WA-NEE COMMUNITY SCHOOLS
Elkhart-Kosciusko Counties, Indiana
OFFICIAL PROCEEDINGS OF THE
BOARD OF SCHOOL TRUSTEES
August 24, 2026

A Standard of Excellence: Preparing today's students for tomorrow's challenges

This meeting is a meeting of the School Board in public for the purpose of conducting the School Corporation's business and is not to be considered a public community meeting. There will be time for public participation as indicated by agenda item III.

The Board of School Trustees of the Wa-Nee Community Schools met Monday, August 24, 2026, in their second meeting of the month.

I. CALL TO ORDER

A. The meeting was called to order at the Wa-Nee Administration Office at 6:00 PM by School Board President Curt Flickinger.

B. Pledge of Allegiance

C. Roll Call

On roll call by Vice-President Curt Flickinger the following members responded as present:

Christina Eshelman	Curt Flickinger	Trevor Hershberger	David Kauffman
Don Lehman	John Payne	Brian Topping	

Director of Curriculum Gretchen Thomas and Clerk Lisa Hall were also present.

II. SPECIAL BOARD RECOGNITION

A. NorthWood High School FFA

III. SPECIAL ORDER OF BUSINESS

A. Second Preliminary Determination Public Hearing

President Curt Flickinger will announced the next item on the agenda is for the Board to hold the second preliminary determination hearing on the proposed renovations and improvements to school facilities throughout the School Corporation, including roofing, paving, HVAC improvements, site and athletic improvements, and the purchase of buses, equipment, and technology (collectively, the "Project"). He then asked anyone interested in speaking at the hearing to please make sure that you have signed the sign-in sheet at the back of the room which should include your name and address. After a presentation by the administration and its advisors, there will be an opportunity for the public to make comments about the projects. We will ask that each person to limit their comments to 3 minutes and that the topic be limited to the proposed projects under consideration.

The Notice of this Preliminary Determination Hearing was published as legally required on July 29, 2026 in the *Warsaw Times Union* and *Goshen News*.

President Flickinger then called for comments from the public present at the meeting regarding the proposed renovations and improvements to school facilities. After the public had been given a chance to speak, President Flickinger announced the Public Hearing concerning the proposed Projects to be closed and ask that the minutes reflect that the Public Hearing had been held.

B. Consider the adoption of the

- Project Resolution
- Preliminary Determination Resolution
- Reimbursement Resolution

School board member John Payne made, and Trevor Hershberger seconded the motion to approve the adoption of the Project Resolution, Preliminary Determination Resolution, and Reimbursement Resolution as presented by Mr. Flickinger. Vote: 7-0.

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IV. RECOGNITION OF VISITORS & PUBLIC INPUT

Stephanie Brown spoke in support of FFA Livestock judging

V. AMENDMENTS TO THE AGENDA

A. Amendments to the Agenda

School board member John Payne made, and Don Lehman seconded the motion to approve the Amendments to the Agenda as presented by Mr. Flickinger. Vote: 7-0.

VI. CONSENT ITEMS

A. Consideration of the board and executive session minutes for August 10, 2026
B. Consideration of the claims dated August 24, 2026
C. Consideration of the Personnel items

1. Employment (the following shall be employed upon satisfactorily completing all pre-employment Expanded Criminal History Background & Drug Testing)

i. Kara Sears, Ass't Cross Country Coach @ NWMS, effective August 12, 2026
ii. MaKayla Reimer, Special Ed Ass't @ WES, effective upon satisfactorily completing all pre-employment Expanded Criminal History Background & Drug Testing
iii. Kayla Menczynski, Special Ed Ass't @ WES, effective upon satisfactorily completing all pre-employment Expanded Criminal History Background & Drug Testing
iv. Libby Reed, Instructional Ass't – Title I @ NES, effective August 20, 2026
v. Dan Slabaugh, .5 Freshman Football Coach @ NWHS, effective ASAP
vi. Anthony Kaser, .5 Boys Tennis Ass't Coach @ NWHS, effective ASAP
vii. Bobbi Croner, .4 Instructional Ass't @ NWMS, effective August 25, 2026
viii. Alyssa Wertz, .6 Instructional Ass't @ NWMS, effective August 20, 2026
ix. Lucas Ramer, .5 Girls Cross Country Ass't Coach @ NWHS, effective upon satisfactorily completing all pre-employment Expanded Criminal History Background & Drug Testing
x. Kayla Mishler, .5 Girls Cross Country Ass't Coach @ NWHS, effective upon satisfactorily completing all pre-employment Expanded Criminal History Background & Drug Testing
xi. Azure Hershberger, Life Skills Ass't @ NWHS, effective upon satisfactorily completing all pre-employment Expanded Criminal History Background & Drug Testing

