

Board of School Trustees

Monday, August 11, 2025 6:00 PM

FCMS - Auditorium, 625 Grizzly Cub Drive, Franklin, IN 46131

1. WATCH MEETING LIVE

2. CALL THE MEETING TO ORDER

Speaker (s) : Mrs.
Becky Nelson

3. RECOGNITION

Speaker (s) : Dr. David
Clendening & Dr.
Brooke Worland

3.A. Individual Student Growth

4. CONSENT AGENDA

Speaker (s) : Mrs.
Becky Nelson

4.A. Public Comments on any Consent Agenda Item

4.B. Allowance of Claims and Vouchers

4.C. Approve Minutes

4.D. Centerstone MOU

4.E. Donations

4.F. Liability Insurance Renewal

4.G. Overnight and/or Out of State Trips

4.H. Resolution to Transfer Amount from Cub Care
Fund & Interest Income to the Employer of Choice
Fund

4.I. Personnel Report

4.J. Salary Schedules

4.K. Software Renewals

4.L. Superintendent Membership Dues

4.M. Surplus

4.N. Consent Agenda Vote

5. SUPERINTENDENT REPORTS

5.A. Back-to-School Update

Speaker (s) : Dr. David
Clendening

5.B. 2024 Energy Update

Speaker (s) : Mr. Jeff
Bright

5.C. Quarterly Financial Report

Speaker (s) : Ms. Tina
Jobe

5.D. 2026 Budget Workshop Presentation

Speaker (s) : Ms. Tina
Jobe

6. ACTION ITEMS

6.A. Public Comments on any Action Item

6.B. Notice of Public Hearing for the 2026 Budget **Speaker (s)**: Ms. Tina Jobe

6.C. Permission to Advertise Capital Projects and Bus Replacement Plans **Speaker (s)**: Ms. Tina Jobe

6.D. Contracted Services for Speech and Language for the 2025-2026 academic school year **Speaker (s)**: Mrs. Jenn Scott

6.E. Recommendation to Hire Individual Under SEA 342

6.F. Policies: Second Reading **Speaker (s)**: Dr. Clendening

7. **DISCUSSION**

7.A. Public Comments on Discussion Items

7.B. POLICY Board Member Stipend

8. **BOARD / ADMINISTRATIVE COMMENTS**

8.A. Board Comments

8.B. Administrative Comments

9. **CALENDAR**

9.A. Calendar of Events

- Labor Day Holiday - No School: September 1

10. **ADJOURNMENT**

11. **I.C. 5-14-9-1**

David Yount is an appointed member of the Franklin Community School Corporation Board of School Trustees representing Needham Township appointed by Franklin Community School Board. The date of appointment was January 30, 2025, and the term expires December 31, 2026.

Bella Voce





ISSMA All-Music Award

Superintendent's

ALL

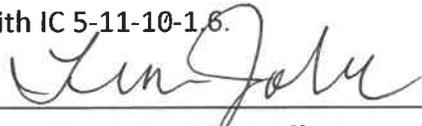
A

Honor Roll

INDIVIDUAL STUDENT GROWTH

ALLOWANCE OF CLAIMS

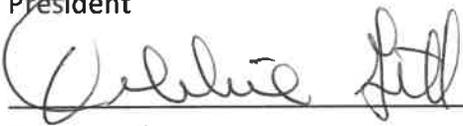
I hereby certify that each of the listed claims and the invoices, or bills attached thereto, are true and correct and I have audited same in accordance with IC 5-11-10-1.6.

AUGUST 11, 2025 
Tina Jobe, Fiscal Officer

We have examined the claims on the foregoing register of claims, consisting of pages, and except for claims not allowed as shown on the register such claims are hereby allowed in the total amount of \$ 1,493,321.01. Dated this 11TH day of

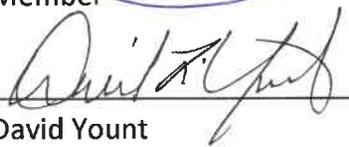
AUGUST 2025.


Becky Nelson
President


Debbie Gill
Vice President


Jennifer Mann
Secretary


Brett Jones
Member


David Yount
Member

Approved by the state board of accounts November 1996 for: Franklin Community School Corporation.

Check Date 07/03/2025

FUND / OBJECT SUMMARY

FUND	OBJECT	DESCRIPTION	AMOUNT
0101	1100	CERTIFIED SALARIES	780,375.73
	1200	NONCERTIFIED SALARIES	43,351.41
	1420	ADDITIONAL COMPENSATION	22,527.68
	2110	SOCIAL SECURITY	49,367.15
	2115	MEDICARE	11,545.52
	2140	PUBLIC EMPLOYEES RETIREMENT FU	5,506.05
	2150	TEACHERS RETIREMENT	762.77
	2160	TEACHERS RETIREMENT	73,328.60
	2210	LIFE INSURANCE	-2.20
	2410	LOCAL RETIREMENT CONTRIBUTIONS	16,207.96
	2421	VEBA CONTRIBUTIONS	15,848.05
	2430	LONG TERM DISABILITY INSURANCE	-8.66
		Fund 0101 Total	1,018,810.06
0160	1100	CERTIFIED SALARIES	26,004.24
	1200	NONCERTIFIED SALARIES	105,900.65
	1401	NON-CERT OVERTIME SALARIES	428.56
	2110	SOCIAL SECURITY	7,790.21
	2115	MEDICARE	1,821.94
	2140	PUBLIC EMPLOYEES RETIREMENT FU	11,366.20
	2150	TEACHERS RETIREMENT	69.86
	2160	TEACHERS RETIREMENT	2,249.15
	2410	LOCAL RETIREMENT CONTRIBUTIONS	512.14
		Fund 0160 Total	156,142.95
0300	1100	CERTIFIED SALARIES	13,228.97
	1200	NONCERTIFIED SALARIES	131,799.63
	1250	TERMINAL LEAVE	7,876.98
	1401	NON-CERT OVERTIME SALARIES	7,148.01
	1420	ADDITIONAL COMPENSATION	6,902.29
	2110	SOCIAL SECURITY	9,823.34
	2115	MEDICARE	2,297.45

Check Date 07/03/2025

FUND	OBJECT	DESCRIPTION	AMOUNT
	2140	PUBLIC EMPLOYEES RETIREMENT FU	9,676.17
	2150	TEACHERS RETIREMENT	229.02
	2160	TEACHERS RETIREMENT	531.53
	2210	LIFE INSURANCE	-2.20
	2410	LOCAL RETIREMENT CONTRIBUTIONS	647.48
	2430	LONG TERM DISABILITY INSURANCE	-12.73
		Fund 0300 Total	190,145.94
0800	1200	NONCERTIFIED SALARIES	11,090.00
	2110	SOCIAL SECURITY	686.63
	2115	MEDICARE	160.60
	2140	PUBLIC EMPLOYEES RETIREMENT FU	713.98
	2410	LOCAL RETIREMENT CONTRIBUTIONS	73.57
		Fund 0800 Total	12,724.78
1300	1100	CERTIFIED SALARIES	4,015.98
	1200	NONCERTIFIED SALARIES	3,118.25
	1420	ADDITIONAL COMPENSATION	945.18
	2110	SOCIAL SECURITY	481.44
	2115	MEDICARE	112.59
	2140	PUBLIC EMPLOYEES RETIREMENT FU	349.24
	2160	TEACHERS RETIREMENT	471.31
	2410	LOCAL RETIREMENT CONTRIBUTIONS	51.74
		Fund 1300 Total	9,545.73
1720	1200	NONCERTIFIED SALARIES	4,229.77
	2110	SOCIAL SECURITY	262.25
	2115	MEDICARE	61.32
	2140	PUBLIC EMPLOYEES RETIREMENT FU	149.51
	2160	TEACHERS RETIREMENT	46.92
		Fund 1720 Total	4,749.77

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FUND	OBJECT	DESCRIPTION	AMOUNT
1730	1420	ADDITIONAL COMPENSATION	4,112.00
	2110	SOCIAL SECURITY	251.14
	2115	MEDICARE	58.73
	2140	PUBLIC EMPLOYEES RETIREMENT FU	340.48
	2160	TEACHERS RETIREMENT	101.84
		Fund 1730 Total	4,864.19
1750	1420	ADDITIONAL COMPENSATION	2,300.00
	2110	SOCIAL SECURITY	132.26
	2115	MEDICARE	30.92
	2160	TEACHERS RETIREMENT	218.52
		Fund 1750 Total	2,681.70
2500	1200	NONCERTIFIED SALARIES	2,893.31
	1201	NON-CERTIFIED SALARY	6,878.27
	1401	NON-CERT OVERTIME SALARIES	711.56
	2110	SOCIAL SECURITY	639.30
	2115	MEDICARE	149.50
	2140	PUBLIC EMPLOYEES RETIREMENT FU	375.21
		Fund 2500 Total	11,647.15
3141	1100	CERTIFIED SALARIES	3,143.93
	2110	SOCIAL SECURITY	181.68
	2115	MEDICARE	42.49
	2160	TEACHERS RETIREMENT	298.69
		Fund 3141 Total	3,666.79
3250	1420	ADDITIONAL COMPENSATION	3,085.20
	2110	SOCIAL SECURITY	182.43
	2115	MEDICARE	42.66
	2160	TEACHERS RETIREMENT	293.10

Check Date 07/03/2025

<u>FUND</u>	<u>OBJECT</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
		Fund 3250 Total	3,603.39
3270	1200	NONCERTIFIED SALARIES	2,400.80
	2110	SOCIAL SECURITY	141.33
	2115	MEDICARE	33.06
	2140	PUBLIC EMPLOYEES RETIREMENT FU	268.90
		Fund 3270 Total	2,844.09
4135	1100	CERTIFIED SALARIES	15,981.08
	1420	ADDITIONAL COMPENSATION	9,577.74
	2110	SOCIAL SECURITY	1,478.81
	2115	MEDICARE	345.86
	2140	PUBLIC EMPLOYEES RETIREMENT FU	66.03
	2160	TEACHERS RETIREMENT	1,743.83
		Fund 4135 Total	29,193.35
5112	1200	NONCERTIFIED SALARIES	854.40
	2110	SOCIAL SECURITY	49.93
	2115	MEDICARE	11.67
	2140	PUBLIC EMPLOYEES RETIREMENT FU	95.69
		Fund 5112 Total	1,011.69
5200	1100	CERTIFIED SALARIES	19,215.16
	1200	NONCERTIFIED SALARIES	9,151.38
	2110	SOCIAL SECURITY	1,655.82
	2115	MEDICARE	387.24
	2140	PUBLIC EMPLOYEES RETIREMENT FU	1,024.96
	2160	TEACHERS RETIREMENT	1,825.43
	2410	LOCAL RETIREMENT CONTRIBUTIONS	242.66
		Fund 5200 Total	33,502.65
5400	1100	CERTIFIED SALARIES	971.15

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FUND	OBJECT	DESCRIPTION	AMOUNT
	2110	SOCIAL SECURITY	60.21
	2115	MEDICARE	14.08
	2160	TEACHERS RETIREMENT	92.25
	2410	LOCAL RETIREMENT CONTRIBUTIONS	9.71
		Fund 5400 Total	1,147.40
5824	1100	CERTIFIED SALARIES	780.26
	2110	SOCIAL SECURITY	41.28
	2115	MEDICARE	9.65
	2160	TEACHERS RETIREMENT	74.13
		Fund 5824 Total	905.32
6849	1100	CERTIFIED SALARIES	3,347.29
	2110	SOCIAL SECURITY	207.53
	2115	MEDICARE	48.54
	2160	TEACHERS RETIREMENT	317.99
		Fund 6849 Total	3,921.35
6881	1420	ADDITIONAL COMPENSATION	1,900.81
	2110	SOCIAL SECURITY	106.43
	2115	MEDICARE	24.90
	2160	TEACHERS RETIREMENT	180.57
		Fund 6881 Total	2,212.71
		Summary total	1,493,321.01

O B J E C T S U M M A R Y

OBJECT	DESCRIPTION	AMOUNT
1100	CERTIFIED SALARIES	867,063.79
1200	NONCERTIFIED SALARIES	314,789.60

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OBJECT	DESCRIPTION	AMOUNT
1201	NON-CERTIFIED SALARY	6,878.27
1250	TERMINAL LEAVE	7,876.98
1401	NON-CERT OVERTIME SALARIES	8,288.13
1420	ADDITIONAL COMPENSATION	51,350.90
2110	SOCIAL SECURITY	73,539.17
2115	MEDICARE	17,198.72
2140	PUBLIC EMPLOYEES RETIREMENT FU	29,932.42
2150	TEACHERS RETIREMENT	1,061.65
2160	TEACHERS RETIREMENT	81,773.86
2210	LIFE INSURANCE	-4.40
2410	LOCAL RETIREMENT CONTRIBUTIONS	17,745.26
2421	VEBA CONTRIBUTIONS	15,848.05
2430	LONG TERM DISABILITY INSURANCE	-21.39

Summary total 1,493,321.01

***** End of report *****

ALLOWANCE OF CLAIMS

I hereby certify that each of the listed claims and the invoices, or bills attached thereto, are true and correct and I have audited same in accordance with IC 5-11-10-1.6

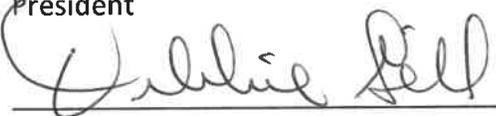
AUGUST 11, 2025 
Tina Jobe, Fiscal Officer

We have examined the claims on the foregoing register of claims, consisting of pages, and except for claims not allowed as shown on the register such claims are hereby allowed in the total amount of \$ 2,055,581.13. Dated this 11th day of

AUGUST 2025.


Becky Nelson

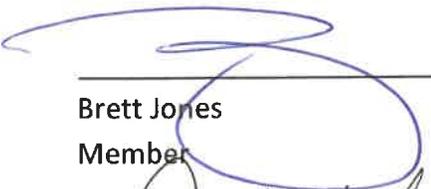
President


Debbie Gill

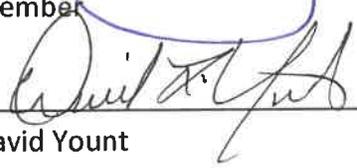
Vice President


Jennifer Mann

Secretary


Brett Jones

Member


David Yount

Member

Member

Check Date 07/17/2025

FUND / OBJECT SUMMARY

FUND	OBJECT	DESCRIPTION	AMOUNT
0101	1100	CERTIFIED SALARIES	790,091.80
	1200	NONCERTIFIED SALARIES	39,929.70
	1300	TEMPORARY SALARIES	4,182.56
	1420	ADDITIONAL COMPENSATION	18,964.89
	2110	SOCIAL SECURITY	49,766.20
	2115	MEDICARE	11,638.82
	2140	PUBLIC EMPLOYEES RETIREMENT FU	5,510.39
	2150	TEACHERS RETIREMENT	747.77
	2160	TEACHERS RETIREMENT	73,342.83
	2190	DENTAL INSURANCE	12,362.50
	2200	VISION INSURANCE	2,785.90
	2210	LIFE INSURANCE	1,833.92
	2220	MEDICAL INSURANCE	351,613.39
	2410	LOCAL RETIREMENT CONTRIBUTIONS	22,565.13
	2421	VEBA CONTRIBUTIONS	10,528.33
	2430	LONG TERM DISABILITY INSURANCE	5,182.26
		Fund 0101 Total	1,401,046.39
0160	1100	CERTIFIED SALARIES	29,148.17
	1200	NONCERTIFIED SALARIES	107,894.43
	1401	NON-CERT OVERTIME SALARIES	87.33
	1420	ADDITIONAL COMPENSATION	864.96
	2110	SOCIAL SECURITY	8,120.61
	2115	MEDICARE	1,899.18
	2140	PUBLIC EMPLOYEES RETIREMENT FU	11,718.13
	2150	TEACHERS RETIREMENT	69.86
	2160	TEACHERS RETIREMENT	2,547.84
	2190	DENTAL INSURANCE	1,981.50
	2200	VISION INSURANCE	423.67
	2210	LIFE INSURANCE	200.20
	2220	MEDICAL INSURANCE	67,069.00
	2410	LOCAL RETIREMENT CONTRIBUTIONS	758.11
	2421	VEBA CONTRIBUTIONS	425.00

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FUND	OBJECT	DESCRIPTION	AMOUNT
	2430	LONG TERM DISABILITY INSURANCE	727.17
		Fund 0160 Total	233,955.16
0300	1100	CERTIFIED SALARIES	13,228.97
	1200	NONCERTIFIED SALARIES	120,734.72
	1401	NON-CERT OVERTIME SALARIES	4,924.02
	1420	ADDITIONAL COMPENSATION	2,100.00
	2110	SOCIAL SECURITY	8,232.72
	2115	MEDICARE	1,925.42
	2140	PUBLIC EMPLOYEES RETIREMENT FU	8,805.87
	2150	TEACHERS RETIREMENT	229.02
	2160	TEACHERS RETIREMENT	531.53
	2190	DENTAL INSURANCE	2,491.00
	2200	VISION INSURANCE	499.28
	2210	LIFE INSURANCE	176.39
	2220	MEDICAL INSURANCE	64,613.50
	2410	LOCAL RETIREMENT CONTRIBUTIONS	43,277.15
	2421	VEBA CONTRIBUTIONS	4,963.50
	2430	LONG TERM DISABILITY INSURANCE	544.78
		Fund 0300 Total	277,277.87
0800	1200	NONCERTIFIED SALARIES	9,766.17
	2110	SOCIAL SECURITY	604.56
	2115	MEDICARE	141.39
	2140	PUBLIC EMPLOYEES RETIREMENT FU	749.94
	2190	DENTAL INSURANCE	421.00
	2200	VISION INSURANCE	86.62
	2210	LIFE INSURANCE	28.60
	2220	MEDICAL INSURANCE	9,668.00
	2410	LOCAL RETIREMENT CONTRIBUTIONS	32.70
	2421	VEBA CONTRIBUTIONS	425.00
	2430	LONG TERM DISABILITY INSURANCE	28.82
		Fund 0800 Total	21,952.80

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FUND	OBJECT	DESCRIPTION	AMOUNT
1300	1100	CERTIFIED SALARIES	4,015.98
	1200	NONCERTIFIED SALARIES	3,118.25
	2110	SOCIAL SECURITY	423.64
	2115	MEDICARE	99.08
	2140	PUBLIC EMPLOYEES RETIREMENT FU	349.24
	2160	TEACHERS RETIREMENT	381.51
	2190	DENTAL INSURANCE	92.50
	2200	VISION INSURANCE	19.54
	2210	LIFE INSURANCE	11.10
	2220	MEDICAL INSURANCE	3,366.61
	2410	LOCAL RETIREMENT CONTRIBUTIONS	960.39
	2430	LONG TERM DISABILITY INSURANCE	46.38
		Fund 1300 Total	12,884.22
1720	1200	NONCERTIFIED SALARIES	3,252.57
	1300	TEMPORARY SALARIES	63.28
	2110	SOCIAL SECURITY	205.58
	2115	MEDICARE	48.08
	2140	PUBLIC EMPLOYEES RETIREMENT FU	163.52
	2160	TEACHERS RETIREMENT	-46.92
	2190	DENTAL INSURANCE	255.00
	2200	VISION INSURANCE	47.23
	2210	LIFE INSURANCE	13.20
	2220	MEDICAL INSURANCE	5,361.00
	2430	LONG TERM DISABILITY INSURANCE	54.71
		Fund 1720 Total	9,417.25
1730	1420	ADDITIONAL COMPENSATION	5,565.20
	2110	SOCIAL SECURITY	341.12
	2115	MEDICARE	79.78
	2160	TEACHERS RETIREMENT	441.30
		Fund 1730 Total	6,427.40

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<u>FUND</u>	<u>OBJECT</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
1745	1420	ADDITIONAL COMPENSATION	2,241.67
	2110	SOCIAL SECURITY	126.09
	2115	MEDICARE	29.48
	2140	PUBLIC EMPLOYEES RETIREMENT FU	273.32
		Fund 1745 Total	2,670.56
1750	1420	ADDITIONAL COMPENSATION	925.00
	2110	SOCIAL SECURITY	52.77
	2115	MEDICARE	12.35
	2160	TEACHERS RETIREMENT	87.88
		Fund 1750 Total	1,078.00
2500	1200	NONCERTIFIED SALARIES	2,893.31
	1401	NON-CERT OVERTIME SALARIES	26.40
	2110	SOCIAL SECURITY	170.50
	2115	MEDICARE	39.87
	2140	PUBLIC EMPLOYEES RETIREMENT FU	327.01
	2190	DENTAL INSURANCE	53.00
	2200	VISION INSURANCE	7.88
	2210	LIFE INSURANCE	3.30
	2220	MEDICAL INSURANCE	2,015.00
	2430	LONG TERM DISABILITY INSURANCE	18.81
		Fund 2500 Total	5,555.08
2710	2110	SOCIAL SECURITY	29.34
	2115	MEDICARE	6.86
	2160	TEACHERS RETIREMENT	47.50
	2750	OTHER EMPLOYEE BENEFITS	500.00
		Fund 2710 Total	583.70
3250	1420	ADDITIONAL COMPENSATION	632.79
	2110	SOCIAL SECURITY	35.55

Check Date 07/17/2025

FUND	OBJECT	DESCRIPTION	AMOUNT
	2115	MEDICARE	8.31
	2160	TEACHERS RETIREMENT	56.18
		Fund 3250 Total	732.83
3270	1200	NONCERTIFIED SALARIES	2,400.80
	2110	SOCIAL SECURITY	141.33
	2115	MEDICARE	33.06
	2140	PUBLIC EMPLOYEES RETIREMENT FU	268.90
	2190	DENTAL INSURANCE	42.50
	2200	VISION INSURANCE	7.88
	2210	LIFE INSURANCE	2.20
	2220	MEDICAL INSURANCE	324.00
	2430	LONG TERM DISABILITY INSURANCE	15.62
		Fund 3270 Total	3,236.29
3780	1420	ADDITIONAL COMPENSATION	625.00
	2110	SOCIAL SECURITY	37.07
	2115	MEDICARE	8.67
	2140	PUBLIC EMPLOYEES RETIREMENT FU	70.00
		Fund 3780 Total	740.74
4135	1100	CERTIFIED SALARIES	15,981.08
	1420	ADDITIONAL COMPENSATION	225.00
	2110	SOCIAL SECURITY	919.58
	2115	MEDICARE	215.06
	2160	TEACHERS RETIREMENT	1,539.58
		Fund 4135 Total	18,880.30
5112	1200	NONCERTIFIED SALARIES	854.40
	2110	SOCIAL SECURITY	49.93
	2115	MEDICARE	11.67
	2140	PUBLIC EMPLOYEES RETIREMENT FU	95.69

Check Date 07/17/2025

FUND	OBJECT	DESCRIPTION	AMOUNT
5200		Fund 5112 Total	1,011.69
	1100	CERTIFIED SALARIES	19,215.16
	1200	NONCERTIFIED SALARIES	9,151.38
	2110	SOCIAL SECURITY	1,654.16
	2115	MEDICARE	386.86
	2140	PUBLIC EMPLOYEES RETIREMENT FU	1,024.96
	2160	TEACHERS RETIREMENT	1,825.44
	2190	DENTAL INSURANCE	341.00
	2200	VISION INSURANCE	78.68
	2210	LIFE INSURANCE	51.10
	2220	MEDICAL INSURANCE	10,099.00
	2410	LOCAL RETIREMENT CONTRIBUTIONS	2,953.36
	2430	LONG TERM DISABILITY INSURANCE	178.08
		Fund 5200 Total	46,959.18
5400		Fund 5200 Total	46,959.18
	1100	CERTIFIED SALARIES	971.15
	2110	SOCIAL SECURITY	60.21
	2115	MEDICARE	14.08
	2160	TEACHERS RETIREMENT	92.25
	2210	LIFE INSURANCE	2.75
	2410	LOCAL RETIREMENT CONTRIBUTIONS	240.37
		Fund 5400 Total	1,380.81
5824		Fund 5400 Total	1,380.81
	1100	CERTIFIED SALARIES	780.26
	2110	SOCIAL SECURITY	41.28
	2115	MEDICARE	9.65
	2160	TEACHERS RETIREMENT	74.13
		Fund 5824 Total	905.32
6460		Fund 5824 Total	905.32
	2190	DENTAL INSURANCE	169.00
	2200	VISION INSURANCE	31.50
	2210	LIFE INSURANCE	6.60

Check Date 07/17/2025

FUND	OBJECT	DESCRIPTION	AMOUNT
	2220	MEDICAL INSURANCE	4,743.00
	2430	LONG TERM DISABILITY INSURANCE	14.09
		Fund 6460 Total	4,964.19
6849	1100	CERTIFIED SALARIES	3,347.29
	2110	SOCIAL SECURITY	207.53
	2115	MEDICARE	48.54
	2160	TEACHERS RETIREMENT	317.99
		Fund 6849 Total	3,921.35
		Summary total	2,055,581.13

O B J E C T S U M M A R Y

OBJECT	DESCRIPTION	AMOUNT
1100	CERTIFIED SALARIES	876,779.86
1200	NONCERTIFIED SALARIES	299,995.73
1300	TEMPORARY SALARIES	4,245.84
1401	NON-CERT OVERTIME SALARIES	5,037.75
1420	ADDITIONAL COMPENSATION	32,144.51
2110	SOCIAL SECURITY	71,219.77
2115	MEDICARE	16,656.21
2140	PUBLIC EMPLOYEES RETIREMENT FU	29,356.97
2150	TEACHERS RETIREMENT	1,046.65
2160	TEACHERS RETIREMENT	81,239.04
2190	DENTAL INSURANCE	18,209.00
2200	VISION INSURANCE	3,988.18
2210	LIFE INSURANCE	2,329.36
2220	MEDICAL INSURANCE	518,892.50
2410	LOCAL RETIREMENT CONTRIBUTIONS	70,787.21
2421	VEBA CONTRIBUTIONS	16,341.83
2430	LONG TERM DISABILITY INSURANCE	6,810.72
2750	OTHER EMPLOYEE BENEFITS	500.00

Check Date 07/17/2025

<u>OBJECT</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
	Summary Total	2,055,581.13

***** End of report *****

ALLOWANCE OF CLAIMS

I hereby certify that each of the listed claims and the invoices, or bills attached thereto, are true and correct and I have audited same in accordance with IC 5-11-10-1.6.

 AUGUST 11 , 2025 Tina Jobe
Tina Jobe, Fiscal Officer

We have examined the claims on the foregoing register of claims, consisting of pages, and except for claims not allowed as shown on the register such claims are hereby allowed in the total amount of \$ 1,453,184.11 . Dated this 11th day of AUGUST 2025 .

 Becky Nelson
Becky Nelson
President

 Debbie Gill
Debbie Gill
Vice President

 Jennifer Mann
Jennifer Mann
Secretary

 Brett Jones
Brett Jones
Member

 David Yount
David Yount
Member

Approved by the state board of accounts November 1996 for: Franklin Community School Corporation.

Check Date 07/31/2025

FUND / OBJECT SUMMARY

FUND	OBJECT	DESCRIPTION	AMOUNT
0101	1100	CERTIFIED SALARIES	780,570.19
	1200	NONCERTIFIED SALARIES	47,414.53
	1420	ADDITIONAL COMPENSATION	883.50
	2110	SOCIAL SECURITY	51,400.42
	2115	MEDICARE	12,020.96
	2140	PUBLIC EMPLOYEES RETIREMENT FU	7,616.89
	2150	TEACHERS RETIREMENT	747.77
	2160	TEACHERS RETIREMENT	71,388.83
	2190	DENTAL INSURANCE	-32.00
	2200	VISION INSURANCE	-7.87
	2210	LIFE INSURANCE	-2.20
	2410	LOCAL RETIREMENT CONTRIBUTIONS	16,605.27
	2430	LONG TERM DISABILITY INSURANCE	-6.00
		Fund 0101 Total	988,600.29
0160	1100	CERTIFIED SALARIES	29,148.17
	1200	NONCERTIFIED SALARIES	110,774.30
	1401	NON-CERT OVERTIME SALARIES	53.68
	2110	SOCIAL SECURITY	8,708.58
	2115	MEDICARE	2,036.60
	2140	PUBLIC EMPLOYEES RETIREMENT FU	11,928.99
	2150	TEACHERS RETIREMENT	69.86
	2160	TEACHERS RETIREMENT	2,547.83
	2190	DENTAL INSURANCE	-30.00
	2200	VISION INSURANCE	-15.75
	2210	LIFE INSURANCE	-8.80
	2220	MEDICAL INSURANCE	-2,197.00
	2410	LOCAL RETIREMENT CONTRIBUTIONS	550.58
	2430	LONG TERM DISABILITY INSURANCE	-30.09
		Fund 0160 Total	163,536.95
0300	1100	CERTIFIED SALARIES	13,228.97

Check Date 07/31/2025

FUND	OBJECT	DESCRIPTION	AMOUNT
	1200	NONCERTIFIED SALARIES	127,050.12
	1250	TERMINAL LEAVE	1,445.00
	1401	NON-CERT OVERTIME SALARIES	7,501.89
	1420	ADDITIONAL COMPENSATION	3,350.00
	2110	SOCIAL SECURITY	9,451.26
	2115	MEDICARE	2,210.37
	2140	PUBLIC EMPLOYEES RETIREMENT FU	9,554.34
	2150	TEACHERS RETIREMENT	229.02
	2160	TEACHERS RETIREMENT	531.53
	2210	LIFE INSURANCE	-1.54
	2220	MEDICAL INSURANCE	270.00
	2410	LOCAL RETIREMENT CONTRIBUTIONS	758.90
		Fund 0300 Total	175,579.86
0800	1200	NONCERTIFIED SALARIES	11,853.80
	2110	SOCIAL SECURITY	734.95
	2115	MEDICARE	171.87
	2140	PUBLIC EMPLOYEES RETIREMENT FU	885.50
	2410	LOCAL RETIREMENT CONTRIBUTIONS	32.70
		Fund 0800 Total	13,678.82
1300	1100	CERTIFIED SALARIES	4,015.98
	1200	NONCERTIFIED SALARIES	3,118.25
	2110	SOCIAL SECURITY	442.32
	2115	MEDICARE	103.44
	2140	PUBLIC EMPLOYEES RETIREMENT FU	349.24
	2160	TEACHERS RETIREMENT	381.52
	2410	LOCAL RETIREMENT CONTRIBUTIONS	90.36
		Fund 1300 Total	8,501.11
1720	1200	NONCERTIFIED SALARIES	3,768.62
	1300	TEMPORARY SALARIES	59.33
	2110	SOCIAL SECURITY	237.34

Check Date 07/31/2025

FUND	OBJECT	DESCRIPTION	AMOUNT
	2115	MEDICARE	55.51
	2140	PUBLIC EMPLOYEES RETIREMENT FU	205.00
		Fund 1720 Total	4,325.80
1730	1420	ADDITIONAL COMPENSATION	11,633.20
	2110	SOCIAL SECURITY	721.26
	2115	MEDICARE	168.69
	2140	PUBLIC EMPLOYEES RETIREMENT FU	68.10
	2160	TEACHERS RETIREMENT	34.20
		Fund 1730 Total	12,625.45
1750	1420	ADDITIONAL COMPENSATION	1,950.00
	2110	SOCIAL SECURITY	120.90
	2115	MEDICARE	28.28
	2160	TEACHERS RETIREMENT	185.27
		Fund 1750 Total	2,284.45
2500	1200	NONCERTIFIED SALARIES	2,893.31
	2110	SOCIAL SECURITY	179.39
	2115	MEDICARE	41.95
	2140	PUBLIC EMPLOYEES RETIREMENT FU	324.05
		Fund 2500 Total	3,438.70
3250	1420	ADDITIONAL COMPENSATION	5,906.97
	2110	SOCIAL SECURITY	366.23
	2115	MEDICARE	85.66
	2160	TEACHERS RETIREMENT	542.25
		Fund 3250 Total	6,901.11
4135	1100	CERTIFIED SALARIES	19,328.37
	1420	ADDITIONAL COMPENSATION	1,375.00

Check Date 07/31/2025

FUND	OBJECT	DESCRIPTION	AMOUNT
	2110	SOCIAL SECURITY	1,283.61
	2115	MEDICARE	300.19
	2160	TEACHERS RETIREMENT	1,966.84
		Fund 4135 Total	24,254.01
5200	1100	CERTIFIED SALARIES	19,215.16
	1200	NONCERTIFIED SALARIES	9,151.38
	2110	SOCIAL SECURITY	1,758.74
	2115	MEDICARE	411.31
	2140	PUBLIC EMPLOYEES RETIREMENT FU	1,024.96
	2160	TEACHERS RETIREMENT	1,825.44
	2410	LOCAL RETIREMENT CONTRIBUTIONS	363.28
		Fund 5200 Total	33,750.27
5202	1420	ADDITIONAL COMPENSATION	11,750.00
	2110	SOCIAL SECURITY	728.51
	2115	MEDICARE	170.48
	2140	PUBLIC EMPLOYEES RETIREMENT FU	385.00
	2160	TEACHERS RETIREMENT	599.68
		Fund 5202 Total	13,633.67
5400	1100	CERTIFIED SALARIES	971.15
	2110	SOCIAL SECURITY	60.21
	2115	MEDICARE	14.08
	2160	TEACHERS RETIREMENT	92.25
	2410	LOCAL RETIREMENT CONTRIBUTIONS	21.85
		Fund 5400 Total	1,159.54
5824	1100	CERTIFIED SALARIES	780.26
	2110	SOCIAL SECURITY	48.38
	2115	MEDICARE	11.31
	2160	TEACHERS RETIREMENT	74.13

Object Summary Report from Payroll Run: LREG /REGULAR PAYROLL

Check Date 07/31/2025

FUND	OBJECT	DESCRIPTION	AMOUNT
		Fund 5824 Total	914.08
		Summary total	1,453,184.11

O B J E C T S U M M A R Y

OBJECT	DESCRIPTION	AMOUNT
1100	CERTIFIED SALARIES	867,258.25
1200	NONCERTIFIED SALARIES	316,024.31
1250	TERMINAL LEAVE	1,445.00
1300	TEMPORARY SALARIES	59.33
1401	NON-CERT OVERTIME SALARIES	7,555.57
1420	ADDITIONAL COMPENSATION	36,848.67
2110	SOCIAL SECURITY	76,242.10
2115	MEDICARE	17,830.70
2140	PUBLIC EMPLOYEES RETIREMENT FU	32,342.07
2150	TEACHERS RETIREMENT	1,046.65
2160	TEACHERS RETIREMENT	80,169.77
2190	DENTAL INSURANCE	-62.00
2200	VISION INSURANCE	-23.62
2210	LIFE INSURANCE	-12.54
2220	MEDICAL INSURANCE	-1,927.00
2410	LOCAL RETIREMENT CONTRIBUTIONS	18,422.94
2430	LONG TERM DISABILITY INSURANCE	-36.09
	Summary total	1,453,184.11

***** End of report *****

ALLOWANCE OF VOUCHERS

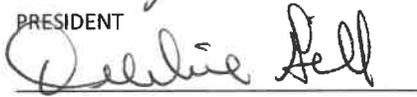
I HEREBY CERTIFY THAT EACH OF THE ABOVE LISTED VOUCHERS AND THE INVOICES, OR BILLS ATTACHED THERETO,
ARE TRUE AND CORRECT AND I HAVE AUDITED SAME IN ACCORDANCE WITH IC 5-11-10-1.6.

