

**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 13, 2020. Kevin Kumpf, Michael Shaw, Lynn Romas, Andrea Baysinger, Tom Reberger, Charley Jackson 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 July 9, 2020

Special Session Minutes for July 30, 2020

**C. Field Trips**

None at this meeting

**D. Personnel**

**A. LEAVES OF ABSENCE**

1. Certified

a. FMLA	NCMS	Jonna Anacker
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2. Non-Certified

a. Medical Leave of Absence	TRANS	Michael Boswell
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**B. RETIREMENTS**

1. Certified

a. Science Teacher	NHS	Rachel Sparks
<i>Effective at the conclusion of the 2020-2021 school year</i>		

b. MS Social Studies Teacher	NCMS	Mitch Lancaster
<i>Effective at the conclusion of the 2020-2021 school year</i>		

2. Non-Certified

a. Bus Driver	TRANS	Iris Archer
<i>Effective August 18, 2020</i>		

3. Place on Retirement Index

a. Move to Service Appreciation Stipend 2	NHS	Rachel Sparks
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b. Move to Service Appreciation Stipend 2	NCMS	Mitch Lancaster
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**C. RESIGNATIONS**

1. Certified

a. Special Education Teacher	FPE/ESE	Leana Dispennett
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2. Non-Certified

a. 29-hour Instructional Assistant	CCE	Brittney Shaw
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b. 29-hour Instructional Assistant	NCMS	Jeri-Lynn Quick
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c. 29-hour Instructional Assistant	NHS	Jacqueline Crays
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3. ECA Resignations	None	
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4. ECA Lay Coaches	None	
<b>D. TRANSFERS</b>		
1. Certified	None	
2. Non-Certified	None	
<b>E. EMPLOYMENT</b>		
1. Certified		
a. Elementary Teacher	ME	Christina Bastian
2. Non-Certified		
a. 29-hour Instructional Assistant	NCMS	Trisha Shonk
3. Supplemental		
a. Adult Education Teacher	GOALS	Murray Paul Harbour
<b>F. EXTRA-CURRICULAR</b>		
1. Extra-Curricular Certified	None	
2. Extra-Curricular Non-Certified	None	
3. Extra-Curricular Lay Coach	None	
4. Supplemental	None	
<b>G. CHANGES</b>		
1. Certified	None	
2. Non-Certified		
a. Add. 15 min/day to work lunch	ESE	Mindy Hoopingarner
3. ECA-Lay Coaches	None	
<b>H. VOLUNTEERS</b>		
1. CLASSROOM	None	
2. ATHLETICS/ECA	None	
<b>I. TERMINATIONS</b>		
	None	

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

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

**Erin Thompson** had a question: if the school corporation goes to e-Learning, will the sports still be present on the outside of school, with sports gatherings, or would that be totally up in the air due to COVID? Superintendent Fritz replied, stating that, as with everything that is done with regard to school closures or school delays that is Health-Department driven, the school corporation would certainly look at that, just as it does for home event planning. He gave the example of fall sports, for which Clay City Jr/Sr High School, North Clay Middle School, and Northview High School had sent their plans to the Health Department for approval. At this time, the Health Department is keeping a 250-person maximum for people in attendance. If the schools were closed, the Health Department would give the school corporation a directive on that as well.

Ms. Thompson then referred to face coverings and the governor's suggestion for three-foot distancing; she understood that the school corporation went stricter due to the Board of Health in Clay County, but she wanted to know what the school corporation planned to do for face coverings when outside or during gym class when students would be exercising and exerting themselves, in particular when the temperatures are warm outside. She asserted that some schools were handling that differently than other schools that are in the Clay County corporation; she wanted to know if all schools were under the same guidelines. To this, Superintendent Fritz stated that they were. As for the three-foot to six-foot mandate and the face covering recommendation for children eight and younger, he noted that our health department was very conservative, on the side of safety, and he could not say that he disagreed with them. Even though other school corporations were a little more relaxed on that, this school corporation will abide by what they said, which was that everyone would wear a face mask and six foot is the limit. There have been students in PE class, outdoors on recess, and in class with real small classes who can take their masks off.

