

**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, August 9, 2018. Tom Reberger, Michael Shaw, Andrea Baysinger, Ron Scherb, Kevin Kumpf, Amy Burke Adams, and Shane Wiram were present.

I. Call to Order

The meeting was called to order at 7:30 p.m. Board President Kevin Kumpf led those in attendance in the pledge and offered the prayer.

II. Consent Agenda

A. Claims

B. Board Meetings

Regular Session Minutes for July 17, 2018

Special Session Minutes for July 31, 2018

Executive Session Certification for July 17, 2018

C. Field Trips

None at this meeting

D. Personnel

A. LEAVES OF ABSENCE

- | | |
|------------------|------|
| 1. Certified | None |
| 2. Non-Certified | None |

B. RETIREMENTS

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

C. RESIGNATIONS

- | | | |
|------------------------------------|------|------------------|
| 1. Certified | | |
| a. Secondary PE Teacher | CCHS | Vance Edmondson |
| b. Secondary Business Education | NHS | Nicole Jordan |
| 2. Non-Certified | | |
| a. Food Services | CCHS | Melody Culler |
| b. 29-hour Instructional Assistant | ESE | Kim Klein |
| c. 29-hour Instructional Assistant | CCE | Jennifer Jeffers |
| 3. ECA Resignations | None | |
| 4. ECA Lay Coaches | None | |

D. TRANSFERS

- | | |
|------------------|------|
| 1. Certified | None |
| 2. Non-Certified | None |

E. EMPLOYMENT

- | | |
|--------------|------|
| 1. Certified | None |
|--------------|------|

2. Non-Certified	None	
3. Other	None	
F. EXTRA-CURRICULAR		
1. Extra-Curricular Certified	None	
2. Extra-Curricular Non-Certified	None	
3. Extra-Curricular Lay Coach		
a. 50% 8 th Grade Assistant Football Coach	NCMS	Dave Clark
4. Supplemental	None	
G. CHANGES		
1. Certified	None	
2. Non-Certified		
a. 5.75-hour/day to 6-hour/day Food Services	ESE	Monica Barnett
b. Interim Assistant Cafeteria Manager	FPE	Brenda Thacker
c. 5-hour/day to 4-hour/day Food Services	NCMS	Renee Leslie
d. 5-hour/day to 6-hour/day Food Services	NCMS	Pam Moran
e. 5.75-hour/day to 6-hour/day Food Services	NHS	Kayla Johnston
f. 5-hour/day to 6-hour/day Food Services	NHS	Vicki Hoffman
3. ECA-Lay Coaches	None	
H. VOLUNTEERS		
1. CLASSROOM	None	
2. ATHLETICS/ECA	None	
I. TERMINATIONS		
	None	

Mrs. Adams moved to accept the consent agenda items. Mrs. Baysinger seconded.

Prior to a vote, Mr. Reberger asked to pull claim #46463 out and consider it separately. That claim was for Lewis & Kappes Attorneys out of Indianapolis, from the General Fund, for \$1,050. Mr. Reberger noted that he had no problem with the rest of the claims.

To clarify Mr. Reberger's request, Superintendent Fritz explained that \$475 of the \$1,050 claim for Lewis & Kappes, the corporation's school attorney, would have been for the special ed department calling for attorneys' advice on special ed meetings. \$575 would have been for a phone call Mr. Scherb made to the school attorney during which Mr. Scherb had questioned several things, including a state nepotism policy, the handling of a personnel issue, the validity of the superintendent's contract, and the handling of a discipline issue which had been addressed by five different Clay Community Schools' employees. From Superintendent Fritz's understanding, Mr. Scherb did not contact the school board president nor did he contact Superintendent Fritz prior to calling the school attorney.

Mr. Reberger then asked if this was outside board policy and if Mr. Scherb was acting on behalf of the Board or himself. Mr. Scherb interjected that he thought he had a right to ask a question. Mr. Reberger's response: "Not if we're going to get billed for it." He

added that it was why the school corporation belonged to the state's school boards association, where they get attorneys fees for that. Mr. Scherb then asked what the school corporation had an attorney for. Mr. Reberger shared his opinion that it would be no different than him calling someone and saying, "I need to know something, and bill it to the school corporation". Mr. Reberger noted that he had not benefited from the phone call, and he was sure some of the other board members didn't benefit from it. Also, he had no idea what the answers were, and he didn't know why the questions were even asked. He concluded his comments by stating that he had a real problem with this. If the majority of the Board thought the claim should be paid, that would be fine with him, but he thought it was, at best, inappropriate.

