

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

A Regular Session of the Clay Community Schools Board of Trustees was held at the Central Administrative Office, 1013 S. Forest Avenue, Brazil, IN 47834, on Thursday, August 14, 2014. Tom Reberger, Kevin Kumpf, Jennifer Kaelber, Fred Froderman, Rob Miller, Ron Scherb and Amy Burke Adams were present.

**I. Call to Order**

The meeting was called to order at 7:35 p.m. Board President Rob Miller led those in attendance in the pledge and offered the prayer.

**II. Consent Agenda**

**A. Claims**

**B. Board Meetings**

Regular Session Minutes for July 10, 2014

Special Session Minutes for July 31, 2014

Executive Session Certification for July 10, 2014

**C. Field Trips**

1) Clay City Jr/Sr High School FFA to Indiana FFA Leadership Center in Trafalgar, IN September 12-14, 2014, to attend the Leadership Development Workshop, requiring overnight stay

2) Clay City Jr/Sr High School FFA to Louisville, KY October 29-31, 2014, to participate in the National FFA Convention, requiring overnight stay

3) Clay City Jr/Sr High School FFA to Indiana Leadership Center in Trafalgar, IN November 7-9, 2014, to attend the FIRE camp, requiring overnight stay

4) North Clay Middle School and Clay City Jr/Sr High School eighth-grade students who wish to participate in a trip to Washington, D.C. March 19-24, 2015, requiring overnight stay and out-of-state travel

5) Clay City Jr/Sr High School and Northview High School students who wish to participate in a trip to Germany June 16-25, 2015, requiring overnight stay and out-of-country travel.

**D. Personnel**

Dr. Tucker noted that Jordan Truax was being added to the list for employment as parent liaison for Forest Park Elementary.

**A. LEAVES OF ABSENCE**

1. Certified

a. Teacher – FMLA

NHS/CA

Sara Harmon

b. Teacher – FMLA

NHS

Lisa Chambers

c. Teacher – FMLA

NCMS

Jonna Anacker

2. Non-Certified

a. Medical Leave

ESE

Mandy Hill

b. FMLA

NHS

Debra Grigsby

c. FMLA

NHS

Beverly Batchelor

## B. RETIREMENTS

1. Certified	None	
2. Non-Certified	None	
3. Place on Retirement Index		
a. Step 9-B	SE	Rita Harden
b. Step 8	Sp Serv	Diane Dierdorf

## C. RESIGNATIONS

1. Certified		
a. Teacher - Science	NHS	Phil Leonard
2. Non-Certified		
a. Instructional Assistant	NHS	Debra Myers
b. Food Services (4 hours)	NHS	Susan Clodfelter
c. Food Services (5 hours)	NCMS	Terri Lowder
d. Computer Technician	CORP	Steven Hazard
e. Instructional Assistant (Sp Serv)	SE	Jane Crowley
3. ECA Resignations		
a. Elementary Student Council	ME	Lesa Miller
b. Elementary Student Council	VBE	Anna Lorenze
c. Elementary Student Council (50%)	SE	Amy Jones
d. Elementary Club – Art	SE	Marci Nussel
4. ECA Lay Coaches	None	

## D. TRANSFERS

1. Certified	None	
2. Non-Certified	None	

## E. EMPLOYMENT

1. Certified	None	
2. Non-Certified		
a. Instructional Assistant – 29 hours	SE	Krista Gardner
b. Instructional Assistant – 15 hours	ESE	Marjorie Kocher
c. Bus Driver	TRANS	Paula Spriesterbach

## F. EXTRA-CURRICULAR

1. Extra-Curricular Certified		
a. Elementary Sport – 50%	VBE	Cassandra Smith
b. Elementary Sport – 50%	VBE	Derik Tipton
c. National Honor Society – 50%	NHS	Kerin Downey
d. Volleyball – 6 <sup>th</sup> Grade Coach (50%)	NCMS	Kelly Bays
e. Basketball – 7 <sup>th</sup> Grade Girls	NCMS	Stephanie Wade
f. Basketball – Boys 6 <sup>th</sup> Grade Coach	NCMS	Brad Wilson
g. Basketball – Boys 8 <sup>th</sup> Grade Coach	NCMS	Broc Miller
h. Elementary Student Council (50%)	SE	Lisa Miller
i. Elementary Club – Art	SE	Lauren Latta
j. J.E.T.S. – 50%	CCHS	Ben Thomas
k. J.E.T.S. – 50%	CCHS	Scott Stucky
l. S.A.D.D. – 50%	CCHS	Ben Thomas

m. S.A.D.D. – 50%	CCHS	Scott Stucky
2. Extra-Curricular Non-Certified	None	
3. Extra-Curricular Lay Coach		
a. Football – Assistant 7 <sup>th</sup> Grade Coach	NCMS	Gerald Deakins
b. Volleyball – 6 <sup>th</sup> Grade (50%)	NCMS	Kellie Notter
c. /Basketball – Boys 7 <sup>th</sup> Grade	NCMS	Aaron Edwards
d. Wrestling – Assistant Coach	NCMS	Justin Sampson
e. Football – Varsity Assistant (50%)	NHS	Dennis Raetz
4. Supplemental	None	

