

**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, March 12, 2015. Tom Reberger, Kevin Kumpf, Fred Froderman, Ron Scherb, and Shane Wiram were present. Jennifer Kaelber and Amy Burke Adams were absent.

I. Call to Order

The meeting was called to order at 7:30 p.m. Board President Ron Scherb led those in attendance in the pledge and offered the prayer.

Following the pledge and prayer, Superintendent Dr. Kimberly Tucker requested permission to add two items to the agenda: 1) Under Item II. Consent Agenda C. Field Trips, approval for the Northview High School High School DECA members who qualified to attend and participate in national competition in Orlando, FL, April 23-April 29, 2015, requiring overnight stay and out-of-state travel; and, 2) acceptance of monetary donation for Northview DECA members and their sponsor who will be attending national competition in Orlando, FL. The second item will be entered as VI. A. 1. Permission to add these items was granted by consensus.

Prior to voting on the consent agenda, bids for LAN Hardware and Network Management Software/Hardware were opened by Director of Technology Bill Milner and Director of Business Affairs Mark Shayotovich. Bids were received from Matrix Integration, ESI, and Net Tech. Matrix Integration bid the core switches, both hardware and software, for a total price of \$229,037. ESI's bid for the total cost of hardware and software was \$145,062. Net Tech's bid for the switches and management software was \$242,878.63. Mr. Milner noted that accepting a bid was dependent upon the school corporation getting the Category Two funding: If the funding is not received, all of the bids would be rejected.

II. Consent Agenda

A. Claims

B. Board Meetings

Regular Session Minutes for February 12, 2015

C. Field Trips

- 1) North Clay Middle School band members to King's Island Amusement Park, Mason, OH, on May 30, 2015, as a reward for students' hard work throughout the year
- 2) Northview High School band members to Chicago, IL, on December 5, 2015, to attend a performance of the musical "The Lion King"
- 3) Northview High School choir members who wish to participate to New York City, NY, March 19-24, 2016 (spring break) to see sights and participate in a workshop with a Broadway performer
- 4) Northview High School DECA club members who qualified to national DECA competition in Orlando, FL, April 23-29, 2015.

D. Personnel

A. LEAVES OF ABSENCE

1. Certified

a. FMLA	NHS	Lisa Chambers
b. FMLA	NCMS	Jan Choate
c. FMLA	NHS	Jon Crooks
d. FMLA	NCMS	Frank Hacker
e. FMLA	ME	Cheryl Williams
f. FMLA	NCMS	Amiee Wyeth

2. Non-Certified

a. FMLA	ESE	Evelyn Targett
b. Medical	TRANS	Jack Schauwecker
c. Other	ESE	Betsy Nicoson
d. FMLA	CO	Stephanie Jackson

B. RETIREMENTS

1. Certified

a. Teacher (End of 2014-15)	CCHS	Constance Bailey
b. Teacher (End of 2014-15)	ESE/ME/VBE	Evelyn Greenwood

2. Non-Certified

a. Instructional Asst. (End of 2014-15)	ME	Susan Howard
b. Bus Driver (End of 2014-15)	TRANS	Chester Stevenson
c. Instructional Asst. (End of 2014-15)	FPE	Lucinda Young

3. Place on Retirement Index

None

C. RESIGNATIONS

1. Certified

None

2. Non-Certified

a. Bus Driver (2/10/15)	TRANS	Robin Tincher
b. Technology Support Specialist (3/6/15)	CORP	Tammy Kikta
c. Instructional Assistant (2/23/15)	NHS	Cheyenne Maddox

3. ECA Resignations

None

4. ECA Lay Coaches

None

D. TRANSFERS

1. Certified

None

2. Non-Certified

None

E. EMPLOYMENT

1. Certified

None

2. Non-Certified

a. Deputy Treasurer/Accounts Payable Officer	CORP	Sheri Yocom
	None	

3. Other

None

F. EXTRA-CURRICULAR

1. Extra-Curricular Certified

None

2. Extra-Curricular Non-Certified

None

Dr. Froderman moved to approve the consent agenda items. Mr. Kumpf seconded, and the motion was approved by a 5-0 vote.

