

**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, May 15, 2014. Tom Reberger, Kevin Kumpf, Rob Miller, Ron Scherb and Amy Burke Adams were present. Jennifer Kaelber and Fred Froderman were absent.

**I. Call to Order**

The meeting was called to order at 7:33 p.m. Board President Rob Miller led those in attendance in the pledge and offered the prayer.

**II. Consent Agenda**

**A. Claims**

**B. Board Meetings**

Regular Session Minutes for April 10, 2014

Executive Session Certification for April 10, 2014

**C. Field Trips**

1) Northview High School Technology Club to Lucas Oil Raceway Park, Indianapolis, IN, April 27-28, 2014 for an overnight trip.

2) North Clay Middle School Band students to King's Island Amusement Park, Mason, OH, June 7, 2014 for an out of state trip. (This was a change of date: This trip was originally approved by the school board during the March 13, 2014 regular session for May 25<sup>th</sup>)

3) Clay City Jr/Sr High School FFA to Purdue University, West Lafayette, IN, June 16-19, 2014 for the state FFA convention, requiring an overnight stay.

4) Clay City Jr/Sr High School FCCLA members (2 students) to FCCLA National Conference in San Antonio, TX July 5-11, 2014 for an out of state trip.

5) Clay City Jr/Sr High School FFA to Shakamak State Park, Jasonville, IN, July 26-29 for the District VII leadership camp, requiring an overnight stay.

**D. Personnel**

**A. LEAVES OF ABSENCE**

1. Certified

a. Teacher – FMLA	NCMS	Courtney Dayhuff
b. Teacher – FMLA	Sp Serv	Diane Dierdorf
c. Teacher – FMLA	SE/FPE/VBE	Amy Kaufman
d. Teacher - FMLA	VBE	Anna Lorenze
e. Teacher – FMLA	ME	Lesa Miller
f. Teacher – FMLA	JTE	Cheryl Schoffstall
g. Teacher – FMLA	NCMS	Aimee Wyeth
h. Admin – FMLA	NHS	Debra Zimmerman

2. Non-Certified

a. Custodian – FMLA	SE	Cindy Grove
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3. Other

a. Medical	TRANS	Roger Torbert
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## B. RETIREMENTS

- |                                  |      |              |
|----------------------------------|------|--------------|
| 1. Certified                     | None |              |
| 2. Non-Certified                 |      |              |
| a. Custodian (260 days) 9/1/2014 | FPE  | Gerry Pullum |
| 3. Place on Retirement Index     | None |              |

## C. RESIGNATIONS

- |   |      |                      |
|---|------|----------------------|
| 1. Certified                                    | None |                      |
| 2. Non-Certified                                | None |                      |
| 3. ECA Resignations                             |      |                      |
| a. Student Council Sponsor (end of 2013-14) NHS | NHS  | Nikki LeMay          |
| b. Drama – Fall Play                            | NHS  | Kirsten McClure-Snow |
| c. Senior Class Sponsor (50%)                   | NHS  | Kathleen Harlan      |
| 4. ECA Lay Coaches                              | None |                      |

## D. TRANSFERS

- |  |      |                    |
|--|------|--------------------|
| 1. Certified   |      |                    |
| a. Elementary Art at ESE/ME/SE to Middle School Art  | NCMS | Leslie Cordray     |
| b. Title I teacher at FPE to Classroom teacher at ME | ME   | Deborah Swearingen |
| 2. Non-Certified                                     | None |                    |

## E. EMPLOYMENT

- |  |         |                   |
|--|---------|-------------------|
| 1. Certified                               | None    |                   |
| 2. Non-Certified                           | None    |                   |
| 3. Summer School Teachers                  |         |                   |
| a. IREAD 3                                 | Title I | Michelle Bell     |
| b. IREAD 3                                 | Title I | Elaine Clarke     |
| c. IREAD 3                                 | Title I | Nona Lancaster    |
| d. IREAD 3                                 | CORP    | Christy Stevenson |
| e. PE                                      | NHS     | Ruth Ann Medworth |
| f. PE                                      | NHS     | John Russell      |
| g. Algebra I (Credit Recovery & ECA Prep)  | NHS     | Rachel Sparks     |
| h. English 10 (Credit Recovery & ECA Prep) | NHS     | Debra Allen       |
| i. Biology                                 | NHS     | Phil Leonard      |
| 4. Summer School Instructional Assistant   |         |                   |
| a. IREAD 3                                 | Title I | Heather Henson    |
| b. IREAD 3                                 | Title I | Holly Neil        |
| c. IREAD 3                                 | Title I | Carmen Smith      |
| d. APEX                                    | NHS     | Pat Krider        |

