

**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, September 8, 2022. Ryan Keller, Michael Shaw, Lynn Romas, Andrea Baysinger, Tom Reberger, and Amy Burke Adams were present. Charley Jackson was 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 Superintendent Fritz offered the prayer.

II. Consent Agenda

A. Claims

B. Board Meetings

Executive Session: August 11, 2022

Regular Session: August 11, 2022

C. Field Trips

CCHS FFA to State Soil Judging contest in Valparaiso, IN on October 14-15, 2022, requiring an overnight stay.

CCE 6th grade to McCormick's Creek State Park, Spencer, IN on May 22-24, 2023, requiring an overnight stay.

D. Personnel

A. LEAVES OF ABSENCE

1. Certified

a. FMLA	CCHS	Rhonda Neiswinger
b. NEW HIRE Maternity	SE	Shasta Payton
c. FMLA	NCMS	Jonna Anacker
d. FMLA	NCMS	Jordan Allen
e. FMLA	FPE/ME	Christy Casassa
f. FMLA	ESE	Terri Potter
g. FMLA	SE	Denise Brush

2. Non-Certified

a. FMLA	FPE	Stephen Gilbert
b. Medical	ME	Cynthia Stiffler
c. Not Eligible for Leave	ME	Mandy Batchelor
d. Not Eligible for Leave	NHS	Sally Allen
e. Not Eligible for Leave	NCMS	Debbie Leanio

B. RETIREMENTS

1. Certified

None

2. Non-Certified

None

3. Place on Retirement Index

a. Longevity Stipend (eff. 1/3/22)	FPE	Amy Kaufman
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C. RESIGNATIONS

1. Certified

a. English Teacher (eff. 9/9/22) NCMS Heather Payton

2. Non-Certified

a. Custodian (eff. 8/18/22) MES Dakota Pierce
b. Cafeteria Manager (eff. 8/19/22) FPE Brenda Thacker
c. IA (eff. 8/9/22) FPE Brooklyn Crowley
d. Removed
e. IA (eff. 8/9/22) SES Megan Hansell
f. Food Services (eff. 8/12/22) NCMS Brittany McCluskey
g. Custodian (eff. 8/19/22) MES Jacqueline Fisher
h. Food Services (eff. 8/22/22) NHS Kayla Jones
i. IA (eff. 9/5/22) CCHS Laurie McQueen
j. IA (eff. 9/5/22) NCMS Tina Hill
k. Title One- Parent Liaison (eff. 8/26/22) FPE Sarah Abby Stevens
l. Food Services (eff. 9/13/22) NCMS Chanise England
m. IA (eff. 9/12/22) MES Mallory Hayden

3. ECA Resignations

a. NHS & CCS Science Fair Sponsor NHS Halee Sluder
b. Art Club & Fine Arts Superbowl Sponsor NHS Joni Sutherland
c. Science Club Sponsor NHS Lori Brooks
d. 8th Grade Girls' BB Coach CCHS Kyndall Boyll

4. ECA Lay coaches

None

D. TRANSFERS

1. Certified

a. Elem. Teacher (ESE 5th to VBE 4th) VBE Alyssa Lovett

2. Non-Certified

a. Food Services ESE Jessica Hayden
(Manager @CCHS to 6 hr cook. Eff. 8/22/22)
b. IA (from MES) FPE Destiny Pfeil

E. EMPLOYMENT

1. Certified

a. Elementary Teacher-K (eff. 8/29/22) CCE Shelly Sheese
b. Elementary Teacher-5 (eff. 8/29/22) MES Sarah Abby Stevens

