Impact on Student Growth and Achievement

Negative impact on student achievement and growth is defined as any instructional setting in which a class of students shows a significant decrease in scores measured through standardized assessments such as ISTEP+/ILEARN or other measure determined by the school corporation.

The Lake Central School Corporation determines negative impact for non-growth model data staff using the following criteria:

1. A final rating of ineffective
2. School letter grade of F

Both criteria variables must be met before an administrator is identified as having a negative impact on student learning.

A significant decrease in student achievement as outlined above will impact the final rating an administrator receives.

Monitoring Systems

The school district will review random samples from each evaluator to monitor the fairness, consistency, and objectivity of the evaluations. Professional development will be implemented to assure that high levels of inter-rater reliability are achieved.

Student performance, school accountability grades, and student growth data will provide a basis for the evaluation of rater consistency. Inconsistencies determined during the review will be addressed through additional professional development for the evaluator or the replacement of the individual as an evaluator.

The software package utilized by the school corporation will enable the district to collect, analyze, and generate reports of data within the system. The software must be able to efficiently update information and provide for the archiving of data over an extended period. Reports generated must be consistent with the electronic submission needs of the IDOE.

Cash Awards

Should the school district become eligible to receive cash awards for the purpose of recognizing teacher performance, said awards can only be distributed to those individuals with an underlying teaching contract and who have received a rating of Effective or Highly Effective on the most recent annual evaluation cycle.

Monetary awards will typically be made to qualifying individuals in the third fiscal quarter of the year. This will permit the completion of all evaluations for the preceding school year including those that are reliant on data received following the completion of the school year. Such cash awards shall be integrated into the overall compensation system in accordance with regulatory statutes.

If monetary awards are received as the result of grant application or available from local general fund monies or other resources such as Title II funds, a base amount will be determined for staff with an underlying teaching contract and who have received an evaluation rating of Effective or Highly Effective. An additional amount will be determined from the available funds to further compensate those individuals with a Highly Effective rating. The amount of award to each category will be determined by the amount available and the number of employees in the respective categories. The intent of any award for performance is to provide a meaningful amount to each group eligible for the compensation whenever possible. This differential will only be applicable if required for grant eligibility. Should a differential not be required, the total available funds would be distributed in even shares to qualifying individuals. Payment of such grant funds will be subject to the withholding rules of the Indiana Public Retirement System and the Internal Revenue Service related to compensation.

Required Observations 2023-24

	Long Observations (no less than 40 minutes)	Medium Observations (10-15 minutes)	Short Observations (20 minutes)
Returning LC Teacher receiving a final rating of 3.25 or higher in previous school year	<ul style="list-style-type: none"> • N/A • Teachers receiving a final rating of 3.25 may opt out of any long evaluations as long as they continue to be rated at least 3.25. • Teachers may request that their evaluator complete a long observation. They must complete this request by March 22, 2024. 	<ul style="list-style-type: none"> • N/A 	<ul style="list-style-type: none"> • At least 2 per year • Completed no later than March 15, 2024 • Written feedback must be completed within 2 school days (<i>unless interrupted by scheduled school break or weather related incident</i>)
Returning LC Teacher rated Effective in previous school year (3.24-2.5)	<ul style="list-style-type: none"> • At least 1 long observation • Must complete follow-up within 7 school days (<i>unless interrupted by scheduled school break or weather related incident</i>) 	<ul style="list-style-type: none"> • 2 medium observations (10-15 minutes) • Completed no later than May 10, 2024 • Written feedback must be completed within 2 school days (<i>unless interrupted by scheduled school break or weather related incident</i>) 	<ul style="list-style-type: none"> • N/A
Returning LC teacher rated Needs Improvement or Ineffective in previous school year (2.49-1.0) & New LC Teacher	<ul style="list-style-type: none"> • At least 2 per year long observations • One must be completed no later than December 1, 2023. The second completed no later than May 3, 2024. (April 19, 2024 for AP classes) • Must complete follow up within 7 school days (<i>unless interrupted by scheduled school break or weather related incident</i>) 	<ul style="list-style-type: none"> • N/A 	<ul style="list-style-type: none"> • At least 2 per year • Completed no later than March 15, 2024 • Written feedback must be completed within 2 school days (<i>unless interrupted by scheduled school break or weather related incident</i>)

*** Any newly hired Lake Central Teacher is considered a "New Teacher" in terms of LC RISE even if they have previous experience teaching in another school district. Therefore, they must have a minimum of 2 long and 3 short observations like any other newly hired teacher.**

Appendix B

Important Dates for Lake Central RISE Evaluations 2023-24

09/12/23	First date for observations for the 2023-24 evaluations
10/06/23	Last day to submit intent to retire letter in order to be exempt from evaluation under LC RISE for the 2023-24 school year.
12/01/23	Deadline for completion of 1 st extended observation for all new teachers. Follow-up must be completed within 7 school days.
03/15/24	Deadline for completion of 2 short observations for HE teacher on the 2 short observation track
03/22/24	Deadline for HE teachers on 2 short observations track to submit request for a long observation to their primary evaluator.
04/19/24	Last day for extended observations in AP classes. Follow-up must be completed within 7 school days.
05/03/24	Last day for extended observations in all classes other than AP. Follow-up must be completed within 7 school days.
05/10/24	Last day for medium observations
05/29/24	Last day for teachers to upload items for their evidence

Signed the 21st day of September, 2023 as representative of the governing body and Lake Central Schools Superintendent for Lake Central RISE Administrator Evaluation Plan 2023-24.

