

**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 North Clay Middle School, 3450 W State Road 340, Brazil, IN 47834, on Thursday, November 11, 2010. Dottie King, Jennifer Kaelber, Tina Heffner, Forrest Buell, Rob Miller, Ron Scherb, and Amy Burke Adams were present.

**I. Call to Order**

Mr. Miller, President of the Board, called the meeting to order at 7:34 p.m. He then led those in attendance in the Pledge of Allegiance and offered the prayer.

At this time, Dr. Schroeder commented upon the fantastic Veterans' Day celebrations that had been held throughout the school corporation and upon his belief that veterans were honored more in that regard than if students were out of school. Dr. Schroeder then proceeded to share an article regarding Veterans Day. Katie Sears played Taps, which was followed by a moment of silence to honor those who have given their lives in service to our country. Recognition was given to veterans who are employed by the school corporation as the following names were announced by school board members and Dr. Schroeder: Steve Brown, VBE; Forrest Buell, Board Member; Robert Cannon, Transportation Dept.; Mike Connors, NHS (Substitute Teacher); Yale Davis, Transportation Dept.; Jack Glancy, Transportation Dept.; Lloyd Harris, ESE; Charley Jackson, NCMS & NHS; David Lark, CCJ/HS; Bill McCullough, Transportation Dept.; Chris McVay, Transportation Dept.; Frank Misner, Transportation Dept.; Matt Misner, Transportation Dept.; Steve Pfrank, NCMS; Gerry Pullum, FPE; Charlie Reberger, Transportation Dept.; Doug Rolison, Transportation Dept.; Jon C. Russell, FPE; Jonathan Schlak, NHS; Bill Stallcop, Transportation Dept.; Chester Stevenson, Transportation Dept.; John Stough, Transportation Dept.; Les Webster, Transportation Dept.; Norma Wells, FPE; Robert Wilson, Transportation Dept.; and, Lynn Wise, NCMS. Each board member, as well as Dr. Schroeder, offered their personal thanks to veterans for their service.

**II. Consent Agenda**

**A. Claims**

**B. Board Meetings**

Regular Session Minutes for October 14, 2010

Executive Session Certifications for October 5, 2010, October 14, 2010, and November 5, 2010

**C. Field Trips**

- Kathleen Harlan to take Northview High School students by train to Chicago, Illinois, on March 11, 2011
- Kristina Waugh to take Northview High School choir students to Chicago, Illinois, on April 15-17, 2011

Mr. Scherb moved to approve the Consent Agenda as presented and Mrs. Heffner seconded. The motion was approved by a 7-0 vote.

### **III. Comments from Patrons**

None at this meeting

### **IV. Old Business**

#### **A. Technology Purchases: Proposed Policy 3446: Second Reading**

Approval is recommended.

Dr. King moved to approve Policy 3446 Technology Purchases. Mrs. Kaelber seconded, and the motion was approved by a 7-0 vote.

#### **B. Harassment, Intimidation, Threatening, Bullying: Proposed Policy 2811: Second Reading**

There is a policy for students, but there is not really a policy for employees. Approval is recommended. Mrs. Adams pointed out that this policy would also cover volunteers and people attending events.

Mrs. Heffner moved to approve Policy 2811 Harassment, Intimidation, Threatening, Bullying. Mr. Scherb seconded, and the motion was approved by a 7-0 vote.

#### **C. Advanced Placement Homework: Proposed Policy 7602: Second Reading**

Approval is recommended.

Mrs. Heffner moved to approve Policy 7602 Advanced Placement Homework. Mrs. Adams seconded, and the motion was approved by a 7-0 vote.

#### **D. Administrative Stipend**

Dr. Schroeder pointed out that this issue was brought forward from a previous board meeting. He added that there are seven individuals who are on a stipend.

Under discussion, Mr. Scherb stated that in his mind the real question is, "What is the real cost of the insurance to the administrators?" He suggested the possibility that the board might have to have someone come in to negotiate this issue. Mr. Scherb added that he would be in favor of tabling the issue until the board has more information. As he sees it, the real key is not what is fair to these seven individuals; rather, it is what is fair to the 99% of individuals who are not receiving a stipend. He does not believe the corporation should pay cash to a person if that person does not want health insurance. Mr. Scherb believes another problem is that the corporation doesn't allow other employees to have that same option.