8/11, 2025

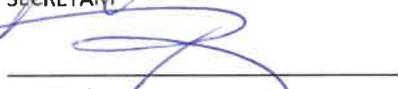

TINA JOBE
FISCAL OFFICER

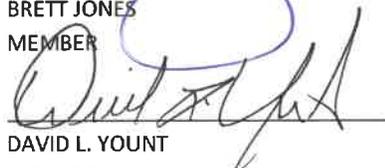
WE HAVE EXAMINED THE VOUCHERS LISTED ON THE FOREGOING ACCOUNTS PAYABLE VOUCHER REGISTER, CONSISTING OF
PAGES, AND EXCEPT FOR VOUCHERS NOT ALLOWED AS SHOWN ON THE REGISTER SUCH VOUCHERS ARE HEREBY ALLOWED
IN THE TOTAL AMOUNT OF **\$2,632,814.14** DATED THIS **11th DAY OF AUGUST, 2025.**


BECKY NELSON
PRESIDENT


DEBBIE GILL
VICE PRESIDENT


JENNIFER MANN
SECRETARY


BRETT JONES
MEMBER


DAVID L. YOUNT
MEMBER

Check Nbr	Vendor Name	Check Date	Check Amount
202500644	GFS	07/15/2025	-0.30
1	Wire Transfer Check(s) For a Total of		-0.30

	0	Manual	Checks For a Total of	0.00
	1	Wire Transfer	Checks For a Total of	-0.30
	0	ACH	Checks For a Total of	0.00
	0	Computer	Checks For a Total of	0.00
Total For	1	Manual, Wire Tran, ACH &	Computer Checks	-0.30
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	-0.30

Check Nbr	Vendor Name	Check Date	Check Amount
15953	SCHOOL SPECIALTY LLC.	07/15/2025	327.96
1	Computer	Check(s) For a Total of	327.96

Check Nbr	Vendor Name	Check Date	Check Amount
15788	SAX ARTS & CRAFTS	07/15/2025	327.96
1	Void	Check(s) For a Total of	327.96

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	1	Computer	Checks For a Total of	327.96
Total For	1	Manual, Wire Tran, ACH & Computer	Checks	327.96
Less	1	Voided	Checks For a Total of	327.96
			Net Amount	0.00

Check Nbr	Vendor Name	Check Date	Check Amount
15954	SILLY SAFARI SHOWS INC	07/15/2025	325.00
1	Computer	Check(s) For a Total of	325.00

Check Nbr	Vendor Name	Check Date	Check Amount
15931	SILLY SAFARI SHOWS INC	07/15/2025	375.00
1	Void	Check(s) For a Total of	375.00

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	1	Computer	Checks For a Total of	325.00
Total For	1	Manual, Wire Tran, ACH & Computer	Checks	325.00
Less	1	Voided	Checks For a Total of	375.00
			Net Amount	-50.00

Check Nbr	Vendor Name	Check Date	Check Amount
15955	BEST WAY DISPOSAL	07/17/2025	477.92
15956	CENTERPOINT ENERGY	07/17/2025	2,006.97
15957	Vendor Continued Check	07/17/2025	0.00
15958	Vendor Continued Check	07/17/2025	0.00
15959	CITY OF FRANKLIN INDIANA	07/17/2025	13,503.43
15960	DUKE ENERGY	07/17/2025	26,957.29
15961	FRANKLIN COMM SCHOOL	07/17/2025	203.52
15962	FRANKLIN COMM SCHOOL	07/17/2025	55.12
15963	FRANKLIN COMM SCHOOL	07/17/2025	91.77
15964	INDIANA-AMERICAN WATER CO INC.	07/17/2025	1,718.32
15965	JOHNSON COUNTY REMC	07/17/2025	4,062.06
15966	RUMPKE	07/17/2025	2,759.15
15967	WM CORPORATE SERVICES INC.	07/17/2025	76.11
13	Computer	Check(s) For a Total of	51,911.66

Check Nbr	Vendor Name	Check Date	Check Amount
202500645	GFS	07/17/2025	1,713.52
1	Wire Transfer Check(s) For a Total of		1,713.52

	0	Manual	Checks For a Total of	0.00
	1	Wire Transfer	Checks For a Total of	1,713.52
	0	ACH	Checks For a Total of	0.00
	13	Computer	Checks For a Total of	51,911.66
Total For	14	Manual, Wire Tran, ACH & Computer	Checks	53,625.18
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	53,625.18

Check Nbr	Vendor Name	Check Date	Check Amount
15968	Vendor Continued Check	07/17/2025	0.00
15969	LOWE'S	07/17/2025	1,096.22
2	Computer	Check(s) For a Total of	1,096.22

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	2	Computer	Checks For a Total of	1,096.22
Total For	2	Manual, Wire Tran, ACH & Computer	Checks	1,096.22
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	1,096.22

Check Nbr	Vendor Name	Check Date	Check Amount
15970	FRANKLN COMM SCHL-CHILD SUPRT	07/17/2025	82.00
15971	IN COLLEGE CHOICE ADVISOR 529	07/17/2025	3,067.00
2	Computer	Check(s) For a Total of	3,149.00

Check Nbr	Vendor Name	Check Date	Check Amount
202500648	IND ST TCH RET FUND	07/17/2025	82,285.69
202500649	INTERNAL REVENUE SERVICE	07/17/2025	268,726.53
202500650	PUBLIC EMP RET FUND	07/17/2025	35,480.50
202500652	TOTAL ADMINISTRATIVE SERVICE C	07/17/2025	2,506.31
202500653	AMERICAN TRUST CUSTODY	07/17/2025	114,042.91
5	Wire Transfer Check(s) For a Total of		503,041.94

	0	Manual	Checks For a Total of	0.00
	5	Wire Transfer	Checks For a Total of	503,041.94
	0	ACH	Checks For a Total of	0.00
	2	Computer	Checks For a Total of	3,149.00
Total For	7	Manual, Wire Tran, ACH & Computer	Checks	506,190.94
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	506,190.94

Check Nbr	Vendor Name	Check Date	Check Amount
202500635	TOTAL ADMINISTRATIVE SERVICE C	07/03/2025	15,848.05
202500652	TOTAL ADMINISTRATIVE SERVICE C	07/17/2025	16,341.83
2	Wire Transfer Check(s) For a Total of		32,189.88

	0	Manual	Checks For a Total of	0.00
	2	Wire Transfer	Checks For a Total of	32,189.88
	0	ACH	Checks For a Total of	0.00
	0	Computer	Checks For a Total of	0.00
Total For	2	Manual, Wire Tran, ACH & Computer	Checks	32,189.88
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	32,189.88

Check Nbr	Vendor Name	Check Date	Check Amount
15972	DUKE ENERGY	07/24/2025	8,316.75
15973	FRANKLIN COMMUNITY SCHOOL CORP	07/24/2025	1,310.00
15974	INDIANA-AMERICAN WATER CO INC.	07/24/2025	5,193.88
15975	LIBERTY MUTUAL	07/24/2025	2,413.00
15976	PETRO'S CULLIGAN	07/24/2025	14.95
15977	JOHNSON COUNTY REMC	07/24/2025	148.42
15978	TOTAL ADMINISTRATIVE SERVICE C	07/24/2025	423.98
7	Computer	Check(s) For a Total of	17,820.98

Check Nbr	Vendor Name	Check Date	Check Amount
202500656	FRANKLIN COMMUNITY SCHOOL CORP	07/24/2025	0.00
202500661	GFS	07/24/2025	1,879.77
2	Wire Transfer Check(s) For a Total of		1,879.77

	0	Manual	Checks For a Total of	0.00
	2	Wire Transfer	Checks For a Total of	1,879.77
	0	ACH	Checks For a Total of	0.00
	7	Computer	Checks For a Total of	17,820.98
Total For	9	Manual, Wire Tran, ACH & Computer	Checks	19,700.75
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	19,700.75

Check Nbr	Vendor Name	Check Date	Check Amount
250000438	EPIC INSURANCE MIDWEST	07/24/2025	2,419.00
1	ACH	Check(s) For a Total of	2,419.00

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	1	ACH	Checks For a Total of	2,419.00
	0	Computer	Checks For a Total of	0.00
Total For	1	Manual, Wire Tran, ACH & Computer	Checks	2,419.00
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	2,419.00

Check Nbr	Vendor Name	Check Date	Check Amount
15979	FRANKLN COMM SCHL-CHILD SUPRT	07/31/2025	82.00
1	Computer	Check(s) For a Total of	82.00

Check Nbr	Vendor Name	Check Date	Check Amount
202500692	IND ST TCH RET FUND	07/31/2025	81,216.42
202500693	INTERNAL REVENUE SERVICE	07/31/2025	290,608.78
202500694	PUBLIC EMP RET FUND	07/31/2025	38,961.99
202500696	AMERICAN TRUST CUSTODY	07/31/2025	61,678.64
4	Wire Transfer Check(s) For a Total of		472,465.83

	0	Manual	Checks For a Total of	0.00
	4	Wire Transfer	Checks For a Total of	472,465.83
	0	ACH	Checks For a Total of	0.00
	1	Computer	Checks For a Total of	82.00
Total For	5	Manual, Wire Tran, ACH & Computer	Checks	472,547.83
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	472,547.83

Check Nbr	Vendor Name	Check Date	Check Amount
15980	AMERICAN UNITED LIFE INSURANCE	07/31/2025	6,421.66
15981	CIL - FRANKLIN ED FOUNDATION	07/31/2025	1,868.00
15982	FRANKLIN COMMUNITY SCHOOL CORP	07/31/2025	27.44
15983	GUARDIAN LIFE INSURANCE	07/31/2025	8,909.77
15984	JOHNSON COUNTY CLERK	07/31/2025	881.49
15985	UNITED WAY OF JOHNSON COUNTY	07/31/2025	1,156.03
15986	Vendor Continued Check	07/31/2025	0.00
15987	VSP - IN	07/31/2025	7,025.18
8	Computer	Check(s) For a Total of	26,289.57

Check Nbr	Vendor Name	Check Date	Check Amount
202500630	IND DEPT OF REVENUE	07/03/2025	52,991.41
202500634	SO CENTRAL IND SCHOOL TRUST	07/03/2025	43,519.84
202500647	IND DEPT OF REVENUE	07/17/2025	51,451.04
202500651	SO CENTRAL IND SCHOOL TRUST	07/31/2025	598,658.57
202500691	IND DEPT OF REVENUE	07/31/2025	55,035.88
202500695	SO CENTRAL IND SCHOOL TRUST	07/31/2025	16,780.31
6	Wire Transfer Check(s) For a Total of		818,437.05

	0	Manual	Checks For a Total of	0.00
	6	Wire Transfer	Checks For a Total of	818,437.05
	0	ACH	Checks For a Total of	0.00
	8	Computer	Checks For a Total of	26,289.57
Total For	14	Manual, Wire Tran, ACH & Computer	Checks	844,726.62
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	844,726.62

Check Nbr	Vendor Name	Check Date	Check Amount
15988	DUKE ENERGY	07/31/2025	95,774.71
15989	INDIANA-AMERICAN WATER CO INC.	07/31/2025	24.75
15990	JOHNSON COUNTY REMC	07/31/2025	34.75
3	Computer	Check(s) For a Total of	95,834.21

Check Nbr	Vendor Name	Check Date	Check Amount
202500681	ZOBEAN INC	07/31/2025	0.00
202500703	GFS	07/31/2025	21,135.46
2	Wire Transfer Check(s) For a Total of		21,135.46

	0	Manual	Checks For a Total of	0.00
	2	Wire Transfer	Checks For a Total of	21,135.46
	0	ACH	Checks For a Total of	0.00
	3	Computer	Checks For a Total of	95,834.21
Total For	5	Manual, Wire Tran, ACH & Computer	Checks	116,969.67
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	116,969.67

Check Nbr	Vendor Name	Check Date	Check Amount
250000439	CONSTELLATION NEW ENERGY	08/07/2025	4,447.87
1	ACH	Check(s) For a Total of	4,447.87

Check Nbr	Vendor Name	Check Date	Check Amount
202500689	FRANKLIN COMM SCHOOLS/TRANSP	08/07/2025	0.00
202500709	GFS	08/07/2025	17,890.19
2	Wire Transfer Check(s) For a Total of		17,890.19

	0	Manual	Checks For a Total of	0.00
	2	Wire Transfer	Checks For a Total of	17,890.19
	1	ACH	Checks For a Total of	4,447.87
	6	Computer	Checks For a Total of	5,568.42
Total For	9	Manual, Wire Tran, ACH & Computer	Checks	27,906.48
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	27,906.48

Check Nbr	Vendor Name	Check Date	Check Amount
202500006	SYNCHRONY BANK/AMAZON	08/08/2025	4,845.84
202500011	IMPERIAL BAG & PAPER CO. LLC	08/08/2025	4,656.69
202500012	FIKES FRESH BRANDS LLC.	08/08/2025	3,364.82
202500014	IRISH BROTHERS INC	08/08/2025	1,065.00
202500022	PLUMBERS SUPPLY COMPANY	08/08/2025	428.07
202500571	CINTAS CORP	08/08/2025	1,008.28
202500582	MARK'S VACUUM INC	08/08/2025	790.00
202500610	SHERWIN WILLIAMS	08/08/2025	215.23
202500611	JACOBI SALES, INC	08/08/2025	1,399.06
202500621	NELBUD SERVICES GROUP, INC	08/08/2025	5,213.50
202500622	SPEAR CORPORATION	08/08/2025	9,566.19
202500637	TRACTOR SUPPLY	08/08/2025	160.44
202500638	KOENIG EQUIPMENT INC	08/08/2025	135.67
202500639	BMO ACH PAY	08/08/2025	6,257.69
202500640	COLUMBUS INDUSTRIAL ELECT	08/08/2025	330.39
202500642	MICRO AIR	08/08/2025	931.00
202500643	P & P GOLF CARS LLC	08/08/2025	79.18
202500646	OAK SECURITY GROUP	08/08/2025	577.50
202500654	INTERSTATE BATTERY SYSTEM	08/08/2025	1,474.05
202500655	MAYES TRAILER SALES INC	08/08/2025	559.90
202500657	SEWER OR SEPTIC SERVICE INC	08/08/2025	79.24
202500659	ICASE	08/08/2025	914.00
202500660	STAPLES BUSINESS ADVANTAGE	08/08/2025	38.54
202500663	WAL-MART	08/08/2025	973.53
202500664	ASCD	08/08/2025	289.00
202500666	ROCHESTER 100 INC	08/08/2025	480.00
202500667	CARQUEST	08/08/2025	51.77
202500668	RUSH TRUCK CENTERS OF INDIANA	08/08/2025	317.00
202500669	WURTH USA INC	08/08/2025	1,208.65
202500670	TRAVEL	08/08/2025	963.49
202500671	IASBO	08/08/2025	220.00
202500672	ATLAS PHYSICAL & DRUG TESTING	08/08/2025	910.00
202500673	UNITY SCHOOL BUS PARTS INC	08/08/2025	1,672.45
202500674	CHEWY INC.	08/08/2025	410.44
202500675	HILLVIEW VETERINARY CLINIC LLC	08/08/2025	276.31
202500676	PETSMART LLC	08/08/2025	136.00
202500678	NCTI	08/08/2025	8,717.46
202500679	M.A. ROONEY FOUNDATION INC.	08/08/2025	550.00
202500682	INDIANA SECRETARY OF STATE	08/08/2025	49.37
202500683	PROJECT LEAD THE WAY INC	08/08/2025	1,000.00
202500685	GIMKIT INC.	08/08/2025	650.00
202500686	FRANKLIN HERITAGE INC	08/08/2025	2,000.00
202500687	NATIONAL SCHOOL PUBLIC RELATIO	08/08/2025	63.00
202500688	GREEKS PIZZERIA	08/08/2025	165.03
202500697	INDIANA SCHOOL BOARDS ASSOC	08/08/2025	850.00
202500698	T-SHIRT EXPRESS	08/08/2025	494.00
202500699	CANVA US INC	08/08/2025	127.50
202500700	IAPSS	08/08/2025	2,313.71
202500701	MAIN & MADISON LLC	08/08/2025	459.57
202500702	PAPER DIRECT, INC	08/08/2025	227.36

Check Nbr	Vendor Name	Check Date	Check Amount
50	Wire Transfer Check(s) For a Total of		69,665.92

	0	Manual	Checks For a Total of	0.00
	50	Wire Transfer	Checks For a Total of	69,665.92
	0	ACH	Checks For a Total of	0.00
	0	Computer	Checks For a Total of	0.00
Total For	50	Manual, Wire Tran, ACH & Computer	Checks	69,665.92
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	69,665.92

Check Nbr	Vendor Name	Check Date	Check Amount
250000440	A.E. BOYCE COMPANY INC.	08/11/2025	504.26
250000441	B & H ELECTRIC AND SUPPLY INC.	08/11/2025	1,842.85
250000442	BENNETT, PATRICK R	08/11/2025	9.66
250000443	CDW COMPUTER	08/11/2025	23,276.23
250000444	CHANNING BETE COMPANY	08/11/2025	2,188.01
250000445	CHURCH CHURCH HITTLE & ANTRIM	08/11/2025	3,427.50
250000446	CHURCH, MARIA E	08/11/2025	24.78
250000447	CINTAS CORP	08/11/2025	214.86
250000448	COX, DOUGLAS F	08/11/2025	995.33
250000449	ENVIROFORENSICS LLC	08/11/2025	1,168.00
250000450	EPIC INSURANCE MIDWEST	08/11/2025	271.00
250000451	ESPARK INC.	08/11/2025	14,189.00
250000452	HALL, MARIE A	08/11/2025	98.42
250000453	HEIDEN, MARK B	08/11/2025	106.68
250000454	HOUGLAND, KARLE M	08/11/2025	100.80
250000455	HUFFINE, ANGELA K	08/11/2025	5.67
250000456	HUTSON & SONS BOILER & WELDING	08/11/2025	980.00
250000457	INDIANA TESTING	08/11/2025	605.00
250000458	JACKSON, TAMARA E	08/11/2025	98.00
250000459	JOHNSON, KELLY L	08/11/2025	40.39
250000460	JOHNSON CONTROLS	08/11/2025	1,125.51
250000461	KLOSTERMAN'S BAKING	08/11/2025	511.03
250000462	LESSONPIX INC	08/11/2025	583.20
250000463	LINN, SARAH K	08/11/2025	371.05
250000464	Vendor Continued Check	08/11/2025	0.00
250000465	MACALLISTER MACHINERY CO INC	08/11/2025	4,664.44
250000466	MAXWELL, JACOB R	08/11/2025	717.73
250000467	MCCLAIN, NICHOLAS C	08/11/2025	8.96
250000468	MCCRARY, JEFFREY S	08/11/2025	68.58
250000469	MICRO FOCUS SOFTWARE INC.	08/11/2025	5,700.00
250000470	OMF INC	08/11/2025	1,200.00
250000471	PIAZZA PRODUCE	08/11/2025	2,035.30
250000472	PRAIRIE FARMS DAIRY	08/11/2025	1,772.05
250000473	PUBLIC CONSULTING GROUP INC	08/11/2025	2,152.19
250000474	RAY, CAROLYN J	08/11/2025	68.04
250000475	RIGGLES, PEGGY E	08/11/2025	68.53
250000476	SCHMIDT ASSOCIATES INC	08/11/2025	74,228.54
250000477	SCHNEIDER, TAMARA C	08/11/2025	140.35
250000478	SMARTSENSE BY DIGI	08/11/2025	2,000.00
250000479	SPOTLIGHT STRATEGIES	08/11/2025	7,920.00
250000480	STAPLES BUSINESS ADVANTAGE	08/11/2025	82.04
250000481	SYNOVIA SOLUTIONS LLC	08/11/2025	4,359.00
250000482	US SIGNAL COMPANY LLC	08/11/2025	3,823.57
250000483	WOOTEN, NATHAN E	08/11/2025	514.63
250000484	WORLAND, MATHEW D	08/11/2025	165.00

45 ACH Check(s) For a Total of 164,426.18

Check Nbr	Vendor Name	Check Date	Check Amount
15997	247SECURITY	08/11/2025	1,246.95
15998	AIM MEDIA INDIANA	08/11/2025	55.08
15999	ALT & WITZIG ENGINEERING, INC	08/11/2025	11,625.00
16000	AMERIGAS	08/11/2025	1,320.28
16001	Vendor Continued Check	08/11/2025	0.00
16002	BEST-ONE OF INDY	08/11/2025	7,642.20
16003	BLACKWELL, CHRISTINA	08/11/2025	25.05
16004	BODEY, JOHN MICHAEL	08/11/2025	899.50
16005	BOYS & GIRLS CLUB OF FRANKLIN	08/11/2025	2,440.00
16006	BRADEN BUSINESS SYSTEMS INC	08/11/2025	6,933.51
16007	BROWNS TREE SERVICE LLC	08/11/2025	2,700.00
16008	BUCKEYE POWER	08/11/2025	492.10
16009	BURTON, DAVID	08/11/2025	17.40
16010	CENTRAL NINE CAREER CENTER	08/11/2025	188,839.40
16011	CUSTER BAKER INTERMEDIATE SCH	08/11/2025	137.28
16012	FIRST CLASS ELEVATORS	08/11/2025	2,132.39
16013	FORTUNE ACADEMY	08/11/2025	12,770.00
16014	FRANKLIN COMMUNITY HIGH SCHOOL	08/11/2025	214.70
16015	FREUND RESOURCES	08/11/2025	388.00
16016	GHERA CONSULTING SERVICES LLC	08/11/2025	1,477.50
16017	GIBAUT CHILDREN SERVICES	08/11/2025	521.04
16018	ASSETWORKS RISK MANAGEMENT INC	08/11/2025	440.84
16019	HAYES, MELISSA	08/11/2025	7.40
16020	IASP	08/11/2025	1,459.00
16021	INTERSTATE BATTERY SYSTEM	08/11/2025	81.00
16022	MCGATH CONCRETE CONSTRUCTION C	08/11/2025	4,800.00
16023	MOORESVILLE CONS. SCHOOL CORP.	08/11/2025	100.00
16024	CORDS COMMERCIAL ENT.	08/11/2025	1,481.33
16025	PERRY TOWNSHIP SCHOOLS	08/11/2025	850.28
16026	PREIMIER OUTDOOR POWER EQUIPME	08/11/2025	47.46
16027	PREMIER AG CO-OP INC	08/11/2025	19,789.55
16028	PRIMARY GROUNDS	08/11/2025	383.00
16029	RECEIVABLES MANAGEMENT PARTNER	08/11/2025	576.00
16030	ROTARY INTERNATIONAL FRANKLIN	08/11/2025	633.00
16031	SAFE HIRING SOLUTIONS LLC	08/11/2025	1,358.00
16032	SHARES INC	08/11/2025	535.00
16033	SHAW WELDING & GATES INC	08/11/2025	1,001.86
16034	SIMPLE SOLUTIONS LEARNING INC	08/11/2025	4,000.00
16035	SOLUTION TREE INC.	08/11/2025	399.60
16036	SOUTHERN RENTALS	08/11/2025	7,000.00
16037	STERICYCLE INC	08/11/2025	142.90
16038	SWEETWATER SOUND INC	08/11/2025	1,142.91
16039	SYNERGY 1 GROUP INC.	08/11/2025	5,849.95
16040	T-SHIRT EXPRESS	08/11/2025	2,967.00
16041	TEXAS ASSOCIATION OF SCHOOL BO	08/11/2025	3,792.00
16042	THE TRANE COMPANY	08/11/2025	8,306.00
16043	ULTIMATE CANINE LLC.	08/11/2025	8,151.40
16044	YARD SIGNS INC	08/11/2025	250.00
16045	YOUNG AND YOUNG	08/11/2025	3,976.91

Check Nbr	Vendor Name	Check Date	Check Amount
49	Computer	Check(s) For a Total of	321,399.77

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	45	ACH	Checks For a Total of	164,426.18
	49	Computer	Checks For a Total of	321,399.77
Total For	94	Manual, Wire Tran, ACH & Computer	Checks	485,825.95
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	485,825.95



Monday, July 14, 2025
Board of School Trustees

FCMS - Auditorium
625 Grizzly Cub Drive
Franklin, IN 46131
6:00 PM

Debbie Gill: Present
Brett Jones: Present
Jennifer Mann: Present
Becky Nelson: Present
David Yount: Absent

1. WATCH MEETING LIVE
YouTube Live Stream
2. PRAYER
3. CALL THE MEETING TO ORDER
Becky Nelson called the meeting to order.
4. **CONSENT AGENDA**
 - A. Public Comments on any Consent Agenda Item
Public comments regarding consent agenda items are limited to 3 minutes.

There were no public comments.
 - B. Allowance of Claims and Vouchers
 - C. Approve Minutes
 - D. Classified Staff Handbook
 - E. Commercial Vehicle Lease Agreement
 - F. Copier Agreement
 - G. Donations
 - H. Energy CAP Subscription Agreement Amendment

 - I. FCMS Boiler Replacement Contract
 - J. FMX Asset Management and Capital Replacement Resource

- K. Hardscape Improvement - Webb Elementary Change Order
- L. Pepsi Beverages Company Agreement
- M. Personnel Report
Karen Jones is resigning after working with us part-time for 30 years. Jeff Coy is retiring at the end of this month. He has worked in maintenance for 30 years

- N. PowerSchool Special Programs Section 504
- O. Shared Service Agreements
- P. Software Renewals
- Q. Surplus
- R. Consent Agenda Vote
Motion to approve the consent agenda, excluding the Pepsi Agreement. This motion, made by Brett Jones and seconded by Debbie Gill, Passed.
Debbie Gill: Yea, Brett Jones: Yea, Jennifer Mann: Yea, Becky Nelson: Yea, David Yount: Absent
Yea: 4, Nay: 0, Absent: 1
Brett Jones made a motion to table the Pepsi Agreement. This motion, made by Brett Jones and seconded by Debbie Gill, Passed.
Debbie Gill: Yea, Brett Jones: Yea, Jennifer Mann: Yea, Becky Nelson: Yea, David Yount: Absent
Yea: 4, Nay: 0, Absent: 1
Ms. Tina Jobe recommended that we table the Pepsi Agreement until we can make amendments per our school attorney, Mr. Roger Young.

5. ACTION ITEMS

- A. Public comments on any Action Item
Public comments regarding action items are limited to 3 minutes.
There were no public comments.
- B. FCHS Bid Recommendation - Athletics & Performing Arts Improvements
Ms. Tina Jobe
We are asking the Board to accept the bid and approve the issuance to proceed, directing the contractor to secure the materials, labor and insurance as we prepare the contract for the Board's approval at the next meeting.
Brett Jones made a motion to accept the bids as presented and issue notice to proceed. This motion, made by Brett Jones and seconded by Jennifer Mann, Passed.
Debbie Gill: Yea, Brett Jones: Yea, Jennifer Mann: Yea, Becky Nelson: Yea, David Yount: Absent
Yea: 4, Nay: 0, Absent: 1
We had three (3) potential bidders, and Boyle Construction Management was our lowest bidder at \$6,640,000. All required documents were submitted. Schmidt recommends that we award this contract to Boyle Construction.
CIESC submitted a proposal to us. Field Turf was awarded the contract

through Sourcewell. CIESC reviewed all the bidding materials and determined that Field Turf had met all the Indiana requirements. CIESC is endorsing the proposal that has been submitted by Field Turf.

C. AstroTurf Field Turf Agreement

Dr. David Clendening

We are asking to have one more year added to the maintenance program.

Brett Jones made a motion to approve the AstroTurf Field Turf Agreement.

This motion, made by Brett Jones and seconded by Jennifer Mann, Passed.

Debbie Gill: Yea, Brett Jones: Yea, Jennifer Mann: Yea, Becky Nelson: Yea, David Yount: Absent

Yea: 4, Nay: 0, Absent: 1

D. Abnormal Email Security

Mr. Matt Sprout

Recommendation for the Board to approve this advanced email threat protection. This software can detect anomalies and sophisticated attacks that bypass traditional filters and protects against socially engineered attacks. This is for staff only.

Motion to approve Abnormal Email Security. This motion, made by Jennifer Mann and seconded by Debbie Gill, Passed.

Debbie Gill: Yea, Brett Jones: Yea, Jennifer Mann: Yea, Becky Nelson: Yea, David Yount: Absent

Yea: 4, Nay: 0, Absent: 1

E. Beanstack Agreement

Dr. Brooke Worland

Recommendation for the Board to approve Beanstack.

Motion to approve Beanstack. This motion, made by Brett Jones and seconded by Debbie Gill, Passed.

Debbie Gill: Yea, Brett Jones: Yea, Jennifer Mann: Yea, Becky Nelson: Yea, David Yount: Absent

Yea: 4, Nay: 0, Absent: 1

This is a customizable reading challenge platform to engage in reading challenges that aims to improve literacy at all levels.

F. FCVS 2025-2026 School Calendar Grades K-5

Dr. Brooke Worland

Recommendation for the Board to approve the FCVS calendar for grades K-5.

Motion to approve the FCVS calendar for grades K-5. This motion, made by Jennifer Mann and seconded by Brett Jones, Passed.

Debbie Gill: Yea, Brett Jones: Yea, Jennifer Mann: Yea, Becky Nelson: Yea, David Yount: Absent

Yea: 4, Nay: 0, Absent: 1

We have already approved the FCVS calendar for grades K-5. There have been no changes since the last meeting.

G. Everdriven Technologies, LLC Transportation Agreement

Mrs. Jenn Scott

The recommendation is for the Board to approve this agreement for the provision of alternative transportation solutions.

Motion to approve the Everdriven Technologies, LLC Transportation Agreement. This motion, made by Debbie Gill and seconded by Brett Jones, Passed.

Debbie Gill: Yea, Brett Jones: Yea, Jennifer Mann: Yea, Becky Nelson: Yea, David Yount: Absent

Yea: 4, Nay: 0, Absent: 1

Certain student(s) of the district require transportation to and from school and/or other transportation services as requested by the district. The contractor will coordinate such transportation services. The district will reimburse contractor for the provision of these services in accordance with the terms and provisions of this agreement.

H. Mindful Growth

Mrs. Jenn Scott

The recommendation is for the board to approve the professional services contract with Mindful Growth.

Motion to approve the Mindful Growth Agreement. This motion, made by Debbie Gill and seconded by Brett Jones, Passed.

Debbie Gill: Yea, Brett Jones: Yea, Jennifer Mann: Yea, Becky Nelson: Yea, David Yount: Absent

Yea: 4, Nay: 0, Absent: 1

This contract for professional services will provide a maximum of 75 psychoeducational evaluations at the set payment rate of \$138,750 during the 2025-2026 school year.

I. Handbooks 2025-2026

Dr. Brooke Worland

Recommendation for the Board to approve the handbooks for the 2025-2026 school year.

Motion to approve the 2025-2026 handbooks. This motion, made by Jennifer Mann and seconded by Brett Jones, Passed.

Debbie Gill: Yea, Brett Jones: Yea, Jennifer Mann: Yea, Becky Nelson: Yea, David Yount: Absent

Yea: 4, Nay: 0, Absent: 1

No changes have been made since the June meeting.

6. **DISCUSSION**

Public Comments on Discussion Items

Public comments regarding discussion items are limited to 3 minutes.

There were no public comments.

A. Donations / Sponsorships

Dr. David Clendening

Our board policy presently states that any sponsorship needs Board approval. The building principal and the superintendent approve

fundraisers.

Webb Elementary is creating opportunities for different levels of sponsorships to help support their teachers and students and give them what they need to have a successful year of learning and growing. Because they used the word "sponsorship", the Board has to approve all donations. These are meant to be just "donations". Dr. Clendening has clarified with the Webb PTO to change the wording.

B. Contracted Services for Speech and Language

Mrs. Jenn Scott

Chelsea Bennett used to work with Earlywood serving our FCS students. The plan is for her to work two (2) days per week.

C. Transportation Routes 2025-2026

Mr. Joe Houglan

Transportation route times, driver updates and bus fleet information.

Our Transfinder software is used to start our route generation. Human element is then used to fix any place where issues may pop up. All routes are put in with right hand side pickups/dropoffs to the best of our ability. 60 minute ride time is held to as much as possible. Currently, the transportation department is fully staffed. The Transfinder app will be available through the mobile app within the next couple of weeks.

D. Transportation Handbook

Mr. Joe Houglan

This handbook is for the Transportation Department.

Transportation employees will sign off that they have read the handbook. This will come back for approval at the July 31st board meeting.

E. Policies - Guidelines - Forms: First Readings

Dr. David Clendening

These policies have been reviewed and will be brought back in August for approval.

Many of these policies pertain to new Indiana laws. With policy F176-Unpaid Meals, we are looking to put limits on unpaid meals. Policy G350-Audio, Video, and Digital Recording of Meetings now states that if a parent attends a special education meeting with us, they can record the meeting. The change to policy C200-Anti-Bullying is when we have to notify parents of both the targeted student and the alleged perpetrator of the incident. One other one for the board to consider that is not listed is that school board members can receive a stipend of up to 10% of the lowest paid teaching position.

7. BOARD / ADMINISTRATIVE COMMENTS

A. Board Comments

There were no board comments.

B. Administrative Comments

Dr. David Clendening shared that at the bottom of our agenda, we have I.C. 5-14-9-1 which is a requirement by state law when a member is appointed by

another agency. We have to describe the position, the appointment, and give time bounds.

8. CALENDAR

A. Calendar of Events
Dr. David Clendening
Calendar of Events

- New Teacher Orientation: July 21 & 22
- School Board Retreat: July 31
- Back-to-School Celebration & First Teacher Day: August 4
- First Student Day: August 6
- Labor Day Holiday - No School: September 1

9. ADJOURNMENT

Brett Jones made a motion to adjourn the meeting at 6:52 pm. This motion, made by Brett Jones and seconded by Becky Nelson, Passed.

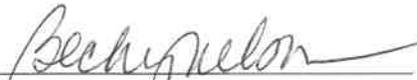
Debbie Gill: Yea, Brett Jones: Yea, Jennifer Mann: Yea, Becky Nelson: Yea, David Yount: Absent

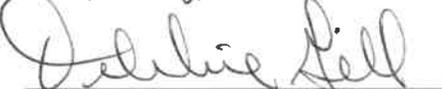
Yea: 4, Nay: 0, Absent: 1

10. I.C. 5-14-9-1

David Yount is an appointed member of the Franklin Community School Corporation Board of School Trustees representing Needham Township. The date of appointment was January 30, 2025, and the term expires December 31, 2026.

