

**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, February 14, 2013. Tom Reberger, Rob Miller, Kevin Kumpf, Fred Froderman, Jennifer Kaelber, Ron Scherb and Amy Burke Adams were present.

I. Call to Order

Mrs. Kaelber, president of the board, called the meeting to order at 7:35 p.m. She 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 January 10, 2013

Board of Finance Minutes for January 10, 2013

Special Session Minutes for January 10, 2013, and January 30, 2013

Executive Session Certification for January 10, 2013

C. Field Trips

1) Northview High School's DECA members to Indianapolis March 3-5, 2013, for state DECA competition requiring overnight stay

2) Van Buren Elementary 5th grade class to Chicago, Illinois, on March 21, 2013, to visit Museum of Science & Industry, Shedd Aquarium, and Skydeck at Willis Tower

3) Northview High School's Business Professionals of America (BPA) club members who qualify to participate in the State Leadership Conference in Indianapolis, Indiana, Sunday, March 10 – Tuesday, March 13, 2013 requiring overnight stay

4) Northview High School's Business Professionals of America (BPA) club members who qualify to participate in the national level of competition in Orlando, Florida, May 7 – May 12, 2013.

D. Personnel

A. LEAVES OF ABSENCE

1. Certified

a. Family Medical Leave	LEAAP	Carrie Chiado
b. Family Medical Leave	NCMS	Leslie Cesinger
c. Family Medical Leave	NHS	Tracey Giffin

2. Non-Certified

a. Family Medical Leave	ESE	Lloyd Harris
b. Family Medical Leave	CORP	Marsha Wyndham
c. Family Medical Leave	NHS	Jeff Farris

B. RETIREMENTS

1. Certified

a. Teacher – Mathematics (End of 2012-13)	NHS	Timothy Davis
b. Teacher – Science/Biology (End of 2012-13)	NHS	Tim Sanders

c. Teacher – Special Services (End of 2012-13)	NHS	Laura Boyce
2. Non-Certified		
a. Instructional Assistant (End of 2012-13)	NCMS	Effie Halfhill
3. Place on Retirement Index	None	
C. RESIGNATIONS		
1. Certified		
a. Speech/Language Pathologist	CORP	Jennifer Swearingen
2. Non-Certified		
a. Custodian (185 days)	CCHS	Elizabeth Knieriem
b. Custodian (185 days)	CCE	Nathaniel Myles
c. Instructional Assistant (Library)	VBE	Karen Sue McHargue
3. ECA Resignations		
a. Head Baseball (Spring 2013)	CCHS	Vance Edmondson
b. Volleyball (Fall 2014)	CCHS	Vance Edmondson
4. ECA Lay Coaches	None	
D. TRANSFERS		
1. Certified	None	
2. Non-Certified	None	
E. EMPLOYMENT		
1. Certified		
a. See Agenda Item VI. P.		
2. Non-Certified		
a. Instructional Assistant (Sp Serv)	JTE	Kim White
b. Instructional Assistant (Sp Serv)	CCE	Stephanie Granger
c. Food Services (4 Hours)	NHS	Susan Clodfelter
d. Custodian (185-day – 2 nd shift)	CCE	John Robert Michael
e. Instructional Assistant	NHS	Jennifer Johnson
F. EXTRA-CURRICULAR		
1. Extra-Curricular Certified		
a. Track – Head HS Boys Coach	CCHS	Vance Edmondson
b. Track – Assistant HS Boys Coach	CCHS	Ben Thomas
2. Extra-Curricular Non-Certified	None	
3. Extra-Curricular (Lay Coach)		
a. Softball – Head Coach	CCHS	Jason Sindors
b. Baseball – Head Coach	CCHS	Tim Leffler
c. Baseball – B-Team Coach	CCHS	Kirk Smith
d. Track – Assistant HS Girls Coach	CCHS	Kasey Waite
e. Track – Assistant HS Boys Coach	NHS	Ashley Davis
G. CHANGES		
1. Certified	None	
2. Non-Certified		
a. Instructional Assistant to IA/MA	JTE	Valerie Linton

3. ECA-Lay Coaches
 - a. 7th Grade Girls Basketball – change Jeremy Jones from 100% contract to 50%.

H. VOLUNTEERS

1. Classroom
 - a. Gary Branson – FPE
 - b. Donna Buell – FPE
 - c. Margarita Warner - FPE
2. Athletic
 - a. Jeremy Pratt – NHS Track
 - b. Chad Evans – NHS Track
 - c. Roger Rhodes – CCHS Softball

I. CONTRACTED SERVICES

1. Contract for Speech, Language Pathologist for services for 2 days/week.

J. OTHER

1. Brenda Ziels – A.B.L.E. Worker at LEAAP Center

Mr. Scherb moved to accept the consent agenda items. Mr. Miller seconded, and the motion was approved by a 7-0 vote.

