

**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, May 13, 2021. Ryan Keller, Michael Shaw, Lynn Romas, Charley Jackson, Andrea Baysinger, Tom Reberger and Amy Burke Adams were present.

Prior to the Call to Order, time was allowed for public comment regarding the ESSER III allocation. There were no comments.

I. Call to Order

The meeting was called to order at 7:01 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 April 8, 2021

Executive Session Certification for April 8, 2021

C. Field Trips

None at this meeting

D. Personnel

A. LEAVES OF ABSENCE

1. Certified

a. FMLA

ME

Ryan Thompson

b. FMLA

NCMS

Leslee McDonald

2. Non-Certified

a. FMLA

CCHS

Jessica Hayden

b. FMLA

NHS

Holly Rindone

c. Not Eligible for Leave

FPE

Susan Todd

B. RETIREMENTS

1. Certified

a. Resource Teacher (May 25, 2021)

ME

Lesa Miller

2. Non-Certified

a. IA

NHS

Peggy Buckles

3. Place on Retirement Index

a. Retirement Index

CO

Jeffery Fritz

b. Longevity Stipend

NCMS

Robert Osborn

C. RESIGNATIONS

1. Certified

a. SPED Coordinator (effective 9/3/21)

SPED

Kelly Bays

b. SPED Teacher (May 25, 2021)

NCMS

Giovanna Irwin

c. Math Teacher (May 25, 2021)

NCMS

Alex Kuhns

d. Adult Education ELL (May 25, 2021)

Adult Ed

Sarah King

e. English (May 25, 2021)	NHS	Allison Kennedy
2. Non-Certified		
a. 5-hour Cook (April 23, 2021)	CCHS	Melissa Hayden
b. Cook (April 15, 2021)	CCHS	Jessica Jackson
c. Maintenance (April 19, 2021)	MAINT	Michael Todd
d. Bus Driver (May 24, 2021)	TRANS	Paula Spriestersbach
e. IA (May 24, 2021)	FPE	Melodie Staley
3. ECA Resignations	None	
4. ECA Lay Coaches	None	
D. TRANSFERS		
1. Certified		
a. SPED	NCMS	Krista Tracy
b. ½ PE & ½ Business	NHS	Broc Miller
2. Non-Certified	None	
E. EMPLOYMENT		
1. Certified		
a. Business/Computer	NCMS	Cari Withers
2. Non-Certified		
a. Bus Mechanic	TRANS	Virgil Jenkins, Jr.
3. Supplemental	None	
F. EXTRA-CURRICULAR		
1. Extra-Curricular Certified		
a. Assistant Girls Tennis	NHS	Emily Goff
b. Head Varsity Volleyball	CCHS	Emily Rogers
2. Extra-Curricular Non-Certified		
a. JV Volleyball Coach	CCHS	Bradi Oberholtzer
3. Extra-Curricular Lay Coach	None	
4. Supplemental	None	
G. CHANGES		
1. Certified	None	
2. Non-Certified	None	
3. ECA-Lay Coaches	None	
H. VOLUNTEERS		
1. CLASSROOM	None	
2. ATHLETICS/ECA		
<u>Clay City Jr/Sr High School</u>		
a. Ryan Swearingen – Volunteer, Golf		
<u>Northview High School</u>		
a. Ginger Rayle - Track		
b. Christopher Sparks – Color Guard		
I. TERMINATIONS	None	

J. NON-RENEWAL
1. ATHLETICS/ECA
a. JV Volleyball

CCHS

Brooke Kraemer

Mr. Keller moved to accept the consent agenda items. Mr. Jackson seconded, and the motion was approved by a 7-0 vote.

III. Comments from Patrons

None at this meeting.

IV. Old Business

A. Bank Change Proposal

Dr. Shaw moved to approve First Financial Bank as the new provider of banking services for the school corporation's operating account. Mrs. Baysinger seconded, and the motion was approved by a 7-0 vote.

V. Superintendent's Report

Superintendent Fritz noted the following:

- A welcome to the school family was extended to new hires Cari Withers and Virgil Jenkins, Jr.
- Thanks were offered to the school family for a very successful school year.
- The Northview High School Winter Guard was congratulated for placing third in state competition.
- The Clay City Jr/Sr High School JV TEAMS (Test of Engineering, Aptitude, Mathematics, and Science) group was congratulated for winning a state title.
- Congratulations were offered to all graduates.
- Everyone was wished a safe and enjoyable summer.
- A plaque in memory of Ernie Simpson was shown to the Board by Superintendent Fritz; he noted that it would be displayed at Central Office. He also noted that Ernie Simpson's mother would be having a dedication service the first of June, and Superintendent Fritz will get that information out to the Board.

VI. New Business

A. Alternative Education Grant Application

Mr. Keller moved to grant permission to apply for an alternative education grant. Mrs. Adams seconded, and the motion was approved by a 7-0 vote.