2. Non-Certified

a. Food Services (6.5 hr cook) VBE Sara Williams
b. Food Services (6 hr cook) ESE Kayla Schutt
c. Food Services (5.75 hr cook) MES Heather Lyons
d. Food Services (4.5 hr cook) FPE Ashley Purcell
e. IA (29 hr) CCE Amanda Haviland
f. Evening Custodian (185 day) CCHS Rachel Combs
g. Food Services (5 hr cook) NCMS Leslie Douglas

h. Food Services (Café Manager)	CCHS	Patty Dyer
i. IA (Title One/29 hr)	FPE	Alexus Hartman
j. IA (29 hr)	CCHS	Jena Corbin
K. Food Services (5 hr cook)	NCMS	Beverly McIntire
l. Custodian (evening 185 day)	FPE	Elizabeth Allender
m. Custodian (evening 185 day)	MES	Corey Burris
3. Supplemental	None	
F. EXTRA-CURRICULAR		
1. Extra-Curricular Certified		
a. Department Chair (Social Studies)	NCMS	Michael Byrum
b. National Honor Society (50%)	NHS	Allison Rissler
c. National Honor Society (50%)	NHS	Josh Trout
d. Yearbook	NHS	Sara Archer
e. Science Club	NHS	Khristen Phillips
f. SADD Club	NHS	Noah Coley
g. Chess Club	NHS	Luke Carr
2. Extra-Curricular Non-Certified	None	
3. Extra-Curricular Lay Coach	None	
4. Supplemental	None	
G. CHANGES		
1. Certified	None	
2. Non-Certified		
a. Food Services <i>(from cook to manager)</i>	FPE	Rebecca Miller
b. Food Services <i>(from 6 hr to 7 hr cook)</i>	FPE	Brittany Bennett
c. Food Services <i>(from 5 hr cook to asst. manager)</i>	NCMS	Tonya Dant
d. IA- moved to IA/MA pay rate <i>(eff. 8/9/22)</i>	MES	Lindsey Hendrix
e. Food Services	NCMS	Sara Meyerholtz
3. ECA-Lay Coaches	None	
H. VOLUNTEERS		
1. CLASSROOM		
a. Brazil Lions Club	CCS	Robert Dodson
b. Brazil Lions Club	CCS	LaVonne Dodson
c. Brazil Lions Club	CCS	Lora Fenwick
d. Brazil Lions Club	CCS	Raymond Collins
e. Classroom	ESE	Cheryl Papinchock
f. Classroom	CCE	Ceira Griffith
g. Classroom	MES	Rachel Peters
h. Classroom	MES	Katie Cowden

i. Classroom	MES	Jessie Boller
j. Classroom	MES	Zackary Huffman
2. ATHLETICS/ECA		
a. Assistant Football Coach	NHS	Randy Hill
b. Assistant Cheer Coach	NHS	Callie Rains
c. Assistant CC & Track Coach	CCHS	Corbin Butts
d. Assistant Boys' BB Coach	CCHS	Craig Blair
I. TERMINATIONS		
J. Suspension Without Pay	None	
K. NON-RENEWAL	None	

Mr. Keller moved to approve the consent agenda. Mrs. Baysinger seconded, and the motion was approved by a 6-0 vote.

III. Comments from Patrons

Evelyn Greenwood shared her concerns regarding substitute teacher pay.

Shelly Johnson and Aubrey Day expressed concerns regarding their living inside the walking-zone of the East Side Elementary District.

IV. Old Business

None

V. Superintendent's Report

Superintendent Fritz noted:

- Welcome to new hires Shelly Sheese, Sarah Abby Stevens, Sara Williams, Kayla Schutt, Heather Lyons, Ashley Purcell, Amanda Haviland, Rachel Combs, Leslie Douglas, Patty Dyer, Alexis Hartman, Jena Corbin, Beverly McIntire, Elizabeth Allender, and Corey Burris.
- It has been a much better start to the school year than it was the past couple of years with things going back to normal with athletics and in the classroom, and he is thankful for all the continued hard work.

VI. New Business

A. Title II, Title IV, and High Ability Grant Applications

Dr. Shaw moved to approve the request to complete and submit applications for Title II – Part A, Title IV- Part A, and High Ability Grants. Mrs. Adams seconded, and the motion was approved by a 6-0 vote.

B. School Improvement Plans

Each school has parents and certified and classified staff members who serve on their school improvement committees. The committees review data, learning objectives, standards, etc., to develop goals and objectives for their school improvement plans.

Mrs. Adams moved to approve the school improvement plans. Mr. Romas seconded, and the motion was approved by a 6-0 vote.

