

**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, March 8, 2018. Tom Reberger, Michael Shaw, Andrea Baysinger, Ron Scherb, Amy Burke Adams and Shane Wiram were present. Kevin Kumpf was absent.

Prior to the Call to Order, bids for computer hardware as well as bids for computer hardware, software, and peripheral equipment were opened, with the following bids being received:

Lenovo

Chromebook

- Four-year lease @ \$49.87 per year per device for non-touch screen; four-year lease @ \$67.41 per year per device for touch screen; self-maintainer program cost would be \$1,000.00; cost to go beyond initial one-year warranty to four-year warranty would be additional \$37.50; Chrome management license cost would be \$28.00.

Desktop

- \$535.00 per device with four-year warranty for one model; for the other model, to be used for the graphic arts areas, the bid was \$704.00 per device; imaging prior to shipping was bid at \$10.00 per device; self-maintainer program was bid at an additional \$1,000.00.

PROSYS

Chromebook

- ❖ \$183.98 per device, with a total lease price of \$451,009.36, for non-touch screen; \$248.71 per device, with a total lease price of \$623,207.08, for touch screen; another model (Lenovo) bid by PROSYS was bid for a unit price of \$285.70, with a four-year lease price of \$715,895.08. On the alternate bid, the cost of the Google Management license would be \$27.00 per device; also, the work-in case for the Chromebook was bid at \$37.00. They added an additional fee of a cost of \$5.00 to enroll in the Google Management Consult, and they also added a cost of \$2.00 for asset tagging, neither of which had been asked for in the bid notice.

Desktop

- ❖ \$527.37 per unit was bid for the first model; \$694.19 per unit was bid for the second model. They also provided pricing for imaging the units, at \$15.00 per device, and asset tagging at \$2.00.

TRINITY 3 TECHNOLOGY

Chromebook

- \$169.00 per device for non-touch screen plus an additional \$25.00 for the Google Management license, with a total four-year lease price of \$455,900.00; \$242.00 per device for touch screen plus an additional \$25.00 for the Google Management license, with a total four-year lease price of \$627,450.00.

Desktop

- \$634.00 per device with six-year warranty for first device bid, with a total lease price of \$478,670.00; \$929.00 per device with six-year warranty for the second device bid, with a total lease price of \$701,395.00. Imaging the unit prior to purchase was included in the purchase price.

CDWG

Chromebook

- \$316.32 per device for non-touch screen, with a total four-year lease price of \$851,433.60; \$388.12 per device for touch screen, with a total four-year lease price of \$912,075.28. The cost of adding additional warranty for up to four years would be at a price of \$230,300.00. A cost for the Google Management license would be \$58,350.50, and a cost for a case would be \$58,750.00.

Desktop

- \$589.00 per device for first device bid, with a total lease price of \$396,375.00 and an additional configuration price of \$18,875.00; \$743.00 per device for the second device bid, with a total lease price of \$512,645.00 and an additional configuration price of \$18,875.00. The cost to image a unit prior is \$25.00 per device. No bid for the self-maintainer part.

DELL

Chromebook

- \$209.90 per device for non-touch screen, with a lease price of \$130,859.39 per year, with a dollar buyout option at the end of the fourth year; \$245.51 per device for touch screen, with a lease price of \$153,652.92 per year, with the same dollar buyout option. There would be zero cost for the self-maintainer. Cost for additional warranty, up to four years, for the non-touch device would be \$25.13 per device; for the touch device, it would be \$28.47 per device. The Google Management license would be \$25.27, and a work-in case for the Chromebook would cost \$11.83.

Desktop

- \$475.25 per device with a four-year warranty for the first device bid; \$640.80 per device for the second device bid, also with a four-year warranty. The imaging prior to shipping to the schools was included in the system price, so there was no additional cost for that. Also, the cost for the self-maintainer is zero.

Contracts for the products are to be awarded on April 12, 2018, by the Board of School Trustees.