Board of School Trustees


Becky Nelson, President


Debbie Gill, Vice President


Jennifer Mann, Secretary


Brett Jones, Member


David Yount, Member



Thursday, July 31, 2025
Board of School Trustees - Executive Session & Special School Board Meeting

FCMS Media Center
625 Grizzly Cub Drive
Franklin, IN 46131
8:30 AM

1. EXECUTIVE SESSION I.C. 5-14-1.5-6.1 (closed to the public) 8:30 am - 2:00 pm
 1. School Safety - plans, procedures, and police
 2. Collective Bargaining
 3. Personnel - CFO position, Cub Academy & Union
 4. Policy Analytics - property taxes & their impact on the Operations Fund

2. WATCH MEETING LIVE
You Tube Live Stream

3. Special Franklin School Board of Trustees Meeting 2:00 pm - 3:00 pm

4. **ACTION**
 - A. Public Comments on any Action Item
Public comments regarding action items are limited to 3 minutes.
There were no public comments.
 - B. Donations
Donations for Webb Elementary.
Motion to approve the Webb Elementary donations. This motion, made by Brett Jones and seconded by David Yount, Passed.
Debbie Gill: Yea, Brett Jones: Yea, Jennifer Mann: Yea, Becky Nelson: Yea, David Yount: Yea
Yea: 5, Nay: 0
 - C. Transportation Routes 2025-2026

Bus routes for the 2025-2026 school year.

Motion to approve transportation routes & manual. This motion, made by Brett Jones and seconded by Jennifer Mann, Passed.

Debbie Gill: Yea, Brett Jones: Yea, Jennifer Mann: Yea, Becky Nelson: Yea, David Yount: Yea

Yea: 5, Nay: 0

Approval for the 2025-2026 bus routes.

D. Insurance Rates

Motion to approve the insurance rates. This motion, made by Jennifer Mann and seconded by Debbie Gill, Passed.

Debbie Gill: Yea, Brett Jones: Yea, Jennifer Mann: Yea, Becky Nelson: Yea, David Yount: Yea

Yea: 5, Nay: 0

E. Pepsi Beverages Company Agreement

Ms. Tina Jobe

Motion to take the Pepsi Agreement of the table. This motion, made by Jennifer Mann and seconded by Brett Jones, Passed.

Debbie Gill: Yea, Brett Jones: Yea, Jennifer Mann: Yea, Becky Nelson: Yea, David Yount: Yea

Yea: 5, Nay: 0

Motion to approve the Pepsi Agreement. This motion, made by Brett Jones and seconded by Debbie Gill, Passed.

Debbie Gill: Yea, Brett Jones: Yea, Jennifer Mann: Yea, Becky Nelson: Yea, David Yount: Yea

Yea: 5, Nay: 0

Motion to approve the Pepsi Agreement. This motion, made by Brett Jones and seconded by Debbie Gill, Passed.

Debbie Gill: Yea, Brett Jones: Yea, Jennifer Mann: Yea, Becky Nelson: Yea, David Yount: Yea

Yea: 5, Nay: 0

5. **DISCUSSION**

Bargersville Water/Utility Discussion

A. Bargersville Water Utility Discussion

Water and utility needs in the Union Township area were discussed. The Bargersville Fire Department shared plans to build around an \$8 million station on the southeast corner of Division and State Road 135. Looking to partner with FCS to get water and utilities in that area.

Bargersville Water Discussion

6. **ADJOURNMENT**

Motion to adjourn the meeting at 2:58 pm. This motion, made by Brett Jones and seconded by Becky Nelson, Passed.

Debbie Gill: Yea, Brett Jones: Yea, Jennifer Mann: Yea, Becky Nelson: Yea, David Yount: Yea

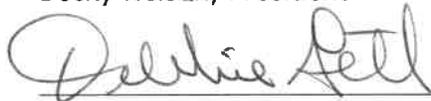
Yea: 5, Nay: 0

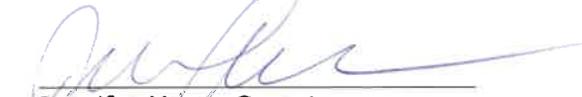
7. 11. I.C. 5-14-9-1

David Yount is an appointed member of the Franklin Community School Corporation Board of School Trustees representing Needham Township appointed by Franklin Community School Board. The date of appointment was January 30, 2025, and the term expires December 31, 2026.

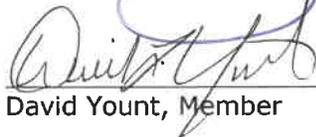
BOARD OF SCHOOL TRUSTEES


Becky Nelson, President


Debbie Gill, Vice President


Jennifer Mann, Secretary


Brett Jones, Member


David Yount, Member



CENTERSTONE

MEMORANDUM OF UNDERSTANDING FRANKLIN COMMUNITY SCHOOLS

AGREEMENT between Franklin Community Schools, hereinafter referred to as FCS, and Centerstone of Indiana, hereinafter referred to as Centerstone, to provide services specified in paragraph 3.

2. Centerstone shall provide services by qualified mental health clinicians in accordance with all applicable federal and state laws and implementing regulations, and in accordance with FCS Board Policy and Procedures.

3. SPECIAL & RELATED SERVICES:

a. Centerstone will provide qualified providers, either a master level mental health professionals and/or care specialist, to deliver mental health services in designated schools. The providers will be available according to the FCS school system daily schedule and school calendar.

b. Centerstone will provide clinical orientation, training opportunities, and administrative and clinical supervision to the providers placed at a school.

c. Centerstone may provide the following array of services on-site at the school as necessary: crisis services, clinical assessment, individual/group/family therapy, individual/group/family life skills training, case management, consultation and education.

d. Centerstone will meet the school requirements of criminal background check and compliance with state and federal statutes regarding paid and volunteer staff working with children.

e. Centerstone will provide a supervisor over school-based providers.

f. Centerstone will be encouraged to use their paid time off during non-school days.

g. Centerstone's management will work/communicate with building principals regarding staff changes and/or restructuring.

i. The parent/guardian must provide written permission to begin services.

4. COMPENSATION:

a. Reimbursement will be sought for services provided to youth with Indiana Medicaid or other providers. This reimbursement will be processed and received by Centerstone.

Delivering care that changes people's lives.

5. TERMS:

a. August 1, 2025 through July 31, 2026.

b. FCS is under no obligation beyond the ending date of this agreement and this agreement can be terminated earlier by either the Superintendent or the FCS Board of Education at their discretion. Termination must be provided by either party in writing and be provided thirty (30) days in advance.

6. Centerstone assumes all responsibility for reporting Contractor employee income to the state and federal authorities.

7. Centerstone assumes all liability for damages due to non-performance, malfeasance, negligence, or injury resulting from its negligence and FCS assumes all liability for damages, malfeasance, negligence, or injury resulting from its negligence.

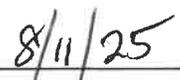
8. Centerstone agrees to maintain program and fiscal documentation for services rendered. Such documentation shall be maintained in accordance with applicable federal and state laws and implementing regulations and FCS Board of Education Policy and Procedures. All program and fiscal documentation are subject to audit. Centerstone assumes fiscal responsibility for preparation of program and fiscal documentation, supplies and materials.

9. FCS will provide a working area, desk, internet access, security pass, and view-only access to any necessary school program.

SIGNATURES: affixed below indicate agreement to the terms and conditions stated herein:



Board of School Trustee
Franklin Community Schools



Date

Centerstone Authorized Official

Date

DONATIONS FOR APPROVAL
August 2025

Creekside Elementary

Amount: \$506

For: Stipend for hosting 2025 Math Bowl

From: IASP

Amount: \$1,100.65

For: Commission for 24/25 school pictures

From: Inter-state Studio & Publishing

Amount: \$742.29

For: Proceeds from community shopping at Kroger

From: Kroger Limited Partnership

Amount: \$661.66

For: Proceeds from community shopping at Kroger

From: Kroger Limited Partnership

Food Service Office

Item: 20 free snowballs

For: promote Country View Summer Meals

From: Lickity Slick Snowballs

Items: Jiffy-Pots, seed & soil

For: Summer Servings Program – kids to plant their own basil seeds

From: Lowes

**Franklin Community School Corporation
2025-2026 Premium Summary and Comparison**

COVERAGE / CHARGE	Exposure Basis	Actual Paid		Comparative		Renewal - AFM/EMC	
		Policy Term 2024-2025		Policy Term 2024-2025		Policy Term 2025-2026	
		Exposures	Premiums	Exposures	Premiums	Exposures	Premiums
Property	<i>Property Values</i>	\$364,156,660	\$305,221	\$371,439,793	\$310,716	\$372,259,022	\$310,801
	<i>Business Income</i>	\$35,368,263	Included	\$35,368,263	Included	\$35,368,263	Included
	<i>Extra Expense</i>	\$5,000,000	Included	\$5,000,000	Included	\$1,000,000	Included
Total Property		\$404,524,923	\$305,221	\$411,808,056	\$310,716	\$408,627,285	\$310,801
Equipment & Machinery Blanket Crime - Chubb			Included In Property \$2,950		Included In Property \$2,950		Included In Property \$2,950
General Liability	<i>Students</i>	4,753	\$75,826	4,753	\$75,826	4,753	\$80,650
	<i>Preschool</i>	203	INCL	203	INCL	203	INCL
	<i>Faculty</i>	318	INCL	318	INCL	318	INCL
	<i>Stadium Sales</i>	\$41,685	INCL	\$41,685	INCL	\$41,685	INCL
	<i>Grandstands</i>	4	INCL	4	INCL	4	INCL
	<i>Swimming Pools</i>	2	INCL	2	INCL	2	INCL
	<i>Diving Boards</i>	2					
	<i>Vacant Land</i>	236	INCL	236	INCL	236	INCL
Law Enforcement Legal	<i>Officers</i>	4	\$2,448	6	\$2,784	6	\$2,709
School Leaders E&O	<i>Students</i>	4,753	\$10,267	4,956	\$10,706	4,956	\$12,783
Sexual Misconduct	<i>Students</i>	4,753	INCL	4,956	INCL	4,956	INCL
Total Liability			\$88,541		\$89,316		\$96,142
Auto	<i>Vehicles & Trailers</i>	117	\$87,931	117	\$90,032	117	\$108,642
Umbrella			\$39,932		\$40,715		\$49,310
Terrorism Charge			INCL		INCL		INCL
TOTAL - Property Casualty Premium			\$524,575		\$533,729		\$567,845
Comparative Premium Difference							\$34,116
Rate Percentage Difference							6.4%

NOTES:

- Actual Paid column shows actual premium paid during the year, including pro-rata premium charges for policy changes processed throughout the year. Note there were four vehicles added during the year and no deletions.
- Comparative column shows annualized effect of premium changes made during the year to show a true rate comparison.

FRANKLIN COMMUNITY SCHOOL CORPORATION
998 Grizzly Cub Drive
Franklin, IN 46131

Student Trip Request Form – Overnight and/or Out of State Trips

Teacher: Jason Hammond-Wood School: FCHS

Date(s) of Trip: April 15 - April 18 Destination Dayton, OH

Departure Time: April 15 @ 6:30pm Return Time: April 19 @ 2:00am

Number of Students: 40 Number of Staff/Chaperones: 10

Purpose of Trip: WGI World Championships Name of Student Group: FCIP

Corporation Cost: NONE Student Cost: \$150

FCSC Vehicles Vehicle Use Approved Commercial Vehicles

List of Trip Activities (Itinerary):

I have attached the 2025 itinerary to serve as an example

Trip

Objectives: Students will compete in WGI World Championships. This is an awesome opportunity to showcase the FCS Bands talent on a national stage!

Pre-Trip Activities Pertaining to the Trip:

Our season begins in November and continues through April. This event would be the culminating performance

Post Trip Summary Activities Pertaining to the Trip:

We will be sure to share our experiences with all stakeholders in Franklin Community!

Principal : Approved Not Approved Sh Initials Date: 8-4-25
Supt. : Approved Not Approved PC Initials Date: 8-5-25
Board : Approved Not Approved Date: 8/11/25

Note: This request must be received at the Superintendent's Office on the Thursday prior to the regular monthly School Board meeting in order to be considered for approval.

Q:fcsc/field trip request

RESOLUTION TO TRANSFER AMOUNT FROM CUB CARE FUND AND INTEREST INCOME TO THE EMPLOYER OF CHOICE FUND

WHEREAS, the Board of School Trustees is the governing body of Franklin Community School Corporation, Johnson County, Indiana, and

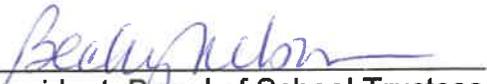
WHEREAS, the State Board of Accounts guidelines allow the Treasurer of each school corporation to establish special funds for the payment of expenses related to specific activities, and

WHEREAS, a special fund has been established to record and track expenses related to the Employer of Choice initiatives that were approved by the School Board in June 2019, and

WHEREAS, it is the schools policy to request approval from the school board for the transfers between funds, and

THEREFORE BE IT RESOLVED, that the Board of School Trustees authorizes the Treasurer of Franklin Community School Corporation to transfer the amounts of **\$44,481.48** from the Cub Care fund and **\$60,000** from Interest Income to the Employer of Choice fund, to properly fund this special fund and allow tracking of expenses related to Employer of Choice activities for the 2025-26 school year.

This resolution was duly made, seconded and adopted this **11th** day of **August**, 2025.



President, Board of School Trustees
Franklin Community School Corporation

ATTEST:



Secretary, Board of School Trustees
Franklin Community School Corporation

Personnel Report 8/11/2025

Changes since 7/14/2025

NAME	BUILDING/POSITION Explanation	EFF. DATE	SALARY
CERTIFIED PERSONNEL			
New Hires			
Christy Epperson	Creekside- Homebound Teacher New position	8/11/2025	\$35.00/hour
Tara Goins	Creekside- 1st Grade Teacher (temporary) Replacing McKenzie Harold resignation	8/4/2025	\$56,250.00
Delanie Gourley	Northwood- Kindergarten Teacher- Long-term sub Replacing Jessica Endris LOA	8/4/2025	LTS pay
Elisha Robertson	FCMS- Writing Teacher- Long-term sub Replacing Kaitlyn Hollis LOA	8/26/2025	LTS pay
Jayla Stigall	FCMS- Science Teacher Replacing Shawnee Harrigan resignation	8/4/2025	\$50,500.00
Gena Swanagan-Frazer	CBIS- Speech Language Pathologist- Part-time Replacing Gena Swanagan-Frazer retirement	8/4/2025	\$70,433.28
Carrie Woodring	Creekside- Homebound Teacher New position	8/11/2025	\$35.00/hour
Staff Changes			
Alexis Wheeler	To: Creekside-Essential Skills Teacher From: FCMS- Special Education Teacher Replacing Ashton Barnhart resignation	8/4/2025	
Resignation/Termination			
Sarah Vincent	Webb- Special Education Teacher Resignation	8/4/2025	
Retirement			
<i>none</i>			
Leave of Absence			
Charles Hessman	FCHS- Technology Teacher FML	8/4/2025-8/18/2025 Tentative	
Renee Poland	FCHS- English Teacher FML	8/4/2025-5/22/2026 Intermittent, tentative	
CLASSIFIED PERSONNEL			
New Hires			
Grace Anderson	FCHS - Student Stage Tech New position	7/28/2025	\$12.00/hour
Taylor Bechert	Northwood - Special Education Assistant New position	8/6/2025	\$15.92/hour
Carsten Bland	FCHS - Student Stage Tech New position	7/28/2025	\$12.00/hour
Chelsea Buergelein	District-wide - Behavior Technician Replacing Danielle Reveal	8/6/2025	\$21.96/hour
Kayla Christian	CBIS - Food Services Replacing Kayleah Rios-Rosas	8/6/2025	\$15.08/hour
Cynthia Densmore	FCHS - Behavior Interventionist Replacing Marcus Smith	8/6/2025	\$20.40/hour

Personnel Report 8/11/2025

Changes since 7/14/2025

NAME	BUILDING/POSITION	EFF. DATE	SALARY
Kasi Dodd	Transportation - Bus Aide Replacing Aleya Mills position change	7/30/2025	\$16.29/hour
Kayla Ellis	Transportation - Sub Bus Driver New position	7/30/2025	\$112.50/day
Megan Engelhardt	Needham - Cub Academy Assistant Replacing Kai Nelson	8/6/2025	\$16.16/hour
Catherine Etter	FCMS - Food Services Replacing Donna Cramer position change	8/6/2025	\$14.21/hour
Brooke Fisher	FCMS - Food Services Replacing Debora Ruddick	8/6/2025	\$14.00/hour
Megan Fox	FCMS - Essential Skills Assistant Replacing Dorinda Herald	8/6/2025	\$16.53/hour
Amber George	FCMS - Essential Skills Assistant Replacing Mackinsie Callahan	8/6/2025	\$17.55/hour
Stephanie Harris	Transportation - Bus Aide Replacing Seong Chang	7/30/2025	\$17.55/hour
Tyler Holt	CBIS - Special Education Assistant Replacing Monica Johnson	8/6/2025	\$17.15/hour
Marni Havener	Creekside - Essential Skills Assistant Replacing Aliviah Tipton	8/6/2025	\$17.55/hour
Elizabeth Hooper-Davis	Transportation - Sub Bus Driver New position	8/6/2025	\$112.50/day
Earleen (Sue) Kincaid	District-wide - Food Service Sub New position	8/6/2025	\$14.00/hour
Claira Knapp	Webb - Cub Academy Assistant Replacing Talia Herscher	8/6/2025	\$16.00/hour
McKaylynn Longest	Transportation - Bus Aide New position	7/22/2025	\$16.29/hour
Brookeline McCorkle	CBIS - Alternative Education Assistant Replacing Lisa Whitlow-Hill	8/6/2025	\$17.55/hour
Christina Overton	Needham - Cub Academy Assistant Replacing Hermina Tafoya	8/7/2025	\$15.90/hour
Lois Roberts	CBIS - ISS Assistant Replacing Tricia Jewell/Monica Johnson	8/6/2025	\$16.16/hour
Ava Robertson	CBIS - Essential Skills Assistant Replacing Patricia McCauley position change	8/6/2025	\$16.29/hour
Drew Titara	Transportation - Sub Bus Driver New position	7/30/2025	\$112.50/day
Taylor Trueblood	District-wide - Cub Academy Sub New position	8/6/2025	\$16.00/hour
Ashten Vinson	District-wide - Occupational Therapist (3.5 days per week)	8/4/2025	\$35,700.00/year

Personnel Report 8/11/2025

Changes since 7/14/2025

NAME	BUILDING/POSITION	EFF. DATE	SALARY
	New position		
Tara Wilson	Creekside - Cafeteria Manager	7/22/2025	\$18.01/hour
	Replacing Diana Porterfield		
	Staff Changes		
Kimberly Barnett	To: FCHS - Athletic Secretary	7/21/2025	\$20.00/hour
	From: Needham - STEM Assistant		
	Replacing Cynthia Martin		
Ethan Demaree	To: Webb & Needham - STEM Assistant (7.5 hours)	8/6/2025	\$20.13/hour
	From: Webb - STEM Assistant (5.5 hours)		
	Replacing Kimberly Barnett position change		
Molly Graham	To: Northwood - Special Education Assistant	8/6/2025	\$15.92/hour
	From: Northwood - Essential Skills Assistant		
	Covering LOA		
Linsay Hinote	To: Webb - Special Education Assistant	8/6/2025	\$16.40/hour
	From: Northwood - Title I Assistant		
	Replacing Ethan Demaree position change		
Katherine Lewis	To: FCMS - Special Education Assistant (7.5 hours per day)	8/6/2025	\$16.24/hour
	From: FCMS - Special Education Assistant (5.5 hours per day)		
	Vacancy coverage		
Jesse Marietta	To: Transportation - Contracted Bus Driver	7/30/2025	\$28.65/hour
	From: Transportation - Bona Fide Bus Driver		
	Replacing Karen Stafford		
Olivia Marrs	To: Creekside - Essential Skills Assistant	8/6/2025	\$16.78/hour
	From: Creekside - 1/2 Essential Skills Asst. and 1/2 Developmental Preschool Asst.		
	New position		
Jack McMahon	To: Transportation - Contracted Bus Driver	7/30/2025	\$32.90/hour
	From: Transportation - Sub Bus Driver		
	Replacing Joetta Camden		
Bobbi Mooshian	To: CBIS - Alternative Education Assistant (7.5 hours per day)	8/6/2025	\$17.29/hour
	From: CBIS - Alternative Education Assistant (5.5 hours per day)		
	Additional hours		
Grace Shepherd	To: Needham - Kindergarten Assistant	8/6/2025	\$16.16/hour
	From: Needham - Alternative Education Assistant		
	Replacing Tracy Hernandez		
Danielle S. Smith	To: Creekside - Food Services	8/6/2025	\$14.21/hour
	From: District-wide - Food Service Sub		
	Replacing Carla Barth		
Jillian Waitkoss	To: Webb - Food Services (5.25 hours per day)	8/6/2025	\$14.77/hour
	From: Webb - Food Services (4.25 hours per day)		
	Replacing Judy Taylor-Oliver		
Tara Wilson	To: FCMS - Cafeteria Manager	7/30/2025	\$19.95/hour
	From: CS - Cafeteria Manager		
	Replacing Melinda Scott		
	Resignation/Termination		
Amber Antle	Webb - Special Education Assistant	8/15/2025	
	Resignation		

Personnel Report 8/11/2025

Changes since 7/14/2025

NAME	BUILDING/POSITION	EFF. DATE	SALARY
Will Brewer	Transportation - Bona Fide Bus Driver Employer terminated	7/30/2025	
Allison Dillender	Needham - Cub Academy Sub Resignation	5/30/2025	
Amber Fikes	Creekside - Special Education Assistant Resignation	7/24/2025	
Tracy Hernandez	Needham - Cub Academy Summer Assistant Needham - Cub Academy Sub Needham - Kindergarten Assistant Resignation	6/27/2025	
Kameron Jennings	Webb - Cub Academy Assistant Resignation	7/24/2025	
Monica Johnson	CBIS - Special Education Assistant Resignation	7/25/2025	
Katherine Mahurin	District-wide - Food Services Sub Union - Part-time Custodian Resignation	8/15/2025	
Shelby Porter	District-wide - Food Services Sub Resignation	7/31/2025	
Debora Ruddick	FCHS - Food Services Resignation	7/21/2025	
Dawn Staggs	FCHS - Essential Skills Assistant Resignation	8/1/2025	
Erianna Wagner	Webb - Cub Academy Assistant Resignation	7/24/2025	
Christy Williams	Transportation - Bus Aide Resignation	7/18/2025	
Retirement			
Karen Stafford	Transportation - Contracted Bus Driver Retirement	7/18/2025	17 years of service
Leave of Absence			
Melissa LaMastus	Union - Cub Academy Assistant FML	8/6/2025 - unknown	
ECA			
New Hires			
Kayla Craft	FCMS- 7th Grade Volleyball Coach Replacing Monique Sullivan resignation	8/6/2025	ECA Stipend
Cassie Elser	FCMS- Riley Dance Marathon Replacing Carly Geis resignation	8/6/2025	ECA Stipend
Cassidy Hunter	FCMS- Yearbook Replacing Casey McBrier resignation	8/6/2025	ECA Stipend
Nermina Hurtic	CBIS- Yearbook Replacing Tamara Schneider resignation	8/6/2025	ECA Stipend

Personnel Report 8/11/2025

Changes since 7/14/2025

NAME	BUILDING/POSITION	EFF. DATE	SALARY
Logan Liffick	CBIS- Math Bowl	8/6/2025	ECA Stipend
	Replacing Elizabeth Findley resignation		
Kimberly Mayes	FCMS- Robotics	8/6/2025	ECA Stipend
	Vacant position		
Jeffrey McCrary	CBIS- PLC Leader	8/6/2025	ECA Stipend
	Replacing Bria Kirkham resignation		
Logan Parker	FCMS- PLC Leader	8/6/2025	ECA Stipend
	Replacing Kaitlyn Hollis resignation		
Grace Perkins	FCMS- PLC Leader	8/7/2025	ECA Stipend
	Replacing Matthew Lee resignation		
Grace Perkins	FCMS- Team Lead	8/6/2025	ECA Stipend
	Replacing Shawnee Harrigan resignation		
Lauren Pfister	FCMS- PLC Leader	8/6/2025	ECA Stipend
	Replacing Shanna Gaunt resignation		
Madison Purcell	CBIS- Intramural Sports Coach	8/6/2025	ECA Stipend
	Replacing Chanda DeHart resignation		
Gregory Quagliara	CBIS- PLC Leader	8/6/2025	ECA Stipend
	Replacing Elizabeth Findley resignation		
Katherine Rodriguez	FCMS- Student Council	8/6/2025	ECA Stipend
	Replacing Casey McBrier resignation		
Allyson Sever	FCMS- Team Lead	8/6/2025	ECA Stipend
	Replacing Nicole Syester resignation		
Jack Sells	FCMS- Girls Cross Country Assistant Coach	8/6/2025	ECA Stipend
	Replacing Jonathan Kowalczyk resignation		
Victoria Smith	FCMS- Girls Soccer Varsity Coach	7/24/2025	ECA Stipend
	Replacing Garrett Belden resignation		
Emma Sullivan	FCMS- Girls Volleyball Freshman Coach	8/6/2025	ECA Stipend
	Replacing Kylie Nuthak resignation		
Madison Taylor	FCMS- PLC Leader	8/6/2025	ECA Stipend
	Replacing Elisabeth Russell resignation		
Matthew Thomas	FCMS- PLC Leader	8/6/2025	ECA Stipend
	Replacing Nicole Syester resignation		
Sarah Vincent	FCMS- Girls Soccer Assistant Coach	7/24/2025	ECA Stipend
	Replacing Piper Belden resignation		
Lisa Whitlow-Hill	CBIS- Club Sponsor	8/6/2025	ECA Stipend
	Replacing Tyler Holt resignation		
Lisa Whitlow-Hill	CBIS- Yearbook	8/6/2025	ECA Stipend
	Replacing Chanda DeHart resignation		
Staff Changes			
Brennon Caesar	To: FCMS- 8th Grade Boys Basketball Assistant Coach	8/6/2025	ECA Stipend
	From: FCMS- 7th Grade Boys Basketball Assistant Coach		
	Replacing Danijel Hrvat position change		
Javin Drake	To: FCMS- Baseball Varsity Coach	8/6/2025	ECA Stipend

Personnel Report 8/11/2025

Changes since 7/14/2025

NAME	BUILDING/POSITION	EFF. DATE	SALARY
Amber Roessler	FCMS- Team Lead	6/30/2025	
	Resignation		
Elisabeth Russell	FCMS- PLC Leader	6/30/2025	
	Resignation		
Tamara Schneider	CBIS- Yearbook	7/15/2025	
	Resignation		
Nicole Syester	FCMS- Team Lead	6/30/2025	
	Resignation		
Nicole Syester	FCMS- PLC Leader	6/30/2025	
	Resignation		
Tyler Urban	FCHS- Baseball Assistant Coach	7/11/2025	
	Resignation		
Sarah Vincent	FCHS- Girls Soccer Assistant Coach	8/4/2025	
	Resignation		

Resignation: Received letter from employee stating termination of employment with FCSC

LTS = Long Term Substitute

SWP = Suspension With Pay

SWOP = Suspension With Out Pay

FML = Family Medical Leave

FTE = Full Time Equivalent

LOA = Leave of Absence

NAME	BUILDING/POSITION Explanation	EFF. DATE	SALARY
	*** Addendum ***		
CERTIFIED PERSONNEL			
<i>New Hires</i>			
Riley Mahan	FCMS- Agriculture Teacher (part-time)- Long-term sub New position	08/12/25	LTS pay
<i>Staff Changes</i>			
Tyler Holt	To: CBIS- Special Education Teacher From: CBIS- Special Education Assistant Replacing Geoffrey Korf resignation	8/18/2025	\$50,500.00
<i>Resignation/Termination</i>			
Geoffrey Korf	CBIS- Special Education Teacher Resignation	9/5/2025	
<i>Retirement</i>			
<i>none</i>			
<i>Leave of Absence</i>			
<i>none</i>			
CLASSIFIED PERSONNEL			
<i>New Hires</i>			
Meredith (Paige) Bratton	FCMS - Alternative Education Assistant Replacing Jonathan Crouch	8/6/2025	\$17.55/hour
Yadira Calderon-Valadez	Webb - Cub Academy Assistant Replacing Eriana Wagner/Kameron Jennings	8/8/2025	\$16.00/hour
Amanda Sturges	CBIS - Special Education Assistant Replacing Zachary Chandler	8/12/2025	\$16.85/hour
<i>Staff Changes</i>			
James Bowman	To: Transportation - Contracted Bus Driver From: Transportation - Bus Aide Replacing Brandi Harmon position change	8/6/2025	\$27.25/hour
Amanda C Jones	To: Transportation - Hourly Bus Driver From: Transportation - Sub Bus Driver Replacing Brittany Floyd	8/11/2025	\$27.25/hour
Drew Titara	To: Transportation - Contracted Bus Driver From: Transportation - Bus Aide Replacing David Lowe	8/6/2025	\$27.25/hour
<i>Resignation/Termination</i>			
Stacey Eads	Transportation - Sub Bus Driver Resignation	8/1/2025	
<i>Retirement</i>			
<i>none</i>			
<i>Leave of Absence</i>			
Thomas Danz	Transportation - Contracted Bus Driver FML	8/6/2025 - unknown	
<i>ECA</i>			
<i>New Hires</i>			
<i>none</i>			

NAME	BUILDING/POSITION	EFF. DATE	SALARY
Staff Changes			
<i>none</i>			
Resignation/Termination			
**Acronym Key Guide			

Quit: No notice was given by the employee - quit either by phone or in person effective immediately
Resignation: Received letter from employee stating termination of employment with FCSC
LTS = Long Term Substitute
SWP= Suspension With Pay
SWOP = Suspension With Out Pay
FML = Family Medical Leave
FTE = Full Time Equivalent
LOA = Leave of Absence

FRANKLIN COMMUNITY SCHOOL CORPORATION

SALARY SCHEDULE FOR CERTIFIED STAFF

This schedule is used one time only to establish an employee's starting salary based on experience and education. Placement of any new hire beyond the listed range must receive prior approval from the Superintendent and the Chief Financial Officer. Annual salary increases are awarded to Highly Effective and Effective employees based on available funds

<u>SALARY SCHEDULE</u>	<u>POSITION</u>	<u>BENEFIT SCHEDULE</u>	<u>DAYS PER YEAR</u>	<u>HOURS PER DAY</u>	<u>NEW STARTING RANGE</u>	<u>BOARD APPROVED</u>	<u>NOTES</u>
114	Speech Language Pathologist	15	184	7.75	\$57,000 - \$85,000 annually		

FRANKLIN COMMUNITY SCHOOL CORPORATION

SALARY SCHEDULE FOR CERTIFIED STAFF

This schedule is used one time only to establish an employee's starting salary based on experience and education. Placement of any new hire beyond the listed range must receive prior approval from the Superintendent and the Chief Financial Officer. Annual salary increases are awarded to Highly Effective and Effective employees based on available funds

<u>SALARY SCHEDULE</u>	<u>POSITION</u>	<u>BENEFIT SCHEDULE</u>	<u>DAYS PER YEAR</u>	<u>HOURS PER DAY</u>	<u>NEW STARTING RANGE</u>	<u>BOARD APPROVED</u>	<u>NOTES</u>
113	School Psychologist	15	184	7.75	\$60,000 - \$95,000 annually		

August 2025 Board Meeting

“October 2025” Software Renewals

- **Komputrol**
 - **\$2,855.00**
- **Freund Resources**
 - **396.00**

**Superintendent Annual Memberships
2025-2026 School Year**

American Association of School Administrators (AASA)
Association for Supervision and Curriculum Development (ASCD)
District Administration Leadership Institute (DALI)
Franklin Chamber of Commerce
Indiana Association of Public School Superintendents (IAPSS)
Indiana Association of School Business Officials (IASBO)
Indiana School Board Association (ISBA)
National School Board Association (NSBA)
National School Public Relations Association (NSPRA)

August 2025
Surplus

Webb Elementary: 15-22 Teacher Desks



Energy Update

2024



All Utility 3 Year Total Cost

2024 - \$1,731,993

2023 - \$1,790,021

2022 - \$2,048,152

2024 was a good year in comparison to 2023 (-\$58,028) and our previous baseline of 2012 (-\$150,526)



Natural Gas Usage/Cost

2024 - 375,708 THERM = \$217,244

2023 - 381,069 THERM = \$224,815

2022 - 518,755 THERM = \$295,325



Electricity Usage/Cost

2024 - 11,843,014 kWh = \$1,265,538

2023 - 12,380,855 kWh = \$1,376,179

2022 - 12,136,799 kWh = \$1,576,655

Year	Usage	kWh Cost	Total Elec. Cost
2013	12,003,155	\$0.09	\$1,132,919
2014	11,985,113	\$0.10	\$1,208,788
2015	12,087,633	\$0.09	\$1,108,119
2016	12,621,510	\$0.09	\$1,152,991
2017	11,499,264	\$0.10	\$1,118,314
2018	12,396,380	\$0.10	\$1,200,775
2019	12,855,462	\$0.10	\$1,286,055
2020	10,832,063	\$0.09	\$1,022,054
2021	12,927,377	\$0.10	\$1,330,076
2022	12,136,799	\$0.13	\$1,576,655
2023	12,380,856	\$0.11	\$1,376,179
2024	11,843,013	\$0.11	\$1,265,538
Avg. W/O 20&21	12,180,919	\$0.10	\$1,242,633
2025 Example	12,180,919	\$0.12	\$1,461,710

I shared this last year and have updated it for this presentation. Duke has now shared the rate increase information, 10% for 2025, and it is already visible in our early 2025 bills. In March we paid \$0.122 per kWh. Duke will also have a 4% increase in 2026, but there could be some small offsets.



