

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

A regular session of the Clay Community Schools Board of Trustees was held in the Board Room of the Central Administrative Office, 1013 S. Forest Avenue, Brazil, IN, 47834, on Thursday, October 12, 2023. Ryan Keller, Michael Shaw, Andrea Baysinger, Tom Reberger, Amy Burke Adams, and Cheryl Schopmeyer were present. Lynn Romas was absent.

I. Call to Order

The meeting was called to order at 7:00 p.m. Board President Tom Reberger led those in attendance in the pledge, and Superintendent Rayle offered the prayer.

II. Consent Agenda

A. Claims

B. Board Meetings

Special Session 2024 Budget Hearing: Thursday, September 14, 2023

Special Session Collective Bargaining Public Hearing: Thursday, September 14, 2023

Regular Session: Thursday, September 14, 2023

C. Field Trips

None

D. Personnel

A. LEAVES OF ABSENCE

1. Certified

a. FMLA	CCE	Kathy Collins
b. FMLA	NHS	Lisa Milner
c. FMLA	CCE	Jennifer Yocom
d. FMLA	JTE	Rae Ann Howald
e. FMLA	JTE/FPE	Lauren Fagg-Latta
f. FMLA	FPE	Linda Fowler

2. Non-Certified

a. FMLA	JTE	Valerie Linton
b. FMLA	Maint	Dan Hardesty
c. Medical	ME	Cynthia Stiffler

B. RETIREMENTS

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

C. RESIGNATIONS

1. Certified	None
2. Non-Certified	
a. Custodian (eff. 9/1/23)	NHS Matt Goodpasture
b. IA (eff. 9/15/23)	NHS/CA Terry Jeffers

c. Attendance Secretary (eff.9/29/23)	NCMS	Brittane Fabbri
d. IA (eff. 9/18/23)	ESE	Savannah Hodges-Coomer
e. IA. (eff. 9/20/23)	FPE	Hayley Clark
f. IA (eff. 10/13/23)	VBE	Chelsey Harrison
g. Food Services (eff. 9/27/23)	NHS	Haylee Miller
h. IA-ISS/COPE (eff. 10/11/23)	CA	Patrick Brown
i. IA	VBE	Billie Cassidy
j. Custodian (eff. 9/22/23)	ESE	Valerie Deakins
k. Custodian (eff. 9/22/23)	SES	Victoria Deakins
3. ECA Resignations	None	
4. ECA Lay coaches		
a. 7 th Grade Head Football Coach (50%)	NCMS	Parker Jordan
 D. TRANSFERS		
1. Certified	None	
2. Non-Certified	None	
 E. EMPLOYMENT		
1. Certified		
a. Supplemental ELL Teacher (Max 24 hrs per week)	ESE	Mary Ann Weaver
2. Non-Certified		
a. Custodian (185-day/evenings)	CCHS	Shelly Long
b. Nurse (BSN)	NCMS	Lindsay Morgan
c. Food Service (4.75 hrs)	SES	Heather Breshears Derigo
d. IA (29 hr)	VBE	Jennifer Bedwell
3. Supplemental	None	
 F. EXTRA-CURRICULAR		
1. Extra-Curricular Certified	None	
2. Extra-Curricular Non-Certified	None	
3. Extra-Curricular Lay Coach		
a. Varsity Assistant Boys' Basketball Coach (60%)	CCHS	Bradi Oberholtzer
b. Varsity Assistant Boys' Basketball Coach (40%)	CCHS	Richard C. Blair
c. 7 th Grade Head Football Coach (50%)	NCMS	Devon Barnhart
d. Varsity Girls' BB Coach	CCHS	Jason Sindors
e. Varsity Assistant Girls' BB Coach	CCHS	Blaine Crabb
f. JH Cheer Coach	CCHS	Peyton Sindors
g. MS Head Wrestling Coach	NCMS	Ryan Colclasure
h. 8 th Grade Girls' Basketball Coach	CCHS	Patti Walters
i. 7 th Grade Girls' Basketball Coach	CCHS	Cameron Collins
j. 8 th Grade Boys' Basketball Coach	CCHS	Tyler Jenkins
k. 7 th Grade Girls' Basketball Coach	CCHS	Noah Seidensticker
l. Varsity Girls' Wrestling Coach	NHS	Pat Brown
m. Varsity Assistant Boys' Wrestling Coach	NHS	Eric Whitesell
n. Varsity Assistant Girls' Basketball Coach	NHS	Troy Batchelor