## F. EXTRA-CURRICULAR

- |                               |     |                |
|-------------------------------|-----|----------------|
| 1. Extra-Curricular Certified |     |                |
| a. Drama – Fall Play          | NHS | Dianna Knox    |
| b. Senior Class Sponsor (50%) | NHS | Michele Hunter |

c. Senior Class Sponsor (50%)	NHS	Jill Conner
d. District Music Director	CORP	Robert Medworth
e. Track – Middle School Asst.	NCMS	Paul Harbour
f. Dept. Chair – Special Services	NHS	Debi Megenhardt
2. Extra-Curricular Non-Certified	None	
3. Extra-Curricular (Lay Coach)		
a. Tennis – Boys Head Coach	NHS	Guy Engbino
b. Golf – Girls Head Coach	NHS	Bob Treash
c. Cheer Coach – Assistant	NHS	Kaylee Edington
d. Football – Freshman Coach	NHS	Martin Hendricks
e. Football – Varsity Assistant	NHS	David White
f. Football – Varsity Assistant	NHS	Aaron Edwards
g. Cross Country – Boys Head Coach	NHS	James Grounds
4. Supplemental		
a. Cheer Sponsor	NHS	Kelsey Trout

## G. CHANGES

1. Certified		
a. Agriculture (from 50% to 80% - 2 additional periods)		
	CCHS	Pat Powell
b. World Language (from 80% to 100% - additional period)		
	CCHS	Silvia Weir
c. Language Arts (from 80% to 100% - additional period)		
	NCMS	Lynn Wise
2. Non-Certified	None	
3. ECA-Lay Coaches	None	

## H. VOLUNTEERS

### 1. CLASSROOM

#### Clay City Elementary

- a. Jennifer Baumgartner
- b. Marie Bettenbrock
- c. Connie Grant
- d. Alisha Kirkling
- e. Anita Kirkling
- f. Trina Myers
- g. Karen Nickless
- h. Kevin Owens
- i. Bryan Pair
- j. Justin Reeves
- k. Angela Robinson
- l. Kaylynn Roeschlein
- m. Danielle Schroer
- n. Traci Skelton
- o. Kimberly Souder
- p. Rochelle Souder
- q. Bethany Stoelting
- r. Jerami Wheeler

Clay City Elementary/Clay City Jr-Sr High School

s. John Lowder II

East Side Elementary

t. Kristi Batchelor

u. Robert Bell

v. Stefanie Bowman

w. Allen Coopriider

x. Melissa Guernsey

y. Angela Harper

z. Terry Higgenbotham

aa. Lindsey Kelley

bb. Melissa Langdon

cc. Jeremy Monnett

dd. Tiffany Monnett

ee. Shannon Moore

ff. Evelyn Pugh

Forest Park Elementary

gg. Laura Vanessa Fleener

hh. Manpreet Kaur

ii. Rachel Modglin

jj. William Michael Modglin

Jackson Township Elementary

kk. Jeff Allen

ll. Autumn Gummere

mm. Betsy Sebastian

Staunton Elementary

nn. Kendra Gearld

oo. Stephanie Quinn

Van Buren Elementary

pp. Nancy Coleman

qq. Louann Dawson

rr. Timothy Fowler

ss. David Green

tt. Misty Hayes

uu. John Irwin

vv. Rebecca Kirby

ww. Brandon Light

xx. Nicole Mendez

yy. Megan Palm

zz. Brandi Perrin

aaa. Anna Reinoehl

bbb. Scott Saville

ccc. Mandy Shepard

ddd. Jennifer Vanatti

North Clay Middle School

eee. April Bennett

fff. Kay Bigley

ggg. Hope Cooksey

hhh. Brandy Means  
 iii. Brooke Miller  
 jjj. Penny Moore  
 kkk. Benjamin Rutledge  
 III. Catherine Sindors  
 mmm. Susan Wells  
Northview High School  
 nnn. Patrick Herrick  
Special Services  
 ooo. Mark Smith

2. ATHLETICS/ECA

- a. Kent Bass – Volunteer Baseball Coach (signed agreement because he is an employee)
- b. Kerin Downey – Boys Tennis
- c. Kathy Vossmer – Girls Softball
- d. Steve Woerner – Girls Softball
- e. Hope Torbert – Girls Softball
- f. Kelsey Trout – Cheer Coach
- g. Laura Trennel – Girls Soccer
- h. Hannah Pond – Girls Soccer & Girls Tennis
- i. Jerry Peebles – Girls Golf
- j. Laura McCrea – Girls Tennis
- k. Mike Lynch – Girls Golf
- l. Zack Keyes – Girls Basketball
- m. Dennis Raetz – Football
- n. Fred Powers – Boys Basketball
- o. Aaron Edwards – Boys Basketball
- p. Christopher DeHart – Boys Basketball
- q. Alan Goff – Boys Basketball
- r. Mark Vincent – NCMS Track
- s. Linda Payton – NCMS – Summer Sports
- t. Laura McCrea – NCMS – Summer Sports
- u. Emily Parsley – NCMS – Summer Sports

3. Other Volunteers None

I. CONTRACTED SERVICES None

J. OTHER None

Mr. Kumpf moved to approve the consent agenda items. Mr. Scherb seconded, and the motion was approved by a 5-0 vote.

