

**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 Board Room of the Central Administrative Office, 1013 S. Forest Avenue, Brazil, IN, 47834, on Thursday, December 8, 2022. Ryan Keller, Lynn Romas, Andrea Baysinger, Tom Reberger, and Amy Burke Adams were present. Michael Shaw and Charley Jackson were absent.

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 Assistant Superintendent Rayle offered the prayer.

II. Consent Agenda

A. Claims

B. Board Meetings

Special Session: Monday, November 7, 2022

Regular Session: Thursday, November 10, 2022

C. Field Trips

None

D. Personnel

A. LEAVES OF ABSENCE

1. Certified

| | | |
|--------------------------|---------------|-----------------------|
| a. FMLA/Maternity | ESE | Ashley Brown |
| b. FMLA | CCHS | Elissa Daniel-Samuels |
| c. FMLA | NHS | Lisa Denham |
| d. FMLA/Maternity | VBE | Brooke Kraemer |
| e. FMLA | CCHS | Ben Thomas |
| f. FMLA (Second) | CCE/CCHS/SPED | Hannah Thompson |
| g. Not Eligible-New Hire | NHS | Ben Wegner |

2. Non-Certified

| | | |
|------------|------|-----------------------|
| a. FMLA | CCE | Mary Alice Lowdermilk |
| b. FMLA | SES | Denise Deal |
| c. FMLA | ESE | Mindy Hoopingarner |
| d. Medical | NCMS | Sharon Sanders |

B. RETIREMENTS

1. Certified

None

2. Non-Certified

| | | |
|-------------------------------------|-----|-----------------|
| a. Custodian (effective 12/21/2022) | CCE | Mary Lowdermilk |
|-------------------------------------|-----|-----------------|

3. Place on Retirement Index

None

C. RESIGNATIONS

1. Certified

None

2. Non-Certified

| | | |
|--|-----|-----------------|
| a. Special Services-IA (eff. 11/23/22) | MES | Whitley DeSmith |
|--|-----|-----------------|

| | | |
|--|-------|--------------------|
| b. Title I-Parent Liaison (eff. 11/22/22) | ESE | Jessica Knowles |
| c. Bus Mechanic (eff. 11/14/22) | Trans | Virgil Jenkins |
| d. Food Services (eff.11/14/22) | VBE | Sara Williams |
| e. IA (eff. 11/22/22) | VBE | Leah Stultz |
| f. Food Services (11/28/22) | NHS | Trista Pierce |
| g. IA (eff. 12/13/22) | VBE | Kristi Ison |
| 3. ECA Resignations | None | |
| 4. ECA Lay coaches | None | |
| D. TRANSFERS | | |
| 1. Certified | None | |
| 2. Non-Certified | None | |
| E. EMPLOYMENT | | |
| 1. Certified | None | |
| 2. Non-Certified | | |
| a. Building Trades-IA (6.75/33.75 hrs) | NHS | David McEnaney |
| b. Food Services (5 hr Cook) | NCMS | Danielle McCluskey |
| c. IA-SPED (29 hr) | FPE | Pam McIntire |
| d. IA-SPED (29 hr) | FPE | Kathleen Hogue |
| e. IA-SPED (29 hr) | VBE | Billie J. Cassidy |
| f. IA (29 hr) | NCMS | Samantha Conklin |
| g. Computer Tech-B.S. (eff. 12/12/22) | CCS | Dylan Keller |
| h. Director of Extended Services (eff. 1/3/22) | CCS | Aron Hammond |
| i. Chief of Police (eff. 12/12/22) | CCS | Josh Clarke |
| 3. Supplemental | None | |
| F. EXTRA-CURRICULAR | | |
| 1. Extra-Curricular Certified | None | |
| 2. Extra-Curricular Non-Certified | None | |
| 3. Extra-Curricular Lay Coach | | |
| a. Winter Guard Director | NHS | Ashley Gonzales |
| b. Assist. Drill Team Director (50%) | NHS | Christopher Sparks |
| c. Assist. Drill Team Director (50%) | NHS | Kobe Wilson |
| d. Girls' Cross Country Coach | CCHS | Melanie Laswell |
| e. Boys' Varsity Assist. BB Coach (60%) | CCHS | Bradi Oberholtzer |
| f. Boys' Varsity Assist. BB Coach (40%) | CCHS | Craig Blair |
| g. Girls' Varsity BB Coach | CCHS | Jason Sindors |
| h. Girls' Varsity Assist. BB Coach | CCHS | Blane Crabb |
| 4. Supplemental | None | |
| G. CHANGES | | |
| 1. Certified | None | |
| 2. Non-Certified | None | |

