

2. Non-Certified		
a. Instructional Assistant	JTE	Mendy Litz
b. Instructional Assistant	ESE	Kelly Sparks
3. ECA Resignations	None	
4. ECA Lay Coaches		
a. Assistant Cheer Sponsor	CCHS	Amber Griffith
D. TRANSFERS		
1. Certified	None	
2. Non-Certified	None	
E. EMPLOYMENT		
1. Certified	None	
2. Non-Certified		
a. Bus Driver (Jan. 4, 2012)	TRANS	Rick Wetnight
F. EXTRA-CURRICULAR		
1. Extra-Curricular Certified		
a. Basketball – Boys 6 th Grade	NCMS	Jason Setliff
2. Extra-Curricular Non-Certified	None	
3. Extra-Curricular (Lay Coach)		
a. Tennis – Girls Assistant	NHS	Laura McCrea
b. Basketball – Boys Freshman	NHS	Scott Fosdick
c. Wrestling - Head	NHS	Dan Mikesell
d. Wrestling – Assistant	NHS	Zach Stultz
e. Track – Assistant Boys (50%)	NHS	Ashley Davis
f. Track – Assistant Boys (50%)	NHS	Neil Vanatti
g. Track – Assistant Girls	NHS	Shandi Travis
h. Wrestling – Head	NCMS	Beau Pingleton
i. Wrestling – Assistant	NCMS	Zach Stultz
j. Basketball – Boys Varsity Asst	CCHS	Thomas Christian Barnett
k. Basketball – Boys JV	CCHS	Kyler Rhodes
l. Basketball – Girls Varsity Asst	CCHS	David Steward
m. Basketball – Girls 8 th Grade	CCHS	Jason Sindors
n. Basketball – Girls 7 th Grade	CCHS	Charles Blane Crabb
o. Winter Guard Sponsor	CCHS	Chelsea Bryan
G. CHANGES		
1. Certified	None	
2. Non-Certified		
a. Chris Drake – Move from 185-day Custodian to 260-day Custodian at Jackson Township Elementary.		
3. ECA-Lay Coaches	None	
H. TERMINATION		
1. Certified	None	
2. Non-Certified	None	

I. INFORMATION ONLY

None

J. VOLUNTEERS

1. Athletic

- a. Cindy Lemmon – NHS
- b. Kent Bass – NHS
- c. Alan Buell – NHS
- d. Josh Clarke – NHS
- e. Matthew Hardman – NHS
- f. Brent Potter – NHS & NCMS
- g. Austin Nicosin – NCMS
- h. Greg Myers – CCHS
- i. Melanie Laswell - CCE

Mrs. Adams moved to approve the consent agenda. Dr. Buell seconded, and the motion was approved by a 6-0 vote.

III. Comments from Patrons

Bill Schad wished the school board members Merry Christmas and Happy New Year and thanked them for allowing the public the opportunity to speak to the board. He also brought greetings from the local hamburger joint. He then explained that the last time he had spoken to the board he had been told that he maybe should change hamburger joints. He had been talking about rumors from the hamburger joint, but he noted that what is coming from there are not rumors. As he understands it, in the last couple of years the school corporation has had four different appraisals of the Williams facility as a potential transportation barn. He believes the first two appraisals were in the \$147,000-\$148,000 range. On the two recent appraisals, one was close to \$190,000, which means the other must have been around \$260,000 in order to average the amount of \$225,000 that was being offered for the property. Mr. Schad would like to know what it is going to cost the school corporation to renovate that facility in order to make it useable by the transportation department. He noted that there may be utilities that need to be moved. As he sees it, the facility has real issues that need to be addressed. He urged the board to go in to this proposed purchase cautiously. He does not believe spending \$225,000 for this property is in the best interest of local taxpayers when there are four different appraisals and one is exceptionally high. In closing, he asked the board to be aware that what is done and said in executive session ends up at the local hamburger joint the next day, and he cautioned board members to be careful what they talk about in public.

IV. Old Business

A. Substitute Handbook: Second Reading

This was the second reading. There were no changes recommended during the first reading and approval was recommended.

Mrs. Heffner moved to accept the substitute handbook second reading. Mr. Scherb seconded, and the motion was approved by a 6-0 vote.