2. ECA	None	
2. ATHLETICS		
a. Varsity Assistant Boys' BB Coach (Vol)	CCHS	John Hyatt
b. JH Cheer Assistant Coach (Vol)	CCHS	Tiffany Piper
c. Varsity Assistant Softball Coach (Vol)	CCHS	Harley Skinner
d. Varsity Assistant Boys' BB Coach (Vol)	NHS	Mark Schimmel
e. JH Boys' Assistant BB Coach (Vol)	CCHS	Jeremiah Ledgerwood
f. Varsity Wrestling Coach (Vol)	NHS	Joey Whitesell
g. Elementary Cheerleading (Vol)	CCE	Desiree Cochran
h. Elementary Cheerleading (Vol)	CCE	Amanda Elliott
I. TERMINATIONS	None	
J. Suspension Without Pay		
a. Custodian (3 days)	NHS	Kelly Knox
K. NON-RENEWAL	None	

Mrs. Schopmeyer moved to approve the consent agenda. Mr. Keller seconded, and the motion was approved by a 6-0 vote.

III. Comments from Patrons

None

IV. Old Business

A. Teaching Evaluation Handbook Revisions – Second Reading

Mrs. Baysinger moved to approve the second reading of the teacher evaluation handbook. No changes were proposed during the first reading. Mrs. Schopmeyer seconded, and the motion was approved by a 6-0 vote.

B. CCS Expulsion Handbook Revisions – Second Reading

Mrs. Adams moved to approve the second reading of the CCS expulsion handbook revisions. No changes were proposed during the first reading. Dr. Shaw seconded, and the motion was approved by a 6-0 vote.

C. Classified Handbook Revisions – Second Reading

Mrs. Baysinger moved to approve the second reading of the classified handbook revisions. No changes were proposed during the first reading. Dr. Shaw seconded, and the motion was approved by a 6-0 vote. Mr. Reberger noted the seven percent increase for all classified employees.

D. Classified Administrative Personnel Handbook Revisions – Second Reading

Mrs. Schopmeyer moved to approve the second reading of the classified administrative personnel handbook revisions. No changes were proposed during the first reading. Mr. Keller seconded, and the motion was approved by a 6-0 vote.

E. Bus Driver Handbook Revisions – Second Reading

Mr. Keller moved to approve the second reading of the bus driver handbook revisions. No changes were proposed during the first reading. Mrs. Baysinger seconded, and the motion was approved by a 6-0 vote.

F. Administrator Handbook Revisions – Second Reading

Mrs. Schopmeyer moved to approve the second reading of the administrator handbook revisions. No changes were proposed during the first reading. Dr. Shaw seconded, and the motion was approved by a 6-0 vote.

V. Superintendent's Report

Superintendent Rayle noted:

- Welcome to new hires Mary Ann Weaver, Shelly Long, Lindsay Morgan, Heather Breshears Derigo, and Jennifer Bedwell.
- He thanked the community members and staff members who stepped up to help aid with the fire at Meridian Elementary School.
- Thanks were also extended to the transportation department for their help in assisting Cloverleaf Healthcare Facility by transporting patients during their time of need.
- He thanked the staff for a fantastic first nine weeks of school.

VI. New Business

A. School Update

Throughout the 2023-23 academic year, the Board will receive monthly updates from a designated school. Mrs. Karen Phillips, Assistant Principal for Cumberland Academy, presented a slideshow showing the Board the ins and outs of her building. She showcased the fun incentives, showed data regarding attendance and participation, and the unique class schedule that Cumberland Academy offers.

