

**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, December 9, 2010. Tina Heffner, Forrest Buell, Rob Miller, Ron Scherb, and Amy Burke Adams were present. Dottie King and Jennifer Kaelber were absent.

I. Call to Order

Mr. Miller, President of the Board, called the meeting to order at 7:39 p.m. He then led those in attendance in the Pledge of Allegiance and offered the prayer.

II. Consent Agenda

A. Claims

B. Board Meetings

Regular Session Minutes for November 11, 2010

Executive Session Certifications for November 11, 2010, and November 15, 2010

C. Field Trips

None at this meeting

Under discussion, Mrs. Adams questioned the language presented in the executive session certification of the November 15, 2010, meeting. She asked to clarify whether or not the language related to the purpose of the meeting was limited to language that Dr. Schroeder was required to use by Indiana law. Dr. Schroeder confirmed that, by statute, that language was the language to be listed.

Mrs. Heffner moved to approve the Consent Agenda as presented and Mrs. Adams seconded. The motion was approved by a 5-0 vote.

III. Comments from Patrons

Beth Meuser, the librarian at North Clay Middle School, was the only patron to address the board. Noting that the board members seated this year had stated when they were running for election that their primary focus was the students, Mrs. Meuser questioned proposed expenditures ranging from \$8,000 to \$20,000 for equipment that is for the convenience of the school board, not the students at North Clay or any other building. She asserted that \$8,000 to \$20,000 would go a long way to finance promised classroom audio/visual expenditures in every building, which would be more beneficial for the students. Mrs. Meuser pointed out that language arts and social studies classrooms at all three secondary schools have LCD projectors that have not been mounted in ceilings but have been used in classrooms on portable carts for years. To offset the problem of unmounted ceiling projectors, librarians have ordered presentation carts from their small A/V budgets, but those requests have either been denied or reduced in quantity. Mrs. Meuser explained that this type of setup exposes the equipment to constant student traffic between classes and leads to accidental damage

and premature failure. Two LCD projectors have been repaired due to being knocked onto the floor. Mrs. Meuser commented that some teachers are hesitant to use expensive equipment because of student abuse. Classroom TVs, replacement of stolen equipment, and flip cameras have been requested for classroom use, but these have not been approved for purchase. Some classrooms received new technology through the math and science grant; however, as per the grant, only math and science classes are permitted to use the new technology. Mrs. Meuser then referred to a comment made four years ago to librarians advising them that, if they did not spend the \$25,000-\$30,000 from the CPF each year that was allowed for new and/or replacement equipment purchases, they would have a pool of money for a new user-friendly library automation system. She explained that the current system, which is used in every school, is no longer upgraded and is an obsolete system. She added that in the fall of 2009, librarians dedicated countless hours to exploring new automation systems. No automation system was purchased, nor was any CPF money spent on the schools. Mrs. Meuser next pointed out that the North Clay media center is an extension of the classroom and is used almost every period of every day for classes and/or study hall students. In reference to what Mrs. Meuser understands is a proposal to remove or rearrange study carrels and computers for board meetings, she stated that the North Clay media center was designed by a professional architect for the students of North Clay, not as a corporation board room. She pointed out that there are students who do not have a computer at home nor do they have internet access. These students come in before and after school, during study halls and sometimes during lunch to work on projects for other classes. The computers are also used as overflow for students from the computer labs as well as for NWEA, Acuity, and ISTEP+ testing. Mrs. Meuser made the statement that rearrangement or removal of study carrels would deny students who are better able to focus in a more contained area a place to sit. The carrels are also used to house books when different classes are researching projects at the same time. As for changing the arrangement of the carrels to an east/west pattern, Mrs. Meuser commented on several possible instances where moving the carrels would create problems. Among those instances: It would disrupt the flow of students when they are entering and exiting the media center; supervision of students would be compromised because a larger area would not be visible; and, the ability of students to quickly exit the media center during a fire drill would be impacted. Rather than make changes to the media center, Mrs. Meuser suggested that the Northview auditorium would better meet the criteria that is sought for the board meetings: great seating; state-of-the-art sound system; easier access for the public; accessibility for the distance learning TV system; and, far less disruption to the learning process for North Clay students. Mrs. Meuser concluded her comments by stating that the focus of every dollar spent should be on how it helps the students, and she urged the board to carefully consider what would meet its needs and cause the least amount of disruption to the learning process for the students of North Clay.