III. Comments from Patrons

Beth Harris, whose children attend Clay City Elementary, stated that she and her husband had graduated from Clay City High School, went to college and moved to Noblesville. After their son was born, they decided to move back to Clay City because they couldn't imagine raising their children anywhere but their small hometown. She noted that although she trusts the educators, she has recently been disappointed in the direction of the school corporation, specifically as it relates to the proposed balanced calendar. As she sees it, the fact that there is summer learning loss is not the argument: rather, the argument is whether an increase in test scores is seen. She asserted that she has not seen any statistics that support an increase in test scores based on an 8-week summer break versus a 12-week summer break. To date, Mrs. Harris has not been provided with any research by the school corporation that supports their proposal. She attended the recent board work session hoping to receive information to support the need for a new school calendar; however, she believes little information was relayed. The research that she has found on this subject has been limited to studies on summer learning loss and a true balanced calendar format. One study that she found on the Internet concluded that modified school calendars "may have a small positive impact on student achievement and a more noticeable impact on achievement of disadvantaged children, but existing research contains design flaws that render the conclusions tentative at best." Mrs. Harris questioned the motive behind the hasty implementation of a new school calendar.

Mrs. Harris' second concern was the use of computers for the English/Language Arts Writing Processes and Writing Applications sections of the ISTEP+ test. She stated that last week she became aware that children in grades 3 through 8 would be taking the

Language Arts writing portion of ISTEP+ on a computer. She is not opposed to her children, whom she described as technologically savvy, taking this portion of the test on a computer. However, her children use an iPad at home rather than a computer with a keyboard and therefore have very little keyboarding skill. She does not believe they are ready to take the test on a computer. Mrs. Harris asserted that although her children are familiar with the use of touchscreen technology, that technology is different than keyboarding skills. She questioned the amount of time that students spend at school working on a keyboard and asked how many children would have keyboards at home for practice. Mrs. Harris stated that she was appalled by a letter to parents regarding this issue that had been posted on the corporation web site. She referred to a specific section of the letter which she interpreted as blame being placed on administrators, teachers, and parents for lack of success by a student. Mrs. Harris acknowledged that she had not educated herself on the standards in the past but rather had trusted Clay Community Schools to communicate the standards to her because she thought everyone was on the same page. Today, Mrs. Harris called the Indiana Department of Education and learned that Clay Community Schools had opted in to the ISTEP+ assessments on computers on November 8 but had just communicated this to parents via the letter on the web site. As she sees it, she now has less than a month to teach her fourth grade son keyboarding skills. To conclude her comments, Mrs. Harris shared her opinion that we have lost sight of the purpose of education, and she is tired of her child being nothing but a test score.

Nicole Fry, representing the YMCA, shared information regarding the after-school program and noted that the Y currently offers child care and after-school programming in three schools as well as spring break care and summer camp. The Y is open to the options of providing care should the balanced calendar go through. The Y would be willing to adjust their schedules and provide care if there is need. They would evaluate the options of opening up additional locations should there be need in additional schools or locations. Scholarship funds are also available for families in need. Ms. Fry responded to Mr. Scherb's question about the cost per child by stating that a weekly cost is \$28 per child. With a scholarship, it could be as low as \$7/week. For summer camp, the cost is \$83/week. With a scholarship, summer camp could be as low as \$20.75/week.

IV. Old Business

A. Balanced Calendar for 2013-2014 School Year

Board president Jennifer Kaelber presented the results of the survey responses that had been sent to her and noted that she had read each and every comment. Of 790 survey responses, 24 were from community members, 256 were from faculty and staff, 311 were from parents, 124 were from students, and 75 opted not to select any group. 5 of the responses indicated no preference. For the traditional calendar, which was option #1, there were 161 responses in support. For option 2, the balanced calendar, there were 484 responses in support. For option 3, the modified balanced calendar, there were 140 responses in support. Prior to the start of tonight's meeting, Mrs. Kaelber received less than 20 additional responses, and they followed the numbers previously, which was not enough to change the outcome statistically.