Mrs. Adams attempted to clarify the issue by noting the following: there are some administrators who at one time were given the option of either taking health insurance through the corporation or receiving a cash stipend that would be separate from their base salary to cover insurance costs. There were some administrators who were forced

to take the stipend and did not have a choice. The board in 2006 said that they did not want to revisit the stipend issue. As Mrs. Adams understands it, the stipend was put in place to save the corporation money because the cash balance was low. She noted that the corporation is not now in that same predicament. If this stipend saved the corporation so much money, as has been proposed, she and some of the board members would now like to take a look and see if that benefit could be extended to the teachers over the next year, and she suggested discussions with the teachers' union to see if this is something they would consider. In addition, she would like to consider the stipend for non-certified staff. Until Mrs. Adams has more solid information that doesn't change, she would also like to table this issue. She suggested bringing in someone from outside the corporation to explain this, and she offered her opinion that maybe it was difficult to ask someone who might lose the stipend to supply the information. Mrs. Adams recommended tabling the issue until December.

Dr. King does not disagree with tabling this item if people need more information. However, she believes it is dangerous to make comparisons between things that are not equitable. Dr. King explained that when the board talked about stipends for administrators, all administrators were making use of the insurance. It became a cost savings because the stipend was cheaper for the corporation than the insurance was. She noted that the question as to how much the employee pays for the insurance had been raised tonight. But, the real question when that decision was made was not how much the employee was paying; rather, the question was how much the corporation was paying and how the corporation could save money. The stipend was pure and simple. There was nothing complicated about it: It was a cost-saving measure. It was what could be given to people to give them some incentive to leave the corporation's insurance plan and still save the corporation money, and it was done on the advice of an insurance specialist. As Dr. King sees it, if the corporation goes to other employee groups, it is not equitable at all because not all teachers take insurance. Dr. King asserted that, in fact, a large percentage of teachers are not taking insurance. She stated that the board does not want to throw that suggestion out there as even close to a promise because the dollar amount to the corporation would change from a cost savings measure to costing a lot of money. She pointed out that all of the teachers who are currently using insurance would then have a choice to make. For those who chose the stipend who maybe had other insurance options, the corporation might save on those employees; however, the vast majority of teachers who are not using the insurance at all would, of course, want the stipend. She also pointed out that the number of teachers is so much greater than the number of administrators. She doesn't want it to sound as if the board should even entertain the possibility. It is not the same scenario at all. As for the debate as to whether the stipend was ever a good idea, Dr. King's opinion is that, in its time, it definitely was. It accomplished what the board wanted it to accomplish and she has no regrets voting for that. She concluded her comments by stating that it is not equitable to say that this would ever be available to all employee groups.

Mr. Miller agreed with Dr. King and stated that he would never be for offering a stipend to the general teacher population. He added that, when looking at it on the surface, it is

a large amount of money. He acknowledged that some of it is confusing. The board has been given different numbers at different times that mean different things and needs more time to determine the actual cost. It is not about any person; it is position-oriented. He would like for the board to look in to it some more, and he believes it is a consensus to bring this back at the December meeting.

Noting that the stipend information had been provided for the third time and that the information had been consistent, Mr. Fowler asked if there would be any additional numbers information that the board needed. Mrs. Heffner asked for a clarification of the information. She does not have a full understanding of the cost to the corporation per employee and per employee group. Mrs. Adams commented that when she started asking questions about this, she was told she couldn't get that information because it is protected by HIPAA (Health Insurance Portability and Accountability Act) law. It is Mrs. Adams' understanding that the HIPAA law covers personal medical information, and she was not asking for anybody's cholesterol tests or anything like that. She was asking what kind of benefits these individuals have. Mrs. Adams added that she has been disappointed with the flow of some information coming from central office. Mr. Fowler responded that he had called the corporation's health care consultant to see if he could release that information. He also called Indiana Public Access Council, and he found out that he could not release that information for an individual person. Mrs. Adams then questioned how an amount could be set for individual stipends if information about an individual could not be disclosed. She asked if Mr. Fowler knew what type of plan an individual is on, which he does, as every finance department does. He can give the board information about insurance by a group, not by individuals. In information provided to the board, Mr. Fowler grouped everybody as "Family". Mrs. Adams pointed out that "Family" is the absolute most expensive plan, which then offsets the estimates and comparisons. If the most expensive plan is chosen for privacy reasons, it will prove that the corporation is saving money, and she questioned why the least expensive plan wasn't chosen for comparison purposes. Mrs. Adams would like to have an opportunity to have more dialogue about this and would personally feel best if this item were tabled until next month.