**III. Comments from Patrons**

**Diane Neice** spoke on behalf of some instructional assistants who had questions about bereavement time. Their concern: as 29-hour employees, they did not receive any bereavement time, and they thought they should be entitled to some. They wanted to know about the status of bereavement time as well as the stipend and the fact that

when someone is absent more than three days out of a semester the stipend isn't received. Superintendent Dr. Kimberly Tucker advised the board that this same information would be a discussion item tonight.

**Norma Wells** had the same questions as Mrs. Neice. She also wanted to know if 29-hour instructional assistants who had previously been employed for 15 or more years and had previously worked 33¾ hours had been grandfathered with bereavement days as opposed to 29-hour instructional assistants who had been hired at 29 hours. She asserted that some instructional assistants were getting bereavement leave and others weren't, and she just wanted to clarify that.

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

##### **A. Family Medical Leave/Instructional Assistant – 29 hour Attendance Stipend**

Dr. Tucker explained that at the April board meeting, board member Ron Scherb had requested to have discussion concerning a change in the employee attendance guidelines for family medical leave and the current guidelines specific to the attendance stipend which was offered to 29-hour instructional assistants who had been grandfathered for the 2013-2014 school year. Mr. Scherb had the opportunity to review some potential language for a possible recommendation which would request the board's approval to "review and approve stipends for 29-hour instructional assistants who may have previously been ineligible for an attendance bonus stipend due to absence for care of a family member with a serious medical condition". Pending the outcome of discussion, this recommendation could be brought back as a voting item at the June 12, 2014 board meeting.

For clarification on the questions that Mrs. Neice and Mrs. Wells had asked, Dr. Tucker stated that when the Affordable Care Act was put into place, there had been some meetings and a work session with legal counsel Jim Hamilton from Bose, McKinney & Evans. Mr. Hamilton had interpreted the law for the board, and his recommendation in explaining the peculiarities of the IRS fines for corporations was that any employee who was working over 30 hours a week would be regarded under the ACA as a full-time employee and would be eligible for benefits. At that time, the school corporation was not offering health insurance benefits to instructional assistants, so his recommendation was to either pay instructional assistants the required health benefit package or reduce hours for instructional assistants under the level of what the officially mandated hours required. That is why a proposal and recommendation was given to the board to eliminate the hours for instructional assistants, taking them down to 29 hours a week. Some instructional assistants remained in Category Two, and those IA's were working in positions wherein administrators indicated that the need, typically in special education, was sufficient to ask that their required hours remain the same. Therefore, there are some instructional assistants who are receiving leave benefits and maintaining their hours. The way the handbooks were structured last fall required the school corporation to separate the personnel categories into two different categories. The previously hired 29-hour instructional assistants hired before July 1, 2013, were considered grandfathered, and so although they had their hours reduced to 29 hours per week, sick days and personal days were left in place. A new category was created for new hires that worked 29 hours a week or less and were considered part-time. 29-hour part-time employees do not receive the same leave benefits that employees in other categories receive.

Dr. Tucker pointed out that at the time of these changes, there was no recommendation to reinstate bereavement days for the grandfathered employees. In looking back, it was discovered that it had not been realized by central office staff that the bereavement days did not roll over into the grandfathered status. Therefore, some instructional assistants had already been paid for bereavement leave in the first semester even though, according to the handbook, they were not eligible. In the second semester, there were a couple of other grandfathered 29-hour instructional assistants in need of bereavement days, so it was determined that those days would also be paid days. Dr. Tucker had indicated to the board members that bereavement leave might be something to be considered for placement in the classified handbook going forward when amendments or additions are made.

As for the attendance stipend, it was offered as a proposal for the 29-hour grandfathered IA's, and the language for that, which was set forth in the recommendation, was if an instructional assistant missed three or fewer days in the first semester, they would receive, at the conclusion of that semester, a \$500 attendance bonus, provided they were still employed going into second semester. The same provision was true for second semester. No waivers, for circumstances such as bereavement or court duty, were built into the attendance stipend. It was based strictly on attendance because it was felt that it needed to be attached to a performance-based descriptor. If it was not tied to a performance-based descriptor, it would in essence have been an automatic increase of approximately \$.85 per hour, and that was not offered to any other employee groups. It was tied to attendance, which was something visible statistically, rather than on performance of duties.

At this point, Mr. Scherb stated that this was where the problem arose. In September, when the stipend was recommended for IA's, he thought that the stipend was intended to make up for lost income from the cut to 29 hours. He did not realize an attendance policy was tied to it, and he would never have approved the stipend if he had realized they could only miss three days. He shared his opinion that it simply wasn't fair to give an employee a pay increase or bonus and then take it away for missing a certain number of days. As he sees it, if that is fair, then everybody in the corporation needs to have the same policy. It was his assertion that one group of employees could not be treated differently than another. He believed it to be unethical or possibly illegal to give someone a pay increase and then take it away, for whatever reason. Mr. Scherb stated that he disagreed with the decision that was made in September, and it was his contention that he had asked for this to be voted on tonight.

