

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

A regular session of the Clay Community Schools Board of Trustees was held in the Commons of North Clay Middle School, 3450 W State Road 340, Brazil, IN 47834, on Thursday, November 11, 2021. Ryan Keller, Charley Jackson, Amy Burke Adams, Tom Reberger, Lynn Romas, Andrea Baysinger, and Michael Shaw were present.

I. Call to Order

The meeting was called to order at 7:00 p.m. Board President Tom Reberger led those in attendance in the pledge, and Superintendent Fritz offered the prayer.

II. Consent Agenda

A. Claims

B. Board Meetings

Regular Session Minutes for October 7, 2021

Special Session Minutes for October 4, 2021, and October 7, 2021

C. Field Trips

Northview High School automotive class students to Palestine, IL, January 21, 2022, to explore engineering requiring out-of-state travel

Northview High School FFA officers to Trafalgar, IN, February 4-6, 2022, for leadership workshop requiring overnight stay

Northview High School Indoor Percussion to Dayton, OH, April 20-23, 2022, for WGI World Champions

D. Personnel

A. LEAVES OF ABSENCE

1. Certified

a. FMLA	SP SERV	Tara Mitchell
b. FMLA	CCHS	Ryan Swearingen
c. FMLA	ME	Heidi Madsen
d. FMLA	NHS	Lisa Milner
e. FMLA	NCMS	Aimee Wyeth
f. FMLA	NCMS	Garicke Rubin
g. FMLA	SP SERV	Lynell McCracken
h. FMLA	NHS	Ariel Leek
i. FMLA	CCHS	Joy McDonald
j. FMLA	SP SERV	Hannah Thompson
k. FMLA	ESE	Terri Potter
l. Not Eligible (New Hire-Maternity Leave)	NCMS	Bryant Pestoff

2. Non-Certified

a. FMLA	FPE	Brenda Thacker
b. FMLA	CCHS	Sharie Ledgerwood
c. Medical	FPE	Rebecca Miller
d. Medical	TRANS	Dawn Knieriem-Hann
e. Not Eligible (New Hire)	NHS	Madison Hightower

B. RETIREMENTS

1. Certified None
2. Non-Certified None
3. Place on Retirement Index
 - a. Longevity Stipend (will retire by 6/30/26) CCHS Elissa Daniel Samuels
 - b. Longevity Stipend (will retire by 6/30/25) ME Jennifer Hawkins

C. RESIGNATIONS

1. Certified
 - a. Social Studies Teacher (effective 11/12/21) NHS Brad Wilson
 - b. Algebra Teacher (effective 11/12/21) CCHS Rachel Kiefer
2. Non-Certified
 - a. Transportation Specialist TRANS Casey Walls
 - b. Parent Liaison FPE Leana Dispennett
 - c. Instructional Assistant SE Sharlene King
3. ECA Resignations None
4. ECA Lay Coaches
 - a. Jr. High Cheerleading Coach CCHS Clarissa Martin

D. TRANSFERS

1. Certified None
2. Non-Certified

E. EMPLOYMENT

1. Certified
 - a. French Teacher (40% contract) NHS Mary Weaver
 - b. K Teacher (temporary contract) FPE Stacy Switzer
2. Non-Certified
 - a. Bus Mechanic TRANS Damon Shepard
 - b. Evening Custodian SE Angela Pennington
 - c. Food Service CCE Quita Inman
 - d. Transportation Specialist (260-day) TRANS Jenny McKinney
 - e. Instructional Assistant (SPED 1-1) CCE Sherry Paddock
 - f. Instructional Assistant CCE Summer Sparks
 - g. Food Services (6 hour) VBE Clarissa McMains
 - h. Custodian (185-day/PM) NCMS Aaron Rutledge
 - i. Custodian (260-day) CCHS Garrett Kimmich
3. Supplemental None

F. EXTRA-CURRICULAR

1. Extra-Curricular Certified
 - a. Event Manager/Supervisor NCMS LuAnne Anderson
 - b. 6th Gr. Girls BB Coach
(51% 6th Gr/49% Elementary Sport) CCE Ryan Swearingen
2. Extra-Curricular Non-Certified None
3. Extra-Curricular Lay Coach
 - a. 6th Gr. Boys BB Coach NCMS Trevor Eppert