The item was tabled by consensus. No vote was taken.

### **E. School Bus Bids**

Bids were opened at the October school board meeting. Frank Misner, Director of Transportation, recommended that the corporation purchase nine 78-passenger buses from Midwest Transit for \$618,016.00. These are the low bidders who are responsible, and approval is recommended.

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

### **F. Fuel Bids**

Each year, all bids are rejected because the fuel market is so volatile and no company will give a firm bid. Fuel is purchased from the firms submitting bids, which include

Ceres Solutions LLP, Hunter Oil LLP, and Spence Banks. The recommendation is to reject all bids and go out on the open market on the day the fuel is needed and take the lowest quote on that specific date.

Mr. Scherb shared information that he had received when attending the Indiana School Boards Association fall conference. He stated that Ceres Solutions has a program where a guaranteed price can be locked in. They have a gentleman who offered to come to a school board meeting and explain how the program works. Mr. Scherb offered his opinion that this might be something that could save a lot of money. Dr. Schroeder replied that this program had been looked at two years ago, but the corporation chose not to do it at that time. He added that sometimes those can be good deals, but it depends on the fluctuation of the market and there is some risk and uncertainty involved. In response to Mr. Miller's question about what quantity of fuel is purchased at a given time, Mr. Misner stated that, when fuel is ordered, a tanker load is bought in the north and a semi load is purchased at Clay City. Mr. Miller then asked how long Ceres Solutions would go out when locking in a bid. Dr. Schroeder stated that the amount of time could vary, but most of the time, they want to go out a year. Mr. Scherb asked how many gallons of diesel fuel are used per year. Mr. Misner replied that about 8,000 gallons are purchased every 11 days in the north and about 2,000 gallons are purchased every 8-10 days in Clay City.

Mr. Scherb moved to reject the bids and obtain bids on the day fuel is needed. Mrs. Heffner seconded, and the motion was approved by a 7-0 vote.

#### **V. Superintendent's Report**

Dr. Schroeder noted the following:

- Thanks were offered to the 57 people who showed up for the cost cutting committee meetings. At least two thirds of the committee showed up at each of the three meetings.
- Congratulations were offered to the Northview and Clay City bands, both of which had very good years.
- The Clay City Jr/Sr High School soil judging team placed second in an area event that qualified them for State competition. Colton Miller's team placed fifth in the State and qualified to participate in the nationals.
- In Robotics competition, Clay City Jr/Sr High School sent three teams. 75 teams competed in three different events at Bloomington. The junior high team of Justin Buell, Kiersten Mann, and Ashley Roach placed second. The high school team of Sean Sindere, Dustin Kellum, and A.J. Darr placed third. The high school team of Caleb Randall and Jonathan Sindere placed 36<sup>th</sup>.
- Construction Update: Regarding Bid Pack 4, Clay City Elementary and Forest Park Elementary are nearly finished and are down to punch list items. At Van Buren Elementary, the wheelchair lift has not yet been installed in the gym area and additional work is being completed on the outside walls of the cafeteria. Regarding Bid Pack 3, at Staunton Elementary the media center and computer lab are done and all that remains are the punch list items and the gymnasium. At Meridian Elementary the media center, computer lab, the new kindergarten room on the ground level and the gymnasium still need to be completed. At East Side