Dr. Lawrence Veracco Lake Central School Corporation Superintendent

Cindy Sues, School Board President

Lake Central School Corporation

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Lawrence Veracco, Ph.D.
Superintendent

Sarah Castaneda
Assistant Superintendent

Yolanda Bracey, Ed. D.
Director of Primary Education

Misty Scheuneman
Director of Secondary Education

Rebecca Gromala
Director of Student Services

TO: Board of School Trustees
FROM: Misty Scheuneman, Director of Secondary Education
DATE: August 17, 2023
RE: **Board Meeting of August 21, 2023**

PROFESSIONAL LEAVE REQUESTS

REVISED

NAME	Morgan Kleinaman, Amanda Pritt
POSITION	Teachers/Coaches
SCHOOL	LCCHS
EVENT	Terre Haute South Invitational
DATES	8/11 - 8/12/2023
PLACE	Terre Haute, IN
DESCRIPTION	Girls Cross Country Meet
SPONSORING ORGANIZATION	Terre Haute South High School
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost - \$0 Estimated Required Fees - \$0 Estimated Travel Cost - \$0
FUNDING	Athletics

MS/vv

NAME	Vince Pucci
POSITION	Teacher / Coach
SCHOOL	Kahler / LCHS
EVENT	Girls Varsity Soccer Tournament
DATES	8/18 - 8/19/2023
PLACE	South Bend, IN
DESCRIPTION	Soccer Tournament
SPONSORING ORGANIZATION	St. Joe, South Bend
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost - \$0 Estimated Required Fees - \$0 Estimated Travel Cost - \$0
FUNDING	Athletics

NAME	R Holden, Joe Skvarek
POSITION	Teachers / Coaches
SCHOOL	LCHS
EVENT	Macy Invite Tennis Tournament
DATES	9/01 - 9/02/2023
PLACE	Crawfordsville, IN
DESCRIPTION	Boys Tennis Tournament
SPONSORING ORGANIZATION	Crawfordsville High School
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost - \$0 Estimated Required Fees - \$0 Estimated Travel Cost - \$0
FUNDING	Athletics

NAME	Jereme Rainwater, Jeff Fairbairn, Eric Graves, Ryan Schweitzer
POSITION	Teachers/Coaches
SCHOOL	LCHS
EVENT	Evansville Memorial Soccer Tournament
DATES	9/01 - 9/02/2023
PLACE	Evansville, IN
DESCRIPTION	Boys Soccer Tournament
SPONSORING ORGANIZATION	Evansville High School
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$0 Estimated Travel Cost – \$0
FUNDING	Athletics

NAME	Naveed Nizam, Kaylyn Bajda, Bryanna Moonen
POSITION	Coaches
SCHOOL	LCHS
EVENT	Girls Varsity Volleyball Tournament
DATES	9/08-9/09/2023
PLACE	Fishers, IN
DESCRIPTION	Girls Varsity Volleyball Tournament
SPONSORING ORGANIZATION	Hamilton Southeastern High School
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$0 Estimated Travel Cost – \$0
FUNDING	Athletics

NAME	Misty Scheuneman / Valerie Gardner
POSITION	Director of Secondary Education / High School Math Coach
SCHOOL	District / LCHS
EVENT	Keep Indiana Learning Coaching Events: Getting Coaching Work Moving
DATES	9/04 - 9/05/2023
PLACE	Indianapolis, IN
DESCRIPTION	This event is the first of a 7 session instructional coaching series (3 in person and 4 virtual)
SPONSORING ORGANIZATION	Keep Indiana Learning
EXPENSES	Estimated Meal Cost - \$35 x (2) Estimated Hotel Cost – \$250 x (2) Estimated Required Fees – \$125 x (2) Estimated Travel Cost – Mileage & Parking x (2)
FUNDING	District Title II