Mrs. Adams stated that this was the legal counsel that was employed and voted on every year by the Board to represent the interests of Clay Community Schools. She added that this was an attorney, Michelle Cooper, with whom the school board has had a relationship for eight years, if not more; this was someone that Ron Scherb would turn to when he was board president. Also, as a Board, they had turned to her in the past, and board members had called her. Mr. Reberger interjected that they had not called her without authorization or approval of the rest of the Board. Mrs. Adams countered that, since 2010, when there had been a question, the past practice had been to contact Mrs. Cooper, and there had been times when she had reached out and contacted the Board. Mrs. Adams asserted that if policy or past practice needed to be revisited or retooled, she thought that would be better served in an executive session, in private. To this, Mr. Reberger responded by pointing out that the Board could not discuss board policy in executive session. Mrs. Adams' comment in reply to Mr. Reberger was that they were talking about board procedures or how they conducted business as a board, whether that was contacting each other outside of here, and she noted there were certain things they could discuss in executive session, a lot more than the Board currently does discuss.

At this point, Mr. Reberger asked if the Board currently had a board policy that said if a board member had questions of an attorney or anything that would basically cost the corporation money, it should go through the president of the Board and/or the superintendent. Mrs. Adams then asked if this was the same attorney paid for by the Board, to which Mr. Reberger responded by noting that wasn't his question. Mrs. Adams continued her question, asking if the current superintendent used this attorney to retool his personal contract. She asserted that if the Board needed to look at this claim, then it needed to look at claims of the past. She added that this attorney represented the community, Clay Community Schools, and not an individual superintendent and not an individual board member.

In response to Mrs. Adams' assertion that Superintendent Fritz had used this attorney to tool his contract, Superintendent Fritz noted that, at that time, Mr. Scherb, as board president, had directed Superintendent Fritz to contact Michelle Cooper as the school attorney to look into his contract and to work up the wording on that. Mr. Scherb disagreed with Superintendent Fritz's statement. Mrs. Adams asserted that most superintendents had used their own attorney, out of their own pocket. Superintendent Fritz reiterated that had been what the board president told him to do. It was Mrs.

Adams' contention that the Board and the attorney for the Board represented the Board in the community, and the superintendent is an employee of the Board.

Mr. Reberger next commented that, for the attorneys the school board was dealing with at this point, they have a very good relationship; they have provided a service, and they need to be paid. But, he did not agree with this, and he was not going to vote for that claim; if the majority would vote for that claim, that's fine. He believed they had a real issue here. He deemed it to be no different than if he saw something he thought the school corporation should have and he bought it and then said to send the school corporation the bill.

Mr. Scherb stated that they might be dealing with an issue that should not be talked about in an open meeting.

Mr. Kumpf referenced Board Policy 1560, which states (in part), "...The school attorney shall submit legal opinions in writing when the board president or superintendent request that he do so". How far that would go, Mr. Kumpf didn't know.

It was Mrs. Adams' assertion that it was probably a coincidence, but she had noticed that, after Mr. Scherb's phone call to Michelle Cooper, the ISBA, which has the free attorneys that are there to serve the entire state of Indiana, has new training that has been offered to all boards in the state of Indiana about reporting child abuse and the laws and the Board's obligation. She noted that one of the questions posed by Mr. Scherb to the school corporation attorney had been in regard to what the Board's obligation was for reporting child abuse and allegations of sexual assault. Since then, ISBA is offering training to board members, specifically about that question.

Mrs. Baysinger asked Mrs. Adams how she knew what Mr. Scherb had talked to the attorney about, because Mrs. Baysinger had not been privy to any of that conversation. Mrs. Adams replied that she thought he had mentioned that in executive session, which had perhaps been when Mrs. Baysinger had been in Germany or Iceland.

Once again, Mr. Scherb stated that he thought what the Board was talking about should not be talked about in a public meeting. Mrs. Baysinger clarified that they were talking about a claim.

Mrs. Adams wondered why there would be offense at someone calling for clarification of the legal matter; it had never been an issue in the eight years she had sat on the Board, and she didn't recall being told it had been an issue prior.

In response to Mrs. Adams, Superintendent Fritz pointed out a couple of the issues. One, Mrs. Cooper did contact the Board president and him for clarification of a few items. One of the issues on a particular call that happened in early May was the wording of Superintendent Fritz's contract, which Mr. Scherb claimed that he had never seen and hadn't signed; the contract had been in Mr. Fritz's personnel file with Mr. Scherb's signature on it since the Board approved his contract, probably a year ago. Mr. Scherb also claimed that the superintendent's contract was not posted on the web site, which it is, along with the other administrators' contracts. Superintendent Fritz

commented that if Mr. Scherb had contacted Central Office to ask all these questions, the questions could have been answered for free, but he refused to do so.