#### G. CHANGES

1. Certified
2. Non-Certified
  - a. Arlene Tincher – from 220-day Technology Support Specialist to a 260-day Computer Technician.
  - b. Jill Sawyer – Custodian at Forest Park Elementary – Increase from 6 hours/day to 8 hours/day (from beginning of school year)
  - c. Darla Geldmeier – Custodian at Forest Park Elementary – Increase hours from 6 hours/day to 8 hours/day (from beginning of school year)
3. ECA-Lay Coaches
  - a. Tyler Wilson will move to Head Freshman Football coach (previously approved as Assistant)
  - b. Justin Sampson will move to Assistant Freshman Football coach (previously approved as ½ varsity assistant)

#### H. VOLUNTEERS

1. CLASSROOM
  - a. Sharon Mason – ME
  - b. Kennard Sproul – CCHS
2. ATHLETICS/ECA
  - a. Eric Dyar – NCMS Volunteer, Football
  - b. Ryan Lutes – NHS Volunteer, Cross Country
  - c. Seth Hammond – NHS/NCMS Football
3. Other Volunteers None

#### I. CONTRACTED SERVICES None

#### J. OTHER

Prior to a motion, Mr. Scherb moved to withdraw the District Digital Learning Specialist position from the consent agenda and table it for further discussion. Mr. Kumpf seconded.

Mr. Reberger asked for a clarification of what Mr. Scherb meant by “withdraw”. Mr. Scherb responded, stating that he would like more discussion about this item so this recommendation would not be approved at this time. Mr. Reberger asked if Mr. Scherb wanted to consider it at this meeting or if he wanted to put it on the agenda for the next

meeting. Mr. Scherb replied that he would rather wait and learn more about the position. He would prefer to wait until next month.

Mrs. Adams attempted to clarify Mr. Scherb's intent: Instead of doing a blanket vote on the consent agenda, Mr. Scherb would pull this item out for either a separate discussion tonight or to be tabled for discussion until another month. Mr. Scherb stated that he would assume the board needed more time to prepare a discussion. Mr. Scherb commented that the board first learned about this position at the May meeting, and he had been absent from the June meeting when the job description was approved. He asserted that had he not been absent from the June meeting, the board would not be having this discussion today because he would not have voted for it.

Mr. Miller commented that, personally, he was not for tabling the position at all. However, he wouldn't mind separating it out for a separate vote.

Mr. Miller then restated the motion: Completely pull approval of the District Digital Learning Specialist position, with future discussion at some point. Mr. Reberger asked for a friendly amendment to the motion and suggested that the board discuss this position tonight whether or not it is voted upon. As Mr. Reberger saw it, procrastinating another month was not going to help. Mrs. Adams shared her opinion that it wasn't procrastinating; rather, it was learning more about the position and making an informed decision.

At this point, Mr. Scherb stated that he would accept discussion tonight if the item was withdrawn. He noted that the board had to approve all of the personnel and other items in the consent agenda. He suggested pulling that one position out and discussing it separately.

Mr. Miller once again restated the motion: Pull the item out of personnel from the consent agenda and discuss it this evening.

A question from Dr. Froderman: Was the board saying that it absolutely wasn't going to vote on this position tonight? Mr. Miller replied that it was what the motion said, if that motion carried.

To further clarify, Dr. Tucker asked Mr. Scherb to reiterate the amended motion. Mr. Scherb's version: Withdraw the position from consideration in the blanket approvals and then discuss it as a separate personnel item. Mr. Kumpf confirmed his second.

Another question from Dr. Froderman: With the new amended motion, could this still be voted on separately, or is it off the table totally? Mr. Miller responded, noting that if the amended motion carried, the position would be discussed this evening: There would be no vote. Mrs. Adams asserted that it could be brought back up in a future meeting. Mr. Miller clarified that if the motion didn't carry, with the lack of another motion to do something else it would go back into the consent agenda.