In regards to treating different employee groups differently, Dr. Tucker stated that the school corporation had done so as a matter of course. Employee groups are treated differently and have been treated differently for as long as public schools have been in place: Certified salary and benefits are paid differently than classified salary and benefits. As for the attendance stipend, no other employee group was offered the attendance bonus stipend. A 1% raise was given to all classified employees and a "years of service" stipend was given to all of the classified employees, including the 29-hour grandfathered IA's. The only exception was that 29-hour grandfathered IA's were treated differently in that they were offered a performance bonus based on attendance. It wasn't automatically awarded; rather, it was only receivable at the point that they met

the terms of the bonus. The effort was to try to give back some compensation toward what the school corporation had been forced to take away with the provisions of the Health Care Act that required the hours to be cut back. It was never the intent to give the stipend to the eligible classified employees up front. Dr. Tucker acknowledged that court duty and bereavement leave had not been considered when the stipend had been proposed for this school year, and she stated that she did not know whether an attendance stipend would be offered going forward, but if it would, the administration would probably build in some disclaimer regarding court duty and bereavement leave. As for Mr. Scherb's contention at the last board meeting regarding critical family illness, Dr. Tucker had asked at that meeting whether Mr. Scherb wanted this to be a voting item at this meeting, and his response had been that it did not need to go to that level but there needed to be discussion, so that is why it had been listed as a discussion item on this agenda.

Mrs. Adams referred to comments made by board members last spring in which they told instructional assistants whose hours had been cut that the board would find a way to make them whole. In September, when the stipend was presented, it was given a title of "Good Attendance", which Mrs. Adams interpreted to mean if the instructional assistants came to work and they didn't go past the days they were entitled to, they would get that stipend. She voted for that. Based on what Mrs. Adams found in the classified handbook, if instructional assistants are in Category II, they are entitled to eleven days with benefits. They would have to give up some of those benefits to get the stipend benefit. Category III instructional assistants would also have to give up some of their six days to get the raise that the board had said would make them whole.

When Mrs. Adams looked at the salary schedule in the classified handbook, she found that instructional assistants were the second lowest-paid group, and giving them an eighty-five cent per hour raise would still keep them the second lowest paid. Mrs. Adams suggested giving them the eighty-five cent raise and making them whole. It was Mrs. Adams' assertion that they would then have their salary that would still not be where it should be, they would have the benefits that are a part of the classified handbook, and, other than bereavement days, the whole stipend thing would no longer be an issue.

In response to Mrs. Adams' suggestion, Dr. Tucker pointed out that it was a discussion item for this meeting, so there was no opportunity to make a financial proposal without having the benefit of that coming back as a recommendation pursuant to the next meeting. As for the issue with the different levels of compensation, Dr. Tucker noted that those are existent in every kind of a salary ladder that the school corporation has. Regarding the amount of money to increase this employee group, Dr. Tucker made two points:

- 1) Although the board may have told these instructional assistants that they would do everything to make them whole, Dr. Tucker's conversation with them was that the corporation would try to do what it could to try to help make them whole. The financial consideration is that the business manager needs an opportunity to look at this and crunch the numbers to know what amount of money that would be.
- 2) It is near the end of an employment year and the agreements have already been set forth. With teachers, the school corporation is held with a bargaining



agreement, but with classified employees, their salary arrangements can be settled at any time. It can be done ahead of bargaining with teachers, but it is typically done after bargaining, which seems to be the standard operating procedure in most school corporations. If some kind of recommendation would come out of this discussion, Dr. Tucker would be happy to take that recommendation back through the business department and have them crunch the numbers so the board would understand exactly what that amount of money would entail.

Another consideration pointed out by Dr. Tucker was that, unlike the attendance stipend, which is one-time money, what was being discussed was ongoing money with revenue tied in to salaries year in and year out. She cautioned the board about making decisions like this without having looked at the total perspective of what the total basic grant is and what monies are available for salaries and benefits. She added that the reason it is all done at the same time is so the board has a complete picture of what is being forecast as a need for revenues and benefits going forward.

Mr. Scherb asserted that employees are the most valuable resource in the school corporation, and they cannot be mistreated, which he believed has been done. When the instructional assistants' hours were cut last year due to the healthcare act, thousands of dollars were saved and their wages were cut so the corporation would not have to give them benefits. He deemed that the hardest thing he had ever done in his life while sitting at the board room table and it needs to be made right and the mistake needs to be corrected.

It was Mrs. Adams' contention that when looking for money, the unused days that were benefits the instructional assistants gave up in order to get their stipend resulted in eliminating the need for a substitute, and that money is in there. Mrs. Adams suggested that instructional assistants, bus aides, and food service employees should all be included in a discussion of a raise, perhaps bringing them up to the level of a custodian's salary.

#### **B. Redistricting of School Board Electoral Districts Discussion**

School Corporation Attorney Jeff Boyll provided resolutions for the board's consideration. Following discussion, it was determined that the "Resolution to Amend Electoral Districts for the Governing Body of Clay Community Schools" was preferred to bring school board member election policy in compliance with population and boundary line considerations. This resolution, which would reapportion the electoral districts to correct the disparity in population, will be brought back to the June, 2014, regular session school board meeting with a recommendation for approval.

