

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

A regular session meeting of the Clay Community Schools Board of Trustees was held at the Central Administrative Office, 1013 S. Forest Avenue, Brazil, IN 47834, on Thursday, June 8, 2017. Tom Reberger, Michael Shaw, Ron Scherb, Kevin Kumpf, Amy Burke Adams and Shane Wiram were present. Andrea Baysinger was absent.

I. Call to Order

The meeting was called to order at 7:30 p.m. Board President Kevin Kumpf led those in attendance in the pledge and offered the prayer.

II. Consent Agenda

A. Claims

B. Board Meetings

Regular Session Minutes: May 11, 2017

Executive Session Certification: May 11, 2017

C. Field Trips

1) Clay City Jr/Sr High School FFA club to Purdue University, June 20-22, 2017, for the state FFA convention, requiring overnight stay.

2) Clay City Jr/Sr High School Boys' Basketball Team to Indiana Wesleyan, June 30, July 1, and July 2, 2017, for annual team camp, requiring overnight stay.

D. Personnel

A. LEAVES OF ABSENCE

1. Certified

a. FMLA	FPE	Tara Foulke
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2. Non-Certified

a. FMLA	NHS	Marsha Gillin
b. Employee Not Qualified for Leave	CCHS	Christine Bess
c. FMLA	NCMS	Cindy Anderson
d. Medical Leave of Absence	CCE	Ashton Stevenson
e. Employee Not Qualified for Leave	FPE	Jaime Harden

B. RETIREMENTS

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

a. Move from Step 8 to Step 9-B	FPE	Lisa West
b. Move from Step 8 to Step 9-B	NCMS	Michael Royer

C. RESIGNATIONS

1. Certified

a. Science Teacher	NHS	Kim Perez
b. Agriculture Teacher	NHS	Ben Wegner
c. Science Teacher	CCHS	Erick Thompson

2. Non-Certified		
a. 29-hour Instructional Assistant	NHS	Roberta Sutherlin
b. 29-hour Instructional Assistant	ESE	Madolin Sparks
c. 6-hour Food Services	NCMS	Lisa Smith
d. 29-hour Instructional Assistant	NHS	Connie Kimball
3. ECA Resignations	None	
4. ECA Lay Coaches	None	
D. TRANSFERS		
1. Certified	None	
2. Non-Certified	None	
E. EMPLOYMENT		
1. Certified		
a. Elementary Teacher	ME	Corey Laue
b. Elementary Teacher	FPE	Roberta Ringo
c. Secondary Spanish Teacher	NHS/NCMS	Lucy Campbell
2. Non-Certified		
a. 5.75-hour/day Food Services	FPE	Cara Spain
b. 5-hour/day Food Services	NHS	Vicki Hoffman
c. 3-hour/day Food Services	ME	Sally Allen
d. 5.75-hour/day Food Services	FPE	Susan Gabriel
e. Evening Custodian	ME	Donna McCall
F. EXTRA-CURRICULAR		
1. Extra-Curricular Certified		
a. Boys' Head Basketball Coach	NHS	Michael Byrum
2. Extra-Curricular Non-Certified	None	
3. Extra-Curricular Lay Coach	None	
4. Supplemental		
G. CHANGES		
1. Certified		
a. Kindergarten to 3 rd Grade	FPE	Linzy Raley
b. 3 rd Grade to 5 th Grade	FPE	Brent Vaught
c. 5 th Grade to Kindergarten	FPE	Hannah Reinoehl
2. Non-Certified		
a. Interim Cafeteria Mgr. to Cafeteria Mgt.	FPE	Elizabeth Harris
b. 5-hour to 6-hour Food Services	NCMS	Cris Eldridge
3. ECA-Lay Coaches	None	
H. VOLUNTEERS		
1. CLASSROOM		
<u>Clay City Elementary</u>		
a. Lindsey Graham		
b. Kelly Stamper		
c. Crystal Wallace		
d. Stacy Williamson		

Staunton Elementary

a. Amber Mattox

2. ATHLETICS/ECA

None

I. TERMINATIONS

None

Mr. Wiram moved to approve the consent agenda. Dr. Shaw seconded.