Equipment Replacement Paying Off

FCHS - 3 new chillers = June/July/Aug usage down 317,597 kWh vs 2023

Translates to \$34,000

Creekside - New HP's and HX units = 2024 Usage down 109,629 kWh vs 2023

Translates to \$12,059

Northwood - New HP's and HX units = 2024 Usage down 220,502 kWh vs 2023

Translates to \$24,255 (NW Contractor ran AC 24/7 summer 2023)

Sewer Usage Credits

2013-2024 Total = 30,123,883 gallons

2013-2024 Total Credit = \$93,082.80

2013-2024 Average = \$7,756.90

Yearly Expenses vs Baseline

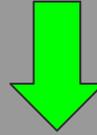
Baseline Year 2012 All Utilities Cost \$1,882,519

2024 All Utilities Cost \$ 1,731,993

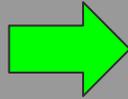
\$150,526



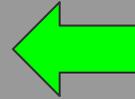
Average Annual Savings: \$240,495



12YR Cost Avoidance



\$2,885,945



Financial Report for Month Ending		June 30, 2025			
BUDGET		2025 Budget	Amts. Exp. to Date	Unexpended Balance	% Spent
EDUCATION FUND					
1100000	Regular Programs	\$22,583,191.00	\$11,373,845.57	11,209,345.43	50.36%
1200000	Special Programs	\$5,675,566.00	\$2,826,387.75	2,849,178.25	49.80%
1390000	Finish Strong Program	\$101,969.00	\$42,648.30	59,320.70	41.82%
1400000	Summer School	\$59,075.00	\$19,566.50	39,508.50	33.12%
1600000	Remediation	\$20,000.00	\$9,450.00	10,550.00	47.25%
1700000	Payments to Other Gov. Units	\$1,120,000.00	\$663,513.75	456,486.25	59.24%
2100000	Support Serv. Students	\$4,228,041.00	\$2,170,689.12	2,057,351.88	51.34%
2200000	Support Serv. Instruction	\$853,664.90	\$426,658.04	427,006.86	49.98%
2400000	Support Serv. School Admin.	\$3,223,343.00	\$1,645,226.28	1,578,116.72	51.04%
2500000	Curricular Materials	\$1,036,042.00	\$823,011.82	213,030.18	79.44%
3300000	Athletic Coaches	\$583,223.00	\$295,452.90	287,770.10	50.66%
REFERENDUM FUND					
1100000	Regular Programs	\$490,731.00	\$77,090.31	413,640.69	15.71%
1200000	Special Programs	\$534,116.00	\$244,039.11	290,076.89	45.69%
1600000	Remediation	\$398,367.00	\$189,853.94	208,513.06	47.66%
2100000	Support Serv. Students	\$17,778.00	\$0.00	17,778.00	0.00%
2600000	Operations (Custdl/Grounds/Maint)	\$5,949,664.00	\$2,590,727.17	3,358,936.83	43.54%
4700000	Equipment Purchases	\$10,000.00	\$0.00	10,000.00	0.00%
53000	Debt. Serv. Lease Rentals	\$16,940,000.00	\$8,470,000.00	8,470,000.00	50.00%
59200	Debt Serv Bond Bank Fee/Agent	\$1,700.00	\$0.00	1,700.00	0.00%
OPERATIONS FUND					
23000	Support Serv. Gen. Admin.	\$1,186,073.00	\$481,124.92	704,948.08	40.56%
25000	Support Serv. Business/Technology	\$3,216,358.42	\$1,635,158.76	1,581,199.66	50.84%
26000	Operation/Maint of Plant Serv.	\$2,865,974.00	\$1,614,441.19	1,251,532.81	56.33%
27000	Transp. Support Serv.	\$3,886,145.00	\$2,267,144.27	1,619,000.73	58.34%
27400	Bus Replacement	\$0.00	\$0.00	0.00	0.00%
43000	Professional Services	\$20,000.00	\$12,600.00	7,400.00	63.00%
45000	Bldg Improvements/Equip Rental	\$116,000.00	\$20,462.00	95,538.00	17.64%
47000	Equipment Purchases	\$108,650.00	\$29,588.59	79,061.41	27.23%
49000	Emergency Allocation	\$0.00	\$0.00	0.00	0.00%
53000	Bus Lease	\$369,532.00	\$184,766.32	184,766.68	50.00%
	Rainy Day	\$250,000.00	\$98,352.60	151,647.40	39.34%
TOTALS		\$75,845,203.32	\$38,211,799.21	37,633,404.11	50.38%
60100	ED Trans from One Fund to Another	\$1,873,698.16	\$1,873,698.16	0.00	
60200	ED Loans from One Fund to Another			0.00	
60100	DS Trans from One Fund to Another			0.00	
60100	OP Transfers from One Fund to Another	\$3,750.00	\$3,750.00	0.00	
60100	RD Transfers from One Fund to Another			0.00	
60200	RD Loans from One Fund to Another			0.00	
TOTALS		\$77,722,651.48	\$40,089,247.37	37,633,404.11	
FUNDS					
	Education Fund	\$39,484,114.90	\$20,296,450.03	19,187,664.87	51.40%
	Referendum Fund	\$7,400,656.00	\$3,101,710.53	4,298,945.47	41.91%
	Debt. Serv. Fund	\$16,941,700.00	\$8,470,000.00	8,471,700.00	49.99%
	Operations Fund	\$11,768,732.42	\$6,245,286.05	5,523,446.37	53.07%
	Rainy Day	\$250,000.00	\$98,352.60	151,647.40	0.00%
TOTALS		\$75,845,203.32	\$38,211,799.21	37,633,404.11	50.38%
ACTUAL CASH AND BANK BALANCES					
	Jan. 1, 2025 Balance on Hand	Misc. Receipts	Amts. Exp. to Date	Balance on Hand	
EDUCATION FUND	\$4,045,204.21	\$20,745,878.93	\$22,170,148.19	2,620,934.95	
REFERENDUM	\$1,791,163.27	\$3,426,530.91	\$3,101,710.53	2,115,983.65	
Debt.Serv.	\$2,731,859.94	\$10,540,368.20	\$8,470,000.00	4,802,228.14	
OPERATIONS FUND	\$3,500,537.93	\$6,623,733.48	\$6,249,036.05	3,875,235.36	
Rainy Day Fund	\$4,768,103.75	\$407,507.36	\$98,352.60	5,077,258.51	
Rainy Day 2013 East Side Property Proceed	\$1,618,000.00	\$0.00	\$0.00	1,618,000.00	
2022 LEASE BOND	\$93.40	\$0.00	\$93.40	0.00	
2025 PRE-K BOND	\$0.00	\$3,800,000.00	\$2,359,980.20	1,440,019.80	
School Lunch	\$1,109,546.24	\$1,798,274.87	\$1,911,458.59	996,362.52	
Levy Excess	\$0.00	\$0.00	\$0.00	0.00	
SPED SHARED SERVCS	\$0.00	\$0.00	\$132,904.24	(132,904.24)	
Cub Care	\$45,837.76	\$1,057.94	\$0.00	46,895.70	
SCIST	\$0.00	\$12,300.00	\$12,300.00	0.00	
Cub Academy	\$256,803.62	\$293,827.23	\$307,148.81	243,482.04	
Cub Quest	\$56,314.25	\$33,905.88	\$4,316.00	85,904.13	
CITY IT SUPPORT	\$21,392.18	\$17,499.98	\$18,697.04	20,195.12	
EMPLOYER OF CHOICE	\$125,103.86	\$33,095.32	\$46,530.66	111,668.52	
KUJI JAPAN TRIP	\$0.00	\$0.00	\$0.00	0.00	
E & H STUDENT TRIP	(\$2,192.97)	\$3,200.00	\$0.00	1,007.03	
NAT PARK STUDENT TRIP	\$0.00	\$5,000.00	\$982.62	4,017.38	
FOOD SERV CATERING	\$0.00	\$19,101.54	\$15,828.81	3,272.73	
Ed. Lic. Plates	\$2,598.75	\$225.00	\$0.00	2,823.75	
Misc 1900	\$0.00	\$0.00	\$0.00	0.00	
Donations & Misc 2000	\$208,683.50	\$118,310.56	\$147,135.98	179,858.08	
PAC	\$355,698.30	\$244,585.96	\$252,218.31	348,065.95	
St Grants 3000	\$672,926.33	\$331,687.76	\$368,915.75	635,698.34	
Fed Grants 4000-6999	(\$533,749.76)	\$1,851,791.64	\$1,353,564.90	(35,523.02)	
TOTALS	\$20,773,924.56	\$50,307,882.56	\$47,021,322.68	24,069,140.86	
Ins Clearing Acct (Early Retirees)				20.96	
Unremitted Deductions				8,635.46	
TOTALS	\$20,773,924.56			24,069,140.86	
DEPOSITORY					
				Balance on Hand	
First Merchants Bank				\$24,114,079.95	
Prepaid Food Accounts				\$44,939.09	
TOTALS				\$24,069,140.86	

ECA ACCOUNTS - FINANCIAL REPORT FOR MONTH ENDING				June 30, 2025
	JULY 1, 2024 Balance on Hand	CASH RECEIPTS	CHECK REQUESTS	BALANCE ON HAND
CREEKSIDE ELEMENTARY	\$27,831.99	\$37,922.61	\$38,718.44	27,036.16
CUSTER BAKER INT SCHOOL	\$41,658.75	\$88,391.57	\$94,569.54	35,480.78
FRANKLIN COMM HIGH SCHL	\$267,250.39	\$754,889.78	\$711,249.29	310,890.88
FRANKLIN COMM MID SCHL	\$165,307.52	\$267,431.41	\$234,359.86	198,379.07
NEEDHAM ELEMENTARY	\$5,808.05	\$33,565.68	\$34,202.42	5,171.31
NORTHWOOD ELEMENTARY	\$38,194.62	\$39,506.22	\$51,664.63	26,036.21
UNION ELEMENTARY	\$6,574.10	\$16,860.92	\$16,015.38	7,419.64
WEBB ELEMENTARY	\$5,290.49	\$24,601.36	\$23,392.63	6,499.22
TOTAL ECA ACCOUNTS	\$557,915.91	\$1,263,169.55	\$1,204,172.19	616,913.27

CORPORATION FINANCIAL REPORTS
2nd Quarter Ending June 30, 2025

[-----Cash Flow Results-----]

Fund	Beginning Balance 1/1/2025	Plus: Revenue/ Transfers In 6/30/2025	Minus: Expenditures 6/30/2025	Minus: Transfers to Operation Fund 6/30/2025	Fund Balance 6/30/2025	Notes
Education Fund	\$ 4,045,204	\$ 20,745,879	\$ 20,296,450	\$ 1,873,698	\$ 2,620,935	
Operations Fund	\$ 3,500,538	\$ 6,623,733	\$ 6,249,036	\$ -	\$ 3,875,235	
Referendum Fund	\$ 1,791,163	\$ 3,426,531	\$ 3,101,711	\$ -	\$ 2,115,983	
Debt Service Fund	\$ 2,731,860	\$ 10,540,368	\$8,470,000	\$0.00	\$ 4,802,228	
Totals	\$ 12,068,765	\$ 41,336,511	\$ 38,117,197	\$ 1,873,698	\$ 13,414,381	

Comparison To Previous Year

Fund	Beginning Balance 1/1/2024	Plus: Revenue/ Transfers In 6/30/2024	Minus: Expenditures 6/30/2024	Minus: Transfers to Operation Fund 6/30/2024	Fund Balance 6/30/2024	Notes
Education Fund	\$ 3,714,090	\$ 20,007,496	\$ 18,673,604	\$ 1,755,251	\$ 3,292,731	
Operations Fund	\$ 2,678,500	\$ 7,208,777	\$ 6,264,535	\$ -	\$ 3,622,742	
Referendum Fund	\$ 2,305,533	\$ 3,324,050	\$ 2,867,994	\$ -	\$ 2,761,589	
Debt Service Fund	\$ 2,792,117	\$ 9,797,618	\$8,702,313	\$0.00	\$ 3,887,422	
Totals	\$ 11,490,240	\$ 40,337,941	\$ 36,508,446	\$ 1,755,251	\$ 13,564,484	

Important Comparisons:

Increase in Starting Fund Balance for Education/Operations/Referendum Fund from 2024 vs 2025	\$ 638,782
Increase in Revenues for Education/Operations/Referendum Fund in 2025	\$ 255,820
Increase in Expenses for Education/Operations/Referendum Fund in 2025	\$ 1,841,064
Fund Balance Decrease for all Funds; maintaining fund balances	\$ (150,103)
Decrease in 6-30 Fund Balance for Education/Operations/Referendum Fund 2024 vs 2025	\$ (1,064,909)

CORPORATION FINANCIAL REPORTS
2nd Quarter Ending June 30, 2025

[-----Budget Results-----]

Fund	Budget Total	Expenditure Total	Budget Remaining	% Spent	Notes:
Education Fund	\$ 39,484,115	\$ 20,296,450	\$ 19,187,665	51%	
Operations Fund	\$ 11,768,732	\$ 6,245,286	\$ 5,523,446	53%	
Referendum Fund	\$ 7,400,656	\$ 3,101,711	\$ 4,298,945	42%	
Debt Service Fund	\$ 16,941,700	\$8,470,000	\$8,471,700	50%	
Totals	\$ 75,595,203	\$ 38,113,447	\$ 37,481,756	50%	

Comparison To Previous Year

Fund	Budget Total	Expenditure Total	Budget Remaining	% Spent	Notes:
Education Fund	\$ 36,824,246	\$ 18,673,604	\$ 18,150,642	51%	
Operations Fund	\$ 11,600,119	\$ 6,264,535	\$ 5,335,584	54%	
Referendum Fund	\$ 5,546,086	\$ 2,617,234	\$ 2,928,852	47%	
Debt Service Fund	\$ 17,410,038	\$8,702,313	\$8,707,725	50%	
Totals	\$ 71,380,489	\$ 36,257,686	\$ 35,122,803	51%	

Important Comparisons:

Total Budget Increase 2024 vs 2025	\$ 4,214,714	\$2.6M increase in Ed Fund & \$1.8M increase in Ref fund; stipends for all employees budgeted in referendum
Education Fund Spending at an Increased Rate in 2025	\$ 1,622,846	Pay raises; transitioning teaching positions from ESSER

Budget Workshop 2026



Timelines for the 2026 Budget Approval Process

August 11, 2025

School Board Workshop on the Proposed 2026 Budget
Requesting permission from the board to advertise
Notice of Hearing for the 2026 Budget by August 27th

September 8, 2025

1)**Public Hearing** on the 2026 Budget.
2)Approval of the 2026 Capital Projects and Bus Replacement Plans

October 20, 2025

School Board **Adoption** of the 2026 Budget

November 7, 2025

Adopted Budget due to the County Auditor and the
Department of Local Government Finance

LEGISLATIVE UPDATES



State Requirements

Districts are required to spend at least 62% of “Total Tuition Support” on teacher salaries



School Yr 23-24 = 64.10%

School Yr 24-25 = 67.55%

Funding Floor for teacher salaries required to remain = to or > than previous year



School Yr 23-24 = \$17,577,828

School Yr 24-25 = \$17,972,966

Projected Outcomes for Budget 2025



Projected Year End Results for 2025

	<u>Beginning Balance</u>	<u>Estimated Ending Balance</u>	<u>Difference</u>
Education Fund	\$4,045,204	\$3,449,797	(\$ 595,407)
Operations Fund	\$3,500,538	\$3,280,147	(\$ 220,391)
Referendum Fund	\$1,791,163	\$1,014,164	(\$ 776,999)
Debt Service	\$2,731,860	\$4,866,826	\$ 2,134,966

Board Goal(15%)

Education FB + Operations FB + Rainy Day FB

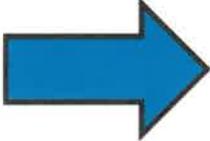
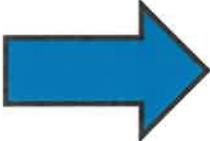
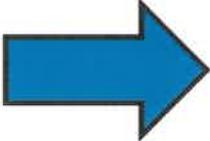
Total Budget Education + Operations

= 25.71%

PROPOSED BUDGET 2026



Significant Changes in Revenue 2026

		<u>Projected Increases</u>
Education Fund Based on 4883 in person + 120 Virtual students with a 2.6% increase		\$1,208,983
Operating Fund Levy Increase <u>CAPPED</u> at 4%		\$346,640
Referendum Fund Levy No CAP in 2026; Increased based on \$0.23 rate		\$446,298

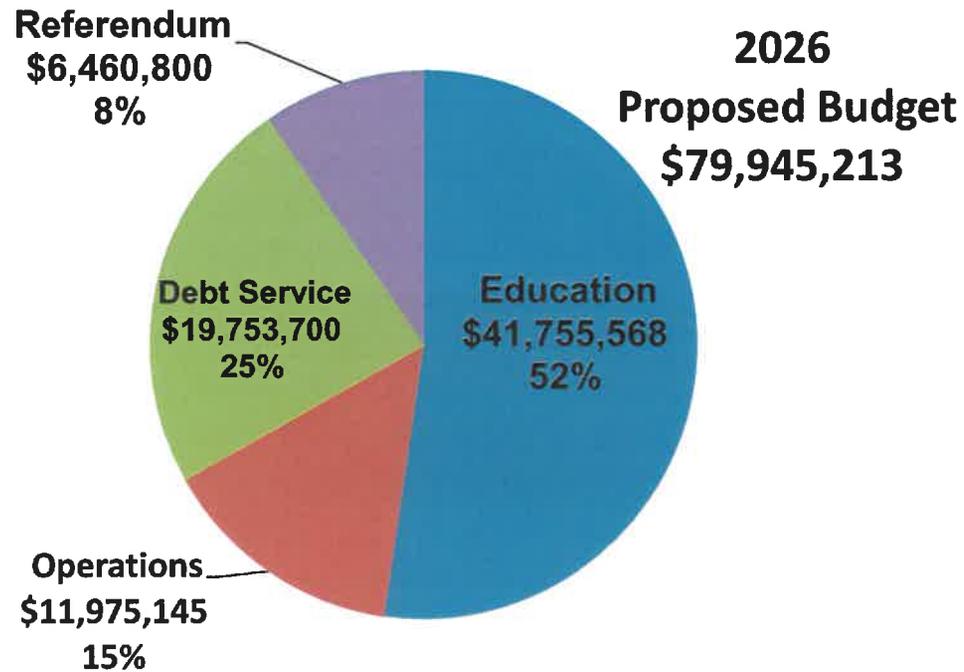
Revenue/Savings Opportunities for 2026+

- Increasing Enrollment in Virtual School
- New home builds in district
- Partnerships like Spendbridge to identify Savings
- Shared services from to other districts
- Increased funding for Special Education
- Study of staffing levels and programming
- Increased efficiency in utilities with upgrades in infrastructure

Increased Costs for 2026

- Projected Increases in Salaries to Remain Competitive
- Transition of ESSER Grant Fund Positions
- Reading Cadre
- Health Care Premiums(3% Increase)
- Increased Costs for Central Nine Career Center(2.5% Increase)
- Increased Liability Insurance(6.4%)
- Increased Enrollment and Expenses in Special Education Programs
- Alternative Education Programming
- Virtual School
- Transportation(aging fleet, increased demand, fuel costs, overtime)
- Textbook/Curricular Resources
- Decreased financial support for nurses & athletic trainer from Johnson Memorial Hospital

Proposed 2026 Budget



Student-Centered • Innovative 

Proposed Budget for 2026

	Estimated Revenue & Transfers	2026 Requested Budget	Fund Balance Needed	Notes
Education Fund	\$ 41,553,386	\$ 41,755,568	\$ (202,182)	Pay Raises
Operations Fund	\$ 11,975,145	\$ 11,975,145	\$ (0)	
Debt Service Fund	\$ 17,747,008	\$ 19,753,700	\$ (2,006,692)	
Referendum Fund	\$ 6,304,954	\$ 6,460,800	\$ (155,846)	
Total	\$ 77,580,493	\$ 79,945,213	\$ (2,364,720)	

Proposed Budget for 2026

	Estimated	Estimated Fund	Total Funding	2026 Requested	Est Fund Balance
	Revenue	Balance 12-31-25	Available	Budget	Remaining 12-31-26
Education	\$ 41,553,386	\$ 3,449,797	\$ 48,278,183	\$ 41,755,568	\$ 3,248,918
Operations	\$ 11,975,145	\$ 3,280,147	\$ 15,255,292	\$ 11,975,145	\$ 3,280,147
Debt Service	\$ 17,747,008	\$ 4,866,826	\$ 22,609,096	\$ 19,753,700	\$ 2,544,300
Referendum	\$ 6,304,954	\$ 1,014,164	\$ 7,319,118	\$ 6,460,800	\$ 882,850
Total	\$ 77,580,493	\$ 12,610,934	\$ 93,461,689	\$ 79,945,213	\$ 9,956,215

Board Goal(15%)
Education FB + Operations FB + Rainy Day FB
 Total Budget Education + Operations
= 21.88%

TAX RATES



Past and Present Assessed Valuations

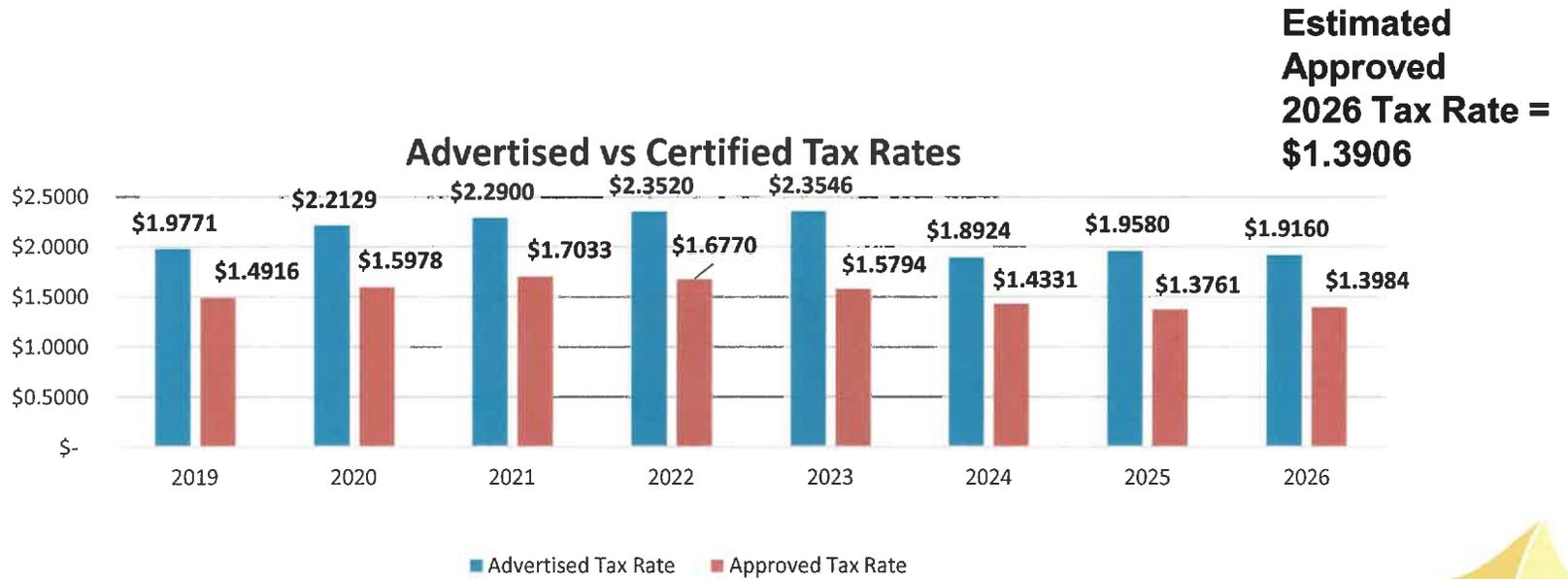
<u>Tax Year</u>	<u>Assessed Valuation</u>	<u>Amount of Change</u>	<u>Percent</u>
2021	\$1,518,385,211	\$ 71,539,523	4.94%
2022	\$1,638,200,577	\$ 119,815,366	7.89%
2023	\$1,945,879,789	\$ 307,679,212	18.78%
2024	\$2,024,392,559	\$ 78,512,770	4.03%
2025	\$2,269,183,574	\$ 227,014,535	11.10%
2026	??????-Was due August 1st		

Requested Tax Rates for 2026

	<u>Total Requested</u>	<u>Anticipated Approval</u>
Operations	\$0.5262	\$0.3972
Debt Service	\$1.0369	\$0.7712
Referendum	<u>\$0.3529</u>	<u>\$0.2300</u>
Total Requested	\$1.9160	\$1.3984



Historical Tax Rates-Advertised vs Approved



NOTICE TO TAXPAYERS

The Notice to Taxpayers is available online at www.budgetnotices.in.gov or by calling (888) 739-9826.

Complete details of budget estimates by fund and/or department may be seen by visiting the office of this unit of government at **998 GRIZZLY CUB DRIVE, FRANKLIN, IN 46131**.

Notice is hereby given to taxpayers of **FRANKLIN COMMUNITY SCHOOL CORPORATION, Johnson County, Indiana** that the proper officers of **FRANKLIN COMMUNITY SCHOOL CORPORATION** will conduct a public hearing on the year **2026** budget. Following this meeting, any ten or more taxpayers may object to a budget, tax rate, or tax levy by filing an objection petition with the proper officers of **FRANKLIN COMMUNITY SCHOOL CORPORATION** not more than seven days after the hearing. The objection petition must identify the provisions of the budget, tax rate, or tax levy to which taxpayers object. If a petition is filed, **FRANKLIN COMMUNITY SCHOOL CORPORATION** shall adopt with the budget a finding concerning the objections in the petition and testimony presented. Following the aforementioned hearing, the proper officers of **FRANKLIN COMMUNITY SCHOOL CORPORATION** will meet to adopt the following budget:

Public Hearing Date	Monday, September 8, 2025	Adoption Meeting Date	Monday, October 20, 2025
Public Hearing Time	6:00 PM	Adoption Meeting Time	6:00 PM
Public Hearing Location	625 GRIZZLY CUB DRIVE, FRANKLIN, IN 46131	Adoption Meeting Location	625 GRIZZLY CUB DRIVE, FRANKLIN, IN 46131
Est. School Operations Max Levy	\$9,012,645		
Property Tax Cap Credit Estimate	\$4,412,600		

1 Fund Name	2 Budget Estimate	3 Maximum Estimated Funds to be Raised (including appeals and levies exempt from maximum levy limitations)	4 Excessive Levy Appeals	5 Current Tax Levy	6 Levy Percentage Difference (Column 3 / Column 5)
0022-REFERENDUM FUND - EXEMPT OPERATING - POST 2009	\$6,460,800	\$7,564,370	\$0	\$5,353,053	41.31%
0061-RAINY DAY	\$500,000	\$0	\$0	\$0	
0180-DEBT SERVICE	\$19,753,700	\$20,000,000	\$0	\$17,745,016	12.71%
3101-EDUCATION	\$41,755,568	\$0	\$0	\$0	
3300-OPERATIONS	\$11,975,145	\$10,150,000	\$0	\$8,663,743	17.15%
Totals	\$80,445,213	\$37,714,370	\$0	\$31,761,812	

**RESOLUTION TO ADOPT THE CAPITAL PROJECTS FUND PLAN
Budget Year 2026**

This resolution is adopted by the Board of Trustees of the School Corporation below:

School Corporation Name: Franklin Community Schools
County: Johnson

WHEREAS, A Capital Project Plan has been established; and

WHEREAS, the Board of Trustees is required under IC 20-40-18-6 to adopt a plan for the Capital Project Plan; and

WHEREAS, the Board of Trustees held a public hearing on the plan date and place below:

Meeting Date: 11-Sep-25
Meeting Location: Franklin Community Middle School, 625 Grizzly Cub Dr., Franklin

THEREFORE, BE IT RESOLVED, by the Board of Trustees that the plan entitled "2026 Capital Project Plan" this resolution, and is adopted as the Board of Trustees' Plan with respect to the Capital Project Plan.

BE IT FURTHER RESOLVED, that the Board of Trustees shall submit a certified copy of this resolution to the Department of Local Government Finance as required by IC 20-40-18-6.

Adoption Date: 12-Sep-25

AYE

NAY

Attest: _____

Secretary of Board of School Trustees

Pursuant to IC 20-40-18-6, the Franklin Community Schools plan contains a listing of all proposed capital expenditures that exceed \$10,000 that are expected to be acquired within the three years immediately following the year the plan was adopted.

Capital Project Plan Adoption Date: **9/11/2025**

Asset Description*	Acquisition Amount
All capital purchases will be funded with Bond Proceeds and not operating funds.	
1	
2	
3	
4	
5	
6	
7	
8	
9	
10	
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Pursuant to IC 20-40-18-6, the Franklin Community Schools plan contains a listing of all proposed capital expenditures that exceed \$10,000 that are expected to be acquired within the three years immediately following the year the plan was adopted.

Capital Project Plan Adoption Date:

9/11/2025

	Asset Description*	Acquisition Amount
20		
21		
22		
23		
24		
25		
26		
27		
28		
29		
30		
31		
32		
33		
34		
35		
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43		
44		
45		

Note: The description may include a physical description of the asset and/or any applicable make, model, manufacturer, or VIN Number if applicable.

Additional sheets may be added if necessary

Pursuant to IC 20-40-18-6, the Franklin Community Schools plan contains a listing of all proposed projects that are capital in nature that exceed \$10,000 that are expected to begin within the three years immediately following the year the plan was adopted.

Capital Project Plan Adoption Date: **<Enter Date (MM-DD-YYYY)>**

	Project Description*	Estimated Start Date	Estimated End Date	Estimated Project Cost
1	None from Operating Funds			
2				
3				
4				
5				
6				
7				
8				
9				
10				
11				
12				
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15				
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19				
20				
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22				
23				
24				
25				

Note: Project Description may include a description of the project including physical location, scope of work, and/or internal project name or tracking number.
 Additional sheets may be added if necessary

**RESOLUTION TO ADOPT BUS REPLACEMENT PLAN
Budget Year 2026**

This resolution is adopted by the Board of Trustees of the School Corporation below:

School Corporation Name: **Franklin Community School Corporation**
County: **Johnson**

WHEREAS, A School Bus Replacement Plan has been established; and
WHEREAS, the Board of Trustees is required under IC 20-40-18-9 to adopt a plan for the School Bus Replacement Plan; and

WHEREAS, the Board of Trustees held a public hearing on the plan date and place below:

Meeting Date: **Monday, September 11, 2025**
Meeting Location: **Franklin Community Middle School, 625 Grizzly Cub Dr, Franklin, In 46131**

THEREFORE, BE IT RESOLVED, by the Board of Trustees that the plan entitled "Bus Replacement Plan" this resolution, and is adopted as the Board of Trustees' Plan with respect to the School Bus Replacement Plan.

BE IT FURTHER RESOLVED, that the Board of Trustees shall submit a certified copy of this resolution to the Department of Local Government Finance as required by IC 20-40-18-9.

Adoption Date: **Monday, September 11, 2025**

AYE

NAY

Attest: _____

Secretary of Board of School Trustees

NOTICE TO TAXPAYERS

Complete details of the Bus Replacement plan may be seen by visiting the website of this unit of government at the following address: www.franklinschools.org.

Notice is hereby given to taxpayers of Franklin Community Schools that the proper officers of Franklin Community Schools will conduct a public hearing on the year 2026 proposed Bus Replacement Plan pursuant to IC 20-40-18. Following the public hearing, the proper officers of Franklin Community School Corporation may adopt the proposed plan as presented or with revisions.

Public Hearing Date:
Public Hearing Time:
Public Hearing Place:

September 11, 2025
6:00pm
Franklin Community Middle School

625 Grizzly Cub Dr., Franklin, In 46131

Taxpayers are invited to attend the meeting for a detailed explanation of the plan and to exercise their rights to be heard on the proposed plan. If the proposed plan is adopted by resolution, the resolution will be submitted to the Department of Local Government Finance as per IC 20-40-18-9(d).

The following is a general outline of the proposed plan:

<u>Year</u>	<u>Owned</u>	<u>Replacement Cost</u>
2026	71	1,260,000
2027	71	1,140,000
2028	71	1,200,000
2029	71	1,050,000
2030	71	1,320,000

SECTION II

JUSTIFICATION FOR ADDITIONAL BUS PURCHASES, TRANSPORTATION SERVICES, AND/OR EARLY BUS REPLACEMENT

1. Pursuant to IC 20-40-18-9(2)(A), if the School Corporation is seeking to acquire or contract for transportation services that will provide for additional school buses or buses with a larger seating capacity as compared to the number and type of school buses from the prior school year, explain for each additional bus and the circumstances of the demand for increased transportation services within the School Corporation.

(Attach additional sheets if necessary.)

2. Pursuant to IC 20-40-18-9(4), if the School Corporation is seeking to replace an existing school bus earlier than twelve (12) years after the existing school bus was originally acquired or requires a contractor to replace a school bus, explain for each bus the circumstances for that need.

This master service agreement (MSA) is made on June 12, 2025 by and between Franklin Community School Corporation (Client, or Franklin School Corporation) and Chelsea Burnett (Contractor). This is for the 2025 to 2026 academic school year.

Contractor agrees to provide the client with licensed and insured speech-language pathologists (SLPs) (who are independent subcontractors of contractor) to be available to perform in person, speech-language pathology services for client.

Contractor shall be compensated at a rate of \$100 per hour for each hour and SLP is available to perform speech language pathology services (both direct and indirect) for client.

Neither contractor nor SLP's are responsible for satisfying any client obligations to provide services to students or for client third-party billing or reimbursements.

SLP is made available by contractor will be governed by a separate statement of work (SOW) that prescribes their availability.

Client is responsible to make students available to the SLP's to receive in person speech-language pathology services.

No later than the fifth (5th) day of each calendar month, the contractor shall prepare an invoice reflecting the available SOP hours in total gross value of SLP availability during the proceeding month and email the invoice to scottj@franklinschools.org.

Client will pay contractor within 30 days of receiving contractors invoice. If contractor is not receive full payment within 30 days of invoice date, there will be a \$50 per day late fee. If client does not pay within 40 days of invoice date, the contractor will place all SLP availability on hold until the invoice plus any late fees is paid in full. Contractor will pay for the SLP's availability day during the time. The assigned SLP's availability is on hold. Contractor shall bear all collection costs, including reasonable attorney fees.

The term of this agreement is for the 2025 to 2026 academic year as indicated by the clients academic schedule.

Client and contractor agreed that the contractor will provide SLP's that utilize their independent expertise training, experience and judgment in providing speech- language pathology services to client. Client shall determine the students to be serviced by SLP's.

Client and contractor agreed that the contractor and the SLP's are both independent contractors, the contractor, and SLP's, and any of their agents or subcontractors, shall not, as a result of this agreement, be considered employees of client for any purpose.

Client will issue the contractor a form 1099. Client shall either pay nor withhold federal, state, or local income tax, or payroll tax of any kind on behalf of the contractor.

Contractor agrees to be responsible for all such taxes. The contractor agrees that this is not entitled to any employee benefits, including professional development, reimbursement, unemployment, compensation, life/health insurance, vacation/holiday/sick pay, or pinch and contribution. The contractor will provide a completed form W9 to the client.

Client agrees not to, directly or indirectly, solicit, induce, higher, or attempt to induce or hire any SLP.

During the term of this agreement and for a period of 24 months thereafter, a client shall notify contractor of its intent to offer employment to any SLP not less than ten (10) calendar days prior to offering such employment (any clinician that accept such offer of employment, a "Converted Clinician"). Upon the date of converted clinician commence as employment with client (the "Conversion Effective Date") client shall pay contractor a fee of \$20,000.

Client is not responsible for Internet reimbursement. Our services will be completed in person.

