

**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, October 10, 2013. Tom Reberger, Kevin Kumpf, Rob Miller, Fred Froderman, Jennifer Kaelber, Ron Scherb and Amy Burke Adams were present.

I. Call to Order

Mrs. Kaelber, president of the board, called the meeting to order at 7:31 p.m. She then led those in attendance in the Pledge of Allegiance. Mr. Miller offered the prayer.

II. Consent Agenda

A. Claims

B. Board Meetings

Regular Session Minutes for September 12, 2013
Executive Session Certification for September 12, 2013
Special Session Minutes for September 9, 2013, September 17, 2013, and September 26, 2013

C. Field Trips

- 1) Clay City Jr/Sr High School students to Museum of Science & Industry in Chicago, IL on October 18, 2013
- 2) Northview High School FFA to North Miami High School for State Soils evaluation on October 25 and 26, 2013
- 3) Northview High School Art Club to Willis Tower, Union Station, and Art Institute of Chicago in Chicago, IL on November 8, 2013
- 4) Clay City Elementary 5th grade students to the Arch, Zoo, Union Station, and Cahokia Mounds in St. Louis, MO on May 23, 2014

D. Personnel

A. LEAVES OF ABSENCE

1. Certified

a. FMLA	NHS	Michelle Burke
b. FMLA	FPE	Brent Vaught

2. Non-Certified

a. Medical Leave	CCE	Julia Schlak
b. FMLA	NCMS	Richard Greene
c. Medical Leave	TRANS	Leslie Webster
d. Other Leave – Training for 2 months	CCHS	Terry Silvers
e. Other Leave – Extended Leave of Absence	CCE	Jennifer Jeffers

B. RETIREMENTS

1. Certified	None
2. Non-Certified	None
3. Place on Retirement Index	None

C. RESIGNATIONS

- | | | |
|---|-------|----------------|
| 1. Certified | | |
| a. Teacher – Elementary
(End of 1 st Semester) | ESE | Ellen Packard |
| b. Teacher – Agriculture
(End of 1 st Semester) | NHS | Tiffany Ludwig |
| 2. Non-Certified | | |
| a. Bus Driver | TRANS | Lee Bartow |
| b. Custodian – 185-day Evening | ESE | Fred Kylander |
| c. Mechanic | TRANS | Travis Mitten |
| 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. Instructional Assistant (Sp Serv) | NCMS | Matthew McClellan |
| b. Instructional Assistant (GED – as needed) LEAAP | | Cindy Pike |
| c. Instructional Assistant (Sp Serv) | NCMS | Jessica Thomas Harvey |
| d. Custodian (185 day – Evening Shift) | CCE | Pam Buchanan |

F. EXTRA-CURRICULAR

- | | | |
|--|------|------------------------|
| 1. Extra-Curricular Certified | None | |
| 2. Extra-Curricular Non-Certified | None | |
| 3. Extra-Curricular (Lay Coach) | | |
| a. Basketball – 7 th Grade Girls | NCMS | Laura McCrea |
| b. Softball – B-Team | NHS | William Steven Woerner |
| c. Tennis – Girls Asst. | NHS | Laura McCrea |
| d. Basketball – 9 th Grade Head Coach | NHS | Timothy Sanders |
| e. Basketball – Varsity Asst (50%) | NHS | Alan Goff |
| f. Basketball – Varsity Asst (50%) | NHS | Christopher DeHart |
| g. Wrestling – Head Coach | NHS | Dan Mikesell |
| h. Basketball – Girls JV Head Coach | CCHS | David Steward |
| i. Basketball – Boys Varsity Asst. | CCHS | Garicke Rubin |
| j. Basketball – JV Head Coach | CCHS | T. Christian Barnett |
| k. Basketball – 8 th Grade | NCMS | Tom McCullough |
| l. Basketball – 6 th Grade Boys | CCE | Stephen Johnson |
| m. Basketball – 6 th Grade Girls | NCMS | Emily Parsley |
| 4. Supplemental Coach | CCHS | Lauren Barnett |

G. CHANGES

- | | |
|--------------|------|
| 1. Certified | None |
|--------------|------|

- 2. Non-Certified None
- 3. ECA-Lay Coaches None

H. VOLUNTEERS

1. Classroom

Kids Hope (Forest Park)