**Dave Siples** had been hearing from his kids that the plan, in his opinion, was to not continue to be at school. He asked to clarify what the plan was. Superintendent Fritz's response was that he was not sure what Mr. Siples' kids had been hearing, but his goal as superintendent, as well as speaking for the administration, most teachers and most classified employees, was to be in school, and that had been the plan all along. There had been a little bump in the road last week, with some obvious reasons for that. He noted that prior to the pandemic, he could not have told someone who the Clay County Health Officer was or who served on the Clay County Health Board or whether there was a Clay County Health Nurse Administrator; he knows them all right now. He stressed that his desire was to remain open, but if, at any time, he gets a call from the Clay County Health Officer that says schools are closing down for two weeks, the schools will close down for two weeks. As a former teacher and former building principal and as a superintendent, he believes nothing takes the place of that direct, eyeball-to-eyeball instruction from teacher to student. He noted that, with all of the things being done that are in place because of the pandemic, some instruction time is being lost, by no fault of anyone; however, he believes it is still better than e-Learning because the kids are in the building, and they are able to socialize and see their friends and get their instruction, which is a lot better than what we had last spring. To conclude his comments, Superintendent Fritz reiterated his point that yes, it is the desire to stay in school, but he can't promise that is going to happen because it is out of our control. He did not know where Mr. Siples had heard that from, but it did not come from this office. To follow up, Mr. Reberger, speaking for the Board, stated that they had worked with Superintendent Fritz at length, with constant communication back and forth daily by email, and everyone was of the opinion that we need to have our kids in school. If there are parents who have opted for the virtual academy, so be it; the Board wants kids in school, however they feel more comfortable. As of right now, there are no intentions to close; that might change tonight, that might change tomorrow, it might change Monday. The school corporation is at the mercy of the health officers, who don't want to close us down, but if certain conditions exist, that may have to happen. The school corporation is doing everything it can to keep the schools open and keep those kids in the classroom.

**Stephanie Hood** shared her concerns about kids wearing their masks on recess and the kindergarten, first-, and second-graders having to wear masks when it was not what

the governor had mandated. It had been her understanding that they were supposed to wear masks if they could not maintain social distancing within three to six feet, but the kids are having to wear their masks all the time, even on recess, and she had been told before school started that it would not be like a pollution thing. In her opinion, it is very strict, not letting the kids get a breath of fresh air. In reply, Superintendent Fritz again explained that the Clay County Health Department had said not to use the three-foot rule; they said to use the six-foot rule, so that is what is being done. Also, they did say that all students, Pre-K through twelfth grade, would wear masks. He noted that it did depend on the size of the classroom. The Director of Extended Services had measured classrooms and had come up with a map showing if there were a certain number of kids in a classroom, they could have the space to stay six feet apart and those kids could have some time without masks and at recess, if the kids could social distance. But larger classes would mean the kids would have to wear them. That is the policy we have to stick with. We can't relax that because if we did, we would be going against our Health Department mandate. Superintendent Fritz's hope is that this goes away sooner rather than later and that the governor relaxes the Stage 4.5 mandate. Mrs. Adams reminded everybody that the safety of the children and the staff were the priority right now, even before education. Ms. Hood asked for clarification regarding masks during recess—was Superintendent Fritz saying that on recess it was not possible to have kids socially distance so they could take their masks off? Superintendent Fritz's response was that he had talked to two building principals today; they had the students in certain pods or areas out there, and the students are allowed to take them off when they are in those areas, as long as they can stay the appropriate distance away from each other. In addition, there are aides there to watch them and remind them. If the students can socially distance, they can take the masks off during recess and, obviously, when they eat lunch or if they are in a small classroom environment. Also, PE teachers have been taking students out on the track or to walk around and have been trying to keep them twelve feet apart, just to give them that buffer, and they take their masks off. While acknowledging that it was not easy for the kids and it was not easy for the adults to try to make this all work, Superintendent Fritz asserted that the school corporation was off to a pretty good start to the school year. Mr. Reberger added that the whole bottom line was that the school corporation was trying to use common sense on this while at the same time following the mandates that have been given. Everyone has been cooperating, and, as he saw it, it was going well—not great, but well. All are going to have to make some accommodations for it, and the number one priority will be the kids.

