

**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 Clay City Jr/Sr High School, Auditoria, 601 Lankford Street, Clay City, Indiana, 47841, on Thursday, April 14, 2011. Dottie King, Tina Heffner, Forrest Buell, Rob Miller, Ron Scherb, and Amy Burke Adams were present. Jennifer Kaelber was absent.

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

Regular Session Minutes for March 10, 2011

Executive Session Certification for March 10, 2011

C. Field Trips

1. North Clay Middle School 7th & 8th grade bands to King's Island Theme Park, Saturday, June 4, 2011

2. Northview High School Science Club/Physics Class to St. Louis Zoo and Science & City Museum, Saturday, May 7, 2011

Mrs. Heffner moved to approve the Consent Agenda as presented and Mr. Scherb seconded. The motion was approved by a 6-0 vote.

III. Comments from Patrons

Cathy Rodgers, who drives a school bus for Clay Community Schools and works in the transportation office between her routes, spoke regarding the office at the transportation department. She believes a larger facility is needed at the bus compound, one that would include a larger garage and room for offices. She pointed out that, since a new building does not seem to be coming in the near future and the lease with the city on the current office building is expiring in June, the transportation department is in need of a place for their offices. She added that there is no room in the current garage to house offices or meet the needs of drivers, such as a place to wait while buses are serviced, hold meetings, perform drug testing, and, socialize. Mrs. Rodgers asked the board to consider purchasing a modular home and placing it on the pre-existing site. She provided a packet of materials to the board members regarding a modular at Homes Express that is available for \$47,900. This quote includes a block foundation, delivery to site, and set-up. Sewage, water, fiber optics, and electricity are already at the current location.

IV. Old Business

A. Student Handbooks: Second Reading

Dr. King moved to approve changes to student handbooks for the 2011-2012 school year for elementary, secondary, Clay City Jr/Sr High School, North Clay Middle School,

and Northview High School. Mrs. Heffner seconded, and the motion was approved by a 6-0 vote.

B. Criminal History Information – Board Policy #2850 Revision: Second Reading

Mrs. Adams moved to approve the revision to board policy #2850 – Criminal History Information as presented. Dr. King seconded, and the motion was approved by a 6-0 vote.

C. End-of-Course Assessments – Board Policy #6525 Revision: Second Reading

Mr. Scherb moved to approve the revision to board policy #6525 – End-of-Course Assessment as presented. Dr. Buell seconded, and the motion was approved by a 6-0 vote.

D. Alternate Ways to Earn Physical Education Credits – Proposed Board Policy #6526: Second Reading

Mrs. Heffner moved to approve the proposed board policy #6526 – Alternate Ways to Earn Physical Education Credits as presented. Mr. Scherb seconded, and the motion was approved by a 6-0 vote.

E. Search for Solution to Modify or Replace Depot Street Trailer

Mrs. Adams opened discussion of this topic by pointing out the following options: Relocating the trailer and seeing if the board can work with that same trailer outside the zone of the city; converting one of the existing buildings on Depot Street into an office space area; removing the trailer, getting a building permit, and building a permanent structure; using the same facility but adding brick or siding and making it permanent; buying something else; buying another property; or, building something from scratch either on property already owned by the corporation or purchased property. She emphasized that the corporation needs to have something in place or planning to be in place by July.

Mrs. Heffner asked about the square footage of the trailer that is on the lot at this time and was told that it has 750 square feet. She then commented on drug testing, which had been mentioned during patron comments. She was under the impression that a contract existed with Dr. French's office to do drug testing. Mr. Misner clarified that drug tests had always been done on-site at the transportation office through a contract with Indiana Testing; however, when a driver has been involved in an accident, the drug test is conducted through Occupational Health in Terre Haute. Bus driver physicals are also conducted through Occupational Health.

As for bricking the trailer, Mrs. Heffner asked if the trailer would be considered "permanent" if it had brick. Mrs. Adams responded that she had asked some preliminary questions, and there was some concern about taking a structure that was made for temporary use and trying to convert it to permanent. The other solution would be to remove that trailer and build a structure that is permanent. Mr. Misner explained that the problem with the trailer is its size because it is under 23 feet wide. The modular that was proposed by Mrs. Rodgers during Patron Comments would not be under the same restrictions because it is 44 feet wide. Mr. Miller commented that he feels doing

something permanent to the trailer is just throwing money around. Mrs. Heffner pointed out that the board needs to know what building a new building would cost, and Mr. Miller noted that it would be more expensive to build. The modular home would be \$40 per square foot, and it is certainly something that the board needs to look at. Mrs. Heffner stated that, as a board member, she believes the board should do what is workable and is the least expensive and is safe.