- a. Norma Couldry
- b. Goldie Hicks
- c. James Hicks

Clay City Elementary

- d. Beth Adams
- e. Larry Adams
- f. Amy Miller Barnhart

East Side Elementary

- g. Sarah Alexander
- h. Sheryl Eppert
- i. Tim Jenkins

Meridian Elementary

- j. Amanda Medcalf
- k. Derick Medcalf
- l. Heather Mullenix

Meridian Elementary

- m. Roy Kellar

Staunton Elementary

- n. Sharlene Shillings

Van Buren Elementary

- o. Heather Callahan
- p. Tracie Chase
- q. Tabitha Dowell

2. Athletic

- a. Zach Stultz – NHS & NCMS Wrestling
- b. Beau Pingleton – NHS & NCMS Wrestling
- c. Luke Pingleton – NHS & NCMS Wrestling
- d. Rodney Smith – CCHS Girls Basketball
- e. Bradi Oberholzter – CCHS Girls Basketball
- f. Kyler Rhodes – CCHS Boys Basketball
- g. Kelsey Trout – NHS/NCMS

3. Other Volunteers

Lions Club

- a. Evelyn Brown
- b. Pamela Hodge
- c. Dolores Johnson
- d. Marvin Mericle
- e. Sheila Mitchell
- f. Thomas Mitchell

I. CONTRACTED SERVICES

None

J. OTHER

- 1) Administrative leave with pay pending investigation for Richard Rosner, a Science teacher at North Clay Middle School.

K. TERMINATION

- 1) Karen Nickless, bus driver.

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

III. Comments from Patrons

Les Webster, a bus driver and currently the president of the bus drivers association, spoke to the board about the bus drivers' handbook and an element in the handbook regarding authorized unpaid leave for special occasions. He expressed his appreciation as well as the drivers' appreciation to the board members who supported inclusion of unpaid authorized leave for special occasions in the handbook. He also thanked the board for shelving the handbook on the first reading. This presented an opportunity for the members of the bus drivers association to meet with Superintendent Tucker, Mr. Howard and Mrs. Rodgers. Mr. Webster thanked those three for meeting with the bus drivers and hearing their concerns regarding the issue of authorized unpaid leave for special occasions. Mr. Webster pointed out that there is a wide range of special occasions. As an example, Mr. Webster noted that if a driver scheduled a two-week vacation in Albuquerque, New Mexico in February, it probably wouldn't be a special occasion; however, if a driver had a daughter getting married in Albuquerque in February, then that would be a special occasion. He observed that the authority now lies with Mr. Howard to authorize unpaid leave for special occasions. Recently Mr. Howard was faced with such an issue, and he denied that. As a fellow bus driver and president of the bus drivers association, Mr. Webster supported that decision because Mr. Howard did what was in the best interests of the school corporation. Mr. Webster noted that the school corporation is pretty low on substitute bus drivers. As he sees it, the underlying and primary reason to deny an unpaid leave would be because there are no sub drivers to cover the absence. Personal leave could also be denied for the same reason. Mr. Webster concluded his comments by once again thanking the board for its support and thanking Superintendent Tucker, Mr. Howard and Mrs. Rodgers for meeting with the bus driver representatives.

Kirk Smith, who considers himself an advocate for the children of Clay County, especially southern Clay County, commented regarding inadequacies in the school corporation. He stated that what he expected from the school corporation was a superintendent who would challenge the legislature when budgets are cut year after year and who would tell the governor that the school corporation could not accept this and continue to RIF teachers and cut programs. What Mr. Smith expects from the school board is people that will not be bobbleheads for the superintendent and will represent all of the people of Clay County. He believes the system is set up to be an advantage of the population. He wondered if a bicameral legislation for the school board would be more representative of all the schools, whether it would be separated by population or tax dollars or amount of schools, and where decisions would have to pass

both bodies before being approved. Mr. Smith pointed out inadequacies between Clay City and Northview and North Clay. He commented that he is not against Northview and North Clay; rather, he is for them. He is just asking for Clay City kids to have equal treatment. Mr. Smith referred to incidents where Clay City parents had been responsible for taking their children to area hospitals after injuries because no athletic trainer had been available. He also listed the following safety concerns at Clay City: when the water is turned on, it is brown and ten minutes later there is a bleach and chlorine smell coming through the water system; roofs leak everywhere; kids get sick all the time and he would like to have ceiling tiles tested for mold; the showers in the locker room don't shut off for weeks at a time and they don't have hot water; the inside lane of the track is falling in; there is a "Bermuda Triangle" behind second base and shortstop where over 200 feet of tile has collapsed to a depth of 8-10 inches and it has been like that for 10-15 years; he and the assistant softball coach have to fill in holes on the softball diamond each week during the season and the maintenance crew for the school corporation uses brick dust to fill in holes instead of dirt; and, the cross country course has holes that are four to five feet deep. He asserted that the school was falling apart and they only get leftovers, not new equipment. After asking that the school board and superintendent go to Clay City and investigate these matters, Mr. Smith concluded his comments by stating that he only wants fair representation, not equal. He wants his tax dollars represented.