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

##### **A. Board Policy 8170 – Stop the Bleed Program – Second Reading**

Mr. Romas moved to approve Board Policy 8170 – Stop the Bleed Program. Mrs. Baysinger seconded, and the motion was approved by a 7-0 vote.

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

Superintendent Fritz noted the following:

- New hires Christina Bastian, Trisha Shonk, and Murray Paul Harbour were welcomed to the school family.

- As is done every September, there will be a special session school board meeting on September 22 at 6:30 pm to talk about budget-related issues.
- Congratulations were offered to Clay City Jr/Sr High School for winning the IHSAA Sportsmanship Award for the sixth consecutive year. Of the 412 eligible high schools in the state of Indiana, just 23 qualified for this extremely prestigious award for the 2019-20 school year.
- Overall, the school corporation's first few days had gone very well. Superintendent Fritz noted that it hadn't been perfect, but it had gone very well. It was still a very fluid situation, with the school corporation at the mercy of COVID-19 and the health department right now. He thanked everyone for the many positive comments from parents, community members, and employees stating that they were glad to be back. A parent had shared with Superintendent Fritz that he could see a difference in his children just from being back in school, with their demeanor being elevated. Superintendent Fritz commented that although there is much talk about education as far as instruction, there is the social emotional piece that is sometimes forgotten about and the importance of being back in school. Overall, in spite of all the talk about the masks, teachers and administrators have said the kids are doing very well. He had been to all of the schools at least once, had called more than that, and had driven around during delivery and pick-up times. He had seen kids more than six feet apart with masks on at bus stops. Even in difficult times, kids are pretty resilient, and they probably do better than adults sometimes. He concluded his comments with a thank you to everyone for their hard work, which included the entire school family of parents, students, and employees; they have done a really outstanding job.

## **VI. New Business**

### **A. Request for Permission to Advertise the 2021 Budget, 2021 Capital Projects Plan, and the 2021 School Bus Replacement Plan**

Mr. Kumpf moved to grant permission to advertise the 2021 Budget, 2021 Capital Projects Plan, and the 2021 School Bus Replacement Plan. Mr. Jackson seconded, and the motion was approved by a 7-0 vote.

### **B. Request for Permission to Advertise Bids for Buses**

Mrs. Adams moved to grant permission to advertise bids for buses. Mrs. Baysinger seconded.

Prior to a vote, Mr. Reberger asked how many buses the school corporation would be getting. Mr. Trunnell replied that it would be between seven and ten.

The motion was approved by a 7-0 vote.

### **C. Alternative Extracurricular Transportation Waiver**

Included in the board packet had been a waiver agreement developed by Attorney Michelle Cooper to provide alternative ECA transportation options for CCS students during the COVID-19 pandemic, and approval was recommended. Superintendent Fritz explained that this waiver would give parents an option if a student is in an ECA activity

and they would rather not see them ride the bus. If they sign this waiver, they assume responsibility and can make different arrangements for their child to go to and return from an activity.

Under discussion, Mr. Jackson asked to clarify that it meant the student was only to ride with his or her parent. Superintendent Fritz replied that it doesn't say it that way; rather, it says that the child is released. For example, if a child is 17, that child could drive him/her self. Mr. Jackson then asked if it meant a child could not ride with someone else's parents. Superintendent Fritz stated that it had been that way for field trips in the past, but that is not the way this waiver reads; it basically reads that the parent is making arrangements. Once the parent signs the waiver, the parent decides how they are going to do that. Mrs. Adams noted that this would provide flexibility for the parent.

Mrs. Adams moved to approve the alternative extracurricular transportation waiver agreement. Mr. Jackson seconded, and the motion was approved by a 7-0 vote.