I. Call to Order

The meeting was called to order at 7:45 p.m. Board Vice President Shane Wiram 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 February 8, 2018

C. Field Trips

- 1) Van Buren Elementary 5th grade students to St. Louis, MO, April 6, 2018, to visit the City Museum and the Arch and take a riverboat tour, requiring out-of-state travel;
- 2) Northview High School Super Mileage Team to Lucas Oil Raceway in Indianapolis, IN, April 8 and 9, 2018, to participate in competition, requiring overnight stay;
- 3) Northview High School softball team members to Jasper, IN, April 13 and 14, 2018, to participate in the Jasper Invitational, requiring overnight stay.

D. Personnel

A. LEAVES OF ABSENCE

1. Certified

a. FMLA/Maternity	CCHS	Ashley Schaefer
b. FMLA	ESE	Kim Kelley
c. FMLA	NHS	Shannon Nevins
d. FMLA	CCE	Karla Smith
e. FMLA	NCMS	Kathy Scherb
f. FMLA	CO	Ernie Simpson
g. Paid Administrative Leave	CCHS	Jeff Bell

2. Non-Certified

a. Medical Leave of Absence	TRANS	Yvette Setzer
b. Employee Not Eligible for Leave	NCMS	Chanise England
c. Medical Leave of Absence	NCMS	Janice Davis
d. FMLA	NCMS	Jackie Chastain
e. Employee Not Eligible for Leave	ESE	Susan Gabriel
f. Medical Leave of Absence	JTE	Beverly Braswell
g. Medical Leave of Absence	TRANS	Linda Neier
h. FMLA	NHS	Steve Auterson, Jr.

B. RETIREMENTS

1. Certified

None

2. Non-Certified

a. Instructional Assistant	VBE	Gayle Reinoehl
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Effective at the end of the 2017-18 school year

3. Place on Retirement Index

None

C. RESIGNATIONS

1. Certified

None

2. Non-Certified

a. Guidance Secretary/Registrar	NHS	Kelly Maffioli
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Effective at the end of the 2017-18 school year

b. Custodian	NHS	Mary Grogan
c. 6-hour/day Food Services	NHS	Mari Romas

3. ECA Resignations

None

4. ECA Lay Coaches

None

D. TRANSFERS

1. Certified

None

- 2. Non-Certified
 - a. Instructional Assistant VBE to ME Stacy Monnett

E. EMPLOYMENT

- 1. Certified None
- 2. Non-Certified None
- 3. Other None

F. EXTRA-CURRICULAR

- 1. Extra-Curricular Certified
 - a. Head Girls' Jr. High Track Coach CCHS Deanne Blankenship
 - b. Head Boys' Jr. High Track Coach CCHS Deanne Blankenship
- 2. Extra-Curricular Non-Certified None
- 3. Extra-Curricular Lay Coach
 - a. JV Softball Coach CCHS Maria Walton
 - b. Head Baseball Coach CCHS Larry Shaw
 - c. Assistant Baseball Coach CCHS Ryne Hayes
- 4. Supplemental None

G. CHANGES

- 1. Certified None
- 2. Non-Certified None
- 3. ECA-Lay Coaches None

H. VOLUNTEERS

1. CLASSROOM

East Side Elementary

- a. Joshua Lewicki
- b. Autumn Randall-Weese
- c. Brandon Weese

Forest Park Elementary

- a. Jamie Lewis

Van Buren Elementary

- a. Samantha Stewart

2. ATHLETICS/ECA

Clay City Jr/Sr High School

- a. Andrew Marrs - Track

Northview High School

- a. Lee Allman – Band
- b. Ronak Bosamia – Band
- c. Robert Buetow – Band
- d. Aaron Cowall – Band
- e. Emilie Gottsche – Band (Chaperone)
- f. Mary Gottsche – Band (Chaperone)
- g. Sarah Huffman – Band
- h. Jaxson Schuessler – Band
- i. Casidy Simonis – Soccer
- j. Zachary Utz – Band

I. TERMINATIONS

None

Mrs. Baysinger moved to accept the consent agenda items. Mr. Scherb seconded, and the motion was approved by a 5-0-1 vote, with Mrs. Adams abstaining.

