

**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, December 8, 2016. Tom Reberger, Kevin Kumpf, Scott Hill, Ron Scherb, Amy Burke Adams, and Shane Wiram were present. Fred Froderman was absent.

Prior to the Call to Order, bids for school bus bodies and chassis were opened. Bids were received from the following:

	78-Passenger	66-Passenger	Activity Bus 139" Wheel Base	Activity Bus 159" Wheel Base	Trade-In Valuations Range
KERLIN	\$89,348	\$87,522	\$53,243	\$53,809	\$5,000 - \$12,500
MacALLISTER	\$88,025	\$86,050		\$60,260	\$3,000 - \$12,000
MIDWEST TRANSIT	\$88,243	\$85,043	\$48,963	\$49,311	\$2,000 - \$13,500

In the MacAllister bid, a bid of \$8,000 for the alternate of adding air conditioning was included. A recommendation for the purchase of buses will be brought back to the school board meeting in January.

I. Call to Order

The meeting was called to order at 7:35 p.m. Board President Ron Scherb led those in attendance in the pledge. Superintendent Jeff Fritz offered the prayer.

II. Consent Agenda

A. Claims

B. Board Meetings

Regular Session Minutes for November 10, 2016

Executive Session Certification for November 10, 2016

C. Field Trips

None at this meeting

D. Personnel

A. LEAVES OF ABSENCE

1. Certified

a. FMLA

NHS/ESE

Trinity Kirby

b. FMLA

ME

Karen Phillips

2. Non-Certified

a. Employee Not Qualified for Leave

NHS

Alisa Vangilder

b. Paid Administrative Leave

NHS

Rex T. Megenhardt

c. Employee Not Qualified for Leave

VBE

Frieda Miller

d. Medical Leave of Absence

NCMS

Lisa Smith

e. Employee Not Qualified for Leave

CCHS

Melody Culler

f. Administrative Leave Without Pay

TRANS

Yvette Setzer

g. Medical Leave of Absence

FPE

Susan Maesch

h. FMLA

ME

Delia Pierce

B. RETIREMENTS

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

C. RESIGNATIONS

- | | | |
|--|------|------------------|
| 1. Certified | | |
| a. Elementary Teacher
<i>effective at the end of the first semester</i> | ESE | Landon Leichter |
| 2. Non-Certified | | |
| a. Instructional Assistant | CCE | Jamy Whitaker |
| b. Instructional Assistant | NCMS | Braleigh Madison |
| 3. ECA Resignations | None | |
| 4. ECA Lay Coaches | None | |

D. TRANSFERS

- | | | |
|---|------------|--------------|
| 1. Certified | | |
| a. Sp Services to 5 th Grade | FPE to ESE | Caitlyn Long |
| 2. Non-Certified | None | |

E. EMPLOYMENT

- | | | |
|---------------------------------------|------------------|------------------|
| 1. Certified | | |
| a. Elementary Counselor | All Elementaries | Lynell McCracken |
| b. Middle School Technology Education | NCMS | James Grounds |
| 2. Non-Certified | | |
| a. 185-day Custodian | FPE | Jack Cassidy |
| b. 29-hour Instructional Assistant | FPE | Michelle Kellams |
| c. 185-day Custodian | ME | Ashley Mullenix |
| d. 29-hour Instructional Assistant | FPE | Jaime Harden |
| e. 185-day Custodian | NHS | Jessica Peterson |

F. EXTRA-CURRICULAR

- | | | |
|---|------|---------------|
| 1. Extra-Curricular Certified | None | |
| 2. Extra-Curricular Non-Certified | None | |
| 3. Extra-Curricular Lay Coach | | |
| a. Head Varsity Wrestling | NHS | Dan Mikesell |
| b. JV Boys' Basketball | NHS | Aaron Edwards |
| c. 9 th Grade Boys' Basketball | NHS | Fred Powers |
| 4. Supplemental | | |
| a. Boys' Basketball | NHS | Alan Goff |
| b. Boys' Basketball | NHS | Chris Dehart |

