

**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, Media Center, 3450 W State Road 340, Brazil, IN 47834, on Thursday, February 9, 2012. Tammy Beasley, Jennifer Kaelber, Tina Heffner, Forrest Buell, Rob Miller, Ron Scherb, and Amy Burke Adams were present.

**I. Call to Order**

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

**II. Consent Agenda**

**A. Claims**

**B. Board Meetings**

Board of Finance Minutes for January 12, 2012  
 Regular Session Minutes for January 12, 2012  
 Executive Session Certification for January 12, 2012

**C. Field Trips**

Northview High Schools' Business Professionals of America (BPA) club members who qualify to participate in the national level of competition to Chicago, IL, April 25-29, 2012

**D. Personnel**

**A. LEAVES OF ABSENCE**

1. Certified

a. Family Medical Leave (Maternity)	FPE	Jennifer Menser
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2. Non-Certified

a. Family Medical Leave	ESE	Regina Paullus
b. Family Medical Leave (maternity)	CCE	Bradi Oberholtzer

**B. RETIREMENTS**

1. Certified

a. Teacher (End of 2011-12)	ME	Leah Schuch
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2. Non-Certified

None

3. Place on Retirement Index

None

**C. RESIGNATIONS**

1. Certified

None

2. Non-Certified

a. Special Services (SLPA)	Spec Serv	Kevin Fleetwood
b. Instructional Asst (Spec Serv)	NCMS	Tina Coltharp
c. Food Services (5 hours)	NHS	Gail Null

3. ECA Resignations

a. Play Assistant	NHS	Dianna Knox
b. Asst. Football Coach	NHS	Broc Leslie

4. ECA Lay Coaches	None	
<b>D. TRANSFERS</b>		
1. Certified	None	
2. Non-Certified	None	
<b>E. EMPLOYMENT</b>		
1. Certified	None	
2. Non-Certified		
a. Secondary Treasurer	CCHS	Sharie Ledgerwood
b. Instructional Asst (Spec Serv)	NCMS	Michele Altman
c. Instructional Asst (Spec Serv)	NCMS	Alexis Morris
d. School Nurse (3 days/week)	CCE/CCHS	Tracy Snow
e. Instructional Assistant	ESE	Ryan Thompson
<b>F. EXTRA-CURRICULAR</b>		
1. Extra-Curricular Certified	None	
2. Extra-Curricular Non-Certified	None	
3. Extra-Curricular (Lay Coach)		
a. Assistant Track Coach	NCMS	Clay Huffman
<b>G. CHANGES</b>		
1. Certified	None	
2. Non-Certified	None	
3. ECA-Lay Coaches	None	
<b>H. TERMINATION</b>		
1. Certified	None	
2. Non-Certified	None	
<b>I. INFORMATION ONLY</b>		
	None	
<b>J. VOLUNTEERS</b>		
1. Athletic		
a. Kevin McCrea – NCMS		
b. Dennis Leek – NHS		
2. Classroom		
a. Whitney Sampson - ME		

Mr. Scherb moved to approve the consent agenda. Mrs. Heffner seconded, and the motion was approved by a 7-0 vote.

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

**Debi Megenhardt**, a special services teacher at Northview High School, began her comments by noting that what started out was something that was her fault because it had not been fully explained to her what policies the buses have. It has now boiled down to her granddaughter's mother quitting her job so that she can get her daughter

