

**MINUTES OF MEETING OF BOARD OF SCHOOL TRUSTEES
OF
CLAY COMMUNITY SCHOOLS**

A Special Session of the Clay Community Schools Board of Trustees was held in the Board Room of the Central Administration Office, 1013 S. Forest Avenue, Brazil, IN, 47834, on Monday, October 31, 2022. Michael Shaw, Lynn Romas, Andrea Baysinger, Tom Reberger, Amy Burke Adams, and Charley Jackson were present. Ryan Keller was absent.

I. Call to Order

The special session meeting was called to order at 6:30 p.m. by Board President Tom Reberger.

II. Public Hearing for Superintendent Contract

The Notice of Public Hearing for a proposed superintendent contract between Clay Community Schools and Dr. Timothy Rayle was advertised on Tuesday, October 18, 2022, in *The Brazil Times* and on the Clay Community Schools Website and on Wednesday, October 19, 2022, in *The Parke County Sentinel*. The purpose of the hearing was to allow the board to meet to discuss and hear objections to and support for the proposed superintendent contract.

Mr. Reberger shared a timeline regarding the search for a new superintendent.

-May 13, 2021- Superintendent Fritz announced his retirement at the end of the 2022-23 school year. This launched the superintendent search discussions by the Board.

-January 1, 2022- Contact was made with ISU Professor Dr. Terry McDaniel to assist the Board with the Superintendent search. Dr. McDaniel also lead the search in 2015 when Mr. Fritz was hired.

-August 24, 2022- The Board met with Dr. McDaniel to officially start the search process.

-August 29, 2022- Superintendent Survey Link developed to gather community feedback.

-August 30, 2022- Dr. McDaniel sent a University Search Team email around the state regarding the CCS Superintendent Search. Along with CCS, there were 3 other Indiana school corporations included in the email.

-Early October- The Board met to review the Community Survey results and applications submitted.

-Early/Mid-October- Interviews were conducted. *Notice of a Public Hearing must be published 10 days prior to the public hearing. The limited number of days the two area newspapers publish their newspapers pushed the hearing date to October 31, 2022.

The rationale for this procedure was:

1. To get a choice of solid candidates. It was imperative to get the process started and completed in the fall of the school year.
2. The search could not be conducted at the start of the school year, as very few, if any applicants would apply knowing their contract for the next school year had not started yet; it could pose a risk for the applicant and the employer.

3. This school year, 2022-23, there have been twenty-six (26) new superintendents in Indiana while five (5) vacancies still remaining unfilled. They wished to get ahead of this.
4. At the IAPSS/ISBA Fall Conference, it was shared that 30-40 superintendents in Indiana may be leaving the profession this year. This was another reason the board wanted to get the process started as soon as possible with the pool of the most qualified candidates.

Superintendent Fritz shared a summary of the proposed contract between CCS and Dr. Timothy Rayle and noted that the full contract could be found on the corporation's website. After the hearing, the Board of School Trustees will consider the input and will vote on the proposed contract as an agenda item at a public Board meeting on November 7, 2022, at 6:30 p.m.

Mr. Reberger opened public comments at 6:42 p.m.

Cheryl Shopmeyer noted a missed word on page 5 section C and a misspelling on page 8 paragraph 3. She also asked for clarification regarding a clause on page 2, article 1, section 1.01, sentence 2. Mr. Fritz explained that is what is known as an Evergreen Clause and most superintendents have one in their contract.

Mrs. Adams added the last three CCS superintendents had the evergreen clause in their contracts.

Mr. Reberger closed the public comments at 6:45 p.m.

III. Adjournment

Having exhausted all agenda items, the meeting was adjourned at 6:45 p.m.

The meeting was audio recorded and copies may be requested by contacting the Central Administrative Office.