Dr. Froderman observed that it could potentially be a month without that position and with no help. Mrs. Kaelber stated that she did not believe there would be "no help" if the

board waits because there are currently people doing this type of work with the corporation.

Mrs. Adams asked Mr. Scherb if he meant to just pull it from the consent agenda when he used the term “withdraw” or if he truly meant to withdraw it completely. Mr. Scherb replied that he intended to pull it from the consent agenda so that the board could move on with the rest of the business that needed to be approved. Mr. Scherb pointed out that if the board wanted to vote on that position tonight, the board could discuss it and make a motion to vote on it. However, the board first needed to vote on withdrawing it from the consent agenda.

Mr. Miller’s final restating of the motion: Withdraw the District Digital Learning Specialist from the consent agenda and discuss it this evening. The board would then vote on approval of the consent agenda without that position.

The motion was approved by a 4-3 vote with Mr. Reberger, Dr. Froderman and Mr. Miller opposed.

Dr. Froderman moved to approve the remaining consent agenda items. Mr. Scherb seconded, and the motion was approved by a 7-0 vote.

Mr. Scherb then began discussion of the District Digital Learning Specialist position by noting that he had made a comment in May that he really felt like there were people in central office that were qualified to fill this position and do this job. His question: Why are we creating a new position when we already have people who are very qualified to do this job? In reply, Dr. Tucker noted that 2,300 mobile devices had been distributed in three of the corporation’s secondary programs, and there are 150+ certified staff members. There has been technology and other kinds of curriculum mapping training for the better part of the past two years that has involved the assistant superintendent, the curriculum director, Tammy Kikta - who works with the technology department but has crossed over into something more of curriculum and instruction with digital resources - and herself. With that number of people, when doing grade-level training or departmental training, the focus has been on one department at a time, and last year, the focus was on language arts. In addition to that, there were other kinds of training that took place throughout the year for other grade levels and other subject areas related to curriculum and instruction and also related to technology. Principals even got involved the last two teacher days: They divided into their subject areas and took a group of teachers in those subject areas or grade levels and did some training that had to do with best practice instruction and also technology. But in terms of job-imbedded, real-time, having a person who is fully employed in the instructional day, all day long, every day, to serve 150 teachers in a myriad of subject areas in grades 6-12, the school corporation doesn’t have the capacity to do that in terms of highly qualified, curricularly-trained people. If anything, the corporation probably needs two or three more of these positions – a person designated for every single building or subject area. The corporation doesn’t necessarily have the financial resources to appoint someone like the big corporations, so the corporation tries to find people that have curricular knowledge and experience and can relate and integrate that best practice instruction across the subject areas and grade levels. In Dr. Tucker’s opinion, as the educational

leader of this corporation, this is a very necessary position and it's one that the corporation has a pressing need for, at the beginning of the school year and ongoing. Dr. Tucker noted that she had done the following in connection with this position: sent a communication with the rationale to the board in May; developed a job description that involved two readings over the course of the summer; sent out an additional e-mail to the board re-emphasizing her rationale before the last board packet went out; and, she fielded questions from board members who needed more explanation.

In answer to Mrs. Adams question about salary, Dr. Tucker stated that this person would be brought in according to the certified staff at years of level of experience plus fifteen extra days. The person being recommended has fifteen years of experience, which pulls them in at about \$47,000 and the additional days bring it up just below \$50,000. Mrs. Adams wanted to know if there would be a stipend for insurance. Dr. Tucker replied that the position would come with benefits, at a cost of anywhere from \$7,000 to \$15,000, just like any teacher or certified staff would have in the corporation. As for where the money for this position would come from, Dr. Tucker stated that it would come from the General Fund.

Mr. Scherb commented that he was not convinced this position was necessary. He believed the position should have been appointed a few months ago instead of waiting until two weeks after school had started.

Mrs. Adams shared her concern about appointing someone to this position. As she sees it, Clay Community Schools wants to be known as an employer that demonstrates fair hiring practices. She noticed that this job was not advertised, nor was it posted. She did not believe that interviews had been conducted for this job. Referencing the Board Policy Manual, Mrs. Adams noted the following statement: "Employment opportunities are and shall be open to all qualified applicants solely on the basis of their experience, aptitudes and abilities." In her opinion, when a job is created and someone is selected and nobody else knew about the job or had the opportunity to apply and interviews didn't take place, she does not believe the school corporation is living up to board policy or living up to the reputation she thought had been established as an employer that exercises fair hiring practices.

