

**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 13, 2022. Ryan Keller, Michael Shaw, Lynn Romas, Andrea Baysinger, Tom Reberger, Amy Burke Adams, and Charley Jackson were present.

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 Fritz offered the prayer.

II. Consent Agenda

A. Claims

B. Board Meetings

Special Session: Thursday, September 8, 2022

Special Session: Thursday, September 8, 2022

Regular Session: Thursday, September 8, 2022

Executive Session: Monday, October 3, 2022

Special Session: Thursday, October 6, 2022

C. Field Trips

CCHS Civil/Architectural and Advanced Science classes to Chicago, Ill on November 4, 2022, requiring an out-of-state visit.

NHS Band to Los Angeles, California on January 3-7, 2024 for an out-of-state and overnight visit.

D. Personnel

A. LEAVES OF ABSENCE

1. Certified

a. FMLA

JTE

Ellen Jorgensen

b. FMLA

NCMS

Rebecca Milner

c. FMLA

CCHS

Jennifer Gerber

2. Non-Certified

a. FMLA

CCHS

Lora Shaw

b. FMLA

JTE

Valerie Linton

c. FMLA

VBE

Inge Dewig

d. Medical

Trans

Thomas Wilson

e. Not Eligible for Leave

NHS

Maria Heiliger

f. Not Eligible for Leave

ESE

Laurie Prindiville

B. RETIREMENTS

1. Certified

None

2. Non-Certified

None

3. Place on Retirement Index

None

C. RESIGNATIONS

1. Certified

- | | | |
|--|-----|------------------|
| a. Elementary Teacher eff.9/16/22 | MES | Ryan Thompson |
| b. Secondary English Teacher eff. 10/23/22 | NHS | Rochell Reberger |

2. Non-Certified

- | | | |
|---|------|---------------------|
| a. School Nurse-RN eff. 9/23/22 | FPE | Debrenne R. Nicoson |
| b. Food Services-Asst. Manager eff. 9/30/22 | NHS | Melody Fowler |
| c. Custodian-185-day | NCMS | Laura Wright |
| d. Food Services eff. 9/23/22 | NCMS | Sara Meyerholtz |
| e. IA-Title I eff. 10/5/22 | VBE | Alisa Van Gilder |
| f. IA/MA eff. 10/14/22 | NHS | Heather Bowman |
| g. Food Services eff. 9/30/22 | FPE | Brittany Bennett |

3. ECA Resignations

- | | | |
|-----------------------------|-----|-----------------|
| a. Elementary Choir Sponsor | ESE | Alicia Harrison |
|-----------------------------|-----|-----------------|

4. ECA Lay coaches

None

D. TRANSFERS

1. Certified

None

2. Non-Certified

None

E. EMPLOYMENT

1. Certified

- | | | |
|--|------|---------------|
| a. Elem. Teacher-2 nd Grade | MES | Nanette Brown |
| b. English Teacher-6th Grade | NCMS | Audrey Grimes |

2. Non-Certified

- | | | |
|---|-------|---------------------|
| a. School Nurse-LPN eff. 9/7/22 | MES | Jessie Boller |
| b. IA-Special Services (29 hr) | VBE | Markie Hoffman |
| c. Recommendation Pulled | | |
| d. Food Services-5.5 hr cook | NHS | Haylee Miller |
| e. IA-29 hr | NCMS | Tina Hill |
| f. Food Services-6 hr cook | FPE | Danielle McCurry |
| g. Food Services- 5 hr cook | NHS | Trista Pierce |
| h. School Nurse-BSN/RN-eff. 10/10/22 | FPE | Kelli Jackson |
| i. Bus Aide | Trans | Regina Girton |
| j. Food Services-5 hr cook | NCMS | Crystal Akers |
| k. Title I- Parent Liaison- eff. 10/24/22 | FPE | Glenn Connor Ringo |
| l. Food Services-7 hr cook | FPE | Amelia Martin |
| m. Custodian-185 day | NHS | Matthew Goodpasture |
| n. Custodian-185 day | NHS | Chad McCurry |
| o. IA-29 hr | NHS | Jenna Cooper |