G. CHANGES

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

H. VOLUNTEERS

1. CLASSROOM

Forest Park Elementary

a. Lindsey Hughbanks

North Clay Middle School

a. Janice Raines-Head

b. Melissa Sosebee

2. ATHLETICS/ECA

Clay City Jr/Sr High School

a. Larry Shaw

Northview High School

a. Boys' Basketball – Jacob Cummings

North Clay Middle School

a. Boys' Basketball – Jim Pond

I. TERMINATIONS/SUSPENSIONS

a. 3-day Suspension Without Pay

ESE

Hannah Reinoehl

Habitual Tardiness

Mr. Kumpf moved to accept the consent agenda items. Mrs. Adams seconded, and the motion was approved by a 6-0 vote.

III. Comments from Patrons

None at this meeting

IV. Old Business

A. Building Project Update

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

He noted the following in connection with the Clay City project: Fiber optic lines along State Road 246 had been relocated; storm sewer installation at the site was underway; Vectren Gas was relocating the existing gas feed that was feeding the water heaters in the locker room and re-routing the gas line for the new band addition; coordination with Duke Energy was taking place to re-route their existing primary service to the high school and also for a new service to the new bus fueling station; pre-cast delivery was still on track for April; and, interior renovations had started on the second floor and they were on track to have those finished during the break, which would mean those teachers would shift their furniture back in over break and the next phase would shift out.

For Northview, Mr. Gassert noted the following: The hillside had been cut and they were starting to fill back on the low areas; storm sewer work was ongoing and would probably be a three-week process; the fiber optic line had been relocated; the water line relocation was being coordinated with the city of Brazil; field measuring was taking place inside the building so that new steel can be procured and ordered; and, an April pre-cast delivery was still on track.

Mr. Gassert pointed out that the first work at North Clay Middle School would be the exterior canopies, which at this time was in the shop-drawing phase. The second thing to be done would be to start the interior remodel in the summer.

B. Coal Mine Update

Superintendent Fritz shared that the coal mine had moved a little farther away from the schools; either they are not blasting as much, or those in the school are not hearing it as much. He added that Mr. Howard had gone to Clay City and checked the building and had been in contact with Principal Jeff Bell. Mr. Howard had found no changes in any of the pre-existing cracks; everything was pretty much the same.

V. Superintendent's Report

Superintendent Fritz noted the following:

- A welcome to the Clay Community Schools family was offered to the following new hires: Lynell McCracken; James Grounds; Jack Cassidy; Michelle Kellams; Ashley Mullenix; Jaime Harden; and, Jessica Peterson.
- Congratulations were offered to Northview High School for receiving a Sister Justina Morgan award for their ongoing St. Vincent Festival of Trees fundraiser efforts.
- Clay City High School student Madelyn Ames was selected to represent District 8 for the Student Advisory Council.
- Winter weather preparations are in place and plans have been reviewed. School patrons can sign up for text message alerts for weather-related closings and delays. Information will also be posted on the corporation website, as well as channels 2 and 10 and radio station HI-99.
- A "Merry Christmas" was extended to all of the school family. Superintendent Fritz commented that, as a former teacher and building principal, he felt the Christmas season was a great time of year to work with kids.
- An IHSAA postcard that had been sent to every coach in the state was displayed. The IHSAA award for this month had been passion, and the postcard featured a photo of Coach Trout and Coach Lancaster celebrating following the Northview High School baseball team state championship.

At this point, Board President Ron Scherb read a letter of resignation from board member Fred Froderman into the minutes: "Due to circumstances beyond my control, I will be moving out of the district before the end of my term. For this reason, I am submitting my resignation from the Clay Community Schools Board of Trustees, effective 12/6/2016." Mr. Scherb noted that Dr. Froderman went on to say he had truly enjoyed serving with each and every one of the board members and had been proud to be a part of such a fine corporation. Mr. Scherb thanked Fred Froderman and wished him well.

VI. New Business

A. YMCA Membership Opportunity for CCS Employees

Deborah Ringo, CEO of YMCAs of the Wabash Valley, Inc., shared information regarding an opportunity for CCS employees to join the YMCA and have the joining fee

waived. She also provided information regarding the programs provided by the YMCA, and that information will become a part of the official minutes.

