

**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 Auditoria of Clay City High School, 601 North Lankford Street, Clay City, IN 47841, on Thursday, December 9, 2021. Ryan Keller, Charley Jackson, Tom Reberger, Lynn Romas, Andrea Baysinger, and Michael Shaw 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

Regular Session Minutes for November 11, 2021

C. Field Trips

None

D. Personnel

A. LEAVES OF ABSENCE

1. Certified

a. FMLA	CCHS	Ben Thomas
b. FMLA	FPE	Becky Chrisman
c. FMLA	SPED	Jennifer Farris

2. Non-Certified

a. FMLA	CCHS	Steven Marshall
b. Medical	Trans	Tina Pennington
c. Medical	ESE	Judy Morlan
d. Not Eligible for Leave	FPE	Brooklyn Crowley
e. Not Eligible for Leave	CCE	Quita Inman
f. Not Eligible for Leave	ESE	Brittney Hodge

B. RETIREMENTS

1. Certified

None

2. Non-Certified

a. Secretary (effective 6/1/2022)	CCHS	Bonnie Lell
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3. Place on Retirement Index

a. Retirement Index		
b. Longevity Stipend (will retire by 6/30/26) NCMS		Don Bryan
c. Longevity Stipend (will retire by 6/30/25) NHS		Kelly Welton

C. RESIGNATIONS

1. Certified

a. MS Guidance Counselor (effect. 11/23/21) NCMS	Lyndsey Cummings
b. Secondary English Teacher (effect. 12/2/21) NHS/CA	Jacob Cummings
c. Elementary Teacher (effective 12/21/21)	MES Katie Cowden

2. Non-Certified		
a. IA (effective 11/23/21)	ESE	Elizabeth Van Horn
3. ECA Resignations	None	
4. ECA Lay Coaches	None	
 D. TRANSFERS		
1. Certified		
a. Secondary Social Studies Teacher	NHS	Allison Rissler
2. Non-Certified		
a. Custodian (260 day)	NCMS	Richard Greene
 E. EMPLOYMENT		
1. Certified	None	
2. Non-Certified		
a. IA (K-2 Transition)	VBE	Alisa Van Gilder
b. IA	SE	Catherine Hoag
c. IA (1:1)	MES	Whitley DeSmith
d. Food Services (6 hour)	NHS	Darla Hardesty
e. IA (Title One)	VBE	Traci Neal
f. Bus Driver	Trans	Jessica Bruce
g. IA	NCMS	Greg Hagen
h. IA	NCMS	Tamara Heck
i. IA	ESE	Abigail Bennett
3. Supplemental	None	
 F. EXTRA-CURRICULAR		
1. Extra-Curricular Certified		
a. MS Student Council	NCMS	Heather Keyes
2. Extra-Curricular Non-Certified		
a. MS Yearbook Sponsor	NCMS	Tracy Clark
3. Extra-Curricular Lay Coach		
a. 5 th Grade Girls' BB Coach (49% 6 th Grade/51% Elem. Sport)	CCE	Josh Stoelting
4. Supplemental	None	
 G. CHANGES		
1. Certified	None	
2. Non-Certified		
a. IA/Medical Assistant	NCMS	Erica Boots
b. IA	ESE	Ashli Patterson
3. ECA-Lay Coaches	None	
 H. VOLUNTEERS		
1. CLASSROOM	None	
2. ATHLETICS/ECA		
<u>Clay City Elementary School</u>		
a. 5 th Grade Girls' BB		Josh Stoelting
 I. TERMINATIONS		
	None	

J. NON-RENEWAL

None

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

Mr. Reberger altered the agenda items by discussing the Old Business item before hearing Comments from Patrons.

IV. Old Business

A. Review of the CCS 2021-22 Reentry Plan

Time was provided to review information regarding the requirement by the US DOE for school corporations to review and revise, if necessary, their reentry plans. The present CCS Reentry Plan has served us well this school year, and we have been able to maintain in-person learning; therefore, it is recommended that the board approve the continuation of the CCS 2021-22 Reentry Plan as revised on August 17, 2021. Prior to a vote on this item, public comment will be entertained. Superintendent Fritz added the reentry plan has been reapproved by the Clay County Health Officer and others on the county health department, and it has worked very well for us.

Mr. Reberger opened the public comment window. There was much discussion from patrons, board members, and Superintendent Fritz regarding the reentry plan. Patrons were concerned about the effect masks are having on children while being worn during school and the quarantine process with children missing school. Mr. Reberger and Superintendent Fritz added they have been taking advisement from the county health officer in regards to the mask policy in the reentry plan. Superintendent Fritz added the quarantining guidelines are passed down from the State Department of Health. Mr. Reberger emphasized that he appreciated all the comments and opinions and that everyone sitting on the board is listening to and considering what was said. He knows that they are here to do what is best for the students at this time, no matter what their personal feelings are.

Under discussion, Mr. Keller agreed that there has been success with the current reentry plan and policy. He mentioned having worked with some of the other schools in the area, due to his current profession, that went down a slightly different path where the school corporation has worked with the parents through an honor system. He noted that Parke County Schools have added a couple different policies that include mask-wearing and how they handle quarantined students with an honor policy that involves the parents working with school officials. He feels confident that we could consider a policy like that. Mr. Reberger then closed the public comment window.

Mr. Keller moved to make a motion that we continue our current reentry plan through the end of this calendar year (2021). During the month of December, work on a modified policy, based on a more parent-driven cooperative outcome, and bring it to the January board meeting. After some discussion, Superintendent Fritz stated there are some school corporations that are going against the recommendation of the guidelines of the state health department, the executive orders by the Governor, and what the Department of Education directs. If the Board chooses to do that, he would be glad to

provide the information needed, however, the recommendation will not come from him and will continue to recommend what comes from the local health officials. It was explained that the current reentry plan could be changed. With concern from the Board that they would not have enough time within the month to discuss Mr. Keller's idea to prepare this for January, Mr. Keller withdrew his motion.