C. Corporation-Level Objectives (Goals)

To coincide with the school improvement plans, district-level administrators developed corporation-level objectives (goals) for their departments per CCS Policy 2605 – Program Accountability. The accomplishments of the objectives (goals) will be reviewed in the spring.

Mr. Romas moved to approve the corporation-level objectives (goals). Mrs. Baysinger seconded, and the motion was approved by a 6-0 vote.

D. Teacher Appreciation Grants

School boards are required to annually adopt a policy concerning the distribution of teacher appreciation grant dollars, which will be submitted to the IDOE. It was recommended that the board approve CCS Board Policy 3220.01 – Teacher Appreciation Grants, as written, for the distribution of the Teacher Appreciation Grant allocations for the 2022-23 school year.

Dr. Shaw moved to approve the teacher appreciation grant policy. Mr. Keller seconded, and the motion was approved by a 6-0 vote.

E. Corporation Police Department Discussion

Superintendent Fritz shared information with the board regarding the rationale for and the process of forming a school corporation police department. Mr. Fritz explained how times have changed and the days when visitors could come in and out of the school at their leisure are over. Years ago, a police officer's presence at the school was very rare. Unfortunately, names like Columbine, Virginia Tech, Sandy Hook, Stoneman Douglass, and Uvalde have become much too familiar. School safety has been and remains the top priority in Clay Community Schools. Mr. Fritz noted that each school has its own individual safety plan and the district has a safety team; he gave kudos to Mr. Brad Ennen and Mr. Pete Kikta for their leadership regarding safety information for the district. There is also a county safety commission that meets regularly, and CCS has a very close working relationship with area law enforcement agencies and individual officers. The ALICE training and protocols were adopted several years ago, and students and staff undergo training each year. Many teachers and administrators attend safety conferences throughout the state, administrators discuss school safety at the monthly meetings, and administrators hold regular staff meetings at their buildings to update staff on safety measures. CCS has also had SROs in the buildings for about seven years now, and that has been working very well. Mr. Fritz noted Lawman was the company that has been contracted to work with off-duty officers or retired officers, and the SROs have become part of that school family.

Several school corporations have developed or are developing their own police departments for a couple of different reasons. The officers become school corporation employees. There is more control of the officers with regard to expectations, the hours they work, and their responsibilities, and the personnel the school corporation can hire. The off-duty police officers that are being used now can be used as substitute police

officers, if needed. Last year, the corporation received a \$50,000 matching school safety grant; this year, the corporation was able to receive a \$100,000 matching school safety grant. Mr. Fritz stated that they have looked at the police department parameters within the budget, and he feels it would fit the budget, forecasting no short- or mid-term issues. He will also be looking into more school safety grants for equipment, training, etc. It was also mentioned they are trying to get a traffic light at Kennedy Crossing and 340, which would alleviate the need for a traffic officer at that location.

The initial steps, if the board approves to move forward, include:

- the continuation of utilizing Lawman with the existing SROs until the police department was up and running.
- if needed, at the desire of the board, further police department discussions like this one.
- if given the green light, he would work very closely with the school attorney, who has vast experience in helping school corporations develop the paperwork, including resolutions and job descriptions.
- strongly suggest getting a consultant during the planning stages.
- the development and approval of a Police Chief job description, which would be the first person to be hired.
- the approval of the police department resolution by the school board that would be developed by the school attorney.
- once the job description and resolution were approved, the next step would be to hire a police chief and complete the necessary paperwork and certifications.
- the police chief would help in the development of the job description of the Police Officer, interview and hire additional officers, and plan necessary SRO training.

Mr. Fritz emphasized the main purpose of this is for the safety of our school family members. He also emphasized what it is not:

- it is not for SROs to administer routine student discipline.
- it is not to find fault in the students.
- they are not looking for ways to arrest students.

Mr. Fritz referenced a school nurse analogy. When he was in school, there wasn't a school nurse, as the nurse was the secretary. She kept medications at her desk and took care of students, as needed. He can't imagine today not having a school nurse in every building. He feels like this is similar to SROs in today's world.

In closing, Mr. Fritz asks the board how they would like to proceed. Do they want more discussion? Do they want to move forward in developing the job description and the resolution? Do they want to put this on hold? Or any other thoughts?

