



Board of Governors Regular Meeting
Irvington Community Schools, Inc.
Wednesday, November 19, 2025
Irvington Community Middle School

Pursuant to Article II, section 5 of the bylaws of Irvington Community School, Inc. (the “Corporation”), a regular meeting of the corporation’s Board of Governors was held on November 19, 2025, at the Irvington Middle School Gymnasium.

Jamie Scott, Interim Board Chair, presided over the meeting and, finding that proper notice of the meeting had been given under I 5-14-1.5 et seq., called the meeting to order at 6:04 p.m.

The following board members were present and available to vote on matters presented to the board:

- Jamie Scott, Interim Board Chair
- Heather Rodriguez, Vice Chair
- Andi Wilkinson, Treasurer
- Chloe Edwards, Member
- Justin Hagen, Member
- Madison Monfreda, Member
- Eric Serrano, Member
- Keith Young, Member
- Erica Young, Member

The following board members were not present:

- Renee Akins

ICS leadership in attendance

- Rod Iberg, COO
- Sherrian McGaw, HR Director
- Rosemary McCloskey, ICES Principal
- Jana Goebel, IPA Principal
- Shannon Williams, EC Director
- Jennifer Roberts, ICMS Principal

I. Opening Items

a. Record Attendance and Guests

Attendance was confirmed by roll call.

b. Call the Meeting to Order

With five board members in attendance, SCOTT observed there was a quorum present to transact business and called the meeting to order at 6:04pm.

October Meeting Minutes – Vote

Motion to approve the October board meeting minutes was entered by WILKINSON, second to motion was KEITH YOUNG. The motion passes unanimously.

Recap of Board Retreat

SCOTT expressed appreciation to the leadership team and board members for the conversations and team building that took place at the board retreat. The board is looking forward to another collaborative retreat in March for board members only.

II. Finance Report:

- a. IBERG provided a summary of the September and October financials. For the first quarter, we are ahead of budget by \$200,000. Revenue is strong and expenses are

being managed well. We originally budgeted for an enrollment of 925, had we met that budget, we would be much further along. In October, our enrollment was verified at 833. We believed that budgeting for 925 students was being conservative. We had no idea that we would be 92 students under budget. IBERG explained the way funding works and that we receive \$9500 per student. In November, the funding we received for the 925 students will be refunded to the state because we overpaid for a two-month period. IBERG explained that we are not alone in this enrollment dilemma. We gained access to the Enroll Indy data and realized that this is across the board. The leadership team is currently brainstorming ways to make up for the \$875,000 by reviewing the enrollment shortages at both the elementary and high school. We are taking a two phase approach. Phase one focuses on identifying cost reductions that can be implemented immediately, including operational expenses and the substitute contract. Phase two will occur once February enrollment numbers are finalized. There are funds available in our savings account that cannot be used in order to meet OEI financial metrics. In addition, OEI requires us to maintain at least 45 days of cash on hand at all times. There will be another count day in February and we will receive funding for the number of students enrolled on that day. As of now, our enrollment has increased by 10 students since the first count day in October. WILKINSON commented that through October, we have been managing our expenses well.

Committee Reports

a. Governance Committee Report

CEO Search Update

The Board has decided to pause the CEO search. There will be no external partnership with a firm at this time. The board will continue to meet and will plan to share an update in the early part of 2026. Irvington has a strong leadership plan. The position will remain open for those who express interest.

Governance Committee Meeting

The Governance committee met on November 15th. The committee will not meet in December. The next meeting will be in January.

Board Transitions

Renee Akins submitted her resignation. A motion to accept the resignation was entered by MONFREDA and seconded by E. YOUNG.

WILKINSON will be on the board until December 31, 2026. He plans to stay and assist with offboarding.

b. Academic Committee Report

K. YOUNG stated that the Academic committee met on Nov. 11th. The focus of the meeting was to review the academic data on the dashboard, the data from the ILearn checkpoints, and preparation for the upcoming NWEA testing. High school students are currently completing SATs. MCCLOSKEY stated that there were no surprises to the data from the elementary or the middle school. The classroom teachers are closely following the standards which is causing the data dashboards to align. The first checkpoint allowed us to see if the digital dashboards were accurate. Lilly Grant: Next steps for the Lilly grant is to write up the first report, which is due Nov. 30th. We are far below the requirements for the first year of the grant. A portion of the grant funding was allocated for math and reading curriculum. Math curriculum has been purchased for all three buildings. Reading curriculum has been purchased for elementary and high school. The middle school is still working on selecting the right intervention program. Project Lead the Way is implemented at the middle school and will be expanding to the fifth graders. Each year, the program will continue to be introduced to lower grade levels. The principals initiated instructional rounds meeting monthly to visit each school. The classrooms we visit are randomly selected. There is a checklist that is used to ensure that there is consistency across all three schools. We are scheduled to meet

tomorrow to debrief and discuss grows and glows, alignment, and next steps. In addition to the fundamental five, we are taking some early advice from Clarity. They provided best practices that will support our subgroups. The principals are currently engaging in a book study by Zaretta Hammond. We are combining her work with the fundamental five to provide a really good mix of optimal instruction. WILKINSON requested the schedule for receiving standardized testing results. MCCLOSKEY explained the metrics on the scorecard.

c. Advancement Committee

The Advancement committee is being reactivated to assist with marketing, enrollment, and partnerships. Chloe Edwards and Madison Monfreda will be the contacts for this committee.

Other Business

The next board meeting will be on January 28, 2026.

Closing Items

A motion to adjourn the meeting was made by E. YOUNG and seconded by MONFREDA. The meeting was adjourned at 6:38 PM.