Mrs. Adams arrived at 7:30 during the discussion between Board members. Dr. Shaw stated he would abstain from the vote because he doesn't want his philosophy to get lost in this; he simply wants to do the right thing for the corporation, maintain fluidity, and keep our kids in the buildings.

Mrs. Baysinger moved to approve to continue the CCS 2021-22 Reentry Plan as revised on August 17, 2021. Mr. Jackson seconded, and the motion was approved 6-0-1, with Dr. Shaw abstaining from the vote.

III. Comments from Patrons

Cheryl Schopmeyer started by stating that she agreed with Dr. Shaw, that this is troubling. She continued by asking the Board several questions with regard to COVID-19. When researching online, she asked the Board if the corporation had received relief funds, and if so, where are they being used? She then asked the Board to provide evidence that the masks actually work. She concluded by asking the Board if they were capable of being deceived. If they answered no, then sadly, they already are.

V. Superintendent's Report

Superintendent Fritz noted the following:

- Welcome our new hires: Alisa Van Gilder, Catherine Hoag, Whitley DeSmith, Darla Hardesty, Traci Neal, Jessica Bruce, Greg Hagen, Tamara Heck, Abigail Bennett.
- Noting that it is a great time of year to be in the schools, Superintendent Fritz wished everyone a Merry Christmas from his office and on behalf of Central Office and his family.

VI. New Business

A. Recommendation to Approve Secondary Course Changes

Kathy Knust provided information to the Board pertaining to course changes at the secondary level. A record of the Central Curriculum Committee members who were present at the committee meeting and approved the changes was also provided to the Board. Mrs. Knust attended the meeting to answer any questions.

Superintendent Fritz offered his praises to Mrs. Knust and Jorita Wilson for working countless hours making sure everything lined up with course changes, graduation requirements, and so forth.

Dr. Shaw moved to approve the Secondary Course Changes. Mr. Romas seconded, and the motion was approved by a 7-0 vote.

Under discussion, Mrs. Adams offered her appreciation to Mrs. Knust for always being on top of the curriculum.

B. State Performance Award

The Teacher Appreciation Grant does not include the following certified personnel: Directors of Guidance, Speech Language Pathologist, Occupational Therapist, Physical Therapist, and Therapeutic Counselors. We are requesting approval to pay them a performance bonus from the education fund according to their evaluation.

Mr. Jackson moved to approve to pay them the performance bonus. Mrs. Adams seconded, and the motion was approved by a 7-0 vote.

C. CCS School Board Policy Revisions – First Reading

Included in the board packet were several revised board policies that are recommended by Neola. Neola has attorneys who monitor new laws and make recommended revisions to existing Neola policies. This is a first reading, so no vote is necessary.

D. Building Project Updates

Mr. Trunnell provided the Board with an update on upcoming building projects. A copy of the PowerPoint presentation will be added to the minutes.

E. IREAD-3 Results

Superintendent Fritz started by stating he likes to show off test scores when our students have done very well. He accompanied his statement with a PowerPoint including outstanding scores from several of the elementary schools in the corporation. Superintendent Fritz added that we are not Carmel-Clay, we are Clay County, and the demographics are very different here. But, we score very well in the state, even with the schools that are very high in special education populations and our free and reduced lunch rates. He is very proud of our schools, students, and teachers and offered a “Well Done”. A copy of this PowerPoint will be included in the minutes.

F. Classified Employee Christmas Bonus

Superintendent Fritz presented a request to the Board to provide a \$200 Christmas bonus to classified employees.

Dr. Shaw moved to approve the Classified Employee Christmas Bonus. Mr. Romas seconded, and the motion was approved by a 7-0 vote.

Superintendent Fritz noted that the classified employees have worked extremely hard over the last couple years, and he is very proud of them.

G. Retirement Recognition of Mindy Godsey

Superintendent Fritz and Board members offered their praises to Mrs. Godsey for her fantastic personality, work ethic, and skill set. Mrs. Godsey was an excellent asset, and they are going to miss her. Mr. Reberger presented Mrs. Godsey with a gift from the Board as a token of their appreciation. Mrs. Godsey added it has been an honor and a privilege to work for CCS.

VII. Board Member Comments

Charley Jackson offered appreciation to Kathy Knust for all the work she does, good luck to Mindy Godsey, and wished everyone a Merry Christmas.

Amy Adams welcomed the new hires, thanked Mindy for her selfless service to this corporation and community, and wished everyone a Merry Christmas and Happy New Year. A thank you to everyone that has sent Christmas cards was also extended.

Michael Shaw acknowledged how proud he was of the kids in the corporation and extended a welcome to our new employees. Thanks to Jesse Trunnell for the update on the grounds, to Mindy for her 29 years of service, and to Kathy for all her hard work were extended. Thanks to Mark and wishing everyone a Merry Christmas and a prosperous 2022 were expressed.

Lynn Romas offered a thank you to Mindy for all of her hard work, recognition to Kathy for her work, and to Jesse for the report on the grounds update. The students and teachers are doing an excellent job, noting that reading is very important, and it sounds like we are on the right track. Also, he wished everyone a Merry Christmas.

Tom Reberger offered a ditto. The teachers and staff are doing a great job with the kids and the reading scores are outstanding.

VIII. Future Agenda Items

None

IX. Adjournment

Having exhausted all agenda items, the meeting was adjourned at 8:12 p.m.

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