



Board of School Trustees Meeting Executive Session Agenda

Tuesday, November 11, 2025

Executive Session: 5:15 p.m.- Indian Creek Middle School -Conference Room

Regular Session: 7:00 p.m. - Indian Creek Middle School - LGI Room

Discussion will be held on the following:

- ☒ 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. A real property transaction including:
 - ☐ (i) a purchase;
 - ☐ (ii) a lease as lessor;
 - ☐ (iii) a lease as lessee;
 - ☐ (iv) a transfer;
 - ☐ (v) an exchange; or
 - ☐ (vi) a sale;by the governing body up to the time a contract or option is executed by the parties. This clause does not affect a political subdivision's duty to comply with any other statute that governs the conduct of the real property transaction, including IC 36-1-10 or IC 36-1-11.
 - ☐ E. School consolidation.

***However, 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, or a governing body of a political subdivision.
- *However, this subdivision does not apply to any discussions regarding research that is prohibited under IC 16-34.5-1-2 or under any other law.**
- ☒ 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, that individual's status as an employee, student, or independent contractor who is:
 - ☐ (i) a physician; or
 - ☐ (ii) a school bus driver.



Board of School Trustees Meeting Executive Session Agenda

Monday, October 10, 2025

Executive Session: 5:15 p.m.- Indian Creek Middle School -Conference Room

Regular Session: 7:00 p.m. - Indian Creek Middle School - LGI Room

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- _____ 7. For discussion of records classified as confidential by state or federal statute.
- _____ 8. To discuss before any placement decision an individual student's abilities, past performance, behavior, and needs.
- X 9. To discuss a job performance evaluation of individual employees. This subdivision does not apply to a 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.
- _____ 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 discuss either of the following:
- _____ A. Employee health care options with respect to special exceptions for coverage.
- _____ B. To discuss employee handbook changes
- _____ 15. To review negotiations on the performance of publicly bid contracts when public knowledge regarding the review would cause a likelihood of increased costs, as provided for by Indiana Code §5-14-1.5-6.1(b)(17).
- _____ 16. To discuss soliciting proposals for the purpose of awarding contracts for goods or services when proprietary data, trade secrets, or other information is contained in the bidder's proposal relating to the bidder's unique methods of conducting business, determining prices or premium rates to be charges for services under the terms of the proposal and public knowledge regarding the discussion would reasonably be expected to result in private loss to the providers of the information, as provided for by Indiana Code §5-14-1.5-6.1(b)(18).
- _____ 17. To have communications with an attorney that are subject to the attorney client privilege, as provided for by Indiana Code §5-14-1.5-6.1(b)(19)



School Trustees Meeting Regular Session Agenda

Tuesday, November 11, 2025

Executive Session: 5:15 p.m.- Indian Creek Middle School -Conference Room

Regular Session: 7:00 p.m. - Indian Creek Middle School – LGI Room

I. Call to Order:

- A. Pledge Allegiance to the Flag

II. Recognition of Visitors/Patron Comments:

III. Additions to the Agenda:

IV. Consent Agenda:

- A. Financial Report
- B. Claims
- C. Minutes
 - 1. Executive Session: Monday, October 6, 2025
 - 2. Regular Session: Monday, October 6, 2025
 - 3. Executive Session: Wednesday, October 8, 2025
 - 4. Public Hearing: Friday, October 10, 2025
 - 5. Executive Session: Wednesday, October 22, 2025
 - 6. Executive Session: Wednesday, November 5, 2025
- D. Principals' Reports
- E. Facilities Report
- F. Transportation Report
- G. Food Service Report
- H. Health & Wellness Report
- I. Assistant Superintendent Report
- J. Surplus Items

V. NHJ Recognition Awards:

VI. Committee Reports:

- A. C-9 Report
- B. Indian Creek Education Foundation

VII. Construction Update:

VIII. Old Business:

IX. New Business:

- A. Consider action to approve the 2025-2026 Collective Bargaining Agreement
- B. Consider action to approve Pay Recommendations for Classified Staff
- C. Consider action to approve Pay Recommendations for Administration
- D. Consider action to approve ICHS 2026-2027 Curriculum Guide
- E. Consider action to approve Increased Cafeteria Managers' Work Calendar
- F. Public Acknowledgement of Notice from the Indiana Department of Education Regarding Teacher Compensation



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- G. Consider action to approve ICMS Clearing of Outstanding Checks
- H. Consider action to approve ICHS Boys Varsity Basketball Overnight Trip to Dekalb High School on 1.2.26 – 1.3.26
- I. Consider action to approve ICHS Girls Varsity Wrestling Overnight Trip to Penn High School on 11.14.25 – 11.15.25
- J. Consider action to approve ICHS Girls Varsity Basketball Overnight Trip to Gibson Southern High School on 12.21.25 – 12.23.25
- K. Consider action to approve ICHS Boys Varsity Wrestling Overnight Trip to Evansville Memorial High School on 12.12.25 – 12.13.25

X. Personnel:

A. Resignations:

- 1. Resignation: ICIS/ES Café Cook
- 2. Resignation: ICES Skills Specialist
- 3. Resignation: ICES Special Ed Assistant

B. Employments:

- 1. NHJ Sub Teachers
- 2. ICHS Special Ed Assistant
- 3. NHJ Sub Bus Monitor
- 4. NHJ Sub Bus Monitor
- 4. Transfer: 29 Hr. Café Cook
- 5. ICES Special Ed Assistant
- 6. ICES 1st Grade Long Term Sub Teacher
- 7. ICES Special Ed Long Term Sub Teacher
- 8. ICHS/ICMS Essential Skills Teacher
- 9. ICMS Special Education Assistant

C. Coaches:

- 1. ICMS Assistant Swim Coach
- 2. ICMS Volunteer Wrestling Coach

XI. Superintendent's Report:

XII. Other Items from the Board:

XIII. Adjournment