

**MINUTES OF MEETING OF BOARD OF SCHOOL TRUSTEES
OF
CLAY COMMUNITY SCHOOLS**

A Special Session of the Clay Community Schools Board of Trustees was held at North Clay Middle School, 3 West Knight Drive, Brazil, IN 47834, on Tuesday, September 1, 2009. Forrest Buell, Dottie King, Tina Heffner, Jennifer Kaelber, Ted Jackson, and Terry Barr, were present. Brian Atkinson was absent.

I. Call to Order

Mr. Jackson, president of the board, called the meeting to order at 6:30 p.m.

II. Budget Hearing on 2010 Budget, Capital Projects Plan, School Bus Replacement Plan, and Levy Neutrality

Mr. Jackson formally opened the budget hearing. This is the moment for anyone in the public to ask questions of the proposed budget for 2010. With no one from the public making comments and no comments from any board members, the budget hearing was closed. It was noted that a special meeting is scheduled for September 14 at 6:30 p.m. for budget approval at North Clay Middle School.

III. Personnel

A. Leaves of Absence:

- | | | |
|---------------------------|------|-------------|
| 1. Certified | | |
| a. Family Medical Leave | CCHS | Cindy Deter |
| b. Maternity Leave (FMLA) | NCMS | Sarah Goda |
| 2. Non-Certified | None | |

B. Retirements:

- | | | |
|-------------------------------|------|-------------|
| 1. Certified | None | |
| 2. Non-Certified | | |
| a. Custodian (Medical Waiver) | CCE | Lana Arnold |
| 3. Place on Retirement Index | None | |

C. Resignations:

- | | | |
|--|----------|----------------|
| 1. Certified | | |
| a. Teacher (Physics) | NHS/CCHS | Ryand Tucker |
| 2. Non-Certified | | |
| a. Instructional Assistant | NCMS | Denise Duncan |
| b. Custodian | SE | Heather Wallen |
| c. Food Services | NHS | Heather Wilson |
| 3. ECA Resignations | | |
| a. Tennis (Girls Assistant) | NHS | Michelle Tracy |
| b. Basketball (Varsity Boys Assistant) | CCHS | Chris Ames |

D. Transfers:

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

E. Employment

1. Certified	None	
2. Non-Certified		
a. Instructional Assistant	JTE	Valerie Linton
b. Instructional Assistant (Sp Serv)	SE	Susan Partin
c. Instructional Assistant (Sp Serv)	NCMS	Sara Morris
d. Food Services (4 hours)	NCMS	Debra Green
e. Food Services (4 hours)	NCMS	Terri Lowder
f. Food Services (5 hours)	NHS	Heather Mecila
g. Temporary Bus Mechanic	TRANS	Dallas Barr*

*Dallas Barr has been working as a substitute Bus Mechanic at the Transportation Department while Matthew Misner is on Military Leave. Matthew's leave has been extended for another 365 days. We would like to give Dallas Barr benefits during the next 365 days of employment. The benefits would be contingent on a 90-day waiting period just as any other 260-day classified employee would have. The benefits would include sick & personal days, access to health & dental insurance, and paid holidays. As a temporary employee, he would not be given vacation days (these accrue for future use), life insurance or PERF.

3. Extra-Curricular Certified		
a. Yearbook Sponsor	NHS	Joey Bennett
b. Varsity Volleyball	CCHS	Cindy Gerber
c. Elementary Club	ME	Linda Grove
d. Science Fair Building Chair (50%)	ME	Linda Grove
e. Art Club	NHS	Joni Sutherland
f. High School Cheer Coach	CCHS	Susan Rhodes
g. Super Bowl Coach (Science)	NHS	David Unsinger
h. Department Chair (Sp Serv)	NCMS	Kelly Bays
i. Elementary Sport (1 boys & 1 girls)	SE	Dustin Jorgensen
j. Science Fair Building Chair	SE	Tad Chew
k. Student Council Sponsor	SE	Denise Brush
l. Elementary Club	ME	Evelyn Greenwood
4. Extra-Curricular Non-Certified		
5. Extra-Curricular Lay Coach/Lay Sponsor		
a. 7 th Grade Volleyball	CCHS	Kasi Thatcher
b. Assistant Band Director – Fall	CCHS	Ryan Weber
c. Drill Team Director – Fall	CCHS	Becky Ziegler
d. Girls Cross Country	CCHS	Darby Sindors
e. Cheer Coach Assistant	CCHS	Hanna Moore
f. Tennis Boys Head	NHS	Mark Orr
g. Tennis Boys Assistant	NHS	Shawn Hughes
6. Volunteers		
a. Junior High Cross Country	CCHS	Jesse White