B. Neola Policy Updates – First Reading

Information regarding the proposed updates to the Neola policies was included in the board packet. This was a first reading, so no vote was necessary. The Neola policies will be brought back for a second reading and approval in November. Mrs. Schopmeyer mentioned there was a clause in a policy she was unsure about and asked how she would go about getting more information on it; Dr. Rayle stated she should email the clause in question to him and he could get the information she needed.

1521/3121/4121 – Personal Background Checks, References, and Mandatory Reporting

2221 – Mandatory Curriculum

2414 – Reproductive Health and Family Planning and Human Sexuality

2416 – Student Privacy and Parental Access to Information

2510 – Adoption of Curricular Materials

2520 – Selection of Curricular Materials, School Library Materials, and Equipment

3120.02 – Adjunct Teachers

3220.01 – Teacher Appreciation Grants

5710 – Student Complaints

5720 – Student Activism
6152 – Student Fees and Charges
9130 – Public Complaints and Concerns
9700 – Relations with Special Interest Groups

C. Adoption of 2024 Budget, Capital Projects Plan, and School Bus Replacement Plan

Dr. Shaw moved to approve the adoption of the 2024 budget, capital projects plan, and school bus replacement plan. Mr. Keller seconded, and the motion was approved by a 6-0 vote. The 2024 budget was previously provided to the Board, and a public hearing was held on Thursday, September 14, 2023.

D. 2024-25 School Calendar

Mrs. Baysinger moved to approve the 2024-25 school calendar. Mr. Keller seconded, and the motion was approved by a 6-0 vote.

E. Summer of Learning Grant Request

Mr. Keller moved to approve the summer of learning grant request. Dr. Shaw seconded, and the motion was approved by a 6-0 vote. The goal of this grant is for the district to host a Summer of Learning Conference in 2024 offering opportunities for CCS teachers, and those in surrounding districts, to connect with innovative, technology-enhanced pedagogy related to Universal Design for Learning and Accessibility, Science of Reading, Integrated STEM Standards, Academic Recovery, as well as Designing Virtual and Blended Learning Experiences.

F. Duke Energy Foundation Grant

In an effort to duplicate the positive results the corporation has experienced with “Journey”, the therapy dog located at Van Buren Elementary School, it was requested to apply for a Duke Energy Foundation grant to fund the cost of a therapy dog and the therapy dog’s training at East Side Elementary School.

Mrs. Schopmeyer moved to approve the request to apply for the Duke Energy Foundation grant. Mrs. Adams seconded, and the motion was approved by a 6-0 vote.

G. Supplemental Payment Resolution

A supplemental payment resolution developed by Attorney Michelle Cooper was included in the board packet. The resolution addresses supplemental payment in the form of a stipend each school year in the sum of \$500 to teachers who possess a content area master’s degree, in accordance with 511 IAC 10.1-1-1(9). This resolution was discussed as part of the collective bargaining process.

Dr. Shaw moved to approve the supplemental payment resolution. Mr. Keller seconded, and the motion was approved by a 6-0 vote.

H. Consideration to Approve Settlement Agreement and Release

Mrs. Baysinger moved to approve the settlement agreement and release that resolves Article 7 Hearing No. HR-106-2023 that was presented in executive session. Mrs. Adams seconded, and the motion was approved by a 6-0 vote.

I. Request to contract Jeff Fritz as a School Safety Consultant

Information regarding the request to contract Jeff Fritz as a consultant for school safety for up to 100 hours of service at an hourly rate of \$60.00 per hour effective on the date of board approval through June 30, 2024, was included in the board packet.

Mrs. Adams made a motion to approve Mr. Fritz as a school safety consultant. Mr. Keller then asked to table the agenda for later discussion. Mrs. Baysinger seconded the motion.