Andrew Thomas, a parent who had been assigned by the soccer coach to work on lights and improvements to the field, shared that the Northview boys soccer team won a sectional game last night and the girls soccer team won a sectional game tonight. He noted that 28% of all the athletes at Northview High School play soccer. Mr. Thomas asked if \$115,000 was in the budget for lights at the Northview soccer field.

Superintendent Tucker replied that a request was in the budget to appropriate the full 5% of what was allowable under the law to sports facilities. Within that amount, there was a couple of hundred thousand dollars that was set aside within Northview and Clay City Jr/Sr High for sports improvements. She added that in terms of the potential for fencing and lighting, those things are allowable within those spending limits. Mr. Thomas then reminded the board that for over seventeen years there have been no lights on the soccer field. He asked board members to look at a picture that he had provided showing near darkness on the field with the scoreboard showing 31 minutes remaining in a varsity soccer conference game and pointed out the safety issue that arose from those conditions. Mr. Thomas noted that the school corporation did not get the \$10,000 grant from the Wabash Valley Community Foundation for which Kathy Knust had applied. Requests from Mr. Thomas: 1) Get lights on the soccer field; and 2) level off the field and replant seed. To conclude his comments, Mr. Thomas referred to the grant application. From that application, he learned that the school corporation has a policy that says "no one sport will be overemphasized to the detriment of others".

IV. Old Business

A. Policy 6701 – Bullying – REVISION and Appendix U – NEW: Second Reading

Superintendent Tucker noted that much of the language in this policy revision is state statute from a law that was passed July 1, 2013. Approval was recommended.

Mr. Kumpf moved to approve the revision to Policy 6701 and the new Appendix U. Dr. Froderman seconded, and the motion was approved by a 7-0 vote.

B. Policy 9310 – Sex Offenders on School Property - NEW: Second Reading
Superintendent Tucker pointed out that this policy had been drafted from looking at other school corporation policies to make sure there is a safe way to communicate with parents who have been involved in things that make it impossible to allow a normal navigation on school campuses and in school buildings. Approval was recommended.

Dr. Froderman moved to accept Policy 930 – Sex Offenders on School Property. Mr. Scherb seconded, and the motion was approved by a 7-0 vote.

C. Administrative Handbook – REVISION: Second Reading
The board had been sent changes intended to clarify language that had been questioned during the first reading. Approval was recommended.

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

V. Superintendent's Report

Superintendent Tucker noted the following:

- She believed it had been a good thing to reintroduce the elementary parent/teacher conferences into the school calendar. The conferences were being conducted October 10 and 11.
- Students and staff were wished a happy fall break going into three days of next week.
- The health clinic is nearing completion for the construction phase, and at this point Wellness for Life will be coming in and putting in their necessary equipment to have that up and running. She expects to be serving employees who have corporation insurance by the end of October/first of November. Mr. Scherb asked if there would be an open house for the health clinic. Superintendent Tucker replied that there probably would not, but the board members could meet before the board meeting in November and walk through the facility.

VI. New Business

A. YMCA 21st Century Grant Participation Approval

The local YMCA, represented by Director Deborah Plummer-Ringo, offered an opportunity to participate in the 21st Century Learning Grant. If the grant goes through and the YMCA becomes the LEA (Local Education Agency), the purpose of the grant is to provide free after-school tutoring and other kinds of recreational activities to support students in Title I schools at little or no cost to the parents. Approval to partner with the YMCA was recommended.

Mr. Reberger moved to approve participation in the YMCA 21st Century Grant. Mr. Miller seconded.

Under discussion, Mr. Scherb asked what age groups would be concentrated on. Mrs. Plummer-Ringo stated that the grant was open to anyone elementary through high school age; however, the primary focus of the Y would be the elementary schools.