| | | |
|---|------|---------------------|
| 3. ECA-Lay Coaches | None | |
| H. VOLUNTEERS | | |
| 1. CLASSROOM | | |
| a. Classroom (Volunteer) | CCE | Bryleigh Smith |
| b. Classroom (Volunteer) | JTE | Robert Steadman Jr. |
| c. Classroom (Volunteer) | MES | Megan Westfall |
| d. Classroom (Volunteer) | MES | Carla Peters |
| e. Classroom (Volunteer) | MES | Alexis Welch |
| f. Classroom (Volunteer) | SES | Henricka Woodruff |
| g. Classroom (Volunteer) | SES | Cynthia Haseman |
| h. Classroom (Volunteer) | NCMS | Amy Cleveland |
| i. Classroom (Volunteer) | NHS | Elizabeth Collins |
| 2. ATHLETICS/ECA | | |
| a. JH Cheer Coach (Vol) | CCHS | Tiffany Pieper |
| b. 6 th Grade Boys' BB Assist. Coach (Vol) | CCE | Clint Groover |
| I. TERMINATIONS | | |
| a. IA (last day – 11/18/22) | MES | Frank Phillips |
| J. Suspension Without Pay | None | |
| K. NON-RENEWAL | None | |

Mrs. Baysinger moved to approve the consent agenda. Mr. Romas seconded, and the motion was approved by a 5-0 vote.

III. Comments from Patrons

None

IV. Old Business

A. CCS In-Person Instruction Plan

The United States Department of Education requires school corporation to review and revise, if necessary, their in-person instructions plans every six months. This information was provided to the board, and no changes to the plan were proposed. Prior to the vote on this item, public comments were entertained.

Public comment window opened at 7:04 p.m. Having none, the public comment window closed at 7:05 p.m.

Mr. Keller moved to approve the CCS In-Person Instruction Plan. Mrs. Adams seconded, and the motion was approved by a 5-0 vote.

V. Superintendent's Report

Assistant Superintendent Rayle noted:

- Welcome new hires: David McEnaney, Danielle McCluskey, Pam McIntire, Kathleen Hogue, Billie J. Cassidy, Samantha Conklin, Dylan Keller.
- Superintendent Fritz wanted to wish everyone a wonderful holiday season.

VI. New Business

A. CCS School Board Policy Revisions – First Reading

Included in the board packet were several revised board policies that were recommended by Neola. Neola has attorneys who monitor new laws and make recommended revisions to existing Neola policies. This is a first reading, so no vote is necessary.

0142.2 – OATH

1521/3121/4121 – PERSONAL BACKGROUND CHECKS, REFERENCES, AND MANDATORY REPORTING OF CONVICTIONS AND SUBSTANTIATED CHILD ABUSE

2431 - INTERSCHOLASTIC ATHLETICS

2432 – GRIEVANCE PROCEDURE FOR VIOLATION OF STATE LAW LIMITING PARTICIPATION OF TRANSGENDER GIRLS IN ATHLETICS

2464 – PROGRAMS FOR HIGH ABILITY STUDENTS

3120.02 – ADJUNT TEACHERS

3120.11 – PUBLIC HEARING BEFORE COMMENCEMENT OF COLLECTIVE BARGAINING AND PUBLIC MEETING BEFORE RATIFICATION OF TENTATIVE AGREEMENT