Mrs. Adams asked for clarification of what had been proposed. Mr. Scherb stated that the topic was on the agenda for later in the meeting.

Mrs. Heffner asked about the possibility of moving the study carrels just for the board meeting and asked if it would be too cumbersome. Mrs. Meuser's reply was that it would be too cumbersome because the carrel unit is all one big heavy piece.

IV. Old Business

A. Classified and Bus Driver Handbook: Second Reading

Dr. Schroeder stated that there had been no changes since the first reading. Approval is recommended.

Under discussion, Mrs. Heffner asked for clarification of a condition that applies to both Category I and Category II employees as stated in the classified handbook. She wanted to make sure that if an employee was actually sick it would be recorded as such. Mrs. Kumpf responded, and noted that there is a system set up so that if an employee is out of sick days and they are sick, as long as they have a doctor's excuse, it is excused. The record will show the day as unpaid-sick. Mrs. Heffner then asked to clarify what constituted reporting an absence "in advance". Mrs. Adams asked if reporting before a shift started rather than after the shift had started was the intent, which it was. Mrs. Kumpf added that the cutoff time for calling in to the AESOP system is one hour in advance of a shift. To answer Mrs. Heffner's question as to whether all classified employees are aware of that, Mrs. Kumpf explained that administrators had been asked to review AESOP use with staff members that had not yet used that system.

Mr. Scherb moved to approve the classified and bus driver handbooks. Mrs. Heffner seconded, and the motion was approved by a 5-0 vote.

B. Administrative Stipends

Discussion of this issue was opened by Mrs. Adams asking why, if the stipends were such a great deal, they stopped offering them in September of 2006, why it was such a short window and why it included such a small number of administrators. Dr. Schroeder replied that at one point individuals had to make a decision. It was opened back up later when the whole administrative package was looked at. There were some inequities as far as a previous board was concerned and there were some changes that were made. The issue was discussed a number of times by the previous board. When individuals first were hired at that time, they were required to take the stipend. There were some individuals on the stipend who felt that it wasn't fair, so then a decision had to be made. It was opened up later where everybody had to finally make a decision. He believes it was brought about because of budget problems, to save dollars. At a certain point, all new administrators hired up to that point were supposed to take the stipend. There were other concerns, and the board at that time felt that some administrators weren't paid fairly for the types of jobs that they did. Mr. Fowler pointed out that no changes have been made since September of 2006.

Mrs. Adams reiterated her question: If it was such a cost-saving device to the corporation, why did it stop? Dr. Schroeder explained that most of the individuals had to make a choice as to whether they wanted the stipend or they didn't, and most of them

did not want the stipend. The board at that time allowed individuals who were already on the stipend to make the choice to move over and individuals who weren't on it were allowed to make that choice. Once those decisions were made, then that was supposed to be final.

Mrs. Adams referred to a letter from Donald Meyer, an attorney for Bose, McKinney & Evans in Indianapolis. The letter, addressed to Mike Fowler, is dated February 2007. She specifically referred to an excerpt in the letter cautioning that any change may generate additional cost to the school when speaking of implementing stipends. Four reasons were listed for how the stipends would cost the school corporation more money. The letter concludes by stating that, due to cost implications, some schools decided to limit the change in premium payments to a select group of administrators. Mrs. Adams spoke with Mr. Meyer on the phone and the stipend is something that the corporation does not have to offer. As she sees it, it does cost the corporation because now F.I.C.A. taxes must be matched on that. It was also designed to allow the administrators to have more money put into their retirement. The idea was for the individuals to purchase the insurance themselves from the corporation. There were several different vehicles for that purpose, or the individual could keep it as a cash payout. The administrative handbook stated that administrators were entitled to access to insurance as well as the stipend, and the advice of Mr. Meyer was to change the wording of the corporation policy to make it legal. Mrs. Adams is not saying there was anything illegal; she is just saying that there was a lot of rigmarole to make this happen. Her question: Who did this benefit? Was it designed to benefit the corporation and truly save the corporation money or was it designed to benefit a few select individuals? It is her understanding that the policy was voted in to place and then it was months later when Mr. Meyer was contacted for advice on how to make it kosher.