b. 5 th /6 th Gr. Assistant Boys BB Coach (Elementary Sport - \$550.00)	CCE	Drew Steward
c. JH Cheerleading Coach	CCHS	Gracyn Switzer
d. 9 th Gr. Boys BB Coach	CCHS	Ethan Rogers
4. Supplemental		
a. 5 th /6 th Gr. Assistant Boys BB Coach (Elementary Sport - \$500.00)	CCE	Noah Seidensticker
G. CHANGES		
1. Certified		
a. EL Teacher of Record (60%)	ESE	Alicia Harrison
2. Non-Certified		
a. Food Services (from 260-day Custodian)	NCMS	Pam Moran
b. Elementary Secretary/Treasurer	SE	Leslie Altepeter
3. ECA-Lay Coaches	None	
H. VOLUNTEERS		
1. CLASSROOM	None	
2. ATHLETICS/ECA		
<u>Clay City Elementary</u>		
a. 5/6 Grade Basketball Coach	CCE	Noah Seidensticker
b. 5/6 Grade Basketball Coach	CCE	Drew Steward
<u>Clay City Jr/Sr High School</u>		
a. JH Boys Basketball Coach	CCHS	Brandon Wells
<u>Northview High School</u>		
a. DECA	NHS	Lee Ann Carter
b. FFA	NHS	John Gonsalves
c. Band Boosters	NHS	Breanne House
d. Band Boosters	NHS	Heather McCullough
e. Band Boosters	NHS	Lauren Orme
f. Band Boosters	NHS	Celia Solano
g. Band Boosters	NHS	Audra Wells
<u>North Clay Middle School</u>		
a. 8 th Gr. Asst. Boys BB Coach	NCMS	Chris Dehart
b. 6 th Gr. Asst. Basketball Coach	NCMS	Trevor Eppert
I. TERMINATIONS	None	
J. NON-RENEWAL		

Mrs. Baysinger moved to approve the consent agenda. Mr. Jackson seconded, and the motion was approved by a 7-0 vote.

III. Comments from Patrons

Cheryl Schopmeyer first asked if any board members were veterans, and she thanked those who were for their service. She also thanked the members of this board for the respect that had been extended to her and others as they had spoken. Referring to recent mandates, she questioned why we the people accepted the validity of executive

orders, and she found that to be astounding. Ms. Schopmeyer referenced Indiana Code and its meaning of “disaster” as well as its allowance of gifts, grants, and loans and instructions on receiving funds from the federal government. It was her assertion that when states and ultimately school corporations accepted money from the federal government, there were strings attached and hoops to jump through, even if it went against personal convictions. She then talked about the part at the very end of the aforementioned Indiana Code that described what would constitute committing a Class B infraction. She also brought up compulsory medical treatment and the fact that the Indiana Code chapter cited could not be construed to compel a person, either on behalf of the person or the person’s child less than 18 years of age or a protected person for whom the person acted as a guardian, to submit to any physical examination, medical treatment, or immunization if the person’s parent or guardian relies in good faith on spiritual means or prayer to prevent or cure disease or suffering and objects to the treatment in writing. Ms. Schopmeyer was of the opinion that masks were just the precursor to the next step, which she believed would be mandated vaccines. Her hope is that the Board would not succumb to the same belief over vaccines that it had for masks by forcing anyone to receive an experimental shot, which she deemed to be complete medical tyranny, unethical, unconscionable, and illegal. As for the injury potential, she wanted to know who would be held accountable for those who are injured. It was her belief that the Board’s main responsibility to the kids was to protect them, and it was her hope that the Board would do exactly that.

IV. Old Business

A. VBE Therapy Dog Update

Brooke Kraemer and Journey, the therapy dog, were in attendance to provide an update on Journey’s progress in her training program.

V. Superintendent’s Report

Superintendent Fritz noted the following:

- A welcome to the school family was extended to new hires Mary Weaver, Stacy Switzer, Damon Shepard, Angela Pennington, Quita Inman, Jenny McKinney, Sherry Paddock, Summer Sparks, Clarissa McMains, Aaron Rutledge, and Garrett Kimmich.
- Scott Buell, the athletic director for North Clay Middle School and Northview High School, was congratulated for being named a Certified Athletic Administrator by the National Interscholastic Athletic Administrators Association.
- The following athletic achievements were noted and congratulations were offered to:
 - Clay City Jr/Sr High School boys and girls cross country teams for advancing to the regional round in the cross country state tournament
 - Northview High School for having WIC champions in golf, volleyball, football, boys cross country, and girls cross country as well as sectional championships in golf, boys cross country, girls cross country, girls soccer, and tennis. Regional championships were earned in boys cross country and girls cross country. In the cross country state finals, the boys came in 12th and the girls placed 14th.