If client cancels a scheduled day with less than 24 hours notice for any reason, the client agrees to pay for 100% of the scheduled workday, not to exceed seven hours per day. This includes cancellations because of events, such as weather absence due to a snow day, field trip, school event, disaster, or other unforeseen circumstance. Indirect services will be provided during this time; which includes but not limited to writing independent evaluation plan and evaluation team report documentation.

The speech-language pathology services contemplated by this agreement include direct therapy services (including direct therapy, assessments, report, writing, annual IEP documentation, annual conferences, and progress report writing) and indirect therapy services (including scheduling, therapy preparation time, therapy, documentation time, billing, assessment and progress report writing, teacher, consultation, and caregiver communication).

Contractor and all individuals providing services to FCSC pursuant to this agreement shall at all times comply with all Federal, State and FCSC policies relating to confidential information, including, but not limited to, the requirements of FERPA and HIPAA.

Contractor and all individuals providing services to FCSC pursuant to this agreement who will have direct ongoing contact with students shall provide FCSC with acceptable criminal background checks and DCS checks prior to providing services. The background checks required pursuant to this paragraph shall be provided at least annually and more frequently if requested by FCSC. Contractor and all individuals providing services to FCSC pursuant to this agreement shall at all times comply with all FCSC policies relating to employment and retention of FCSC employees who will have direct ongoing contact with students.

The parties agree to notify one another promptly of any claim made by or expected from a claimant against a party to this Agreement, which claim relates to the subject matter of this Agreement. The parties agree to cooperate to attempt to dispose of any such claim. Each party to this Agreement ("Indemnitor") agrees to indemnify and hold harmless the other party ("Indemnitee") (together with Indemnitee's successors, assigns, directors, officers, employees, and any other person for whom Indemnitee may be legally responsible) from and against any loss, cost, claim, or expense, including reasonable attorney fees, arising from any act of negligence or other breach of duty by Indemnitor, its successors, assigns, directors, officers, employees or agents; provided however, that Franklin Community School Corporation's obligation to hold Chelsea Bennett harmless shall be limited in substance by statutes designed to protect and limit the exposure and liability of Franklin Community School Corporation as an instrumentality of the State of Indiana and/or an Indiana public school corporation (e.g., actions

and conditions as to which the party is immunized by the Indiana Medical Malpractice Act, the Indiana Tort Claims Act, dollar limits stated in such Acts, exemption from punitive damages, and the continued ability to defeat a claim by reason of contributory negligence or fault of the claimant), so that Franklin Community School Corporation's liability to hold harmless shall not exceed what might have been its liability to claimant if sued directly by claimant in Indiana and all appropriate defenses had been raised by the party.

DAMAGE DISCLAIMER AND DAMAGE CAP. EXCEPT AS PROVIDED BELOW IN THIS PARAGRAPH, AND EXCEPT AS PROVIDED IN THE PARTIES AGREEMENT TO INDEMNIFY EACH AS SET FORTH IN THIS AGREEMENT, AND NO EVENT SHALL EITHER PARTY BE LIABLE FOR ANY CONSEQUENTIAL, INDIRECT, INCIDENTAL, PUNITIVE, OR SPECIAL DAMAGES WHATSOEVER, INCLUDING WITHOUT LIMITATION, DAMAGES FOR LOSS OF BUSINESS PROFITS, BUSINESS INTERRUPTION, LOSS OF BUSINESS INFORMATION, AND THE LIGHT, ARISING OUT OF THIS AGREEMENT, EVEN IF SUCH PARTY HAD BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES. EXCEPT AS PROVIDED ELSEWHERE IN THE AGREEMENT, AND NO EVENT SHALL CONTRACTOR OR SLP'S BE LIABLE IN THE AGGREGATE FOR ANY DAMAGES OR LOSSES IN EXCESS OF THE GREATER OF THAN THE AMOUNT, CLIENT PAID FOR SERVICES DURING A THREE MONTH PERIOD PROCEEDING THE EVENT GIVING RISE TO THE LIABILITY. THESE LIMITATIONS APPLY TO THE MAXIMUM EXTENT PERMITTED BY LAW EVEN IF (A) A REMEDY DOES NOT FULLY COMPENSATE CLIENT FOR ANY LOSSES OR (B) CONTRACTOR OR SLP NEW OR SHOULD HAVE KNOWN ABOUT THE POSSIBILITY OF DAMAGES.

Except as otherwise set for herein, the SLP's in any services they perform are provided "as is" without any #Warranty and, except as provided herein, contractor, expressly, disclaims, any in all warranties, expressed, implied, or statutory, including warranties of title, non-infringement, merchantability, and fitness for a particular purpose. Further, contractor disclaimed any warranty that the SLP's will meet the clients requirements or will be constantly available, and uninterrupted, timely, secure, or air free. In addition, contractor just claims all liability for any actions resulting from clients use of the SLP's. Client understands that clients use and access to SLP's is at client's own discretion and risk, and client is solely responsible for any damages that result from such use.

If this contract is canceled prior to October 1, 2025, by client, then client shall pay contractor liquidation damages of \$10,000. After October 1, 2025 this contract may be canceled during its term with a 30 day written notice by either client or contractor.

CONTRACTOR: Chelsea Bennett, M. S., CCC-SLP

SIGNATURE: _____ DATE: _____

CLIENT: Franklin Community Schools, School Board President

SIGNATURE: Becky Nelson DATE: 8/11/25

Per Indiana Senate Enrolled Act No. 342:

(c) After June 30, 2023, a school corporation, charter school, state accredited nonpublic school, or entity may employ or contract with an individual convicted of any of the following offenses if a majority of the members elected or appointed to the governing body of the school corporation, or the equivalent body for a charter school, approves the employment or contract as a separate, special agenda item, or if the school administrator of a state accredited nonpublic school informs the administrator's appointing authority of the hiring:

(1) An offense relating to operating a motor vehicle while intoxicated under IC 9-30-5.

Paige Lawson

Creekside – Cafeteria Manager

Operating a Vehicle While Intoxicated

12/13/2016

Johnson County, Indiana

Operating a Vehicle with an Alcohol Concentration Equivalent to at least .08 but less than .15

12/13/2016

Johnson County, Indiana



Book	POLICIES
Section	Section A - Basic Commitments
Title	A100 - Non-Discrimination & Anti-Harassment
Code	
Status	Active
Adopted	September 9, 2024

A100

NON-DISCRIMINATION & ANTI-HARASSMENT

The School Corporation does not discriminate or tolerate harassment on the basis of a protected class including but not limited to race, color, national origin, sex, , gender, age, religion, genetic information or disability in the programs or activities which it operates or the employment therein or admission thereto. This commitment applies to all School Corporation operations, programs, and activities. All students, administrators, teachers, staff, and all other school personnel share responsibility for avoiding, discouraging, and reporting any form of unlawful harassment. This policy applies to unlawful conduct occurring on school grounds immediately before, during, or immediately after school hours; in any school program or activity taking place in school facilities, on school transportation, or at other off-campus locations, such as at school-sponsored field trips or a training program; or using property or equipment provided by the school, including school-owned computers and the school's computer network. . In accordance with IC 22-9.3, it is unlawful discrimination for a school corporation to take an education or employment action based on race, religion, color, sex, national origin, or ancestry (“personal characteristics”). Also in accordance with IC 22-9-3, it is unlawful to require an employee to undergo training that asserts that a person having a specific personal characteristic is inherently superior or inferior to a person having a different characteristic, that a person, by virtue of the person's personal characteristic, should be blamed for actions committed in the past, or that a person's moral character is determined, in whole or in part, by the person's personal characteristic, and a school corporation employee may not implement any of these theories or compel a student to do so.

The School Corporation has designated several staff members as coordinators of non-discrimination and anti-harassment. The identity and contact information for these staff members are listed below. The coordinators are responsible for monitoring and ensuring compliance with all non-discrimination and anti-harassment law. The coordinators shall document all reports of discrimination or harassment and establish a protocol for recordkeeping. Nothing in this procedure shall supersede or substitute an employee's other mandatory reporting obligations including, but not limited to, reporting suspected child abuse and neglect and bullying.

Section 504 Coordinator

(Disability)

Director of Student Support & Accessibility

998 Grizzly Cub Drive

Franklin, IN 46131

317-346-8683

Title IX Coordinator

(Sex, including sexual harassment/sexual assault, ~~sex~~ gender discrimination)

Coordinator for Compliance with Title IX and all other forms of Harassment and

Discrimination Laws

998 Grizzly Cub Drive

Franklin, IN 46131

titleix@franklinschools.org

In addition, each school building shall have a designated building-level coordinator who will work in conjunction with the appropriate coordinator listed above to respond to allegations of discrimination.

NON-DISCRIMINATION/ANTI-HARASSMENT PROCEDURES

(for reports/complaints *other than* student sexual harassment-see below for procedure for student sexual harassment reports/complaints)

Harassment or discrimination of students, staff members, and guests is prohibited at all academic, extra-curricular, and school-sponsored activities. The School prohibits discrimination and harassment through a computer, computer system, or computer network. Notwithstanding any other prohibition, the Corporation will not take action to regulate expression protected by the United States and Indiana Constitutions.

Harassment, hazing and discrimination may take many forms, including: verbal acts and name-calling; graphic and written statements; sexual violence or unwanted sexual contact; or other conduct that may be harmful, humiliating, or physically threatening. Harassment and discrimination do not have to include intent to harm, be directed at a specific target, or involve repeated incidents, but may be present in peer-to-peer, staff-to-staff, staff-to-student, or student-to-staff interactions. Harassment and discrimination may be any act, speech, or gesture sufficiently severe, pervasive, or persistent so as to interfere with or limit the ability to participate in or benefit from the services, activities, or opportunities provided by the Corporation. These procedures will be used to investigate and address complaints of discrimination and harassment alleging discrimination by students, employees, or third parties.

“Hazing” as used in this Policy means causing a person to perform or submit to an act of initiation or rite of passage into a class, group, team, or organization if the act or series of acts is demeaning, or results in a risk of mental, emotional, or physical harm. Consent, or assumption of risk by a target, shall not be considered in determining if hazing has occurred. See also I.C. 35-42-2-2.5.

The goal of these procedures is to ensure they adequately address and provide sufficient options for prompt and effective responses to incidents of discrimination and harassment. The Corporation’s response will be reasonably calculated to end harassment and discrimination, eliminate hostile environments, prevent recurrence, and provide for a free appropriate public education (“FAPE”). The Corporation will ensure that its policy and procedures against discrimination and harassment are widely distributed and readily available to students, parents of students, and employees. The Corporation will take appropriate steps to educate employees, students, and parents regarding its non-discrimination and anti-harassment policies and

reporting procedures. This may include: presentations during employee training; seminars, workshops, or speakers; or signs, posters, or demonstrations emphasizing important parts of the policy. Policies and reporting procedures will be made available to the school community through hardcopy and via the Corporation's website.

Anyone who believes that a student, staff member or member of a school community has possibly been the target of discrimination or harassment is encouraged to immediately report the situation to an appropriate staff member such as a teacher, counselor, administrator, or coordinator based on the form of harassment or discrimination. Any employee who observes, suspects, or is notified of discrimination, hazing or harassment must report the behavior to his/her building level leader. The reporter need not be the target of the discrimination or harassment. Complaints against a staff member should not be reported to the accused staff. Instead, complaints against a staff member should be reported to that staff member's supervisor or appropriate coordinator based on the form of harassment or discrimination. For example, harassment based upon disability should be reported to the Section 504 Coordinator.

Sexual conduct/relationships with students by Corporation employees or any other adult member of the Corporation community is prohibited, and any adult who engages in certain sexual conduct with a student may be disciplined up to and including termination and may also be in violation of crimes. Any employee accused of sexual relations with a student will be prohibited from communicating with students until at least the Corporation's investigation is completed. Proven sexual relationships with a student regardless of the age of the student will lead to a recommendation of employment termination.

If a report of discrimination or harassment is received by the Corporation, the Corporation will inform the reporter or target on whose behalf the report was made (and family members if appropriate) of the options for formal and informal complaint processes and the Corporation's responsibility to investigate the harassment or discrimination. Upon notice of alleged harassment or discrimination, both building and corporation level coordinators will provide appropriate interim measures, including but not limited to counseling, academic services, and limiting contact between the parties. All investigations into harassment and discrimination complaints will be prompt, thorough, and impartial, and conducted by an employee or agent free of any conflicts of interest.

The Corporation will take all reasonable steps to investigate and respond to the complaint in a manner consistent with a request for confidentiality from the alleged target of the harassment or discrimination. If the alleged target insists that his or her name not be disclosed to the harasser or discriminator, the Corporation's ability to respond may be limited. The Corporation, however, will endeavor to provide a safe, nondiscriminatory, and harassment-free environment for students and staff.

The Corporation will address both formal and informal complaints of discrimination and harassment. Complaints of discrimination and harassment should be received within 30 days of discovering the alleged discrimination or harassment.

Informal Process

Complaints need not be in formal written format. Reporters may informally and verbally report discrimination and harassment to an appropriate staff member. The appropriate coordinators shall be included in the informal complaint to ensure compliance. Resolution of an informal complaint may

include: an opportunity for the complainant to explain to the alleged offender that his or her conduct is unwelcome or offensive, either in writing or face-to-face; a warning to the alleged offender that the alleged conduct is not appropriate and could lead to discipline; mediation with individuals involved in the complaint; or any of the responses available in an formal complaint. Mediation will not be permitted for complaints of sexual violence. All complaints involving a Corporation employee or any other adult member of the Corporation community harassing or discriminating against a student will be formally investigated. At any time during the informal process any of the parties may end the informal process and initiate the formal process.

Formal Process

The formal complaint form is found here. The formal complaint form should be filed with the appropriate non-discrimination or anti-harassment coordinator. The coordinators shall receive and process formal complaints of discrimination or harassment based on the protected class. All investigations into formal harassment or discrimination complaints will be prompt, thorough, and impartial. Investigations will be completed within 60 days from the date the coordinator receives the complaint unless there is good cause for a longer timeline. The means of investigating harassment include: target, witness, and accused interviews; opportunity for the parties to present evidence and witnesses; requests for written witness statements from the parties; assessment of whether harassment or discrimination occurred pursuant to the preponderance of the evidence. If appropriate, the Corporation will make alternative arrangements to avoid targets being in the same room as the accused during formal proceedings. The Corporation will inform all parties at regular intervals of the status of the investigation.

Written notice of the outcome of the investigation will be provided to parties involved in the complaint to the extent permitted by law. A formal investigation outcome may be appealed by any party in writing to the corporation coordinator within ten (10) days receipt of the outcome of the formal investigation. The written appeal should identify the reasons why the coordinator should reconsider the outcome of the investigation. The coordinator should respond to the appealing party within ten (10) days of receipt of the written appeal indicating any reconsideration of the investigation outcome based on the appeal. A reconsideration of the formal investigation outcome may be appealed by any party in writing to the Corporation's Superintendent within ten (10) days of receipt of the coordinator's reconsideration. The Su or their designee should respond to the appealing party within forty-five (45) days of receipt of the written appeal indicating the final outcome of the investigation. Written notice of the final outcome of the investigation will be provided to parties involved in the complaint to the extent permitted by law.

Responses to Substantiated Harassment or Discrimination

In response to a complaint investigation, if the Corporation determines that harassment or discrimination has occurred, the Corporation will take prompt and effective steps reasonably calculated to stop the harassment or discrimination, remedy the harassment or discrimination, and prevent the harassment or discrimination from recurring. Steps may include: separating the harasser/discriminator and the target, providing counseling for the target and/or harasser/discriminator, taking prompt disciplinary action against the harasser/discriminator, or identifying the discriminatory or harassing incident and reaffirming the school's non-discrimination and anti-harassment policy. These steps should not penalize the target of the harassment or discrimination.

Disciplinary actions against the harasser/discriminator may include but are not limited to: suspension and expulsion for students; discharge for employees; exclusion for parents, guests, volunteers, and contractors.

Following a substantiated discrimination or harassment incident, the Corporation will communicate with the target and all participants of the investigation regarding how to report subsequent problems. The Corporation shall follow-up to ensure that there have not been continuing or new incidents of discrimination or harassment.

Incidents of harassment or discrimination may be referred to appropriate law enforcement officials. If an incident is referred to law enforcement or another outside agency, including the Department of Child Services, the Corporation will proceed with an internal investigation of discrimination or harassment simultaneously designed not to interfere with the law enforcement investigation.

In the course of discrimination and harassment investigations, the Corporation will assess whether the nature of the conduct has civil rights implications. If the harassing or discriminatory behavior is on the basis of a protected class, the Corporation will respond in accordance with the applicable federal civil rights statutes and regulations. The Corporation shall follow the then-current legal standards for non-discrimination and anti-harassment including the standard of whether a hostile environment or disparate treatment exists.

Overall, the Corporation's process will provide for prompt and equitable resolution of complaints of discrimination and harassment.

TITLE IX (STUDENT) SEXUAL HARASSMENT PROCEDURE

General Policy Statement and Scope

Complaints that fall under this section are sexual harassment complaints in which a student is either the Complainant (alleged victim) or Respondent (alleged harasser).

The term "sexual harassment" as used in this **procedure** shall mean conduct on the basis of sex, ~~failure to conform to stereotypical notions of masculine or feminine traits, sexual orientation, or gender identity~~ including:

1. A Corporation employee conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct (i.e., *quid pro quo* sexual harassment);
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the Corporation's education program or activity; or
3. Sexual assault, dating violence, domestic violence, or stalking as defined by Federal law.

The term "consent" as applicable to this procedure shall mean an individual voluntarily agreeing, by words or actions, to the proposal of another individual. An individual may be incapable of consent due to mental or physical incapacitation. The vast majority of Corporation students are incapable of giving consent to sexual contact, because Indiana law generally establishes the age of consent as 16.

The Corporation designates the following staff member as the Corporation's Title IX Coordinator and authorizes this individual to coordinate the Corporation's Title IX compliance. Inquiries about the application of Title IX and its regulations may be referred to the Title IX Coordinator.

Title IX Coordinator

Coordinator for Compliance with Title IX and all other

forms of Harassment and Discrimination Laws
998 Grizzly Cub Drive
Franklin, IN 46131
317-346-8713
titleix@franklinschools.org

The Corporation is committed to promptly responding to reports of sexual harassment. All reference to “days” within these procedures shall mean instructional days. The procedures described below may be subject to temporary delays based on good cause (e.g., law enforcement involvement, absence of a party, witness, or advisor, translation or accommodation needs) with written notice to both parties explaining the reason for the delay.

Reporting Sexual Harassment

Anyone who believes that a student or staff member has possibly been the target of sexual harassment should immediately report the situation to an appropriate staff member such as a teacher, counselor, administrator, or the Title IX Coordinator. Any person may report sexual harassment in person, by mail, by telephone, or email using the contact information for the Title IX Coordinator.

Any employee who has reason to believe that a student or staff member has been the target of sexual harassment must report the behavior to his/her building level leader, such as a principal.

The “Complainant” is a person alleged to be the victim of sexual harassment and the “Respondent” means any individual who is reported to be the perpetrator of sexual harassment.

The Corporation accepts anonymous reports. However, anonymous reports may hamper the Corporation’s ability to respond to allegations of sexual harassment.

Emergency Removal

In situations where a Respondent poses an immediate threat to the physical health and safety of any individual (including self) **before or at any time during** the proceedings described herein, the Corporation may remove Respondent from all programs and activities. In order to do so, the Corporation must i) undertake an individualized safety and risk analysis, ii) determine that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies removal, and iii) provide the Respondent with notice and an opportunity to challenge the decision immediately following the removal.

An emergency removal does not affect or modify any rights a student receiving special education may have under the IDEA, Section 504, or the ADA.

Response to a Report and Supportive Measures

Upon receipt of a report, the Title IX Coordinator must promptly, usually within two (2) days, contact the Complainant to discuss the availability of supportive measures.

Supportive measures are non-disciplinary, nonpunitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent. Such measures are designed to restore or preserve equal access to the Corporation's education program or activity without

unreasonably burdening the other party, including measures designed to protect the safety of all parties or the Corporation's educational environment, or deter sexual harassment.

Supportive measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, leaves of absence in the case of employees, increased security and monitoring of certain areas of the campus, and other similar measures.

In addition to discussing the availability of supportive measures, the Title IX Coordinator will also consider the Complainant's wishes with respect to supportive measures, inform the Complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the Complainant the process for filing a formal complaint. The Title IX Coordinator will make contact with the Complainant in person, via phone, or via virtual meeting in order for the Complainant to ask questions. If the Complainant is a student under the age of eighteen, the student's parent will be contacted simultaneously.

A "formal complaint" is a document filed by a Complainant or signed by the Title IX Coordinator alleging sexual harassment against a Respondent and requesting the Corporation investigate the allegation(s) of sexual harassment.

Even in instances where a Complainant chooses not to file a formal complaint, supportive measures may continue at the discretion of the Title IX Coordinator.

The Title IX Coordinator may decide to sign a formal complaint to investigate the allegation(s) of sexual harassment against the wishes of the Complainant where moving forward without an investigation would be unreasonable. Such circumstances may include, but are not limited to, reports that indicate multiple Respondents, the involvement of a Corporation employee, and/or continued sexual harassment of the Complainant and others.

While there is no deadline by which a Complainant must file a formal complaint, the Corporation encourages Complainants to submit a formal complaint within ten (10) days of meeting with the Title IX Coordinator. In instances where enough time has passed that the Corporation cannot gather evidence, the Corporation may not be able to investigate.

The Corporation will offer supportive measures to a Complainant who is the subject of an anonymous report. However, should a Complainant desire to initiate the grievance process, the Complainant cannot remain anonymous or prevent the Complainant's identity from being disclosed to the Respondent.

Dismissal and Consolidation

In certain instances, the Corporation may dismiss or consolidate formal complaints. Such instances of dismissal include, but are not limited to, when the alleged conduct, even if true, would not constitute sexual harassment, when the Respondent is a non-student or non-employee of the Corporation, or when a Complainant notifies the Title IX Coordinator they would like to withdraw the formal complaint. A dismissal does not preclude the Corporation from taking action under another provision of the student code of conduct. If a formal complaint is dismissed, the Corporation will promptly inform the parties of the reason for dismissal and the right to appeal.

Further, the Corporation may consolidate formal complaints where the allegations of sexual harassment arise out of the same facts or circumstances.

Grievance Procedures

The Corporation will treat Complainants and Respondents equitably throughout this process. As such, the Corporation will only impose disciplinary sanctions following the completion of the informal process or investigation and determination process. All Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution will receive training regarding topics related to this procedure, including: the definition of sexual harassment, the scope of the Corporation's education program and activity, and how to conduct these grievance procedures.

All Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution will objectively evaluate all relevant evidence – both inculpatory and exculpatory. Further, no credibility determinations will be based on a person's status as a Complainant, Respondent, or witness.

Consistent with the law, the Corporation will presume the Respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process. **The Corporation will utilize the preponderance of the evidence standard when determining responsibility.** The Corporation will not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege. Further, questions or evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions or evidence are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant or to prove consent.

Notice

Upon receipt of a formal complaint, the Title IX Coordinator will provide written notice to the parties (to the extent known) containing the following information:

- A. Notice of the Corporation's grievance process, including the informal resolution process;
- B. Notice of the allegations of sexual harassment, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. Sufficient details include: the identities of the parties involved in the incident, if known, the conduct allegedly constituting sexual harassment, and the date and location of the alleged incident, if known;
- C. A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process.
- D. The parties may have an advisor of their choice, who may be, but is not required to be, an attorney;
- E. The Corporation's code of conduct for students prohibits knowingly making false statements or knowingly submitting false information during the grievance process.

If, in the course of an investigation, additional allegations are uncovered and therefore investigated, the Corporation will provide a supplemental notice of the additional allegations to the parties whose identities are known.

Informal Process

Upon receipt of a formal complaint and after providing sufficient notice to the parties, the Corporation may facilitate an informal resolution process, such as mediation, that does not involve a full investigation and adjudication of the allegations. The Corporation may not require the parties to participate in the informal process, but instead must obtain the parties' voluntary, written consent to participate.

The informal process is not available to resolve allegations that an employee sexually harassed a student. Further, at any time during the informal process any of the parties may end the informal process and initiate the investigation and determination process.

Investigation and Determination

Unless the Corporation dismisses a formal complaint or the parties resolve a formal complaint through the informal process, the Corporation will investigate the allegations of sexual harassment and make a determination regarding responsibility.

The burden of proof and collection of evidence rests with the Corporation. To that end, the Title IX Coordinator in conjunction with a designated building-level leader will conduct an investigation. The means of investigating a formal complaint include, but are not limited to Complainant, Respondent, and witness interviews and review of documentation. The parties shall have an equal opportunity to present witnesses, including fact and expert witnesses, and other inculpatory_ and exculpatory evidence. The Corporation will not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence. Evidence or information related to the allegations under investigation may not be discussed by the parties, except with their chosen advisors. The parties may not substantially disrupt the educational environment. Absent extenuating circumstances, the collection of evidence for an investigation should conclude within thirty (30) days.

The parties may be accompanied to any meeting or proceeding related to the investigation by an advisor of their choice, who may be, but is not required to be an attorney. Apart from a union representative accompanying an employee who is a party, employees are discouraged from serving as advisors to students.

Advisors may not present on behalf of the party they accompany and should request or wait for a break in the meeting if they wish to interact with the Title IX Coordinator or building level leader. Advisors may confer quietly with Parties as necessary, as long as they do not disrupt the process. For longer or more involved discussions, the party and their advisors should ask for a break or step out of the meeting. An advisor who disrupts the process will receive one warning, after which if continued disruption occurs the advisor will be removed from the meeting/proceeding. In such an event, the parties will be given the opportunity to reschedule and be accompanied by another advisor.

When the Title IX Coordinator and building level leader have completed their collection of evidence, they will provide both parties with an equal opportunity to inspect and review the evidence obtained that is directly related to the allegations raised in the formal complaint so that each party can meaningfully respond to the evidence prior to conclusion of the investigation.

The parties and any advisors must execute the provided non-disclosure agreement before they may receive the evidence for review. Following execution of the non-disclosure agreement, the Title IX Coordinator and/or building level leader will send to each party and the party's advisor, if applicable, the evidence subject to inspection and review in an electronic format or hard copy, and parties will have ten (10) days to submit a written response, which the Title IX Coordinator will consider prior to completion of the investigative report.

Following the period for the parties' review and inspection of the evidence, the Title IX Coordinator and building level leader will create an investigative report that fairly summarizes relevant evidence. At least ten (10) days prior to the time of determination, the Title IX Coordinator and building level leader will send to each party and the party's advisor, if applicable, the investigative report in an electronic or a hard copy, for their review and written response.

The Superintendent will act as the decision-maker. After the investigative report has been sent to the parties and before a determination regarding responsibility, each party will be afforded the opportunity to submit written, relevant questions that a party wants asked of any party or witness, provide each party with the answers, and allow for additional, limited follow-up questions from each party.

The Superintendent may exclude questions as not relevant, including questions that seek disclosure of information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege. Further, questions about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant or to prove consent. Any decision to exclude a question as not relevant will be explained to the party proposing the question. The process of written questions and follow up questions should take thirty (30) days or less.

Within a reasonable time period following the written questions, the Superintendent, acting as the decision-maker, will issue a written determination regarding responsibility applying the preponderance of the evidence standard. The written determination must include:

- A. Identification of the allegations potentially constituting sexual harassment;
- B. A description of the procedural steps taken;
- C. Findings of fact supporting the determination;
- D. Conclusions regarding the application of the recipient's code of conduct to the facts;
- E. A statement of, and rationale for, the result as to each allegation;
- F. The recipient's procedures and permissible bases for the Complainant and Respondent to appeal.

The Superintendent will provide the written determination to the parties simultaneously. The Title IX Coordinator is responsible for effective implementation of any remedies.

Remedies

Where, following the formal or informal process, the Corporation determines a Respondent responsible for sexual harassment, the Corporation shall provide remedies designed to restore or preserve equal access to the recipient's education program or activity. Such remedies may include supportive measures and/or discipline up to and including expulsion.

Appeals

Following the decision-making board's determination regarding responsibility, either party may appeal to the Superintendent. An appeal should be submitted in writing within ten (10) days of the party's receipt of the decision-making board's determination. Note, appeals will only be considered if based on one of the following:

- A. There was a procedural irregularity that affected the outcome of the matter;
- B. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; or

C. The Title IX Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent that affected the outcome of the matter.

Both parties shall have five (5) days after the submission of an appeal to submit a written statement in support of, or challenging the decision-making board's determination. The Superintendent will issue a written decision describing the result of the appeal and the rationale for the result within forty-five (45) days. The Superintendent's decision will be provided simultaneously to the parties.

Retaliation

The Corporation prohibits retaliation against persons who report, testify, assist, or participate or refuse to participate in any manner in an investigation, proceeding, or hearing. Retaliation includes intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX.

Recordkeeping

The Corporation will maintain records from the investigation, determination, appeal, and informal resolution for seven (7) years.

Reports otherwise required by Law

These procedures do not affect or alleviate mandatory reporting required by state or federal law, for example, reporting of suspected child abuse or neglect to law enforcement or Department of Child Services.

PROHIBITION AGAINST RETALIATION

The Corporation prohibits retaliation against persons who report discrimination or harassment or participate in related proceedings. The Corporation will notify the person reporting the discrimination or harassment and all individuals participating in the investigation of the Corporation's policy prohibiting retaliation. The Corporation will make all possible efforts to prevent retaliation against individuals reporting discrimination or harassment or participating in related proceedings. The Corporation will respond promptly and appropriately to address continuing or new problems. Any person may report suspected retaliation to the appropriate coordinator for a protected class. Intentionally making false accusations about discrimination or harassment is also prohibited and should be reported in the same manner as suspected discrimination or harassment behavior.

Questions

Individuals with questions regarding non-discrimination laws may contact the appropriate coordinator listed above or the United States Department of Education, Office for Civil Rights' Chicago Office, which serves Indiana, as follows:

Office for Civil Rights, Chicago Office
U.S. Department of Education
Citigroup Center

500 W. Madison Street, Suite 1475
Chicago, IL 60661-4544
Telephone: 312-730-1560
Fax: 312-730-1576; TDD: 800-877-8339
Email: OCR.Chicago@ed.gov

I.C. 22-9.3

I.C. 35-42-4-3, 35-42-4-8, 35-42-4-9

20 U.S.C. 1400 et seq., the Individuals with Disabilities Education Improvement Act of 2004 (IDEIA)

20 U.S.C. 1681 et seq., Title IX of the Education Amendments Act of 1972

29 U.S.C. 621 et seq., Age Discrimination in Employment Act of 1967

29 U.S.C. 794, Rehabilitation Act of 1973, as amended

29 U.S.C. 6101, The Age Discrimination Act of 1975

42 U.S.C. 12101 et seq., Americans with Disabilities Act of 1990, as amended

42 U.S.C. 2000d et seq., Titles VI and VII of the Civil Rights Act of 1964

42 U.S.C. 2000e et seq.

42 U.S.C. 2000ff et seq., The Genetic Information Nondiscrimination Act

42 U.S.C. 1983

29 C.F.R. Part 1635

34 CFR Part 106

20 USC § 1092, Clery Act

34 USC § 12291, Violence Against Women Act (VAWA)

Franklin Community School Corporation

Adopted: 9-9-24

Revised:

BOARD AUTHORITY AND PHILOSOPHY

The Board of School Trustees (“Board”) of the Franklin Community School Corporation (“Corporation”) shall supervise the Corporation in accordance with Indiana law.

A School Board is a legal entity governed by state law responsible for providing a system of public education within a geographic area.

The Board must fulfill legal requirements pertaining to public education and meet the needs of the citizens in its community. In considering and representing citizen desires, the Board must, at all times, exercise its best judgment for the Corporation.

The Board shall be a body corporate, and, as such, capable of suing and being sued, contracting and being contracted with, acquiring, holding, possessing and disposing of real and personal property, and taking and holding in trust for the use and benefit of the Corporation, any grant or devise of land and any donation or bequest of money or other personal property.

The power of this Board extends to those matters expressly conferred by statute and those matters which may be necessarily implied. The Board retains the power to act, in accordance with its policies, in circumstances where action is neither statutorily required nor prohibited.

In collaboration with the Superintendent and in compliance with Board Policy D150, ¶ the Board shall monitor and regulate all programs and operations in the Corporation and the employees, students, and other persons on its premises.

The Board strives to establish policies and make decisions on the basis of declared educational philosophy and goals. The Board shall keep the citizens of the Corporation informed of the purpose, value, concerns, and needs of public education within the community. The Board shall not relinquish or fail to exercise its authority expressly granted by the state to deliver public education to its local community.

I.C. 20-4-1-26.1

I.C. 20-26-5-4

Franklin Community School Corporation

Adopted: [date]

Revised: [date]



Book	POLICIES
Section	Section B - School Board Governance
Title	B150 - Organizational Meeting, Board of Finance, and Committees
Code	
Status	Active
Adopted	June 10, 2024

B15

0 BOARD ORGANIZATION

ORGANIZATIONAL MEETING

Within ~~thirty (30) fifteen~~ days after the first day of January each year, the School Board shall meet and organize by electing one member president, one member vice president, and one member secretary. The Board shall also appoint a Treasurer who is not the Superintendent or a Board member.

Election of officers shall be by a majority of the full Board (physically present or attending through electronic means that allow the Board member to be seen and heard). Where no such majority exists on the first vote, a second vote shall be cast for the two (2) candidates who received the greatest number of votes.

Officers shall serve for one (1) year and until their respective successors take office. An officer may be removed for cause by a majority vote of the full Board. The Board shall fill a vacancy in any office within thirty (30) days of the occurrence of the vacancy. *See Policy B200 Membership.*

At the organizational meeting, the Board shall determine a day, place, and time for regular meetings which shall be held, at minimum, once every month. The Board shall also designate dates for working sessions. The Board shall appoint individual Board members to committees. The Board shall also appoint a legal counsel.

BOARD OF FINANCE

The School Board shall establish a Board of Finance for the Corporation consisting of the members of the School Board. The Corporation's Board of Finance shall meet at least once each calendar year during the period after the first Monday and on or before the last day of January. At the annual meeting, the Board of Finance shall elect a President and a Secretary from its membership. These officers shall hold office until their successors are elected and qualified.

In addition to its annual meeting, the President of the Board of Finance shall convene the Board whenever requested to do so by one (1) of the members of the Board, and as necessary to perform the Board's statutory duties. A majority of the Board shall constitute a quorum for the transaction of the Board's business. All meetings of the Board of Finance shall be open to the public and the Secretary shall keep a record of the proceedings of the Board which shall be approved and signed by the President and attested to by the Secretary. This record of proceedings shall be a public record covered by I.C. 5-13-1.

During the annual meeting, the Corporation's investment officer shall make a written report to the Board of Finance summarizing the Corporation's investments during the preceding calendar year and naming each institution or entity in which the Corporation's money was deposited in the preceding year. The Board of Finance shall receive and review the report and the overall investment policy of the Corporation.