III. Comments from Patrons

Kirk Smith shared his concerns about the Clay City Jr/Sr High School baseball program. It was his opinion that not enough games are scheduled for the varsity and junior varsity program. Also, he believed every other extra-curricular program at Clay City, except baseball, to be above average. His suggestion to help the baseball program to become successful: Schedule a 15-game season for the junior varsity and a 25-game season for the varsity, and it will grow. Mr. Smith would like to have the best for the kids that he has been involved with and see them have the opportunity to succeed.

IV. Old Business

A. Corporation Cell Phone Update

Because this item had been requested by Amy Burke Adams and she was absent from this meeting, Mr. Scherb suggested tabling it until the April meeting. The item was tabled by consensus.

V. Superintendent's Report

Dr. Tucker thanked the teachers who would be presenting information regarding the technology conference that they attended.

VI. New Business

A.1 Acceptance of Monetary Donation for Northview DECA Members and Sponsor

This donation was to be received by Northview High School for the Northview DECA ECA fund to cover the costs incurred by three students and their sponsor advancing to the national competition in Orlando, Florida. The financial contribution would exceed \$500 and would therefore need board approval. However, the exact total was unknown at this point because the check had not yet been received. Thanks were offered to the group making the donation, 100+ Women Who Care of Clay County. Approval was recommended.

Mr. Wiram moved to approve the donation to the Northview DECA ECA fund. Mr. Reberger seconded, and the motion was approved by a 5-0 vote.

A.2 Teacher Technology Conference Presentation

Teachers from across the district had recently attended the Florida Technology in Education Conference in Orlando, Florida, and representatives from that group offered a presentation for the board to illuminate technology best practice taken from the conference. Board members and patrons used iPads and cell phones to participate in the presentation. Those involved in the presentation included: Technology support specialist Tammy Kikta; Lisa Miller, fourth-grade teacher at Staunton Elementary; Audra Duling, fifth-grade teacher at Jackson Township Elementary; Nathan Hopf representing North Clay Middle School; Sarah Titzer representing the English core subject area; Silvia Weir, representing World Languages; Jamie Elwell, representing the science core

subject area; Randy Eppert, representing the math core subject area; and, Michele Hunter representing the social studies core subject area.

B. Veritime Presentation

Because this item had been requested by Amy Burke Adams and she was absent from this meeting, Mr. Wiram suggested tabling it until the April meeting. The item was tabled by consensus.

C. First Reading of Student Handbooks

No vote was taken at this meeting. The student handbooks will be brought back for a second reading and approval in April.

D. Summer School Course Offerings

Mr. Kumpf moved to approve the proposed summer school course offerings. Mr. Reberger seconded, and the motion was approved by a 5-0 vote. A copy of the list of summer school course offerings will become a part of the official minutes.

E. Renewal of Bread, Milk, and Third Party Purchasing Provider Contracts

Carolyn Kumpf, Director of Personnel, Data and Food Services, requested permission to renew the current contracts for bread, milk and third-party purchasing provider. She noted that contracts can be renewed for up to five years. Approval was recommended.

Dr. Froderman moved to approve renewal of the bread, milk, and third-party purchasing provider contracts. Mr. Wiram seconded, and the motion was approved by a 5-0 vote.

F. Participation in Indiana State University Ph.D. Wednesday Residency Program for 2015-16 School Year

Dustin Jorgensen, Principal of Forest Park Elementary, made a request to waive the provisions of Policy 4540 – Request for Advanced Study to allow him to not only participate in the Indiana State University Ph.D. Wednesday Residency Program for the 2015-16 school year, but to also use sick days so that he would not lose compensation for the days missed. A recommendation was left to the discretion of the board.