F. Changes:

1. Certified	None	
2. Non-Certified		
a. Food Services (from 6 to 7 hours)	NCMS	Christina Gruener

- | | | |
|--------------------------------------|------|-----------------|
| b. Food Services (from 5 to 6 hours) | NCMS | Lisa Smith |
| c. Food Services (from 4 to 5 hours) | NCMS | Amanda Williams |
| d. Food Services (from 5 to 7 hours) | NHS | Dianne Priest |
3. ECA/Lay Coaches
- a. Courtney Dayhuff was approved as the 7th grade volleyball coach at CCHS. She has been recommended to become the JV volleyball coach and will no longer be 7th grade volleyball coach.

G. Termination:

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

H. Information Only None

Mrs. Barr moved to accept the recommendations for employment as read. Dr. King seconded, and the motion was approved by a 6-0 vote.

IV. Interim Principal at Clay City Elementary

Dr. Schroeder explained that Jon Russell was called to active duty. Right now, it is known that he is there for two months; more permanent orders should be received soon. The position of interim principal was posted inside and outside the corporation and 26 applications were received. Seven individuals were interviewed in the first interview process and the number of candidates was then narrowed down to three individuals who interviewed during a second round of questions. The recommendation is to hire Dorene Kenworthy. At the very beginning, she will be a substitute until Mr. Russell's more permanent orders have been received. Once the orders are received, she will be named interim principal on a temporary contract. She is eligible for the salary and fringe benefits during the period worked as a substitute and interim principal. Her salary will be pro-rated based on the number of days that she works this year, which would include five days beyond the student days.

Noting that they were very happy to have Mrs. Kenworthy, Dr. Schroeder added that references were checked and they came out very solidly. He noted that she has 26 years of experience in public education, 10 as an elementary counselor, and 5 as an elementary principal. The interview committee would like to recommend that she be employed, first as a substitute, then on an interim basis on a temporary contract. The first contract would be one year.

Prior to the board vote, Mrs. Kenworthy expressed her excitement about the opportunity. She is looking forward to getting to know the staff and working with them and the parents as well as learning about the Clay City community.

Dr. Schroeder thanked Kim Tucker, Assistant Superintendent for Curriculum and Instruction for filling in at Clay City Elementary and doing a good job.

Mrs. Barr moved to approve Dorene Kenworthy. Dr. King seconded.

Under discussion, Dr. Buell read from a prepared statement: "There is too much turmoil regarding the selection of a replacement principal at Clay City's elementary school. The procedure seems to have broken down. This should have been established and performed under Dr. Schroeder's direction before any applicant interviews. There should have been an exit interview with Mr. Russell plus an evaluation of Mr. Russell at the time he left. This would help in selecting a replacement. Clay City's elementary staff needs to be united in order to provide a good teaching environment for our students. The staffs of special education in our elementary schools, especially at kindergarten level, needs to be established in order to effectively determine the number of teachers needed at each grade level. Instructional assistants cannot replace needed teachers. Board members should not approve an elementary school principal until they receive more information from Dr. Schroeder. Is Dr. Schroeder selecting an interim principal in the best interests of our students? What are these interests? Did he present these interests to the candidates?"

At this point, Mr. Jackson asked Dr. Buell if his concerns were with the process, to which Dr. Buell replied, "I think so." He added that he wanted to do this before voting on somebody. Mr. Jackson stated that he didn't know if that would change anything. Dr. Buell stated that a lot of questions had been raised and there was no other place to put them: He asked what would be the point of these questions after voting to hire somebody.

Mrs. Barr attempted to clarify that the board members had all been asked if they wanted to be more involved in the process by serving on the selection and interview committees and if they wanted a different process. All school board members agreed to follow the process that Dr. Schroeder previously communicated to the board.