In response, Dr. Tucker stated that the candidate for this particular position had been interviewed a couple of times under different job position circumstances. The position was interviewed, and Dr. Rayle and Dr. Tucker interviewed the candidate. Dr. Tucker had also interviewed the candidate with a group of teachers and administrators, including a board member, shortly before this position was recommended. She noted that at the beginning of the school year, when principals have to fill positions for teaching, those positions do not have to be posted and go through the interview process, which particularly has more to do with the agreement with certified staff. When it is a position outside of the realm of a teaching area position, there is more latitude. In this particular case, Dr. Tucker, with experience with hiring teachers and principals and positions in central office over the course of twenty years, commented that she would not be making this recommendation if she did not think this individual was the best person for the job and the best person she's seen for this job over the course of four school corporations.

Mrs. Adams wanted to know how many people had applied for this position. Dr. Tucker stated that the position was not posted. She had contacted the individual and asked if that individual would be interested in the position and would interview for it. Dr. Tucker was fairly convinced that the position she was recommending was one that the individual is, without question, one of the most highly-qualified individuals that could be found for the position. Dr. Tucker was also very pleased to know that the candidate is a Clay County resident and she has the confidence that the individual will not be going away and taking employment in another corporation, another county or another state. Dr. Tucker believes the candidate to be a good find and when you have good people to hire, you hire them.

Mr. Miller pointed out that the primary jobs of the board are to make policy and hire the superintendent. Within the last four years, the board has hired a superintendent, and they did that on her merits and the experience the board had had with her. In his opinion, you hire good people and you don't blindly walk away, but you let them do their job. Mr. Miller observed that, on this situation, there are two different things: the actual position and how that actual position candidate was chosen. Mr. Miller believed that Dr. Tucker had explained the process well. He noted that he had sat in on the prior interview, and he would have no qualms with the person being recommended. He commented that the board members have had time since May when the job description came out to contact Dr. Tucker with questions about the position.

In answer to a question from Mrs. Adams, Dr. Tucker stated that the Director of Technology did not sit on the interview committee.

Mr. Scherb stated that this is not about one person; he doesn't even know the person. This is about the necessity to create a new position and to spend more money.

A question from Mr. Kumpf: Would this individual be an administrator? The reply from Dr. Tucker: No, this person would be certified personnel, outside of the bargaining unit, but not under the administrative package. Another question from Mr. Kumpf: This person would not be part of the evaluation of teachers? The reply: No. Mr. Kumpf commented that the reason he was having difficulty with this was because he had not talked to a teacher who wanted this position. Although he knows the teachers need help with the laptops, it was his opinion that it would be more beneficial to have some kind of clinics or conferences that department heads could go to and get information to bring back to the teachers.

Mr. Reberger commented that he thought this position would help a lot. He noted that it had been discussed in May. He pointed out that the job description states that this position and the assignment of this position would include being based out of the media center at North Clay Middle School. Noting that the media director at North Clay retired a year ago and was never replaced, Mr. Reberger stated that somebody needed to be in there, and that had been added to this job description. In his view, this would kill two birds with one stone: The District Digital Learning Specialist would be based at North Clay where she could manage the library and convert it to technology-based uses. Mr. Reberger also stated that the lady who had been coordinating the District Media Center retired last summer, and that had been added to this job description. Right now, there

is nobody doing that, just a couple of aides filling in. Mr. Reberger observed that those are two positions that have been eliminated through retirements and have never been filled, so that would be the salary of the new position.

As for other duties of this person, Mr. Reberger pointed out that they are to collaborate to create digital resource integration and strategies, which would help teachers to incorporate that into a digital platform that can be presented to and for the students. Also, this person would supervise the 6-12 media center transition to digital learning and would be the person “who you go to”. In addition, this person would deliver appropriate coaching, training and resources to support professional growth of individuals. In connection with that duty, Mr. Reberger commented that the school corporation couldn’t leave 150 teachers struggling, throw the RISE evaluation at them at the end of the year and then mark them down on the evaluation because they didn’t do a good job of incorporating technology. He supported putting somebody out there to help them so that they do well. Having already noted that the salary for this position would be covered by two positions that had not been filled following retirements, Mr. Reberger asserted that money was not an issue. Also, he noted that this person would not be an administrator; rather, this would be a licensed, non-teaching person. Mr. Reberger observed that the duties are spelled out in the job description. He labeled this a position for the teachers; it is not adding somebody at the administration building. This is a new position to help 150 teachers do a better job. Mr. Reberger offered this example: The school corporation has a great technology department. The technology staff can program the laptops, troubleshoot and load the software, but they are not teachers. He compared that to the maintenance staff that can work on the kitchen equipment and keep it working, but they aren’t cooks. While acknowledging that the corporation’s technology people do a great job, Mr. Reberger stressed that this position is not to crawl around under the tables running cable; it is to help 150 teachers do a better job.