Superintendent Tucker's recommendation remained the same: Consideration by the board to approve the original balanced calendar, which came to be known as Option #2 in the most recent public survey.

Mrs. Adams suggested that a modification be made. For Option 2, she asked to place spring break back in the week it's always been, which she has been told is the last week of March. Superintendent Tucker pointed out that on Option 2, days scheduled for spring break were not regarded as snow make-up days. Therefore, both weeks would not be impacted by snow make-up days. She noted that if the modified balanced calendar is selected, the weeks of spring break would have to be switched around.

Under discussion, Mr. Scherb asserted that the calendar discussion had done nothing but divide this community. He shared his opinion that the school corporation needs to slow down. As he sees it, there have been so many changes made in the corporation, and he is convinced that we don't know what the changes are doing and what the results are going to be. He would like to stick with the traditional calendar. Mr. Scherb noted that the elementary parents want the parent/teacher conferences, and he wants a calendar that has those included. Mr. Scherb had been told that a lot of people voting were voting for the parent/teacher conferences. After pointing out that the traditional calendar that had been proposed did not include parent/teacher conferences, Mr. Scherb suggested that the solution would be to stick with the original calendar and include the parent/teacher conferences. Mrs. Adams clarified that what was put out was a survey. People participated in a survey. They didn't vote. The vote would take place tonight by the board.

Mr. Kumpf stated that he had done research on pros and cons of a balanced calendar. Nowhere did he see any evidence that education was improved due to balanced calendars. He noted that schools going to year-round school are doing so because of overcrowding, not to improve education. Mr. Kumpf referred to a quote in an article that had stated the evidence was scant that the balanced calendar had any influence on children's learning. He believes a balanced calendar creates a lot of problems for clubs and sports. He agreed with Mr. Scherb that more research was needed.

School patron Linda Nicoson informed the school board that her grandson, who is autistic, does not do well with change. She asked if a study had been done on children with learning disabilities and the impact that a change in the calendar would have on them. She would appreciate it if the board would consider that.

Mr. Miller pointed out that a true balanced calendar has breaks that are evenly spaced. He noted that none of the proposed calendars have evenly spaced breaks and he does not believe that could be done in this community due to the summer activities. As he sees it, the new calendars are not different enough to warrant upheaval of certain folks. He has concerns about the two-week spring break because of its proximity to testing.

Mrs. Adams commented that the school corporation had seen a lot of changes in the last two years that have affected the community, the majority of which have proven to be for the better. As she sees it, the consideration of the balanced calendar is not only to increase test scores, but the reason why test scores would improve is because the

students would be well-rested. Mrs. Adams shared that she had taught in public high schools for ten years, and those schools were on a traditional calendar. She acknowledged that there were months when both students and teachers were burned out. At that time, she would have given anything to have a balanced calendar as a public school teacher. Mrs. Adams asserted that students become bored towards the end of the summer break and are eager to get back to school. She doesn't know if the balanced calendar is what is best for Clay Community; however, if it is not chosen at this time, she hopes that at some point in the future it is considered.

Referring to comments made on the survey responses, Mrs. Kaelber noted that some students felt that two weeks off during spring break might be too much. Other students felt that their teachers would be in better moods with the balanced calendar and that the students would get more sleep. Many students felt that there would be less burnout with more breaks.

At this point, Mr. Reberger moved to accept Option #3, which is the modified balanced calendar. He noted that it has many facets of the traditional calendar and would include the parent/teacher conferences. Also, it is incorporating the concept of a somewhat balanced calendar. He suggested trying it for this year; then, when a calendar is considered for the next year, if there are things that didn't work, they can be changed. Dr. Froderman seconded the motion.

Before the vote, Mr. Scherb asked Superintendent Tucker if this was going to be considered a "transition" calendar with a plan to move to a full nine-week grading period/two-week break rotation the following school year. Superintendent Tucker replied that the calendar is just an agreement to put some flexibility in the schedule to give some extended break time to students and teachers for some of the same reasons that have been discussed. Her feeling is that it is a one year proposal, and every year the calendar will be discussed to see what worked and what didn't work. She added that it is not part of a scheme to go to year-round school or go to a pure balanced calendar.

Superintendent Tucker clarified that for Option #3, the last week of March would be amended to be the absolute, in-stone spring break week and the following week of spring break would be used for snow make-up days if needed.

