

**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, November 12, 2020. Kevin Kumpf, Michael Shaw, Lynn Romas, Charley Jackson, Andrea Baysinger, Tom Reberger, and Amy Burke Adams 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 8, 2020

Special Session Minutes for October 8, 2020 and October 22, 2020

C. Field Trips

None at this meeting

D. Personnel

A. LEAVES OF ABSENCE

1. Certified

a. FMLA	NHS	Ariel Leek
b. FMLA	NCMS	Jason Setliff
c. FMLA	NCMS	Lauren Barnett
d. FMLA	CO	Ernie Simpson
e. FMLA	ESE	Terri Potter
f. FMLA	SP SERV	Lynell McCracken
g. FMLA	SE	Betsy Stevenson
h. FMLA	FPE	Becky Chrisman
i. FMLA	VIRTUAL	Kelly Sparks

2. Non-Certified

a. FMLA	NCMS	Charlotte Backfish
b. FMLA	CCHS	Steven Marshall
c. Medical	VBE	Sara Williams
d. Employee Not Eligible for Leave	ME	Kristen Beasley
e. Employee Not Eligible for Leave	NHS	Lisa Schwartz
f. Employee Not Eligible for Leave	ME	Linda Barr
g. Employee Not Eligible for Leave	JTE	Holly Nevins
h. Employee Not Eligible for Leave	FPE	Crystal Soots
i. Employee Not Eligible for Leave	ESE	Lisa Orr

B. RETIREMENTS

1. Certified

None

2. Non-Certified

a. Bus Driver	TRANS	Rusty Rhodes
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Effective January 1, 2021

- d. 51% 6th Grade Girls' Basketball Coach/49% Elementary Sport
CCE Thomas Rea
- e. 49% 6th Grade Girls' Basketball Coach/51% Elementary Sport
CCE Nathan Stoelting
- 4. Supplemental None

G. CHANGES

- 1. Certified None
- 2. Non-Certified
 - a. 5.75-hr Food Serv. to 5.5-hr Food Serv. ESE to NHS Danielle McIntire
 - b. 6-hr Food Serv. to 5.5-hr Food Serv. CCHS Kyra Stemler
- 3. ECA-Lay Coaches None

H. VOLUNTEERS

- 1. CLASSROOM None
- 2. ATHLETICS/ECA
 - Clay City Jr/Sr High School
 - a. Caitlyn Jordan – High School Cheer
 - b. Kyler Rhodes – High School Boys' Basketball
 - Northview High School
 - a. Billy Pettiford – Boys' Basketball Volunteer Coach
 - b. Troy Batchelor – Girls' Assistant Basketball Volunteer Coach
 - North Clay Middle School
 - a. Tom Mace – 7th Grade Boys' Assistant Basketball Volunteer Coach

- I. TERMINATIONS None

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

III. Comments from Patrons

None at this meeting

IV. Old Business

None at this meeting

V. Superintendent's Report

Superintendent Fritz noted the following:

- The school corporation continues to deal with the COVID-19 issues, as does every other public school system in the state and the country.
- New hires Christine Lorenze, Jamie Booe, Jamie Grassick, Catherine Garrett, and Amelia Martin were welcomed to the school family.
- Fall sports champions, both team and individual, were recognized for the following:
 - North Clay Middle School: WIC Championship for 8th grade volleyball

- Northview High School:
 - WIC Championships for Brooke Bussing for golf, Jcim Grant for cross country, girls golf, girls soccer, girls cross country, boys cross country, football, and tennis
 - Sectional champions for girls cross country, boys cross country, girls soccer, and boys tennis
 - Regional champions for girls cross country
 - Semi-state qualifiers for girls cross country and boys cross country
 - State qualifiers for girls cross country (coached by Dr. Rayle), where they finished 14th, and boys cross country, where they finished 21st
 - Gnister Grant finished 29th in the state for girls' cross country, the highest ever for NHS girls cross country.

Congratulations were offered to all.