Mrs. Adams then brought up the subject of the Williams property that had been looked at a few months ago. She would like to consider spending \$400 to get two professional appraisals done for this property from the perspective of a cost-appraisal analysis. Although this property would be more expensive than Mrs. Rodger's suggestion, Mrs. Adams believes it is a fine piece of property for transportation. As she sees it, purchasing the Williams property for transportation would give the buildings & grounds department room to spread out on Depot Street and the trailer could be removed. Mrs. Adams learned the following about the Williams property: Built in 2000; steel building with a steel frame; 6,360 square feet; set on a 6-inch concrete slab; six bus bays—three are drive-through; 14 foot overhead doors; city sewer and city water; electrical power is 440 amps, three-phase; hanging gas furnaces and central air; two office spaces; two restrooms; and, upstairs storage space. The property is 2.5 acres with a gravel parking lot. It was originally listed for \$295,000 in October of 2008. The current asking price is \$289,000. The assessed value in 2008 was \$265,900. Mrs. Adams had surmised from looking at the minutes of past meetings that no professional appraisal had been done, so she would like to propose having two professional appraisals done in the cost-appraisal analysis format by two separate realtors in Brazil.

Mrs. Heffner commented that she had been on the school board during those discussions and she personally felt like the Williams property was the best place for the bus garage. She concurred that two appraisals, inside out, were needed. Her only concern is the cost overall and where the corporation is with the budget. Mrs. Heffner noted that the property is still for sale.

Mrs. Adams next presented information that she had gathered from area businesses regarding the cost to build a facility comparable to what is available at the Williams property. Costs, including concrete plus labor, steel, white rock for a parking lot, and property purchase, totaled \$234,411. This amount did not include electrical materials plus labor, water, sewage, plumbing materials plus labor, heating and air conditioning plus labor, or labor for construction.

As pointed out by Mrs. Heffner, by law the school corporation can only offer the average of two appraisals. She is not sure the owner of the Williams property would be willing to sell at that price. Mrs. Adams stressed that she feels that any appraisals must be done by a professional real estate agent from two separate companies and not by someone from within the corporation. She estimated the cost to be about \$200 each.

Mrs. Adams then moved to have two appraisals completed for the Williams property. Dr. King commented that she believes if an item has previously been voted on and defeated at a school board meeting, the same issue cannot be brought up again unless

someone who voted against the original item does so. Mrs. Adams asked if that would have been a vote to buy/not buy or a vote to get appraisals. It is Mrs. Adams' understanding that the board never voted on an appraisal and that corporation staff conducted the previous appraisal. Mrs. Heffner questioned the time frame involved between motions to vote on an item. Also, she noted that she was disappointed in the previous appraisals in that they were drive-by as opposed to going into the building. Mr. Miller suggested waiting to find out the procedures to be followed before voting on Mrs. Adams' motion.

At this time, Mr. Reberger stated that the property had been professionally appraised before (August, 2009) by two independent appraisers: Michael Ofsansky & Associates, Real Estate Appraiser & Broker, Terre Haute, Indiana; and, Shelli Jones of Jones & Associates Appraisals, Reelsville, Indiana. Mrs. Adams asked for a copy of those reports.

Dr. King stated that although two appraisals had been conducted, the problem with the sale was that the property didn't appraise high enough to meet the selling price, and the owner was unwilling to come down to the appraisal price. The board had been asked a year ago to consider a lease agreement. Under that circumstance, the corporation would have made significant capital improvements to the property with the notion that some time in the future the corporation would be able to buy the property because it would appraise for more. Dr. King was unwilling to support a lease agreement because, to her, it felt like a roll of the dice: If the property didn't appraise higher in two years, the corporation would lose the capital improvements. She suggested seeing what those appraisals were and if they would be significantly different today. Mrs. Heffner pointed out that they would be different because the board would specify how to appraise the property by going inside the building. She would like to find out the procedure to follow to present this item again.

Mrs. Adams again presented her motion to get two appraisals. Superintendent Tucker offered to research what had been voted down, and Dr. King stated that the vote had been on whether or not to consent to the lease plan. Mrs. Adams then suggested discussing this item in May when research has been completed. She again requested copies of the appraisal reports. Mr. Miller suggested that board members keep an open mind on the other potential solutions, as something needs to be done fairly quickly. Mr. Scherb cautioned against putting a time frame on when this has to be done. He is concerned that if board members put pressure on themselves to meet a deadline, the wrong decision might be made. He suggested sitting down and talking to representatives of the city of Brazil, and he believes they would give the school corporation time to leave the trailer there. Mrs. Adams noted that she has had informal conversations with the zoning department, and she has found that they are happy to work with any government, corporation, or individual. Their concern is giving an extension without a permanent solution being planned. Mr. Miller stated that the issue would be on the May school board meeting agenda.