3. Supplemental

None

F. EXTRA-CURRICULAR

1. Extra-Curricular Certified

a. Key Club Sponsor	NHS	Ashlee Long
b. Fine Arts Superbowl Sponsor	NHS	Michele Hunter
c. Robotics (50%)	MES	Christy Bastian
d. Robotics (50%)	MES	April Mishler
e. Science Fair	MES	Sierra Sanders
f. 6 th Grade Boys' Basketball Coach	NCMS	Luke Lancaster
g. 6 th Grade Girls' Basketball Coach	NCMS	Erica Garrison

2. Extra-Curricular Non-Certified

None

3. Extra-Curricular Lay Coach

a. Assistant Band Director	CCHS	Adam Rice
b. Freshman Basketball Coach	CCHS	Ethan Rogers
c. 8 th Grade Girls' Basketball Coach	CCHS	Nathan Stoelting
d. 7 th Grade Girls' Basketball Coach	CCHS	Thomas Rea
e. 8 th Grade Boys' Basketball Coach	NCMS	Mark Schimmel
f. 7 th Grade Boys' Basketball Coach	NCMS	Seth Harrold
g. Head Girls' Wrestling Coach	NHS	Sara Tellechea
h. Assistant Wrestling Coach	NHS	Pat Brown
i. 6 th Grade Girls' Basketball Coach (51%)	CCE	Nathan Stoelting
j. 5 th Grade Girls' Basketball Coach (51%)	CCE	Nathan Stoelting
k. 6 th Grade Girls' Basketball Coach (49%)	CCE	Jason Paul
l. 5 th Grade Girls' Basketball Coach (49%)	CCE	Jason Paul
m. 7 th & 8 th Grade Boys' Basketball Coach	CCHS	Jeremy Booe

4. Supplemental

None

G. CHANGES

1. Certified

a. CCS ELL Teacher (from 40% to 100%) eff. 10/24/22	ESE	Alicia Harrison
b. Elem. Music Teacher (from 60% to 100%) eff. 10/24/22	ESE	John Huber

2. Non-Certified

a. Food Services (7.5 hr)	NHS	Sonia Phelps
b. Food Services (Asst. Manager/7 hr)	NHS	Natasha Morris
c. Food Services (Cook/6 hr)	NCMS	Pam Moran

3. ECA-Lay Coaches

None

H. VOLUNTEERS

1. CLASSROOM

a. Brazil Lions Club (Vol)	CCS	Kelley Snyder
b. Brazil Lions Club (Vol)	CCS	Kathy White
c. Brazil Lions Club (Vol)	CCS	Sonya Sampson
d. Brazil Lions Club (Vol)	CCS	Sarah Froderman
e. Cub Scouts (Vol)	CCS	Robert Dispennett

f. Classroom (Vol)	CCE	Kacie Nicoson
g. Classroom (Vol)	CCE	Susan Adams
h. Classroom (Vol)	CCE	Jason Adams
i. Classroom (Vol)	CCE	Marilyn Ewer
j. Classroom (Vol)	CCE	Christine Schroer
k. Classroom (Vol)	CCE	Kevin Schafer
l. Classroom (Vol)	CCE	Kayla Chenoweth
m. Classroom (Vol)	FPE	Cherri Shepard
n. Classroom (Vol)	JTE	Lena Ratliff
o. Classroom (Vol)	JTE	Kara James
p. Classroom (Vol)	JTE	Kimberly Wallace
q. Classroom (Vol)	JTE	Scott Shepard
r. Classroom (Vol)	JTE	Megan Byrer
s. Classroom (Vol)	JTE	Heather Schaefer
t. Classroom (Vol)	JTE	Blake Dalton
u. Classroom (Vol)	JTE	Elizabeth Rodriguez
v. Classroom (Vol)	ME	Ashley Davis
w. Classroom (Vol)	ME	Kimberly Cox
x. Classroom (Vol)	VBE	Jennifer Vanatti
y. Classroom (Vol)	VBE	Bridgette Mace
z. Classroom (Vol)	VBE	Amanda Swenson
aa. Classroom (Vol)	VBE	Tracy Lawson
bb. Classroom (Vol)	VBE	Anna Manning