3220.02 – SUPPLEMENTAL PAYMENTS FOR TEACHERS

5420 – REPORTING STUDENT PROGRESS

5610 – SUSPENSION AND EXPULSION OF STUDENTS

6250 – REQUIRED ADM COUNTS FOR THE PURPOSE OF STATE FUNDING AND VERIFIATION RESIDENCY FOR MEMBERSHIP

6550 – TRAVEL PAYMENT AND REIMBURSEMENT

8120 – VOLUNTEERS

8121 – PERSONAL BACKGROUND CHECKS- CONTRACTED SERVICES

8210 – SCHOOL CALENDAR

8220 – SCHOOL DAY

8400 – SCHOOL SAFETY

8510 – WELLNESS

8600 – TRANSPORATION

B. Assistant Superintendent Job Description Revision

Mr. Romas moved to approve the revision to the assistant superintendent job description. Mrs. Baysinger seconded, and the motion was approved by a 5-0 vote. Since the revision to the job description does not involve any major changes to the position, it was requested that the second reading be waived.

C. Permission to Advertise for the CCS Assistant Superintendent Position

Mrs. Adams moved to approve permission to advertise for the CCS assistant superintendent position. Mr. Keller seconded, and the motion was approved by a 5-0 vote.

Mr. Reberger added they would like to get this position posted and filled in a timely manner following state statutes.

D. Recommendation to Approve Secondary Course Changes

Kathy Knust included information in the board packet pertaining to course changes at the secondary level. A record of the Central Curriculum Committee members who were present at the committee meeting and approved the changes was also included in the packet. Mrs. Knust was available to answer questions from the board.

Mrs. Baysinger moved to approve the secondary course changes. Mr. Romas seconded, and the motion was approved by a 5-0 vote.

Mr. Reberger showed appreciation to Mrs. Knust and the committee for the work that has been put towards the changes.

E. Request to Purchase Win Reality Subscription for Northview High School Baseball & Softball Programs

Mr. Keller moved to approve the request to purchase the Win Reality Subscription for the NHS Baseball & Softball programs. Mr. Romas seconded, and the motion was approved by a 5-0 vote.

NHS Athletics, NHS Athletic Boosters, and corporate sponsorships will be utilized to purchase the subscription.

F. State Performance Award

The Teacher Appreciation Grant does not include the following certified personnel: Director of Guidance, Speech Language Pathologist, Occupational Therapist, Physical Therapist, and Therapeutic Counselor. Mrs. Adams moved to approve the request to pay these employees a performance bonus from the education fund according to the evaluation. Mrs. Baysinger seconded, and the motion was approved by a 5-0 vote.

Mr. Reberger added this is done annually.

G. Classified Employee Christmas Bonus

Mr. Romas moved to approve the request to provide a \$200 Christmas bonus to classified employees. Mrs. Baysinger seconded, and the motion was approved by a 5-0 vote.

Mr. Reberger stated this bonus is to show appreciation towards classified employees. This is not a part of the salary and not guaranteed yearly but based on the financial status of the corporation they feel it is most appropriate.

H. Engineer in the Classroom Elementary School Pilot Program Request

Dr. Rayle and Mrs. Knust provided information to the board to pilot the Engineer in the Classroom program for the elementary schools. Mr. Charles Ogborn, engineer at ThyssenKrupp Presta Steering, will lead the program and provided an overview to the board.

Mr. Ogborn is a graduate from Northview, has three kids, and his wife is a teacher for Clay Community Schools. He is very excited to encourage the next generation to choose engineering as a degree. Engineering in the Classroom provides an educational outreach for students in order to promote engineering as a career. The program will have local engineers visit fifth grade classrooms to show students how to apply the math and science concepts they are learning in the classroom to an engineering career. The students will become an engineer design team by developing and brainstorming how to build a Rube Goldberg Machine. Each student would be responsible for a part of the machine. Each part would then be put together to make the machine move. For this year's competition, students will have to move a rocket onto a launch pad. At the end of the program, they hope to show that engineering is for everyone and for all skills.

Mrs. Adams asked if this would be started out at the elementary schools. Mr. Ogborn replied they would start out with three elementary schools as a pilot program to get it started and do the final competition at one of the secondary schools. He added he does have some engineering volunteers lined up.

Dr. Rayle asked what grade levels would be involved. Mr. Ogborn stated they would be working with fifth grade classrooms.

Mr. Keller moved to approve the Engineer in the Classroom program for the elementary schools. Mr. Romas seconded, and the motion was approved by a 5-0 vote.