Elementary the art room, music room, and gymnasium are not completed. Bid Pack 3 projects are scheduled for completion in December. Dr. Schroeder pointed out that the construction projects have been a trying time while attempting to keep sometimes hundreds of construction workers concentrated on safety in the buildings, keeping buildings and grounds clean, and ensuring that health and safety standards and the laws are followed. It has been of primary importance to the administration to be able to say that the schools are safe, secure and clean and that standards set forth by the State of Indiana are being met. He noted that everyone has been very diligent and that he has sometimes been overly diligent. Dr. Schroeder offered his apologies to anyone who might have been offended by comments he made on the first day of school at East Side Elementary, especially if his language or actions were not understood. The purpose was to make sure the law was met, the buildings and grounds were clean, and health and safety standards were met. He pointed out that during that day the local health department came in and gave the school a good bill of health. Also, Channel 10 came in and filmed and showed that the school was being cleaned. Dr. Schroeder stated that, from now until December, the faculty, staff, administration, construction managers, and contractors need to continue to work together. He added that he and Tom Reberger need to work with them and be cognizant of employees and make sure that no one is so zealous sometimes in trying to have buildings and grounds ship-shape.

- Thanks were offered to everyone for Veterans Day activities. Dr. Schroeder attended great programs at Staunton Elementary yesterday and at Clay City Jr/Sr High School and Jackson Township Elementary today. Each had a little different flavor, but there was good participation by veterans. He offered thanks to Amy Adams for putting together the veterans' recognition by the board. He reiterated his thought that the veterans received a better tribute by students being in school and participating in the programs than if they had received another day off. He believes that this corporation does Veterans Day programs better than any other school corporation that he has been in.

## **VI. New Business**

### **A. Master Contract and Employee Salary and Fringe Benefits**

The proposed master contract was ratified by the Classroom Teachers Association. It is requested that the board approve it as well. It is a 1% salary increase for teachers and a continuation of the VEBA, one time only. Information regarding proposed salary increases for administrators and non-certified personnel was included in the board packet. For administrators, the recommendation is the same for salary with the exception of the VEBA continuation. Administrators do not receive the VEBA contribution, so that amount is recommended to be included in the one-time salary increase, which would total 1.5%. All employees will receive a one-time stipend.

Dr. Schroeder commented on the fact that negotiations went well and he believes there is not as much animosity during bargaining as there was when he first came to the corporation. He offered thanks to board members Jennifer Kaelber and Tina Heffner, administrators, in addition to himself, Carolyn Kumpf and Mike Fowler, and chief

negotiator Michelle Cooper for serving on the negotiations team. Approval of the master contract and the information for all other non-teaching employees is recommended.

Mrs. Adams moved to approve the master contract including the one-time stipend check for teachers, for the administrators, and non-certified staff. 260-day employees would receive a \$450 one-time check paid out on November 24. Non-260-day employees who are regularly scheduled to work 30 or more hours per week would receive a \$225 one-time check, paid out November 24. Non-260-day employees who are regularly scheduled to work 15 to 29.9 hours would receive a \$125 one-time check. Full-time bus drivers would receive a \$225 one-time check paid out on November 24 if they are currently and actively employed since August 31. The VEBA contribution for teachers and the corresponding amount included as salary for administrators is also included. Dr. King seconded, and the motion was approved by a 7-0 vote.

### **B. Declaration of Surplus Equipment**

There is a lot of surplus equipment because of the building program. As has been done in the past, Mr. Reberger plans to solicit quotes from area auctioneers to conduct an auction to dispose of unneeded equipment. The auctioneers will be asked to prepare a list of items to be auctioned and will submit a quote on their commission to be charged. The firm submitting the lowest commission quote will be chosen to conduct the auction. Dr. Schroeder would like for the school board to declare the prepared list of items to be auctioned as surplus equipment before the auction is conducted, if possible.

Mr. Reberger noted that a surplus equipment auction had been held about this time last year for the equipment that had accumulated with the beginning of the building program. Rather than haul the surplus equipment away and dispose of it, it was decided to sell anything that might be of value. Mrs. Adams asked if all other departments had been given the opportunity to walk through and see if there is anything they could use. Mr. Reberger explained that most of the surplus equipment is from the elementary schools and there is a lot of kitchen equipment. The kitchen people have been taken through to see if there was anything they felt they could use and the best of the best is still in the schools.

Dr. King moved to approve the surplus auction. Mr. Miller seconded, and the motion was approved by a 7-0 vote.