In response to Mrs. Adams' question as to whether the Y had offered programs like this in the past, Mrs. Plummer-Ringo stated that there were currently after-school peer programs in Staunton, Jackson Township and Forest Park. She noted that Forest Park also served Meridian and East Side. She added that this grant would provide a way to enhance the programming and begin to focus less on those in need of child care and more on children in families that are either low-income, at-risk or have significant academic problems. Primarily, the increased funding will allow the Y to work with certified teachers to make sure that homework time is more effective. Enrichment activities that currently take place will continue. The idea is not to eliminate the other programs; rather, it is to provide a new opportunity for the community.

The motion was approved by a 7-0 vote.

B. Policy 6150 – Public School Transfer (Previously Titled Non-Legal Settlement Cash Tuition Students) – REVISION and Appendix T – REVISION: First Reading

A state legislative ruling in July resulted in the requirement that all school corporations would need to have a specific policy related to the legal settlement cash tuition of students who would pursue enrollment in a corporation. The policy has been revised to reflect the language in the statute. This was a first reading, so no vote was required. It will be brought back to the November meeting for approval.

C. Red Dye Fuel

Ron Scherb provided the board members with a print-out from the Indiana State Police. Mr. Scherb asserted that, if the school buses could use dyed fuel, it would save the school corporation \$20,000 in taxes per year. He has received conflicting reports: The State Police report shows that school buses are allowed to use the dyed fuel; the IRS says the school corporation must pay the taxes. Mr. Scherb stated that Amos Thomas, an attorney in Brazil, has suggested that a very simple solution would be to write a letter to the Indiana Attorney General because two state agencies are giving different answers. The Attorney General would then rule on the law. Attorney Thomas told Mr. Scherb that the school corporation would probably get a quicker response if the school corporation attorney wrote a letter to the Indiana Attorney General. Mr. Scherb pointed out that this wasn't his idea; local fuel suppliers have talked about this for two or three years. Also, Mr. Scherb noted that the state police officer he had spoken with about this issue had told him that he knew for a fact that other school buses were using the dyed fuel. Mr. Scherb explained that the fuel is all the same, but a dye is put in so that they can tell if people are using it illegally. There are no road taxes on the dyed fuel.

Mrs. Adams asked if the tax exemption was tied to the use of red fuel or if the school buses were exempt regardless of what kind of fuel was used. As Mr. Scherb understood it, if it is the dyed fuel, there is no tax, and if it is regular fuel, there is tax.

Superintendent Tucker stated that she would pursue this and come back to the board with information.

D. Report on E-Mail/Communication with Bus Drivers

Director of Technology Bill Milner stated that this past week he and his staff had created new e-mail accounts for all cafeteria, custodial, and bus driver staff members, 142 new accounts in all. Mr. Milner also created a distribution group for the bus drivers. Every employee in the corporation should now have an e-mail address. In answer to Mrs. Adams' question as to whether all employees had computer terminals available to check their e-mail, Director of Extended Services Mike Howard stated that for bus drivers, one desk and computer terminal is available for them to sit down and check e-mail. Mr. Milner added that all employees could also use any of the computer labs in any of the schools in the corporation.

E. Gravel Voucher – Addendum to Bus Driver Handbook

Mike Howard had sent board members proposed language for the addendum to the bus driver handbook regarding the continuation of the gravel voucher. Superintendent Tucker recommended approval to add this language.

Mrs. Adams moved to include the gravel voucher in the bus driver handbook. Dr. Froderman seconded, and the motion was approved by a 7-0 vote.

F. Security Camera Bid Selection and Resolution to Spend From Rainy Day Fund

Director of Technology Bill Milner stated that after going through all of the different equipment and the bids, it was his recommendation to go with the Tech Electronics bid. Although this company was not the lowest bidder, their bid complied with all of the guidelines in the bid specifications. The lowest bidder left out some of the cameras that had been requested and since it was a sealed bid, Mr. Milner could not ask them to add those additional cameras.

Superintendent Tucker referred board members to the Rainy Day Transfer Resolution that had been included in the board packet. She stated that the resolution asks the board's permission to spend the amount of the security cameras, which would provide security cameras across the district in every single school building, both internal and external cameras, at a cost of \$484,750. She commented that the administration felt this was an appropriate expenditure out of the Rainy Day Fund: It allows the corporation to have the camera security immediately, and all schools will be done at the same time. As for when the project will be completed, Mr. Milner would like to see the project completed no later than January or February of next year. The company would be installing the cameras. Superintendent Tucker asked for approval of the recommendation and resolution.