B. Recommendation to Approve Secondary Course Changes

Mrs. Adams moved to approve the secondary course changes. Mr. Wiram seconded, and the motion was approved by a 6-0 vote.

C. Recommendation to Approve School Improvement Plans

Mr. Reberger moved to accept the recommendation to approve the school improvement plans. Mr. Hill seconded, and the motion was approved by a 6-0 vote.

D. Recommendation to Approve P.O.W.E.R. Pathway & Certification

Superintendent Fritz had attended a session titled P.O.W.E.R. (Perseverance – Organization – Work Ethic – Efficiency – Responsibility) at a recent ISBA/IAPSS Conference and had included information about this program in the board packet. He believed the program would enhance the present secondary internship programs. Dr. Rayle, Mrs. Knust, and Superintendent Fritz met with secondary counselors and administrators in November to discuss this program, and Mrs. Knust and Dr. Rayle had been working with the Clay County Chamber of Commerce to partner with them in this endeavor. Approval was recommended.

Dr. Rayle was asked by Mr. Scherb to explain P.O.W.E.R. and adding the certification to a diploma. Dr. Rayle stated that the school corporation had a great internship program right now, and what the P.O.W.E.R. certification would do would be to partner with the Chamber and highlight them and the Chamber is highlighting the internship program. The certification would then give students the opportunity to have the certificate that says they earned the P.O.W.E.R. certification; they could also earn the OSHA certification. It would involve working in a partnership to develop skills that employers want. Mrs. Adams pointed out that it sounded as if it focused on the soft skills that employers want and need and not just the graduation certificate that shows the content knowledge.

Mrs. Adams moved to accept the P.O.W.E.R. Pathway program and certification being added to a diploma. Mr. Kumpf seconded, and the motion was approved by a 6-0 vote.

E. Recommendation to Approve LED Light Purchase

Director of Business Affairs Mark Shayotovich offered a PowerPoint presentation regarding a proposal to switch lighting in the school buildings to more efficient and environmentally friendly LED lighting. Mr. Shayotovich recommended moving forward with the proposal from Patricio Daneri, the managing director of Energy Harness, to switch the lighting at Clay City Elementary, East Side Elementary, Forest Park Elementary, Jackson Township Elementary, Meridian Elementary, Staunton Elementary, Van Buren Elementary, Cumberland Academy, North Clay Middle School, and Central Office from fluorescent bulbs to LED lights. Mr. Shayotovich proposed paying the initial cost of approximately \$480,000 from the Rainy Day Fund and depositing a Duke Energy rebate of approximately \$230,000 back into the Rainy Day Fund when that rebate has been received. After that, semi-annual deposits to the Rainy Day Fund from the General Fund will be made, reflecting the estimated savings from

the program. The deposits would continue until the Rainy Day Fund has been fully reimbursed for the initial capital outlay. It is expected that the Rainy Day Fund would be replenished in approximately two years.

Mr. Scherb wanted to know why the Rainy Day Fund would be used rather than the Capital Projects Fund. Mr. Shayotovich explained that there were other needs for the Capital Projects funds, and this program was going to pay for itself. He would rather use Rainy Day money and recoup it over the next couple of years and use Capital Projects for other needs.

Mr. Scherb next asked if the school corporation would be guaranteed the 50% Duke Energy rebate. Mr. Shayotovich's response was that Mr. Daneri's company would be guaranteeing that rebate from Duke; it's in the contract.

Mrs. Adams wanted to know how much was currently in the Rainy Day Fund. Mr. Shayotovich stated that currently the Rainy Day balance is about \$2.5 million. At the end of this calendar year, it will be closer to \$3.2 million because funds that have been used to this point for the secondary renovation projects will be replenished by money from the bond proceeds.

Mr. Reberger moved to accept the recommendation, with the financing as proposed.