The Board of Finance shall designate and commission one or more financial institution(s) meeting the statutory standards for a depository of Corporation funds to serve as a depository for these funds. The Board is authorized to revoke the commission of a depository for Corporation funds. In its consideration of a proposal to revoke the commission of a depository to receive and hold Corporation funds, the Board of Finance shall apply the statutory standards and follow the statutory procedure for its consideration of this decision.

COMMITTEES

Committees appointed by the Board or its President shall constitute a "governing body" as defined in the Open Door Law. At the discretion of the Board and President, a committee may perform research and advise the Board but shall not take action on the Board's behalf.

The Board or President may authorize a committee to take official action upon public businesses, which includes receiving information, deliberating, and making recommendations to the Board. In accordance with the Open Door Policy, committees appointed by the Board or President shall provide notice of its meetings to the public and maintain record of its minutes.

Meetings of committees appointed by the Superintendent that report to the Superintendent shall not be subject to the Open Door Law. However, records of committees appointed by the Superintendent shall be subject to the Access to Public Records Act.

I.C. 5-13-7-5, 5-13-7-6, 5-13-8-9

I.C. 5-14-1.5-2(b) Definition of "governing body"

I.C. 5-14-3-4 Minutes required for ODL covered meetings

I.C. 5-14-3 Access to Public Records Act

I.C. 20-26-4-1

Franklin Community School Corporation

Adopted: 6-10-24

Revised:



Book	POLICIES
Section	Section B - School Board Governance
Title	B200 - Membership
Code	
Status	Active
Adopted	June 10, 2024

B200

MEMBERSHIP

I. NUMBER

The School Board shall consist of five (5) members.

II. ELIGIBILITY, ELECTION, & APPOINTMENT

Eligibility and elections of Board Members shall follow the Corporation's Organization Plan duly adopted and filed with the State Board of Education.

In accordance with Indiana law, an individual who is employed by the School Corporation may not be a member of the Board. Additionally, an individual who is at least **eighteen (18) †** years of age and is otherwise eligible to assume office as a member of the Board may not be disqualified on the basis of age. Property ownership shall not disqualify a person from serving as a Board member.

Before August 1st of each Corporation school year, the Superintendent shall file with the Indiana Department of Education a list of the names and addresses of the members of the Board and the Corporation's Officers, and the expiration of their respective terms.

The Corporation shall file any change to its Board membership with the Indiana Department of Education within thirty (30) days after the change occurs.

III. OATH

Indiana law requires each newly elected or re-elected School Board member to take the following oath before taking office:

“I solemnly swear (or affirm) that I will support the Constitution of the United States of America, the Constitution of the State of Indiana, and the laws of the United States and the State of Indiana. I will faithfully execute the duties of my office as a member of this governing body, so help me God.”

The Board may also provide for additional provisions to the oath that the Board considers appropriate for the educational program of the District.

The oath must be signed by the Board member and the person who administers it and filed in the circuit court clerk’s office of the county containing the greatest percentage of the population of the School District.

IV. TERM

A Board member may continue to serve successive terms without limitation.

V. ORIENTATION

Under the guidance of experienced Board members and the Superintendent, and including any consultants retained by the Board for such purpose, new Board members will receive orientation through the provision of reference materials on Board policies and procedures, as well as discussions and visits with the Superintendent and any consultants retained by the Board for such purpose.

VI. VACANCIES

The position of a Board member shall become vacant upon the occurrence of any of the following events: the winner of an election fails to take the required oath of office; a member no longer possesses the legal qualifications necessary to hold office; a member voluntarily became intoxicated within the working hours of the Board; a member is convicted of a felony or other crime consistent with I.C. 5-8-3-1; a member is no longer a resident of the Corporation; a member submits a written resignation from the Board to the clerk of the circuit; a member is removed from office by action of the Circuit Court; or death of the member is certified by the clerk of circuit court.

Filling a Board Vacancy

Upon the occurrence of a Board member vacancy, if the vacating member stated an affiliation with a major political party (as defined in IC 3-5-2-30) under IC 3-8-2.5-2.5(a)(5), the vacancy must be filled by a caucus under IC 3-13-11. The person appointed must be from within the boundaries of the school corporation and serves for the term or balance of the term. If the vacating member did not state an affiliation with a major political party (as defined in IC 3-5-2-30) under IC 3-8-2.5-2.5(a)(5), the remaining members of the Board shall seek and interview qualified candidates from the community to fill the position within thirty (30) days of its occurrence. In the event of a tie among the remaining members of the Board, or failure to act within thirty (30) days after such vacancy occurs, it shall be the duty of the judge of the Circuit Court to make such appointment.

VII. BOARD MEMBER LEAVE OF ABSENCE FOR MILITARY SERVICE

A Board member who elects to take a leave of absence in order to serve active duty in the Armed Forces of the United States or the National Guard is entitled to a leave of absence and shall receive a prorated salary to reflect the period of active duty.

A Board member shall provide written notice to the Clerk of the Circuit Court stating that s/he has been called for active duty and will be temporarily unable to perform the duties of Board member.

During the Board member's leave of absence, the position on the Board must be filled in the same manner as filling other vacancies on the Board. The person selected or appointed serves until the date the Board member's leave of absence ends, or the term of his/her office expires.

The person selected or appointed to the Board assumes the rights and duties of a Board member and receives the compensation established for the office for the period of the temporary appointment.

In the event the Board member's term of office expires during such a leave of absence, the office shall be filled as provided by law. Except as provided by Federal law or regulation, a Board member who is on such a leave of absence is entitled to become a candidate for and be elected to the Board from which s/he has taken a leave of absence.

VIII. BOARD MEMBER AUTHORITY

Individual members of the Board do not possess the powers of the School Board.

A Board member shall not be denied documents or information necessary to the performance of his or her duties as a member.

A Board member may request that the Superintendent bring the personnel records of a designated school employee(s) to an executive session of the Board. The Board shall limit their investigation of personnel records to executive sessions and shall return the complete personnel records to the Superintendent's custody at the conclusion of such sessions.

Members of the Board shall use information discovered in employee personnel records only for the Board's consideration of appointments, assignments, promotions and demotions, remuneration, discipline, and dismissals, or to assist the development of personnel policies, or for other uses necessary to the performance of the Board's legal responsibilities.

IX. PUBLIC EXPRESSIONS AND COMMUNICATIONS OF BOARD MEMBERS

The Board President functions as the official spokesperson for the Board. It is acknowledged, however, that individual Board members may have occasion to speak on Board matters from time-to-time. On such occasions, Board members must be mindful of their obligations under Section VIII Board Member Authority and Policy D225 Employee Ethics.

Each Board member may have a Corporation email address assigned for their use while serving on the Board. The Corporation email may not be used to communicate regarding campaigns for elective office or school referenda. Email messages using Corporation email accounts or concerning Board business are subject to public records requests.

X. COMPENSATION & EXPENSES

The annual compensation for each Board member ~~may be shall be \$2,000.00~~ **no more than 10% of the lowest starting new teacher salary for Franklin Community Schools.** Each member of the Board shall be entitled to receive a per diem as permitted by Indiana statute.

Members of the Board shall be reimbursed for expenses authorized by the Board, including, but not limited to, those incurred while traveling on school business to Board-approved conferences or to professional meetings.

Reimbursement for mileage will not exceed the current rate established for Corporation employees. No entertainment expenses or purchases of alcoholic beverages are reimbursable.

A Board member must submit a voucher specifying the amount and nature of each expense to the Board for approval after the expenses have been incurred.

XI. PROFITEERING FROM PUBLIC SERVICE

A member of the Board shall not obtain a pecuniary interest in any contract or purchase which was approved by the Board during his/her Board service for one (1) year after leaving the Board unless the former member:

1. was screened from any participation in the contract or purchase;
2. has not received a part of the profits of the contract or purchase by the Board; and
3. promptly gives notice to the Board of his/her interest in the contract or purchase.

This restriction does not apply if the Board member receives less than \$250.00 of the profits from the contract or purchase. *See Policy A125 Nepotism, Conflict of Interest, Gifts, and Use of Corporation Resources* for information on gifts and gratuities.

XII. DEFENSE AND INDEMNIFICATION OF BOARD MEMBERS

This bylaw is applicable to all types of civil claims under law including tort claims, civil rights claims, and contract claims. The Board will pay all costs and fees incurred by or on behalf of any Board member in the defense of any claim under law if the Board by resolution determines that the Board member's actions upon which the claim is based arise out of the performance of the member's duties as a Board member, and were taken in good faith.

The Board shall, subject to the provisions of Indiana law, also pay any judgment, compromise, or settlement of a claim, or suit when the Board determines by resolution that it is in the best interest of the Corporation to do so, the act or omission upon which the claim is based occurred within the scope of the Board member's duties as a Board member, and the member did not act in bad faith, or with malfeasance in office. The intent of this bylaw is to hold the Board member harmless from any liability, cost, or damages in connection such a claim, including but not limited to the payment of

legal fees and court costs, except where the liability, cost, damage, or fees are predicated on, or arises out of, the bad faith of the Board member or the claim or judgment is based on the member's malfeasance in office.

If a present or former Board member is or could be subject to personal civil liability for a loss occurring because of a noncriminal act or omission within the scope of the member's duties which violates the civil rights laws of the United States, the Board shall, subject to the limitations established by Indiana law pay the judgment, compromise, or settlement of the claim or suit if the Board determines by resolution that paying the judgment, compromise or settlement is in the best interests of the Corporation. The Board shall also pay all costs and fees incurred by or on behalf of Board member in defense of any such claim or suit.

A Board member shall not be personally liable on contracts entered into within the scope of the member's duties as a Board member unless it is clearly indicated otherwise in writing.

I.C. 3-12-9-4

I.C. 5-4-1-4

I.C. 5-8-1-35: removal from office

I.C. 5-8-1-38: felony conviction

I.C. 5-8-3

I.C. 5-8-3.5

I.C. 5-8-6 and I.C. 20-26-4-4.5: death of a member

I.C. 5-9-4

I.C. 20-23-4-30(e)

I.C. 20-23-4-30(d)(1) & (2)

I.C. 20-23-8-22

I.C. 20-26-4-2

I.C. 20-26-4-3-2: oath of office

I.C. 20-26-4-7

I.C. 20-26-4-9

I.C. 20-26-4-10

I.C. 20-26-4-11

I.C. 20-26-5-4

I.C. 20-26-5-4(17)

I.C. 34-13-2

I.C. 34-13-3-5

I.C. 34-13-3-20

I.C. 34-13-4-1

I.C. 34-17 (I.C. 5-8-2-1): voluntary intoxication

I.C. 35-44.1-1-5

I.C. 35-50-5-1.1: removal due to conviction of bribery or official misconduct

2 C.F.R 200.112, 200.113, 200.318

Franklin Community School Corporation

Adopted: 6-10-24

Revised:

ADMISSION TO THE CORPORATION (LEGAL SETTLEMENT)

The Corporation will educate, tuition free, students who have legal settlement in the Corporation, and students enrolled according to the requirements of I.C. 20-26-11. The Corporation verifies Indiana residency under C125-R and reports on student enrollment (Average Daily Membership) in accordance with applicable statute and Indiana Department of Education guidance, as outlined in administrative guideline C125-R2.

A. Children of Divorced Parents

1. Children of divorced parents may attend school in this Corporation if one (1) parent resides in this Corporation and a timely election is made utilizing the "Custodial Statement and Agreement: Divorce, Separation, or Abandonment" form provided by the Indiana State Board of Education.
2. Not later than fourteen (14) days before the first student day of the school year for which the parent seeks enrollment, the parent with physical custody of the child must notify the Board of School Trustees Superintendent of the school corporation in which the parents seek to have the student enrolled of their election to enroll the child in the Corporation. The election may be for no less than one (1) school year.

B. A student who has been expelled from another school district or who is expelled from a nonpublic school or withdraws from a public or a nonpublic school to avoid expulsion may be enrolled in the Corporation in compliance with I.C. 20-33-8-20 during the actual or proposed expulsion if:

1. The student's parent informs the Corporation of the student's expulsion or withdrawal to avoid expulsion;
2. The Corporation consents to the student's enrollment;
3. The student agrees to the terms and conditions of enrollment established by the Corporation.

Such students will not be charged tuition unless otherwise required by law if they do not have legal settlement in the Corporation.

If a student's parent fails to inform the Corporation of the expulsion or withdrawal to avoid expulsion or the student fails to follow the terms and conditions established for enrollment, the Corporation may withdraw consent and prohibit the student's enrollment during the period of the actual or proposed expulsion. Before consent is withdrawn, the student must be given an opportunity for an informal meeting with the principal. At the informal meeting, the student is entitled to:

1. A written or verbal statement of the reasons for the withdrawal of consent.
 2. A summary of the evidence against him/her.
 3. An opportunity to explain his/her conduct.
- C. Nonresident students may be accepted into the Summer School Program provided by this Corporation.

D. Student Residence Change

In considering the continued enrollment of students whose legal settlement changes during the first semester of the school year, the effective date of legal settlement change may (at the election of the parent or student eighteen (18) years or older) be extended until the end of that school year. After the end of the school year, that student will be considered a transfer student.

E. Transfer Students

Students without legal settlement in the Corporation (hereafter referred to as "transfer students") will be enrolled in compliance with I.C. 20-26-11-32 and the following procedure:

1. The Corporation will establish the number of transfer students that can be accepted in each building and grade level.
2. The Corporation will establish a date by which requests to enroll a transfer student must be submitted to the Superintendent or designee. This date shall be submitted to the Indiana Department of Education and published on the Corporation Internet website.
3. Pursuant to I.C. 20-26-11-6.5, and except as permitted by law for capacity, discipline, or attendance issues, the Corporation shall accept a transferring student who does not have legal settlement in the school corporation if:
 - a. The student's parent is a current employee of the transferee school corporation with an annual salary of at least;
 - i. Eight thousand dollars (\$8,000); or,
 - ii. three thousand dollars (\$3,000) earned due to being included as an employee in the extracurricular portion of the transferee school corporation's current collective bargaining agreement;
 - b. The student's parent currently resides in Indiana; and
 - c. The transferee school corporation has the capacity to accept the student.

4. If the number of requests to transfer exceeds the capacity established by the Corporation, reduced by the number of transfers that will be given priority as described in paragraph (C) above, the students to be enrolled in each building and grade level shall be determined by a publicly verifiable random selection process in which each application submitted on or before the date established by the Corporation pursuant to paragraph (A) above has an equal chance of being selected.

Pursuant to State law, a student's application to transfer to the Corporation may be denied if the student has been suspended for ten (10) or more school days, or suspended or expelled for possession of a firearm, deadly weapon, or a destructive device, causing physical injury to a person, a violation of the Corporation's drug or alcohol rules during the twelve (12) months preceding the student's request to transfer, or if the student has had a history of unexcused absences and the Corporation believes that, based upon the location of the student's residence, attendance would be a problem for the student if the student is enrolled with the Corporation.

For purposes of computing the number of days of suspension of the student requesting enrollment, student discipline received from a teacher pursuant to I.C. 20-33-8-25(b)(7) shall be included in the calculation of the number of school days that a student has been suspended.

Transportation will not be provided by the School Corporation for transfer students accepted for enrollment, unless the transfer student has an Individualized Education Program (IEP) in which transportation is required to be provided as a related service.

Priority will be given to a student requesting transfer who has a household member already a student in the Corporation or a parent who is a current employee of the Corporation. Parents who are Corporation employees or parents with a transfer student already enrolled in the Corporation and wish to enroll another household member must give notice to the Superintendent or a designee of their wish to transfer the child into the Corporation before April 1 of the prior academic year. This notice is required in addition to submitting a standard application form.

The Corporation shall make efforts to ensure that students who are enrolled in the Corporation as a transfer student continue to attend in subsequent school years.

~~No transfer student shall be accepted for enrollment for athletic reasons.¶~~

This policy applies to students in virtual schools.

Transfer students will not be charged unless otherwise required by law.

E. Residency of Students with Military Parents

Pursuant to IC 20-26-19 *et.seq.*, a student meets the residency requirements for enrollment in the Corporation if the parent of the student meets the following:

1. The parent is transferred to or is pending transfer to a military installation within Indiana while on active duty pursuant to an official military order.

2. The parent submits to the public school:
 - a. an application, as determined by the public school, for enrollment in the public school; and
 - b. documentation, as determined by the Indiana State Board of Education, regarding the transfer or pending transfer.

3. The parent intends to reside in the attendance area of the Corporation.

I.C. 20-26-11
I.C. 20-26-11-32
I.C. 20-33-8-25(b)(7)
I.C. 20-26-19

Franklin Community School Corporation

Adopted: [date]
Revised: [date]



Book	POLICIES
Section	Section C - Students
Title	C175 - Student Attendance and Academic Engagement
Code	
Status	Active
Adopted	January 8, 2024

C175

STUDENT ATTENDANCE AND ACADEMIC ENGAGEMENT

The Board of School Trustees believes that presence in the classroom enables the student to participate in instruction, class discussions, and other related activities. As such, regular attendance and classroom participation are integral to instilling incentives for the student to excel. Students are bound by the requirements of Indiana's compulsory attendance law. Attendance shall mean to be physically present in a school or at another location where the school's educational program is being conducted during regular school hours on a day in which the educational program in which the student is enrolled is being offered (including a mandatory videoconference, phone conference, or other virtual environment during e-learning or virtual learning days). Academic engagement is the quality of students' participation or connection with the schooling endeavor and hence with activities, values, people, goals, and places that comprise it, and encompasses the academic, behavioral, and emotional enrichment of each student.

Attendance shall be required of all Corporation students, except those exempted under other provisions of State law, during the days and hours that the school is in session. Daily attendance will be appropriately recorded, and reports will be submitted to the IDOE in accordance with IDOE guidance and formatting/submission requirements.

Content may be delivered onsite in person or off-site during instructional days in the academic school year.

If the Corporation conducts more than three (3) virtual days when at least 50% of the Corporation's in-person enrolled students attend virtually or online, at least 50% of instructional time on any subsequent virtual days will consist of teacher directed synchronous instruction. Where instruction is less than 100% teacher directed synchronous instruction, the remainder of instruction will be asynchronous.

Exceptions to compulsory attendance are established in IC 20-33-2 and shall be recognized by the Corporation. For any of these exceptions a student shall be recorded as excused absent from school.

The Superintendent shall require, from the parent of each student or from an adult student who has been absent for any reason, a written statement of the cause for such absence. The Board reserves the right to verify such statements and to investigate the cause of each:

- A. prolonged absence;
- B. absence of more than three (3) days duration;
- C. repeated unexplained absence and tardiness.

At a minimum, in accordance with Indiana law, the Board considers the following as exceptions to compulsory attendance, and may not be recorded as absences or penalized by the school in any manner:

- A. Service as a page for or as an honoree of the general assembly (not recorded as absence)
- B. Serve on a precinct election board or as a helper to a political candidate or to a political party on the date of each general, city, or town, special, and primary election at which the student works
- C. Subpoena to appear in court as a witness in a judicial proceeding
- D. Ordered to active duty with **the armed forces of the United States, including their reserve components, or** the Indiana National Guard for ~~not more than ten~~ **at least (150)** days in a school year **if the student is not a habitual truant**
- E. Member of the Indiana wing of the civil air patrol who is participating in a civil air patrol for not more than five (5) days in a school year
- F. “educationally related nonclassroom activity” as defined in I.C. 20-33-2-17.5
- G. Student or member of student’s household participates or exhibits in the Indiana State Fair for educational purposes, for not more than five (5) days in a school year, if student is in good academic standing, as determined by the school corporation.
- H. **If a student is in good academic standing as determined by the school corporation, up to six (6) instructional days in a school year for student participation in a scheduled competition, exhibition, or event offered by the National or Indiana FFA or a 4-H club for educational purposes as evidenced in writing by the student's parent and as approved in writing by the student's school principal.**

~~These following~~ absences shall be considered excused **and categorized as follows:**

- A. **Medical- This includes:**
 - a. **Illness verified by a note from the parent/guardian (limited to 5 days per semester)**
 - b. **Illness verified by a note from a physician ~~—or~~ similarly licensed medical professional**
 - c. **Recovery from accident as verified by a licensed professional**
 - d. **Professional appointments – Parents are encouraged to schedule medical, dental, legal, and other necessary appointments other than during school hours. When appointments are necessary during the school day, the student shall report back to school immediately after the appointment with a signed statement from the doctor, dentist, lawyer, counselor, etc.**
- ~~B. Recovery from accident~~
- ~~C. Professional appointments – Parents are encouraged to schedule medical, dental, legal, and other necessary appointments other than during school hours. When appointments are necessary during the school day, the student shall report back to school immediately after the appointment with a signed statement from the doctor, dentist, lawyer, counselor, etc.~~
- B..**Funeral/Bereavement** - Death in the immediate family or of a relative

- C. Religious - Observation or celebration of a bona fide religious holiday, practice, or event that is significant to a student's faith.
- D. Family Choice Planned – Planned absences due to maternity, ~~or~~ military connected families' absences related to deployment and return, or other reasons pre-arranged by the student's family and approved by the Superintendent or designee
- E. Family Choice Unplanned – Unplanned absences due to maternity, ~~or~~ military connected families' absences related to deployment and return, or other reasons that occur unexpectedly due to unforeseen family circumstances or decisions and approved by the Superintendent or designee
- F. Administrator Approved - Such other good cause as may be acceptable to the Superintendent or his or her designee or permitted by law, except family choice absences will be categorized pursuant to D. and E. above (pre-approval is required; student's academic progress will be considered)

- ~~I. Observation or celebration of a bona fide religious holiday~~
- ~~J. Maternity~~
- ~~K. Military connected families' absences related to deployment and return~~
- ~~L. Such other good cause as may be acceptable to the Superintendent or his or her designee or permitted by law~~

Providing Education for Students with Long-Term Medical Conditions: A long-term provider note is necessary when a student has been injured or suffers from an illness and is anticipated to be absent for a minimum of 20 instructional days over the course of the school year. The school will provide instruction to students under these circumstances if the parent provides documentation from a licensed healthcare provider with prescriptive authority indicating the student will meet the 20-day criteria due to a medical condition. This long-term medical documentation provides the information necessary for a school to create a plan for meeting the student's educational needs during these absences. Further consultation with the licensed healthcare provider may be necessary to determine the student's ability to engage in educational activities and instruction during these absences. If the student has a Section 504 Plan relating to the absences or the condition causing the absences, the plan under this policy must be consistent with the 504 Plan. If the student is also an eligible student with a disability, the student's Individualized Education Program (IEP) case conference committee will determine services during these absences in accordance with the law.

¶

An unexcused absence is any absence not covered under the definition of excused absence or an exception to compulsory attendance. An out-of-school suspension shall not be considered an unexcused absence. Repeated instances of unexcused absences may result in disciplinary action up to suspension or expulsion of a student, ~~except that for the 2025-2026 school year, except in the case of a virtual education program, a student will not be expelled or suspended solely because the student is chronically absent or a habitual truant.~~

Truancy is defined as willful refusal to attend school as required by the compulsory attendance law.

The Superintendent or an attendance officer having jurisdiction shall report a child who is habitually ~~absent~~ **truantly** from school to ~~the prosecuting attorney and to~~ an intake officer of the juvenile court or the Department of Child Services.

The Board shall consider each student assigned to a program of other guided learning experiences, to be in regular attendance for the program provided that they report to such staff member they are assigned for guidance at the place or in the manner in which they are conducting study, and regularly demonstrate progress toward the objectives of the course of study.

The Superintendent is authorized to develop administrative guidelines for student attendance, e- learning, and truancy.

The Superintendent also shall ensure that the Board's policy on attendance and the Corporation's administrative guidelines are made available to all parents and adult students.

I.C. 9-24-2-1, -4

I.C. 20-33-2-3.2

I.C. 20-33-2-17.7

I.C. 20-33-2-17.8

I.C. 20-33-2-4 et seq.

I.C. 20-33-2-14

511 IAC 1-3-1

Franklin Community School Corporation

Adopted: 1-8-24

Revised:

Parental Notice Form for Off-Campus Religious Instruction

Indiana law on off-campus religious instruction

Following receipt of written notice from the student's parent or guardian, the law requires school principals to allow a student to attend religious instruction conducted by a church, an association of churches, or an association that is organized for religious instruction and incorporated under Indiana law as an excused absence.

- This instruction may not exceed:
 - K – Grade 8: 120 minutes/week
 - High school: amount of time equal to attending 1 elective course at the high school per week
- ~~This instruction may not exceed 2 hours per week. ¶~~
- The entity offering this religious instruction to a student shall:
 - work in a collaborative manner with the principal to ensure the period(s) in which the student receives religious instruction are the least disruptive to the instructional time of the student.
 - maintain attendance records and allow a school attendance officer to inspect them upon request.
- The religious instruction may not be supported by public funds.

Notice to parents or guardians

- The School Corporation does not require, prohibit, encourage or discourage student from participating in off-campus religious instruction. A parent or guardian's notice should be based on their independent choice and not based on representations made by the School Corporation, or its employees, volunteers, partners, vendors, contractors, students, or other associated individuals. The School Corporation seeks only to permit such instruction in accordance with Indiana law if directed to do so by a student's parent or guardian.
- The School Corporation does not provide, fund, lead, or otherwise conduct religious instruction on or off campus. This instruction is provided solely by other entities that are completely separate from the School Corporation and outside of the Corporation's control.
- The School Corporation does not provide or supervise transportation to or from off campus religious instruction.
- The School Corporation cannot and does not hire, conduct background checks, vet, train, supervise, evaluate, employ, direct, or otherwise exert any control over the employees, members of clergy, volunteers, vendors, contractors, partners, participants, or others associated with the entity that provides off campus religious instruction. For example, the School Corporation does not control trainings for religious instruction leaders on safety, first aid, student medical needs, needs of students with disabilities under Section 504 or the Individuals with Disabilities Education Act, curriculum, instruction, or any other information. As such, the School Corporation makes no representations about and is not responsible for the acts of any such persons or entities, including but

not limited to any acts of negligence, intentional harm, abuse, neglect, or otherwise harmful or inappropriate acts that might cause harm to the student now or in the future.

- The School Corporation does not communicate with parents or students on behalf of any entity providing off campus religious instruction, nor does it communicate with an entity providing religious instruction on behalf of parents or students. Parents should communicate directly with the entity providing religious instruction if they have questions about transportation, safety, instruction, staffing, or other topics.
- The parent or guardian must follow all other School Corporation policies, such as policies on parent-school communication, attendance, etc.
- The parent or guardian may provide or revoke this notice of permission for student to attend off campus religious instruction at any time during the school year. The notice must be in writing.

Parent notice to school corporation

I, the undersigned parent/guardian, on behalf of myself and my child _____ (“student”), an enrolled student of the School Corporation, provide this notice that student will participate in off campus religious instruction at an entity referenced above in accordance with Indiana law.

¶

~~I have read and understand the School Corporation Notice to Parents above.~~ ¶

¶

Name and contact information for the entity providing religious instruction:

Dates and times requested:

Transportation to the religious instruction, if applicable:

€ The arrangement does not require the student to transport from school.

€ Pickup by parent or other person: _____

€ Student will self-transport in accordance with school policies.

Transportation back to school, if applicable:

€ The arrangement does not require the student to transport back to school.

€ Return by parent or other person: _____

€ Student will self-transport back to school in accordance with school policies.

This permission notice is valid for the school year 20____ - ____.

I have read and understand the School Corporation Notice to Parents above.

¶

Parent/Guardian Name

Signature

Date



Book	POLICIES
Section	Section C - Students
Title	C200 - Anti-Bullying
Code	
Status	Active
Adopted	November 13, 2023

C200

ANTI-BULLYING

Bullying is prohibited by the School Corporation (“Corporation”). Students who commit any acts of bullying are subject to discipline, including but not limited to suspension, expulsion, arrest, and/or prosecution.

Definition

“Bullying” is defined as overt, unwanted, repeated acts or gestures, including verbal or written communications or images transmitted in any manner (including digitally or electronically); physical acts committed; aggression; or any other behaviors committed by a student or group of students against another student with the intent to harass, ridicule, humiliate, intimidate, or harm the targeted student, creating for the targeted student an objectively hostile school environment that:

- (1) places the targeted student in reasonable fear of harm to his or her person or property;
- (2) has a substantially detrimental effect on the targeted student’s physical or mental health;
- (3) has the effect of substantially interfering with the targeted student’s academic performance; or
- (4) has the effect of substantially interfering with the targeted student’s ability to participate in or benefit from the services, activities, or privileges provided by the Corporation.

Bullying does not include, and should not be interpreted to impose any burden or sanction on, the following:

- a) participating in a religious event;
- b) acting in an emergency involving the protection of a person or property from an imminent threat of serious bodily injury or substantial danger;
- c) participating in an activity consisting of the exercise of a student's freedom of speech rights;
- d) participating in an activity conducted by a nonprofit or governmental entity that provides recreation, education, training, or other care under the supervision of one (1) or more adults;

- e) participating in an activity undertaken at the prior written direction of the student's parent; or
- f) engaging in interstate or international travel from a location outside Indiana to another location outside Indiana.

“Bullying,” as defined by this policy and state law, does **not** include actions involving employees. Any behaviors committed by, towards, or amongst Corporation employees should be reported to the employee’s supervisor, building principal, or Superintendent.

Applicability

The Corporation prohibits bullying in all forms. This policy may be applied regardless of the physical location in which the bullying behavior occurred, whenever the individual committing the bullying behavior and any of the intended targets of the bullying behavior are students attending a school within the Corporation and disciplinary action is reasonably necessary to avoid substantial interference with school discipline or prevent an unreasonable threat to the rights of others to a safe and peaceful learning environment. The Corporation prohibits bullying through the use of data or computer software that is accessed through any computer, computer system, or computer network.

Bullying behaviors based on the targeted individual’s race, color, national origin, sex, gender, religion, or disability may be investigated and processed according to the Nondiscrimination/Anti Harassment Policy.

Education

The Corporation will provide training and/or instruction on anti-bullying prevention and policy to all students in grades 1 through 12, as well as employees, ~~in accordance with Indiana law.~~

Reporting

Anyone who believes that a student has possibly been or is the victim of bullying is encouraged to immediately report the situation to an appropriate employee such as a teacher, school counselor, or administrator (including the Superintendent). All employees, volunteers, and contracted service providers who observe or receive a report of suspected bullying shall notify a designated school administrator in charge of receiving reports of suspected bullying within the same day. If an employee does not know who to make a report to, he or she should report directly to the building principal or Superintendent. Bullying reports to the Department of Child Services and/or law enforcement must be made as required by law, such as when an employee believes that a student is the victim of abuse or neglect. Any person who makes a report of bullying and requests to remain anonymous will not be personally identified as the reporter or complainant to extent permitted by law. The Corporation will act appropriately to discipline employees, volunteers, or contracted service providers who receive a report of bullying and fail to initiate or conduct an investigation of a bullying incident, and for persons who falsely report an incident of bullying. The Corporation will act appropriately to discipline students, employees, visitors, or volunteers who make false reports of bullying.

Investigation

Once a report of suspected bullying is received by the designated school administrator, an expedited investigation shall follow. The investigation should be facilitated by the designated school administrator or other appropriate school employees. Information relating to the investigation will be gathered using means including, but not limited to: witness interviews, request for written witness statements, record identification and review, and an assessment of whether bullying occurred. The investigation will be initiated within one (1) school day of the report to the designated school administrator and will ordinarily be completed within ten (10) school days.

Intervention/Responses

If a report of suspected bullying is substantiated through an investigation, then The Corporation shall take appropriate intervention and responses as consistent with policy and procedure. The Corporation will take prompt and effective steps reasonably calculated to stop the bullying, remedy the bullying, and prevent the bullying from recurring. Consistent with other legal obligations, the Corporation will prioritize the safety of the target of the bullying including transferring the bully or target to another school within the Corporation. Interventions and responses include, but are not limited to: separating the bully and the target; follow-up school counseling for the target; bullying education for the bully; and prompt disciplinary action against the bully. These steps should not penalize the target of the bullying. Disciplinary actions against the bully may include, but are not limited to: suspension and expulsion for students; discharge for employees; exclusion for parents, guests, volunteers, and contractors; and removal from any office for governing body members. Also, if the acts of bullying rise to the level of serious criminal offense the matter may be referred to law enforcement. The Corporation shall inform the parents of all students involved in alleged incidents, and, as appropriate, may discuss the availability of counseling and other intervention services.

Parental Involvement

Parents are encouraged to be involved in the process of minimizing bullying. Parents may review any materials used in any bullying prevention or suicide prevention program employed by the Corporation. Parents should report suspected acts of bullying to an appropriate school official. In addition, parents of students suspected of bullying will be notified with a phone call or through other appropriate means of communication. Conversely, parents of students suspected of being the target of acts of bullying will also be notified with a phone call or through other means of appropriate communication. ~~Parent notifications will occur in an expedited manner within two (2) school days after the designated school administrator receives the report of suspected bullying.~~ Parents of both the targeted student and alleged perpetrator will be notified of the investigation before the end of the next school day after the school becomes aware of the incident. Parents will also be notified of the conclusion of the investigation before the end of the next school day after the conclusion. Parents of students who are disciplined for acts of bullying will be involved in the disciplinary process consistent with the law and Corporation policy.

Reporting to IDOE

Each school within the Corporation will record and report to the Superintendent or his or her designee the frequency of bullying incidents in the following categories: verbal bullying, physical

bullying, social/relational bullying, and electronic/written communication bullying (or a combination or two or more of the above categories). The Superintendent or his or her designee shall report the number of bullying incidents by category for each school and the entire corporation for each school term to the Indiana Department of Education by July 1.

I.C. 20-33-8-13.5

Franklin Community School Corporation

Adopted: 11-13-23

Revised:



Book	POLICIES
Section	Section C - Students
Title	C225 - Parental Access to Instructional Material and Surveys
Code	
Status	Active
Adopted	January 8, 2024

C225

PARENTAL ACCESS TO INSTRUCTIONAL MATERIAL AND SURVEYS

The Board of School Trustees respects the privacy rights of parents and students. No student shall be required, without prior written consent of the student (if an adult, or an emancipated minor) or, if an unemancipated minor, their parents, to participate in any personal analysis, evaluation, or survey that reveals attitudes, habits, traits, opinions, beliefs, or feelings concerning:

1. political affiliations or beliefs of the student or the student's parent;
2. religious beliefs, affiliations, or practices of the student or the student's parent;
3. mental or psychological conditions of the student or the student's family;
4. sexual behavior or attitudes;
5. illegal, anti-social, self-incriminating, or demeaning behavior;
6. critical appraisals of other individuals with whom the student has a close family relationship;
7. legally recognized privileged or confidential relationships, such as those of lawyers, ministers, or physicians; or
8. income (except as required by law to determine eligibility for participation in a program or for receiving financial assistance under such program).

Parents may inspect any materials used in conjunction with any such survey, analysis, or evaluation by contacting the building principal. The school corporation will post a copy of each personal analysis, evaluation, and survey personal analysis, evaluation, or survey conducted by a third-party vendor that reveals, identifies, collects, maintains, or attempts to affect attitudes, habits, traits, opinions, beliefs, or feelings on the school corporation's website.