Mr. Scherb commented that he thought there was already an employee at North Clay that was working in the technology/media center. Dr. Tucker explained that there is an IA who oversees the media center as far as distributing materials, and there is a technician at the middle school who is also one of the people that does the mechanics of troubleshooting if there is a problem with a device or a desktop, but there is no one who is an instructional coach with digital resources at any of the buildings.

Mrs. Adams stated that when the school corporation started the advancement of technology, the board asked for a plan and it was never received. She was resistant to bringing in the technology without a plan, but Tim Rayle won her over when he mentioned that the technology would “even the playing field” for all the kids. Mrs. Adams shared her opinion that Tim Rayle is very capable in the field of technology, as are Tammy Kikta, Bill Milner and Mr. Milner’s assistants. Referencing her teaching career in Maryland, Mrs. Adams shared that a lot of in-service training and departmental training was done there to bring technology in. They had coaches or collateral duties of people within the departments as resources. Her suggestion: If the school corporation doesn’t already have people in-house to teach and assist with this, a contractor could be brought in periodically for a fraction of the cost to do a training session in the fall and spring and maybe even in the winter, and not have to pay \$7,000-\$15,000 worth of



benefits and a \$50,000 salary. However, she still thinks the corporation has the qualified, talented staff within to do that.

Dr. Froderman wanted to know how many qualified staff the corporation has who are sitting around for forty hours a week not doing anything that could be moved into this position. Mrs. Adams' response was that teachers never have free time. What they do is steal time by using planning periods or giving up lunch time or by staying, on their own, not by force, after school or coming in early or making phone calls. She deemed that to be the true collaboration that takes place within our schools. Comparing the collaboration required with new technology with the collaboration required with the adoption of new textbooks, Mrs. Adams shared her opinion that this is not rocket science, it is just new technology. In reply to Mrs. Adams' comments, Dr. Froderman asserted that he came on the board for one purpose: He wants to see education improve for the kids in this county. He labeled it a battle because the board slows things down. He added that he knows at least one administrator who loves this position coming up, and he believes there are other administrators who think it is a good idea.

Regarding collaboration, Mr. Miller commented that collaboration does occur and is already occurring, but he doesn't think there would be anything wrong with giving something in addition to that. Mr. Reberger noted that someone is needed to coordinate the collaboration or there will be a disjointed group of activities. Mr. Miller added that if there is a central person who has seen what a particular group has done that has worked, that central person will have contact with every teacher at some point in time and can share that information.

Referring to the point made by Dr. Froderman regarding teacher time to collaborate, Mrs. Adams had this question: If teachers don't have time to help each other and they need to have an outsider come in, when in their day are they going to accept this learning - when students are working, during planning periods, during class time? Dr. Tucker's answer was: Yes. Mrs. Adams asserted that the teachers would have a coach, but no time for practice. Dr. Tucker responded, noting that in the educational world today, there are a multitude of new concepts, one of which is job-imbedded, real time academic coaching. Those opportunities take place during instructional time, during prep time, during summer sessions, after school or in the morning. It is real time, according to when the teacher needs it. That is what academic coaches are expected to do. Dr. Tucker noted that academic coaches have been utilized in other areas, such as in the elementary schools when three people were hired a few years ago on a Title I grant. Their job was to be in classrooms and buildings working with teachers during class time, after school, on prep. That is the way professional development is approached today because that's the way teachers most prefer and they most need that kind of interaction. Sitting and getting, going to a conference, or bringing somebody in once or twice a year is not effective professional development for truly ingrained and incorporated best practice, which in this case is best practice for digital resources.

Mr. Scherb moved to withdraw employment of a District Digital Learning Specialist from the agenda at this time with the intent to discuss the hiring at a later time. Mr. Miller clarified that Mr. Scherb was not for this position at this point in time. He further clarified that the motion would have to be to vote on the hiring of this person, as would have

been done in personnel. Mrs. Adams added that the recommendation could not be withdrawn; the board would have to vote either for or against the person.

At this point, Mr. Reberger moved to accept the recommendation of the administration to hire this position.

Mrs. Kaelber wanted to know if it didn't pass and the board wanted to look at it next month, would the board be OK to look at it next month or would it be dead in the water. Mrs. Adams' understanding was that if Mr. Reberger's motion was voted down, it could be advertised if the board wanted to visit the position being filled after more questions are answered, but it wouldn't be this individual.