The motion for Option #3 was approved by a 6-1 vote with Mr. Scherb opposed.

V. Superintendent's Report

Superintendent Tucker noted the following:

- Regarding the applied skills portion of the ISTEP+ test that had been mentioned by a patron this evening, Superintendent Tucker commented that the administration was in the process of making that decision. She also commented that "teaching to the test" is heard a lot, and she hopes parents and older students as well as administrative and teaching staff understand that as far as she is concerned, those standardized assessments are out there because the state imposes those upon the

school corporation so that they can get a measure of how schools are doing. The local classroom-based assessments that teachers generate are given so that classroom teachers can get an idea of how students are doing. When looking at any kind of an assessment from the district level, it is to do so to inform instruction, which may be a different perspective than the one from which a parent or an older student looks at them. As far as ISTEP+ is concerned, Superintendent Tucker stated that she is looking at that for the basis of what needs to be done to better prepare our students for the next grade level in their transition through Clay Community Schools. The decision to go with Applied Skills as an online version comes because in a very short time, that will be probably the law of the land. She added that what students now do online, which represents about 75% of that test, is the multiple choice section that comes later in the spring. That test is relatively easy to administer because it is computer-graded. The applied skills portion of the test is given in early March because it takes longer to grade, and professional evaluators are hired and trained for the grading process. As for what they are looking for when they evaluate, Superintendent Tucker explained that it is broken down into several different subsets of standards or proficiencies, the very least of which is the handwriting ability of the student. To make that same impression about looking at an online version, the very least of that which an evaluator is trained to look at is the keyboarding skill of a student at the 3rd grade level. The evaluators are not necessarily looking at the legibility of the handwriting; rather, they are looking to see if the student answered the question. If the evaluator can make out the handwritten response, the student would receive full credit. The same applies to keyboarding. The other part to this issue is that the corporation needs to see if there are teachers who are reluctant to use class time for students to be practicing response on the computer. If so, that is an anxiety that needs to be addressed because that is a standard in place at second grade: Students will be able to use a computer to create, revise, and publish writing. Superintendent Tucker is convinced that students will do just as well with this, perhaps even better. She believes it was an educationally sound decision. She commented that if she had said anything else in the letter that would be misconstrued as her putting too much emphasis on test scores, she clarified that she does not. It is entirely the opposite: She wants to see how well students are being served.

- **A. Fuel Tax:** This is still being looked in to. Mr. Gorman had contacted the state and did receive information from the IRS that even though a school corporation might be able to buy the dyed or red fuel, according to the IRS the school corporation would still have to pay 16¢ per gallon at some point, either in advance by not buying the red fuel or by submitting the number of gallons used.
- **B. New Teacher Mentors:** In response to Mr. Scherb's request for information on this topic, Superintendent Tucker stated that at the district level there is a teacher orientation, which is strictly a welcome to the

school corporation with basic information. There has not been a concerted effort to have days of training, which comes down to cost. It is not built into the budget, and it has not been a part of negotiations in the past to allow brand new teachers extra days for orientation. Superintendent Tucker noted that building principals do a nice job of monitoring, nurturing and mentoring new teachers. In the RISE evaluation instrument, there is a component for teacher leadership, and Superintendent Tucker encouraged principals to notice when teachers take it upon themselves to help mentor new teachers.

- **C. Soccer Field Request:** A patron who was a passionate supporter of the soccer program had asked for time on the agenda for this meeting, which was not permitted by Superintendent Tucker. It was her understanding that, at some future point, that organization or an individual patron or set of patrons was going to request that the board consider putting on the agenda a request for the board to give authority to this booster club organization or parent group to go out and seek grant funding. She cautioned the board about allowing those kinds of things, but not because she doesn't believe in the good faith of the parent booster group. Superintendent Tucker shared information about a group of parents who were adamant supporters of a baseball program. The school that they supported couldn't afford in a timely period to re-do the baseball field, the bleachers, the batting cages, and the dugouts. The parents had connections, so they used those connections to create a state-of-the-art baseball complex for their varsity baseball team. A group of parents whose daughters played softball filed suit under Title IX (provides appropriate balance and equity among the sexes for boys and girls sports) and sued to improve the softball facility to the standards of the baseball facility. Superintendent Tucker noted that it is great when parents want to come in and help, but she advised the board there are a lot of strings attached to grants, and the school corporation needs to be the point person on that. She added that there is a process within the Capital Projects Fund by which 5% of the total budget can be allocated for those types of expenses. That way, if funds are spent on one program, there can be a balance between schools and programs so that they remain equitable and across the board. Superintendent Tucker stated that it would be up to the board president if any group steps forward with that type of request; however, she is very leery about doing that.