Dr. Schroeder responded to Mrs. Adams' comments by stating that, although he did not know what happened when the previous board decided to do this, FICA costs were considered when looking at the overall savings. Mr. Fowler also responded by noting that there are several school corporations that set up stipends so that if, as an example, a family plan cost \$20,000, then the stipend was \$20,000, which means that FICA and TRF or PERF costs are in addition to that stipend. Another key difference is that those administrators in other corporations still get the retirement matching whereas administrators in this school corporation don't get the retirement matching. He pointed out that in those other school corporations, it really does become a cost to that school corporation because they are putting in 100% of the cost for the family plan in a lot of scenarios plus keeping the retirement contribution. In those instances, the FICA and the TRF or PERF costs would be an additional cost to the school corporation. In Clay Community Schools, there has been a different approach. For example, if a family plan costs \$23,000, the stipend is not that amount and the retirement contribution is taken away, so it is not truly health insurance for stipend, it is health insurance and 401(a) or 403(b) contributions for stipend.

Mrs. Adams then commented that Mr. Meyer had told her it would not cost more to insure an administrator or an administrator and his/her family than it does the teachers;

it is the exact same amount. Mr. Fowler pointed out that administrators and teachers do not have the same health insurance plan.

Rather than viewing the issue as a negative in removing the stipend, Mrs. Adams would prefer to view it as a positive, if the board votes to do so, in restoring insurance in very uncertain economic times.

Dr. Schroeder stated that, in all of the scenarios presented to the board, FICA costs and TRF and PERF were figured in, and each showed a savings. Mrs. Adams charged that the scenarios were generated by corporation staff members that actually have stipends right now. Dr. Schroeder countered that anyone could prepare the scenarios and they would come out the same way. He added that if the board wants to treat those administrators the same, there will be some cost for retirement either way. Mr. Fowler stated that if someone on the board is concerned that someone receiving a stipend prepared the scenarios, the board could choose to spend \$180/hour to confirm the information on the sheet. He doesn't want anybody to think it is not factual information because of who prepared this information.

Mrs. Heffner shared her concern which goes back to when the previous board saw that they were costing two administrators more because the insurance they were purchasing cost more than the stipend. As a policy-maker, her concern is to look at things across the board. She noted that there is a lot of health care reform taking place, and she would like to make it more transparent.

Mrs. Heffner moved to remove the stipends and to restore insurance and retirement benefits as with other administrators, effective July 1, 2011. Mrs. Adams seconded. The motion was approved by a 5-0 vote.

C. Vehicle Purchases Compared to Mileage Reimbursement

Mrs. Adams referred to the concern that generated this topic: some reimbursements were to the point that, on a monthly basis, the amounts (\$300-\$500/ month) could purchase a new vehicle that the corporation could own. When buying vehicles was first suggested, it was to minimize that. But, through this conversation, it had been asked if it was possible to have the two administrators, those who are getting the largest reimbursement checks because they do the most running for their jobs, just drive corporation vehicles. She noted that there are ten corporation-owned vehicles between the buildings & grounds/maintenance and transportation departments and she asked if using two of those vehicles for those two administrators could be done. Dr. Schroeder replied that he had given information to the board members from the individuals on those ten vehicles' use. It is his understanding that those vehicles are all used at this point, but if the board would deem another use for them, the board should direct the administration to do so. Dr. Schroeder's recommendation would be to either purchase a car or to pay mileage at the same rate as teachers receive.

It is Mrs. Adams' thinking that the men who work at the bus center would be working on vehicles all day with the exception of the times when they are either fixing a bus that

has broken down or buying parts, so they will not need vehicles all day. As for the buildings & grounds/maintenance men, she does not know if they are going in different directions at all times in corporation vehicles. She thinks that there would be two of the ten vehicles available for the administrators to use.

Mrs. Adams moved that the buildings & grounds/maintenance director and the transportation director be given corporation vehicles to use during their 8-hour shift for official business in lieu of travel reimbursement for their personal vehicles. Mr. Scherb seconded.

Prior to a vote, Mr. Reberger pointed out that if that policy passes, today the only maintenance vehicle he would have had available to drive was the four-wheel drive dump truck that has the sand spreader and snow blade mounted on it. Every other truck was in use. Mrs. Adams suggested trying it for three months to see how it works out. If it is not working out after three months, the corporation can buy something. Mrs. Heffner suggested holding off on the policy and making a log or taking notes to see how it would look on paper on a day-to-day basis. She is hesitant to make policy change if it's not going to work.

