
STATE OF INDIANA

DISTRESSED UNIT APPEAL BOARD



ONE NORTH CAPITOL AVENUE, SUITE 900
INDIANAPOLIS, IN 46204
PHONE (317) 234-2273

Distressed Unit Appeal Board Meeting Memorandum

November 12, 2020

Call to Order: A meeting of the Distressed Unit Appeals Board (“DUAB” or “Board”) was held November 12, 2020, at 10:00 a.m. EDT via WebEx. Members of the Board attending the meeting include Justin McAdam, Chairman, Wes Bennett, Tracy Brown, Paul Joyce, Rebecca Kubacki, Senator Liz Brown, Representative Vernon Smith, and Representative Jeff Thompson. Courtney Schaafsma, Executive Director, was also in attendance.

Chairman McAdam called the meeting to order and recognized compliance with the Open Door Law.

Chairman McAdam introduced agenda item three – Approval of Minutes. Ms. Kubacki moved the minutes be approved. Mr. Bennett seconded the motion. The motion passed (5-0).

Chairman McAdam introduced agenda item four – Public Comment. Chairman McAdam reminded the Board of the public comment protocol.

Ms. Samantha Brown shared her excitement about the things going on in Gary Community School Corporation (“GCSC”) and the passing of the referendum.

Dr. Michaela Spangenberg stated the importance of financial transparency, specifically with the passing of the referendum. She brought forward specific financial questions forward from the community.

Ms. Nina Burton shared that she supported the referendum and explained that she wanted to show that the community is not apathetic. She stated that she is pleased that it passed but now they are looking for transparency and seat at the table.

Ms. Angela Davis congratulated those involved with the referendum on its passing.

Chairman McAdam recognized the importance of the referendum’s passage and noted that the community support was very important to the process. He added that there is still work to be done.

Chairman McAdam introduced agenda item five – GCSC Manager Update. Dr. Paige McNulty noted that there were many people helping with the referendum’s passage and that it was a team effort. She also thanked the citizens of Gary for their support. Dr. McNulty provided an update on the progress of the new track construction and the new banners on West Side. She noted that they are still partnering with the Gary health department and they will be providing immunizations when schools are back open. Dr. McNulty stated that their budget was formally adopted and submitted to DLGF and noted that they are undergoing several audits. Rep. Smith commended Dr. McNulty for her leadership in the referendum and stated that he respects the efforts she is putting forward. He added that this type of community involvement is important when it comes to other areas of GCSC, specifically academics. He asked if the IREADY test given was a pre-test. Dr. McNulty answered that they have

given out the pre-test. Dr. McNulty noted that staff will begin to work from home. Chairman McAdam indicated that this change does not affect the students and Dr. McNulty confirmed. Rep. Smith referenced the October minutes and asked if Dr. McNulty followed up with the student who had not received a textbook and Dr. McNulty confirmed that this issue had been turned over to the secondary curriculum director who had followed up. Rep. Smith asked for clarification on how much funding is given per student and Dr. McNulty answered. Rep. Smith raised the topic of employee morale and Dr. McNulty explained different initiatives that have been started. Ms. Kimberly Bradley presented an update on academic progress. Rep. Smith asked a clarifying question about the dashboard provided and Eric Parish explained that the dashboard is just an example to demonstrate what the final dashboard could look like. Mr. Rob Tanner provided an update on the School Improvement Fund Plan. He noted that the impact surface has been poured at the new playground and that he hopes for it to be open next month. Mr. Bennett complimented the team on their decision to bring forward the track updates, congratulated them on the referendum, and stated that he likes what he sees with the dashboard. He then asked when the students might be back in person and Dr. McNulty answered that they are not waiting for a vaccine, just waiting for the numbers to go down. Rep. Smith asked how they are handling coverage for sick teachers. Dr. McNulty answered that so far they have been fortunate to have enough substitutes. Rep. Smith asked about what training is offered for subs and Ms. Bradley explained that they are building subs and they were train alongside the teachers. Rep. Smith asked if they have considered combining classes if necessary and Ms. Bradley answered that they have. Rep. Smith noted that there are an overwhelming number of people in the community that do not think they are informed and stated that they need to work on that area, specifically noting that not everyone is in the age of computers. Dr. McNulty agreed.

Mr. Bennett made a motion that the School Improvement Fund claims docket be approved. Mr. Joyce seconded the motion. The motion passed (5-0).

Chairman McAdam introduced agenda item six – Consideration of the GCSC’s Collective Bargaining Agreement. Dr. McNulty presented the agreement and highlighted the 5.3% raise for teachers and paraprofessionals in addition to a stipend. She also noted that they agreed to a retirement buyout for 20 teachers. Rep. Smith asked if those were the only changes and Dr. McNulty stated that those are the only changes. Rep. Smith asked specific questions about the actual text of the agreement and Dr. McNulty stated that it is old and needs to be cleaned up. Rep. Thompson thanked Rep. Smith for his leadership and noted how important it is for GCSC to find the best teachers in order to get the best results. Rep. Smith thanked Rep. Thompson for his comments.

Mr. Joyce made a motion to approve the collective bargaining agreement as presented. Ms. Brown seconded the motion. The motion passed (5-0).

Chairman McAdam asked if there was any other new business and seeing none adjourned the meeting.