Prior to the vote, Mr. Scherb asked to make a clarification in the minutes: On page 14 of the board packet, in Future Agenda Items, where it says, "Mr. Scherb asked specifically to see picture #231 from the (Clay City) classroom pictures", he clarified that he had been referring to room #231, not picture #231.

The motion was approved by a 6-0 vote.

III. Comments from Patrons

None at this meeting.

IV. Old Business

A. Building Project Update

Mr. Lance Gassert of Garmong Construction Services provided an update of the building projects at Clay City Jr/Sr High School and Northview High School.

At Clay City, the pre-cast wall panels had been erected for the new student activities center, and the steel joists were being installed today. They were to start the metal decking on top of the steel joists later this week. The student activities center was on schedule. In the auditoria, it had been fully demolished, and they were getting ready to start putting the new floor slab in that space and to start to in-fill and create the new steps. For the new band addition, the brick veneer was about 95% complete, and it blended in very well on the end of the building. They were starting metal stud framing on the inside, and the HVAC system and plumbing were being installed overhead. Upstairs, they had taken over the corridors, as well as the media center, and all of that demolition was underway. The intent was for the second floor to be put back together by the end of the summer and turned back over with the new media center. The new band parking lot and practice area were being graded and prepared for new asphalt.

At Northview, the pre-cast panels for the student activities center had been erected, and the metal decking was being installed. Roofing was to be underway next week. Finish work was ongoing in the new math addition, with walls being painted and ceiling grids being installed. That space was to be ready to be turned over for the next school year. Light renovations had been started down the English corridor and in all the classrooms on the east end of the building: The ceilings had been torn out and the walls were being painted. On the southeast end of the building, a new opening had been cut in the exterior, and there was to be a new road that would tie the front bus lot to the east parking lot, with new sidewalks and curbs. On the second floor, two bathrooms were being renovated and the heavy demolition had started there.

At this point, Mr. Scherb asked if there would be a gate on the new driveway addition being built on the southeast corner. Mr. Gassert stated that currently, there was not a provision for a gate to go across that space. Superintendent Fritz noted that, at North Clay, they cone areas off during bus times.

B. Coal Mine Update

Mike Howard, Director of Extended Services, offered a PowerPoint presentation regarding the Sunrise Coal Mining operation located near the Clay City campus. As requested by Mr. Scherb, Mr. Howard provided photos of an existing masonry crack in room 231. He noted that room 231 was currently under moderate to heavy renovations, due to the scope of the project. He also noted that all of the pre-existing wall cracks and imperfections were being addressed as a part of the project; they were caulking and repairing cracks as necessary, and they would also be painting the room. In addition, Mr. Howard noted that room 231 was being divided into two new rooms, one for STEM classes and one for student collaboration space. Mr. Howard concluded his update by stating that observations had shown one hairline crack in the paint/mortar had increased in length by about 8 inches (about the size of one block) over the last few years. The original crack documented by the mine was over 35 blocks in length in January of 2013. This was before the mine had done any blasting at all, and, according to the construction and engineering folks with whom Mr. Howard had spoken, the crack was most likely due to the normal settling of the building exterior walls. He asserted that similar cracks could be seen in the paint and mortar in any school building in the corporation. With the renovations, all of those will be repaired and painted over, and all of the imperfections and cracks, at least on the second floor, will be gone by the end of the summer.

Mr. Scherb wanted to know where the window photo was, showing a crack going out to a window, which had been observed three and four years ago. Superintendent Fritz replied that it had not changed any from the pictures that they had, and it had been there before the mine operation came in. Mr. Howard added that it was being in-filled and repaired by the contractors. Mr. Scherb then wanted to know if pictures had been taken before the mining began, which they had; he also wanted to know why those pictures had not been shown in the PowerPoint presentation. Superintendent Fritz's response was that it didn't change: The only photos brought to the meeting were photos of cracks that had changed.

A copy of the PowerPoint presentation will become a part of the official minutes.

C. Board Policy 6445 – Denial of Board Consideration of Student Expulsion Appeals – Second Reading

Dr. Shaw moved to approve Board Policy 6445 – Denial of Board Consideration of Student Expulsion Appeals. Mr. Wiram seconded.