Mrs. Adams offered one last comment: She found it in poor taste that at the beginning of an exciting school year they are bringing up issues like this that should be addressed in executive session. Mr. Kumpf and Superintendent Fritz both responded, asserting that they could not be discussed in executive session. Mrs. Adams' last word was a reiteration of her opinion that it was in poor taste for the Board to start out the first school board meeting of a brand-new school year addressing issues of conflict between individual people on this board.

Discussion then ensued as to what would be voted on, with the final decision being that the consent agenda items would be voted on as presented, including Claim #46463. Prior to the vote, Dr. Shaw asked when the Board was going to address this issue; he believed there was some serious concern. Mr. Kumpf agreed that it was probably something that needed to be discussed, and they needed to make sure there was a path they were going to follow on this.

The motion was approved by a 7-0 vote.

III. Comments from Patrons

Aaron Slater, parent of triplets Hayden, Hank, and Hannah Slater who are students in the 8th grade, introduced himself as the manager of grounds and landscaping at DePauw University in Greencastle. He manages athletic fields at DePauw, and his kids participate in track and cross country at North Clay. After seeing the condition of the track at Northview High School on which his children participate, he found it to be a very unsafe surface for any athlete to participate on, especially after seeing what a track surface should look like. It was his opinion that the Board should proceed with a new track surface. Also, he thought the synthetic surface on the football field would be a great idea. Mr. Slater noted that he managed three synthetic turf fields and natural grass fields as well as two Bermuda grass fields at the university. He pointed out that the synthetic fields required very low maintenance and had been wonderful for their athletes to participate on. Mr. Slater shared that, as manager of grounds and landscaping, he had an obligation to provide a safe playing surface for all of those student athletes. Mr. Slater also shared that J & D Turf, one of the companies that had been consulted for the Northview field, had done some work at DePauw, and he believed them to be a very reputable company. Another point made by Mr. Slater was that, with a natural grass field, there is a lot more maintenance. He believed top dressing would help that field a lot; an irrigation system would also help, but an irrigation system would require a lot of maintenance as well as specialty training for somebody to maintain that system. In his professional opinion, he believed that synthetic turf would be the way to go; it would reduce maintenance costs, and it is a safe surface to play on.

Mr. Scherb asked Mr. Slater if there were any data on concussions for synthetic surface versus natural surface. Mr. Slater stated that he didn't have that data, but he shared his knowledge regarding natural grass fields by noting that if there wasn't water to irrigate it, the ground would be harder than synthetic would be.

Mrs. Adams noted that Mr. Slater's comment regarding Bermuda grass reminded her of fans and participants of soccer a few years ago who had given accolades of Bermuda grass and had advocated for its use. She suggested it might be something to visit for soccer in the near future.

Jeremiah Ledgerwood read a prepared statement regarding his and other families' concern about what he deemed to be oversized classes in the elementary schools, particularly in grades K-3 at Clay City, Staunton, and Jackson Township. A copy of Mr. Ledgerwood's presentation will become a part of the official minutes.

Mr. Kumpf asked Superintendent Fritz to come up with some information for the next board meeting. Mr. Wiram suggested making it an agenda item.

Halle Miller and Briley Shillings, both 8th-grade students at North Clay Middle School, addressed the Board as members of the school's growing cross country and track programs. Ms. Miller stated that her parents had told her after last month's board meeting of the possibility of getting a synthetic football field and a brand-new track, and she had been very excited to hear that. She and Ms. Shillings thought a new track and football field would be great additions to the high school and would give them something else to be proud of. She believed those two things would benefit a lot of students who are involved in track, football, soccer, and band. Ms. Miller also thought it would be exciting to host an invitational, and she thought a lot of money could be made by hosting an invitational, which could possibly be used to help pay for the some of the new additions. Ms. Shillings commented that, if they would be lucky enough to get the track, a few of their suggestions would be to move the long jump pit to make it safer for the jumpers and runners who are competing at the same time and to make the track a color other than black, maybe gray or maroon, so it would not be as hot to run on. Although the girls would not be playing football, they did have friends who play soccer who were excited to possibly play on a synthetic field that would be in great condition and well lit. Ms. Shillings had always heard that synthetic fields were safer, as far as broken bones and concussions go. Ms. Shillings concluded her comments by noting that, although they were only thirteen years old, this was very important to them.

IV. Old Business

A. Building Project Update

Prior to Mr. Gassert's update, Superintendent Fritz offered thanks to Rodney Herb, B.J. Haase, and Mr. Gassert for the good job their crews did, along with the school corporation's cleaning crews, getting everything ready for the start of school. Also, Superintendent Fritz noted that he had received emails and personal contacts regarding compliments to Mr. Haase and Mr. Gassert for how personable they had been to the staff and their character and the pride they take in the buildings, and he thanked them for that.