Mrs. Adams proposed having the two administrators try the option of using two corporation-owned vehicles from January 1 through March 31 and then look at it again in April. Mrs. Heffner suggested having the two administrators make note of when vehicles are available to them. Mrs. Adams asserted that, as administrators, they can make those vehicles available by organizing their staff's duties. While acknowledging that it may take more time to organize duties and tasks throughout the day, she believes they can make that happen to where they are exclusively driving corporation-owned vehicles with no reimbursement checks for January, February, and March.

Mr. Fowler asked if the two administrators were supposed to take the vehicles home. Mrs. Adams stated that they should drive their personal vehicle to their work sites, like everyone else. He then asked what they should do if something breaks at midnight. Mrs. Adams stated that they should go to the place of work, pick up a vehicle, and then go to the place where something has broken at midnight. Mr. Miller expressed his concerns about picking up a vehicle before responding to alarms. Mrs. Adams questioned how often calls would be made at night because she believed that there were custodians in the buildings all night. Mr. Reberger clarified that there was 24-hour staffing at only Northview, North Clay, and Clay City Jr/Sr High School. Mrs. Adams then asked how Mr. Reberger would know if something was broken if no one was in the building. He explained that he gets alarms and he responds to them because he is included in the dialer system of the alarms. When asked how many alarms he had responded to in the middle of the night in the past year, Mr. Reberger stated that he did not have a number off the top of his head, but he does building checks every weekend on Saturdays and Sundays. Tonight he received a call from Van Buren as he was preparing to come to the board meeting and he has three maintenance men working there on a ruptured pipe. In response to Mr. Reberger's offer to do it for free for the next 90 days and just log his miles, Mrs. Adams stated that was not acceptable and no

one was being asked to do anything for free. A vehicle is being offered, and she doesn't understand what the resistance would be. Mr. Reberger stated that he is willing to do whatever the board directs him to do, but there are going to be complications.

As for concerns about mileage expenses, Mr. Reberger pointed out that there are teachers with higher mileage checks than either Mr. Misner or him. He added that his checks were high this summer because there were seven elementary buildings under construction and he was going from site to site all summer. His mileage claims for the last three months are nothing near what they were this past summer and the last year.

Mrs. Adams offered an amended motion. She would like to table this issue until the April school board meeting and have the director of buildings & grounds/maintenance and the director of transportation drive corporation vehicles for the next three months. They can continue to drive their own vehicles for reimbursement purposes for the month of December, but January 1 through March 31 they drive corporation vehicles. At that point, the board will see how it works out. If someone chooses to drive his own vehicle during this time period, which is highly discouraged, he will not be entitled to reimbursement. Mr. Scherb seconded the amended motion.

Before the vote, Mrs. Heffner asked about mileage for teachers. It was clarified that mileage for teachers was different because it is specifically stated in their contract.

The motion was approved by a 3-1-1 vote with Mr. Miller opposed and Mrs. Heffner abstaining. The motion does not include the proposed policy on corporation-owned vehicles

V. Superintendent's Report

Dr. Schroeder noted that construction is still moving forward. Extensive work has been done at Staunton in the gym, and the wood is all down for the gym floor. At Meridian, the kindergarten room is almost done and the elevator and trophy cases are complete. Although all of the books are not yet on the shelves, the media center is complete. At East Side, the art and music room are almost complete and they are putting the sub floor in the gym.

VI. New Business

A. Media Center Arrangement for School Board Meetings

Mr. Scherb shared that he had met with Dr. Allen, principal at North Clay Middle School, and Beth Meuser, media specialist for North Clay, to discuss arrangement of the media center for school board meetings. Mr. Scherb asked Mr. Fowler to share information regarding the purchase of a portable public address system for use during board meetings. Mr. Fowler stated that the previous board had been interested in having some sort of public address system at North Clay, and Mr. Fowler had also received e-mails from current board members regarding a public address system. He noted that there is a wide range of options. He looked at a mid-range system that is portable and could be used in any school. He also looked for a system that would be compatible with equipment used by Denzil Adams to videotape the school board meetings. In addition,

Mr. Fowler looked in to purchasing a screen that could cover the big window in the media center. He has two quotes for the public address system, one for \$9,500 and the other for \$11,500. He is getting the quotes at the direction of the board.