#### **C. Second Reading of Student Handbooks**

Mr. Reberger moved to approve the student handbooks. Mr. Kumpf seconded, and the motion was approved by a 5-0 vote.

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

Dr. Tucker noted the following:

- Everyone is looking forward to the end of a school year that has had some unusual weather patterns.
- Graduations are in place.
- Building infrastructure renovations will be taking place this summer.

Principals in attendance offered the following comments:

- ❖ Jeff Fritz, North Clay Middle School, shared that his school had hosted approximately 300 fifth-grade students from the six elementary schools who will be entering North Clay in the fall. He complimented Clay City Elementary and Jackson Township Elementary, the only two elementary schools in the Wabash Valley to earn Four-Star School status.
- ❖ Jeff Bell, Clay City Jr/Sr High School, noted that the FFA banquet for his school had been held the night before. He also noted that two young ladies from his school who have advanced to national FCCLA competition in Texas would be making a presentation later in the board meeting. In addition, he noted that ISTEP+ testing had been completed and ECA testing would begin next week.
- ❖ Lisa Froderman, East Side Elementary, stated that those in her building were happy to be winding down the testing season. Her school has a theme for the end of the school year, “Don’t Let Your Brain Drain”, and students are being encouraged to read throughout the summer months.

## **VI. New Business**

### **A. Recommendation to Award Bids for Food & Cafeteria Supplies Commercial and Commodity, Bread & Bun Products, and Milk & Dairy Products**

Bids from Aunt Millie’s Bakery for bread & bun products, from Prairie Farms for milk & dairy, and from HPS for third party purchasing services for food and equipment were recommended for approval.

Mr. Kumpf moved to approve the bids. Mr. Reberger seconded, and the motion was approved by a 5-0 vote.

### **B. Clay City Jr/Sr High School FCCLA Presentation**

Clay City Jr/Sr High School students Alli Durbin and Madelyn Ames, who are both members of that school’s Family, Careers, and Community Leaders of America club, presented a project that they will take to national competition in Texas in July.

### **C. Summer Central Office Work Schedule**

Approval was requested to allow central office to operate on a forty-hour four-day work week beginning June 16 and continuing through July 18, 2014. The office would be open from 7 a.m. to 5 p.m. Monday through Thursday and would be closed on Fridays.

Mr. Scherb moved to approve the summer central office work schedule. Mrs. Adams seconded, and the motion was approved by a 5-0 vote.

**D. Title I Pre-School at East Side Elementary for 2014-2015**

Permission to add a Title I pre-school at East Side Elementary for the 2014-2015 school year was requested. The position would be paid from Title I federal funds and would include a teacher position and an IA position. Approval was recommended.

Mr. Kumpf moved to approve the Title I pre-school at East Side Elementary. Mr. Reberger seconded, and the motion was approved by a 5-0 vote.

**E. Rockville Public Library Board Appointment**

Cindy Hein, Library Director of the Rockville Public Library, requested approval to appoint Mr. Clint Oldham to that board, and approval was recommended.

Mr. Scherb moved to approve the appointment of Clint Oldham to the Rockville Public Library Board. Mr. Reberger seconded, and the motion was approved by a 5-0 vote.

**F. Clay City Jr/Sr High School Track Replacement**

Mike Howard, Director of Extended Services, requested permission to advertise and obtain bids for a complete replacement of the Clay City Jr/Sr High School track.

Mr. Kumpf moved to grant permission to advertise and obtain bids for the track replacement. Mrs. Adams seconded, and the motion was approved by a 5-0 vote.

**G. Northview High School Soccer Field Improvements**

Mike Howard provided information regarding the cost of lighting for the Northview High School soccer field. A quote had been received from Musco Lighting in the amount of \$79,500. The quoted equipment would meet IHSA standards. A lease purchase proposal would also be available, which would allow the school corporation to take a smaller portion out of the athletic line item CPF budget over a short period of three, five or seven years rather than all at once. Also, a lease would allow money to remain in the athletic CPF budget to do other things at other schools in the corporation.

Mr. Howard noted that the committee that was formed to talk about the Northview high School athletic fields was planning to meet the following Wednesday afternoon to discuss the options and see what a recommendation would be.

Information was also provided from MacAllister Rental regarding the purchase of new and used portable light units as well as rental of portable light units, and that information will be provided to committee members at their Wednesday meeting. The quote from MacAllister was as follows: \$32,000 for four new light towers or \$48,000 for six new light towers; \$12,000 for four used light towers or \$18,000 for six used light towers; \$5,200 for rental for two months on four units; or \$7,800 for rental for two months on six units. After the Wednesday meeting, Mr. Howard hopes to be able to bring back a recommendation for the board's consideration at the June school board meeting. If things go well, there is a possibility of having lights installed this fall for the upcoming soccer season.