Mr. Lance Gassert of Garmong Construction Services then provided an update of the building projects at Clay City Jr/Sr High School and Northview High School.

At Clay City, the administrative area is substantially complete. They are waiting on Trane Equipment for unit ventilator covers; they are expected later this week. Mr. Bell is

expecting to start moving into those spaces next week, which is a big milestone. They are wrapping up some science rooms, right on schedule. The major work left to complete is on the second floor where a new teacher prep room is to be built in a back corridor, as well as storage and a restroom. Also, there is some roofing restoration to complete, above the Eel Dome and the new administrative area.

At Northview, Mr. Gassert noted the media center was looking great; all the new library stacks have been reassembled, and the staff is getting ready to start returning the books back to the shelves. The next big phase will be converting the old administration area into a new special needs suite, and demolition of that space is underway. Also, social studies and health, which is down by the new gymnasium, has yet to be remodeled but will be done in the near future, as well as work in the welding shop, wood shop, mechanic shop, and the art rooms. All of that work will take place between now and February.

Regarding a request for additional data on LED light fixture upgrades at Clay City, Mr. Gassert shared that they went through and did a count of existing light fixtures, and there were about 650. After talking to Sycamore Engineering and HEF Electrical, he learned that the LED market is ever-changing, and there are a lot of different options on upgrades. The least expensive option, valued around \$50,000, would be to put LED bulbs into the existing fixtures. Mr. Gassert noted that they make bulbs that actually work with the old ballasts, but they are very inefficient and very expensive on the upfront cost. The middle-road option would be to use those same bulbs, disconnect the existing ballasts, and put an LED driver in, which would cost somewhere in the \$100,000 range. To put all new LED fixtures in, at around \$200 per fixture, would cost roughly \$130,000.

Under discussion, Mr. Scherb asked if the Duke Energy savings contract that the school corporation is currently in would pay 50% of the cost. Mr. Reberger asserted that Duke Energy had paid for the ones that the school corporation had right now, and it was his understanding that, until the life expectancy of what they paid a big portion for had been used up, they were not going to buy new ones if those were taken out and thrown away. Mr. Scherb pointed out that they were not LED; Mr. Reberger countered that they were T5s and T8s. Mr. Scherb commented that he would check that out; he could make a phone call on that. Mr. Howard noted that the current rebate was 25%.

Mrs. Adams shared that a parent had called and was inquiring about the stairway that goes from the parking lot at Clay City. They had told Mrs. Adams it was cracked, and they were wondering if it was going to be part of the project. In reply, Mr. Gassert stated that he presumed they were talking about an existing stairway that leads from the perimeter road down to where the construction area is right now; currently, that is not in the vision to be replaced.

V. Superintendent's Report

Superintendent Fritz noted the following:

- Everyone was commended for a great start to the school year. Thanks were offered to teachers, administrators, transportation – Cathy and Mike,

maintenance department, cleaning crews, custodians, cooks, and the building project crews.

- An article was read by Superintendent Fritz in regard to Faith Petrowski, a senior at Clay City Jr/Sr High School, and her parents who provided assistance to a driver on the interstate who had suffered a massive heart attack and had crashed after leaving the interstate. On behalf of the school corporation, Superintendent Fritz commended Ms. Petrowski and her parents for their actions. He added that he was extremely proud of their character, their spirit, and their courage.

VI. New Business

A. Furniture Bid Request

Mr. Wiram moved to accept the furniture bid as proposed; the recommended bid had been received from Educational Furniture and was a combined base bid for items A, B, and C in the amount of \$636,013.93. Dr. Shaw seconded, and the motion was approved by a 7-0 vote.

B. Request for Permission to Advertise the 2019 Budget, 2019 Capital Projects Plan, and the 2019 School Bus Replacement Plan

Mr. Scherb moved to advertise the 2019 budget, 2019 Capital Projects Plan, and the 2019 School Bus Replacement Plan. Dr. Shaw seconded, and the motion was approved by a 7-0 vote.

C. Request for Permission to Advertise for Bids for Buses

Dr. Shaw moved to grant permission to advertise for bids for buses. Mrs. Baysinger seconded, and the motion was approved by a 7-0 vote.

D. Request to Advertise for a Public Auction

Mr. Wiram moved to accept the request to advertise for a public auction, as requested by Mike Howard, Director of Extended Services. Mr. Reberger seconded, and the motion was approved by a 7-0 vote.