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 Northview, the old band and choir space had been demolished last month to make room for the new administrative suite. Metal stud walls have now taken the place of that wide-open space, which will be the new offices and conference rooms. Masons are now in there building walls, and HVAC and plumbing technicians are running new duct work and piping. That space is well underway towards being complete prior to summer of this year. Upstairs, there is a brand-new graphic arts classroom that is in the final stages of completion; floors are in, new casework is up, and paint is on the walls. Right next to that are two new science classrooms, on which work has just begun. The next big piece of the puzzle at Northview will be the locker room renovation, which will encompass the existing locker rooms at Northview as well as the area where wrestling practice used to take place; demolition of that space will take place later this month.

At Clay City, there is very similar progress there. Where the old band and choir space had been is wrapping up as the new special needs suite; new metal stud walls are up, drywall has been hung and is being finished, and applying paint will soon start. The old art room is in the middle of renovation, as is the FACS space. As soon as the special needs space is finished, the special needs department will be moved into that space and renovations will begin on their old area, which will become a part of the new administrative area. Workers will then get ready for summer work that is going to take place at Clay City.

B. **Coal Mine Update**

Director of Extended Services Mike Howard shared that he continues to monitor the situation down there; there have been no cracks or concerns reported to administration, his staff, or custodial staff. He will continue to monitor that over the next quarter and report back in June.

C. **Board Policy Appendix N – Clay Community Schools Material Selection Policy – Revision – Second Reading**

Mr. Reberger moved to approve the revision to Board Policy Appendix N – Clay Community Schools Material Selection Policy. Mrs. Adams seconded, and the motion was approved by a 6-0 vote.

V. Superintendent's Report

Superintendent Fritz noted the following:

- Congratulations were offered to the transportation department for another successful annual inspection; all of the buses are good to go for another year. Superintendent Fritz thanked Cathy Rodgers and Mike Howard and their crew for their great work.
- Unless there is snow in the next couple of weeks, Northview High School's graduation will be Friday, May 25th, and Clay City High School's graduation will be Saturday, May 26th.
- The first round of ISTEP+ is finishing up, and Superintendent Fritz offered his appreciation for all of the hard work put in by teachers.
- Everyone was wished a safe and enjoyable spring break.

VI. New Business

A. Proposal to Move the May School Board Meeting from May 10, 2018, to May 15, 2018

Mrs. Adams moved to approve the proposal to move the May regular session school board meeting from its regularly scheduled second Thursday of the month date to Tuesday, May 15, in order to allow administrators to attend the annual Indiana Association of School Business Officials (IASBO) conference being held in French Lick, Indiana. Mrs. Baysinger seconded, and the motion was approved by a 6-0 vote.

B. Proposal to Move the July School Board Meeting from July 12, 2018, to July 17, 2018

Mrs. Adams moved to approve the proposal to move the July regular session school board meeting from its regularly scheduled second Thursday of the month date to Tuesday, July 17, in order to provide the opportunity for the superintendent to attend the School Research Nexus Superintendent Leadership Conference in Greensboro, North Carolina, July 11-13, 2018. Mrs. Baysinger seconded, and the motion was approved by a 6-0 vote.

C. Bus Driver Report

Director of Human Resources Ernie Simpson and Director of Extended Services Mike Howard offered a PowerPoint presentation on the present status of the plans to secure bus drivers for Clay Community Schools. A copy of the PowerPoint presentation will become a part of the official minutes.

Under discussion, Mrs. Adams asked Mr. Simpson when the last time had been that bus drivers had received a raise, to which Mr. Simpson replied that it had been two years. Mrs. Adams asserted that considering a raise for them really wouldn't be throwing money at the problem because she believed administrators, all of central office, the principals, and the superintendent had received a raise this past fall. Mr. Simpson pointed out that what Mrs. Adams was referencing had occurred two years ago and it had been for all employee groups across the board: Teachers got money, IAs got money, bus drivers got money, and administrators got money. Last year, there had been some fiscal belt-tightening across the board; administrators got nothing, bus drivers got nothing.