off the bus. As Mrs. Megenhardt described it, her granddaughter's mother had received a phone call from the transportation office threatening to take Mrs. Megenhardt's granddaughter off the bus if whatever was going on didn't stop. Mrs. Megenhardt acknowledged that she broke the chain of command and was having her granddaughter dropped off at the high school. However, as she sees it, the bus is going to the high school and it is not going out of its way to drop off her granddaughter. Mrs. Megenhardt then referred to a new school employee who had been promised that if she took the position, her daughter could get off at the high school so that the new employee wouldn't have to worry about finding someone to watch her child after school; that did not happen. Other employees, such as a principal who had asked permission in case of an emergency to have her granddaughter dropped off at the high school, were cited by Mrs. Megenhardt as examples of those who have been denied. She asserted that they all had been told that it was policy and had been for a long time; however, she stated that she did not know what the policy is and no one has ever explained it to her. It hurts her to see a special needs seven-year-old girl kicked off of all the buses when she did nothing wrong. Mrs. Megenhardt stated that her heart goes out to these kids and the parents, especially single parents, who are fighting for every dime they can get to provide for their child so that they don't have to be on welfare, and yet something like this happens. She asked where to cross that line and help out the staff of Clay Community Schools in some minute little way, with no more funding than they get for classrooms and salaries. All she is asking for, as well as for the other teachers, is to be able to help her granddaughter who was born with hydrocephalus and has problems getting on and off school buses. Mrs. Megenhardt has seen other students push her granddaughter out of the way so that they can get off the bus before she does and they have also called her names. It bothers Mrs. Megenhardt that the school corporation can't help the teachers and the children out. As she sees it, if her granddaughter needs tutoring after school by her, she doesn't see a problem with that when the bus is coming to the school anyway. Mrs. Megenhardt reasserted that her granddaughter's mother had put in her two weeks' notice to quit her job because she wanted to know that her daughter would be safe and would not be dropped off at her house with nobody there. The mother of Mrs. Megenhardt's granddaughter had been told that her daughter could be taken to the Y After School daycare program, but the program costs more than \$500 per month and the mother cannot pay that. Mrs. Megenhardt concluded her comments by asking for something to be worked out to help the teachers, if nothing else, because they are all working for the same thing, the good of the children.

Dr. Buell asked how long this had been going on, to which Mrs. Megenhardt replied that it had just started in the past couple of weeks. He then asked if there was any way that teachers could know this was happening. Mrs. Megenhardt's response was that the high school was aware of it.

Mrs. Adams asked to clarify that Mrs. Megenhardt is employed at Northview High School, which she is, and that this has been going on fairly recently, which it has. Mrs. Adams further asked to clarify that Mrs. Megenhardt had been told that the student had to be dropped off at home and not at Northview. Mrs. Megenhardt stated that Mr. Misner had told her that her granddaughter could not be taken to Northview; if there was nobody at home to pick the student up, she had to go to the Y program, which is not an

option for the mom. Additionally, Mrs. Megenhardt explained that the mother had contacted the school regarding the use of a handicapped bus for her daughter, who has an IEP, and had been told that her daughter's disability did not warrant being on a special needs bus because she is not in a wheelchair. Mrs. Megenhardt asserted that there are students riding on a special needs bus who are not in wheelchairs and that even one or two general education students have ridden on special needs buses. She believes her granddaughter is being discriminated against. Mrs. Adams asked a final question for clarification: Was the bus that Mrs. Megenhardt's granddaughter rode to Northview not her normal bus? Mrs. Megenhardt's reply: It was her normal bus.

#### **IV. Old Business**

##### **A. Policy 7705 – Standardized Grading Scale – Revision: Second Reading**

This was the second reading and approval was recommended.

Mrs. Adams moved to approve Policy 7705 – Standardized Grading Scale – Revision. Mr. Scherb seconded, and the motion was approved by a 7-0 vote.

##### **B. Transportation Facility**

Superintendent Tucker provided three options to be considered by the board. For each option, she outlined advantages, needed improvements, unresolved property issues, and corporation costs.

The first option discussed was the Williams property. Advantages included 2.62 acres of open land for parking and development, existing metal building constructed in 2000 with 6,655 square feet, offices/restrooms, (2) 14 ft. garage doors/(6) service bays, and overhead storage. Needed improvements were perimeter fencing, above-ground fuel tanks, floor drains/fluid separators, HVAC, engine exhaust removal system, fiber optic line, 3-phase electrical, and site lighting and security. An unresolved property issue was that the purchase agreement does not match the 2012 survey: There is a discrepancy with "common corner" – Warren Street/Luther Street, and a potential overlap exists with Moose/VFW Lodge properties. Mr. Williams had explained to Superintendent Tucker that his legal counsel had proposed a quit claim deed from the Moose/VFW as resolution to the "common corner" issue. As for the issue with an alley that needed to be vacated, Superintendent Tucker noted that the city council had met and did not voice an objection to the first reading, so that issue appears to be well on its way to being approved. Corporation costs for the Williams property included \$225,000 for the property purchase, approximately \$300,000 in improvements, and \$6,000 that has already been spent for appraisals and legal opinions.