As for field conditions, Mr. Howard commented that he is planning on doing in-house work on the field this year to work on low spots and seeding. There have also been

discussions with the youth soccer groups about the possibility of having a field day involving everyone who uses the field to help make repairs. In the fall, in-house staff would do some slit seeding and fertilization after the soccer season is over.

Under discussion, Mr. Scherb asked if Mr. Howard had only talked to one company. Mr. Howard replied that he only got one quote, for budgetary purposes. If the bid or lease option is done, he will get multiple bids or quotes. In reply to Mr. Scherb's question about Duke Energy running the wires to the lights, Mr. Howard explained that he had talked to Randy Nobles, a Duke Energy employee, who had told Mr. Howard that they would be willing to do one of their community service projects and run the cables from the panel to the poles, at no cost to the school corporation, although some materials might have to be provided.

Mrs. Adams suggested the possibility of dealing directly with the company that manufactured the portable lights and Mr. Howard commented that he would research that a little further if that is what the committee would like to do. Mrs. Adams noted that she is interested in the portable lights because of the possibility of taking them anywhere in the corporation during an emergency situation or loaning them to law enforcement. Mr. Howard expressed his concerns about the security of portable units.

As for a timeline, Mr. Howard stated that the board would have to decide what it wanted to do and move forward with it.

Mr. Miller agreed with Mrs. Adams that the portable lights would be great, but he pointed out it was originally suggested as a temporary fix. His concerns are the ongoing costs, the diesel fuel, the noise and the fumes from the exhaust.

#### **H. Northview High School Request to Provide Research Participation Benefit**

Mr. Kumpf moved to approve the request of Ernie Simpson, Principal at Northview High School, to purchase a meal from Eddie's Hamburgers in Brazil for all of Northview's graduating seniors as a benefit of their participation in CTB-McGraw Hill Research. Mr. Scherb seconded, and the motion was approved by a 5-0 vote.

#### **I. Northview High School Request to Purchase Perfect Attendance Awards**

Mr. Reberger moved to approve the request of Mr. Simpson to purchase laptop computers for students who have had perfect attendance all four years at Northview. Mr. Kumpf seconded, and the motion was approved by a 5-0 vote.

#### **J. Northview High School Tennis Team Equipment Purchase Request**

Mr. Scherb moved to approve the request of Mr. Simpson to purchase a Lobster Elite Tennis Ball machine for the Northview tennis teams. Mr. Kumpf seconded, and the motion was approved by a 5-0 vote.

#### **K. Policy 1720 – Duties of the Board – REVISION: First Reading**

In reviewing board policy, it was found that this policy had an outdated provision: Item XI. reads as follows: "To be informed and to present to the community current trends in education in preparation for the 21<sup>st</sup> century". It was recommended that the policy be revised to eliminate "in preparation for the 21<sup>st</sup> century". This was a first reading, so no

vote was required. The policy will be brought back for a second reading and approval in June.

**L. Policy 7543 – 1 to 1 Laptop Acceptable Use and Guidelines – NEW: First Reading**

Director of Technology Bill Milner prepared a new policy regarding the use of the laptop computers that will be in use beginning this fall. This was a first reading, so no vote was required. The policy will be brought back for a second reading and approval in June.

Under discussion, Mrs. Adams questioned a portion of the policy labeled 1.3 Financial Responsibility, specifically the portion stating that failure to return the laptop within five working days of un-enrollment from Clay Community Schools will result in a theft report being filed with the Clay County Sheriff's Department. She wanted to know if a theft report would be filed on a minor. Dr. Tucker replied that parents would be financially responsible for them, but if a student walked off with a piece of school equipment, whether it would be textbooks, a library book or a piece of equipment from a computer lab or something on the athletic field, it would be reported as a theft. As for Mrs. Adams' question about taking a minor to small claims court, Dr. Tucker stated that parents have a proviso for the acceptable use where they have to sign off on an agreement to accept responsibility for the cost of the unit if their student damages or loses the unit. Mrs. Adams suggested that the policy should perhaps read that a parent would be responsible rather than a minor child. To this, Dr. Tucker commented that the policy language was taken out of the language of other corporations that have acceptable use agreements in place, and their language was "student". Dr. Tucker noted that the corporation does have some 18-year-old students. When the corporation has incidents where students are negligible in their responsibility to maintain school equipment, it is the student that typically would be pursued if it was a criminal matter. If it is a liability for the cost, typically it would be inferred that the parent is the one responsible.

**M. Policy 9210 – Possessing Firearms on School Property – NEW: First Reading**

This was a first reading of this new policy that was recommended by the Indiana School Boards Association. The policy will be brought back for a second reading and approval in June.