E. Body Safety Presentation

Corporation Nurse/Coordinator of Health Services Lynn Stoelting provided the board members with an informational packet regarding new requirements on teaching body safety to students. She also provided information regarding Senate Bill 355, which concerned child abuse education and policies. Mrs. Stoelting noted that, although the senate bill required the Department of Education to make available, no later than July 1, 2018, model educational materials and model response policies and reporting procedures concerning child abuse and child sexual abuse to assist schools with the implementation, she was still waiting to see a lot of that information. She referenced a program for prevention education; it is information that instructs children on what sexual abuse is, what signs they need to look for, and how to report that.

The reason Mrs. Stoelting brought this to the Board at this meeting was because there was grant money for Clay County to have this program; the grant money would not cover the entire cost of the program, but \$1,800 would be the cost for the entire corporation for this program, and it would cover grades K-12. It is evidence-based-

approved, so when the Department of Education gets all of the information out, this program will be approved. Mrs. Stoelting thought the Board needed to be aware of this new law and that this has to be taught to students. Also, another law came out that says parents have to sign a letter prior to when students are given any kind of sexual presentation in the classroom, as with any human reproduction or any other type of sexuality presentation.

Mrs. Stoelting noted that one thing she liked about this program was that it provided a parent night for them to come in and view all of the material. It also has online sites that they can go to and look at the material. She believed the program to be well-done; it is done with a lot of taste, and it is not something that she thinks would be embarrassing to present, nor would it be embarrassing to students who were listening to the program.

Under discussion, Mr. Kumpf wanted to know who would teach this. Mrs. Stoelting stated that counselors and nurses would be trained, and they would be doing the education part of it.

F. Maintenance and Buildings & Grounds Update

As requested by Mrs. Adams during the July 17 board meeting, Mr. Howard presented an update to the Board regarding maintenance and buildings & grounds projects. Prior to his presentation, Mrs. Adams asked to confirm that it would be based upon the presentation and the slides from the previous board meeting, which it was. She then wanted to know if the school corporation got bids for it. Superintendent Fritz noted that they had, for some of it; they were still waiting to hear back from some of the contractors.

A copy of Mr. Howard's PowerPoint presentation will become a part of the official minutes.

Under discussion, Dr. Shaw wanted to know if they were still looking at a way to reconfigure the concession stand building and get a visitors locker room in there. Mr. Howard replied that probably nothing would happen this fall. Mr. Shayotovich and Mr. Howard, along with Athletic Director Scott Buell, had talked about it, and they were trying to figure out the logistics. They have discussed ways to reconfigure the interior of that building, but it will probably be some time in 2019 before that happens.

Mrs. Adams thanked Mr. Howard for his presentation. She knew that the weather would determine completion of some of the projects. She asked for an update on this in October or November. Mr. Howard stated that he would provide an update in October.

G. Building Project Budget Update

As requested by Mr. Scherb during the July 17 board meeting, Mr. Shayotovich presented an update to the Board regarding the status of the building project budget. A copy of Mr. Shayotovich's PowerPoint presentation will become a part of the official minutes.

Under discussion, Mr. Scherb wanted to know if the budget information Mr. Shayotovich had provided included the furniture for which the bid had been approved earlier in this

meeting. Mr. Shayotovich stated that it did not include the furniture; at the end of the project, any remaining contingency dollars will first be used to spend towards furniture. As sort of a back-up plan, he had budgeted for furniture in the 2019 budget. His plan is to have this furniture move in some time near the fall break into the Christmas break and then be billed and paid for in January of 2019 as part of the 2019 budget.

H. Board Policy 6715 – Anaphylaxis Procedures – First Reading

Information from Corporation Nurse/Coordinator of Health Services Lynn Stoelting was included in the board packet regarding the need to develop Board Policy 6715 – Anaphylaxis Procedures. This was a first reading, so no vote was necessary.

I. Board Policy 9205 – Naming of CCS Facilities – First Reading

Information regarding a request from the Board during the July regular session to develop a naming of facilities policy was included in the board packet. This was a first reading, so no vote was necessary.

Superintendent Fritz noted that he had taken all of the comments from the Board that they wanted included in this policy.

Under discussion, Mrs. Adams commented that, if this Board is so committed to doing this, she would suggest adding two items to that policy. One, if this person who is nominated is still living, they need to give their consent before it would ever go to Board vote. In addition, this person, if they give their consent, would waive any legal rights for themselves and their families, their descendants, to profit in any way from a football field being named after them; they would not gain personal profit in any way, nor would the descendants. She would like for Michelle Cooper to look into the wording of that, because it is legalese, but if the Board is committed to having this named after a board member's relative, she thought it was important to put those two items in.