NAME	Scott King
POSITION	Middle School Math Coach
SCHOOL	District
EVENT	Keep Indiana Learning Coaching Events: Getting Coaching Work Moving
DATES	9/04 - 9/05/2023, 11/27-11/28/2023, 2/26 - 2/27/2024
PLACE	Indianapolis, IN
DESCRIPTION	This is a 7-session instructional coaching series (3 in-person and 4 virtual)
SPONSORING ORGANIZATION	Keep Indiana Learning
EXPENSES	Estimated Meal Cost - \$35 x (3) sessions Estimated Hotel Cost – \$250 x (3) sessions Estimated Required Fees – \$435 Estimated Travel Cost – Mileage & Parking x (3) sessions
FUNDING	District Title II

NAME	R Holden, Joe Skvarek
POSITION	Teachers/Coaches
SCHOOL	LCHS
EVENT	Delta Invite Tennis Tournament
DATES	9/22-9/23/2023
PLACE	Muncie, IN
DESCRIPTION	Boys Varsity Tennis Tournament
SPONSORING ORGANIZATION	Delta High School
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$0 Estimated Travel Cost – \$0
FUNDING	Athletics

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Superintendent

Sarah Castaneda
Assistant Superintendent

Yolanda Bracey, Ed.D.
Director of Primary Education

Misty Scheuneman
Director of Secondary Education

Rebecca Gromala
Director of Student Services

TO: Board of School Trustees

FROM: Misty Scheuneman, Director of Secondary Education

DATE: August 17, 2023

RE: **Board Meeting of August 21, 2023**

FIELD TRIP REQUESTS

Morgan Kleinaman and Amanda Pritt, LCHS Girls Cross Country coaches, request to take approximately (12) members of the Girls Cross Country team to Terre Haute, Indiana on August 11 - August 12, 2023 to compete in the Terre Haute South Invitational on the LaVern Gibson Cross Country Course. All fees will be covered by athletics.

Vince Pucci, Girls Varsity Soccer coach at LCHS, requests to take approximately (24) members of the Girls Varsity Soccer team to South Bend, Indiana on August 18 - August 19, 2023 to compete in a soccer tournament at St. Joe in South Bend, Indiana. All fees will be covered by athletics.

R Holden and Joe Skvarek, Boys Tennis coaches at LCHS, request to take approximately (10) members of the Boys Tennis team to Crawfordsville, Indiana on September 1 - September 2, 2023 to compete at the Macy Invite Tennis Tournament at Crawfordsville High School. All fees will be covered by athletics. The coaches also request to take the same team to Muncie, Indiana on September 22 - September 23, 2023 to compete at the Delta Invite Tennis Tournament at Delta High School. All fees will be covered by athletics.

Jereme Rainwater, Boys Soccer Coach at LCHS, requests to take approximately (25) members of the Boys Soccer team to Evansville, Indiana on September 1 - September 2, 2023 to compete in the Evansville Memorial Soccer Tournament at Evansville High School. All fees will be covered by athletics.

Naveed Nizam, Varsity Volleyball coach at LCHS, requests to take approximately (17) members of the Girls Varsity Volleyball team to Fishers, Indiana to compete in a volleyball tournament at Hamilton Southeastern High School on September 8 - September 9, 2023. All fees will be covered by athletics.

MS/vv

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

The Board of Trustees of the Lake Central School Corporation, by vote at the August 21, 2023, meeting hereby authorize the following persons to sign agreements for alternative and private residential school placements as the designees for the Board.

Designee Name: Rebecca Gromala

Position: Director of Student Services

Email: rgromala@lcscmail.com

School Board President:

Signature: _____

Printed Name: _____

School Board Secretary:

Signature: _____

Printed Name: _____

Designee:

Signature: _____

Printed Name: _____

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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: August 15, 2023

RE: Board Meeting August 21, 2023

Donations (Action Required) **Received**

Given

The Kahler Middle School Best Buddies Club would like to donate \$125 to Logan's Love – Logan Speaks to support their involvement in the inaugural Tri-Town Autism 5k Run/ 3k Walk in honor of their student, Logan Ruiz, who passed away last year. Money raised from the event will be used to purchase Ben's Blue Bags which will equip first responders with various sensory items meant to help communicate with individuals who have autism or other special needs.

The Administration recommends approving the donations as indicated above.

2024 Budget Timeline

I have included in your packet my proposed timeline for adopting the 2024 Budget, Capital Projects Plan, and 5-year Bus Replacement Plan. Please review the dates and let me know if you have any questions.

Lake Central School Corporation
2024 Budget
Proposed Timeline

Public Work Session and
Permission to Advertise
2024 Budget; Capital Projects Plan;
5-year Bus Replacement Plan

Tuesday – September 5, 2023
Regular Board Meeting

Publication of Notice of Public
Hearing

Thursday – September 7, 2023
(At least 10 days prior to Public Hearing)

Public Hearing

Monday - September 18, 2023
Regular Board Meeting
(At least 10 days before adoption)

Adoption
2024 Budget; Capital Projects Plan;
5-year Bus Replacement Plan

Monday - October 2, 2023
Regular Board Meeting