Mr. Scherb stated that he does not believe the board needs to make a decision tonight. He added that he is not interested in spending \$10,000 on a PA system just for board meetings. However, if teachers or a group within the corporation comes forward and says the PA system is needed, he might change his mind.

Mrs. Adams asked if there was a school that has an existing PA system that is better than what is currently being used. Mrs. Heffner stated that when she had made a suggestion two years ago as to how the board members could be heard better, she had asked if there could be a change in the way the chairs were set up. The chairs were moved forward, but people chose to sit in the back. If there is a better place to meet, she is all for that. Dr. Buell offered his opinion that the acoustics are better at the old board meeting room at central office; however, that room is not handicapped accessible and it is not big enough.

Referring again to his meeting with Dr. Allen and Mrs. Meuser, Mr. Scherb stated that he was amazed at how much furniture has to be moved for the board meetings, and he appreciates the work that is done. The items that need to be improved: People can't hear; people can't see; and, people don't know what is being discussed. As he sees it, if there was a screen where information could be displayed, it would be more enjoyable to attend the meetings. Another need would be blinds or curtains for the windows to control the amount of sunlight during different times of day for students. In Mr. Scherb's opinion, the goal is to not spend a lot of money unless it can be used for education for the students. He mentioned the possibility of holding board meetings at Northview in the auditorium. He would like to improve the quality of the meeting. Mrs. Adams shared her concern that an auditorium setting would create a huge distance between the board table and the people who are in the audience. She suggested trying a different physical arrangement in the media center to improve acoustics.

Mr. Fowler asked for direction on the screen and the shades. Mr. Scherb suggested putting the item on the agenda for next month's meeting with cost estimates and benefits for the screen and shades. Noting that he is at the mercy of others in getting people in to provide estimates, Mr. Fowler pointed out that he might not be able to get estimates ready in time for the January meeting. Mrs. Adams asked that Mr. Fowler get input from Mrs. Meuser.

B. ISBA/IAPSS State Conference

Dr. Schroeder stated that it was a very good conference, and the theme this year was "Cost Containment". A report was provided to board members in the board packet.

C. Plans for Cost Cutting

Dr. Schroeder noted that there were three cost-cutting meetings, and all three had a really good turnout. Committee suggestions were included in the December board

packet. There was also a State listing of cost-cutting suggestions that had been presented at the cost-cutting meetings. Information from Dr. Tony Bennett, State Superintendent of Public Instruction, indicates that overall the State will not be cut, but it will not be known how individual school corporations will be affected until they get the data and run it into the basic grant. If the board wants to pursue cost-cutting measures, it will have to determine what direction to go.

Mr. Scherb commented that he believes the board owes it to everybody—the principals, the teachers, the parents at the building levels who had the cost saving meetings last spring, and the taxpayers—to see if there are really any ways to save money. He asked why the corporation wasn't looking into this all the time on a consistent basis and trying to utilize taxpayer money as efficiently as possible.

Dr. Schroeder and Mr. Reberger listed some of the actions taken to save money, which included retrofitting all lights in the elementary schools (in-house) in the early 1990's to the T8 system and high-pressure sodium exterior lights with assistance from Cinergy (now Duke Energy). This change was projected to result in savings of 26% in electrical usage the first year (actual results: 25.8%). Also, significant updates to all heating and cooling systems, and changing from pneumatic controls to digital controls which allow for much more precision, have been completed. Those systems are monitored on a daily basis. During the elementary renovations, the lighting system was changed to the T5 fluorescent system, which is state of the art at this point. In addition, based on the energy conservation study that has been monitored over the last five years, savings of 36% less for utilities than what they would have been if nothing had been changed have been realized. The previous board did extensive work with the energy savings contracts through Performance Services at Clay City Elementary, Meridian Elementary, and Clay City Jr/Sr High School. There is a proposal to do something comparable at Northview High School; however, the corporation is waiting for the appropriate timing and funding. The project at Clay City Jr/Sr High School included a totally new HVAC system that included air conditioning for the gymnasium, new lighting system, new fire alarm system, and new water heaters. When the project was finished, the utility bills for the next twelve months were less than what they had been before the project, even with air conditioning additional square footage. Four schools in the corporation have been rated as "Energy Star" by the Environmental Protection Agency.