J. Censure Resolution #1/2018

Mr. Kumpf read Censure Resolution #1/2018 regarding board member Ron Scherb in its entirety. The censure resolution will become a part of the official minutes.

Following Mr. Kumpf's reading of the censure resolution, Mr. Reberger moved to accept the censure resolution. Mrs. Baysinger seconded.

Under discussion, Mr. Scherb asked who authorized Mr. Kumpf to do this and whose idea it had been. Mr. Kumpf replied that he had been approached by a few board members that felt something more needed to be done, and it had seemed that they had exhausted most avenues. He noted that he, Mr. Wiram, and Superintendent Fritz had all talked to Mr. Scherb, and they were not getting an end to it.

Mrs. Adams then asked who had authored or generated the document. The response from Mr. Kumpf was that he wrote it and Michelle Cooper reviewed it.

Next, Mrs. Adams questioned the very last line of the censure resolution, which read in part, "Further, be it resolved, ...will be categorized as another violation of the Code of Ethics, which may lead to progressive sanctions from the Clay Community Board of

Trustees, Resolution #1 of 2018". She asked if Mr. Kumpf could tell her what those progressive sanctions may be. Mr. Kumpf's reply was that he had none, and he didn't know of any. In response to this, Mrs. Adams made the comment that there were no progressive sanctions because the board members were public officials, elected by the public to represent the interests of the community, the voters, the taxpayers, the schools.

Mrs. Adams referenced Board Policy 2621, which had been quoted in the censure resolution, in part, as, "In order to promote efficient and effective communication among certified staff, the normal channel is teacher to principal, principal to superintendent, ...Board of Trustees, applicable and appropriate, ...the department chairpersons should be included". She asserted that this did not apply to the Board, and she shared her concern that she might be censured next month for listening to the concerns of a parent who hadn't followed the channels.

Referring to Board Policy 2622 – Complaint and Communication Procedures that had also been quoted in the censure resolution, Mrs. Adams noted that the relevant part quoted, which was "All communication to the Board of School Trustees should be filed with the Board of School Trustees through the Superintendent of Schools", also did not apply to the Board, because the Board served the public, it did not serve the superintendent. She believed that to be funneling information, and she considered that to be very dangerous.

Mrs. Adams stated that it had been her pleasure to serve with Mr. Scherb for eight years on this and various boards for Clay Community Schools. It was her contention that they had demanded transparency, integrity, and accountability, from each other as board members, the administrators, all employees. Issues she brought forth as having occurred while she and Mr. Scherb had served were: dealing with past administrators falsifying contracts to give themselves raises; being told it was illegal to review the contracts that they were being required to vote on; misconduct of administrators, leading to their dismissal; cover-up of mold in elementary schools; extended rental of equipment, belonging to companies that belong to school board members, that sat for months unused but still being rented; people who were being paid but didn't show up to work; and snow removal for \$140 an hour from a company in Columbus, Ohio, during an emergency, but they managed to get here from Columbus, Ohio. Mrs. Adams declared that transparency and accountability were desired as well as accountability and integrity from the people who were educating the children and handling the tax dollars. It was her assertion that no one should be offended when someone asked questions or wanted to see documents. She also asserted that Mr. Scherb had saved the taxpayers tens of thousands of dollars by asking his questions, reviewing bus maintenance records, and looking into problems and getting them fixed. As she saw it, Mr. Scherb brought about results, kept children safe, and helped get them educated. Mrs. Adams then referenced the central office building, stating that she and Mr. Scherb had served on the Board that got the building, built it, bought it, and renovated it; otherwise, she believed central office would still be working out of the building in Knightsville that had been just given away because it had become so dilapidated. She described the censure resolution as being inappropriate and heavy-handed, and she shared that the Board had not, as a Board, discussed it; it was her opinion that it should

have been discussed in private. Mrs. Adams then acknowledged that Mr. Kumpf had made reference to what she considered a vague email that had been sent out in May of 2017 about trustees' responsibilities, and she declared that if one of the board members was going rogue, the whole Board should have been informed. To Mrs. Adams' comment about the Board being informed, Mr. Kumpf noted that was what the email had been for.

After a brief exchange between Mrs. Adams and Mr. Kumpf debating whether the email had been vague and whether Mrs. Adams had called Mr. Kumpf to ask questions about it, Mrs. Adams continued with her comments in support of Mr. Scherb by stating that Mr. Scherb's actions had not been a serious issue or discussed or had come about until recently, and it had been shared with the Board only after an administrator had been displeased with an evaluation that he received. The administrator had been displeased because the individual ratings of the individual board members had been shared with him, which had never been a practice in the past. In Mrs. Adams' opinion, this was politics at its worst, in an election year. She believed it to be, indirectly, retaliation for a disagreement between an administrator and a board member.