Mrs. Kaelber stated that she came on the board for the exact same reason as Dr. Froderman. She noted that she had been for technology from the get-go, but a lot of money had been thrown at technology in the past two years, and the board has a fiscal responsibility and constituents to answer to. She also noted that iPads had been bought for all of the teachers, then it had been determined that was not the best device. She believes there are still questions for an exact plan. Now the board is being asked to spend an additional \$50,000-\$65,000, and she wanted to know how many times they would be asked to spend more for technology. Mrs. Kaelber observed that 150 teachers would be served, but it is for secondary schools only, it isn't for the elementary schools. Although the elementary students don't have laptops, the elementary teachers still have the iPads that they are still trying to do something with in the classroom. As for student use of the laptop computers, Mrs. Kaelber stated that she has three children between North Clay and Northview and she has had no complaints from her children that they are sitting around playing games on the laptops; rather, they are very much using them in their classrooms for productive work and she sees them doing productive homework on them at home.

Mr. Reberger reiterated his motion: Accept the recommendation of the administration to hire the recommended person for this position. Dr. Froderman seconded. The original vote on the motion was 3-3-1 with Mr. Reberger, Dr. Froderman, and Mr. Miller voting in support of the motion, Mr. Kumpf, Mr. Scherb and Mrs. Adams voting against the motion and Mrs. Kaelber abstaining. Mrs. Kaelber explained that she was not opposed to the position or the individual at this point; rather, she was not comfortable voting this in tonight. When reminded by Mrs. Adams that her abstention would go in support of the motion, Mrs. Kaelber stated that she wanted to oppose the motion. Mrs. Adams and Mr. Scherb called for a re-vote. After some discussion and hearing no opposition, a new vote was taken. The motion was defeated by a 3-4 vote with Mr. Reberger, Dr. Froderman, and Mr. Miller voting in support and Mr. Kumpf, Mrs. Kaelber, Mr. Scherb and Mrs. Adams voting against the motion.

### **III. Comments from Patrons**

**Travella Myers** referenced reading an article in The Brazil Times concerning the Clay City Jr/Sr High School track repair and stated that she was disappointed to learn that the correct bid information was not obtained and another Clay City Jr/Sr High School track season was going to be adversely affected. With this and other exterior facilities still needing appropriate action, she requested that Mr. Howard initiate a committee of

parents, faculty, administration, and a board member to discuss what needs to be addressed at Clay City, much like he did in December 2013 for the soccer fields. She offered examples of facilities that still needed to be addressed: tennis courts that are unsafe and need to be secured at least until such time as the corporation can correct the issue; baseball fencing and field; and, outdoor basketball courts that are in disrepair. Mrs. Myers also referred to the May school board meeting during which there had been discussion of what she termed a rodent infestation at Clay City Jr/Sr High School. She noted that although the crack along the gym wall had been sealed during the summer, students are still seeing mice in the middle of the day. She wanted to know if a professional extermination company had come in to help in finding the source of entry for these mice.

#### **IV. Old Business**

##### **A. Clay City Jr/Sr High School Track**

Director of Extended Services Mike Howard provided the following information to the board members regarding what had transpired since the last board meeting:

- ◇ All bidders had been notified of the rejection of the bids and that the bids were on hold at this time
- ◇ Engineering firms had been researched to determine which could provide the information needed
- ◇ Boring and sampling took place on August 13<sup>th</sup> and 14<sup>th</sup> and results will be available the first part of next week.
- ◇ School officials at Clay City had been informed and are planning for alternate spring schedules if necessary

Under discussion, Mr. Scherb asked Mr. Howard to explain boring and sampling and what he was looking for. Mr. Howard stated that Patriot Engineering came out to the Clay City track and bored 8 4-inch cores approximately two to three feet through the track surface and into the earth to see what the makeup of the track is. Those are being evaluated for density, compaction, soil makeup and what the different layers are to determine if what had been bid would work or if it would be a much more substantial project.

In answer to Mr. Scherb's question as to whether the coal mining operation in that area would have any affect, Mr. Howard's response was that he could not say. He pointed out that any solid surface where a blast comes near could be affected.

As for Mr. Miller's question about the summary of the core samples, Mr. Howard stated that he would not have the results until the following week. Mr. Miller then asked if the core samples would indicate how deep repairs would have to go and what might have to be added, which Mr. Howard confirmed. Mr. Miller also wanted to know if the dimensions of the track would be addressed, and Mr. Howard said that had been included in the original bid request. Although Mr. Miller would be disappointed to lose home meets next year, he would be happy to take the time to do it right so it would last.