VI. New Business

A. Review of CCS Goals and Strategies Plan

Superintendent Tucker provided a Power Point presentation with an update of the Goals and Strategies plan. She noted that not all of the information that she intended to share is available at this time due to a delay in reporting data from the Indiana Department of Education. Highlights of the presentation include:

- Math ISTEP+ in grades 3-8 last year was 80.4% and increased to 80.5%
- English ISTEP+ in grades 3-8 last year was 80% and increased to 80.2%
- Algebra ECA: the goal was 80%, and 91% of 9th grade students passed

- English ECA: the goal was 80%, and 72% of 10th grade students passed
- 4 Year Graduation Rate: the goal is 90% by 2015, and the rate was 88.6% for 2012
- District attendance: the goal was 97% and last year the attendance rate was 95.87%, which was impacted by secondary attendance issues
- Freshman course failures: last year 22%, or 80 freshmen, failed at least one course and the goal is to drastically reduce that number
- Academic Honors diplomas: last year 23%, or 64 seniors, earned an academic honors diploma and the goal is to increase that number to 30% in 2015
- Vocational programs: enrollment increased by 44 students
- Power School Parent Portal generated 86,000 hits from August to January, which represents an average of 535 daily sign-ins and accounts for 1,848 students or 39.9%
- Teacher web sites were activated January 2013
- Board members were informed that they would be asked for approval to conduct surveys of satisfaction for students and parents of students who are in the transition grades, primarily at 6th, 7th, 8th, and 9th grades
- On the Clay Community Schools' Facebook page, the school corporation has 2,895 friends
- The cash balance is a little over 10%, which is in line with Goal Four objective of maintaining a cash balance of at least 10%
- Software update is ongoing
- District safety/security assessment is to be determined
- Job description revisions are in process
- The district 1:1 initiatives, including professional development, are in progress and there will be recommendations and information to follow.

B. Annual Financial Report

Mr. Timothy Gorman, Director of Business Affairs, presented the 2012 annual business office report for the school corporation. A copy of the report will be included with the official minutes.

C. Parent and Student Surveys

Superintendent Tucker referred to parent and student survey instruments provided in the board packet that she recommended utilizing as part of the Goals and Strategies plan. She noted that the survey reflects all areas, and she is anxious to administer the survey in the spring. It will be available electronically as well as on paper. Approval of the surveys was recommended.

Mr. Scherb moved to approve the parent and student surveys. Mrs. Adams seconded, and the motion was approved by a 7-0 vote.

D. Outstanding Check Report

Mr. Miller moved to approve the list of checks that had not been cashed within two years of their date of issue and had become void. Mr. Kumpf seconded, and the motion was approved by a 7-0 vote. A copy of the list of outstanding checks will be included with the official minutes.

E. Indiana State University Request to Conduct Research

ISU had requested permission to look into data with student scores and Best Practice instruction in the classrooms. Information supporting the request was included in the board packet. Superintendent Tucker commented that the school corporation wants to support professional research at the university level because it provides an opportunity to improve Best Practice instruction when the data comes back.

Mrs. Adams moved to allow Indiana State University to conduct research, specifically regarding how students learn negative numbers. Dr. Froderman seconded, and the motion was approved by a 7-0 vote.

F. Transportation Mobile Lift Purchase Request

Noting that this issue had been talked about more than a year ago when looking at the different proposals for a transportation garage, Superintendent Tucker observed that instead of one bay in the Quonset hut, there are now three bays available to work on buses. Previously, there was only one stationary lift. The stationary lifts are very expensive, so for the other bays it was decided to use a portable lift, which is more flexible and tends to be less expensive. The portable lift could be used in either of the other two bays or outside. Quotes were provided in the board packet. The amount of the purchase request was under the threshold requiring separate approval from claims for capital projects fixed or mobile equipment; however, Superintendent Tucker asked for the board to consider the purchase separately and she recommended approval of the quote from Safety Lane in Bloomington in the amount of \$25,086.89.

Mr. Scherb objected to this consideration. He stated that this had been discussed in the original motion and several items had been deleted simply because it was too much money. He added that in October, a list of itemized expenditures on the bus and maintenance facility was presented and at that time it was decided that it would be the final request for renovations. He moved to postpone consideration of this agenda item indefinitely. Mr. Kumpf seconded.