B. Request to Purchase Score Table for Northview High School

Mr. Romas moved to approve the purchase of a score table for the main gym at Northview High School utilizing proceeds from permanent advertisements and athletic department money. Dr. Shaw seconded, and the motion was approved by a 7-0 vote.

C. 2021 Summer School Pay Proposal - Revision

Noting that it was the desire of the administration to provide a robust summer school program to address learning loss, etc., caused by COVID-19, a revision to the pay proposal that had been approved by the Board at the April regular session was presented for approval and was recommended in order to provide a monetary incentive

for employees to work this summer. Among the proposed revisions were a few changes to the number of hours of some employee groups as well as a perfect attendance bonus for all employee groups.

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

Following the vote, Mr. Reberger reiterated a comment from last month's meeting that summer school was not a penalty; rather, it was an opportunity for every child that wanted to attend to improve in those areas in which they had a need.

D. Master Teacher Contract MOU – Summer School Language

Mrs. Baysinger moved to approve a Memorandum of Understanding with the Clay Community Classroom Teachers Association in regard to modifying summer school contract language for the 2021 Summer School program. Mr. Jackson seconded, and the motion was approved by a 7-0 vote.

E. Request to Waive Attendance Component for Teachers and Administrators for the 2020-21 School Year

Dr. Shaw moved to approve the request to waive the attendance component requirements from the CCS Teacher Evaluation Instrument and the CCS Handbook for Administrators. Mr. Romas seconded, and the motion was approved by a 7-0 vote.

F. Athletic Secretary Job Description – First Reading

No vote was required for the first reading. The job description will be brought back to the June board meeting for a second reading and approval.

G. Administrator Handbook Revisions – First Reading

No vote was required for the first reading. The administrator handbook will be brought back to the June board meeting for a second reading and approval.

H. VBE Therapy Dog Request

Mr. Jackson moved to approve the request from Van Buren Elementary Principal Gail Williams for the placement of a therapy dog in the school. Mrs. Adams seconded, and the motion was approved by a 7-0 vote.

I. eBook, Digital Resources, and Textbook Adoption Recommendation

Dr. Shaw moved to approve the recommendation for the adoption of new materials for grades K-12 social studies and grades 6-12 English/language arts. Mr. Romas seconded, and the motion was approved by a 7-0 vote.

J. Student Handbooks Changes – First Reading

No vote was required for the first reading. The student handbooks changes will be brought back to the June board meeting for a second reading and approval.

K. Technology Updates

Director of Technology Bill Milner provided the Board with an update on current technology projects, including updates on 2020 and 2021 category 2 funding for access

points and switches, the Fiber WAN project, and phone system updates. Highlights included the following:

- For the Fiber WAN project, which was to replace all of the fiber that connects all of the buildings together, the fiber that was previously on telephone poles was buried underground. This should result in less breakage. The cost of that project was \$1,291,417.00. Mr. Milner applied for and received E-Rate funding in the amount of \$1,128,392.10. He also applied for a state connectivity grant and received an additional \$118,379.89. The corporation's cost ended up being \$44,645.01.
- A change was made to the provider. Previously, the recurring costs with the old provider were about \$19,200.00 a month with an annual cost of just over \$230,000.00. After moving to the new provider, the monthly recurring rate went to \$660.00 with an annual cost of \$7,920.00. This will result in a yearly savings of \$222,480.00 going forward.
- For Category 2 (network hardware), the school corporation was given a "bonus" year with e-Rate funding, so it was decided to replace some part of the network hardware with those funds. The total cost was \$261,697.00. for replacing 45 of 110 switches corporation-wide. \$186,765.60 was received in funding, so the school corporation's cost was \$74,931.40.
- Also, for Category 2, basically the second half of the above project, the remaining 65 switches as well as 550 wireless access points corporation-wide were replaced at a total cost of \$765,737.37. \$542,148.80 in e-Rate funding was received, so the school corporation's cost was \$222,588.57.
- For phone system upgrades, which had been in the plans for about 2½ years, the original budget had been \$100,000.00 to replace 590 phones. Options that would add paging and a feature that would allow anyone to pick up any phone in a building, put in a four-digit extension and PIN, then make an announcement over the intercom were looked at. Polycom had a promotion where they were giving away phones, so demos were done with those phones. After not being satisfied with the Polycom phones, other models, including Yealink, were tried out. Two vendors were asked if they could match Polycom's promotion, which they did. The total cost of the upgrade then ended up being \$10,731.38. Also, monthly costs were reduced by \$1,451.65, which will result in yearly savings of \$17,419.80.
- A summary of the savings to the school corporation due to Mr. Milner's efforts:
 - Total annual cost savings from fiber WAN upgrading: \$222,480.00
 - Total savings from network hardware replacement budget: \$101,480.03.
 - Total savings on the phone system upgrade budget: \$89,268.62.
 - Total annual savings on phone system: \$17,419.80.
 - Total cost of all hardware that had been bid for the wireless network, the phone system, and the fiber build project would have been \$2,418,851.37; with total grants and funding, the total cost to the school corporation was \$353,896.36.