### **C. Assistant Principals at Northview**

The first item is a recommendation to move Lynn Romas from the position of Assistant Principal – Discipline to Assistant Principal at Northview High School, which is the position that is vacant due to the retirement of Jim Clausen. Mr. Romas's salary would be \$68,038.00. Dr. Schroeder pointed out that Mr. Clausen had served as the Energy Educator for a salary of \$15,000.00 and at this time it is not recommended that Mr. Romas assume those duties. It is recommended that the \$15,000.00 Energy Educator position be eliminated as a cost-cutting measure.

If Mr. Romas is approved to fill Mr. Clausen's position, a vacancy is created in the position of Assistant Principal – Discipline. The recommendation for that position is to hire Jeff Gambill at a salary of \$64,228.00. The initial contract would be for two years at 200 days per year with the same fringe benefit package that other administrators receive as stipulated in the administrative handbook.

Dr. Schroeder noted that there had been 23 applicants for the assistant principal position and the selection committee narrowed them down to two. Mr. Rayle added that the search process was a good process and he thanked Jennifer Kaelber and Amy Adams for serving on the search committee.

The recommendation is to move Lynn Romas into the position vacated by Jim Clausen, which deals with curriculum and instruction. If that move is approved, it is recommended to move Jeff Gambill into the position vacated by Lynn Romas, which is mainly discipline.

Before a vote, Mrs. Adams asked to pull out the Energy Educator position from discussion of assistant principal positions and to discuss the Energy Educator position as a separate task.

Mrs. Heffner moved to approve Lynn Romas for the assistant principal's position at a salary of \$68,038.00 and to remove consideration of the Energy Educator position in connection with the assistant principal's position and make the Energy Educator position a separate item. Mrs. Kaelber seconded, and the motion was approved by a 7-0 vote.

Mrs. Adams moved to place Jeff Gambill in the position of assistant principal to replace Lynn Romas for a salary of \$64,228.00 for a 200-day contract. Dr. King seconded. She added that she has always found Mr. Gambill to be someone who went the extra mile on behalf of students at Northview and she believes the committee made a good choice. The motion was approved by a 6-0-1 vote with Mr. Scherb abstaining.

#### **D. Classified and Bus Driver Handbook: First Reading**

Information was provided in the board packet for changes that are being considered. The changes have been explained in a meeting with non-certified representatives. This is a first reading, so no vote needs to be taken at this time.

#### **E. Request for Waiver of Notification Date for Retirement**

The master contract with teachers stipulates that individuals wishing to retire at the end of the first semester must indicate their intention by October 1; however, the contract includes a waiver codicil. It is recommended that Marguerite Morlan be granted a waiver of the date to notify of intent to retire.

Mr. Scherb moved to approve the waiver of notification date for retirement. Dr. Buell seconded, and the motion was approved by a 7-0 vote.

## **F. Censure Resolution #1/2010**

Mr. Miller read the resolution into the minutes and a copy will become a part of the official minutes.

When Mr. Miller completed reading the resolution, Dr. Buell asked where the resolution came from and who put it together. He asserted that the school board did not have executive meetings concerning this topic, and he questioned who made this for the school board. Dr. Buell stated that he would like to explain why he did what he did, and he started with a call from the school on the 17<sup>th</sup> of August from a custodian there who wanted to know how he could get the school board to help out because they were having problems there. Dr. Buell told the custodian that he would call the school board members and, although he was unable to reach any of the board members, he left messages. Dr. Buell described the call he received as frantic and said that the person calling was asking for help to come from the school board at that time. It was Dr. Buell's assumption that the school board would get together within 48 hours to have some emergency meetings to discuss that. He stated that the school board never met much at all together and it seemed like things kept coming on.

At this point, Mr. Miller reminded Dr. Buell that the school board had talked about that issue in executive session several times. Mrs. Adams explained that the board had put the resolution together with the advice of the Indiana School Boards Association and an attorney. Dr. Buell stated that he was not a part of it and if they (the school board) did it, he was not in on the thing. He then returned to his discussion of the issue and stated that about two weeks after the incident he asked for the board to have an executive session with the personnel at East Side. Dr. Buell noted that although the board did meet with the superintendent, the board did not meet with personnel from the school. He believes both parties should have been heard by the board.