1. ECA

a. Band (Vol)	NHS	Donna Neese
b. Band (Vol)	NHS	Landon Curtis
c. Band (Vol)	NHS	Tarah Bunch
d. Band (Vol)	NHS	Debera Fields

2. ATHLETICS

a. Boys' JH & HS Asst. Basketball Coach (Vol)	CCHS	John Hyatt
b. Boys' JH Asst. Coach (Vol)	CCHS	Brandon Wells
c. Girls' 8 th Grade Basketball Coach (Vol)	NCMS	Chris DeHart
d. Boys' JH Asst. Coach (Vol)	CCHS	Noah Seidensticker

I. TERMINATIONS

J. Suspension Without Pay None

K. NON-RENEWAL None

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

III. Comments from Patrons

None

IV. Old Business

A. Police Chief Job Description – Second Reading

Mr. Keller moved to approve the second reading of the police chief job description. No changes were proposed during the first reading. Mrs. Adams seconded, and the motion was approved by a 7-0 vote.

B. Classified Handbook Revisions – Second Reading

Dr. Shaw moved to approve the second reading of the classified handbook revisions. No changes were proposed during the first reading. Mr. Jackson seconded, and the motion was approved by a 7-0 vote.

C. Classified Administrative Personnel Handbook Revisions – Second Reading

Mr. Romas moved to approve the second reading of the classified administrative personnel handbook revisions. No changes were proposed during the first reading. Mr. Jackson seconded, and the motion was approved by a 7-0 vote.

D. Bus Driver Handbook Revisions – Second Reading

Mrs. Baysinger moved to approve the second reading of the bus driver handbook revisions. No changes were proposed during the first reading. Dr. Shaw seconded, and the motion was approved by a 7-0 vote.

E. Administrator Handbook Revisions – Second Reading

Mr. Jackson moved to approve the second reading of the administrator handbook revisions. No changes were proposed during the first reading. Mr. Keller seconded, and the motion was approved by a 7-0 vote.

V. Superintendent's Report

Superintendent Fritz noted:

- Welcome to new hires Nanette Brown, Audrey Grimes, Jessie Boller, Markie Hoffman, Haylee Miller, Tina Hill, Danielle McCurry, Trista Pierce, Kelli Jackson, Regina Girton, Crystal Akers, Glenn Connor Ringo, Amelia Martin, Matthew Goodpasture, Chad McCurry, and Jenna Cooper.
- Congratulations to the NHS and CCHS cross-country runners who are advancing to regionals.
- Appreciation was extended to local organizations including the VFW and DAR for their help in sharing their knowledge with the schools regarding Constitution Day.
- Thanks were extended to area organizational leaders for their efforts in providing presentations, knowledge, and recognition to the corporation. Some organizations include VFW, DAR, Youth for Christ, CC Chamber of Commerce, and United Way Power of the Community.
- A letter was shared from Riley Hospital recognizing Clay Community Schools for achieving 2021-22 Riley Corporation status. This means the corporation raised at least \$1 per student enrolled in the corporation.

VI. New Business

A. Adoption of 2023 Budget, Capital Projects Plan, and School Bus Replacement Plan

Mrs. Adams moved to approve the recommendation to adopt the 2023 budget, capital projects plan, and school bus replacement plan. The 2023 budget materials were previously provided, and a public hearing was held on Thursday, September 8, 2022. Mr. Romas seconded, and the motion was approved by a 7-0 vote.

B. Indiana Bond Bank Fuel Purchasing Program

Mr. Keller moved to approve the resolution provided by Mr. John Szabo that allows the school corporation to continue participating in the Indiana Bond Bank Fuel Purchasing Program. Mr. Jackson seconded, and the motion was approved by a 7-0 vote.