Mr. Scherb asked Mr. Jorgensen how many days he would miss school. Mr. Jorgensen replied that it would be 32 Wednesdays, and of those 32, 29 or 30 would be within the school year, depending on whether snow days had to be used during the second week of spring break. Mr. Jorgensen noted that he would have personal days to use for five of the 29 or 30 days. He asked to use sick days for the rest of the time off, which would require a waiver of Policy 4540.

Mr. Reberger shared his opinion that under no circumstances should sick leave days be used for anything other than sick leave. He believed that would be setting a very bad precedent. He suggested that Mr. Jorgensen could perhaps find a way to make up the days on Saturdays or during the summer. Mr. Reberger noted that Mr. Jorgensen would be missing 20% of his contract. Mr. Reberger thinks the program is great and he believes Mr. Jorgensen to be a fine young man. He encouraged Mr. Jorgensen to participate; however, under no circumstances would Mr. Reberger vote to use sick days for anything other than sick days. To this, Mr. Jorgensen responded by commenting

that he was open to all possibilities; using sick days was just one option that he had provided. He added that he was very interested in pursuing the program and was open to doing whatever the board would request of him for that to happen, whatever would best be the need for the school board, the students of Clay Community Schools, and the taxpayers.

In response to Dr. Froderman's question as to when the program would start, Mr. Jorgensen stated that it would start right after the beginning of school for the 2015-16 school year. Mr. Jorgensen would have either the first Wednesday or the first two Wednesdays at school before the program would start at ISU. It would mirror the college calendar for Indiana State.

Mr. Scherb asked Dr. Tucker if a person's salary had been reduced in the past when that person had pursued this program. Dr. Tucker replied that during her tenure, she and two other administrators who had completed this program all received a reduction of a full day's pay on those Wednesdays. Personal days could have been used, but none of them were permitted to use sick days or professional days or any other kind of leave day.

It was suggested by Mr. Kumpf that the board should take the route of allowing the use of personal days and taking a loss in salary for the other days, which seemed to be the procedure that the board had done in the past.

Following Mr. Kumpf's comment, Mr. Scherb asked if anyone wanted to make a motion to approve Mr. Jorgensen's request. Mr. Jorgensen pointed out that if the use of sick days was not going to be allowed, there would be no need to waive board policy because the policy allowed unpaid days, so there would therefore be no need to approve his original request. He then suggested approval of his participation in the program with personal day use and unpaid days rather than approval of the proposal that he had originally written. Dr. Tucker clarified that Mr. Jorgensen was asking for approval to be in the program, with the understanding that any day he would take for which he does not have a personal day would be counted as a loss-of-pay day.

As for Dr. Froderman's suggestion that something might be worked out where Mr. Jorgensen could make up some of the days, Mr. Jorgensen believed working on a weekend wouldn't really make up that day, although he would still have to do that to maintain the integrity of the job. He didn't think that coming in on a Saturday would count as a day because in the past that was not honored. Dr. Tucker added that there are a lot of administrators that work Saturdays anyway as a part of their job, even though it is not counted in their days. She could not make that distinction for the board because elementary is different from middle school, which is different from high school in the number of days that are worked, but counting those days had not been done previously.

Mr. Reberger moved to accept Dustin Jorgensen's application to participate in the program according to current board policy. Dr. Froderman seconded, and the motion was approved by a 5-0 vote.

G. Proposal to Move May School Board Meeting from 5/14/15 to 5/7/15

Mr. Kumpf moved to change the date of the May board meeting from May 14, 2015, to May 7, 2015, in order to allow administration to attend the IASBO Spring Conference in Ft. Wayne May 13-15, 2015. Mr. Wiram seconded, and the motion was approved by a 5-0 vote.

H. Proposal to Use Good Friday Holiday as Snow Make-up Day

Dr. Froderman moved to allow the use of the Good Friday Holiday as a snow make-up day, if an additional school cancellation occurred before the day would be taken as a holiday on April 3, 2015. Mr. Kumpf seconded, and the motion was approved by a 4-1 vote with Mr. Wiram opposed.