Mrs. Adams commented that an advantage from the phone system upgrade would be the added layer of security for a teacher to be able to pick up a phone, put in those

numbers, and make an announcement across the school, and she thanked Mr. Milner for that.

L. Neola Policy Update

Executive Secretary Mindy Godsey shared that Neola sections 0000, 1000, 2000, 3000, and 4000 had been through the second draft and were ready to be presented to the Board. Sections 5000, 8000, and 9000 were just completed through the first draft and could go to the Board at any time as well. Neola is still working on the Section 6000 first draft clean-up. There are ten more policies in Section 7000 for which editing needs to be completed in order for that section to be sent for the first draft clean-up. Mrs. Godsey was hopeful that all would be completed in time for the first reading in June; if not, the back-up plan of a first reading at the beginning of July and a second reading at the end of July would be used, if Section 6000 and Section 7000 are complete.

M. Consideration to Name the North Clay Middle School Principal

Mr. Jackson moved to approve naming Mr. John Szabo as the next North Clay Middle School principal with a 220-day contract and salary and benefits as addressed in the CCS Administrator Handbook. Dr. Shaw seconded, and the motion was approved by a 7-0 vote.

N. Acceptance of Superintendent's Letter of Retirement at the End of the 2022-23 Contract Year

Prior to a motion on the acceptance of the retirement of the superintendent, Superintendent Fritz noted that, at the end of the 2022-23 contract year, he would have spent 40 years as an employee of Clay Community Schools. That did not include the semester he student-taught here nor did it include the 12 years he spent as a student in Clay Community Schools, so other than his pre-school years and college years, his life had been spent in the classrooms, the hallways and Central Office of Clay Community Schools. He added that he had truly been blessed; he believed he had chosen the right field for a career. He had thoroughly enjoyed teaching and had missed it when he transitioned to administration, but he also enjoyed being an elementary principal and a middle school principal, and he certainly enjoyed this position. He thanked the students he had served, the colleagues that had mentored him, and this Board.

Mrs. Adams moved to accept the letter of retirement at the end of the 2022-23 contract year for Superintendent Fritz. Dr. Shaw seconded. He then commented that it was bittersweet and he reluctantly accepted it, but if anybody deserved retirement, he believed Superintendent Fritz did. Dr. Shaw added that Superintendent Fritz would be very difficult to replace, but he deserved to spend time with his family.

The motion was approved by a 7-0 vote.

VII. Board Member Comments

Ryan Keller congratulated Superintendent Fritz on his retirement and commented that he had certainly enjoyed the time with him in the short few months he had been on the Board. Mr. Keller then gave a shout out to all the staff, all the teachers, and everybody that works for the school corporation for their work during what he deemed to be an

exhausting year; they had done a wonderful job, and he was very proud to be a part of this corporation and serve on this Board.

Michael Shaw commented that the school corporation was full of superstars. In particular, he noted the work of Kathy Knust and Bill Milner. He welcomed Cari Withers as a new hire and John Szabo as the new principal of North Clay.

Lynn Romas offered a “ditto” to Dr. Shaw’s comments. He stated that he was amazed with the grants Mr. Milner is able to get, and he believed our technology was on top when compared with any corporation in the state of Indiana. Mr. Romas wished luck to Mr. Szabo.

Charley Jackson agreed with all of the previous comments and offered congratulations to the new hires. In regard to Superintendent Fritz, Mr. Jackson stated that the Board would miss him, but they still had two more years. He believed Superintendent Fritz did a fantastic job. He believed the school corporation to be a great place to work.

Andrea Baysinger offered congratulations to Superintendent Fritz as he contemplates retirement. She shared that having Superintendent Fritz in the leadership position was a factor in her decision to run for school board. She congratulated Mr. Szabo for his new position at the middle school.

Amy Adams agreed with Mr. Jackson that this was a great place to work as well as a great place for the kids to attend school. She also agreed with what everybody was saying about the phenomenal staff, the buildings, and the programs. Mrs. Adams also recognized Kathy Knust, Mark Shayotovich, and Bill Milner for their work. She shared that her neighbor had recently brought home a cookbook that had been made as a Mother’s Day gift in Mrs. Ringo’s class where he had been a student; she believed it to be incredibly impressive, and it pulled at the heartstrings. A welcome was offered by Mrs. Adams to Cari Withers and Virgil Jenkins, and congratulations were offered to John Szabo. To Superintendent Fritz, she commented that they were going to miss him, but they still had two years to change his mind.

Tom Reberger shared his familiar phrase: “We do lots of things very well in Clay Community Schools”.

VIII. Future Agenda Items

None at this meeting.

IX. Adjournment

Having exhausted all agenda items, the meeting was adjourned at 7:39 p.m.

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