Mrs. Adams then asked if it had been the scale that had been put into effect last year that changed people's salaries, and she was told by Mr. Simpson that the scale had been implemented two years ago. Mrs. Adams suggested it was maybe time to revisit a raise for the bus drivers. In her opinion, for most people, the best things about working are wages and working conditions; although the state climate may have changed and there may be a shortage on CDLs state-wide, she had been on the Board a few years back when the handbook, the administrative policies, and the working conditions for the bus drivers changed for the worse, and the school corporation lost very good bus drivers. She asserted that there used to be enough subs so that bus drivers were able to take days off, and when the former administration was denying them days off when drivers needed them, that's when the drivers chose to quit, as opposed to being fired.

Next, Mrs. Adams reiterated her stance that she had shared in December regarding working conditions—which included having the administration work with drivers, making sure drivers have time off when they need it, having enough substitute drivers to fill the absences, not getting fired if a family member gets sick—and wages, for which she would like to look at a way to give bus drivers a raise before July, perhaps in May. To this, Mr. Simpson's response was that was precisely what he had been doing, making sure people didn't get fired when their mother gets sick. Mrs. Adams returned to her point that there had been a shortage that had been going on for a while. As she saw it, it simply came down to working conditions and wages: Improve both, and the school corporation will retain workers.

In response to Mr. Simpson's request to elaborate on working conditions beyond time off, Mrs. Adams referred to managing the radio stations that bus drivers listen to. She also mentioned the routes that they take. Although she acknowledged that they have to establish the routes bus drivers take, in her opinion, if the school corporation trusts drivers with a bus and trusts them with the children, the drivers should be given discretion in their judgment to be able to make an alternative route, if they need to, because of construction or whatnot. She further elaborated by stating that working conditions were how you treat an individual who works for you and your relationship with your boss and how approachable they are when you do have something. Mr. Simpson responded by stating that he just wanted to be clear: Mrs. Adams was advocating that they select the radio station and their own routes. Her response: What I'm saying is, treat employees well, and they stay.

At this point, Mr. Scherb stated that he would like to respond to that too, but he would do that after the meeting; he would not do that at a public meeting. However, he had another question: Had Mr. Simpson ever had any conversation with State Senator Jon Ford about some of these ridiculous rules they come up with? Mr. Simpson replied that he had had a conversation with Mr. Ford, but not as it pertained to regulation of bus drivers. It was Mr. Scherb's assertion that, if they could get enough people like Senator Ford to do a summer study, they could include this in one of those summer studies and brainstorm.

Mrs. Adams asked if Clay Community Schools was still the largest employer in Clay County. It was agreed that Clay Community Schools was either second or first, along

with Great Dane. She then stated that working conditions and salary would apply to all employees.

Mr. Wiram thanked Mr. Simpson for presenting this, and he added that he wanted to make sure they were keeping all of the bases covered and the school corporation didn't have a shortage. He thanked Mr. Simpson for his time and effort.

Mr. Reberger concluded discussion of this item by commenting that this was not a Clay Community Schools problem. He had noticed that when he had read in the classified ads a few weeks ago that North Putnam was advertising in the Brazil newspaper for bus drivers.

D. Maintenance Department and Transportation Department Vehicles Report

Director of Business Affairs Mark Shayotovich offered a PowerPoint presentation regarding the status of the age and condition of vehicles in the maintenance and transportation departments. A copy of the report will become a part of the official minutes. At the conclusion of his presentation, Mr. Shayotovich noted that replacing three or four vehicles would be looked at during the summer of 2018.

E. Forest Park Elementary STEM Presentation

Forest Park Elementary Principal Dustin Jorgensen offered a PowerPoint presentation regarding the school's pursuit of becoming a STEM-certified school. A copy of Mr. Jorgensen's PowerPoint will become a part of the official minutes.