2. End of Employment/Resignation/ Retirement/Termination

i. McGwire Nickerson, P/T Custodian @ NWHS, effective August 21, 2026
ii. Kirsten Keller, Lifeskills Ass't @ NWHS, effective August 13, 2026
iii. Hilary Jarrell, P/T Instructional Ass't @ WES, effective August 14, 2026
iv. Marietta Mullet, Sub Bus Driver, effective August 21, 2026
v. April French, .6 School Nurse @ WES, effective September 8, 2026

3. Transfer

i. Rylee Beck from Instructional Ass't – Title I to Special Ed Ass't @ NES, effective August 20, 2026
ii. Kennedy Eshelman, from Special Ed Ass't @ WES to Substitute Teacher, effective August 20, 2026

4. Leave of Absence

i. Brooklyn Freeland, FACS Teacher @ NWHS, effective November 17, 2026 thru January 4, 2027

D. Consideration of Professional Leave Requests

i. Grace Allen, Region 2 Livestock Skill-a-thon, September 10, 2026, Whitley County Fairgrounds
ii. Brandi Henderson, Region 2 Livestock Skill-a-thon, September 10, 2026, Whitley County Fairgrounds
iii. Lori Persing, School Picture Day, September 3, 2026, NWMS
iv. Stephi Neff, Leading Meeting of the Minds, September 1, 2026, NWHS
v. Mindi Slone, Leading Meeting of the Minds, September 1, 2026, NWHS

vi. Val Mathews, RECN Team Meeting, September 23, 2026, Indianapolis
vii. Val Mathews, RECN Team Meeting, November 9, 2026, Indianapolis
viii. Layni Frick, RECN Team Meeting, September 23, 2026, Indianapolis
ix. Layni Frick, RECN Team Meeting, November 9, 2026, Indianapolis
x. Hailee Neverman, RECN Team Meeting, September 23, 2026, Indianapolis
xi. Hailee Neverman, RECN Team Meeting, November 9, 2026, Indianapolis
xii. Michael Nolt, ACP Chemistry Teacher Conference, September 11, 2026, IU Bloomington
xiii. Taylor Burkhart, Old School Tough Basketball Clinic, September 19, 2026, Warsaw
xiv. Abigail Zahner, 2026 ISFAA Counselor Workshop, September 11, 2026, St Mary's
xv. Brooklyn Freeland, FCCLA Fall Leadership Conference, October 5, 2026, Fair Oaks Farms
xvi. Brooklyn Freeland, FCCLA State Leadership Conference, February 25-26, 2027, Muncie IN
xvii. Jake Everett, 2026 Special Ed Directors Regional Retreat, September 17, 2026, LaPorte Community Schools