Under discussion, Mrs. Adams stated that she believed by putting this policy in effect, the school corporation would be denying students and their parents their due process rights. Although she knew what the school corporation was doing would be legal, she didn't know if it was necessarily fair to the community members who have their children in this situation. It was her point of view that they had a right to be heard by the board;

she believed it to be the board's obligation as public servants. She knew that, if this policy passed, students and parents would still be able to appeal to the state, but she didn't know how feasible it would be for many people to drive to the state capital or to file in a court when they could be heard by their local board that they elected.

Mr. Scherb agreed with Mrs. Adams' position, noting that the school board had two appeals this year, and in his seven years as a school board member, those were the only two appeals to the board. It just seemed to him that it would be fair to the families, that they needed the right to come in and tell their story and be heard. He asserted that most of them probably couldn't afford to hire an attorney, and he just didn't think it was the right thing to do. It would have been interesting to Mr. Scherb to find out how long this policy had been in effect; it was his contention that he could guarantee it had been around for quite a while. He was not sure the board would be doing the right thing by eliminating it tonight.

A question posed by Mrs. Adams: Who would benefit from this policy? How would this be advantageous to the community or to the board? She stated that it might mean that the board wouldn't have to meet and come and hear an appeal. However, she deemed that to be not a bother; rather, that was why the board members ran for office—to serve the community. She would like, before the board voted on this, for someone to tell her how the community or the board would benefit from this policy. She asked why the board would need it. Superintendent Fritz's response was that it had been brought to the administration as a suggestion by the board. He had contacted an ISBA attorney, either Lisa Tanselle or Julie Slavens, and he had also talked to school corporation attorney Michelle Cooper. Ms. Cooper had said that the vast majority of the boards her firm works with do not get in the weeds on this. They hire the administration to do this job; the administrators are the ones who work with the students. As long as policy is followed, which this school corporation does, expulsions only occur in cases where students have breached policies, which are typically weapons violations or drug or alcohol violations, repeated offenses, threats, and things of that nature. He deemed it to be something the administration takes very seriously, and he commented that he was just echoing what attorney Michelle Cooper had said.

Mrs. Adams then restated her question: How would the community, parents, and the board benefit from removing this policy? To this, Board President Kevin Kumpf replied that the only people who actually benefit from being able to have an appeal would be the individuals involved. Mrs. Adams asserted that it was pretty important to them. Mr. Kumpf agreed that it would be, but in his honest opinion, he was embarrassed for the family when they had to come in and almost plead for their kid's education when the student had messed up. He noted that some of the students were young enough that they obviously did things that they didn't know why they did them, they just did them. He felt the board had hired very good administrators who, in his opinion, jump through hoops to try to make sure that everything they are doing is correct and proper. As he saw it, if the board were to agree with the parents and the student, they would be disagreeing with the administration that they hired to do a job. To this, Mrs. Adams asked, "Why have a board at all?" Mr. Kumpf's response was that the board did a lot of things other than listen to appeals.

It was Mr. Scherb's assertion that the appeals process was part of the checks and balances to make sure everything was working the way it should. Mrs. Adams added that the process gave the community access to the board. Her fear was, if this would be denied to parents, would the board next say they wanted to remove itself from a due process hearing for staff. She felt that was the same road the board was going on, and in her opinion, she thought the board was looking at shielding itself in some way from liability. She thought if this passed tonight, the board would be shirking its responsibilities.

Mr. Wiram disagreed with Mrs. Adams. He stated that there already was due process: It was not the student's first offense; they meet with the principal and the guidance counselor; they have another principal come in, they have a hearing. It goes from there. He did not understand why Mrs. Adams was saying the students were not getting their due process; that is the due process. He agreed with Mr. Kumpf that the school corporation had a good administration, and he was not going to second-guess them. He added that, personally, he didn't run to be a prosecutor. As a board member, he ran to do policy, pass budgets, and make sure the school corporation had a good superintendent. He felt the board was doing that. He did not want to be a parole officer. Mrs. Adams stated that the board was not a prosecutor or a parole officer. Mr. Wiram stated that he was not going to sit and listen to it. Mrs. Adams then asked why the members were a board and why was this set up where there was a board. Mr. Wiram replied that he had just told her: the board was set to do policy, finances, and make sure there is an administration in place. The board has that in place to let the administration do their job; the board steps out of it. He agreed that the board would be protecting itself a little bit from liability. To this, Mrs. Adams stated, "There you go... I think that's shirking. That's all I've got to say." Mr. Wiram concluded discussion by noting that he and Mrs. Adams both had their opinion, so he would agree to disagree, and he urged the board to move on.