I. Extension of Grading Period Three

Mr. Kumpf moved to extend the third grading period to March 20th because of recent school cancellations due to inclement weather. Mr. Wiram seconded, and the motion was approved by a 5-0 vote.

J. Common Construction Wage Committee Member Appointments

In connection with the Clay City Jr/Sr High School track project, the school board was required to appoint a property owner in Clay Community Schools and an industry representative as the school corporation's representatives for the Common Construction Wage Committee. Mr. Howard recommended naming Jeffery Fritz as the property owner in Clay Community Schools and Michael Mershon as the industry representative.

Mr. Reberger moved to approve the wage committee appointments. Mr. Kumpf seconded, and the motion was approved by a 5-0 vote.

K. Clay City Jr/Sr High School ECA Purchase Request

Principal Jeff Bell requested board approval use ECA funds to purchase USB drives to be given as awards to students, and approval was recommended.

Mr. Wiram moved to approve the ECA purchase request. Mr. Kumpf seconded, and the motion was approved by a 5-0 vote.

L. Northview High School Supplemental Coach Approval

Northview High School Principal Ernie Simpson submitted a request from boys basketball coach Clint Weddle for approval to pay supplemental basketball coaches Chris DeHart and Alan Goff \$200 each for their services as supplemental coaches during the recently concluded basketball season. The payment would be taken from the school's extra-curricular account. Approval was recommended.

Mr. Kumpf moved to approve payment to supplemental coaches Chris DeHart and Alan Goff. Dr. Froderman seconded, and the motion was approved by a 5-0 vote.

M. Superintendent Selection Process Discussion

Mr. Scherb noted that the process of hiring a new superintendent has to be conducted in public meetings, so the board will need to decide the hiring process, the application process, and several other items.

It was determined that the position would be posted starting the day after this board meeting.

As for the application process, Dr. Froderman commented that he would prefer to use Indiana State to screen the applications. Mr. Scherb noted that in the past, he, along with Mrs. Adams and Mrs. Kaelber, had been through this process and had contacted a gentleman over at Indiana State. All the gentleman had told them was what he knew about particular applicants; he did not make recommendations. Mr. Wiram pointed out that the gentleman at ISU who had previously helped to screen applicants was no longer there, and he wondered if the new person would have any knowledge of the applicants. Mr. Scherb responded to that comment by noting that the person at ISU had contacts with all the universities and they share that information. Regarding the cost, Mr. Scherb believed it to be a free service. Dr. Froderman reiterated his opinion that it would be a good idea to have somebody to help screen the applicants because all of the board members would know some of the people who would apply, and the person from ISU would be someone neutral. Mr. Reberger asserted that Dr. McDaniel had taken Dr. Boyd's place at ISU and had worked at ISU for several years and was considered the next guy in line. Mr. Reberger agreed that an independent third party to do an initial screening would add some credibility to what the board is doing.

In regard to the length of time the application period would be open, it was determined that the application period would be open for four weeks. Mrs. Kumpf noted that she would have to contact the person from ISU to make sure the school corporation's timeline would fit with their timeline. She asked if the board wanted ISU to accept the applications and screen them or just ask their opinion. Mr. Scherb stated that he preferred their opinion and Dr. Froderman stated that he preferred to have them screen the applications. It was pointed out that an executive session would need to be held to have the person from ISU come over to discuss the applications. Dr. Froderman shared his concern about having a small group of board members who would control the application process; he would not like that.