The second option discussed was an on-site building project on the current transportation facility property. If this option is to be considered, it would be for design/build because that would reduce overall costs. Information had already been sought from CDI, a construction company in Terre Haute, and they provided a ballpark estimate for what a building would cost. Advantages for this option included building a new 9,000 square foot metal building that would include (2) 14 foot garage doors as well as offices and restrooms, perimeter fencing that is already in place, fiber optic in place, 3-phase electrical in place, and a diesel fuel bay in place. Needed improvements were

relocating the unleaded fuel bay, HVAC, and exhaust system. An unresolved property issue was limited ground space for parking and future development. Corporation costs for this option were estimated at \$425,000 to build, approximately \$100,000 for improvements, approximately \$15,000 for architectural fees, and approximately \$5,000 for permits.

The third option discussed was purchasing a new property presently owned by Eutectic Resources and located at 9413 North County Road 50 East. Advantages included 10.35 acres, an existing metal building built in 1974 with 74,672 square feet, (7) 24 foot garage doors/docks, offices/restrooms, perimeter fencing in place, HVAC, 3-phase electrical, and additional buildings on grounds for storage and maintenance. Needed improvements were a fiber optic line, above-ground fuel bays, floor drains/fluid separators, and an engine exhaust system. An unresolved property concern would be utility costs for heating and lighting a 74,672 square foot facility. Corporation costs for this option were estimated at \$675,000 for the list price of the property with bank officials saying "Make us an offer", approximately \$200,000 in improvements, and approximately \$6,000 in appraisal costs.

Superintendent Tucker noted that numerically all of the options stack up together. She also noted that none of the options are "just right". After long thought, her recommendation, along with that of the buildings and grounds and transportation departments, is to go with a brand-new building built on site because it already has all of those things in existence. She added that whatever decision the board makes, she absolutely hoped they would make that decision tonight. Also, she noted that staff members intended to support the board moving forward.

Under discussion, Mr. Scherb asked what the size of the current lot was. Mr. Reberger replied that it was approximately 2 acres. In reply to Mr. Scherb's question regarding the measurements of the lot, Mr. Reberger stated that it was not a square or rectangle; all four sides are a different length and the north and south streets are not parallel, nor are the east and west streets. Therefore it is a quadrilateral that is neither rhombic nor rectangular.

Mrs. Adams asserted that if the property is 2 acres and a building is built on that 2-acre site, there will not be room for the buses to park on the property. She theorized that additional land would have to be purchased, which goes back to the coal yard property, which is something that the previous board had visited and was not interested in. She added that this board has not even had a chance to look at the on-site proposal because the previous board turned that down. She will not make a decision tonight because she hasn't had a chance to research it. Regarding the third option to purchase a new property, Mrs. Adams stated that she had never seen or heard about this building before. She noted that she had seen no environmental studies for the property; however, Superintendent Tucker stated that there had been a Phase I Environmental Assessment completed. To wrap up her comments, Mrs. Adams stated that she was not willing to vote on any of the options tonight. She would like to give another month to Mr. Williams to see if he can work out the issues with his property. She is not willing to rush into any decision tonight.

At this point, Superintendent Tucker showed the board a drawing of what the current property could accommodate for parking if the existing modular office space was pulled out. Once the unleaded fuel tanks had been moved, a new building could be located on the property. If the Quonset hut is demolished, additional parking space would be provided in that area. The corporation also owns a lot to the east of the current site for parking.