The motion was approved by a 4-2 vote, with Mrs. Adams and Mr. Scherb opposed.

V. Superintendent's Report

Superintendent Fritz noted the following:

- A welcome to the school family was offered to the following new hires: teachers Corey Laue, Meridian Elementary; Roberta Ringo, Forest Park Elementary; Lucy Campbell, Northview/North Clay; classified employees Cara Spain, Forest Park Elementary; Donna Hoffman, Northview High School; Sally Allen, Meridian Elementary; Susan Gabriel, East Side Elementary; and Donna McCall, Meridian Elementary.
- There will be a July 31 board meeting. The second board meeting in July is typically held to approve any policy needed prior to the school year starting and to approve all the new hires. The Monday, July 31, board meeting will start at 7:00 p.m.
- Northview High School athletes were recognized for the following:
 - ◇ Stacy Payton named to North/South softball All-Star team
 - ◇ Mason Moon named to North/South football All-Star team
 - ◇ Eden Siples participated in the girls' state track meet

- ◇ Elle Tipton participated in girls' tennis regionals
- ◇ Girls' tennis team won tennis sectional
- ◇ Baseball team won the sectional and the regional and were scheduled to play Saturday at the semi-state in Jasper
- Clay City Jr/Sr High School athletes were recognized for the following:
 - Nathan Farmer advanced to the boys' golf regional
 - Boys' golf team won SWIAC conference
 - Harley Sindors named third team All-State for softball
 - Kyle Wolf was sectional champion in boys' track
 - 4 x 800 boys' track relay team won the regional
 - Jarrid Stagg, Logan Thomas, Keaton Butts, Eli Hostetler, and Gavin Myers all advanced to the boys' track regional
 - Avalee Jeffers was sectional champion in girls' track
 - 4 x 400 girls' track relay team advanced to the regional
 - Alexis Laswell, Devon Fischer, and Lauren Thomas all advanced to the girls' track regional
- Regarding the Four Star School designation, Superintendent Fritz stated that individual schools within Clay Community Schools were in an elite category. Out of 381 public school districts in Indiana, only 15 had Four Star Schools. Only five of those school districts had multiple Four Star Schools. Out of over 2,000 public schools in Indiana, there were only 22 Four Star Schools in the first round, and Staunton Elementary and Jackson Township Elementary were included in that group. Clay City Elementary was included in the second round. All three schools have been repeat winners for several years. When looking at the schools listed in the first and second rounds, Clay Community Schools is the only school system in this area with any Four Star Schools, and it has three of them. Superintendent Fritz concluded his comments by stating that there are good things going on, and he couldn't be more proud for all three of those schools and the school district.

VI. New Business

A. Board Policy 7100 Report

As required by Board Policy 7100 – Reports to the Board of School Trustees, Superintendent Fritz provided a year-end report of activities and significant accomplishments of the school corporation to the board members in the board meeting packet. He provided a brief overview of the report during the school board meeting. A copy of the report will become a part of the official minutes.

B. CCS Goals & Strategies

Superintendent Fritz provided a brief overview of the Clay Community Schools Goals & Strategies for the years 2017-2020. A copy of the Goals & Strategies 2017 – 2020 document will become a part of the official minutes.

C. 2017-18 NHS Athletic Handbook Changes – First Reading

Information from NHS Principal Chris Mauk regarding proposed changes to the NHS Athletic Handbook were included in the board packet. This was a first reading, so no vote was required.

D. Bus Driver Shortage Discussion

Director of Human Resources Ernie Simpson offered a PowerPoint presentation regarding the bus driver situation. A copy of Mr. Simpson's PowerPoint presentation and associated handouts will become a part of the official minutes.