Parents have the right to inspect, upon request, all instructional materials used as part of the educational curriculum of the student. Instructional materials include teachers' manuals, student texts, films, tapes, or other digital materials. The term does not include academic tests or assessments.

Further, parents of minor unemancipated students, and adult/emancipated students, as applicable, will be provided with two requests for written consent before a personal analysis, survey, or evaluation provided by a third party vendor that reveals, identifies, collects, maintains, or attempts to affect attitudes, habits, traits, opinions, beliefs, or feelings is administered or distributed by the school to the student. The consent form must accurately summarize the contents and nature of the personal analysis, evaluation, or survey that will be provided to the student, include an explanation of the reasons that the school corporation or qualified school is administering the personal analysis, evaluation, or survey, and indicate that a parent of a student or an adult/emancipated minor student has the right to review and inspect all materials related to the personal analysis, evaluation, or survey. The written consent form may be sent in an electronic format.

If the parent of the student or the adult/emancipated student, as applicable, does not respond to the written request provided by the school corporation within twenty-one (21) calendar days after receiving the request, the school corporation shall provide the parent of the student or an adult/emancipated minor student, a written notice requesting that the parent of the student or the adult/emancipated minor student indicate, in a manner prescribed by the school corporation, whether the parent or student consents to the personal analysis, evaluation, or survey; or declines the personal analysis, evaluation, or survey. If the school corporation does not receive a response within ten (10) days after the notice, the student will receive the personal analysis, evaluation, or survey unless the parent or the adult/emancipated student subsequently opts out of the personal analysis, evaluation, or survey for the student.

If the school uses a third-party vendor for such a survey or evaluation, the third-party vendor and the school corporation may not record, collect, or maintain the responses to or results of the analysis, evaluation, or survey in a manner that would identify the responses or results of an individual student. Any contract with the third-party vendor must contain a breach of contract clause if the vendor fails to comply with this policy. If a student does not participate in the personal analysis, evaluation, or survey, the school corporation or qualified school shall provide the student with alternative academic instruction during the same time frame that the personal analysis, evaluation, or survey is administered.

The provisions of this policy concerning personal analyses, evaluations, and surveys conducted by third party vendors do *not* apply to:

1. An academic test or academic assessment, scoring keys, or other tools directly related to measuring a student's academic performance in understanding a particular curricular subject matter, as prescribed by the Indiana Department of Education.
2. A career aptitude or career interest survey.
3. An assessment or screening instrument administered by a third party employed, licensed school psychologist, or social worker, clinical social worker, marriage and family therapist, or mental health counselor licensed under IC 25-23.6, *if* the third party provider is referred by school personnel in a crisis situation in which the school personnel and the third party provider reasonably believe that the student is in immediate danger of self-harm, harming another person, or experiencing harm resulting from abuse or neglect.
4. An assessment, screening instrument, or evaluation survey administered by a third party employed licensed school psychologist, or social worker, clinical social worker, marriage and family therapist, or mental health counselor licensed under IC 25-23.6; who has received a consent for services from a

student, if the student is an adult or emancipated minor, or parent of a student, if the student is an unemancipated minor.

5. A survey or evaluation administered to a student of a school by a third party vendor that gauges or attempts to gauge student satisfaction with or participation in the school's programming, technology platform, or approved curriculum.

Parents or eligible students may utilize the procedure for grievances in guideline C225-R if they have concerns regarding the implementation of this policy as to a personal analysis, survey, or evaluation provided by a third party that reveals, identifies, collects, maintains, or attempts to affect attitudes, habits, traits, opinions, beliefs, or feelings.

Human Sexuality Curriculum

Before a school may provide a student with instruction on human sexuality, the school must provide the parent of the student or the student (if an adult, or an emancipated minor), with a written request for consent of instruction. A consent form provided to a parent of a student or a student must accurately summarize the contents and nature of the instruction on human sexuality that will be provided to the student and indicate that a parent of a student or an adult or emancipated minor student has the right to review and inspect all materials related to the instruction on human sexuality. The written consent form may be sent in an electronic format. The parent of the student or the student (if an adult, or an emancipated minor), may return the consent form indicating that the parent of the student or the adult or emancipated student either consents to or declines instruction.

If a student does not participate in the instruction on human sexuality, the school shall provide the student with alternative academic instruction during the same time frame that the instruction on human sexuality is provided.

If the parent of the student or the student (if an adult, or an emancipated minor), does not respond to the written request provided by the school within twenty-one (21) calendar days after receiving the request, the school shall provide the parent of the student, or the student (if an adult, or an emancipated minor), a written notice requesting that the parent of the student, or the student (if an adult, or an emancipated minor), indicate, in a manner prescribed by the school, whether the parent of the student or the adult or emancipated student either consents to or declines instruction.

A notice provided to a parent of a student or a student must accurately summarize the contents and nature of the instruction on human sexuality that will be provided to the student and indicate that a parent of a student or an adult or emancipated minor student has the right to review and inspect all materials related to the instruction on human sexuality. The notice may be sent in an electronic format. If the school does not receive a response within ten (10) days after the notice, the student will receive the instruction on human sexuality unless the parent or the adult or emancipated student subsequently opts out of the instruction for the student.

Personal Information

The Board will not allow the collection, disclosure, or use of personal information collected from students for the purpose of marketing or for selling that information (or otherwise providing that information to others for that purpose).

Notice to Parents

The Superintendent is directed to provide notice directly to parents of students enrolled in the Corporation of the substantive content of this policy at least annually at the beginning of the school year, and within a reasonable period of time after any substantive change in this policy. In addition, the Superintendent is directed to notify parents of students in the Corporation, at least annually at the beginning of the school year, of the specific or approximate dates during the school year when the administration of any survey by a third party that contains one or more of the items described in 1 through 8 above are scheduled or expected to be scheduled. . A list of any instructional materials, including teachers' manuals, curricular materials, films or other video materials, tapes, and other materials used in connection with instruction on human sexuality shall be published on the school's website.

For purposes of this policy, the term "parent" includes a legal guardian or other person standing in loco parentis (such as a grandparent or stepparent with whom the child lives, or a person who is legally responsible for the welfare of the child).

IC 20-30-5-17

IC 20-26-21-1 et sec.

20 U.S.C. §1232h(c)

34 C.F.R. §98.3

Franklin Community School Corporation

Adopted: 1-8-24

Revised:

FRANKLIN COMMUNITY SCHOOL CORPORATION

[DATE]

Dear Parent/Guardian:

As part of your child’s education, your student is enrolled in a course that includes instruction on topics related to human sexuality. In compliance with Indiana law, you are receiving this consent form prior to the beginning of instruction on human sexuality. As part of the course, the instruction on human sexuality will discuss _____

_____. The instruction will be provided to male and female students in a [unified or separate] setting. The instruction will be provided by a [female or male] instructor. Additionally, pursuant to Indiana law, you have the right to review and inspect all materials, including teachers’ manuals, curricular materials, films or other video materials and tapes, related to the instruction on human sexuality.

This form is to request your consent to provide your child instruction on human sexuality. Should you choose to decline instruction on human sexuality for your child, the school will provide your child with alternative academic instruction during the same time frame that the instruction on human sexuality will be provided. Please read this form carefully, select one option, sign and return to _____. We request that you return this consent within twenty-one (21) days of your receipt of this consent form.

FIRST REQUEST FOR CONSENT - INSTRUCTION ON HUMAN SEXUALITY

COURSE TITLE _____ TEACHER _____ PERIOD _____

SCHOOL _____ DATE _____

Please check one (1) of the statements below. Return the signed consent to _____.

_____ I consent to have my child participate in the instruction on human sexuality described above.

_____ I decline to have my child participate in the instruction on human sexuality described above.

Student Name

Parent/Guardian Signature

[DATE]

Dear Parent/Guardian:

As part of your child's education, he/she is enrolled in a course that includes instruction on topics related to human sexuality. We sent you a consent form dated [DATE OF FIRST NOTICE] requesting you to consent or decline instruction for your child on human sexuality. As of the date of this letter, we have not received your signed consent/declination form.

As part of the course, the instruction on human sexuality will discuss _____

_____. The instruction will be provided to male and female students in a [unified or separate] setting. The instruction will be provided by a [female or male] instructor. Additionally, pursuant to Indiana law you have the right to review and inspect all materials, including teachers' manuals, curricular materials, films or other video materials and tapes, related to the instruction on human sexuality.

This notice is to request your consent to provide your child instruction on human sexuality. Should you choose to decline instruction on human sexuality for your child, the school will provide your child with alternative academic instruction during the same time frame that the instruction on human sexuality will be provided. Please read the below form carefully, select one option, sign and return to the _____. Please return this form within ten (10) days of receipt. If the school does not receive the form within ten (10) days of your receipt of this notice, your child will receive the instruction on human sexuality, unless you subsequently opt of the instruction.

CONSENT FORM FOR INSTRUCTION ON HUMAN SEXUALITY

COURSE
TITLE _____ TEACHER _____ PERIOD _____
SCHOOL _____ DATE _____

Please check *one (1)* of the statements below. Return the signed consent to

_____.

I consent to have my child participate in the instruction on human sexuality described above.

_____ I decline to have my child participate in the instruction on human sexuality described
above.

Student Name

Parent/Guardian Signature



Book	POLICIES
Section	Section C - Students
Title	C425 - Student Suicide Prevention and Awareness
Code	
Status	Active
Adopted	January 8, 2024

C425

STUDENT SUICIDE PREVENTION AND AWARENESS

The School Board recognizes that suicide is one of the leading causes of death for Indiana youth. This policy is meant to increase child suicide awareness and prevention. The School Board believes there must be a partnership between families, the community, and the School Corporation.

To that end, the School Corporation cooperates with the larger community including suicide prevention services. Information regarding such suicide prevention services located in our community can be found on the FCS Intranet, on student IDs/lanyards in Grades 7-12, and in our school counseling offices. Further information regarding crisis intervention referral is available to students, parents, and School Corporation employees.

The School Corporation provides counseling services for students and families related to suicide prevention. For students who are Medicaid eligible, FCS offers onsite therapy and skills-based support through approved collaborations with multiple community mental health agencies. In partnership with an outside agency, FCS offers wraparound care coordination services for those with private insurance. These services help students, families, and staff navigate the mental health care system. In crisis situations, the Director of Mental Health or a member of the mental health support team can provide short-term mental health support until a more sustainable option becomes available.

The School Corporation recognizes the relationship between suicide and drug and alcohol use. The plan, training, and any other program authorized under this policy shall increase awareness of this correlation.

The School Corporation shall provide evidence-based training to School Corporation employees ~~consistent with Indiana law~~. This training, QPR (Question, Persuade, Refer), addresses warning signs and tendencies that may evidence a student is considering suicide.

Consistent with Indiana law, the Superintendent or his/her designee shall develop a personalized plan to assist survivors of attempted suicide and to assist students and School Corporation employees to cope with a suicide or attempted suicide. The Superintendent or his/her designee may develop any other program or activity appropriate to increase awareness and prevention of child suicide.

I.C. 20-26-5-34.4

~~I.C. 20-26-3-6~~

Franklin Community School Corporation

Adopted: 1-8-24

Revised:



Book	POLICIES
Section	Section D - Human Resources
Title	D200 - Standard of Care and Supervision of Students
Code	
Status	Active
Adopted	March 11, 2024

D200

STANDARD OF CARE AND SUPERVISION OF STUDENTS

All school employees and volunteers shall uphold the highest standards for supervision, control, and protection of students commensurate with their assigned duties and responsibilities. All employees and volunteers shall establish and maintain professional boundaries with students that are consistent with their legal, professional, and ethical duty of care for students.

The following expectations will be enforced:

- A. An employee shall *immediately* report to law enforcement or child protective services any suspected child abuse or neglect. An employee shall immediately report to a building administrator any knowledge of criminal organization (gang) activity and shall immediately report to the Title IX coordinator any report of student sexual harassment or assault.
- B. Employees shall set a positive example for students in words and actions. This includes, but is not limited to, refraining from use of profanity, demeaning statements, and any other communications that set an inappropriate example for students.
- C. An employee shall not associate with students at any time in any manner that may give the appearance of impropriety or is not consistent with an employee's role as an exemplar. This includes, but is not limited to, the employee's involvement in any situation that could be considered abusive or sexually suggestive, or involves harmful substances such as illegal drugs, alcohol, or tobacco. Further, employees shall not communicate with students by electronic means except on School-approved applications for educational purposes. Communications exchanged via any electronic platform shall not be deleted unless first uploaded to the School's data management system. Any sexual or otherwise inappropriate conduct with a student, including improper personal communications, will subject the offender to potential criminal prosecution and disciplinary action by the Board up to and including termination of employment.

- D. If a student approaches an employee to seek advice or discuss personal matters, including but not limited to personal relationships, sexual behavior, substance abuse, and/or mental or physical health, the employee shall assist the student by facilitating contact with certified or licensed individuals in the School or community who are qualified in the assessment, diagnosis, and treatment of the student's stated problem. Any employee who determines that a student needs services shall report the matter to appropriate authorities and their supervisor. However, under no circumstances should an employee attempt to counsel, assess, diagnose, or treat the student, unless properly licensed and authorized. Nor shall any such employee inappropriately disclose personally identifiable information concerning the student to third persons not specifically authorized by law.
- E. An employee or volunteer shall not electronically transmit any personally identifiable image of or information on a student(s) without the prior approval of School administration and the student's parent, where applicable.
- F. All employees and volunteers shall follow established school safety procedures and protocols. An employee or volunteer shall immediately report to a building administrator any accident, safety hazard, knowledge of threats of violence, or other potentially harmful situation they detect.
- G. An employee shall not transport students in a private vehicle without the prior approval of the principal.
- H. A student shall not be required to perform work or participate in activities detrimental to their health or welfare.

Employees who fail to follow this policy shall be subject to discipline up to and including termination. Volunteers who fail to follow this policy shall be subject to revocation of volunteer privileges. Some violations may subject employees or volunteers to criminal prosecution.

Pursuant to the laws of the State and Board Policy, each employee shall report to the proper legal authorities immediately, any sign of suspected child abuse or neglect, and to the appropriate administrator any knowledge of criminal organization (gang) activity or reports of student sexual harassment or assault.

Pursuant to Indiana law, if a student makes an allegation that an employee of the Corporation has engaged in misconduct with, or pertaining to, the student, and the Corporation determines that the allegation is unsubstantiated or otherwise dismissed, the Corporation will provide written notice within fourteen (14) days to both the employee and the parent of the student regarding the determination.

I.C. 20-26-5-47

I.C. 31-33-5

Criminal Organization Policy

Franklin Community School Corporation

Adopted: 3-11-24

Revised:



Book	POLICIES
Section	Section D - Human Resources
Title	D325 - Employee Background Checks and Mandatory Reporting
Code	
Status	Active
Adopted	January 8, 2024

D325

EMPLOYEE BACKGROUND CHECKS AND MANDATORY REPORTING

Definitions

For purposes of this policy, “association” is defined as an organization that conducts, organizes, sanctions or sponsors interscholastic high school athletic events as the organization’s primary purpose. I.C. § 20-26-14-1

“Coach” is defined as a coach of grades 9 through 12 in all association recognized sports, including nonteaching and volunteer coaches.

Employees and Contractors

An offer of employment on behalf of the School Board shall be contingent upon a determination by the Superintendent or his/her designee that the applicant meets each qualification standard in the job description for the position offered. To determine if the applicant meets the qualification standards for the position applied for, the Superintendent or his/her designee shall conduct a comprehensive pre-employment background investigation on each applicant given a conditional offer of employment.

The School Corporation through the Superintendent or his/her designee shall take the following steps in accordance with Indiana law **and best practice** to conduct a pre-employment background investigation:

1. Conduct an expanded criminal history check for each applicant;
2. Conduct an expanded child protection index check for each applicant;
3. Seek explanations of any employment gaps to ensure the applicant has not omitted an employer where an offense occurred;
4. Verify the applicant’s eligibility to work using the E-verify database maintained by the Federal government; and

5. Contact the applicant's employment references, and, if applicable, the most recent employer provided by the applicant before the applicant may be hired.
6. If the position involves driving, an Indiana Bureau of Motor Vehicles driver history.

Where the needs of the School Corporation require that the applicant begin work before the pre-employment background investigation can be completed, the expanded criminal history check for each applicant shall be completed no later than thirty (30) days after the first day of employment. If the vendor providing an expanded criminal history check offers more than one (1) type of expanded criminal history check, the School Corporation shall evaluate all available types of criminal history check and determine whether a more comprehensive expanded criminal history check would better protect the students. Further, the School Corporation shall conduct an expanded child protection index check no later than sixty (60) days after the first day of employment. The applicant shall continue to be considered as an applicant working pursuant to a conditional offer of employment until the pre-employment background investigation is complete.

Each applicant shall provide all identifying information necessary to conduct the pre-employment background investigation and shall read and agree to all necessary documentation to conduct the pre-employment background investigation as a condition of being considered for employment.

Failure of an applicant to fully or truthfully disclose all information requested in the application process may disqualify the applicant. Where the failure to make a truthful or complete disclosure is not detected until after the employee is employed, the employee may be terminated for insubordination.

Consistent with Indiana law, the School Corporation may use information concerning an individual being the subject of a substantiated report of child abuse or neglect as grounds not to employ or contract with the individual.

The School Corporation will not hire, continue to employ, contract with, or continue to contract with any individual who has been convicted of an offense requiring license revocation, unless the conviction has been reversed, vacated, or set aside on appeal.

Additionally, concerning each employee of the School Corporation, or an entity contracting with the School Corporation, in an employment position in which an individual is likely to have direct, ongoing contact with children in the scope of employment:

1. The School Corporation will not employ or contract with, and will terminate the employment of or contract with, an individual who has been convicted of an offense listed in I.C. 20-26-5-11.2(b), unless such conviction has been reversed, vacated, or set aside.
2. The School Corporation will not employ or contract with an individual who has been convicted of an offense listed in I.C. 20-26-5-11.2(c), unless a majority of members of the Board approves such employment or contract as a separate, special agenda item.
3. The School Corporation will not hire or contract with an individual who is required to wear an ankle monitor as the result of a criminal conviction, unless a majority of members of the Board approves such employment as a separate, special agenda item.

4. The School Corporation will not hire or contract with an individual who entered into an agreement to settle an allegation of misconduct relating to the health, safety, or well-being of a student (as defined in I.C. 20-26-5-11.2(i)) at a school corporation, charter school, or state accredited nonpublic school, if the agreement included a nondisclosure agreement covering the alleged misconduct, unless a majority of members of the Board approves such employment as a separate, special agenda item.
5. The School Corporation will not hire or contract with an individual who, in an academic environment, engaged in a course of conduct involving repeated or continuing contact with a child that is intended to prepare or condition the child for sexual activity (as defined in I.C. 35-42-4-13), unless a majority of members of the Board approves such employment as a separate, special agenda item.

An entity with which the School Corporation contracts for services may not employ or contract with, and shall terminate the employment or contract of an individual in a position likely to have direct, ongoing contact with children in the scope of employment if the individual has been convicted of an offense listed in I.C. 20-26-5-11.2(b). If such an entity obtains information that an individual employed by the entity who works at a particular school corporation, charter school, or state accredited nonpublic school has been convicted of an offense listed in I.C. 20-26-5-11.2(b), the entity shall immediately notify the school corporation, charter school, and state accredited nonpublic school of the employee's conviction. Such entity is not required to consider whether information concerning such a conviction requires the entity to terminate the employment or contract of, or otherwise not to employ or contract with, such individual if the conviction has been reversed, vacated, or set aside.

Additionally, an entity with which the School Corporation contracts for services may not:

1. Employ or contract with an individual in a position likely to have direct, ongoing contact with children in the scope of employment if the individual has been convicted of an offense listed in I.C. 20-26-5-11(c), unless a majority of members of the Board approves such employment or contract as a separate, special agenda item.
2. Hire or contract with an individual in a position likely to have direct, ongoing contact with children in the scope of employment if the individual is required to wear an ankle monitor as the result of a criminal conviction, unless a majority of members of the Board approves such hire or contract as a separate, special agenda item.
3. Hire or contract with an individual in a position likely to have direct, ongoing contact with children in the scope of employment who entered into an agreement to settle an allegation of misconduct relating to the health, safety, or well-being of a student (as defined in I.C. 20-26-5-11(i)) at a school corporation, charter school, or state accredited nonpublic school, if the agreement included a nondisclosure agreement covering the alleged misconduct, unless a majority of members of the Board approves such hire or contract as a separate, special agenda item.
4. Hire or contract with an individual in a position likely to have direct, ongoing contact with children in the scope of employment who, in an academic environment, engaged in a course of conduct involving repeated or continuing contact with a child that is intended to prepare or condition the child for sexual activity (as defined in IC 35-42-4-13), unless a majority of members of the Board approves such hire or contract as a separate, special agenda item.

Contractors providing services to the School Corporation which entail direct contact with students shall, as a material term of their contract, agree that they have or will screen each employee and applicant for employment using the same qualification standards applied by the Board to the same or similar positions. Contractors shall submit their policy or a written assurance of their compliance with this policy. Compliance with this policy shall be a material term of every contract for services entered into by the Board, and the Superintendent shall promulgate administrative guidelines to implement this policy.

Each School Corporation employee is required to undergo an expanded criminal history check every five (5) years. The School Corporation will assume the costs of the expanded criminal history check for current employees. The School Corporation may conduct an expanded criminal history check more often than every five years if it believes an employee is the subject of a substantiated report of child abuse or has been charged with one of the offenses listed in I.C. § 20-26-5-11.2(b).

The School Corporation may establish procedures to verify the accuracy of information referenced in this policy.

Volunteers

Each volunteer who is in direct contact with students will be required to submit a Limited Criminal History Record Check.

The procedures shall ensure that information and records obtained from criminal history inquiries under this policy are confidential and shall not be released except as necessary to implement this policy or to defend a decision made pursuant to this policy.

The Superintendent or his/her designee is to inform each volunteer that s/he:

1. Shall agree to abide by all Board policies and Corporation guidelines while on duty as a volunteer;
2. Will be covered under the Corporation's liability policy but the Corporation shall not provide any type of health insurance to cover illness or accident incurred while serving as a volunteer, nor is the volunteer eligible for worker's compensation;
3. Will be asked to sign a form releasing the Corporation of any obligation should the volunteer become ill or receive an injury as a result of his/her volunteer services;
4. Will be required to report any arrests, the filing of criminal charges against him/her, or convictions for a crime while serving as a volunteer;
5. Will be required to report any substantiated report of child abuse or neglect of which s/he is the subject.

Coaches

The Corporation shall, for each coach hired or allowed to coach an association recognized sport, whether as an employee or as a volunteer:

1. Ask the prospective coach:
 - a. Whether the individual is or has been accredited by the association;
 - b. If the individual is or has been accredited by the association, whether the individual's accreditation has ever been suspended or revoked;
2. Request references from the individual, and contact the references provided;

3. Contact the association to determine whether the individual's accreditation has ever been suspended or revoked.

Before allowing an individual to be a volunteer coach, the Corporation must conduct an Expanded Criminal History Check.

Mandatory Reporting of Arrest, Conviction, Criminal Activity, Investigations, and Substantiated Reports of Child Abuse or Neglect

During the course of employment with the School Corporation, each employee is required to report arrest or the filing of criminal charges against the employee; any substantiated report of child abuse or neglect; and conviction of criminal charges to the Superintendent or designee within two (2) business days of the occurrence. The Superintendent or designee shall review each such report and shall recommend appropriate action to the Board consistent with Indiana law and considering the risk to members of the school community presented by the continued employment of the employee. Further, consistent with Indiana law, if the superintendent of a school corporation becomes aware of possible criminal activity involving a current or former school employee or contractor that may have occurred on school property or at a school approved activity or event not on school property; and may have involved a current or former student who was a student at the time of the possible criminal activity; or concludes an investigation of a personnel matter that results in or could result in a suspension or termination of a school employee; the superintendent shall, within five (5) business days, inform all members of the Board.

No Corporation employee, contractor, or agent shall assist a Corporation employee, contractor, or agent in obtaining a new job, apart from the routine transmission of administrative and personnel files, if the individual knows, or has probable cause to believe, that such school employee, contractor, or agent engaged in sexual misconduct regarding a minor or student in violation of the law.

Disclosures Regarding Former Employees

The School Corporation shall disclose known information regarding former employees in accordance with Indiana law.

I.C. 20-26-2-1.3

I.C. 20-26-2-1.5

I.C. 20-26-5-10

I.C. 20-26-5-11.2

I.C. 20-26-14-8

I.C. 20-26-14-9

I.C. 20-28-5-8

I.C. 20-28-5-9

20 U.S.C. § 7926(a)

Franklin Community School Corporation

Adopted: 1-8-24

Revised:



Book	POLICIES
Section	Section E - Instruction
Title	E200 - Credit for Religious Education
Code	
Status	Active
Adopted	March 11, 2024

E200

RELIGIOUS RELEASE TIME AND CREDIT FOR RELIGIOUS EDUCATION

Religious Release Time

Pursuant to Indiana law, when the parent of a student provides written notice, the principal shall allow the student to attend a school for religious instruction that is conducted by a church, association of churches, or an association that is organized for religious instruction and incorporated under Indiana law.

Following receipt of such written notice, the principal shall work in a collaborative manner with the parent or entity offering religious instruction to provide assistance in determining a period or periods for the student to receive religious instruction. An entity offering religious instruction to a student shall work in a collaborative manner with the principal to ensure the period(s) in which the student receives religious instruction are the least disruptive to the student's instructional time.

Written notice for religious release time is only valid for the school year in which it was provided.

The period(s) in which a student receives religious instruction under this section may not exceed 120 minutes per week for elementary school students or the equivalent of one (1) elective course per week for secondary school students.

An entity providing religious instruction under Indiana law and this policy shall maintain attendance records and allow inspection of these records by attendance officers; and may not be supported, in whole or in part, by public funds.

An entity that provides religious instruction to a student under this policy must agree to conduct an expanded criminal history check and expanded child protection index check for each of the entity's employees or contractors likely to have direct, ongoing contact with students of the school corporation in the scope of the individual's employment or contract services, and to hold liability insurance coverage for services or transportation provided outside school property.

A student who participates in religious release time shall receive the same attendance credit that the student would receive for attendance in the public school for the same length of time.

Credit for Religious Education

Pursuant to Indiana law, a public secondary school may award academic credit to a student who attends religious instruction if the governing body of the school corporation adopts a policy that allows the

awarding of credit. In accordance with Indiana law, the Board adopts the following policy:

1. Classes in religious instruction are evaluated on the basis of purely secular criteria in substantially the same manner as similar classes taken by a student at a nonpublic secondary school who transfers to a public secondary school are evaluated to determine whether the student receives transfer credit for the classes. Secular criteria may include the following in addition to other established secular criteria:
 - A. The number of hours of classroom instructional time.
 - B. A review of the course syllabus that reflects the course requirements and materials.
 - C. Methods of assessment used in the course.
 - D. Whether the course is taught by a licensed teacher.
2. The decision of whether to award academic credit shall be neutral as to, and not involve any test for, religious content or denominational affiliation.
3. A student who attends religious instruction under this policy shall first seek to use a time period during a student instructional day (as defined in IC 20-30-2-2) that is not devoted to student instructional time to attend religious instruction. If a student is not able to attend religious instruction at a time other than during student instructional time, the student may only be released to attend religious instruction **in accordance with the Religious Release Time provision of this policy** ~~for an amount of up to 120 minutes per week~~. The permission is valid only for the year in which it is granted.

A student may be awarded a total of not more than two (2) elective academic credits under this policy.

I.C. 20-33-2-19

I.C. 20-33-8-5

Franklin Community School Corporation

Adopted: 3-11-24

Revised: [date]



Book	POLICIES
Section	Section F - Fiscal Management
Title	F125 - Purchasing Procedures and Capital Assets
Code	
Status	Active
Last Revised	May 12, 2025

F125

PURCHASING PROCEDURES AND CAPITAL ASSETS

PUBLIC PURCHASING

Every purchase of goods or supplies by a school must comply with Indiana public purchasing and contract laws. The Board hereby designates the Chief Financial Officer as purchasing agent or designee for the Board. The following procedures along with current Indiana law and guidance published by the Indiana State Board of Accounts shall be generally followed by school administrators for the purchase of products or supplies (i.e. equipment, goods, and materials):

- I. **Specifications** — Prior to obtaining proposals for goods or supplies, the purchasing agent or designee will prepare specifications describing the goods or supplies. Specifications should be prepared in such a manner to promote overall economy and to encourage competition. Duplicative or unnecessary items will not be purchased. Consideration should be given to consolidating or breaking out procurement to obtain a more economical purchase.
- II. **Good Faith Requirement** — Each purchasing agent or designee shall negotiate, perform, or administer each contract in good faith.
- III. **Rules and Policies** — The school may adopt additional guidelines to regulate purchases which may supplement, but may not be inconsistent with Indiana law. The school corporation may also establish additional written policies for purchases. Written policies may apply to all purchases generally or to a specific purchase.
- IV. **Electronic Transmission** — The purchasing agent or designee may give and receive notices and offers electronically.

- V. **Trusts** - If the purchasing agent or designee receives an offer from a trust, the purchasing agent or designee must require the trust to identify the beneficiaries of the trust and settlor empowered to revoke or modify the trust prior to accepting an offer to determine if a conflict of interest may exist.

- VI. **No Artificial Division** — Purchases may not be artificially divided to avoid any requirement of the public purchasing law or any other applicable law. Artificial division to avoid any requirement could result in personal responsibility for the purchasing agent or designee and possible criminal charges.

- VII. **Invitation for Bids** — Unless another purchase method is allowed by statute and prior to obtaining proposals for goods or supplies over \$150,000 for state-funded purchases and \$250,000 for federal purchases, a purchasing agent or designee must normally issue an invitation for bids and which must include the following information:
 - A. A description for the goods or supplies to be purchased which may include specifications attached to or made a part of the solicitation;
 - B. All contractual terms and conditions that apply to the purchase;
 - C. A statement of the evaluation criteria that will be used in the review of responses including any inspection, testing, quality, workmanship, delivery, or suitability standards;
 - D. The time and place for opening of bids;
 - E. A statement concerning whether the bid must be accompanied by a certificate check or other evidence of financial responsibility; and
 - F. A statement concerning the conditions under which a bid may be cancelled or rejected in whole or in part.

- VIII. **Evaluation Criteria** — Evaluation criteria that will affect the bid price and will be considered in the bid evaluation process must be objectively measurable. A purchasing agent or designee may only use criteria specified in the bidding documents and applicable laws to evaluate the bids.

- IX. **Evidence of Financial Responsibility** — The purchasing agent or designee may specify in a solicitation that an offeror must provide evidence of financial responsibility. Evidence of financial responsibility may be a bond, certified check, or other evidence specified by the purchasing agent or designee in the solicitation. A bond or certified check may not be set at more than ten percent (10%) of the contract price.

- X. **Public Notice** — When total project cost is over \$150,000 for state-funded purchases and \$250,000 for federal purchases, The purchasing agent or designee must give newspaper notice of any invitation for bids in accordance with IC 5-3-1 and currently requires a notice must be published two (2) times at least one (1) week apart with the second notice at least seven (7) days prior to the opening of bids.

- XI. **Public Opening** - The purchasing agent or designee shall open bids publicly. Offers may be opened after the noticed date if the school board determines in writing that it is in its best interest and the time and place is announced at the originally scheduled opening.

- XII. **Prohibited Changes** — The purchasing agent or designee may not permit changes in bid prices or other material provisions of bids after the bid opening.

- XIII. **Contract Decision** — The purchasing agent or designee must award the contract over \$150,000 for state-funded purchases and \$250,000 for federal purchases promptly by written notice to the lowest responsible and responsive bidder or reject all bids submitted. If the purchasing agent or designee

awards the contract to a bidder other than the lowest bidder, the reason for the award must be stated in the minutes of the board meeting at the time the award is made and should include the factors used to determine which bidder is the lowest responsible and responsive bidder.

A. Responsible Bidder

The purchasing agent or designee must determine whether an offeror is "responsible" and if not, that determination must be made in writing. The following factors can be considered:

- i. whether an offeror fails to provide information required to determine whether they are responsible;
- ii. the ability and capacity of the offeror to provide the goods or supplies;
- iii. the integrity, character, and reputation of the offeror; and
- iv. the competency and experience of the offeror.

Unless exempt, registration with the Indiana Secretary of State to do business in Indiana and adequate insurance as determined by the Corporation is required to be considered responsible.

B. Responsive Bidder

The purchasing agent or designee must determine whether an offeror is responsive. The purchasing agent or designee may consider the following factors:

- i. whether the offer confirms in all material respects to the specifications;
- ii. whether the offer complies specifically with the solicitation and the instruction to offerors; and
- iii. whether the offeror has complied with all applicable statutes, ordinances, resolutions, or rules pertaining to the award of a public contract.

- XIV. **Unconditional Acceptance** — Bids must be unconditionally accepted without alteration or correction, with limited exceptions. If a bidder inserts contract terms or bids on items not specified in the invitation, the purchasing agent or designee shall treat the additional material as a proposal for addition to the contract and may either declare the bidder nonresponsive, permit the bidder to withdraw the proposed additions to the contract, or be willing to accept any of the proposed additions to the contract. However, a purchasing agent or designee may not accept proposed additions that are prejudicial to the school or to fair competition.
- XV. **Purchase Order** - Within thirty (30) days after the acceptance of an offer, the purchasing agent or designee shall deliver notice to the successful offeror a purchase order and retain a copy for public inspection.
- XVI. **Length of Goods/Supplies Contract** — A contract for goods or supplies may be entered into for a period not to exceed four (4) years and must specify that obligations of the school are subject to the appropriation and availability of funds.
- XVII. **Contract Renewal** — A contract that contains a provision for escalation of the price of the contract may be renewed only if the price escalation is linked to a commonly accepted index or a formula

set forth in the contract. The term of a renewed contract may not be longer than the initial term of the contract.

XVIII. **Advance Payments** — The Corporation may not make payment in advance of receipt of goods or services unless permitted by applicable law. The Corporation may only make payment in advance of receipt of goods and services when allowed by Indiana law and IN State Board of Accounts guidelines.

XIX. — **Prohibited Items** - Under no circumstances is the Corporation or any of its agents or employees permitted to use funds for purchases of tobacco, alcohol, or illegal substances.

XX. **Land-** For purchases of land or structures with a total price over \$25,000, the School Board must pass a resolution that it is interesting in purchasing a specified land or structure, must appoint 2 appraisers to establish fair market value within 30 days of appointment, and the purchasing agent may not purchase any land or structure for a price greater than the average of the 2 appraisals.

ALTERNATIVE PURCHASING METHODS

The purchasing agent or designee may when allowed under the public purchasing and public contract laws consider use of the following alternative purchasing methods. Any purchase that does not qualify for an alternative purchasing method must be made through a public bidding process.