B. Indoor Air Quality (IAQ) Proposed New Policies
1) Policy 8710 – Animals in Classrooms: Second Reading
2) Policy 8720 – Vehicle Idling: Second Reading
3) Policy 8730 – Chemical Management: Second Reading

This was the second reading for the Indoor Air Quality policies. No changes were recommended during the first reading. Approval was recommended.

Mrs. Heffner moved to accept the new policies. Mrs. Beasley seconded, and the motion was approved by a 6-0 vote.

C. Williams Property Purchase

Superintendent Tucker was able to reach an agreement toward purchase of the property. However, at the time of agreement, various stipulations were put in the agreement, including a title to the property, a new survey of the property and a Phase I Environmental Assessment. Superintendent Tucker was informed by the realtor of the property that they were not able at this time to give clear title to the entirety of the property; there is still one lot in question. There was some conversation about being able to do a quit claim deed; however, Superintendent Tucker needs time to have an attorney look at the proposal and the title information. She also wanted to give the seller an opportunity to have the survey completed and the Phase I Environmental Assessment done. Her recommendation was for the board to table this item until the January meeting and at such time as she has had an opportunity to review the matter with legal counsel and to have the other documents in place to assure this is the property that the board wants to purchase.

Mrs. Heffner moved to table this item.

At this time, Mrs. Adams stated that she wanted to clear up a rumor that she had been hearing in the community. She had heard a rumor that this board had recently looked at the Williams property, and since the board had looked at the property in April, somehow a piece was sold off right under the board's nose. That rumor is not true; the board knew what it was looking at and has not been deceived. She added that, regardless of what property the board eventually chooses, the board will choose that property in the best interests of this corporation and the taxpayers, not to please or serve the interests of any individual employees. As she sees it, employees come and go, like boards come and go. They do not own this corporation and they do not own their jobs as employees. Mrs. Adams further stated that when this decision is made, regardless of where it is, it will be in the best interests of the corporation long-term and not to please or displease any employee who is working for the corporation now. She noted that the board members do take the employees' consideration into account as well as what the community says because the corporation belongs to everyone, not just the group of people employed or elected at this point in time.

Dr. Buell commented that he would like answers to the questions he asked at the last board meeting. He would like for the board to be able to present those answers to the public and then see if the Williams property fits that goal. He is concerned that the school corporation may be pinched on property.

Mr. Miller asked Mrs. Heffner to reiterate her motion. She moved to table this item so that the seller would have time to get the information that the board needs to make the decision as to whether or not to purchase the Williams property. She would like to table the item until January. Mrs. Adams seconded, and the motion to table was approved by a 6-0 vote.

D. Maintenance Vehicle Purchase Recommendation – Truck/Snow Plow

At the last board meeting, there was some discussion about preference toward a diesel or gasoline powered truck. The truck was to be purchased for maintenance use and also was to be fitted for a snow plow. Superintendent Tucker recommended looking at the gasoline truck. Mr. Miller added that he would lean toward the gasoline truck for snowplow use. He noted that, in addition to the original price of the vehicle being cheaper, the maintenance would be cheaper. Superintendent Tucker commented that about \$6,000 or \$7,000 would be saved by purchasing a truck with a gasoline engine as opposed to a diesel engine. Mr. Scherb stated that he would accept whatever the majority of the board chose to do.

Mrs. Heffner moved to accept Option 2, which was the purchase of a 2012 Chevrolet HD 2500 4 x 4 pickup from York Chevrolet for \$23,861.50. Mrs. Adams seconded, and the motion was approved by a 6-0 vote.

Because the gasoline truck cost nearly \$8,000 less than the diesel truck, Mrs. Adams moved to consider repairing the old truck that was being replaced with the new truck to keep it on the road. Mr. Scherb seconded.

Under discussion, Mr. Scherb asked what type of bed the 1999 Dodge service truck had. Mr. Reberger replied that it had a Reading service body. Mr. Scherb commented that he believed the truck, by having a service body, would be an asset to the fleet and would be a good investment.