Under discussion, Mr. Scherb suggested what he deemed to be an obvious solution, which was using an instructional assistant to drive a school bus on a field trip instead of using someone from a full-time bus route. Mr. Simpson pointed out that it would depend on the nature of that individual IA's responsibilities. If the IA was a one-on-one aide, that would create a problem; if the IA was a resource IA, that would be doable.

At the conclusion of Mr. Simpson's presentation, Mr. Scherb thanked him for taking this question seriously. He added that he didn't care how they fixed the problem, and he realized it was not going to fix itself overnight. He believed Mr. Simpson was on the right course; Mr. Simpson knows there is a problem, and he is working on it, which is all that Mr. Scherb asks for.

The final question was from Mrs. Adams, and she wanted to know if the custodial employee group had been considered for possible use as substitute bus drivers. Mr. Simpson replied that they had not, because most custodians receive benefits and are 40-hour-a-week workers; it would be very difficult to do.

E. Northview High School Supplemental Coach Payment Approval

Mr. Scherb moved to approve payment to Hope Torbert in the amount of \$600 for her services as a supplemental coach for NHS softball, with the payment to be taken from the school's extra-curricular account. Mrs. Adams seconded, and the motion was approved by a 6-0 vote.

F. Salary of the Superintendent

As per a request by Mr. Ron Scherb at the May 11 Regular Session, information regarding the salary of the superintendent had been included in the board packet. A copy of that information will become a part of the official minutes.

Under discussion, Mr. Scherb asked Mr. Kumpf if he had seen the new contract. Mr. Kumpf replied that he had not looked it up.

Mr. Scherb then expressed his concerns to Superintendent Fritz. He started by going back two years, which was when what Mr. Scherb deemed to be a lot of time had been spent developing the first contract for Superintendent Fritz. Mr. Scherb asserted that a year later, it had been found that there were some inefficiencies or inequities – sick days, insurance, and so on and so forth. He suggested that maybe the board hadn't been thorough enough, even though the board and school corporation had hired an attorney. Mr. Scherb asked Superintendent Fritz if he had hired an attorney to do his first contract two years ago, and Superintendent Fritz replied that he had not; the board had told him to go through Michelle Cooper. Mr. Scherb then stated that he did not know what had gone wrong, but he guaranteed it had been pretty expensive. Whatever mistakes the board had made or why the board had torn it up, he didn't really understand. But today the board had this contract showing the previous salary of

\$141,150, an insurance supplement of \$4,461, and a pay increase provided to teachers and other administrators of \$1,000, which put the contract at \$146,611.

Mr. Scherb then noted that a reference to salaries for Dan Schroeder and Kim Tucker (the past two superintendents) had been provided in the information provided by Superintendent Fritz. He asked why those were being brought in and what the point was of having those two contract amounts. Superintendent Fritz's response was that, as seen in the memo, it had been a point of reference. Mr. Scherb contended that he still didn't understand the point of reference. Mrs. Adams added that she didn't know where the first number came from, and she didn't know the point of reference either. But she asserted that, as far as two superintendents ago, that had not been his salary because she and some of the other current board members had worked with Dan Schroeder's contract as well. She reiterated that she did not understand the point of reference of the last two superintendents. Mrs. Adams then pointed out that the last superintendent's contract amount was after a few years of experience as a superintendent and as an assistant superintendent before that, and a doctorate. To Superintendent Fritz's point that the last superintendent actually did not have her doctorate, Mrs. Adams responded that the last superintendent finished it during that time. Superintendent Fritz agreed that Mrs. Adams was correct: The last superintendent finished her doctorate after her last raise.

Mr. Scherb returned to Superintendent Fritz's contract amounts and pointed out that today's contract was showing \$146,611, and he asked Superintendent Fritz to explain again to everyone what the \$4,461 insurance supplement represented. The response from Superintendent Fritz was that for administrators, as shown in their handbook, the corporation pays 90% of their health insurance and administrators pay 10%, which is not unusual; many corporations pay 100% of their administrative insurance. To reflect that addition in insurance rates, that's what the school corporation's administrators received. All corporation administrators received that amount, except the superintendent, because the administrators go off a handbook and the superintendent goes off a contract. The \$4,461 insurance supplement just made it reflective of and applicable to what the other administrators received.