Mrs. Heffner commented that the proposal to build on the current site is reminiscent of an earlier proposal which was a total package deal of \$1.2 million two years ago. She was not real comfortable with that proposal. Mrs. Heffner asserted that, if the Williams property is purchased, the corporation could maintain the current site and work from there and not move the fuel tanks at this point in time. Superintendent Tucker replied that it would not be a very efficient operation to not have everything in one place. Mrs. Heffner concluded her comments by stating that she would like more time. She didn't think she could make a decision based on the information she received tonight.

Mrs. Kaelber would like to give Mr. Williams one more month, as would Mrs. Heffner and Mrs. Adams. If it doesn't work out by the deadline for moving the temporary office, Mrs. Adams would support the idea of moving the transportation office staff into the new central office in the area that has been designated for them by the architect. If there is a concern about gasoline, she believes there is technology available that could be used on the bus property to monitor the fueling areas without having an administrator on the property 40 hours per week personally watching them. She feels that the board keeps getting pushed into a narrow alley with only one choice. She refuses to get cornered because somebody wants a specific property. She is going to vote for what is best for this corporation in the long term, not to please someone now.

Dr. Buell stated that he saw a property this morning that is an ideal site located on Tower Road about 3 blocks south of Highway 40. It was determined that this site is the same as the site in Option 3. Dr. Buell also suggested the possibility of building on the Van Buren Elementary property; however, Mrs. Heffner noted that the Van Buren property had been considered in the past and it had been determined that locating the transportation office there would increase fuel costs.

Mr. Scherb commented that his biggest concern with the current property is the lack of additional space.

Mrs. Adams made the declaration that come July 1 the temporary trailer will be removed. If a new place for the transportation department has been purchased by that time, that is where the transportation office will go; if not, the temporary trailer will still be removed and the staff in the transportation office will go to the new central office building. As she sees it, that would result in saving a lot of money because the mechanics could still work in the Quonset hut and the bus garage would stay where it is now.

Mrs. Kaelber would be interested to know what the cost to demolish the Quonset hut would be. Mr. Miller asked if there would be much cost to demolish with the price of

metal today because it is basically made of saleable material. Mr. Reberger replied that it wouldn't cost as much to demolish as a masonry building.

Mrs. Adams moved to extend the period of time necessary to clear title towards an agreement to purchase the Williams property. Dr. Buell seconded. He then suggested also looking again at the property on the Tower Road, which he described as a unique site. The motion was approved by a 7-0 vote.

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

Superintendent Tucker noted the following:

- District academic goal writing is progressing well and the goal is about ready to be finalized and brought to the board for its consideration.
- A board retreat is to be held on Saturday, February 25. It will be advertised as an actual meeting. The location has not yet been decided. Even though it will be a regular meeting, it will be for the purpose of the board having an opportunity to look at facilities and financial goals.
- Indiana is one of ten states that were given a waiver for No Child Left Behind today.
- A gentleman in the community approached Superintendent Tucker to make her aware that there are plans for an asphalt facility to locate very near North Clay and Northview. He prepared a packet for information for each board member. He is concerned that there is the potential for toxic emissions and water runoff with toxic concerns. There will be a public meeting to discuss the asphalt plant being located on State Road 340, and Superintendent Tucker believes it is in the best interest of the school corporation to have someone attend the meeting to voice concerns.
- Everything is going well in the schools and Superintendent Tucker is grateful for the good winter weather.
- There will be a Labor Fair Wage meeting next Tuesday. After that time, the process for bids will begin.

## **VI. New Business**

### **A. Annual Financial Report**

Tim Gorman, Director of Business Affairs, presented the annual financial report.

Highlights:

- Cash balances are good and are being maintained to protect from future potential cuts.
- Stimulus funding is over.
- The corporation continues to be financially stable.
- Fiber optics are installed to Clay City and there is more technology in the classrooms.
- Building projects are near completion.
- Administration building has been purchased and plans are being made to complete renovations and move in to the building before school begins in the fall.
- The corporation is currently structurally solvent in all of the tax-supported funds.

- Financial culture is adequate, but now is not the time to get into any long-term significant increases in costs.
- Current programs are being maintained.

