



**THOMAS GREGG**  
NEIGHBORHOOD SCHOOL

**BOARD OF DIRECTORS MEETING**

July 26, 2022

3:30 PM – 5:30 PM

**Members Present**

Ashley Acuff  
Valerie Davis  
Susan Vogt  
Michael Bowling  
Josh Bowling  
Beth Uselmann  
Breanca Merritt  
Chris Cesnik  
Tracy Guerrero  
Marie Mackintosh  
Ranisha Martin

**Members Absent**

Mariana Lopez-Owens  
Shayna Sangster  
Susan Adams  
James Taylor

**Staff Present**

Ross Pippin  
Dana Larson  
Anuja Petruniw  
Melissa McMickle

**Guests**

Shareyna Chang  
Kim Tarin

Ms. Breanca Merritt called the July 26, 2022 Board of Directors meeting to order at 3:35 PM.

Ms. Merritt proposed for the approval of May minutes. Mr. Michael Bowling made the motion to approve the minutes.

Ms. Beth Uselmann seconded the motion. Motion was approved.

**Finance:**

Mr. Ross Pippin provided the finance report and indicated we would need to prepare for an audit at the end of August. Ms. Kim Tarin reviewed the May financials. Our expenses have exceeded the budget, but it is not concerning because we had additional funding through IPS. As of 5/31 the case balance is 1.273 million. We are over what was expected at the end of May. At the end of June, the cash on hand was 1.196 million at the end of June.

Mr. Bowling asked if there was a set percentage or formula to determine how much cash to keep on hand. Ms. Uselmann indicated that it would be a 60-90 day reserve. Mr. Pippin indicated we are working on an investment strategy. Mr. Bowling indicated that we need to keep all of this in mind as the ESSER funding ends.

**Strategic Planning**

Mr. Pippin shared about the ongoing three year plan. Emails would be sent with details about next steps.

**Academic Update**

Ms. Dana Larson went over End of Year NWEA data. We assessed 489 students. We decreased the percentage of students performing in the 21st percentile. At the beginning of the year, 54% of students were in the red; however, at

the end of the year, only 49% were below the 21st percentile. We increased the percentage of students in the 61st-80th percentile. We had eight teachers that had over 75% of students meet their Math RIT score goals. We had three teachers that had 70% of students meet their growth goals for reading. We want to explore the growth that some teachers experienced in their classrooms to see what practices we can replicate.

Ms. Larson shared ILEARN proficiency data. For ELA grades 3-6, 7.9% of students passed ILEARN. This is down from 15.4% in 2019. For Math grades, 3-6, 11.7% of students passed ILEARN. This is down from 19.4% in 2019. Mr. Bowling indicated the importance of having a strong narrative to help convince newer neighbors to choose Thomas Gregg Neighborhood School.

## **Operations**

Ms. Anuja Petruniw reviewed the enrollment summary. At this time we have 509 students, but we continue to enroll. We have been a part of Enroll Indy which has helped us enroll Kindergartners; additionally, we have our Back to School event on 7.28.22 where we anticipate more students enrolling. Mr. Pippin indicated we anticipated a 525 enrollment.

Ms. Petruniw shared a personnel report. We have added eleven new certified personnel and eight classified personnel. We still have three certified vacancies, and these are official IPS and Boner Center employees. We have three classified vacancies, and these are IPS positions. Ms. Petruniw indicated the Special Education Assistant positions have been difficult to fill due to the IPS payscale. TGNS is working with the Boner Center about developing a pipeline to help staff these positions.

Ms. Marie MackIntosh asked what the rate of pay is for a life skills assistant and preschool assistant. Ms. Petruniw indicated the life skills assistant is a higher rate of pay when compared to preschool assistants. Ms. McIntosh expressed interest in partnering with Boner Center to develop an apprenticeship pilot.

Ms. Petruniw gave an update on families and partners. She spotlighted Parent-Teacher Conference attendance, Kindergarten Round Up. Community Partners have been extremely instrumental in our Back to School Open House. Ms. Petruniw extended the invitation to all for Back to School Open House.

Ms. Petruniw reviewed the Employee Handbook. There have been no changes made.

Ms. Merritt proposed for the approval of the Employee Handbook. Ms. Chris Cesnik made a motion to approve the Employee Handbook. Ms. Susan Vogt seconded the motion. There was no discussion. The Employee Handbook was approved.

## **Paid Parental Leave Policy**

Mr. Pippin reviewed the paid parental leave policy proposal. This would allow three weeks of paid parental time off for our staff. There would be no funding source for this, but it would be a great benefit to our staff. Ms. Cesnik shared that this may not be long enough, and we should consider more leave.

Ms. Cesnik made a motion to approve the paid parental leave policy. Ms. Vogt seconded the motion. Ms. Valerie Davis abstained. The paid parental leave policy was approved.

## **Employee Bonus Plan**

Mr. Pippin reviewed the proposed Employee Bonus Plan. Mr. Pippin shared the future eligibility requirements for the upcoming bonus. Mr. Pippin opened it up for discussion for feedback. Ms. Cesnik supported the eligibility and felt that the parameters were reasonable. Mr. Josh Bowling agreed it is positive to set parameters. Ms. Merritt proposed for the approval of the employee bonus plan. Ms. Cesnik moved to approve the motion Ms. Ashley Acuff seconded the motion. Motion was approved.

## **Rebuilding Stronger**

Mr. Pippin reviewed IPS Rebuilding Stronger initiative. He indicated IPS might adjust how they are utilizing present school buildings. Additionally, school boundaries may be adjusted. There may also be a restructuring of grade levels in particular buildings. Ms. Shareyna Chang indicated the high mobility of Thomas Gregg Neighborhood School, so the potential of enrollment zones could help stabilize families. Mr. Bowling questioned the effect on transportation cost.

## **Resource Development**

Mr. Pippin provided an update on resource development. We received funding from The Creek for the library upgrade. Full Service Community Schools grant will provide support to school operations, staff appreciation, and parent engagement. IUPUI will fund DEI professional development and stipends for educators.

## **Committee Updates**

Mr. Pippin gave a committee update and indicated most committees are on hold until strategic planning is complete.

## **Closing Items:**

Ms. Petruniw indicated Volunteers were needed from 1-4pm for Back to School Open House.

Ms. Usermann moved to adjourn. Ms. Cesnik seconded. Meeting adjourned at 4:57.

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Dr. Susan Adams, Board Chair

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Recorded by Melissa McMickle