Mr. Scherb's next question was whether the amount of \$4,461 was all the insurance that the other administrators would get. Superintendent Fritz stated that it was not; it was just the increase that they received last year. Mr. Scherb then wanted to know if that reflected how much the insurance had increased in one year, to which Superintendent Fritz replied, "That is correct". In response to that, Mr. Scherb wanted to know how much all of the insurance would be, and Director of Human Resources Ernie Simpson interjected that, on the family plan, it would be roughly \$19,000, very close to \$20,000 a year, per year.

Mrs. Adams asked when the amount had changed and when the insurance group had let the school corporation know. Mr. Simpson estimated it had been in late September or early October of last year. She then asked if the contract in front of the board less than 30 days ago had read \$141,150. Superintendent Fritz agreed that was correct. Mrs. Adams wanted to know why the board did not know the cost of the insurance at that time and why it wasn't written in as \$146,000 and change. If it was already known

that another \$5,000 would be coming within 30 days onto his contract, why wasn't it on the original contract 30 days ago. Superintendent Fritz explained that the contract had been written with the original amount, which was \$141,150, and then the wording was in there to go back to July 1, 2016. Again, just to revisit the contract discussion, in June of last year, the board had met with Superintendent Fritz and given him his evaluation. At that time, the board had a desire to extend his contract and provide a raise. At that time in June, he had done nothing. He waited until all the other employees had settled – bus drivers, classified employees, teachers, administrators – because he did not want to ask for something that other employees were not getting. So after they all settled, Superintendent Fritz asked for exactly what the teachers received as far as a raise, which again reflected to what administrators received, which was \$1,000. He also asked to have the same insurance increase to his contract as to what all other administrators received. When Michelle Cooper had developed the contract, she had used the original amount.

Mrs. Adams asserted that Michelle Cooper could not develop Superintendent Fritz's contract because she was for the board. She contended that Michelle Cooper gave recommendations of samples, but she could not develop Superintendent Fritz's contract because she was employed by the board; the board paid her by the hour. To this, Superintendent Fritz replied that when Michelle Cooper developed the contract language for his contract, she put in there his original amount and then also reflected in there that basically he would get the same pay increases that the teachers or administrators get and any additions – for example, if there would be a 10% increase in insurance this next year – that all his administrators would receive (they would actually pay 10% of any increase and the corporation would pay 90%), that was reflected for him as well. He reiterated, again, for the public and for the two members of the media, that his contract was reflecting the changes that the teachers and the administrators received.

Mr. Kumpf interjected that the contract was voted on and accepted at the last meeting. Mr. Scherb had asked for figures to be shown, and they had been shown on the last page in the board packet. Mr. Kumpf thought all questions should have been answered by now. He did not know why they had to continue repeating the information. He observed that Mr. Scherb was asking questions that involved a contract that the board had already agreed on, and the contract was not going to change. Mr. Scherb wanted to know if all of the numbers were there. Mrs. Adams pointed out that, actually, the contract was for \$141,150, and that's what was voted on; now, because they had asked for a solid number less than 30 days ago and it couldn't be provided, they are asking questions.

For her understanding, Mrs. Adams asked for a clarification. She noted that the last two superintendents' contracts had what was called a base salary and, in addition to that, in the contract there was the money for insurance. As an aside, she pointed out that this was public knowledge, in old meeting minutes, and the superintendent's contract used to be posted on the web site, for transparency. Superintendent Fritz noted that the contract still is posted on the web site. Mrs. Adams then returned to her clarification question and noted that the former superintendent made \$120,000 in base salary before the board gave her a raise, then she had \$18,000 as a stipend for insurance. She