Mrs. Adams commented that she believed the intent of the new state law allowing possession of firearms on school property was in regard to people who have a legal permit to carry, including parents of students and employees. If they have a permit to carry and they are carrying it for either work or personal protection, they shouldn't have to give up that right when they come on school property. She asserted that Dr. Tucker was regulating what they would do with their firearm when they come on school property. Dr. Tucker clarified that the policy would regulate what a school employee could do; the school corporation has no legal standing, nor has it ever, to have any legal authority over the average person, patron, or non-employee. The school corporation's authority extends to employees and students, and this policy takes that authority to determine which school employees, if any, are granted the authority at this time to take

that gun for which they may have a carry permit and bring it in to a school building. They can have it in their vehicle; they just can't bring it in to a school building.

**N. Job Description – District Digital Learning Specialist – NEW: First Reading**

This was a first reading of this new job description, so no vote was required. The job description will be brought back to the June meeting for a second reading and approval.

Dr. Tucker explained that this is a person who would be doing job-imbedded coaching for teachers across the district, particularly in the secondary grades where the laptops are being introduced, to ensure that if they're having interest in doing a particular project or looking to add additional curricular resources into their teaching strategies, there would be somebody who would have that expertise and be able to go in and do real-time, during-the-school-day coaching. The person would also have responsibilities for helping to chart the course for where the corporation would go with future recommended digital resources in the media centers and would also be the person at the district level who supervises some of the older materials or future materials at the district media center.

Mr. Scherb asserted the rumor was that the corporation was closing libraries, and he wanted to know if this job description had anything to do with closing libraries. Dr. Tucker replied that it absolutely did not. The long-term plan is to completely remodel and revamp media centers in all of the schools, including elementary schools, to model the current best practice for digital resources and future collections. In answer to Mr. Scherb's question about whether "digital" included books, Dr. Tucker stated that it did include books, but a lot of the new media centers that schools are starting to be introduced in public schools and private schools and universities will be totally changed in the future. She commented that the school corporation is definitely not closing libraries; rather, it is evolving libraries.

As for who will supervise this individual, Dr. Tucker stated that this individual would be under the administrative category and would be supervised by Dr. Rayle and herself. This person would be housed at North Clay Middle School.

In regard to the qualification of being trained in the RISE evaluation model, the reason for wanting this individual to have training with RISE is because there are components in the RISE language that talk about a teacher's ability to use technology and integrate technology: This person could coach teachers to allow them to put their best foot forward during an evaluation.

**O. ED Classroom Move from Forest Park to Van Buren: Information**

Dr. Tucker and Director of Special Education Dr. Douglas Lunn have spoken with school administration and instructional staff and are directing the classroom for emotionally disabled children grades K-5 be moved from Forest Park Elementary to Van Buren Elementary. This would allow for expansion of space for the developmental pre-school and a larger classroom space for the ED classroom. The move will require some adaptations for seclusion and safety at the Van Buren Elementary classroom location. The money for remodeling is included in the 2014 CPF budget for building improvement.

**P. Insurance Rate Change Information**

Director of Personnel, Data, and Food Services Carolyn Kumpf provided information regarding a change in life insurance premiums. A copy of the information will become a part of the official minutes.

**Q. Change in Law Firm for Negotiations Representative**

Michelle Cooper, an attorney previously with Bose, McKinney & Evans, had been the school corporation representative in negotiations with the Clay Community Classroom Teachers Association (CCCTA) for recent rounds of negotiations. Ms. Cooper will be moving to a new law firm. It was the desire of the administration to retain Ms. Cooper's services during negotiations; therefore, it was requested that approval be given to move from Bose, McKinney & Evans law firm to Lewis & Kappes, the firm that Ms. Cooper will be associated with in the future. Bose, McKinney & Evans will still be used for purposes of other kinds of counsel, including insurance with Mr. Hamilton and also the advice of their counsel for other matters pertaining to employee relations. Barnes & Thornburg will continue to be used for financial matters and Jeff Boyll will continue to be the school corporation appointed attorney. None of the attorneys are on retention, including Mr. Boyll.

Mr. Kumpf moved to approve the recommendation. Mr. Reberger seconded, and the motion was approved by a 5-0 vote.

**R. Northview High School Supplemental Coach**

Mr. Scherb moved to approve the recommendation of Principal Ernie Simpson to pay Kelsey Trout as a supplemental coach in the amount of \$600 for her services as a cheerleading coach. Mr. Kumpf seconded, and the motion was approved by a 5-0 vote.

**S. Red Dye Fuel Discussion**

Citing what he deemed a lack of communication, Mr. Scherb asserted that for the second month in a row he had not been provided with documents pertaining to the delivery of diesel fuel to the bus garage from two different vendors. He referred to a previous discussion of this matter during which Dr. Tucker had stated that it was a federal tax issue. Mr. Scherb commented that he had recruited a gentleman to research the law, and it was Mr. Scherb's contention that it was not a federal tax issue. He believed that the fuel invoices would show the taxes at the bottom of the delivery receipt. Mr. Scherb stated that the reason Amos Thomas suggested this was because there are conflicting answers from two state agencies, so it would be the Attorney General's responsibility to research that and determine who is right or wrong. Mr. Scherb has no answers for this except for the fact that one of the school corporation's suppliers said that the corporation has to pay all taxes the same as anybody else, both state and federal: Mr. Scherb believed him to be wrong. He stated that he would do this himself at no cost to the corporation; he would no longer pursue this through central office.