Mr. Keller mentioned that when he was attending a meeting in Indianapolis he saw a presentation from The Friends of Sandy Hook Foundation and stated they might be a good resource. He also stated in addition to SROs, adding mental health counselors in the schools. Mr. Fritz agreed and stated the corporation has hired more counselors to help address with mental health concerns.

Mr. Romas believes this is extremely important and wants to do anything he can to help keep the kids safe.

Mrs. Baysinger believes this is very important and it's time to give this a hard look and get this started.

Mrs. Adams fully supports and understands that safety is the number one priority. She states the corporation already has SROs in the schools, but this would give the corporation ownership of what is already in place. With ownership, there would be more control and could run it as a for-profit agency, which would, in turn, make the tax dollars go further, and they would most likely stay within the community.

Mr. Reberger agrees that life has changed, and security is important. He also emphasized that if a CCS Police Department was developed it would be a supplement to the current local police departments. He stated this is not something that has been thought about lightly, but rather, needs to be done, and he fully supports the idea.

Mr. Fritz stated, with the support from the board, he will contact the school attorney to develop a resolution. His office has currently been working on job descriptions for the police chief and police officers with the help of other school corporation job descriptions. He hopes to present them to the board at the October meeting.

Mrs. Adams asked how patrons in the community could contact the board or Mr. Fritz about the police department. Mr. Fritz stated his office is always available or they could contact their building principal as he is in constant communication with administrators.

Dr. Shaw made the motion to move forward with the development of a resolution, to create the job descriptions, and to meet again regarding the corporation police department. Mrs. Adams seconded, and the motion was approved with a 6-0 vote.

F. ILEARN Results

Superintendent Fritz shared highlights of the 2022 ILEARN results:

- CCS compared to other public school corporations around the state-
 - ELA- 64th out of 290 School Corporations- Top 22% in the State/ 7% above the state average.
 - Math- 55th out of 290 School Corporations- Top 19% in the State/ 11% above the state average.
 - Science- 73rd out of 290 School Corporations- Top 25% in the State/8% above the state average.
 - Social Studies- 69th out of 290 School Corporations- Top 24% in the State/10% above the state average.
- CCS compared to the 15 school corporations in the surrounding area-
 - 10% above the average in ELA
 - 12% above the average in Math
 - 9% above the average in Science
 - 8% above the average in Social Studies
- CCS ranking to the 15 school corporations in the surrounding area-
 - 1st in English/Language Arts
 - 1st in Math
 - 2nd in Science
 - 3rd in Social Studies

VII. Board Member Comments

Amy Burke Adams was pleased that the return to school has been easy and back to normal and recognized the hard work that all the CCS staff and parents have provided regarding the ILEARN results.

Andrea Baysinger shared it was a great meeting, with great things to come, and believes it has been a great start to the year.

Lynn Romas extended thanks to all the teachers for their hard work to get the ILEARN results that were shared, to parents for helping their children at home, and to Mr. John Szabo for his financial report, which showed the corporation is doing well. He also thanked everyone for attending the meeting.

Michael Shaw offered congratulations to students and staff for the ILEARN scores and extended thanks to Mr. Szabo for his financial report.

Ryan Keller echoed the previous comments and thanked everyone for attending the meeting. Appreciation was given to Evelyn Greenwood, Shelly Johnson, and Aubrey Day for having the courage to speak to the board; he also welcomed the new hires. Thanks were extended to all the staff for the phenomenal job they are doing at making CCS a great place to learn and work. He stated he works at a regional level and can confidently say that CCS is the best school corporation in the seven-county region area.

Tom Reberger noted, in regard to Mr. Szabo's report, that even though inflation is up eight to ten percent, the CCS advertised budget is only increasing by 2%. He also mentioned he spoke to an SRO at a Northview football game, and the SRO stated he loves what he does and feels like he is a part of that school building. Mr. Reberger also added, "We do lots of things very well in Clay Community Schools."

VIII. Future Agenda Items

None

IX. Adjournment

Having exhausted all agenda items, the meeting was adjourned at 7:52 p.m.

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