A question about reducing the exterior lighting at North Clay and Northview was asked by Mr. Scherb. Mr. Reberger explained that there are two lights on each pole. During the evening events, there is full 100% lighting and between 11:00 and 12:00 it goes to half-lighting and it is on that way the rest of the night.

Mr. Scherb next asked about alternative energies such as geothermal. Mr. Reberger replied that initial cost does not give the corporation a payback at this time. An energy saving project of that type was completed when ice storage systems were put in at North Clay; however, the corporation received a \$70,000 grant to do it. The grants right now for geothermal would result in about a 25-year payback, and they are high-maintenance projects.

Referring to a comment made earlier by Mr. Scherb regarding changing water meters to achieve savings, Mr. Reberger stated that the corporation has already done that. Everything is sized based to engineering standards. He gave an example: all of the elementary schools are being metered at a 2-inch level, which puts the building at the optimum for rate billings.

In response to Mr. Scherb's question about what the corporation can do to reduce costs, Mrs. Heffner stated that it gets down to looking at how much can go on at the schools of an evening. Mr. Scherb also asked about health insurance. Mrs. Heffner answered by noting health insurance is something the State legislature is looking at, so there may be some changes in the next year that will make a difference.

Returning to buildings & grounds cost savings measures, Dr. Schroeder pointed out that the corporation had joined the Proliance consortium for natural gas. Mr. Reberger added that the corporation is buying bulk natural gas for virtually every building, which allows the corporation to get a much better rate. He noted that in late October the natural gas market was down, so the corporation locked in for the next four months on the daily spot market. Mr. Scherb wanted to know how this program differed from a program proposed by Ceres Solutions for diesel fuel. Mr. Reberger replied that, to his knowledge, the diesel fuel price is locked in for a full year, even if the price goes down. Mr. Misner added that he had attended one of the Ceres Solutions seminars last year. He has been told that a Fort Wayne school corporation lost hundreds of thousands of dollars in that program. Mr. Reberger concluded discussion by noting that the basic difference between the Proliance program and the Ceres Solutions program is that Proliance is a consortium, and the school corporation is one of thousands who have formed a consortium to bulk transport fuel. Vectren is paid for their piping and metering and they still service the meter, but their equipment is being rented and Proliance's gas is being put through it. The major difference is that the school corporation locked a ceiling. If the price comes down for an extended period of time, the corporation had the option to lock in the lower price.

D. Choral Risers at Staunton Elementary

Mrs. Sheryl Jordan, Principal of Staunton Elementary, has money available in the Student Activities extra-curricular account. She would like to purchase choral risers from J.W. Associates who provided the low quote. Approval is recommended.

Mrs. Heffner moved to approve the purchase of choral risers for Staunton Elementary. Dr. Buell seconded, and the motion was approved by a 5-0 vote.

E. School Board Policy 2205: Administrator Contracts and Employment Agreements: First Reading

This is a first reading, so no vote needs to be taken.

F. School Board Policy 3450: Expenditures: First Reading

The proposed revision to this policy is a first reading, so no vote needs to be taken.

G. Recommended Course Changes for 2011-2012

Kathy Knust and the curriculum committee met, and they have the recommendations for new course descriptions. Approval is recommended.

Mrs. Heffner moved to approve course changes for the 2011-2012 school year. Mr. Scherb seconded, and the motion was approved by a 5-0 vote.

VII. <u>Personnel</u>		
A. Leaves of Absence		
1. Certified		
a. Medical Leave (FMLA)	LEAAP	Betsy Milner
2. Non-Certified		
a. Medical Leave	NCMS	Patty Standley
B. Retirements		
1. Certified		
	None	
2. Non-Certified		
	None	
3. Place on Retirement Index		
	None	
C. Resignations		
1. Certified		
a. Teacher (Social Studies) (effective 11/23/10)	CCHS	Hannah Switzer
2. Non-Certified		
a. Custodian (260-day)	NHS	Phillip Atkinson
3. ECA Resignations		
	None	
4. ECA Lay Coaches		
D. Transfers		
1. Certified		
	None	
2. Non-Certified		
	None	
E. Employment		
1. Certified		
a. Teacher – Elementary (Second Semester)	CCE	Heidi Madsen
b. Teacher – Elementary (Second Semester)	VBE	Jeffrey C. Walker
c. Teacher – English (Second Semester)	NHS	Jacob Pactor
d. Teacher – Elementary (Second Semester)	JTE	Brockton Dyer
2. Non-Certified		
a. Food Services (3 hrs/day)	CCHS	Melody Dayhuff
3. Extra-Curricular Certified		
a. Track – Head Girls	NCMS	Audra Duling

VIII. Board Member Comments

Tina Heffner wished everyone a Merry Christmas. She is looking forward to the new year and she hopes the corporation overall, with the cost-cutting committee and the people involved with the public participation, will see good things come from that.