Mrs. Adams reiterated her concern that she, by speaking her mind tonight and voicing her opinion based on experience in eight years of serving the community, might be censured next month for sharing the sidewalk information at Clay City, for demanding tonight's presentation where these projects that have been very needed at Clay City were dealt with, and for asking too many questions. She believed it to be nothing more than a tool of intimidation, to stop elected officials from doing their job.

Mr. Kumpf addressed a couple of issues that Mrs. Adams had brought up. First, he agreed with her that they were board members and they served the public, on every second Thursday of the month. He then disputed her contention regarding discussing things with the public, noting that he had never said she couldn't discuss anything with the public; that's what the board members were here for, they represented the public. He added that people were always welcome to ask questions of what was going on at the school corporation, what was going on with their schools, of the board members, that's why they were voted for. As for where board members should go with comments made to them by the public, Mr. Kumpf asked Mrs. Adams if she knew. When Mrs. Adams did not answer his question, he stated that board members should go to Superintendent Fritz and tell him of the situation. Mrs. Adams shared her point of view that some of the things that had been listed had been when Mr. Scherb was board president and spoken directly with Superintendent Fritz. She asserted that some of what they were now hammering Mr. Scherb about had been when he was board president and could call Michelle Cooper and meet with Superintendent Fritz.

At this point, Mrs. Adams referred to the part of the resolution in regard to Board Policy 1730 – Code of Ethics, Item 4, which stated, in relevant part, "A school board member should meet his responsibilities to his or her community by refusing to use his or her position on a school board in any way whatsoever for personal gain and personal prestige". She noted that she had heard tonight of three sons employed this summer that belonged to administrators, which she deemed to be personal gain. She added that she knew the Board was chock-full of people whose brothers work for the

administration, whose wives are employed, and whose sons are employed by Clay Community Schools. She also noted that two of the board members had retired from Clay Community Schools. In addition, she referred to one board member who wanted his wife employed, but it didn't happen. She shared her opinion that nepotism was another thing that should be addressed with this Board, not to mention the football field that they want to spend a million dollars in Astroturf on to name it after a relative of a board member. She deemed the Board to be full of hypocrites.

Discussion concluded with Mr. Scherb thanking Mr. Ledgerwood for coming to this meeting and speaking his mind about class sizes. Mr. Scherb asserted that was why he was here; he wanted to concentrate on education, and if he got in trouble for that, then he got in trouble for that.

The motion to accept the censure resolution was approved by a 5-2 vote, with Mr. Scherb and Mrs. Adams opposed.

VII. Board Member Comments

Shane Wiram thanked everybody for coming out tonight. He noted that the school year had started, and although they would have some rough spots in the school year, things were going as smoothly as possible. The Board would look in to the items that had been addressed tonight. Mr. Wiram thanked teachers, administrators, bus drivers, maintenance, and everyone that makes this school corporation run.

Amy Burke Adams stated that, in spite of this board, all are off to an awesome start. It should be a fantastic school year, and she wished the best for all of the kids and all of the employees. She noted they would turn out another round of graduates in May of 2019. As she described it, the rubber hits the road in the classroom, and that's where it counts. She observed that bus drivers would get the kids to school safely again, the cooks would make delicious meals, the custodians would keep the areas safe and clean, and the kids would grow right before their parents' eyes and become wonderful productive citizens. She urged all to speak their mind and not be scared or apprehensive to approach school board members about anything; that is why the board members are elected.

Ron Scherb shared with the other board members and Superintendent Fritz a proposal to re-seed and renovate the football field at Northview High School. The proposal included installing turf grass, preparing and crowning the site of 100,00 square feet (2.3 acres), ground prepping and top dressing with fertilizer and rock removal, installing a turf-saver fescue, installing a state-of-the-art Red Bird on-site irrigation system with digital watering site, and service cutting the new turf, at a cost of \$57,500.

At this point, Mrs. Adams interjected that the proposal was just a sample; Mrs. Baysinger asserted Mr. Scherb went out and got a bid as a board member. Mr. Scherb labeled it a proposed agreement; he stated that the company had read about this in the paper, and they had given it to him. Mr. Scherb stated that he was a citizen and, if he could save \$700,000 or more over an artificial turf, why wouldn't they consider that? Mrs. Adams reiterated her position that it was a sample, not an official bid. Mr. Scherb stated that it was not a bid, it was just a proposal. Mrs. Adams referred to the Williams

building that had been purchased for \$225,000, which is now the bus garage, noting that the Board did similar things, and that had saved \$4 million. Mr. Scherb pointed out that was why he got involved with the school board in the beginning.