Accompanying Mr. Jorgensen at the meeting were his STEM implementation team, a couple of teachers, and members of the Forest Park Elementary robotics club. Brandi Sereno, the robotics club chairperson and a member of the STEM implementation team, along with robotics club members John Deweese, Coltyne Peterson, Raj Singh, and Daniel Fulk provided a demonstration of the robot that they had taken to competition this year.

Under discussion, Mrs. Adams wanted to know if the robotics club would have an interest in flying drones. She suggested buying a few and registering them, and seeing what the students could do with them. Mr. Jorgensen commented that they were open to working with anybody who is looking to get involved in the program, as far as community resources and partners. Mrs. Adams observed that the school corporation was kind of in a little drone hub because there is Dr. Richard Baker at ISU who has the first associate degree program for drones and there is the 181st Intelligence Wing, which serves the country with their ability to fly drones. Also, she noted that Kip Clark was an awesome resource, and he is from this community. She deemed this to be a really good time to start looking at this.

F. IDOE STEM Acceleration Grant Request for Forest Park Elementary and Meridian Elementary

Mr. Scherb moved to approve the request from Forest Park Elementary Principal Dustin Jorgensen and Meridian Elementary Principal Karen Phillips to apply for the IDOE STEM Acceleration Grant. Mrs. Adams seconded, and the motion was approved by a 6-0 vote.

G. Student Handbooks Changes – First Reading

Proposed changes were included in the board packet. This was a first reading, so no vote was necessary.

H. Board Policy 6433 – Seclusion and Restraint – Revision – First Reading

Information regarding the need to revise Board Policy 6433 – Seclusion and Restraint was included in the board packet. This was a first reading, so no vote was necessary.

I. Board Policy 6704 – Student Suicide Prevention and Awareness – New – First Reading

Information regarding the need to adopt Board Policy 6704 – Student Suicide Prevention and Awareness was included in the board packet. This was a first reading, so no vote was necessary.

J. Renewal of Bread, Milk, and Third Party Purchasing Provider Contracts

Mrs. Baysinger moved to approve the recommendation of Director of Human Resources Ernie Simpson to renew the contracts of HPS for the school corporation's third party purchasing provider for food/cafeteria products, Prairie Farms for milk products, and Aunt Millie's for bread products. Dr. Shaw seconded, and the motion was approved by a 6-0 vote.

K. 2-Hour Delay Waiver for Classified Instructional and Office Staff

Mr. Scherb moved to approve waiving the 2-hour delay time missed by Category II and III Classified Instructional and Office Staff for February 12. Mr. Reberger seconded, and the motion was approved by a 6-0 vote.

L. Request to Purchase Book Repair Machine for Northview High School

Dr. Shaw moved to approve the request from Northview High School Principal Chris Mauk to purchase a book repair machine for the NHS Media Center, with ECA money being utilized to purchase this item. Mrs. Adams seconded, and the motion was approved by a 6-0 vote.

M. Brazil Public Library Board Appointment

Mr. Reberger moved to approve the recommendation of Brazil Public Library Director Jill Scarbrough to appoint Brian Deakins to the Brazil Public Library Board to fill the unexpired term of Michael Taylor. (Mr. Taylor had been appointed to the library board by the school board during the September 8, 2016, school board meeting, as had been recommended by Mrs. Scarbrough at that time.) Mrs. Baysinger seconded, and the motion was approved by a 6-0 vote.

N. Recognition of Jackson Township Elementary and Staunton Elementary as 2016-17 Four Star Schools

Recognition was given to Jackson Township Elementary and Staunton Elementary for being named 2016-17 Four Star Schools. The announcement of the 2016-17 Four Star Schools had been made on February 23, 2018. Superintendent Fritz noted that Jackson Township Elementary and Staunton Elementary had a rich history of excellence and had received multiple Four Star School ratings. On behalf of the administration, he expressed pride in both of those schools receiving what he deemed

to be a much deserved award. The teachers and staff members from those schools who were in attendance received a standing ovation.