Mr. Reberger moved to approve the recommendation and resolution. Mr. Kumpf seconded, and the motion was approved by a 7-0 vote.

G. ISTEP+ Presentation

Dr. Tim Rayle, Assistant Superintendent, presented information regarding what he deemed to be great news about ISTEP+ testing scores. The power point presentation is available on the corporation web site (www.clay.k12.in.us).

Following Dr. Rayle's presentation, Mrs. Adams referred to a comment made in the past by Dr. Rayle that he felt incorporating technology in the classroom would give every student the same equal opportunity. She asked Dr. Rayle if he saw the positive test results as perhaps the product of bringing more technology into the classroom. While acknowledging that the positive test results could be a product of more technology, Dr. Rayle also credited Kathy Knust along with Stephanie Jackson for working with principals and principals working with teachers. He believes it takes digging deep into the data to see what students are getting and what they are not getting every time they take an assessment. So, if technology is used to enhance what students are not getting to allow them to get it, then yes, positive test results could be a product of more technology. Dr. Rayle suggested that he would need to go into it more with teachers and students and ask them if it helped them in order to get an answer to Mrs. Adams' question. He added that having access to technology for teachers has definitely helped them.

H. Permission to Advertise RFP for Energy Projects

Superintendent Tucker referred to a presentation in September during which Performance Services presented information regarding engaging in an energy project with Northview High School similar to one that had been done in Clay City Jr/Sr High School a few years ago. Estimated costs for the projects, divided over two projects, were given in the presentation along with an overview of what kinds of remodeling would be done. The project will involve mechanical, HVAC, and lighting projects; there will not be aesthetic work. Permission was asked of the board to advertise for RFP's for those energy projects and approval was recommended.

Mr. Reberger moved to grant permission to advertise RFP (Request for Proposal) for Energy Projects at Northview High School. Dr. Froderman seconded.

Under discussion, Mr. Miller asked to clarify whether or not the corporation actually was getting bids for these projects. Superintendent Tucker stated that the corporation was asking for vendors who specialize in that kind of remodeling of HVAC, lighting, and mechanical to give the corporation a bid. The bids will be brought back to the board, opened, and evaluated. At that time, the board would still have another opportunity to look at the bids and evaluate as to whether the board desired to move forward. It doesn't lock the school corporation into anything; it is a request for vendors to give their bid.

The motion was approved by a 5-0-2 vote with Mr. Scherb and Mrs. Adams abstaining.

I. Recommendation to Participate in CTB-McGraw Hill Research

Northview High School Principal Ernie Simpson provided information to board members regarding participation by Northview students in the McGraw Hill CTB Fall 2013 Field Test to be conducted in October and November. Approval of Mr. Simpson's request to be allowed to participate was recommended.

Mr. Kumpf moved to allow Northview students to participate in the McGraw Hill CTB Fall 2013 Field Test. Mr. Scherb seconded, and the motion was approved by a 7-0 vote.

J. Local Board of Finance

Superintendent Tucker stated that a Local Board of Finance must be established in January, must meet annually from the first Monday in January to January 31, must be open to the public, and must review the investment report and overall investment policy of a school corporation. The investment officer (business manager in Clay Community Schools) will present a report to the Local Board of Finance in accordance with IC 5-13-7-2 to 5-13-7-6. The school board will need to name the composition of the Local Board of Finance, which needs to include all or some members of the governing body, of which a president and secretary must be named, and must conduct business by a quorum. Officers for the Local Board of Finance will be nominated in November or December, and in January a Board of Finance meeting will be conducted before the regular session school board meeting.

K. Athletic Trainer Contract(s)

Superintendent Tucker thanked the representatives that the administration had an opportunity to meet with from St. Vincent Clay Hospital and Regional Hospital. Contracted language was received from those two institutions with regard to their willingness to sponsor a part of an athletic training program for all of the corporation's secondary buildings that have athletic programs. Contract proposals were sent with the board packet and board members had an opportunity to review the contract language presented by St. Vincent Clay and by Regional. Much of what was being offered was very similar in nature. There were a few issues in which Superintendent Tucker felt circumstances were different in terms of the proposal as far as utilizing full-time athletic trainers; however, she believed the consideration the board would make would allow the corporation to move forward and be able to represent all athletic programs as well as can be done with regard to whichever of these institutions would be selected.