Mr. Scherb asked Mrs. Kumpf to contact Dr. McDaniel at ISU to see if he would be available. Mrs. Kumpf then asked the board if they wanted the applications to go to Dr. McDaniel so he could screen them. To this, Mr. Scherb replied that, in the past, applications had been sent to the board president's post office box or the post office box of someone on the board. It was the preference of Dr. Froderman to have the applications sent to Indiana State to be screened. Mr. Kumpf agreed that Dr. McDaniel might as well get the applications if he is going to screen them. Mr. Reberger added that it would also allow the board members to not know who had applied until the point at which the application date had closed. Mr. Wiram stated that he thought it would be a good idea to let him handle the receipt of the applications; the only thing he would ask is whether or not Dr. McDaniel would reject any applications when he screens them. Mr. Wiram would like to see all of the applications at the end, as would Mr. Reberger.

Discussion ensued over whether to have an online application or a paper application that would have to be mailed in. Mrs. Kumpf suggested posting online the packet that board members were given prior to this meeting. Applicants could then print the

application and complete it as a paper application. However, they would not be able to fill it out online and submit it electronically.

At this point, Mrs. Kumpf stated that she now had information regarding Dr. McDaniel, thanks to Dr. Rayle: It is a free university service with no cost except for mileage and lunch. Mrs. Kumpf was then directed by the board to contact ISU and tell them that the board wanted them to conduct the search and the applications to go to Dr. McDaniel.

Mr. Scherb noted that there would have to be a public meeting to discuss the superintendent contract. Interviews will need to be conducted and another public meeting will need to be held prior to the hiring of the superintendent. Mr. Scherb hoped to have the process completed by late May or the first week in June. Dr. Froderman would like to see it completed sooner than that.

Mr. Reberger would like for Mrs. Kumpf to send the board members a revised schedule of the timeline for the superintendent hiring at Mrs. Kumpf's earliest convenience after she has talked to ISU. He asked her to keep in mind that the board would like to shorten up the schedule as much as possible because it may create a "domino" throughout the corporation. Mr. Wiram would like to see the process completed by the May 7 board meeting because the new superintendent will have 2-4 positions to be a part of filling.

As a point of clarification, Dr. Tucker asked if the board was advising holding off on posting two administrative positions until after the superintendent selection has been made. Those two positions were HR Director and the administrative position at Cumberland Academy. Dr. Froderman suggested going ahead and posting the positions prior to May 7 to allow people to get applications in so that when a superintendent had been chosen, that process could move forward. Mr. Wiram thought the positions should be posted in the middle of April, and Mrs. Kumpf suggested posting them after the April board meeting.

VII. Board Member Comments

Shane Wiram offered congratulations to the DECA group at Northview and to Clay City's basketball team for winning the sectional. He was proud of both of those groups for representing Clay Community Schools.

Tom Reberger agreed with Mr. Wiram's comments.

Kevin Kumpf also thought it was a great job for DECA. He too congratulated the Clay City boys basketball team and he hoped they could continue to push on each week.

Ron Scherb commented about the Northview/Clay City boys basketball game. He found it to be exciting and fantastic, and he thought the students, players, and parents were respectful to each other. It was one of those games where he hated to see anybody lose because both of them deserved to win. It made him feel good about Clay Community Schools. He noted that the girls basketball team at Northview winning their sectional and the Clay City boys basketball team winning their sectional and the wrestling team winning had made it fun to watch the students. He also noted that he had gone to the Northview Academic Awards Banquet the past week and the Clay City banquet was coming up the following week, and he labeled them highlights of the year.

VIII. Future Agenda Items

Shane Wiram would like to revisit the mining group and blasting at Clay City. Mr. Howard noted that he would be meeting with mine representatives soon and would present a report at the April board meeting.

Ron Scherb also would like to discuss coal mining and whether or not the school corporation should be investing in a new track facility with the blasting going on. Mr. Howard suggested holding off on discussion of this issue until the June meeting, after engineers have had an opportunity to review the situation.

Fred Froderman would like to find out more about the Clay City baseball team, specifically what the actual problem is, what the board's role is in trying to fix this problem, and if the board does not have a role, who does.

IX. Adjournment

Having exhausted all agenda items, the meeting was adjourned at 9:02 p.m.

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