F. Final Brief Written Reports from Tom Reberger & Frank Misner

Director of Transportation Frank Misner noted that there were no problems at all during the month of March. After sharing the comparison of his last two years of mileage checks with fuel usage with this year, he stated that he would continue to drive the corporation-owned blue truck through the end of this school year.

Director of Buildings and Grounds Tom Reberger presented his report and noted that, due to health issues and knee repair, he had driven his privately owned vehicle through March 13. When he returned to using the corporation's vehicles, he stated that switching daily operations among four different corporation-owned vehicles did not work smoothly and he never seemed to have the items that he needed, no matter how he planned.

V. Superintendent's Report

Interim Superintendent Tucker noted the following:

- The second and final phase of ISTEP+ is approaching. Many grade levels have opted to do the electronic version. She offered her thanks to Bill Milner and Stephanie Jackson for being responsive to the needs of the principals in making sure computer needs are being met.
- Grade level meetings were held throughout the seven elementary schools, facilitated by Kathy Knust. Training was provided for new technology, such as student laptops and Smart Board technology.
- The staff members were commended for their enthusiasm level and cooperation, which has been very positive.

VI. New Business

A. Textbook Adoption

The recommendations of the textbook adoption committee for science and health for grades K-12 were included in the board packet. Mrs. Knust explained the process for textbook selection. To summarize: Every school has both a parent representative and a teacher representative on the central curriculum committee; each school sends a representative to the Textbook Caravan and they relay information to staff members; and, parents may look at textbooks prior to the vote. Approval of the committee's selections is recommended.

Dr. King moved to approve the recommendations. Mr. Scherb seconded, and the motion was approved by a 6-0 vote.

B. Title I Grant Application

Mrs. Heffner moved to approve applying for the Title I Grant for the 2011-2012 school year. Dr. Buell seconded, and the motion was approved by a 6-0 vote.

C. Permission to Bid Milk and Dairy, Bread & Bun Products

The recommendation is to undergo the bidding process for milk & dairy and bread & bun products. HPS and West Central Indiana Educational Service Center (WCIESC) bids will be used for cafeteria & food supplies this year.

Mr. Miller moved to approve the bidding process for milk & dairy and bread & bun products. Mrs. Heffner seconded, and the motion was approved by a 6-0 vote.

D. Discussion of ECA Monies

As requested by Mrs. Heffner, Mike Fowler presented information regarding money that is spent on ECA activities. For this presentation, Mr. Fowler divided all ECA positions into two categories, athletic and non-athletic. The total expenditure for all ECA monies for the current school year is roughly \$416,000. He broke down expenditures per school and per student, based on December 2010, and the number of positions. The number of positions ranged from a low of 6 at a couple of elementary schools to a high of 111 at Northview High School. The cost per student ranged from \$7.75 at Forest Park to \$275 at Clay City Jr/Sr High School.

Dr. King clarified that these are costs that the corporation incurs, and expenses that are paid for by parents are not included. Mr. Fowler added that these figures are strictly ECA money that is above and beyond the base contract.

E. Items to be Listed on Personnel Agenda

Carolyn Kumpf, Director of Personnel, Data, and Food Services, addressed the board with her findings regarding the personnel information that is required by law to be listed on the personnel agenda. Following last month's board meeting during which concerns had been expressed about the amount of information listed on the personnel agenda, she had contacted Dave Emmert, General Counsel for the Indiana School Boards Association, with those concerns. One concern in particular, naming people who are on medical leaves, was addressed by Mr. Emmert. He stated that a person granted medical leave can be named. Another issue is the past practice of reading the entire personnel agenda at a public meeting. Mr. Emmert noted that, legally, personnel cannot be discussed at an open board meeting. Mrs. Kumpf's recommendation: Move the personnel agenda to Item II - Consent Agenda as Item II D. Board members would still receive a list of all personnel items to be considered, but if it is moved to the Consent Agenda, the list would not be read aloud at the public meeting. This change would require amending Board Policy #1621 – Regular Meetings.

Mrs. Heffner moved to amend Board Policy #1621 – Regular Meetings by moving personnel to Item II – Consent Agenda, Item D. Superintendent Tucker pointed out that the board policy would have to go through two readings to be amended, so the personnel agenda will remain the same while the amended policy goes through a first reading in May and second reading for approval in June. Dr. King suggested suspending the reading aloud of the entire personnel list until the change in the agenda is approved. A motion and second would still be required until the change in the agenda has taken effect. If the board desired to discuss a particular item on the personnel agenda, it would still be permissible.

At this point, Dr. King moved that the board should no longer read the personnel items aloud until the board policy regarding the agenda can be changed. Mrs. Heffner seconded, and the motion was approved by a 5-0-1 vote with Dr. Buell abstaining.