At this point, Mr. Daneri thanked the board for the opportunity, and he noted that his firm specialized in school lighting. He mentioned that the projected \$1.8 million in savings over 15 years was incredibly pessimistic, assuming that energy costs would never rise. He had all the confidence in the world that the \$1.8 million in savings would, over time, be well over \$4 million as the cost of energy goes up. In addition to the savings in costs and maintenance, the biggest benefit of LED lighting for Mr. Daneri is the quality of light that you get.

Mr. Hill seconded the motion.

Mr. Daneri then responded to Mr. Scherb's assertion that LED lights would give someone a headache. He refuted that notion by stating that fluorescent lighting has a ballast that pulses a lightbulb several times a second, so your brain trains your eyes to hold that light steady; however, LED lighting is direct, focused, constant light.

The motion was approved by a 6-0 vote.

A final question regarding the LED lighting was put forth by Mr. Hill. He wanted to know if the lighting would be a whole new fixture or a retrofit. Mr. Daneri explained that the fixtures were in very good standing, so it would be a retrofit, but they would be removing the entire guts and putting all new ones; the lights would give identical performance to a brand new fixture and would make it more cost-effective. They are to replace the sockets, recycle the ballasts, replace the tube, and do an acrylic recovery.

F. Northview High School ECA Band Director Payment Approval

Mr. Kumpf moved to approve the request submitted by Northview High School Principal Chris Mauk on behalf of NHS Band Director Bob Medworth to pay Josh Miller, Assistant

Band Director, in the amount of \$1,300 for his services outside the scope of his duties as assistant band director, with the payment to be taken from the NHS ECA Band account. Mr. Wiram seconded, and the motion was approved by a 6-0 vote.

G. Request to Purchase Wrestling Scale for Northview High School

Mr. Hill moved to approve the request submitted by NHS Principal Chris Mauk to purchase a wrestling scale for the NHS Wrestling Team using ECA funds. Mr. Wiram seconded, and the motion was approved by a 6-0 vote.

H. Presentations of Plaques to Outgoing Board Members

Mr. Scherb presented Scott Hill with a plaque as a token of appreciation for Mr. Hill's service as a member of the Board of School Trustees. A plaque was also to be given to Fred Froderman, and thanks were offered to both men for their service.

VII. Board Member Comments

Shane Wiram thanked Mr. Hill for his service and noted that it had been great to work with him and get to know him. Mr. Wiram also wished everyone a Merry Christmas and a Happy New Year. In addition, he asked everyone to keep the family that had suffered a loss last week in their prayers.

Amy Burke Adams thanked Mr. Hill for serving the community on the school board and commented that it had been an absolute pleasure serving with him. She believed he had brought a dimension to the school board that was desperately needed, with advising with IT, as well as all of the things he brought with him. Mrs. Adams added a "Merry Christmas and Happy New Year" to her comments. She wished safe and wonderful holidays for everyone.

Ron Scherb commented that it had been a pleasure to serve with Mr. Hill, and he thanked Mr. Hill. He also added his Merry Christmas wishes.

Tom Reberger added his thanks to Scott for being a board member. Also, he thanked the teachers and staff members at Clay City Elementary, Clay City Jr/Sr High School, Northview High School, and North Clay Middle School. He noted the inconvenience to them during the renovation process, and he appreciated the fact that they had "bought in" to the projects. He also appreciated the positive comments that had been made so far.

Kevin Kumpf thanked Mr. Hill for his time and commitment to the school board. He stated that he had enjoyed working with Mr. Hill. Mr. Kumpf wished a Merry Christmas to everybody in the community.

Scott Hill stated that it had been an honor and a privilege to get to serve, and it had been very humbling for him. He shared his opinion that the school corporation was the crown jewel of the county, and he believed the school corporation to be in great hands with the central office administration. Mr. Hill concluded his comments by wishing everybody a Merry Christmas and Happy New Year.

At this time, Mr. Scherb welcomed Dr. Michael Shaw who was in attendance at this meeting. Dr. Shaw will take the oath of office as a new board member at the January meeting.

VIII. Future Agenda Items

None at this meeting.

IX. Adjournment

Having exhausted all agenda items, the meeting was adjourned at 8:21 p.m.

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