observed that there had been times since 2010, which was when Mrs. Adams became a board member, that the stipends had been taken away and not given and people just had that base salary. The corporation would send the insurance money into the insurance company. The school corporation would then provide that stipend to the employee or the administrator, which would bump up their salary for retirement, for the Indiana State Teachers Retirement. Mrs. Adams gave an example of Dr. Tucker's salary, which was shown as \$138,000, but her base from her job was \$120,000. The board gave her a raise and brought it up to the \$141,150 that was shown on the memo. Mrs. Adams' question for clarification: What is Superintendent Fritz's base salary in that \$141,150 contract and what, in addition, in that contract are we paying him for his insurance? Then, this \$4,000 for insurance would be on top of that within the last 30 days, then on top of that would be the \$1,000 that administrators received. Mrs. Adams found that to not be unusual; it was actually lower than what she believed had been given to Dr. Tucker, which she thought was \$1,500, over time or each year.

Mr. Scherb's next question: "Jeff, you had asked for the same benefits on health insurance as the other administrators. Did you not get that? Is the \$4,461 the only insurance cost that the corporation is paying?" Superintendent Fritz stated that was correct; he paid all the rest of it out of his salary. Mr. Scherb wanted to clarify that Superintendent Fritz paid his entire health insurance - \$18,000 or \$19,000 - out of his pocket, which Superintendent Fritz agreed was correct. Director of Human Resources Ernie Simpson also agreed that was correct.

To speak to what Mrs. Adams had mentioned earlier, Mr. Simpson noted that Dr. Schroeder's figure in the memo was correct. Dr. Schroeder's base salary was \$139,840, and he and the business manager at the time, Mr. Fowler, each received a \$20,000 stipend for health insurance. To Mrs. Adams' assertion that Dr. Schroeder wasn't making that amount when he left, Mr. Simpson responded by stating that the payroll clerk pulled the amount on Komputrol, and they took a look at it. Mr. Simpson was 99.9% certain that this figure on the last two W2 forms that were turned in federally for Dr. Schroeder was \$159,840. Mrs. Adams pointed out that she had a copy of Dr. Schroeder's contract, and Dr. Tucker's, too; they were filed with their evaluations. She deferred to Mr. Simpson but noted that it did not sound as she remembered it.

Mrs. Adams still wanted to know what Superintendent Fritz's base salary would be. Superintendent Fritz stated that his new base salary would be \$146,611. Mrs. Adams asked what the base salary would be without the stipend, should a future board take away the stipend. Superintendent Fritz stated that there was no stipend. Mrs. Adams countered that there were stipends for insurance, and there was a base salary. In that contract, as a courtesy for retirement, in the past it had been written where the insurance was considered part of the salary, but it was abundantly clear their base was their base because at any time, the board, based on the needs of the corporation financially, could choose to pay the insurance directly as opposed to the individual. Mrs. Adams asserted that the board had covered this ground before and Mr. Kumpf had researched this and looked at Superintendent Fritz's contract. Superintendent Fritz stated that his contract for the base salary was \$141,150, and in that, he paid 100% of his health insurance, so the corporation paid none of his health insurance; there was not a stipend or benefit written into his contract, nor in Dr. Tucker's previous contract, that

the corporation paid any part of the health insurance. Mrs. Adams countered that she remembered the old debate because some people said some administrators had their wives' insurance, so what would they do with that extra money, which actually was theirs to keep, if they chose that. Otherwise, that was provided for them to buy into the group insurance, and it was a courtesy for their retirement down the road. Superintendent Fritz agreed that Mrs. Adams was correct on the other administrators.

At this point, Mr. Wiram interjected that the board members had all received an email on February 16, 2017, at 1:53 p.m. While Mr. Wiram retrieved the email, Mrs. Adams posed the question that if there came a time where the school corporation could no longer provide that stipend and had to directly pay insurance, were they still going to pay the salary of \$146,000 and change and then pay \$18,000 - \$20,000 to the insurance company. Mr. Reberger asserted they would renegotiate the contract. Superintendent Fritz stressed that the school corporation would not be paying \$18,000 above \$146,000 because it doesn't now. Mr. Wiram then referred to the February 16 email stating that \$141,500 was Superintendent Fritz's base salary and \$4,461 was the insurance difference. Mr. Wiram did not understand why the board was bringing this up now when they all got the email in February. He considered it a moot point. Mrs. Adams questioned why nobody could give that number last month when she asked for it; Mr. Wiram suggested that she had the email and could have done the research.