Mr. Scherb wanted to know who would interview and who would actually do the hiring of an athletic trainer for Clay City Jr/Sr High School. Superintendent Tucker stated that these individuals would be the employees of either St. Vincent Clay or Regional. As they are their employees, they will do the actual hiring and overseeing and evaluation. She expected that the school corporation would have input, and if the persons were not suitable, the corporation would have the opportunity for input to say it was not working out. Or, if there was something it was felt could be added in an evaluative mode, she believed the corporation would have that opportunity. Superintendent Tucker stressed that these would not be corporation employees, per se.

Next, Mr. Scherb asked if principals or athletic directors would participate in the interviewing. Superintendent Tucker's response was that it was her feeling that the candidates or present employees are already on staff with these hospitals, and one is currently working with the school corporation. She could ask to have input with regard to the interview process, but she could not guarantee it, and she did not know that it should have relevance to the decision tonight.

At this point, a patron asked for a synopsis of the contracts. Superintendent Tucker provided a brief overview, noting that St. Vincent Clay indicated they would have an opportunity for continuation of services with their present employee, but because of the economy, they could not continue to fully support in its entirety the athletic trainer as the corporation has had that agreement for several years. They offered to basically supplement the lion's share of the cost for that service, with the school corporation contributing \$1,200 per month over ten months for that individual. Upon signing a contract with St. Vincent Clay, they would begin the search for a second individual who would then be placed at Clay City Jr/Sr High, and the rate of compensation from the corporation would again be \$1,200 per month over ten months. The contract language that was set forth by Regional was actually a couple of options. They indicated that they would be willing to, free of charge, provide a full-time equivalent (FTE) of one and a half athletic trainers who would provide services to the three secondary programs. If the school corporation wanted the extra half to make it two full-time FTE employees, then they would also ask the school corporation to provide compensation for that additional half FTE. The amount they indicated was that they would expect the corporation to pick up half of one of the individual's salaries. They estimated the cost for their providing an athletic trainer was approximately \$62,500, so it would be about \$32,000 over the course of ten months. However, they also indicated that if the school corporation was interested in maintaining services with one of our present trainers, they were very willing to negotiate with that individual and have conversations, in this case with Ms. Gonzales and hire her at her rate of employment, which may be a little higher because she has more years of experience than maybe someone who did not have experience in this school corporation. There were differences in the start time: Regional indicated they would be ready to start the two individuals December 1; St. Vincent Clay indicated they would not begin to look for the second person or expect to have them on staff until January 1. Superintendent Tucker noted that the administration had been trying to evaluate the proposals and make the best consideration. Also, conversations have been held with principals and athletic directors to keep them informed.

A patron asked for clarification as to whether St. Vincent Clay intended to start looking in January or they hoped to have someone by January 1. Superintendent Tucker responded by noting the information she had received was that upon the school corporation's signing an agreement with St. Vincent Clay, they would start looking. According to the Letter of Intent that was sent, they would expect to have this position filled by January 1st. She did ask Regional about the possibility of splitting out the services, and Regional indicated this was an all-or-nothing offer: They wanted all three secondary programs or none. The three secondary programs are Clay City Jr/Sr High School, Northview High School, and North Clay Middle School. The understanding

would be that varsity sports would take precedence over middle school sports and a middle school or junior high sporting event would take precedence over a varsity practice. Also, Regional would want both athletic trainers to have face time with all three programs to have familiarity with all athletes. They were willing to negotiate with Ms. Gonzales about bringing her over to their staff.

A patron wanted to know if there was an hour limit in Regional's proposal. Superintendent Tucker replied that there was not; they indicated that even though it is based on an FTE, which is forty hours, it is whatever the job demands.

Mr. Reberger moved to authorize the superintendent to represent the school board in negotiations of the final terms of the contract with Regional Hospital, under the conditions that two full-time trainers be provided and that one of those trainers be Nicole Gonzales. If they are not able to come up with that agreement, the board will try something else. Mr. Kumpf seconded, and the motion was approved by a 7-0 vote.