Over Dr. Buell's continued objections, Mrs. Adams continued to explain to Dr. Buell that the censure resolution was simply because all of the board members may have their own opinions about how things are to be done, but opinions are simply the individual's opinions. Action takes place with the entire board, not just with one member. She added that the censure resolution is about events on October 20, not August 17. Mrs. Heffner was sorry the matter was not being handled in the way that Dr. Buell wanted, but she pointed out that the board has handled it thus far and has already come to closure at this point as a board. Dr. Buell concluded his comments by stating that he thinks the censure resolution is unnecessary. He wanted the public to know what happened and he was looking out for the students. Mrs. Kaelber and Mrs. Adams reminded Dr. Buell that the board is talking about his actions on October 20.

Mr. Miller then read the following from the resolution: "I hereby certify the foregoing resolution was duly adopted by the Clay Community Schools board of trustees in Brazil, Indiana, at a regular public meeting held on November 11, 2010, by the following vote of the board of trustees: Ayes – 6, Nays – 0, Abstain – 1."

	<b>VII. <u>Personnel</u></b>		
<b>A.</b>	<b>Leaves of Absence</b>		
	<b>1. Certified</b>		
	a. Maternity Leave (extension through Aug. 2011)	NHS	Emily Goff
	<b>2. Non-Certified</b>		
	a. Medical Leave of Absence (extension)	CCE	Kim Bettenbrock
	b. Medical Leave	NCMS	Janet Shonkwiler
<b>B.</b>	<b>Retirements</b>		
	<b>1. Certified</b>		
	a. Teacher (End of 1 <sup>st</sup> Semester) (Waiver on agenda)	JTE	Marguerite Morlan
	<b>2. Non-Certified</b>	None	
	<b>3. Place on Retirement Index</b>	None	
<b>C.</b>	<b>Resignations</b>		
	<b>1. Certified</b>		
	a. Teacher (Elementary)	VBE	Ashley Scott
	<b>2. Non-Certified</b>		
	a. Computer Technician	CORP	Jason Pell
	<b>3. ECA Resignations</b>	None	
	<b>4. ECA Lay Coaches</b>		
	a. Head Cheer Coach	NCMS	Jessica Kendall
<b>D.</b>	<b>Transfers</b>		
	<b>1. Certified</b>	None	
	<b>2. Non-Certified</b>	None	
<b>E.</b>	<b>Employment</b>		
	<b>1. Certified</b>	None	
	<b>2. Non-Certified</b>		
	a. Computer Technician	CORP	Jesse Jaeger
	<b>3. Extra-Curricular Certified</b>		
	a. Basketball – 9 <sup>th</sup> Grade Boys	NHS	Chad Smith
	b. Student Council Sponsor (50%)	ME	Jennifer Swaim
	c. Student Council Sponsor (50%)	ME	Lesa Miller
	<b>4. Extra-Curricular Non-Certified</b>	None	
	<b>5. Extra-Curricular Lay Coach/Lay Sponsor</b>		
	a. Basketball – JV Boys	NHS	Chris DeHart
	b. Assistant Cheer Coach (High School) CCHS		Amber Griffith
	c. Track – Head Varsity Girls	NHS	Ryand Tucker
	d. Basketball – 6 <sup>th</sup> Grade Girls (50%)	NCMS	Erica Koehler
	e. Basketball – 6 <sup>th</sup> Grade Girls (50%)	NCMS	Laura McCrea

**6. Extra-Curricular Volunteers**

- |                         |     |               |
|-------------------------|-----|---------------|
| a. Wrestling Volunteer  | NHS | Tony Sanabria |
| b. Basketball Volunteer | NHS | Scott Fosdick |

**F. Changes**

**1. Certified**

- a. Mr. Romas will move from the Assistant Principal/Discipline to Assistant Principal. (Transfer on agenda)

**2. Non-Certified**

None

**3. Extra-Curricular**

None

**G. Termination**

**1. Certified**

None

**2. Non-Certified**

None

**H. Information Only**

1. Juan Montanez will be used as an ESL tutor to work with language minority students at Clay City Jr/Sr High School on an as-needed basis. He will be paid \$9.19/hour.