To conclude the financial report, Mrs. Heffner suggested that Mr. Gorman provide quarterly reports to the board to help them prepare for the budget process.

**B. Outstanding Check Report**

Superintendent Tucker explained that the business department reviews a list of outstanding checks each year, and checks that are more than two years old are written off. The business department sends out reminder letters to people who haven't cashed their checks and a reminder is printed on the checks stating that they will become void on December 31, two years after their date of issue.

Mrs. Heffner moved to approve cancellation of the outstanding checks that were presented to the board. Mrs. Kaelber seconded, and the motion was approved by a 7-0 vote.

**C. Permission to Apply for Grants**

Superintendent Tucker and Kathy Knust are seeking approval to apply for grants that become available.

Mrs. Adams moved to grant permission to apply for grants. Mrs. Heffner seconded, and the motion was approved by a 7-0 vote.

**D. Recommendation to Approve Clay City Jr/Sr High School Assistant Principal/Athletic Director**

Superintendent Tucker asked to table this item until such time as the committee can come forward with a recommendation.

**E. Policy 6245 – Educational Enrichment Experience – NEW: First Reading**

Superintendent Tucker stated that the intent in the policy is to provide some flexibility to parents who may wish to take their child out of school but still provide that student an educationally enriching experience. She added that from time to time there are requests from parents who plan to take their child for experiences that could by no means be replicated in a classroom. The proposed policy is also in keeping with the Indiana Department of Education guidelines. The policy will be brought back to the next meeting for approval.

**F. Policy 6621 – Clubs in the Schools: Closed Forum – NEW: First Reading**

Superintendent Tucker explained that this policy contains language intended to preserve the closed forum for clubs in the schools. Clubs have been divided into two tiers. Tier one includes clubs that are school-sanctioned and school supported, and tier two includes clubs that meet before or after school. This was a first reading, so no vote was required.

### **G. Policy 8351 – Bus Radio and Personal Electronic Devices – NEW: First Reading**

As Superintendent Tucker explained, the stimulus for this policy was based on complaints from a very few parents over the past ten years who have verbally opposed some of the radio station music to which their child has been exposed. She had looked at other corporations that had policies about music and tried to put something in the policy that was reasonable and would allow flexibility to cooperate with parents but not totally remove playing the radio. She also felt it was necessary, in case radios were banned for whatever reason, to give permission to students to use digital forms of music that they bring with them.

Under discussion, Mrs. Heffner stated that she didn't like the policy and she was not in favor of it. As she sees it, most students have their own technology, such as iPods and MP3 players, so the school corporation should just say "No radio" at this point. Superintendent Tucker pointed out that drivers sometimes listen to weather forecasting information or news of road delays when listening to the radio, especially during out of town trips. In response to Mrs. Heffner's suggestion to use CB radios in those instances, it was clarified that the buses do not have CB radios; rather, they have two-way radios that are closed channel and restricted to the transportation department personnel.

Mr. Miller stated that his problem with the policy is that any given person can be offended by any given station. Mrs. Adams countered that the school board must think about what business it is in—the business of educating children, keeping them safe, and transporting them, in this case. The school board is not in the business of piping in any type of music or ideas like what they will hear on adult radio stations to a captive audience. In her opinion, she survived her public school years in a school bus without having radio. Her school bus driver could hear sirens and fistfights and name calling and bullying. Although she acknowledged that it may sound draconian, it is her opinion that there should be no radios played on the school buses.

To clarify the intent of the policy, Superintendent Tucker asked if the board wanted to leave in the language regarding personal electronic devices and eliminate some of the other language, but leave a statement that says a bus driver should not have the radio on when there are students on the bus.

At this point, Mrs. Kaelber asserted that her children have gotten more education from the mouths of other kids on the bus than they have from anything on the radio. Mrs. Adams responded by noting that those aren't the kinds of things the board can stop and control; they can only deal with it afterwards. However, the school board can control what music and what message is being piped in from an adult radio station to the children. Mrs. Heffner added that if there is no radio playing, a bus driver would be able to hear what the students are saying to other students. Mrs. Kaelber suggested just turning down the radio, not taking it completely away. To this suggestion, Mrs. Heffner stated that the bus driver should not be subjected to trying to determine whether they think it is fit or not fit. As for Mrs. Kaelber's suggestion to give them a choice, Mrs.