Mr. Scherb then gave Mr. Kumpf some more samples, and he stated that he wanted to give a copy to the newspapers, to make sure everybody in the county got to read those. He noted there were two different proposals, both in the \$50,000 range. As Mr. Scherb saw it, this was called transparency; it wasn't about not trusting someone. If he could save the taxpayers \$700,000, he asked why that couldn't be used to hire some more teachers for the elementary schools or be used on vocational programs to teach people how to weld. He noted that he had talked to ten people today, and they had said if they want to put in an artificial turf at the football field, let them put it in, but they can pay for it with their own private money; they don't have to pay for it with tax dollars.

Mr. Kumpf's question for Mr. Scherb was how many football fields they had done. Mr. Scherb replied that he would take Mr. Kumpf to one, about 30 miles away.

Mrs. Adams pointed out that U.S. Lawns had been contracted with the school corporation from May to October in 2013, and the reason she mentioned that was not because she was proposing this and she was not supporting this, but she was mentioning this because this group had worked with the school corporation before.

Mr. Scherb next commented that he attended the Ivy Tech Precision Ag Center ribbon cutting. He noted that Clint Weddle had been there, and Mr. Weddle had been very appreciative that Mr. Scherb had been there. Mr. Scherb had not seen any other representative of Clay Community Schools there. To this comment, Mrs. Knust responded by pointing out that the ribbon cutting had been held on the third day of school, and her duty was to take care of the kids in the classroom. She did want Mr. Scherb to know that the school corporation had 24 agreements for dual credit with Ivy Tech, and six of those were for agriculture. Mr. Scherb then observed that this was a \$25 million facility that they opened for this, and they were wanting to recruit students. He asserted that Ivy Tech wanted the school corporation to establish programs to generate the interest so students can go to these Ivy Tech programs and be certified.

The last comment made by Mr. Scherb was to repeat a comment he had made last year; he did not think it was a good practice to adopt policy in a special session, like was done last year. Referencing the issue of transparency, Mr. Scherb pointed out that special sessions did not allow patrons to come up and talk. He brought up a time several years ago when a board policy for school bus drivers was being changed. About 12 drivers had shown up at that meeting and had given their opinion, so Superintendent Kim Tucker had called a meeting with the bus drivers, and they had talked about their concerns and worked it out. Mr. Scherb is going to continue to say that he doesn't think it is a good idea to adopt policy at a special session because the patrons don't have an opportunity to speak.

Andrea Baysinger stated that she liked having an audience much more than having empty seats; she asked for them to come back next month, as the conversation would continue. Even if they didn't have a vested interest in any agenda items, it was always

good to have community members out there to hold board members accountable for what they do as a board. She thanked them for coming.

Michael Shaw thanked everybody that came tonight for their support and involvement in what he deemed an exceptional corporation. He believed the school corporation had the absolute best teachers, administrators, students, and parents. He also thanked them for their attention to detail on the issues at hand.

Tom Reberger offered his thanks to the two young ladies who had spoken earlier; he believed they had done an excellent job. To Mr. Ledgerwood who had also spoken during patron comments, Mr. Reberger stated that he appreciated Mr. Ledgerwood's comments, and the Board would try to make things work the way they should. Mr. Reberger noted the good start of school, and he was happy to have a lot of concerned parents.

VII. Future Agenda Items

Shane Wiram wanted to look into the policy of class sizes and see what could be done to alleviate the current situation. He asked to look and see what the trends were for other school corporations and what might fit for this corporation. Mr. Kumpf noted that he didn't know where class size would fit in on new Indiana laws on contractual items. Superintendent Fritz added that there used to be some information in master contracts, but that no longer can be done. The Board could develop a policy; he offered to look into that.

Amy Burke Adams would like, for October, an update on the progress of those Clay City projects. To Mr. Howard's question as to whether she wanted a report on both schools, Mrs. Adams replied that she would love both schools. She is always hearing about Clay City and the improvements that are needed there.

Ron Scherb requested a report on seismograph readings from the machines on the Clay City campus the next time a mine update for the Clay City campus is given. He would like to see what the readings peaked at four years ago and whether they have reduced or had any at all. If the mine is moving away and there are no readings, the reports could probably end. Mr. Scherb's second request was directed to Superintendent Fritz; he wanted to hear about Superintendent Fritz's trip to North Carolina. Superintendent Fritz stated that the trip was canceled, so he didn't go. Mr. Scherb's third request was for a 10-year history of the Rainy Day Fund and what contributions had been made and where the contributions came from. Mr. Shayotovich stated that he would go back as far as he could.

VIII. Adjournment

Having exhausted all agenda items, the meeting was adjourned at 9:24 p.m.

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