Mr. Miller asked what the general shape of the truck was other than the engine problem. Chris McVay, garage supervisor, replied that the bed had been repaired about three times and the floor is rotting out. The chassis is in decent condition, and cab itself is in good condition for the year of the truck. The transmission and rear axle are in good condition. Overall, the main problem with the truck is the bed.

The motion to repair the 1999 Dodge service truck was approved by a 6-0 vote.

V. Superintendent's Report

Superintendent Tucker noted the following:

- Although there has not been a lot of snow yet, that season is near. She intends to not put students on the roads in unsafe conditions. She offered thanks to Tom Reberger and Frank Misner for doing an excellent job of alerting her and keeping her apprised of what the conditions are early in the morning.
- A lot of the schools have done some really cute programs and plays and musicals. The sports teams have entered the winter season, and good

things are happening in the classrooms. Superintendent Tucker is excited to go into the second semester after the Christmas break.

- Board members had been provided with a summary report of the Rainy Day Fund, as had been requested by the board.

VI. New Business

A. Recommendation to Approve Secondary Course Changes

Board members were presented with information pertaining to course changes at the secondary level relative to new course proposals, course changes, and course cancellations as well as information regarding Central Curriculum Committee members who were present and approved the changes. It was noted that scheduling of high school courses would begin in January of 2012 for the 2012-2013 school year. Approval was recommended.

Before a motion was made, Mrs. Heffner commented that the committee had done an exceptional job, and she encouraged students to take advantage of the course description booklet. She offered her thanks to the staff and everybody who has worked hard on this.

Mr. Scherb moved to approve the secondary course changes as presented. Dr. Buell seconded, and the motion was approved by a 6-0 vote.

B. School Bus Maintenance Report

At the November 10 school board meeting, Mr. Scherb had requested a report on school bus maintenance records for buses. Superintendent Tucker provided the board members with sections of reports for four buses that were intended to be traded, which included a catalog of repairs for a particular bus over its' lifetime.

Mr. Misner explained the replacement plan for buses. He stated that for many years the corporation had a ten-year replacement plan, which was handled by the business manager. Within that ten-year plan, they had an eight-year plan and a ten-year plan. The buses in town were all on their routes ten years. All of the rest of the buses were on an eight-year plan with two years as spares. The law has now changed and the buses must be on a twelve-year replacement plan. Mr. Misner and Mr. McVay plan to create two five-year plans and keep the city buses on a twelve-year plan. After five years, they will look at the buses, and the ones with high mileage will switch routes with those that have low mileage. It is anticipated that, at the end of ten years, all of those buses will have roughly the same number of miles. They would then be used as spares for two years, as with the previous ten-year plan. At the end of a twelve-year cycle, the buses are to be traded.

C. Play 60 Grant Report

Mr. Scherb had also asked for a report from Kathy Knust regarding a grant called Play 60, which is a nutrition and physical education grant. Mrs. Knust provided the report to board members in the board packet. Mrs. Knust thanked Mr. Scherb for making her aware of the grant. While she is not sure the vending machine component would fit the school corporation's needs, she noted that there are several things that teachers can

utilize, and some teachers are already utilizing components of the grant. Mr. Scherb commented that the way he read the grant, it was a two-part program: The vending machines; and, the education about nutrition and teaching kids to be active 60 minutes a day. He had hoped to forget the vending machine part and concentrate on the other part.

D. Administration Building Re-Roof Proposal

Superintendent Tucker explained that leakage had been found in the property formerly known as the Legion Building that the corporation is seeking to remodel in the future. The time is appropriate, instead of waiting for a construction bid and getting in to the process of remodeling, which could delay a roofing project by four or five months. She asked the board to consider a resolution to take a roof project cost out of Capital Projects to put a new roof on top of the Legion building. The recommendation was to use Pell Roofing & Siding Company for installing an additional 2 3/8 inches of isotherm sheet insulation over the existing 2 inches of insulation. White DuroLast fabric would be used and would have a 15-year no-leak warranty. Superintendent Tucker recommended approval to pay for this out of the Capital Projects Fund as an emergency expenditure.

Mr. Scherb moved to reroof the new central office. Mrs. Heffner seconded, and she noted that she appreciated using Pell Roofing, a local contractor. The motion was approved by a 6-0 vote.