Under discussion, Mr. Reberger stated that the mobile lift was a budgeted item in the 2013 CPF budget and it had been approved in the budget as an equipment item. As he sees it, if there are three bays to work on buses, it only makes sense to have at least two lifts for seventy-five buses. Superintendent Tucker added that for the safety of the mechanics it is her preference to not have them on their backs rolling around under the equipment. She would much rather have the bus in the air where there is ample lighting.

In response to Mr. Kumpf's question regarding how many lifts the bus garage had in the past, Superintendent Tucker stated that there was only one because the Quonset hut only had one narrow bus bay. She further explained that a lift had not been included with the remodeling because they didn't want the stationary lift. The plan was to come back at some point and ask to have another piece of equipment to do that. Mr. Scherb asserted that the purchase of a portable lift for \$26,000 had been included in the original proposal to renovate the garage in May. He believed it had already been considered and it should be deleted. He added that he knew of four school bus garages that had zero lifts.

Mr. Miller shared that he also thought in the original proposal the board had already approved this. He added that the one bus lift had been sufficient. He is afraid that a portable lift at some point in time would be shoved off in a corner. At this point in time, he would like to put this off.

The motion to postpone this item indefinitely was approved by a 4-2-1 vote with Mr. Reberger and Dr. Froderman opposed and Mrs. Kaelber abstaining.

G. Reading Club at LEAAP Center

Mary Yelton, Director of the LEAAP Center, requested permission to allow two community members from the First Christian Church to provide a reading club for preschool children at the LEAAP Center, with parent permission, every Tuesday after the a.m. class and prior to the start of the p.m. class. They would read a story to the children using puppets to share a Bible verse. Parents would be allowed to attend with their child. Superintendent Tucker recommended granting permission to continue this program.

Dr. Froderman moved to accept this reading club for the LEAAP Center. Mr. Kumpf seconded, and the motion was approved by a 6-0-1 vote with Mrs. Adams abstaining.

H. Clay City Softball Pressbox and Storage Building

Patrons of the girls' softball team proposed to construct a pressbox which would only cost the corporation some partial cost of materials. However, due to changes that the school corporation proposed in the design to extend the structural security, the cost to finalize the project has increased, and details of those costs were provided in the board packet. Superintendent Tucker recommended that the board approve the additional funding required in the amount of \$11,594.39 to finish the partially completed structure. She would like to see the stand finished before the start of the softball season.

Under discussion, Mrs. Adams asked why materials were to be purchased from Daviess County 78 miles away from a company called K and K Industries. She was informed that the materials would be purchased from K and K Hardware in Clay City.

Mr. Scherb moved to approve the additional funding for the pressbox. Mr. Miller seconded, and the motion was approved by a 7-0 vote.

I. Northview Softball Equipment Purchase Request

Northview High School requested to spend athletic ECA funds to purchase a new nail drag and a regular drag combined (Diamond Digger Field Combo) at a cost of \$675.00 from Pacesetter Sports in Terre Haute. The equipment would be used to improve the conditions on the softball field. Approval was recommended.

Mr. Miller moved to approve the Northview softball equipment purchase request out of ECA funds. Mr. Kumpf seconded, and the motion was approved by a 7-0 vote.

J. TinyEYE Therapy Services

Superintendent Tucker noted that the special services department of Clay Community Schools is not alone from other school corporations within the state and Midwest region

in their struggle to hire contracted individuals to provide speech services as well as physical and occupational therapy. The ability to access online speech services would provide another option to meet the requirements of an IEP when no in-person service is available. Dr. Rhonda Lawrence, Director of Special Services, and her highly competent staff along with Superintendent Tucker have investigated the online service thoroughly and provided extensive information in the board packet. The recommendation was to allow the school corporation to begin to contract service with TinyEYE Technologies Corporation immediately.

Under discussion, Mrs. Adams pointed out that the board had just approved in Personnel a contract for speech/language pathologist services. Superintendent Tucker stated that if the school corporation could get a person, they would, but the corporation is short-handed in the OT, PT and SLP positions. If the IEP demand is more than the new person can handle and there is still additional demand, the virtual speech therapy service could be put in place. The preference is always going to be face-to-face, one-to-one; however, the school corporation has nearly been to the point of being in a lawsuit with the state over OT/PT in the past and has therefore gone to contracted services with those services. The online speech therapy service is a new concept, but it lends itself to be being performed in a virtual format. Parents will be informed if that is how the service initially is going to be offered.