Adams commented that it would then go right back to where it is now and the problem wouldn't be fixed.

Dr. Buell asked if students could take a radio on the bus at any time. Superintendent Tucker replied that they don't like students to bring them to school; however, the technology has evolved and it is now pretty inexpensive for most kids to own an MP3 player or to have that technology. The technology does then give the parent an opportunity to buy or download whatever kind of music they want. Mrs. Kaelber agreed with this but pointed out that it was okay until the kids starting trading their personal devices. She also pointed out that the radio stations censor or cut undesirable words from the songs that they play, but the songs that are on her son's iPod are not censored. To Mrs. Adams' comment that it would be the parent's prerogative to monitor what is put on the iPod, Mrs. Kaelber responded that kids could get a way worse education from other kids on that bus than they potentially would from the radio.

The suggestion that the board members would be receiving calls from upset parents because of the theft of their child's MP3 was brought up by Mrs. Kaelber, and Mrs. Heffner responded by stating that she had taught her children to be responsible for themselves, and she hoped that is what parents are teaching their children, to be good citizens and be responsible and self-controlled. She encouraged all parents to take responsibility for the child that they have born and bred.

Dr. Buell stated that he had ridden on buses with students for two athletic events, and they had stopped at a restaurant on the way back. He noted that there usually were three or four students who stayed on the bus and didn't eat, and they listened to the radio. He believes there should be some leeway. Mrs. Adams suggested that those students could talk or just sit in silence.

Mr. Scherb asked what the current policy was. Superintendent Tucker replied that the corporation did not have a policy because it had never come to the forefront as an issue before. Mr. Scherb commented that a lot of times the way that a problem is handled is more important than the problem itself. As he sees it, if a parent complains, the responsibility should not be put on the bus driver to decide if a parent is right or wrong; just turn the radio off if the parent complains.

Mrs. Adams questioned who would be responsible for determining "common sense" as it related to the policy. She added that if she were a bus driver, she would not be comfortable with the policy as it had been proposed because it would put all of the responsibility on the bus driver as opposed to being responsible as a board. She also noted that if a bus driver wanted to play the radio after all of the students have been loaded off, she would not be opposed to that.

Mr. Scherb acknowledged that he could see a disadvantage to turning the radios off when they can be used for discipline for students or as a reward for being quiet. Mrs. Adams suggested that if there was a discipline issue, the student should be put off the bus.

Mr. Scott Wilson, a bus driver for the school corporation, spoke. He stated that he would hate to see the music taken away from the kids. He referred to an old saying, "Music calms the savage beast", and in his opinion the kids are calmer when they have music than when they don't. When they bring the MP3 players, bus drivers can't hear what they are playing. He noted that he does not play station 100.7 for elementary kids, but he does play it for middle school and high school kids if they request it. As a parent, he has used it as a learning experience with his own kids because they are going to hear it eventually anyway. Personally, he would hate to see the radio taken away. He noted that most MP3 players are a lot worse than what comes across the radio.

Frank Misner, director of transportation, stated that he had three phone calls in the twelve years that he had worked for the school corporation. He noted that he had talked to the station manager of one of the stations, and the station manager had made the point that every song they play is approved by the FCC. Mr. Misner agreed with Mr. Wilson that turning the radios off is not a good idea. He also stated that the bus drivers need the radio when they are out of town.

Mrs. Heffner suggested the possibility of piping in instrumental music through a CD player. She also suggested removing the line in the policy that read, "Additionally, they may not tune to stations that have a religious format or play exclusively religious music." Mrs. Heffner added that she is aware of a station, 88.5, that plays contemporary Christian music. To Superintendent Tucker's mention of separation of Church and State, Mrs. Heffner replied that it is not a law; rather, it was written in a letter to Thomas Jefferson.