I. Requests for Specifications — The school board may make a written finding that the development of specifications is not feasible and may grant a purchasing agent or designee approval to issue a request for specifications. Requests for specifications should be published in accordance with IC 531 which requires that a notice must be published two (2) times at least one (1) week apart.

Requests must include the following:

- A. the factors or criteria that will be used in evaluating the specifications;
- B. a statement concerning the relative importance of the evaluation factors; and
- C. a statement concerning whether discussions may be conducted with persons proposing specifications to clarify the specification requirements.

All entities proposing specifications must be accorded fair and equal treatment with respect to any opportunity for discussions and revisions of proposed specifications.

II. Request for Proposals ("RFP")

The purchasing agent or designee may also and is encouraged to issue a request for proposals.

An RFP must include at least the following:

- A. the factors or criteria that will be used in evaluating the proposals;
- B. a statement concerning the relative importance of price and other evaluation factors (only these evaluation factors may be considered in the evaluation of proposals);

- C. a statement concerning whether the proposal must be accompanied by evidence of financial responsibility; and
- D. a statement concerning whether discussion may be conducted with responsible offerors who submit proposals determined to be reasonably susceptible of being selected for award.

Requests for proposals should be published in accordance with IC 5-3-1 which requires that a notice must be published two (2) times at least one (1) week apart. In addition to publishing the request for proposal, nothing shall prevent the Corporation from sending the Request for proposals directly to known suppliers and/or contractors inviting the supplier or contractor to submit a proposal.

If an RFP is issued, the purchasing agent or designee must prepare a register of proposals which must be open to the public inspection after the contract is awarded. The register must include at least the following:

- A. a copy of the RFP;
- B. a list of all persons to whom copies were given;
- C. a list of all proposals received, including the name and address of all offerors, the dollar amount of each offer, and the name and dollar amount of the successful offeror;
- D. the basis on which the award was made; and
- E. the entire contents of the contract file, except for proprietary information included with an offer.

As provided in the request for proposals or under the rules or policies of the school, discussions may be conducted with, and best and final offers obtained from, responsible offerors who submit proposals determined to be reasonably susceptible of being selected for award. The RFP must be awarded to the responsible offeror whose proposal is determined in writing to be the most advantageous to the school. Awards may be made to more than one offeror if the proposals are determined in writing to be advantageous to the school.

The purchasing agent or designee must treat each offeror fairly and equally with respect to any opportunity for discussion and revision of proposals. In conducting discussions with an offeror, the purchasing agent or designee may use information derived from other proposals in discussion only if the identity of the offeror providing the information is not disclosed to others. Equivalent information must be provided to all offerors with which the purchasing agent or designee chooses to have discussions.

- III. **Purchasing Organizations** - If the school is a participant in a cooperative purchasing organization, a purchasing agent or designee may work with the organization to solicit proposals for the supplies.
- IV. **Reverse Online Auctions** - The purchasing agent or designee may conduct a reverse auction for the purchase of supplies by using an internet purchasing site to issue an invitation for bids and receive bids in accordance with Indiana law.

V. **Special Purchases-** Special Purchases without soliciting bids or proposals are permitted under IC 5-22-10 if made with competition as practicable under the circumstances and:

- A. Certain emergency conditions exist;
- B. Unique opportunity to obtain supplies or services at a substantial savings to School;
- C. Auction;
- D. Data processing contract or licensing agreement (such as software programs);
- E. Concerns over compatibility of equipment and only 1 source meets reasonable requirements; F. Purchasing method seriously impairs the functioning of school
- G. No responsive offers received under correct use of other purchasing methods;
- H. A governmental discount of established price;
- I. Only single source of supply is available
- J. Efficiency & economic advantages (such as federal GSA pricing)
- K. Vendor is an entity with contract with federal agency or purchase is from federal government or public utility
- L. Acceptance of a Gift

VI. **Micro Purchases (Under \$10,000 Using Federal Funds)-** This section applies only if the purchasing agent or designee expects the purchase to be less than \$10,000 when federal funds are used to purchase supplies *and* services. A purchasing agent or designee may award without soliciting competitive price or rate quotations if the purchasing agent or designee deems the price reasonable based on research, experience, purchase history, or other information and documents maintained by the Corporation.

VII. **Small Purchases (Under \$50,000 Using Non-Federal Funds)-**Purchases under \$50,000 using nonfederal funds may be made through the open market, or using any other method established under this Policy and deemed appropriate by the purchasing agent or designee.

VIII. **Request for Quotes (Federal Purchases Between \$10,000-~~\$2~~150,000 or Non-Federal Purchases Between \$50,000 and \$150,000)-** This section applies only if the purchasing agent or designee expects a non-federal purchase to be between \$50,000 and \$150,000, or a federal purchase to be between \$10,000 and ~~\$2~~150,000.

- A purchasing agent or designee may purchase supplies by inviting quotes from at least three (3) persons known to deal in the lines or classes of supplies to be purchased.
- The purchasing agent or designee shall mail an invitation to quote to these persons at least seven (7) days before the time fixed for receiving quotes.
- If the purchasing agent or designee receives a satisfactory quote, the purchasing agent or designee shall award a contract to the lowest responsible and responsive offeror for each line or class of supplies being requested. The purchasing agent or designee may reject all quotes.
- If the purchasing agent or designee does not receive a quote from a responsible and responsive offeror, the purchasing agent or designee may purchase the supplies under IC 5-22-10-10.

ADDITIONAL PROVISIONS ON PROCUREMENT USING FEDERAL FUNDS

The Superintendent shall maintain a procurement and contract administration system in accordance with the federal procurement requirements (2 CFR 200), including verification that vendor/contractor has not been suspended or debarred from participation in federal programs, and the prohibition of use of statutorily or administratively imposed state, local or tribal geographical preferences in the evaluation of bids or proposals, except where applicable federal statutes expressly mandate or encourage geographic preference, for the administration and management of Federal grants and Federally-funded programs. **This also includes the requirement under 2 CFR 220.323(b) that the corporation will purchase, acquire, or use products and services that can be reused, refurbished or recycled and contain recycled content.** The Corporation shall maintain a contract administration system that requires contractors to perform in accordance with the terms, conditions, and specifications of their contracts, applicable laws, and/ or purchase orders. Except as otherwise noted or as required by applicable laws, procurement transactions shall conform to the provisions of this policy and related guidelines.

The Superintendent/Treasurer shall review applicable laws with regards to grant opportunities and prepare applications for programs deemed appropriate and beneficial to the students and the School. The Superintendent/Treasurer shall approve each such proposal prior to its submission, and the Board shall approve receipt of all grants resulting from such proposals.

MATERIALITY & CAPITAL ASSETS

It is the School Board's intent to maintain a fixed asset capitalization plan utilizing the following guidelines. In addition to establishing this capitalization policy, the Corporation, according to Indiana State Board of Accounts guidance, maintains a Capital Assets Ledger; identifies capital assets by activity; identifies capital assets by major class; confirms beginning balance; reports additions to capital assets; reports reductions in capital assets; compares ending balance to Capital Assets Ledger; documents basis for valuation and estimated useful life; and has established internal controls (see Policy F100 on Internal Controls).

Definitions and Provisions

For the purpose of this policy, the following definitions apply unless the context clearly indicates or requires a different meaning.

"Tangible Assets" - Assets which can be observed by one or more of the physical senses.

"Fixed Asset" - Tangible assets of a durable nature employed in the operating activities of the Corporation and are relatively permanent and are needed for the production or sale of goods or services are termed property, plant and equipment or fixed assets. These assets are not held for sale in the ordinary course of operations. This group is usually separated into classes according to the physical characteristics of the items (e.g. land, buildings, improvements other than buildings, machinery and equipment, furniture and fixtures).

"Capital Outlays" - Expenditures which benefit both the current and future fiscal periods. Includes costs of acquiring land or structures; construction or improvement of buildings, structures or other fixed assets; and equipment purchases having an appreciable and calculable period of usefulness. These are expenditures resulting in the acquisition of or addition to the government's general fixed assets.

I. Land

Corporation will capitalize land purchases, regardless of cost. Original cost of land will include the full value transferred to the grantor, including relocation, closing costs incidental to the purchase (including title insurance commitment and insurance) appraisal and negotiation fees, surveying and costs for preparing the land for its intended purpose (including contractors and/or school workers salary and benefits, such as demolishing buildings, excavating, clean up, and/or inspection).

Corporation will record donated land at fair market value on the date of conveyance plus any associated costs. Purchases made using federal or state funding will follow the source funding policies and above procedures. **II. Machinery and Equipment**

Machinery and equipment includes an apparatus, tool, or conglomeration of pieces to form a tool.

The tool will stand alone and not become a part of a basic structure or building.

Corporation will capitalize and tag items with an individual value equal to or greater than \$10,000.

Machinery combined with other machinery to form one unit with a total value greater than the above mentioned limit will be one unit.

Shipping charges, consultant fees, and any other cost directly associated with the purchase, delivery, or set up, (including contractors and/or school workers salary and benefits), which makes such equipment operable for its intended purpose will be capitalized.

Improvements or renovations to existing machinery and equipment will be capitalized only if the result of the change meets all of the following conditions:

1. total costs exceeds \$10,000,
2. the useful life is extended two or more years, and
3. the total costs will be greater than the current book value and less than the fair market value.

III. Buildings

Corporation will capitalize buildings at full cost with no subcategories for tracking the cost of attachments. Attachment can include roofs, heating, cooling, plumbing, lighting, or sprinkler systems, or any part of the basic building. Corporation will include the cost of items designed or purchased exclusively for the building.

Corporation's new building will be capitalized only if it meets the following conditions: 1) the total cost exceeds \$10,000, and 2) the useful life is greater than two years.

Corporation while improving or renovating an existing building will capitalize the cost only if the result meets all of the following conditions:

1. the total cost exceeds \$10,000,
2. the useful life is extended two or more years, and
3. the total cost will be greater than the current book value and less than the fair market value.

Capital building costs will include preparation of land for the building, architectural and engineering fees, bond issuance fees, interest cost (while under construction), accounting costs if material, and any costs directly attributable to the construction of a building.

Corporation will record donated buildings at fair market value on the date of transfer with any associated costs. Purchases made using federal or state funding will follow the source funding policies and above procedures.

IV. Improvements Other than Buildings

These improvements to land are for better enjoyment, attached or not easily removed, and will have a life expectancy of more than two years. Examples include walks, parking areas and drives, fencing, retaining walls, pools, outside fountains, and other similar items.

Corporation will capitalize new improvements other than buildings if it meets the following conditions: the total cost exceed \$10,000, and the useful life is greater than two years.

Corporation will capitalize improvements or renovations to existing improvements other than buildings if it meets the following conditions:

1. the total cost exceeds \$10,000,
2. the assets' useful life is extended two or more years, and
3. the total cost will be greater than the current book value and less than the fair market value.

Corporation's donated improvements other than buildings will be recorded at fair market value on the date of transfer with any associated costs. Purchases made using federal or state funding will follow the source funding policies and above procedures.

"Historical Cost" - The cash equivalent price exchanged for goods or services at the date of acquisition. Land, buildings, equipment, and most inventories are common examples of items recognized under the historical cost attribute.

Recording and Accounting

Corporation will classify capital expenditures as capital outlays within the fund from which the expenditure was made in accordance with the chart of accounts of the latest version of Accounting and Financial Regulatory Reporting Manual for political subdivisions. The cost of property, plant and equipment includes all expenditures necessary to put the asset into position and ready for use. For purposes of recording fixed assets of the Corporation, the valuation of assets shall be based on historical cost or where the historical cost is indeterminable, by estimation for those assets in existence.

In addition, an asset register using SBOA prescribed forms shall be maintained to provide a detail record of the capital assets of the Corporation.

When it is not possible to determine the historical cost of capital assets owned by Corporation, the following procedure should be followed. Corporation will develop and inventory of all capital assets which are significant for which records of the historical costs are not available. Corporation will obtain an estimate of the replacement costs of these assets. Through inquiry Corporation determines the year or approximate year of acquisition. Then Corporation multiplies the estimated replacement cost by the factor for the year of acquisitions from the Table of Cost Indexes published by the Indiana State Board of Accounts. The resulting amount will be the estimated cost of the asset.

In some cases, estimated replacement cost can be obtained from insurance policies; however, if estimated replacement costs are not available from insurance policies, Corporation should obtain or make an estimate of the replacement costs. **Safeguarding of Assets**

Accounting controls shall be designed and implemented to provide reasonable assurances that:

1. Capital expenditures made by the Corporation be in accordance with board's authorization as documented in the board meeting minutes.
2. Adequate detail records be maintained to assure accountability for Corporation assets.
3. Access to assets be permitted in accordance with the board's authorization.

4. The recorded accountability for assets be compared with the existing assets at least every two years and appropriate action be taken with respect to any differences.

PUBLIC WORKS PROJECTS

‘Public work’ means the construction, reconstruction, alteration, or renovation of a public building, airport facility, or other structure that is paid for out of a public fund or out of a special assessment. The term includes the construction, alteration, or repair of a highway, street, alley, bridge, sewer, drain, or other improvement that is paid for out of a public fund or out of a special assessment. The term also includes any public work leased by a political subdivision under a lease containing an option to purchase.”

Advance Payments

The Corporation may make advance payments to contractors to enable the contractors to purchase materials needed for a public works project of the Corporation. The solicitation of the public works contract providing for such advance payment must include the following information:

- A. That the Corporation may make advance payments to contractors with approval of the Board of School Trustees to enable such contractors to purchase materials;
- B. Any limitations on the amount of advance payments that will be made;
- C. Requirements for documentation relating to making advance payments to contractors for materials; and
- D. Any other information about advance payment for materials the political subdivision considers useful to contractors that make offers.

Such advance payments may not exceed the lesser of fifty percent (50%) of the entire cost of the contract or two million dollars (\$2,000,000.00).

Required Construction Procedures

If the cost of a construction project exceeds \$300,000, the Corporation will follow the statutory provisions for design-build, construction manager as constructor, competitive bid, or guaranteed energy savings contract.

Small Projects

If the cost of a public works project is estimated to cost less than \$50,000, the Corporation shall invite quotes from at least 3 persons known to deal in the class of work proposed by either:

- (1) (No less than 7 days before the time fixed for receiving quotes) Mailing them a notice stating that plans and specifications are on file in a separate office
- (2) Soliciting at least 3 quotes via telephone, fax, or email.

All quotes, including name of person(s) submitting the quote and the amount of the quote shall be reported during the public meeting at which quotes will be officially received.

The contract shall be awarded to the lowest responsible and responsive bidder, except that the School Board may reject all quotes submitted and negotiate in the open market after establishing, in writing, the reason for the rejection of quotes.

The Corporation can purchase or lease supplies in accordance with IC 5-22 and perform the public work with its own workforce, provided the Corporation has a group of employees capable of performing the construction, maintenance and repair of all applicable work.

Projects Between \$50,000 and \$300,000

If the cost of a public works project is estimated to cost between \$50,000 and \$300,000, the Corporation shall invite quotes from at least 3 persons known to deal in the class of work proposed by, no less than 7 days before the time fixed for receiving quote, mailing them a notice stating that plans and specifications are on file in a separate office.

All quotes received shall be opened and read aloud at the time and place designated for the public meeting for this purpose. The contract shall be awarded to the lowest responsible and responsive bidder, except that the School Board may reject all quotes submitted.

Alternate Procedures for Routine Public Works under \$300,000

If a public works project at a school corporation is estimated to cost under \$300,000 and is for the routine operation, routine repair, or routine maintenance of existing structures, buildings, or real property, the Corporation may award the contract in accordance with the public purchasing guidelines established by IC 5-22 and detailed in this Policy.

If the cost of a public works project is estimated to exceed \$300,000, the Corporation will follow the statutory provisions for design-build, construction manager as constructor, competitive bid, or guaranteed energy savings contract, which includes preparation of general plans and specifications describing the kind of public work required and filed in a place reasonably accessible to the public. Notice of sealed bids will be published in accordance with IC 5-3-1. If the project is estimated to cost under \$25 million, the period between the date of 1st publication and opening of bids may not be more than 6 weeks. If the project is estimated to cost at least \$25 million, the period between the date of 1st publication and opening of bids may not be more than 10 weeks.

All bids received shall be opened and read aloud at the time and place designated for the public meeting for this purpose, unless the School Board makes a written determination that it is in the best interest of the Corporation to delay and the day, time, and place of the rescheduled opening are announced at the originally scheduled opening time. The contract shall be awarded to the lowest responsible and responsive bidder, except that the School Board may reject all bids submitted. Any award not to the lowest bidder must be justified in minutes or memoranda available to the public.

ADVANCE PAYMENTS FOR GOODS AND SERVICES

The Corporation authorizes the making of advanced payments for goods before delivered or services before completed. If such advance payments are made, the [local fiscal officer or designee] must do all of the following relating to such advance payments:

- A. Track prepayments by defining the prepayment on a purchase order;
- B. Create a prepayment invoice that is associated with the purchase order;
- C. Require insurance or a surety bond in the amount of prepayment if the amount of prepayment is more than one hundred fifty thousand dollars (\$150,000.00).

Such advance payments may not exceed the lesser of fifty percent (50%) of the entire cost of the contract or two million dollars (\$2,000,000.00).

SBOA Uniform Compliance Guidelines Manual for Schools, Chapter 1

2 CFR 200.318s

I.C. 5-11-1-27

I.C. 5-22-7

I.C. 5-22-8

IC 5-22-10

IC 5-30-1 et seq.

IC 5-32-1 et seq.

I.C. 36-1-7

IC 36-1-12

IC 36-1-12.5

I.C. 5-11-10-1.6

Franklin Community School Corporation

Adopted: 7-8-24 Revised: May 12, 2025



Book	POLICIES
Section	Section F - Fiscal Management
Title	F176 - Unpaid Meals
Code	
Status	Active

F176

Unpaid Meals

Lunch Charging Procedures

Meal accounts for students should be consistently funded throughout the school year to avoid students needing to charge for a meal. However, the Board recognizes that an occasional emergency may make it necessary to charge for a meal. Families needing assistance to apply for free or reduced lunch should contact the School Corporation's Director of Food Service.

The Board's policy and Superintendent's procedure related to meal charges shall be distributed in writing to all households at the start of each school year and to households transferring to the school or Corporation during the school year. Additionally, the Board's policy and Superintendent's procedure related to meal charges shall be distributed to all Corporation staff responsible for policy enforcement, including Corporation food service employees, accounting staff, and all other staff involved in enforcing any aspect of the meal charge policy. This information can also be found about this procedure can also be found on [schools website](#).

The Corporation's meal charging procedure is as follows:

- Significant negative lunch account balances shall not be permitted. A significant negative lunch account balance is any balance owed in excess of \$25 ~~10.00~~;
- If a student has a significant negative lunch account balance, the student shall not be permitted to charge any à la carte food or beverage items;
- ~~Each time a student charges for a meal, parents/guardians will be notified via the Corporation's point of sale software;~~ All households have free access to monitor their students' lunch accounts through the food service department's online payment system, Family Portal.
- ~~After accruing \$10.00 in meal charges, school cafeteria managers will make two attempts to contact parents/guardians to remind them that their student's meal account balance is in the negative and that it needs to be paid immediately;~~

The Food Service Department's point of sale software sends low balance and negative balance reminders via email every four (4) days.

- ~~• The Food Service Department will attempt to call parents/guardians to reiterate the school cafeteria manager's message if parents/guardians have been unresponsive to the manager's two calls, and The Food Service Department will attempt to contact households multiple times prior to the conclusion of each semester when negative balances persist. These means of contact include phone calls, letters sent home with students, and additional emails sent.~~
- ~~• After accruing \$25.00 in meal charges, students' meal privileges may be stopped unless otherwise approved by the superintendent and or designee.~~
- Unpaid meal balances may be turned over to collections ~~after thirty (30) days~~ **at the end of each semester.**

Families may deposit money into students' meal accounts using a credit or debit card. Students may also pay with check or cash at the register as they go through the meal line.

The superintendent may develop administrative guidelines to implement this policy.

Inactive Lunch Accounts

A lunch account becomes inactive after student withdrawal from school. An inactive lunch account that has a positive balance of \$5.00 or less may be receipted back into the school lunch donation fund where the School Lunch Program funds are maintained. An inactive lunch account that has a nominal negative account balance of \$5.00 or less may be offset against the positive balances in the Fund; provided, however, that if the parent requests and can document entitlement to the positive balance in the account within six months from the date the student becomes inactive, the parent is entitled to a refund of that amount.

Franklin Community School Corporation

Adopted: 9-9-24

Revised:



Book	POLICIES
Section	Section G - Operations and Facilities
Title	G350 - Audio, Video, and Digital Recording of Meetings
Code	
Status	Active

G350

AUDIO, VIDEO, AND DIGITAL RECORDING OF MEETINGS

I. Definitions

The following definitions apply to this Policy:

“Recording” is the capture of any individual’s voice and/or image through audio and/or video tape, digital, or other electronic means for any period of time. This includes photography, “live streaming,” phone calls, or using a personal communication device to take or transmit recording.

“Meetings with parent or guardian” includes any meeting between a School Corporation (“Corporation”) employee and a student’s parent or guardian. These meetings include, but are not limited to, parent-teacher conferences, case conference committees (IEP Team meetings), and discipline-related conferences.

“Corporation property” includes any building owned or leased by the Corporation; on the Corporation property or grounds (including parking lots, athletic facilities, etc.); vehicles owned, leased, or operated by the Corporation; and during Corporation events, anywhere a Corporation event is being held, even if held outside of property owned or leased by the Corporation (for example, prom or field trip locations).

II. General Policy

This policy applies to all Corporation employees, students, parents or guardians, visitors, and third parties on Corporation property.

Everyone on Corporation property may be subject to video recording by the Corporation (surveillance) in areas where individuals do not have a reasonable expectation of privacy, including but not limited to: classrooms, office areas, break rooms, parking lots, hallways, eating areas, etc. Recording by others is generally prohibited on Corporation property, as it frequently materially interferes with

Corporation's educational mission; however, exceptions exist as described elsewhere in this policy. The Superintendent or his or her designee shall have the ultimate authority to determine if recording should be permitted to support the Corporation's educational mission.

The public is permitted to record public board of school trustees meetings in accordance with state law.

Nothing in this policy shall be interpreted as an interference with an individual's constitutional rights.

III. Meetings with Parents/Guardians

If a parent or guardian wishes to ~~audio~~ record a meeting, the Corporation requests twenty-four (24) hours' notice prior to the scheduled meeting. Parents or guardians are responsible for providing their own equipment and maintaining their own recording. If the parent or guardian elects to record the meeting, the Corporation shall also record the meeting.

If the Corporation ~~audio~~ records a meeting with parents or guardians, the recording may be maintained as part of the student's education record in accordance with state and federal law. Further, such records may be destroyed in accordance with state and federal law.

IV. Classrooms and Other School Property

Recordings made in, or of, classrooms or other Corporation property are prohibited without prior written approval from the Superintendent or his or her designee.

Any recording made in, or of, classrooms or Corporation property may be subject to state and federal statutes, including but not limited to copyright and privacy laws and the Family Educational Rights and Privacy Act (FERPA).

Students, parents or guardians, visitors, and third parties may take photographs, record audio or video, or "live stream" only if authorized in advance to do so by the Superintendent or his or her designee.

The Corporation students are prohibited from recording, receiving, capturing, or in any way transmitting exam or assessment information or any other information that may constitute fraud, theft, cheating, or academic dishonesty.

Corporation employees may take photographs, record audio or video, or “live stream” the classroom only if doing so assists in 1) furthering the Corporation’s educational mission, vision, and goals; or 2) supporting classroom activities, educational research, or professional enrichment.

V. Violation

The Corporation students and employees who violate this policy may be subject to discipline, up to and including suspension and termination, respectively. Visitors who violate this policy may be removed from Corporation property and may be subject to a trespassing violation if they return to Corporation property.

I.C. 20-26-5-45

Franklin Community School Corporation

Adopted: 3-11-2024

Revised: 5-12-25

DATA BREACH AND PROTECTION

School corporations store a number of educational records in electronic data systems and have a legal and ethical responsibility to protect the privacy and security of that data, including personally identifiable information (PII), under the Family Education Rights and Privacy Act (FERPA). It is the expectation of the Board of School Trustees that Franklin Community School Corporation employees and students understand their role in preventing data breaches and that employees understand their responsibility should a data breach occur.

The School Corporation shall notify the Indiana Office of Technology within 48 hours of any data breach. In addition, Indiana residents must be notified if a security breach has resulted in exposure of their personal information, defined as a social security number or name in combination with a driver's license number, account number, state identification card number, credit card number, financial account number or debit card number in combination with any required security code. Should such a security breach occur, the School Corporation will notify affected persons by mail, telephone or email. The School Corporation will also notify the Indiana Attorney General's Office and, if more than 1,000 individuals are impacted by the breach, the School Corporation shall disclose to each national consumer reporting agency information necessary to assist the agency in preventing fraud, including personal information of an Indiana resident affected by the breach of the security of a system.

Should a School Corporation employee or student become aware of a data breach, they are asked to notify the [Director of Technology] as soon as possible. The [Director of Technology] will coordinate with the superintendent, [Chief Financial Officer] and building level administrator (if applicable) to ensure that the breach is quickly addressed and that any required notification is sent. The [Chief Financial Officer] will ensure that an appropriate separation of duties is in place to secure financial data. The [Director of Technology] will ensure that only specified users have access to PII and that accounts are managed appropriately and deactivated when necessary.

The School Corporation will provide regular training on privacy and information security to all employees to ensure they are aware of protocols for recognizing and reporting data breaches and attempted data breaches.

Franklin Community School Corporation

As added by P.L.134-2021, SEC.5. Amended by P.L.137-2021, SEC.18.

Adopted: [date]

Revised: [date]



Book	POLICIES
Section	Section H - Community Relations
Title	H100 - School Visitors and Parent-Family Engagement
Code	
Status	Active

H100

SCHOOL VISITORS AND PARENT-FAMILY ENGAGEMENT

TITLE I POLICY

The School Corporation will involve parents and families in jointly developing, and agreeing on, the Corporation's policy and local plan in accordance with the guidelines below. Each Title I school will create a building-specific parental and family engagement plan in accordance with the guidelines and each of the students participating in Title I program will receive a copy of the parental and family engagement policy and plan guidelines.

I. Policy Guidelines

- a. Involve parents in jointly developing the Corporation's policy and local plan and in the process of school review and improvement;
- b. Provide the coordination, technical assistance, and other support necessary to assist and build the capacity of all participating schools in planning and implementing effective parent and family involvement activities to improve student academic achievement and school performance, which may include meaningful consultation with employers, business leaders, and philanthropic organizations, or individuals with expertise in effectively engaging parents and family members in education;
- c. Build the schools' and parents' capacity for strong parental involvement by providing parents with the following, if appropriate:
 - i. A description and explanation of curriculum to be used;
 - ii. Forms of academic assessment used to measure student progress;
 - iii. Proficiency levels that students are expected to meet;
 - iv. Materials and training on how parents can improve their child's achievement;
 - v. Educating school staff on how to build ties between home and school;
 - vi. Ensuring, to the extent possible, that information sent home is in a language and form parents can understand;
 - vii. Sending regular parent newsletters regarding curricula, assessments, and classroom and school activities;

- viii. Other reasonable support for parental involvement activities as parents may request;
- d. To the extent feasible and appropriate, coordinate and integrate parent and family engagement strategies with other federal, state, and local programs, including public preschool programs, and conduct other activities, such as parent resource centers, that encourage and support parents in more fully participating in the education of their children;
- e. Conduct, with the meaningful involvement of parents and family members, an annual evaluation of the content and effectiveness of the parental and family engagement policy in improving the academic quality of the schools served with Title I, Part A funds, including the following:
 - i. Identifying barriers to greater participation by parents in parental involvement activities, with particular attention to parents who are economically disadvantaged, are disabled, have limited English proficiency, have limited literacy, or are of any racial or ethnic minority background;
 - ii. The needs of parents and family members to assist with the learning of their children, including engaging with school personnel and teachers, and
 - iii. Strategies to support successful school and family interactions.
- f. Use the findings of the evaluation to design evidence-based strategies for more effective parental involvement, and to revise, if necessary, the parent and family engagement policy; and
- g. Involve parents in the activities of the participating schools, which may include establishing a parent advisory board comprised of a sufficient number and representative group of parents or family members served by the Corporation to adequately represent the needs of the population served by the Corporation for the purposes of developing, revising, and reviewing the parent and family engagement policy.

II. Expectations of Parent and Family Engagement

- a. Parents and families of participating students be provided with frequent and convenient opportunities for full and ongoing participation in the Title I program.
- b. The Title I program must be designed to assist students to acquire the competencies and achieve the goals established by law, as well as the goals and standards established by the Corporation. These goals and standards must be shared with parents in a manner that will enable them to (1) participate in decisions concerning their child's education and (2) monitor and improve the educational achievement of their child.

This policy will be incorporated into the local plans, which is submitted to the State Board.

In accordance with IC 31-42, the Corporation may not substantially burden a parent's fundamental right to direct the upbringing, religious instruction, education, or health care of the parent's child, unless the burden, as applied to the parent and the child, is required to advance a compelling governmental interest and is the least restrictive means of advancing the governmental interest.

In accordance with IC 31-42, the Corporation may not advise, direct, or coerce a child to withhold information from the child's parent or deny a child's parent access to information that is in the control of the Corporation, is requested by the child's parent, and relates to the child's health care or social, emotional, and behavioral well-being, unless the parents access to the requested information is prohibited by state or federal law or a court order, or a law enforcement officer requests that the information not be released because the parent is subject to a criminal investigation related to the child.

SCHOOL VISITORS POLICY

The Corporation welcomes and encourages visits to school by parents, guardians, and others, but in order for the educational program to continue undisturbed when visitors are present and to prevent the intrusion of disruptive persons into the schools, it is necessary to invoke visitor controls. Disruptions to the educational environment will not be tolerated.

Visitors must register at the school office and seek permission to see a student or employee, participate in an activity, or observe. All visits are subject to the approval of the Superintendent, building principal, or designee. The prohibitions and expectations governing classroom observations are equally applicable to online instruction. Specifically, visitors are reminded:

- Visitors are to be silent observers and not create any kind of disturbance or distraction.
- Statements and actions of other students (or statements by an instructor to other children) are to be maintained in confidence.
- Instruction and services may not be recorded in any manner (audio, video, cell phone, use of Alexa, etc.) unless first receiving approval from the Principal and instructor.

Persons seeking to provide professional services, including observations, are not permitted without the express consent of the Superintendent, building principal, or designee.

The Superintendent, building principal, or designee has the authority to prohibit the entry of any person onto school property, or to expel any person, when there is reason to believe the presence of the individual would be detrimental to the good order of the school. If the individual refuses to leave the school grounds or creates a disturbance, the School administrator or designee is authorized to request assistance from law enforcement to remove the individual.

The Superintendent is authorized to develop administrative guidelines to promulgate this policy.

20 U.S.C. § 6318(a)(2)

Franklin Community School Corporation

Adopted: 5-13-24

Revised:

FRANKLIN COMMUNITY SCHOOL CORPORATION
BOARD OF SCHOOL TRUSTEES - NOTICE OF EXECUTIVE SESSION

The Board of School Trustees of Franklin Community School Corporation will meet in executive session at _____ on _____, in the _____ for the following purpose(s) in accordance with I.C. § 5-14-1.5-6.1(b):

- _____ (1) Where authorized by federal or state statute.

- _____ (2) For discussion of strategy with respect to any of the following:
 - _____ (A) Collective Bargaining
 - _____ (B) Initiation of litigation or litigation that is either pending or has been threatened specifically in writing. As used in this clause, "litigation" includes any judicial action or administrative law proceeding under federal or state law.
 - _____ (C) The implementation of security systems.
 - _____ (D) The purchase or lease of real property by the governing body up to the time a contract or option to purchase or lease is executed by the parties.
 - _____ (E) School consolidationHowever, all such strategy discussions must be necessary for competitive or bargaining reasons and may not include competitive or bargaining adversaries.

- _____ (3) For discussion of the assessment, design, and implementation of school safety and security measures, plans, and systems.

- _____ (4) Interviews and negotiations with industrial or commercial prospects or agents of industrial or commercial prospects by the Indiana economic development corporation, the office of tourism development, the Indiana finance authority, the Ports of Indiana, an economic development commission, the Indiana state department of agriculture, a local economic development organization (as defined in IC 5-28-11-2(3)), or a governing body of a political subdivision.

- _____ (5) To receive information about and interview prospective employees.

- _____ (6) With respect to any individual over whom the governing body has jurisdiction:
 - _____ (A) to receive information concerning the individual's alleged misconduct; and
 - _____ (B) to discuss, before a determination, the individual's status as an employee, a student, or independent contractor who is:
 - _____ (i) a physician; or
 - _____ (ii) a school bus driver.

- _____ (7) For discussion of records classified as confidential by state or federal statute.

- _____ (8) To discuss before a placement decision an individual student's abilities, past performance, behavior, and needs.

- _____ (9) To discuss a job performance evaluation, employee specific compensation, or employment matters of individual employees. This subdivision does not apply to a general discussion of the salary, compensation, or benefits of employees during a budget process.

(10) When considering the appointment of a public official, to do the following:

- _____ (A) Develop a list of prospective appointees.
- _____ (B) Consider applications.
- _____ (C) Make one (1) initial exclusion of prospective appointees from further consideration.

Notwithstanding IC 5-14-3-4(b)(12), a governing body may release and shall make available for inspection and copying in accordance with IC 5-14-3-3 identifying information concerning prospective appointees not initially excluded from further consideration. An initial exclusion of prospective appointees from further consideration may not reduce the number of prospective appointees to fewer than three (3) unless there are fewer than three (3) prospective appointees. Interviews of prospective appointees must be conducted at a meeting that is open to the public.

_____ (11) To train school board members with an outside consultant about the performance of the role of the members as public officials.

_____ (12) To prepare or score examinations used in issuing licenses, certificates, permits, or registrations under IC 25.

_____ (13) To discuss information and intelligence intended to prevent, mitigate, or respond to the threat of terrorism.

_____ (14) To train members of a board of aviation commissioners.

_____ (15) For discussion by the governing body of a state educational institution of assessment or negotiation of the establishment of a collaborative relationship or venture.

_____ (16) To discuss either of the following:

- (A) Employee health care options with respect to special exceptions for coverage.
- (B) Employee handbook changes.

_____ (17) To review negotiations on the performance of publicly bid contracts when public knowledge regarding the review would cause a likelihood of increased costs.

_____ (18) To discuss soliciting proposals for the purpose of awarding contracts for goods or services, when:

- (A) Proprietary data, trade secrets, or other information is contained in the bidder's proposal relating to the bidder's unique methods of: (i) conducting business; or (ii) determining prices or premium rates to be charged for services under the terms of the proposal; and
- (B) Public knowledge regarding the discussion would reasonably be expected to result in private loss to the providers of the information described in clause (A).