E. Consideration of Grants and Donations

i. Donation of backpacks and school supplies with an estimated value of $300 from Nappanee Chamber/Goshen Salvation Army to be used for WES students
ii. $250 donation from Ace Builders to be used by NES Lifeskills Class
iii. $250 donation from Alera Marine Group to be used by NES Lifeskills Class
iv. $250 donation from Alliance RV to be used by NES Lifeskills Class
v. $250 donation from B & S Trucking to be used by NES Lifeskills Class
vi. $250 donation from CardServices Michiana George Fattal to be used by NES Lifeskills Class
vii. $250 donation from E. Newcomer & Son to be used by NES Lifeskills Class
viii. $250 donation from Edward Jones David Kauffman & Trevor Shields to be used by NES Lifeskills Class
ix. $350 donation from Indiana Farm Bureau Dion Graber to be used by NES Lifeskills Class
x. $250 donation from Indiana Transport to be used by NES Lifeskills Class
xi. $200 donation from Jamie Lengacher to be used by NES Lifeskills Class
xii. $250 donation from J & N Stone to be used by NES Lifeskills Class
xiii. $250 donation from Jason Mast Realty to be used by NES Lifeskills Class
xiv. $250 donation from Kent's Excavating to be used by NES Lifeskills Class
xv. $250 donation from Lyndale's Repair Service to be used by NES Lifeskills Class
xvi. $250 donation from Martin Bros. Contracting to be used by NES Lifeskills Class
xvii. $250 donation from Monteith Tire to be used by NES Lifeskills Class
xviii. $250 donation from Nelson's to be used by NES Lifeskills Class
xix. $250 donation from NES PTO to be used by NES Lifeskills Class
xx. $150 donation from Phil Hahn & Associates to be used by NES Lifeskills Class
xxi. $588 donation from PWI to be used by NES Lifeskills Class
xxii. $250 donation from Reliance to be used by NES Lifeskills Class
xxiii. $250 donation from State Farm Sylvia Benjamin to be used by NES Lifeskills Class
xxiv. $250 donation from Wa-Nee Wishes to be used by NES Lifeskills Class
xxv. $250 donation from Wave Express to be used by NES Lifeskills Class
xxvi. $250 donation from Welch Packaging Group to be used by NES Lifeskills Class
xxvii. $1,000 donation from Creekside Church of the Brethren to be used by NWHS Football
xxviii. $500 donation from Kiwanis Club of Nappanee to be used by NWHS National Honor Society
xxix. $350 donation from Kiwanis Club of Nappanee to be used by the NWHS Boys Golf Team
xxx. $2,000 donation from Craig & Melissa Foor to be used by the Athletic Training Program
xxxi. $179 donation from various NWHS staff to be used by the NWHS FCCLA program
xxxii. Backpacks and School Supplies valued at $750 from the Wakarusa United Methodist Church for NWMS students
xxxiii. Backpacks and School Supplies valued at $500 from the Nfluence Church for NWMS students

School board member David Kauffman made, and Brian Topping seconded the motion to approve the Consent Items including the additional consent items as presented by Mr. Flickinger Vote: 7-0

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VII. UNFINISHED BUSINESS

There were none.

VIII. ACTION ITEMS

A. Approval of the updates to the Teacher Evaluation Plan

School board member Trevor Hershberger made, and John Payne seconded the motion to approve the updates to the Teacher Evaluation Plan as presented by Dr. Thomas. Vote: 7-0

B. Approval of the updates to the donation of surplus maintenance equipment

School board member Trevor Hershberger made, and John Payne seconded the motion to approve the donation of surplus maintenance equipment as presented by Dr. Croner. Vote: 7-0

C. Adoption of School Board Policy
- Policy 2623 – Student Assessment

School board member Trevor Hershberger made, and John Payne seconded the motion to adopt School Board Policy 2623 as presented by Dr. Thomas. Vote: 7-0

D. Approval of the out of state and/or overnight travel requests for:
- NWHS Boys & Girls Cross Country to IHSAA State Finals, October 30-31, 2026, Terre Haute, IN
- NWHS Athletic Trainers to IHSAA State Finals, November 27-28, 2026, Lucas Oil Stadium
- NWMS 6th Grade students to Saugatuck Dune Rides, September 17, 2026, Saugatuck MI
- Nappanee Elementary 5th Grade students, Amigo Centre, September 17, 2026, Sturgis, MI
- NWHS FCCLA students to Fall Leadership Institute, October 17-21, 2026, Orlando, FL
- NWHS FFA to FFA National Convention, October 21-23, 2026, Indiana Convention Center
- NWHS FCCLA students to State Leadership Institute Conference, February 24-27, 2027, Muncie, IN

School board member Don Lehman made, and Trevor Hershberger seconded the motion to approve the out of state and/or overnight travel request as presented by Dr. Croner. Vote: 7-0

IX. DISCUSSION/INFORMATION

i. Annual Transportation Audit Report – Amy Rosa
ii. IREAD 3 Update – Gretchen Thomas
iii. Updated Principal/Superintendent Evaluation – Scot Croner

There being no further business to come to the attention of the board, board member Trevor Hershberger made, and Don Lehman seconded the motion to adjourn. Vote: 7-0

SIGNED: _____
Curt Flickinger, President

_____
Trevor Hershberger, Secretary

The next regularly scheduled meeting of the Wa-Nee School Board will be on Monday, September 14, 2026, at 6:00 PM
This meeting will be held at the Wa-Nee Administration Office. The Board's meeting site is fully accessible to all people.
Any person requiring further accommodation should contact the Superintendent's office at (574) 773-3131.