C. 2023-24 CCS School Calendar

Mr. Jackson moved to approve the proposed 2023-24 school calendar. Mrs. Baysinger seconded, and the motion was approved by a 7-0 vote.

D. Supplemental Payment Resolution

A supplemental payment resolution that was discussed as part of the collective bargaining process was developed by Attorney Michelle Cooper and was presented to the board. The resolution will provide a supplemental payment to address teachers who were not awarded the requisite number of points on the teacher salary career ladder when the ladder was originally established. The resolution also addresses supplemental payment in the form of a stipend each school year in the sum of \$250 to teachers who possess a content area master's degree, in accordance with 511 IAC 10.1-1-1(9).

Mr. Romas moved to approve the supplemental payment resolution. Mrs. Adams seconded, and the motion was approved by a 7-0 vote.

E. Long-Term Substitute Teacher/Rehired Teachers Resolution

A long-term substitute teacher/rehired teacher resolution that was discussed as part of the collective bargaining process was developed by Attorney Michelle Cooper and was presented to the board. The resolution will provide compensation for long-term substitute teachers who are retired teachers who have not maintained an active teaching license.

Mr. Keller moved to approve the long-term substitute teacher/rehired teachers resolution. Dr. Shaw seconded, and the motion was approved by a 7-0 vote.

F. Corporation Police Department Discussion

Superintendent Fritz shared information regarding current safety procedures in the corporation including contracting with LawMan which provides current SROs in the buildings and the adoption of the ALICE program seven years ago (Alert, Lockdown, Inform, Counter, Evacuate) which is taught to employees and students yearly. There are also things within the infrastructure of the buildings that are being utilized for safety measures. He also noted that all building administrators are School Safety Specialists, and they are recertified each year. Each building has a school safety committee that

meets regularly, and school safety is the first item discussed at monthly administrator meetings. Dr. Rayle launched a Clay County School Safety Commission several years ago that includes local first responders, administrators, directors, and board members. He shared that school safety is the number one priority and believes this is a step in the right direction. He also shared some points regarding expectations, budget information, and the process for the development of the police department that was provided at the September 8, 2022, regular session police department discussion.

G. CCS Police Department Resolution

Dr. Shaw moved to approve the CCS police department resolution developed by Attorney Michelle Cooper. Mr. Jackson seconded, and the motion was approved by a 7-0 vote.

Superintendent Fritz noted this was the first step in creating a school corporation police department and thanked the board for the approval.

H. Buildings & Grounds Update

Director of Extended Services Jesse Trunnell provided an update on the buildings & grounds projects.

I. Clay County Chamber of Commerce Award to CCS

CCS was awarded the 2022 Clay County Chamber of Commerce Excellence in Response to COVID Award. Superintendent Fritz felt very honored to accept the award on behalf of all employees, students, and parents that felt the pressure during the COVID pandemic. He thanked each position for their continuous hard work and extra duties during the trying time in order to keep the buildings open.

Clay County Chamber of Commerce President Brook Reinoehl shared recognition with the board and the corporation for continuing to fight for the students of CCS during the pandemic.

VII. Board Member Comments

Ryan Keller welcomed the new hires, offered thanks to the CC Chamber of Commerce and other area organizations, and all students, parents, and staff for continuing to make CCS a great place to work and learn.

Michael Shaw extended his continued appreciation to all that work in the corporation to help the kids in the community.

Lynn Romas enjoyed the building and grounds update by Jesse Trunnell.

Charley Jackson "ditto"

Amy Burke Adams welcomed the new hires to the CCS family, thanked the Chamber of Commerce for their recognition, and commented on a couple of concerns she had been made aware of. She would like to have the dress code and bullying policies reviewed at the secondary level. She believes the administrators and teachers work very hard at controlling and monitoring the bullying in the schools but wishes to see improvements in preventing it. She also invites the students to become part of the solution, as they are shaping the future.

VIII. Future Agenda Items

None

IX. Adjournment

Having exhausted all agenda items, the meeting was adjourned at 7:55 p.m.

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