Under discussion, with some clarification between board members, it was noted that the item was already in motion and could not be tabled unless Mrs. Adams chose to resend her motion, which she did not feel necessary to do so. With the item up for discussion, Mr. Keller felt like there should be someone more qualified to lead the school police officers. He wasn't sure if an active-duty police officer or someone who was more qualified would be a better fit for the consultant position. He added, that there was no offense to Mr. Fritz, but the corporation should consider someone with more training and experience in this area, especially if they would be spending money. Dr. Rayle explained the principals are burdened with multiple tasks in their buildings and Mr. Fritz knows CCS buildings extensively. He would do anything he could to help any kid in the corporation, especially when it comes to keeping them safe. He explained that Mr. Fritz would go over school safety plans, help with the building checklists, and go over every area of the buildings. Mrs. Baysinger asked Dr. Rayle who creates and edits the school safety plans currently; Dr. Rayle shared the safety plans are created and edited by the building principals. Mrs. Adams stated that when they created a police department, they were leading the surrounding counties. She said when you look at what the safety consultant will be doing, Mr. Fritz has everything they would be looking for. She stated that being a previous educator and having a past in law enforcement, this is a positive step with Mr. Fritz, and believes it is money well spent. She also stated that if Mr. Fritz was to offer his services to other school corporations he could be getting a lot more money than he is getting from CCS. Mrs. Schopmeyer stated that something that the school corporation has now that they didn't have before is the police department and she believed they should be the ones developing the safety plans. She believed it was what they were hired to do and that the consultant was a "want" and not a "need" for the school corporation. Mr. Keller believes the corporation should consider other consulting firms before deciding. Mrs. Adams asked the Board if there was a situation tomorrow that Dr. Rayle wanted to call Mr. Fritz for guidance if they would allow him to do so. She answered, yes, they would, because Mr. Fritz is good at what he does and he knows both sides even though he has never served as a police officer. She reiterated that he was not getting paid much money for the experience that he is offering for this position. She stated if they wanted to explore other consultants, that was fine, but she didn't want to watch Mr. Fritz walk. Mrs. Baysinger noted that they were looking for administrator experience, not police officer experience to help with the safety plans, since the administrators are the ones that currently do them. She stated she would be open to looking for She said she supports Mr. Fritz and not approving this would put a detriment on the administrators. Mr. Keller asked if there was a deadline for the reports. Dr. Rayle explained that the safety plans are ongoing, but there is a building checklist that must be completed once a semester; noting the first ones have already been completed. Dr.

Shaw mentioned that it had come up about wants and needs, and he saw this as an adjunct thing. He doesn't see the harm in having more eyes and ears on protection for the students and would be supportive. Dr. Rayle shared with the Board the passion that Mr. Fritz has for school safety and the countless hours he had spent in training, at conferences, and with school administrators sharing ways to help keep students and staff safe. It was then determined the discussion was over and it was time for a vote.

The motion was approved with a 4-2 vote, with Mr. Keller and Mrs. Schopmeyer opposed.

J. Request to Submit Grant Applications

Dr. Shaw moved to approve the request to submit grant applications for the Indiana Department of Education – K-12 Robotics Competitive Grant, Indiana Department of Education – K-3 Science of Reading Competitive Grant, and the Wabash Valley Community Foundation Grant. Mrs. Adams seconded, and the motion was approved with a 6-0 vote.

VII. Board Member Comments

Amy Burke Adams extended thanks for a wonderful start to the school year.

Cheryl Schopmeyer shared appreciation to Clay City High School for letting her share the Constitution on Constitution Day.

Ryan Keller stated he came from a parent-teacher conference at Jackson Township Elementary and it was a wonderful experience. He believes everyone is doing a fantastic job and he is thrilled to have his kids in Clay Community Schools and to be a part of the Board.

Michael Shaw "ditto" to everything that had been said. He also extended his appreciation to the staff for their dedication.

VIII. Future Agenda Items

Mrs. Baysinger requested information regarding the handicapped accessibility to the home-side bleachers at the Northview High School football field.

IX. Adjournment

Having exhausted all agenda items, the meeting was adjourned at 7:52 p.m.

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