Mrs. Adams next asked if there was a company in the United States that could be contracted with as opposed to a company in Saskatoon, Canada. Superintendent Tucker replied that this program is probably the first of its kind. Either side can walk away from this commitment at any time as long as the school corporation is paid up on any services TinyEYE would provide. She added that if another company started this service, at any point the school corporation could decide to change to another company.

Mr. Scherb stated that he understands the school corporation's position, but he asserted that in the future the school board really needs to concentrate on fixing this problem. Superintendent Tucker noted that the school corporation is not alone; there are just not enough OT/PT/SLP therapists available.

Dr. Froderman moved to contract with TinyEYE Therapy Services. Mr. Reberger seconded, and the motion was approved by a 5-0-2 vote with Mr. Scherb and Mrs. Adams abstaining.

K. Conflict of Interest Approval

The conflict of interest statement was provided by employee Mr. Charles Reberger, who has a dry cleaning business in town. Mr. Reberger has been cleaning uniforms for the school corporation. Approval of the conflict of interest statement was recommended.

Mrs. Adams moved to approve the conflict of interest statement. Mr. Scherb seconded, and the motion was approved by a 7-0 vote.

L. Cell Phone Compensation

New Buildings and Grounds Director Mike Howard requires the use of a cell phone to manage his responsibilities on campus and from home. He had just entered into a

phone contract before being selected for his position with Clay Community Schools. Superintendent Tucker asked for the board's permission to compensate Mr. Howard for his monthly phone charge of approximately \$90 until such time as he can change his contract and enter the corporation's group cell phone account.

Mr. Kumpf moved to approve the cell phone compensation for Mike Howard of approximately \$90 per month. Mrs. Adams seconded, and the motion was approved by a 7-0 vote.

M. Backpack Program at Meridian Elementary

Mrs. Karen Phillips, Principal at Meridian Elementary, provided information regarding potential implementation of a food backpack program. Approval to allow a survey of staff and students to determine a need for the program is recommended.

Superintendent Tucker pointed out that this program would be similar to a program that the school board approved with Cumberland Academy where on Fridays those students who are in the most need of supplemental nutritional support take home a backpack that is typically filled with things that get them through the weekend when they don't have access to the same food program that is going in the schools through the week. Mrs. Phillips was requesting permission to do the survey with students and staff members.

Mr. Kumpf moved to approve the backpack program survey at Meridian Elementary. Mr. Miller seconded, and the motion was approved by a 7-0 vote.

N. Online Payment for Lunches and Book Rental

Mrs. Carolyn Kumpf, Director of Personnel, Data, and Food Services, provided information in the board packet regarding software that would allow parents to put money into their students' lunch account(s) online. She noted that she had received calls from parents asking why they couldn't put money in lunch accounts by using their credit card online. Mrs. Kumpf pointed out that this would in no way replace the students bringing cash or checks to school. The software would be free, but there would be some kind of service charge as well as a service charge on the parent's credit card. She would like to explore this more and hopes to be able to start this after spring break. Also, in exploring this, she found that the same software can be used for parents to pay book rental. She would like to get more information about that and have a recommendation hopefully for the next meeting. Parents would not have to use the service, it would just be provided as a convenience. This item was presented for information only; no vote was required.

O. Contracting for Substitute Custodial Services

Mrs. Kumpf also provided information in the board packet regarding the possibility of contracting with a temporary employment service for substitute custodial services. She explained that the duty of finding subs for custodians had been turned over to the principals with the help of the buildings and grounds director, and it is getting harder and harder to find good subs. A couple of companies have approached her and they have a pool of trained custodians who could come in and sub in the corporation's buildings which might make it not so hard to find subs. They would also assume the responsibility for workman's comp, unemployment, and insurance. Mrs. Kumpf would

like to explore this to see what kind of services they can provide and at what cost. She wanted the board members to be aware that she was looking at this, starting with the custodial staff at this time.