- Thanks were offered to Rick Burger and Duke Energy for donating several Christmas books to the schools.
- Thanks were also offered to Russell Lynch and Britt Tool for the donation of mask holders for all Clay Community Schools employees.
- It was noted that most of the time, donations are not asked for; rather, companies come to the school corporation and ask if they can help out. This small community is very blessed, and their donations are appreciated.
- Superintendent Fritz recognized Brazil Police Chief Clint McQueen, who attended the meeting, as always being only a text or phone call away and always cordial to Clay Community Schools and to him personally with regard to being superintendent. Superintendent Fritz commented that law enforcement officers had been hit unfairly in a lot of respects, and he had nothing but respect for the work they do at the local level. He offered thanks to Chief McQueen and the officers in other areas.
- The following veterans in the school family were thanked for their service: Clarence Johnson; Matthew Harvey; Sara Harmon; Jeremy Fowler; Don Fritsch; Jon Russell; Garicke Rubin; Lynn Wise; Mark Raetz; Rex Hane; Kelly Knox; Mike Tisdale; Lonnie Boyce; Robert Harmon; Earl Ed Payton; Doug Rolison; Howard Hughes; Jerry Bruer; and Charley Jackson.
- After noting that these were very tough and very difficult times to navigate and stressful for employees, Superintendent Fritz acknowledged that it was easy to get discouraged. But he pointed out that all are extremely blessed in this school system and extremely blessed to live in Clay County.
- With the holiday season approaching, he wished all in the community a Happy Thanksgiving on behalf of the Fritz family and Clay Community Schools.

VI. New Business

A. CCS Financial Update

Director of Business Affairs Mark Shayotovich was unable to attend the meeting. Superintendent Fritz asked the Board to postpone this item until a later meeting.

B. Bus Replacement Hearing

The Corporation Bus Replacement Plan had been posted on the Clay Community Schools website and in the Department of Local Government Finance Gateway portal and had been made available for public review. Also, the Board had been sent a copy of the plan for review.

There were no questions or comments from the Board or the public. The resolution for adoption of this plan is to be brought to the Board in December.

C. Capital Projects Plan Hearing

The Capital Projects Plan had been posted on the Clay Community Schools website and in the Department of Local Government Finance Gateway portal and had been made available for public review. Also, the Board had been sent a copy of the plan for review.

There were no questions or comments from the Board or the public. The resolution for adoption of this plan is to be brought to the Board in December.

D. Classified Employee Stipend

Following past practice, the recommendation was to provide a \$350 stipend for all classified employees, including bus drivers. Dr. Shaw moved to approve the recommendation. Mr. Jackson seconded, and the motion was approved by a 7-0 vote.

E. Non-Certified Insurance Rates

The Board was asked to approve the non-certified rates, not the certified rates.

Prior to a motion, Superintendent Fritz clarified that the way the certified rates are figured is included in the Master Contract with CCCTA. He noted that there is a teacher insurance committee on which teachers and administrators serve. Superintendent Fritz pointed out to the Board that the school corporation had gone through some pretty painful times with insurance in the past; however, it had been very fortunate over the last two or three years to have small increases and will again be fortunate to have only a proposed 2% increase for the coming year. He noted that the trust had made some pretty difficult decisions three to five years ago, and that had really paid off. He also commented about the amount of money that had been saved by having the health clinic.

Mrs. Adams moved to approve the insurance rates for non-certified employees. Mrs. Baysinger seconded, and the motion was approved by a 7-0 vote.

Following the vote, Mr. Reberger offered a shout out to employees for helping to drive the low increase by virtue of using the clinic and being prudent in insurance claims.

F. Approval of Conflict of Interest Statements

Mr. Jackson moved to approve the Conflict of Interest statements that had been presented in the board packet. 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.

G. Board Policy 9410 – Gifts and Donations to the School Corporation – Removal – First Reading

Board Policies 9410 and 3430, which are both titled “Gifts and Donations to the School Corporation”, mirror each other, except for the dollar amount in each policy. The recommendation was to maintain Policy 3430 (...gifts exceeding \$1,000 require board approval) and remove Policy 9410 (...gifts exceeding \$500 require board approval). This was a first reading, so no vote was necessary. The item will be on the December agenda as a voting item.