Mrs. Adams wanted to know if Mr. Howard was still considering the possibility of a special session board meeting in connection with the track issue. Mr. Howard's

response was that he would e-mail results from the core samples to the board after he received them, and the results of the core samples would determine whether a special session would be needed.

#### **V. Superintendent's Report**

Dr. Tucker noted the following:

- The school year got off to a smooth start.
- ADM count appears to be stable and Dr. Tucker hopes to have final count information by the next board meeting. She noted there appears to be an increase in enrollment at the secondary level, which may be students who are coming to the school corporation that are interested in the 1:1 technology that is being offered.
- Lynn Stoelting was recognized for being designated the Indiana Public School State School Nurse of the Year.

Dr. Tucker recognized Clay City Jr/Sr High School Principal Jeff Bell, Northview High School Principal Ernie Simpson and North Clay Middle School Principal Jeff Fritz who were all in attendance at this meeting. All three principals commented on the good start to the school year.

#### **VI. New Business**

##### **A. Request for Permission to Advertise the 2015 Budget, 2015 Capital Projects Plan and the 2015 School Bus Replacement Plan**

Mr. Kumpf moved to grant permission to advertise the 2015 budget, the 2015 Capital Projects Plan, and the 2015 School Bus Replacement Plan. Mrs. Adams seconded, and the motion was approved by a 7-0 vote.

##### **B. Request for Permission to Apply for a School Safe Haven Grant**

Mr. Scherb moved to grant permission to apply for a School Safe Haven Grant. Mrs. Adams seconded, and the motion was approved by a 7-0 vote.

##### **C. Request for Permission to Advertise for Bids for Buses and Fuel**

Dr. Froderman moved to grant permission to advertise for bids for buses and fuel. Mrs. Kaelber seconded, and the motion was approved by a 7-0 vote.

##### **D. ISTEP+ Presentation**

Dr. Tim Rayle, Assistant Superintendent, provided a video presentation of the ISTEP+ results for the school corporation.

##### **E. Authorization for ECA Spending for Clay City Jr/Sr High School**

Mr. Kumpf moved to approve using ECA Athletic funds for the purchase of supplies for the Clay City Jr/Sr High School training room, as submitted by Principal Jeff Bell. Mr. Scherb seconded, and the motion was approved by a 7-0 vote.

#### **F. Brazil Public Library Board Appointment**

Mrs. Adams moved to approve the reappointment of Mrs. Kristin Beasley to the Brazil Public Library Board. Mr. Kumpf seconded, and the motion was approved by a 7-0 vote.

#### **G. Clay Community Schools Dress Code**

Board member Jennifer Kaelber had requested discussion of the dress code relative to piercings. It was her opinion that requiring students to insert clear spacers in piercings not covered by clothing and the subsequent policing by staff was a waste of the staff's time. She asked to take a look at revising the policy.

Northview High School Principal Ernie Simpson commented that page 34 of the Northview handbook specifically states that body piercing jewelry must be limited to the ears. A fundamental question for him as the building leader is whether or not it is a disruption to the educational environment. He could agree with Mrs. Kaelber that a single stud in somebody's nose is probably not a disruption to the educational environment; in that case, his number one priority would be to enforce the rule, get a spacer or Band-Aid and get the kid back to class. Mr. Simpson then showed the board members an image from Google of a young man with a myriad of facial piercings, which he deemed a representation of a disruption to the educational environment. Although he agreed that the policy perhaps needed to be revisited, the difficulty for Mr. Simpson would be how to legislate what is an appropriate number of piercings. Mr. Simpson does not currently have the more severe example in his school, but should he ever encounter that, he believed that a policy gives a little bit of leverage to address that. He did not argue the point that it is 2014 and social norms have probably shifted, but he didn't know if he should be the one to legislate morality and determine what should and shouldn't be acceptable with regard to piercings. Mr. Simpson does, however, try to govern that with common sense.

Clay City Jr/Sr High School Principal Jeff Bell commented that the secondary principals meet every spring to talk about handbook policy, and they meet with department heads and teachers to get input. He commented that it is 2014 and he doesn't mind revisiting things, but the principals' biggest responsibility to the board is to enforce what had been passed in policy and in the student handbook.

Mrs. Adams shared that she had been teaching for 24 years, and eight of those years were in public school in Maryland. She noted that even in the 1990's, high school students had tongues, eyebrows, and noses pierced and multiple piercings on the ears, and Maryland was still number two in the nation on academic scores. Mrs. Adams commented that teachers looked past that and taught the individual. It was her opinion that distractions from tattoos and piercings could perhaps be coming from the other students; she couldn't imagine teachers would be bothered or offended by that. Although Mrs. Adams was not advocating that anyone should go out and get a hundred piercings, she believed the topic to be worthy of further discussion because times are changing, and she would like to revisit it at some point.