- Thanks were offered to Pete Kikta, along with John Szabo, for setting up the meetings at North Clay. Superintendent Fritz noted that Mr. Kikta was a master at PA systems and had done a nice job.
- Congratulations were offered to North Clay Middle School for receiving the Purple Star designation, which honors schools that display a significant commitment to service members, veterans, and students and families connected to our nation's military. North Clay was one of 35 schools to receive the Purple Star designation in 2021.
- Veterans in the school family were honored on this Veterans Day, as follows: Sara Archer, Matthew Harvey, Clarence Johnson, Garrett Kimmich, Jeremy Fowler, Don Fritsch, Garicke Rubin, Lynn Wise, Rex Hane, Kelly Knox, Mark Raetz, Mike Tisdale, Lonnie Boyce, Robert Harmon, Damon Shepard, Jerry Bruer, Ric Shunk, and Charley Jackson.
- On behalf of Central Office and the administration, everyone was wished a Happy Thanksgiving.

VI. New Business

A. Approval of Conflict of Interest Statements

Mrs. Adams moved to approve the Conflict of Interest statements that had been presented to the Board. Mr. Romas seconded, and the motion was approved by a 7-0 vote. Copies of the approved forms will be forwarded to the Indiana State Board of Accounts.

B. Non-Certified Insurance Rates

Superintendent Fritz noted that the school corporation had been fortunate that insurance rates had gone up less than a half a percent, so he was pleased to propose this.

Mr. Keller moved to approve the non-certified rates. Mr. Jackson seconded, and the motion was approved by a 7-0 vote.

C. Parent Liaison Raises

Parent liaisons work in the Title I buildings, and since they are not included in the classified handbooks, they did not receive the raise that had been approved by the Board in October. To reflect the same raise provided to other classified employees, the recommendation was for parent liaisons to be awarded a ten percent raise.

Mr. Romas moved to approve the recommended raise for parent liaisons. Mr. Jackson seconded, and the motion was approved by a 7-0 vote.

D. Board Member Electoral Districts

Information had been provided in the board packet regarding state requirements for school boards to review board member electoral districts after the U.S. Census Bureau had released its census results. Because four school board members are elected at the district level, Clay Community Schools is required to review data released by the bureau. Attorney Jeff Boyll reviewed the data and concluded that the districts were well within the 15% population difference between the largest districts and smallest districts

– about 2%. Attorney Boyll developed a resolution recertifying the electoral districts, and, if approved by the Board, he will file the resolution with the circuit court clerks of both Clay and Parke Counties. Approval was recommended.

Mr. Jackson moved to approve the resolution. Mrs. Baysinger seconded, and the motion was approved by a 7-0 vote.

E. Administrative Handbook Correction

Mr. Keller moved to approve the correction to the Administrator Handbook. Mrs. Adams seconded, and the motion was approved by a 7-0 vote.

F. Job Description Changes

Job description changes for the Transportation Secretary, Title I Parent Liaison, and District Music Director had been provided in the board packet. Since these changes were relatively minor, it was requested that the job description changes be approved without a second reading.

Mr. Keller moved to approve the job description changes. Mrs. Adams seconded, and the motion was approved by a 7-0 vote.

G. STARTedUP Foundation Presentation

Mr. Keller had invited Allison Lindenschmidt, Director of Development for The STARTedUP Foundation, to provide a presentation to the Board on a program available to Clay Community Schools. In her presentation, Ms. Lindenschmidt shared that the program was an eight-month long program, an “innovation competition”, which encourages students to see problems as opportunities and to take action with the necessary resources. Through this program, curriculum is free to any school, teacher, or student. At the end of the program, students are asked to build a business plan, which can be any business idea that they are passionate about. Additionally, there will be regional competitions and a state finals competition to be held in June. Along the way, this program would provide resources and services for students to be able to think in this manner. It would not be just about creating a business plan; it would be all about that mindset to help students become creators. She would love for the schools to support this. They have seen great success in corporations that share this with their teachers. It would not be just for business classes; it could be any teacher that wants to engage with students in this way. What Ms. Lindenschmidt would ask is to spread the word. The competition is just now starting, with applications due February 4. For students that go through this process or even just sign up to apply, scholarships are available. She encouraged everyone to check out the program at www.innovatewithin.org.

Superintendent Fritz asked Ms. Lindenschmidt to send him any information that he could share with Northview High School Principal Chris Mauk and Clay City Jr/Sr High School Principal Jeff Bell.

Under discussion, Mrs. Adams wanted to know how long this program had gone on, to which Ms. Lindenschmidt replied that it was going on its fifth year. Mrs. Adams then wanted to know roughly how many corporations and counties participate. The response

from Ms. Lindenschmidt was that 69 counties across the state had participated. As far as the West Central district, that region has eleven counties, and only three counties had students participating. Overall, eleven students had submitted a final application; in comparison, there had been 315 statewide.