Mrs. Adams asked this question: If a teacher would stand in a classroom and say the lyrics of the song heard by the student, would the teacher be subject to discipline by the board or to the morality clause of her contract? She asserted that the board acts "in loco parentis" when a child is on the school bus and throughout the school day and the board makes choices as to what a child is exposed to. Mrs. Heffner commented that there are no options if only one station can be played and the whole bus has to listen to that station. Mrs. Adams advocated letting students listen to their own music that their parents have approved on their iPods and MP3's.

Mrs. Heffner asked that the policy be re-written, taking into consideration the comments that had been made tonight. Superintendent Tucker suggested taking out the section titled "Bus AM/FM Radio", leaving the section title "Personal Electronic Devices:", and replacing the "Bus Am/FM Radio" section with the sentence "The driver shall not play AM/FM radio while students are on the bus".

At this point, Mr. Miller noted that bus drivers don't have very many tools for discipline on that bus. They are responsible for those kids, and one bus driver has said that students are calmer when the radio is played. Mrs. Heffner then reiterated her request to have the sentence regarding not tuning to stations with religious formats removed from the proposed policy. Superintendent Tucker responded to this by noting that the school corporation could not advocate a particular religion. Superintendent Tucker also mentioned that the civil liberties union or anybody who objected that was maybe Jewish

or Muslim could say that the school corporation was providing Protestant Christian teachings.

Superintendent Tucker concluded discussion of this topic by pointing out that one of the responsibilities of a board member was to direct policy. She suggested that the board should have more time to think about this before going through a second reading or a revised first reading. A parent survey was suggested by Mrs. Adams to see what other parents have to say. Superintendent Tucker would also like to survey bus drivers and bring the information back to the board to help them generate and approve policy. This item will be brought back to the March meeting; in the meantime, drivers will exercise their good common sense and not play anything that is going to automatically be objectionable.

#### **H. Technology Job Descriptions: First Reading**

Mr. Milner and Mrs. Kumpf have been working on job descriptions for a senior network specialist, a database development specialist, and a technology assistant. This was a first reading, so no vote was required.

Mrs. Carolyn Kumpf, Director of Personnel, Data, and Food Services, explained the need for the job descriptions by noting that it used to be when someone was hired in the technology department they were expected to do everything. Now, with the way technology has evolved, people are coming with more specialized areas. She and Mr. Milner would like to be able to pay them a little more, if they come in with abilities in those special areas and it is something the school corporation needs. The technology assistant position is one that has been talked about for a long time. The position duties are more like those of an instructional assistant, but the position specializes in technology. They have a little more training, and they can do some things so that the technicians aren't called out for small jobs such as plugging in a keyboard or a computer. Mrs. Kumpf added that they are mostly being looked at for the secondary schools to possibly help teachers with grade books and things like that, which would free up technology people to concentrate on more sophisticated problems.

Mrs. Heffner asked if the technology assistant would help the teachers understand the programs better. Mrs. Kumpf replied that they could; however, what they really want is for these people to not do lunch and recess duty. They are to work with technology.

Mrs. Heffner then asked how many positions that would give the corporation in the I.T. department. Mrs. Kumpf replied that not all of the positions would have to be filled. She added that instead of having three computer technicians, there might be one computer technician, one network specialist, and one database/development specialist. She believes they are looking at five specialized people: the director, the senior network specialist, the database/development specialist and a couple of technicians, along with three technology assistants, probably one in each of the secondary buildings.

**I. Clay City Media Centers' Request for Purchase**

Mr. Owens, Principal at Clay City Elementary, requested permission to allow Rhonda Neiswinger, Media Specialist for Clay City Elementary and Clay City Jr/Sr High School, to purchase items for the media centers at each school using ECA funds. It does involve technology and Mr. Milner has already approved the purchase.

Dr. Buell moved to approve the purchase. Mr. Scherb seconded, and the motion was approved by a 7-0 vote.

**VII. Board Member Comments**

None at this meeting

**VIII. Future Agenda Items**

None at this meeting

**IX. Adjournment**

Having exhausted all agenda items, the meeting was adjourned at 9:26 p.m.

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