## **H. Health Clinic Update**

Information had been provided to school board members both electronically and as a hard copy regarding financial sustainability and utilization as well as on-site clinic services and medications available. A copy of the information will become a part of the official minutes.

## **I. Insurance Rate/Open Enrollment Information**

Dr. Tucker noted that rates had gone up 6%. Director of Personnel Carolyn Kumpf pointed out that the school corporation would be offering open enrollment for the first time in 6-8 years. But with the new Affordable Healthcare Act, as an employer with more than 100 employees the school corporation must offer open enrollment this year. The open enrollment period will be the month of October with an effective date of January 1. She added that there will be an insurance committee as soon as the open enrollment period ends to come up with new rates for employees, and that information should be presented to the board in November. According to the Master Contract, teachers set the amount they contribute and what the corporation contributes. Rates will also be presented for classified employees.

## **J. Knightsville Property Update**

Dr. Tucker had provided board members with information regarding the procedures to be followed if a corporation decides to rid themselves of a particular property. The facility is still be used for storage of records in the process of being moved to cloud storage. Also, the building is used to store materials that need to be shredded from within the corporation. In addition, furniture and other kinds of items to be auctioned are stored there. Dr. Tucker deemed it to be the cheapest space for storage that the corporation is currently paying for outside of having a rental situation. At some point Dr. Tucker would like to bring back to the board a recommendation to sell the property.

## **K. Job Description – Secretary for Media Services & Textbooks – NEW: First Reading**

Dr. Tucker explained that the lady who had formerly held a similar position had retired, and the position had been revamped somewhat. The person in this position would now be the clerical person that receives and distributes curricular materials such as DVD's and other kinds of text materials and would also be responsible for the other duties as outlined in the job description. This was a first reading, so no vote was required.

In answer to Mr. Kumpf's question as to where this person would be stationed, Dr. Tucker stated that the person in the previous position had always formerly been in the portable buildings across from Forest Park Elementary, which is where all of the materials are housed as well. At some future time, this person may be placed in another area, but there is no consideration for a recommendation yet.

## **VII. Board Member Comments**

**Amy Burke Adams** commended everybody for the wonderful start of the school year and she hoped for a safe and productive year.

**Ron Scherb** offered congratulations to Lynn Stoelting on her award.

**Fred Froderman** stated that he thought Clay Community Schools was doing a very good job, and test scores reflect that. He believed the corporation to be very fortunate to have the people working that it has, from the top all the way down to the bottom.

**Jennifer Kaelber** thanked the IT department for an amazingly smooth process at North Clay with the distribution of the laptop computers.

**Kevin Kumpf** also thanked the IT department for the quick and easy process of picking up the laptop computers. He offered congratulations to Lynn Stoelting for her award and to the principals and teachers for a good start to the school year.

**Tom Reberger** once again stated that we do lots of things very well in Clay Community Schools, and the opening of school was an example.

**Rob Miller** echoed all of the other board members' comments. Also, he noted that the board was able to have productive discussion as well as good interest from parents and concerned citizens and others. In addition, he shared his opinion that the school corporation had a tremendous staff and students.

### **VIII. Future Agenda Items**

**Amy Adams** offered a reminder that she wanted a report in September on what had been done to Clay City Jr/Sr High School over the summer. In addition, she referred to Travella Myers' request to establish a committee to discuss addressing exterior facilities like what had been established for Northview for the soccer fields, and she wanted to know if Mr. Howard would have time to evaluate the tennis courts and outdoor basketball courts and have a quick report in September. Mr. Howard stated that the information would be included in the Clay City High School/Elementary presentation.

**Ron Scherb** stated that he would really like to reposition the tables in the board room. He noted that it is hard for him to talk to people and communicate without being able to see them. To clarify, Dr. Tucker asked if Mr. Scherb wanted the administration to bring back a summary of necessary costs to do that and if he wanted it as a voting item to approve those costs. He replied that he wanted information only. Mr. Scherb also requested information on the procedure for snow removal.

**Tom Reberger** asked what the status was now of the District Digital Learning Specialist. He asked to have it brought back on the next agenda. Dr. Tucker replied that she would see what she could find out between now and then. She will also check with Mr. Miller to see how that item could come back and then send a clarification about what might need to be done.

### **IX. Adjournment**

Having exhausted all agenda items, the meeting was adjourned at 9:28 p.m.

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