Dr. Tucker stated that she had checked with Dave Emmert's office and spoke to his legal counsel that is free to the Indiana School Boards Association. She had been informed by his office that that was not something that was appropriate for the Attorney General of the State of Indiana to determine. Those particular requests typically are

forwarded to the Attorney General on the behalf of state representatives or other congressional legislators. The ISBA legal counsel representative felt that, under the circumstances, it would be ill-advised to approach the attorney general, so Dr. Tucker contacted the school corporation's legal counsel to ask if in fact that was not the appropriate step to take with discovery in this issue about red dye fuel. Mr. Boyll then indicated that he would do the research into the red dye fuel. He has a tax attorney that works in his firm, and the tax attorney did the investigation in terms of IRS regulations for red dye fuel.

At this point, Mr. Scherb stated that state law allows for only a \$200 fine for the first offense. The second offense is a \$2,500 fine, and the third offense is a \$5,000 fine. Dr. Tucker asserted that the fine was per gallon; Mr. Scherb countered that it was per offense. He commented that this was being made more difficult, to which Dr. Tucker responded that Mr. Boyll had indicated that it could be several hundred thousand dollars in fines and advised against looking into it. To this, Mr. Scherb stated that he would move on and do it himself.

Mr. Miller concluded discussion by noting that it was an issue that was somewhat common in anything government-related: There are gray areas, and one entity might interpret the law different from another entity. Finding those answers can get frustrating.

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

**Amy Burke Adams** asked if the corporation offered retirement seminars for all employee groups, which it does. She then asked about mice and whether they were coming into the schools due to the rain. She also wanted to know if a crack in the gym at Clay City had been repaired and she suggested plugging the crack to help keep mice from coming in.

**Ron Scherb** thanked everyone for their support last week when he lost his brother.

**Kevin Kumpf** noted that the school year was winding down, and he was looking forward to the graduations. He found the ratings for the schools to be exemplary and he offered congratulations to all the students and principals. He believed the young ladies who made the presentation did a nice job.

**Tom Reberger** commented that lots of students were getting lots of awards, in athletics, academics, etc., at all grade levels, and teachers are getting Golden Apple awards. He noted that there are a lot of good people working for the school corporation. He was happy to see that, and he was happy to see the accomplishments of the kids. He is proud of every one of them. For the ladies of Clay City, he believed their presentation to be excellent. For the soccer folks, if there would be a project day to do some improvements to the turf, he will provide the lunch for all of the workers. He concluded his comments by stating there are good things happening in the schools, and we do a lot of things right.

#### **VIII. Future Agenda Items**

**Amy Burke Adams** asked for a report on the financial situation if the wages of the IA's, bus aides and food services staff were raised to match the wages of the custodians. Dr. Tucker stated that she was uncomfortable with that primarily because it would set up a situation where salaries from different funds with different criteria would be converged.



She added that the time could come this summer when a raise could potentially be recommended. At this time, the basic grant has not been looked at and it is not known how much the school corporation can expect to receive that will be available for salaries and benefits. Dr. Tucker noted that there is only a set amount of money. She asked to narrow Mrs. Adams' request. After acknowledging the fact that instructional aides were being paid out of a specific account, as were bus aides and food services employees, Mrs. Adams restated her request: Regardless of what fund they come out of, how much more will it cost for the raise. Dr. Tucker asked to clarify that Mrs. Adams was asking to consider the premise of taking the amount of money which would bring them up to be aligned with custodial wages, which she was. She cautioned that every employee group is paid out of a different fund, so when ongoing expenses are put on to those funds, it stresses out a fund. When recommendations are brought to the board for raises, the HR director, the business director, the superintendent, and the extended services director are all involved, and they look at how much money they will have in particular funds moving forward. A decision is made based on a multitude of factors, and there is a reason that it works out to the disparities that Mrs. Adams sees on her part. Dr. Tucker stated that she is happy to bring information back, but she doesn't want to put the board in a position where they are asking her to bring back a recommendation for the budget that involves salary proposals in advance of being able to take some time and see what the budget actually looks like. In response to this, Mrs. Adams asked, however long it will take, to start the process of researching this. Dr. Tucker replied that she would be pleased to bring the board some information about these different employee groups and potentially what monies might be available to create a little more alignment, but the board needs to have a lot more information on this matter than just to say that everybody lines up at the same amount. She does not believe if the board hears all of the information that it is a recommendation that they would feel comfortable with. She will bring the bottom line of what it would cost.

Mrs. Adams would also like another report, in September, on what was actually done on the summer projects.

**Ron Scherb** stated that he would not be at the meeting next month. He would, however, like to continue the discussion and vote in July regarding the elimination of the three-day attendance clause for the instructional assistant stipends.

**Rob Miller** would like to have a report on lights for the Northview soccer field.

## **IX. Adjournment**

Having exhausted all agenda items, the meeting was adjourned at 9:29 p.m.

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