Forrest Buell, noting that the elementary buildings had been renovated, asserted that academics of the buildings had not been evaluated. He believes there is more than one way that those buildings can deliver education to the students. He doesn't believe that different prospects have been considered for that. Dr. Buell has two or three prospects, one of which is the charter school situation. He believes the board should look at the prospects from the standpoint of which one is the best way to go to prepare those students to go in to middle school and Northview. He doesn't believe that has been done. He would like for the board to consider having an educational planner come in and change the atmosphere of the education that is in the buildings. As Dr. Buell sees it, there is a good teaching background on the board and now the board is a good board to address that situation.

Amy Burke Adams referred to a change brought about by the curriculum committee, specifically Health Careers I and Health Careers II where the students are actually doing internships at St. Vincent Clay Hospital. Some of those classes are for dual credit with Ivy Tech. She noted that there are some really good things going on at the high school level in terms of careers and education and preparing students for the next step.

At this point, Dr. Buell brought up another point. It is his belief that students at a specific grade level tend to bond at an early age. When there are six different schools, the whole grade level for the corporation is not bonding. When the students get ready to go in to North Clay, there are six different groups that have bonded, and he is not sure that is good. The school corporation has six renovated buildings and there are six grade levels using those buildings. His suggestion: Bond one grade level for each school, starting at kindergarten. In response to Mrs. Heffner's comment that she didn't believe the school corporation could incur the fuel cost, Dr. Buell stated that he didn't think the cost should stop the board from looking at the situation.

Mrs. Adams then commented on Dr. Tony Bennett's ratings of Public Law 221. She offered congratulations for the great ratings to Clay City Elementary with Principal Dorene Kenworthy and staff, Jackson Township Elementary with Principal Jeff Fritz and staff, Staunton Elementary with Principal Sheryl Jordan and staff, Van Buren Elementary with Principal Gail Williams and staff, Forest Park Elementary with Principal Jon Russell and staff and special thanks to Debbie Zimmerman for serving as principal during Principal Russell's military leave, and Meridian Elementary with Principal Karen Phillips and staff. Three Clay County schools earned "Watch" status: East Side Elementary, North Clay Middle School, and Northview High School. For the first time for this school corporation, one Clay County school earned "Probation" status: Clay City Jr/Sr High School. Mrs. Adams is certain that the principal, teachers, and central office staff are looking to work on that improvement plan to pull them out of "Probation" status. At this point, the board has the option to request outside intervention, but she does believe the board has had an opportunity to seriously consider that option. She

believes the board would rather work with what they have and with those who know our resources and our people as well as our strengths and weaknesses.

Mrs. Adams also offered a reminder regarding Board Policy #3446 which concerns technology purchases. She commented that the board supports all of the policies in the board policy handbook and expect all staff to do likewise. Therefore, everyone, including the superintendent, board members, or anyone, must get Bill Milner's approval and signature on a purchase order before a technology item is purchased. If this policy is violated, the best-case scenario is that the technology item will be confiscated, no matter what fund it comes from. The worst-case scenario: actions will be reviewed as a conduct issue of violating board policy subject to disciplinary action.

To conclude her comments, Mrs. Adams once again thanked the Central Curriculum Committee. They put in a lot of work and she believes good things are going to come out of that. She also offered her thanks to Hannah Switzer and Phillip Atkinson for their service to the students of Clay County. They are now moving on to other challenges. She wished everyone a wonderful holiday and a very Happy New Year.

Rob Miller wished everyone a Merry Christmas.

IX. Future Agenda Items

Tina Heffner did not have an agenda item, but she would like to look in to scheduling a work session with an educational consultant.

X. Adjournment

Mrs. Heffner made a motion to adjourn. Mr. Miller seconded. With a 5-0 vote, the meeting was adjourned at 9:14 pm.

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