VII. Board Member Comments

Ron Scherb challenged patrons in attendance to put themselves in the position of an instructional assistant who is working in the corporation and realize that the corporation had to cut the wages of instructional assistants. Or, pretend they are a librarian; librarian positions were eliminated to save money. An administrative position was also eliminated. He commented that everyone was all up in the air because the board didn't want to pay for this athletic trainer, and he asked how they would feel if they were an instructional assistant who had wages cut. Mr. Scherb asserted that there wasn't much information put forward. He commented that the board members were looking for what the trainers were going to cost and what the hospital was willing to pay, and it was slow. He added that it is not as easy as they may think.

Tom Reberger asked everyone to understand that it didn't take the board long to spend \$484,000 in one swoop and that didn't seem to be a major concern because everyone was on the same page: It is something that the school corporation needs to do for the kids. He pointed out that the cameras were going to be on a computer network where it can be monitored by the sheriff's department or anyone in the administration building. If there is an emergency situation, the administration will be able to monitor it and take care of the kids. He believed it to be money well spent, and he emphasized that was the type of thing the board was there to try to do. Mr. Reberger also stated that, if he could do cartwheels, he would be doing them over the ISTEP+ scores. He noted that although the board is there for the athletic programs and the band and all of the clubs, without the academic achievement, the school corporation is not getting the job done.

Kevin Kumpf and **Rob Miller** agreed with Mr. Reberger's comments.

Fred Froderman agreed with Mr. Reberger, and commented that he believed Tim Rayle and Kim Tucker deserved some credit too. They have made a lot of tough decisions and have been beat up for some of them, but it takes the whole team.

Jennifer Kaelber joined in the excitement over the ISTEP+ scores and commented that she didn't know how the principals and teachers come back year after year and help her kids to become excited about the tests and to embrace the teachers' and principals' enthusiasm.

VII. Future Agenda Items

Amy Burke Adams presented a list of items for the November 2013 regular session school board meeting, as follows:

- 1) Due to the crisis faced by Clay Community School Corporation with the shortage of substitute bus drivers, I request a written plan be designed to increase the number of substitute school bus drivers. Please include current number of substitute drivers, desired number of substitute drivers, methods of recruitment utilized in the past, methods of recruitment you intend to utilize, incentives offered to retain, incentives offered to attract new drivers, time frames of past recruitment activities and results yielded, time frames of future recruitment events. Please include in this plan any obstacles you have encountered in the past and provide solutions to overcome those obstacles. Due to the shortage of substitute bus drivers, I request this plan be presented no later than at the December 2013 Public Meeting.
- 2) Public Survey to be conducted with Clay City taxpayers regarding the need of an Auxiliary Gymnasium – Eel Dome II. Survey results are to be shared at a future board meeting no later than the December 2013 meeting.
- 3) Written Preliminary Report of estimated construction costs of building an Auxiliary Gymnasium – Eel Dome II on Clay City campus. Please include cost of building permits, material, labor, etc. In addition, this report should include estimated costs of operating Eel Dome II including heating, lighting, maintenance, etc. Please include possible methods of financing the construction of Eel Dome II. This can be presented at the January 2014 Public Meeting.
- 4) Based on the continued public perception of the inequality of services delivered to Clay City Students, I request a thorough study be conducted. This can be a board-appointed committee, and policy does allow that. The goal of this study is to compare and contrast the quality of programs offered to students of Clay City High School and Northview High School, students of Clay City Jr High and North Clay Middle School, and students of Clay City Elementary and Jackson Township Elementary. I request this study be conducted by a committee of 12 individuals comprised of school personnel, parents, and taxpayers. Of the twelve, 4 should be CCSC Staff, 4 Parents, and 4 Taxpayers. Half should reside/work in the Northern District and half in the Southern District. This committee should be free to explore the academic programs offered, the physical buildings and grounds, the extra-curricular programs offered, the maintenance of the buildings, equipment (academic, extracurricular & athletic), student to staff ratio, certified staff to non-certified staff ratio, and funding broken down to dollars spent per student. The committee should be made to feel welcome on the grounds once visits have been arranged, public information should be made available to them, and staff should be encouraged to aid them in gathering the required information. They should meet as often as they deem necessary to complete this task. Space within the schools should be made available for them to meet. The final report can be presented at the March 2014 Public Meeting.

In addition to the above items, Mrs. Adams suggested considering what would be done with the old administration building in Knightsville, or at least beginning discussion of options.

Rob Miller would like to have discussion about lawn care for next year and an iPad update.

VIII. Adjournment

Having exhausted all agenda items, the meeting was adjourned at 8:50 p.m.

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