Mr. Reberger asked if this program would be considered extra-curricular, and it was confirmed by Ms. Lindenschmidt that it would.

Mrs. Adams compared this program to Jr Achievement, and Ms. Lindenschmidt offered DECA as another example of a like-minded program.

H. Safe Routes to School

Karen Schneiders, a member of the staff at Thrive West Central, offered a PowerPoint presentation in regard to the Safe Routes to Schools proposal that would connect the City of Brazil to the NHS campus. A copy of her presentation will become a part of the official minutes.

Under discussion, Mrs. Adams asked if there was a minimum amount of width that would be needed. Ms. Schneiders replied that state transportation officials' guidelines recommend ten feet. She added that the material used would impact the cost; if gravel were to be used, maintenance costs would increase but construction costs would be very little. If concrete were to be used, construction would be very expensive but maintenance costs would be low.

Mr. Keller shared that he had challenged Ms. Schneiders to come up with this project, for a couple of reasons. First, he had grown up in this community and had gone to Northview and ran cross country; he knew State Road 340 was a dangerous road, and he knew a lot of students did travel back and forth on it. Also, in his purview with part of the economic development district, he knew that schools had access to good funding opportunities when it comes to developing safe routes to and from their facilities. They might have access to special pots of money that local governments do not.

Noting that the "ask" was for the Board to choose whether or not to do a feasibility study, Mr. Keller stated that he would abstain from a vote on that; however, he felt that it was worthwhile for the school corporation, if interested, to pursue a low-cost feasibility study on this trail idea.

Mr. Reberger shared his opinion that, if that were the approach the Board was going to take, he believed it would be most beneficial to solicit quotations from different firms to see how much a feasibility study would cost.

Mr. Jackson wanted to know if the school corporation would have to get permission from the commissioners or the state highway first. Mr. Keller's response was that they would not have to do that for a feasibility study, but those groups would be partners in this endeavor. Mayor Brian Wyndham of the city would also be a partner, as would INDOT and the Clay County Commissioners. Mr. Reberger noted that DNR would also be involved.

Mr. Keller noted that the mayor and the commissioners had been invited to the presentation tonight, but all were unable to attend due to prior commitments in connection with Veterans Day. However, they did want to participate in this.

Following a lengthy discussion on how to proceed, Mr. Reberger made the motion to ask the administration if they will do some additional research into this, coordinate with Mr. Keller, and come back to the December meeting with what they have been able to find out at this point in time; the Board will leave the scope of how far they go to them, and not a dime will be committed with this motion. Mr. Jackson seconded, and the motion was approved by a 6-0-1 vote with Mr. Keller abstaining.

I. Naming Request of the NHS Softball Field

Mr. Jackson moved to approve naming the NHS softball field the Jan Gambill Softball Field. Dr. Shaw seconded, and the motion was approved by a 7-0 vote.

VII. Board Member Comments

Michael Shaw offered thanks to the veterans and shared his appreciation for them. Also, he welcomed the new hires and noted the great athletic success in the county. Congratulations were offered to North Clay for its Purple Star designation. In addition, thanks were offered to Allison Lindenschmidt for her presentation. Dr. Shaw concluded his comments by congratulating Jan Gambill for having the softball field named for her, which he deemed to be fantastic and well-deserved.

Lynn Romas seconded everything said by Dr. Shaw. Also, for the 340 trail project, he agreed that 340 was a dangerous road for kids to walk along, and if that was the only reason a trail was needed, that was good enough.

Amy Burke Adams offered congratulations to Jan Gambill and thanks to all staff for what all do each and every day to make the students successful. She shared her wishes for a safe, peaceful, and blessed holiday for everyone this upcoming Thanksgiving.

Charley Jackson thought that everything that needed to be said had been said. Also, he congratulated Scott Buell on his achievement. He shared his appreciation for what all the teachers and administrators do for Clay Community Schools.

Ryan Keller congratulated and welcomed Jenny McKinney, the new hire in attendance at the meeting. He also congratulated Scott Buell and all the athletic teams for all their accomplishments as well as North Clay for their Purple Star designation and Jan Gambill. A huge thank you was offered to Alli Lindenschmidt and Karen Schneiders for their presentations. His final comment was a thank you to all veterans for their service.

Tom Reberger concurred with all of the comments. He then recognized the Northview band for finishing sixth in the state.

VIII. Future Agenda Items

None at this meeting

IX. Adjournment

Having exhausted all agenda items, the meeting was adjourned at 8:01 p.m.

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