Mrs. Adams commented that board policy is that the board approves all the hiring and termination of employees. In her opinion, going through a service that would contract and make those decisions for the school corporation would circumvent that board policy. Another concern would be letting outsiders determine who would be entering the buildings and be near the children, and she doesn't like that. An additional concern is that it gives the appearance that the principals or even the personnel department can't handle their own business. As she sees it, they need to maintain control over who is in their building and who is working for them after they've been hired by this board. Although she would be eager to see what Mrs. Kumpf comes up with, she is not eager at the idea of giving somebody else the authority to decide who enters a building and who works for the corporation. She has concerns that if it starts there, it may lead to looking at contracting the personnel department, cafeteria staff, and bus drivers. She believes the school corporation needs to maintain control.

Mr. Kumpf asked if that was already done with substitute teachers. Superintendent Tucker replied that it was not. Using a service would necessitate a change in policy if the corporation went with a service that would conduct the criminal background checks and go through training, which would remove the school corporation's direct supervision for that process. However, it would also limit liability with workman's comp. She pointed out that a lot of school corporations are looking into those things as cost-saving measures. When considering how the health insurance piece will impact the General Fund, the school corporation may have to weigh some of these issues to see what is important enough to make that shift.

Noting that the school corporation would still be liable if a person who is not a school corporation employee did something that would harm a child, Mrs. Adams shared her opinion that regardless of the cost savings that might result, you can't put a price on the safety of the kids. Superintendent Tucker commented that it goes back to getting enough personnel to fill these positions in a timely manner. Sometimes when the school corporation hires, the resources are not in place, either financially or in terms of personnel, to put them through the kind of elaborate training the school corporation would like to see them have. Mrs. Adams countered that it can be done. Pointing out that there is a financial piece to every consideration and the school corporation has to look at whether the cost savings is worth the risk management of having strangers in a building. Mrs. Adams believes it is not.

P. Northview High School Teacher/Coach Recommendation

Mr. Ernie Simpson, Principal of Northview High School, asked to appoint Mr. Mark Raetz as the head football coach at Northview High School. He also asked to appoint Mr. Raetz as the assistant track coach at Northview High School. In addition, Mr. Simpson asked to appoint Mr. Raetz as a math teacher for an open position in mathematics instruction. Approval was recommended.

Mr. Kumpf moved to approve Mark Raetz for teacher and coach. Mrs. Adams seconded, and the motion was approved by a 7-0 vote.

VII. Board Member Comments

Amy Burke Adams stated that she was envious of the Van Buren fifth-grade students who would be going to the Shedd Aquarium in Chicago, which she labeled one of the wonders of the world. She offered thanks to Ernie Simpson for the information he provided in support of his personnel recommendations. Mrs. Adams offered her thanks and congratulations to those who would be retiring at the end of the school year.

Thanks were also offered to Nicole Fry of the YMCA for coming tonight and sharing information about child care. To conclude her comments, Mrs. Adams thanked Mr.

Gorman for his presentation and for keeping the school corporation financially solvent.

Tom Reberger noted that it takes a lot of different people doing a lot of different things to make the school corporation successful. He added that a lot of things are done very well in Clay Community Schools. He mentioned two custodians that he had worked with for quite a while, Ronnie Morris and Jeff Farris, who were having health issues and he offered his thoughts and prayers to them. Also, he noted that Mr. Glen Williams, a custodian at Van Buren Elementary, would be retiring the next day. He labeled all three as great role models.

Kevin Kumpf stated that he agreed with everything Mrs. Adams had said. Regarding Mr. Reberger's comments about custodians, Mr. Kumpf stated that his first advice to new teachers was always to make friends with the custodians. He offered a welcome to Mr. Raetz.

Rob Miller also offered a welcome to Mr. and Mrs. Raetz.

Jennifer Kaelber thanked everyone for coming to the meeting and expressed her relief at having a calendar for the 2013-2014 school year.

Ron Scherb thanked Jennifer Kaelber for all of her work and the time she put in on the calendar survey responses.

VIII. Future Agenda Items

Ron Scherb would like to be brought up to date on AYP (Adequate Yearly Progress) and where the school corporation really is in that process. Also, he would like to know how often Superintendent Tucker and Dr. Rayle visit the schools. In addition, he would like to be brought up to date on the mentoring process for new principals. He would like to know how things are going with the principals without getting into personnel or evaluation issues.

Jennifer Kaelber requested an item for the April meeting because she will be out of town for the March meeting. She would like to discuss children whose parents walk their child into the school building when dropping them off in the morning. She would like to look at the policy for visitors in the schools and see if any changes need to be made.

IX. Adjournment

Having exhausted all agenda items, the meeting was adjourned at 9:44 p.m.

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