Visibly agitated, Dr. Buell wanted to know what was wrong with his questions; they are for the benefit of the students and the taxpayers. Dr. Buell wants answers to his questions before he can vote on the motion.

After Mr. Jackson and Dr. Schroeder agreed to answer Dr. Buell's questions, he returned to his prepared statement. "The time spent by Dr. Schroeder to get the present elementary school building renovation project to its present status has adversely affected the present education...that's another thing, okay." "One of the administration's principal candidate evaluators was absent due to illness. Due to the number of applicants, I believe Dr. Schroeder should have asked for a board member to replace Mrs. Knust. How many applicants replied? Is there a tape or record available for board members to hear or read the interviews? How did Dr. Schroeder conduct the interviews? Were questions and answers different for different applicants? What qualities does the selected applicant have above other applicants? Was our board president present during the interviews? Did he have occasion to put his two cents worth in on whom to hire or not to hire before our meeting? I vote to cancel action on this agenda item tonight until our board gets truthful answers. Our superintendent and president don't have the authority or right to decide whether to cancel or not to cancel. Take it or leave it."

Mrs. Barr reminded Dr. Buell that he had been asked if he wanted to be a part of the committee. He vehemently stated that he didn't and he still doesn't. He is talking about how it was conducted. He thought there were going to be four on the panel and there weren't, so that changes things. Dr. Buell was not notified that that was the case. He thinks his questions are valid and deserve valid answers.

Dr. Schroeder responded by stating that he had brought this issue to the board and outlined the process. All agreed, and Dr. Buell was there and agreed. Dr. Buell then interjected that not all agreed, and one board member is absent that did not agree. Dr. Schroeder stated that the absent board member agreed with the process and approved the process, and the board member said that in an e-mail to all the board members. Dr. Buell then asserted that the process was not followed when there were not four people there, to which Dr. Schroeder replied that there were originally going to be three, but Dr. Schroeder had asked the board if it was okay to include Kathy Knust. Mrs. Knust was in the hospital at the time of the screenings and also for the first interview. When she came back, she was asked if she wanted to serve on the second round of interviews. She replied that she preferred not to. She could have sat in on the second interviews if she had desired, which she said she did not want to do.

Dr. Schroeder then reviewed the entire process. First, the position was posted inside and outside and 26 applications were received. They were screened and seven individuals were invited for first round interviews. Questions were written down and each candidate was asked the very same questions. Carolyn Kumpf was on the committee, Kim Tucker was on the committee, and Dr. Schroeder was on the committee. They took turns asking the questions and jotting down answers to the responses. That was round one. Then the committee ranked the candidates. Three were invited back and were brought into central office again for second interviews. Questions were asked again that were written down. The very same questions were asked of all three candidates. After interviewing those three, the interview committee deliberated and separately ranked the candidates. The committee unanimously came up with the rank order of number one, two, and three. They made the recommendation to invite back candidate number one and it was unanimous among all members of the committee. The committee members felt that she was the strongest candidate, had the best experience, had good answers, had dealt with increasing test scores and new programs in the elementary that she had worked at before, and that's why the committee made the recommendation.

At this point, Mr. Jackson asked Dr. Buell if he had any other questions about the process. Dr. Buell responded by asking two questions: Was the board president present in the interviews? Did he have occasion to put his two cents worth in? Mr. Jackson stated that he wasn't present. Mrs. Barr added that the board agreed that he wouldn't be present. Dr. Buell retorted that he has a problem on this board knowing when he is getting truthful answers and not getting truthful answers, and he has reason to be. Dr. Buell asked for a written reply to his questions and he asked them to be a part of tonight's meeting record. Mr. Jackson will provide Dr. Buell with written answers to his questions.

The motion to hire Mrs. Kenworthy as substitute/interim principal at Clay City Elementary was approved by a 5-1 vote with Dr. Buell opposed.

Mrs. Barr welcomed Mrs. Kenworthy to the corporation and thanked Ms. Tucker for the work she has done.

V. Adjournment

Mrs. Barr moved to adjourn the meeting. Dr. King seconded. By a 5-1 vote with Dr. Buell opposed, the meeting was adjourned at 6:50 p.m.

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