Additional questions were posed by Mr. Scherb. First, he asked if the amount of \$4,461 would be given annually for every administrator, including Superintendent Fritz. The reply from Superintendent Fritz was that it was the addition for this coming year. As for whether it would be that amount for future years, Superintendent Fritz stated that it depended on what the insurance rates did. Mr. Simpson added that it was impossible to predict. Mr. Reberger noted that if the insurance rates went up, that number would increase; if the insurance rates went down, that number would decrease.

Mr. Scherb's last question: Regarding the step system, did Superintendent Fritz not qualify for the step system? Superintendent Fritz stated that Mr. Scherb was correct, he did not.

VII. Board Member Comments

Tom Reberger commented that the nice thing you see when driving by the additions at Clay City and Northview is that when those additions are done, they will look like they have always been there, which he deemed to be quality. Secondly, he mentioned maintenance employee Matt Robertson who had been mowing at East Side Elementary recently. Each time Mr. Reberger passed by, Matt waved at him and asked how he was doing. Mr. Reberger thought the school looked really nice, and he thought that Mr. Robertson was taking pride in his work and was happy to be in Clay Community Schools.

Michael Shaw stated that the walkthrough at Northview had been very impressive, and he believed things were coming along very nicely out there. He offered thanks to the administrators for continuing to do a great job on every level.

Ron Scherb agreed with Dr. Shaw that everyone was doing a great job, including teachers, and he, too, had enjoyed the walkthrough at Northview. Also, Mr. Scherb had

enjoyed the graduations, and he noted that it must have been a thrill for Mr. Kumpf and Dr. Shaw to present the diplomas to their children.

Amy Burke Adams deemed the graduations to be the highlight of being a board member. She believed the board members to be very fortunate to have a stage seat so that they could see the faces of the graduates as they went across the stage, as well as the parents and grandparents and relatives. She considered it an honor to go to the graduations.

Shane Wiram also believed the graduations had been great, and he congratulated everyone on their academic achievements at Northview, Clay City, and Cumberland Academy. He noted there had been a great speech from a gentleman at Cumberland Academy, which he felt helped board members understand why they were in their positions, and he really appreciated that. Mr. Wiram offered congratulations to Northview and Clay City on their athletic achievements. He hoped everyone would have a good, safe summer and would get re-energized to come back and do it all over again.

Kevin Kumpf agreed it had been great to be a part of the graduations. He observed that, although education was basically what the school corporation was all about, it was always nice when the athletic individuals and teams moved on in competition. Mr. Kumpf believed it brought recognition to the schools that academics didn't. He then shared a comment his daughter had made expressing her excitement about the school additions, which he appreciated. He noted that staff and students go through a lot of bother to have to move classrooms, but, just like the streets in Brazil and Clay City that were a mess when they were doing it, they surely looked nice when they got it done.

VIII. Future Agenda Items

Ron Scherb stated that a question had been presented to him: How much do all of the pay increases that have been given in the last twelve months cost the school corporation on an annual basis? In response to Superintendent Fritz's comment that the information had been sent to the board, Mr. Scherb pointed out that the public was asking him. Although he knew the answer regarding salaries, he did not know the answer regarding benefits, such as insurance. He requested information regarding what it was costing the school corporation for salary and benefits. The second question from the taxpayers: How is the school corporation going to continue to pay this, year after year?

Amy Burke Adams' future agenda item, although not for next month, was a request to arrange a tour of one of the building trades homes. She noted there was to be an open house for what she deemed to be one of their wonderful projects, in June, but she suggested a board member tour when the students were building the home, perhaps in the fall. Mr. Reberger noted that a tour in October or November would give board members the basic framing and layout, and the students would be in the process of brick work. It would be a good time for a tour. Mrs. Adams concluded her future agenda items comments by noting that she was sorry if discussing finances made some people uncomfortable, but that was the school board's job and responsibility.

IX. Adjournment

Having exhausted all agenda items, the meeting was adjourned at 8:42 p.m. The meeting was audio recorded and copies may be requested by contacting the Central Administration Office.