**I. Classroom Volunteers**

Forest Park Elementary

Betty Gum (Kids' Hope)

Fred Gum (Kids' Hope)

Jeffery Stark (Kids' Hope)

Meridian Elementary

Susan Crick (KFC)

Tabytha Seward (KFC)

Linda Tipton (KFC)

Staunton Elementary

Bridget Cook

Denise Stutler

Van Buren Elementary

Nikki Allen

Lori Dickison

Stacy Dickison

Sherry Dowell

Jodi Green

Anneliese Marquis

Lindsey Mershon

Brenda Slack

Holly Toney

Jennifer Wallen

Mrs. Heffner moved to approve the personnel items. Mrs. Kaelber seconded, and the motion was approved by a 7-0 vote.

**VIII. Board Member Comments**

Amy Burke Adams wished everyone Happy Veterans Day and Happy Thanksgiving.

Ron Scherb brought up the issue of the meeting room (North Clay media center) and how to make it more "people friendly". One idea he had was to have one board member meet with the principal of the building and the librarian to come up with a list of ideas to make the room more friendly to people to come and watch, listen and participate in the meeting. He suggested putting this item on the agenda for the next

meeting, and he volunteered to be the board member who would meet with the principal and librarian. In another matter, Mr. Scherb noted that he and Dr. Schroeder had attended the fall conference held by the Indiana School Boards Association (ISBA). He asked if Dr. Schroeder would be willing to give the board a review of what was learned at the conference. Mr. Scherb added that he would be willing to follow up Dr. Schroeder's report with some ideas. Mr. Scherb concluded his comments by asking Dr. Schroeder to present to the board how he would like to proceed with ideas generated by the cost cutting committee. To this, Dr. Schroeder responded that it would probably be best to learn if the corporation is going to get cut from the State before holding a meeting, and that probably won't be known until December or January. If an in-depth discussion is to be held, Dr. Schroeder suggested holding a work session on that issue rather than discussing it at a board meeting. Mr. Scherb pointed out that the original intent was to not wait until cuts had been made; rather, he would like to have some plan in place in order to be prepared for cuts. He added that a couple of employees had come to him and suggested that, if the corporation is in good financial shape and there are no cuts from the State, maybe money could be found to implement some programs in education.

Rob Miller offered his thanks to all employees for getting the school year off to a good start, especially those employees in the buildings under construction. He also offered thanks to the two board members who served on the negotiations team, Dr. Schroeder, Michelle Cooper, and the teachers. He believes the process went smoothly, and he appreciates that.

Dottie King also offered her thanks to the Clay Community Classroom Teachers Association, the administrators, Jennifer Kaelber, and Tina Heffner who participated in the negotiations process. She is thankful that, in this tough economy and times of State cuts, the corporation was able to increase everyone some and teachers are not being RIF'ed. Dr. King noted that St. Mary-of-the-Woods College recently won its second consecutive national championship in cross country, due in part to the contributions of two 2009 Northview High School graduates, Alison True and Cassandra Barnett. Ms. Barnett was also named an All American. To conclude her comments, Dr. King referred to the recent passing of her nephew. She commented that, in times like that, it is good to live in Clay County. As a family, they are thankful for the outpouring of love and compassion from Cameron's friends, teachers, administrators and the community.

Jennifer Kaelber wished everyone a Happy Veterans Day and thanked all veterans for their service. She attended the State band finals and was a little biased and believed we had the first place band. She offered her thanks to Mr. Romas and Mr. Rayle for the good process in selecting a new assistant principal and she pointed out that all 23 applicants had indicated that they were interested in the position because of the appeal of Northview High School and Clay Community Schools where there are good things going on. Mrs. Kaelber also offered her thanks to everyone involved for their patience during the construction at the elementary schools. She wished everyone a good safe Thanksgiving holiday with family. To conclude, she stated that she did not receive a phone call from a board member regarding the incident at East Side Elementary.

Tina Heffner stated that she counts it a privilege to work as a board member and she believes those who work in the corporation count it a privilege as well. She encouraged

everyone to continue to work for the good of the people and speak up for the welfare of all the citizens and community members in Clay Community Schools.

**IX. Future Agenda Items**

Amy Burke Adams would like for the December school board meeting agenda to include administrative stipends and the vehicle purchase and travel reimbursement issue.

**X. Adjournment**

Mrs. Heffner made a motion to adjourn. Mr. Scherb seconded. With a 6-0-1 vote, (Dr. Buell did not vote) the meeting was adjourned at 8:56 pm.

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