E. Northview High School Tardy Intervention Pilot Policy Discussion

Mr. Jeff Gambill, assistant principal at Northview High School, provided information about a proposed pilot for a discipline strategy at the high school. He noted that Northview had started PBIS (Positive Behavior Intervention and Support). Part of that process is to look at what the school does correctly and what is not done correctly. One of the areas in need of dramatic improvement is the area of tardies, which is the number one referral. It makes up about one-third of write-ups each year. A couple of strategies have been tried, including playing music in the hallways that stops with a minute until class time and encouraging teachers to reward punctuality in their classrooms. Mr. Gambill talked to a couple of local schools to see what they had done. Sullivan High School has a lunchroom detention rather than an after-school detention. Mr. Gambill has talked to the cafeteria and the lunches would be provided to students when they report to the detention room. It would then be the same as after-school detention. The administration at Northview believes this would be a more effective deterrent because students really value that time during lunch.

Under discussion, Dr. Buell asked if tardy students were repetitive with only certain students having multiple tardies. Mr. Gambill believes it to be wide-spread and not necessarily the same students or the same population.

Mrs. Adams commented that she believes this is an excellent program that will be very effective. She likes the fact that it puts the responsibility of being on time on the shoulders of the student and off of the parent who can't make their child go to each class on time.

Mr. Gambill concluded the discussion by stating that the program would be a pilot program this semester. They will compare the number of referrals from this coming semester with other semesters and go from there.

F. Indiana Resource Prevention ATOD Survey

Mrs. Kathy Knust requested permission to participate in the Indiana University-sponsored Indiana Prevention Resource Center's Survey of Alcohol, Tobacco, and Other Drug (ATOD) use among Indiana children and adolescents. The survey would be given to all students in grades 6-12. This survey has done every few years and parents, staff and students are familiar with it. The benefit of doing the survey is that the information can be used in support of grant applications. Approval was recommended.

Mrs. Heffner moved to approve participation in the ATOD survey. Mrs. Adams seconded, and the motion was approved by a 6-0 vote.

G. Clay City Jr/Sr High School Scoreboards

Jeff Bell, principal of Clay City Jr/Sr High School, has been working in conjunction with Tom Reberger to provide updates for the scoreboards at the CCHS gym. First Financial Bank provided the current scoreboards, and they were installed by Clay Community Schools Maintenance Department nearly 20 years ago. Great Dane had offered to provide part of the cost of new scoreboards with wireless controls and LED backboard timer lights. First Financial Bank had been asked to provide the remaining cost, and they were processing that request. Mr. Bell requested preliminary approval to accept the donations, which would allow the scoreboards to be ordered without having to wait for board approval at the January meeting. Approval was recommended, contingent upon having donations to cover the full purchase price before the scoreboards are ordered.

Mrs. Heffner moved to accept the proposal for the new scoreboards. Dr. Buell seconded, and the motion was approved by a 6-0 vote.

H. Consideration to Name Director of Business Affairs

Superintendent Tucker stated that it was her pleasure to make a recommendation to name the new Director of Business Affairs/Treasurer, Mr. Tim Gorman. Mr. Gorman has served as interim business director since the end of September/first of October. He has done a very competent job and it has been a pleasure to work with him. She recommended approval to hire Timothy J. Gorman.

Mrs. Heffner moved to approve Timothy J. Gorman as Director of Business Affairs/Treasurer. Mrs. Adams seconded, and the motion was approved by a 6-0 vote.

VII. Board Member Comments

Tammy Beasley wished everyone a happy holiday season.

Tina Heffner wished everyone Merry Christmas and a good New Year's and to be safe.

Forrest Buell asked everyone to be safe on the highways.

Amy Burke Adams asked everyone to enjoy the holidays.

Ron Scherb thanked Mr. Adams for his service to the school corporation. He added that he appreciated Mr. Adams' wife as a teacher of his daughter. Mr. Scherb also commented that he not only appreciated the jobs they did, he also appreciated the way they did those jobs and the type of people they are.

Rob Miller wished all a Merry Christmas and a Happy New Year.

VIII. Future Agenda Items

None at this meeting

IX. Adjournment

Having exhausted all agenda items, the meeting was adjourned at 8:22 p.m.

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