#### **D. Board Policy Appendix X – Title IX Requirements**

As per a federal mandate, school corporations are required to develop a Title IX policy; the new mandate was just recently released. The recommended policy was reviewed by Attorney Michelle Cooper. In order to meet the August 14 Title IX deadline, Superintendent Fritz requested that the second reading requirement be waived. Approval was recommended.

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

#### **E. 2020-21 CCS School Calendar Revision**

Superintendent Fritz reviewed the following changes that had been made to the 2020-21 school calendar due to the COVID-19 pandemic:

- The October 9 teacher in-service day was moved to August 7;
- For elementary parent/teacher conferences, it is highly unlikely those will be held in person this year, so teachers will probably schedule phone conferences or Zoom meetings;
- The first student day of the school year was moved to August 10;
- The planned eLearning days on September 16 and February 10 may be traditional learning days if there are other eLearning days prior to those dates;
- School will be in session on November 25, which is the Wednesday before Thanksgiving, and that was done to balance the days between the first and second semesters;
- The last scheduled student day, pending snow days, is May 24.

Mr. Kumpf moved to approve the recommended changes. Mr. Romas seconded, and the motion was approved by a 7-0 vote.

#### **F. Hamilton Center MOU**

Senate Enrolled Act 246 requires that all school corporations enter into a Memorandum of Understanding (MOU) with a community mental health provider prior to the opening of schools in August, 2020. Kathy Knust worked with Hamilton Center to develop an

interagency MOU that meets all guidelines for SEA246, and approval of the MOU was recommended.

Dr. Shaw moved to approve the Hamilton Center Memorandum of Understanding. Mr. Jackson seconded, and the motion was approved by a 7-0 vote.

#### **G. North Clay Middle School Request to Accept NewWave Communications Donation**

Mr. Romas moved to accept a \$1,000.00 donation to North Clay Middle School from NewWave Communications, as had been requested by North Clay Middle School Principal Chris Ross. Mr. Kumpf seconded, and the motion was approved by a 7-0 vote.

#### **H. 1:1 Update Presentation**

District Technology Instructional Specialists Dianna Knox and Leslie Cesinger offered a PowerPoint presentation to update the Board on the 1:1 program. A copy of the PowerPoint presentation will become a part of the official minutes.

### **VII. Board Member Comments**

**Kevin Kumpf** offered congratulations to Clay City Jr/Sr High School for once again receiving the IHSAA Sportsmanship award. He noted that it was nice to see school going again, although there was something strange about it and it didn't feel the same. He believed everybody was doing a great job.

**Michael Shaw** agreed everyone was doing a great job, and he welcomed the new hires. He also congratulated Clay City for the honor they had received.

**Lynn Romas** appreciated all the hard work; he knew what it was like to get school started, and in this kind of situation, it would be even harder. He was glad school was able to start.

**Charley Jackson** added his welcome to the new hires and his congratulations to Clay City Jr/Sr High School for its sportsmanship award. He thanked NewWave Communications for their donation to North Clay Middle School, and he thanked Leslie Cesinger and Dianna Knox for all their hard work, as well as Superintendent Fritz and his team.

**Amy Burke Adams** offered praise for the start of this highly unusual school year, commending the teachers, the administrators, the support staff, all the staff, and the kids. She wanted to thank the parents for their understanding, support, continued patience, and the flexibility they had demonstrated. Most of all, she wanted to thank parents for their trust they had placed in those educating their children.

**Tom Reberger** agreed with everything that had been said. He had listened last week to Superintendent Fritz's virtual presentation to the staff, and all he had missed was "Welcome back from spring break". To the public, he pointed out that there had been a tremendous amount of planning going on in order to be ready to re-open schools this fall. The school corporation has been in a situation that no one had faced before, and the administration has had a plan in place for months. He concluded his comments by sharing the phrase "We do lots of things very well in Clay Community Schools", and he believed the handling of the issues with the pandemic to be another example of that.

**VIII. Future Agenda Items**

None at this meeting

**IX. Adjournment**

Having exhausted all agenda items, the meeting was adjourned at 7:45 p.m.

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