I. East Side Elementary Purple Star Recipient

East Side Elementary Principal Lisa Froderman presented information to the board regarding the school being named a Purple Star Recipient.

On November 10, 2022, the Department of Education released the list of 2022 Purple Star Schools; East Side Elementary was one of twenty-one schools chosen in the state of Indiana. Mrs. Froderman explained schools who receive the Purple Star designation are awarded for their significant display of commitment to service members, veterans, students, and families that are connected to the military.

Mr. Froderman proudly explained East Side Elementary has a long history of recognizing the contributions of courageous veterans. When the documentation was submitted in April, they had a very significant reason for applying for the honor and one that intensified the desire for the award. Mrs. Froderman then introduced first grade teacher Stacy Falls and her daughter Gabby, who is also an East Side employee. Mrs. Froderman went on to tell the story of Sargent First Class Douglas Falls, late husband and father to Stacy and Gabby. In December 2020, Sargent Falls tragically died of a heart attack while serving our country. At the time of his passing, he was working with the Governor's office coordinating COVID operations in Indianapolis. Sargent Falls was a very good friend to East Side and helped in any way he could. Mrs. Froderman stated East Side is choosing to accept the Purple Star designation in honor of Sargent First Class Douglas Falls. They are dedicating this distinction as a tribute to him serving their school and the country.

J. Request to Employ CCS Chief of Police

A search was conducted and interviews were held for the CCS Chief of Police position. After much discussion and deliberation, the interview committee recommended Mr. Josh Clarke as the CCS Chief of Police.

Mrs. Adams moved to approve Mr. Josh Clarke as the CCS Chief of Police. Mr. Keller seconded, and the motion was approved by a 5-0 vote.

Mrs. Adams welcomed Mr. Clarke to the Clay Community Schools Family and is looking forward to him joining the corporation and leading this very important department.

K. Request to Employ New Director of Extended Services

A search was conducted and interviews were held for the CCS Director of Extended Services. After much discussion and deliberation, the interview committee recommended Mr. Aron Hammond as the CCS Director of Extended Services.

Mr. Romas moved to approve Mr. Aron Hammond as the new CCS Director of Extended Services. Mr. Keller seconded, and the motion was approved by a 5-0 vote.

L. Presentation of Plaque to Outgoing Board Member

Outgoing board member Charley Jackson was unable to attend to receive his plaque for his service as a member of the CCS Board of Trustees. Board President Tom Reberger stated he would make sure the plaque was presented to Mr. Jackson in an appropriate manner.

Mr. Reberger added that he has known Mr. Jackson for many years. He noted Mr. Jackson served Clay Community Schools in many roles, one being the Athletic Director at Northview High School and at North Clay Middle School. Mr. Jackson dedicated many hours to Clay Community Schools and was always there when needed. Mr. Reberger stated he did a beautiful job on the school board and they appreciate everything that he done.

Vice President Lynn Romas added Mr. Jackson took his role as a CCS school board member very seriously. He mentioned Mr. Jackson was always very conscientious about his position and he always wanted to make the right decisions. Mr. Romas stated he was quite a worker and did an excellent job.

VII. Board Member Comments

Amy Burke Adams offered thanks to everyone for doing a magnificent job each and every day. She wished everyone a safe and joyous holiday season and showed appreciation to the schools that sent Christmas cards.

Andrea Baysinger welcomed Mr. Hammond and Mr. Clarke. She noted she has been passionate since day one about the police department and she is looking forward to 2023 and what it will bring to the corporation.

Lynn Romas stated CCS is blessed to have had high quality candidates apply for the Chief of Police and Director of Extended Services positions. He feels very comfortable with the chosen candidates, stating we should be thanking them for being interested in

Clay Community Schools. He welcomed all the new hires and stated it was quite an honor to have the Purple Star award presented to East Side Elementary.

Ryan Keller echoed congratulations to all the new hires in the corporation and mentioned it was indeed an honor to East Side Elementary with the Purple Star designation and to honor Sargent Douglas Falls by keeping his memory alive.

Tom Reberger asked to keep Dr. Shaw in your prayers for the passing of his father.

VIII. Future Agenda Items

None

IX. Adjournment

Having exhausted all agenda items, the meeting was adjourned at 7:37 p.m.

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