VII. Board Member Comments

Amy Burke Adams expressed her appreciation and thanks to the teachers and staff members in attendance for everything they do every day.

Ron Scherb also thanked the teachers and staff members for a great job. In addition, he commented regarding the yearly recognition of high academic honors students at the high schools, which he deemed to be one of the greatest things the school corporation does. Mr. Scherb noted that he had attended the honors banquets every year, and this was the first year he had missed one; the program for Northview seniors was being held tonight, and he apologized for missing the program. He suggested getting a better way of recognizing when all the programs are going to be held.

Michael Shaw expressed his appreciation and thanks for the teachers and staff members' hard work and dedication to students and schools, which he believed had gone underappreciated.

Tom Reberger described his reaction as "very joyous" when he had heard the Four Star School announcement on one of the local TV stations. As he saw it, when they used Four Star Schools as the lead story and named the schools, most school corporations would probably say "I wonder if we've got one", and our question is "How many?", which he deemed to be very impressive.

VIII. Future Agenda Items

Ron Scherb informed Mr. Shayotovich that next month he wanted to see the refund check from Duke Energy for the LED light replacement program; he wanted to see how much it was. He then asserted that the Board needed to decide where that money would go. Mr. Shayotovich stated that the refund had been received a while back. Where that money would go had been talked about when the school corporation took on the project; it would be paid for from Rainy Day and the refund would go right back in to Rainy Day, which had already occurred. Because the refund had gone into the Rainy Day Fund, Mr. Scherb withdrew his Future Agenda Item request. Mr. Shayotovich added that his goal, once the school corporation is a year into the program, is to do an estimate analysis and quantify the savings and take that amount and put it back into Rainy Day so that basically the school corporation would pay itself. Mr. Scherb had thought that the school board would discuss the refund and vote on whether that money went back into Rainy Day; he knew it had been the plan to pay for it and then put it back in, but sometimes a few hundred thousand dollars just... Mr. Scherb decided not to go there. Mr. Shayotovich's response: "Not around here, Ron."

Amy Burke Adams requested, not next month, but the month after, discussion of the policy about investigations that are led by the administration. She asked for consideration for a female staff member, whether that would be a female administrator, counselor, or teacher, to be a part of an investigation team if a female student alleges any kind of inappropriate touching by another student. She suggested maybe not April, but maybe May, to look into that as far as how it could be worked in to board policy. She wants to look just at the process, not at confidentiality or details or discipline records or academic records, just the processes and procedures and the policies that govern them, with children.

To clarify, Superintendent Fritz asked if Mrs. Adams wanted to look at any policies the school corporation has on internal student investigations that are led by administrators and the policies and procedures and processes. Mrs. Adams agreed with Superintendent Fritz; she added her recommendation that, if there isn't something already in place for having a female involved with an allegation from a female student against another student, the school corporation needed to have something. She asserted that it would be a procedure that could be put into effect immediately and not necessarily be governed by policy.

With regard to the female teacher/counselor/administrator, Superintendent Fritz asked to clarify that Mrs. Adams would recommend a female as part of an investigation for what kind of allegations. Mrs. Adams replied that when any female student claims inappropriate touching, of a sexual nature, by a male or female student, a female employee should be involved on that investigation team. It was her belief that the process would go better and the victim would feel more comfortable with the information relayed as opposed to just having male administrators interview.

Superintendent Fritz then asked, since Title IX is an issue, if Mrs. Adams wanted to say anything about male students who may be having the same kind of issue. Mrs. Adams stated that she would like to think that probably isn't an issue because there are more male administrators than female administrators, so she would assume that the school corporation already does that; however, she, of course, would like to think that anyone who is in a position of making an allegation or feels they have been victimized feels comfortable with the people who are interviewing them. She suggested a team of one male, one female on any kind of investigation like that; if a team is already set up and trained, it really wouldn't matter who would make the allegation. She believed people would have more confidence in the procedure.

IX. Adjournment

Having exhausted all agenda items, the meeting was adjourned at 8:40 p.m.

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