H. Update to the CCS 2020-21 School Year Roadmap

Superintendent Fritz explained that the revisions were basically just the athletic plan for North Clay, Northview, and Clay City. It will then allow more flexibility when in the orange category and kind of mirrors what the governor just came out with. With the update, when in the orange category, a couple of parents can attend events but no other spectators can attend, which allows a little more flexibility. Plans are still being revised; the other day another recommendation had been sent to health officials on some other revisions. The revisions will be ongoing.

Superintendent Fritz commented that the school corporation had been doing very, very well, and he had been pleased. But a couple of weeks ago, Meridian had to be shut down for two weeks, with North Clay and Clay City High School following the next week. He pointed out that it sometimes didn't hit just one area of a building; rather, it might be the students or it might be the staff. He then shared that he had been called on Monday by local health officials who gave him advance notice that Clay County would be moving to the red category on Wednesday, so the buildings had been shut down. It is his hope that the next two weeks will help.

Noting that subs were an issue right now, Superintendent Fritz stated that building principals do an excellent job of being creative in that area, such as administrators or IAs going into classrooms or other classroom teachers helping out. He has been proud and pleased of students and staff; they have been very resilient and remained very positive.

A concern for Superintendent Fritz and health officials is the upcoming holiday season. It is his opinion that the virus is not spreading within the school buildings; rather, it is spreading outside of the buildings. He offered a “shout-out” to custodians and school nurses—it has been difficult for them, but they have done a very good job. In particular, he mentioned Corporation Nurse Lynn Stoelting who has been great.

Right now, the plan is to return on November 30, which is subject to change. He is to have a discussion with local health officials next week to see where they are at and decide from there. If there is a change, the plan is to decide early in the Thanksgiving weekend, if they can, if not before.

Regarding the Chromebooks, some good news: some are expected to arrive next week, with the others arriving the following week.

To conclude his comments, Superintendent Fritz thanked the Board. He has talked to other superintendents, and they are not so fortunate as to have a Board like he has. With everything else going on, the added stress that other superintendents are feeling is compounded. He thanked the Board for its support and involvement and understanding through all of this.

Mrs. Adams moved to approve the updated Roadmap. Mr. Kumpf seconded, and the motion was approved by a 7-0 vote.

VII. Board Member Comments

Amy Burke Adams offered her appreciation to all the staff that had made this work. She offered congratulations to all the teams and a welcome to Christine Lorenze.

Andrea Baysinger believed it to be good timing to enter into the decision (to close the schools for two weeks), and she hoped for better days ahead.

Charley Jackson thanked Duke Energy and Britt Tool for their donations. He also expressed his appreciation to Clint McQueen for his help with the school corporation. He then thanked everybody for doing their job and staying on top of everything, including Superintendent Fritz, Mr. Trunnell, and all administrators.

Lynn Romas agreed with all of the comments. He referred to a comment that had been made by Superintendent Fritz that COVID-19 was a moving target; he believed that comment fit perfectly. He then added his welcome to Christine Lorenze.

Michael Shaw offered a “ditto” to comments about Christine Lorenze and Clint McQueen. To Superintendent Fritz, he stated that the Board appreciated that he appreciated them as a board. His appreciation extended to Superintendent Fritz, his administration, and the teachers. He believed the school corporation had a great thing going here. To Kevin Kumpf, he credited Mr. Kumpf with encouraging him to run for school board four years ago, and he is going to miss serving with him.

Kevin Kumpf agreed with everything that had been said. For the sports teams, he didn't even know how they put things together with what is going on, but they had been outstanding. To Dr. Rayle, his comment was “nice job”. As for COVID-19, he wished it would just go away. To him it was a shame that it seemed to be the most important topic when education should be the most important topic. He offered a welcome to new hires. As for the donations, he commented that it seemed the school corporation had things coming that were needed but hadn't been asked for, and it is appreciated.

Tom Reberger also agreed with everything that had been said. A phrase he has used recently is in regard to having a giving community—when something is needed, someone gives it. Sometimes it is asked for, but many times it is voluntarily given, and it is greatly appreciated.

VIII. Future Agenda Items

None at this meeting

IX. Adjournment

Having exhausted all agenda items, the meeting was adjourned at 7:28 p.m.

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