

Q22: How much money was spent on Ready and on what?

A22: \$1135.40 on a slide repair. The invoice date is 12/01/2020.

\$1305.00 on a sewer/plumbing repair. The invoice date is 04/17/2019.

\$4002.00 on clear security window film paid from Safety and Security grant. Invoice date is 06/11/2019.

\$5984.50 on HVAC repairs. Invoice dates include: 10/10/2019, 12/01/2019, 02/01/2020.

\$1122.13 on roof repairs. Invoice dates include: 05/09/2019, 06/20/2019.

\$1057.12 on equipment repairs. Invoice dates: 02/01/2021 and 03/01/2021.

\$386.50 on security swipe cards and service fee. Invoice date: 04/11/2019

\$1282.32 on Univent repairs/motors. Invoice date: 06/20/2019

\$5746.59 on Univent repairs (classrooms). Invoice dates: 04/17/2019, 09/12/2019, 10/10/2019.

\$1016.22 on filters. Invoice dates: 04/17/2019 and 03/19/2020.

\$1500.00 to clean and annual gym floor maintenance cleaning/finishing. Invoice date: 06/01/2020.

\$1962 on roof repairs. Invoice date: 12/30/2019

\$569.40 on Ice Melt for building usage. Invoice dates: 02/14/2019, 03/14/2019, 04/11/2019, 04/17/2019, 01/01/2020.

\$137.73 for plumbing repair and supplies. Invoice dates: 05/09/2019, 11/14/2019, 12/01/2019, 04/01/2020.

\$675.00 on Fire Extinguisher Services. Invoice dates: 05/14/2019, 04/24/2020, 09/10/2020.

\$192.85 Paint and patch nurse's office. Invoice date: 12/05/2019.

\$364.77. Carpet Cleaning. Date: 07/11/2019

\$113.60. Equipment repairs, mowers. Invoice dates: 04/11/2019, 06/01/2020

\$23,545.92 on Johnson Controls fire protection service agreement, replace duct detector/beam. \$11,203 was our portion of this bill. They YMCA picked up the other half at \$11,203.32. Invoice dates: 04/2021-06/2021.

\$9295.93 on Mechanical Concepts Incorporated (HVAC repairs). Invoice dates: 03/01/2020 and 10/01/2020.

\$1508.80 on replacement of overload equipment. Invoice date: 09/01/2020.

Q23: Do we have data that shows what grade level we are losing students?

A23: We have had the challenge of students moving in and moving out throughout the school year, and in some cases, we see students move in and out multiple times over the course of a single school year. We have not identified at what specific grade level students are moving out. The trend is lower enrolment each year for several years. That said, we have seen an increase at our elementary schools this year, specifically Kindergarten. It is our hope that young families with children are moving into the community. Several people have described Griffith as landlocked. Others have expressed the need for a larger home with expanding their families.

Q24: Without spending money on another climate study, is there another way to gather data? Could we contact realtors?

A24: We do need to invest in another demographic study to assist us with making accurate projections of student growth, population, and the potential for expansion.

Q25: Why have talks of the referendum been tabled at school board meetings for so many months, and now beginning to be swiftly added to May ballot instead of November 2022?

A25: If you go back a few years, you will likely recall when a reduction in staff was done. Shortly after that, Ready was repurposed. Currently, we have no other option but to ask our taxpayers for a referendum. The referendum will need to go on the ballot in May because a large reduction in force will need to take place immediately should the referendum fail. November will be too late as cuts will have to be made prior to November.

Q26: Why, specifically does Griffith need a referendum?

A26: GPS needs a referendum to sustain current teacher salaries which will keep classroom sizes low, add additional staffing positions, additional school safety needs, and provide additional programming opportunities for students.

Q27: What other benefits re offered to teachers, staff, admin besides salary (health insurance, car, other benefits)?

A27: All full-time employees are offered health insurance. Administrative benefit packages are on the GPS website as is the union contracts. Our paraprofessionals are currently part-time, not receiving benefits. We would like to see some paraprofessionals able to work full time and receive benefits with a referendum. Not one employee in our district has a car paid for by the district, including the Superintendent. Our Director of Safety and Security receives a transportation stipend as outlined in his contract.

Q28: How much is needed to have our teachers up to par with neighboring districts?

A28: We recently brought our base teacher pay up from \$38,500 to \$40,000. All Indiana schools needed to bring their salary up to at

least \$40,000 by next year. Some neighboring districts are raising their base pay up to \$50,000 per year. These same districts have passed at least one referendum already. Even with a referendum, we may not to pay at the highest end of the salary. It is our hope to be comparable and provide a positive culture and climate to work in as a smaller district does provide that family feel that some teachers are looking for.

Q29: How will a referendum benefit GPS students?

A29: By passing a referendum, we will be able to maintain small classroom sizes, add additional support-staff positions, add programs and opportunities, implement additional safety, and expand current offerings.

Q30: Who will oversee the use of monies from the referendum?

A30: The DLGF, superintendent, CFO, and school board are tasked with overseeing the monies from a referendum. The state board of accounts also oversees ALL school expenditures.

Q31: Does township change effect the number of monies already received by GPS?

A31: This is something that we are currently researching, and I hope to have that number soon.

Q32: What happens if the referendum does not pass?

A32: Hard decisions will need to be made immediately. We will need to look at a significant reduction in force leading to increased classroom sizes, less teachers, and less supportive staff. Being that the Operations Fund is the fund that is depleting, we may need to look at eliminating transportation in the next 3 years. This is not to say that this is exactly what will happen, but we will need to find immediate ways to significantly reduce operational costs and salaries district wide.

Q33: What other solutions have been looked at besides a referendum?

A33: We had a significant reduction in staff in 2019. We repurposed a building in 2020. When we did the staff reduction, we decreased the number of supportive staff, teachers, SROs, administrators, guidance counselors, transportation employees, and secretaries. With the ESSERS monies, we have brought many of those positions back as we wanted to demonstrate to the community what we could do if we were funded adequately. The reduction in staff forced classroom sizes upwards of 40 in a classroom last year in some grade levels. The previous reduction in staff also cost us many great employees who left to work in higher paying districts.

Q34: What happened to the plans that the previous superintendent had?

A34: Several plans, ideas, etc. were discussed during that time. I, (Leah Dumezich) plan to take the best of a wide variety of methodologies, teaching strategies, and methods to best support the students of Griffith. A “one size fits all” approach does not meet the needs of ALL learners. Will I recommend “all” project-based learning? No. Will I recommend ONLY a traditional approach to teaching? No. I recommend that we create a learning environment that best meets the needs of our students. This may change each hour for some teachers. Students should have movement throughout their school day. Does this mean that we should ONLY have flex seating? No. This means that students who require more movement and sensory opportunities will have the ability to get what they need. I will NOT support a “teach to the test” mentality. Our children are more than the results of a standardized test that does NOT give the whole picture of a child’s abilities. In fact, standardized testing gives teachers very little data to help drive instruction, and it negatively impacts educators. We need to allow our teachers the autonomy to be creative, flexible, and innovative. If you treat educators like professionals and build positive relationships built on trust and respect, I believe that the same level of trust and respect will develop in classrooms throughout the district. Do we need technology? Yes, this is the world we live in. Do students need paper/pencil opportunities? Absolutely!! Do students need to have project-based and hands on opportunities in the classroom? Absolutely!

Q35: How many meetings will take place before the school board approves to move forward with the referendum?

A35: I will make the recommendation for the board to approve the language of the resolution in December. I will make the recommendation for the board to put a referendum on the ballot at the January meeting.