

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

A Special Session of the Clay Community Schools Board of Trustees was held at the Central Administrative Office, 1013 S. Forest Avenue, Brazil, IN 47834, on Friday, April 24, 2015. Tom Reberger, Kevin Kumpf, Fred Froderman, Ron Scherb, Amy Burke Adams and Shane Wiram were present. Jennifer Kaelber's seat remained vacant.

**I. Call to Order**

The special session meeting was called to order at 6:31 p.m. by board president Ron Scherb.

**II. Interviews of Applicants for Vacant School Board Seat**

William Brown Adams III, known as Trey, was the first applicant to be interviewed. Following are the questions and his responses:

1) Why do you want to be on the board?

Mr. Adams stated that he had shown intent to serve in this position based on the fact that he ran for the at-large position in November of 2014. He would like to serve because he feels he could contribute to what is probably one of the most positive things a community can do in ensuring the education and the safety of the children. He noted that, as he understands it, Clay Community Schools is the largest employer in the county, and serving on the board would give him an opportunity to positively impact the lives of the employees in the community that work for the school corporation. He believed himself to have a great deal of knowledge and experience and ability that would allow him to positively contribute to the school board.

2) Do you see any conflicts with Amy being on the board?

He did not see any conflicts at all. He believed it came down to objectivity. Mr. Adams noted that there was obviously no legal reason why they both couldn't be on the board; otherwise, he would not have been allowed to run for this position in November. He assured the board members unequivocally that any decision he would make in voting or any decisions he would make if he were selected to this position would be his decisions. They would be in the best interests of the taxpayers of the community that he would represent and they would be decisions that were considered by him and made by him. He took offense at the idea that there would be any objectivity issues. He pointed out that many who are currently serving on the board are either former employees of the school corporation, have family members that are employees of the school corporation, or have children involved in the school corporation, and he is not affected by any of those. He did not think serving on the board with Amy was an issue at all, and he reiterated that he found it offensive that somebody would consider that an issue.

3) For the public record, do you live in the appropriate district?

Mr. Adams stated that he resided at 205 N Murphy Avenue. It was determined that Mr. Adams was a resident of Brazil Precinct 1.

4) Reflect on some of your interests and what you would like to see done if you happened to be selected for the board.

Mr. Adams shared that one of the things that started him thinking along that line as far as running when he initially ran in November was the amount of emphasis on technology in the school corporation, which he saw doing nothing but increasing over time. He believed that to be happening in many businesses as well, and he had seen that himself in his professional line. Mr. Adams noted that technology was directly related to his job experience; he had nearly twenty-five years' experience working in the information technology area, and he believed he could contribute very effectively in that area. Mr. Adams added that he had been a federal law enforcement officer for nearly twenty years, which is kind of secondary to his primary job function, and working in that environment influences the way a person thinks and makes decisions, if you're given time to make decisions in that environment. What he meant by that was that contingencies must be considered and something must be thought all the way through to the end in order to consider every possibility and to try to analyze the situation to see if one answer would be better than another. His decisions aren't made without going through that process, and he believed that would be a skill that he would bring to the board as well.

5) Do you feel comfortable spending the taxpayers' money?

Mr. Adams saw it as a great responsibility. He noted that he had worked nearly twenty-five years in the public sector and he worked for a federal agency where he had been forced to make decisions based on budgets, staffing, and available materials, which were oftentimes limited. As far as spending taxpayers' money, he would not describe himself as being comfortable doing that; rather, he viewed it as a great responsibility that always has to be considered in every decision.

6) Tell us what you would bring to the board in the area of management or personnel skills.

In Mr. Adams' letter of interest, he had mentioned that he had worked in the professional capacity of being a manager for nearly twenty years, and during that time he had done a lot of project planning and working with budgets. He had also dealt with issues regarding personnel, whether it was staffing in his own department or working with other departments' personnel issues.

7) Are you familiar with federal employment laws (EEO, USERA)?

That is something that Mr. Adams is trained on every year, so he is definitely very familiar with that.

8) What do you think of the school corporation's 1:1 technology program?

Mr. Adams did not know if there had been an analysis of the effectiveness of that program, so he couldn't really speak to that. He believed that we are living in an age where if a person goes to school and can't effectively use those resources, it will definitely influence their job skills. In general, his knowledge of that initiative is that it is a positive thing for the community and for the children.

Mr. Adams concluded his interview session by pointing out that when he ran for a board position in November 2014 he received over 2,100 votes from registered voters in this community. He did not think anyone else could be interviewed tonight that could as recently show that level of support from the community to hold a position on the school board. The only other three people that could do that are the three at-large members on the board now. He asked the board to consider those voters' wishes when making their decision.

Wayne Scott Hill, known as Scott, was the second applicant to be interviewed. He noted that he had been a resident here for 41 of his 42 years. Following are the questions and his responses:

1) Why do you want to be on the school board?

Mr. Hill stated that it had been brought to his attention that there was an opening on the school board. The county had been very good to him by providing two great jobs, and to him, this was a way to put himself out there to possibly give back. He noted that he had started his career with Clay Community Schools and was then recruited to the county.

2) Do you have a new baby?

Mr. Hill stated that he has a seven-week-old daughter and a ten-year-old son who attends Van Buren Elementary.

3) For the record, do you reside in the district?

Mr. Hill's address is 1017 N Walnut Street. It was determined that Mr. Hill was a resident of Brazil Precinct 2.

4) What interests or vision would you bring to the school board?

The response from Mr. Hill was that his current position with the county is as technology director for the court house: He takes care of the court house, the jail, the highway department, the health department, and sometimes the extension office. His prior job with the school corporation was technology director. His interest is also in IT. Mr. Hill shared that he had helped build part of the network at the school corporation, so as part of the board he could give some insight as to why things work. While acknowledging that things had changed a lot in the thirteen years that he had been gone, he still has a great working relationship with Mr. Milner and Mr. Boyce in the technology group, and he believed they could get him back up to speed with the changes that had been made since his departure. He would like to think that he could serve as a liaison.

5) If seated on the board, what skills or experience would you have to bring dealing with HR and personnel management skills?

Mr. Hill stated that when he was technology director with four people under him, there was only one real conflict that he had, and he has been in the technology field for about seventeen years. That conflict involved RIF'ing, which was a tough thing to do, but if it is presented right, it shouldn't be that big of an issue. With the county, he is basically a one-man show: No one works under him, and he works directly for the commissioners.

6) Are you familiar with employment laws EEO and USERA?  
Mr. Hill was not.

7) Do you feel comfortable spending taxpayer dollars?  
Noting that his budget came from taxpayer dollars, Mr. Hill stated that he spends it wisely, and out of thirteen years working at the county he had never once personally asked for an additional appropriation to his fund. What he presents is what he uses, and he never asks for a penny more. He commented that he had been referred to as being tighter than the paint on the wall.

8) Your opinion of the laptops with the students?  
While acknowledging that it might sound strange coming from a technology guy, Mr. Hill commented that the laptops were a great tool and a student would have to learn to use a PC before going off to college. But at the same time, in the elementary and high school level, students still have to learn to read, write, and add, with that tool.

Mr. Scherb thanked both gentlemen and stated that he considered it a compliment that they would like to serve. He noted that the announcement would be made and a vote taken on Wednesday night (April 29) at 6:30 p.m.

Prior to adjournment, Mr. Reberger personally thanked both gentlemen for applying. He noted that the board had two quality candidates from which to choose and it was going to make the decision very tough, which was a great problem to have.

### **III. Adjournment**

Having exhausted all agenda items, the meeting was adjourned at 6:49 p.m.

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