F. Inventory Management System

Mrs. Adams had requested discussion of the current inventory management system, AssetWorks. Specifically, she would like to examine the possibility of utilizing an in-house inventory management system, which she believes could be more efficient and cost effective.

Mrs. Adams opened discussion by noting that there is absolutely nothing wrong with the current inventory management system that is in place. However, as she worked to familiarize herself with board policy, she came across the idea of inventory management and how it is done in the corporation. She has discussed the issue with Mike Fowler, Director of Business Affairs, and she has learned that the corporation contracts with an outside company from Philadelphia that comes in every other year, in accordance with state policy. The corporation pays \$16,600 the year they come and \$1,200 the year they don't come. She noted that many corporations do inventory in-house, and it was her thinking that the school corporation could bring that money home. The corporation is contracted with AssetWorks through December 31 of this year.

Mrs. Adams suggested the possibility of sessions at the schools to discuss this issue. Superintendent Tucker stated that there had been brief discussion with principals and other administrators about the management of the in-house inventory process, and a concern was how this tedious management process would be managed in individual buildings. Her experience in other corporations has shown that the outside companies that conduct inventory management are pretty professional and efficient.

Mrs. Adams expressed her opinion that there should be local signatures that are held accountable for the property. Although acknowledging that a school corporation is not the same as her workplace, Mrs. Adams stated that every year everything is inventoried, and it is part of peoples' jobs. Also, she believes the corporation should have a record of model numbers and serial numbers, especially on the technology equipment. It is very expensive equipment, and even if it is mobile, it still needs to be tracked. Mrs. Adams noted that certain items probably don't need to be tracked, but there are other items that she would rather track, such as laptops, vehicles, and mowing equipment. As stewards of the taxpayers' dollar, she believes the corporation owes them that. Mrs. Adams thinks the inventory can be done cheaper and better in-house.

Mrs. Heffner asked if there might be other local companies that would give more specific reports. Superintendent Tucker responded that, for the cost, if teachers, principals, or directors had to take the time to do the inventory, it would end up being some pretty expensive clerical work. She suggested the possibility of doing things internally in addition to this process, such as teachers and principals checking inventory lists. Mr. Milner pointed out that he does keep an inventory list, including serial numbers. Mrs. Adams mentioned adding duties for an instructional assistant to be an inventory management specialist for an additional \$9,000 per year. Dr. King has concerns about the logistics. She noted that asking teachers to do inventory would become a negotiable item. Mrs. Adams would like to ask teachers and discuss this item further next month.

Mr. Fowler noted that the corporation had transitioned from having to inventory everything that cost \$500 or more to inventorying everything that cost \$5,000 or more, or if someone requested it. He explained that the problem with the \$500 amount is it would include items such as filing cabinets and teacher desks. In response to Mrs. Adams' comment that some of those items were already on the inventory report, Mr. Fowler stated that they were on the list because that's what was done the old way. He asked to make that inventory the last inventory done that way and then transition to a new system. Moving forward, the intent was to inventory only items valued at \$5,000 or more or federal items that the school corporation is required to inventory or items that employees have asked to track.

At this point, Mrs. Adams called attention to board policy #3465 – Fixed Asset Management, which reads: "Fixed assets are defined as those tangible assets of Clay Community Schools with a useful life in excess of one year and an initial cost equal to or exceeding \$5,000, and they are to be monitored in the fixed asset system. Additional assets with a cost of less than \$5,000, identified as critical fixed assets, shall also be monitored." Mrs. Adams believes that most things the school corporation purchases would be under \$5,000. Superintendent Tucker pointed out that Mr. Milner runs an inventory system for his equipment, such as laptops. In addition, items such as a band instrument that is corporation-owned would be listed on the tracking list. Mrs. Heffner asked if maintenance and kitchen equipment could be done the same way.

Mr. Milner was asked if he had any suggestions regarding technology use for the inventory process, and he observed that a database was obviously going to take some of the computer technician's time to create. He added that he would need to know what kind of information would be in the database. He doesn't have an answer for best practice for other equipment; he only knows what he does for his equipment. When asked if his department could possibly help support the technology of this process, Mr. Milner replied that, even with an extra person, his department would still be taxed because they service 14 locations and over 2,500 computers as well as other audio/visual technology. Mrs. Heffner suggested checking in to a local company.

G. Work Request Procedures Report

As requested by Amy Burke Adams, reports were presented by Frank Misner, Tom Reberger and Bill Milner regarding how their departments receive, fulfill, and document work/repair requests as well as where information is stored, who has access to the information and how long the information is archived.

H. Corporation Insurance Transition Assistance

It was proposed by Amy Burke Adams that the six employees who are going from insurance stipends to corporation insurance as required by the November 11, 2010, board action receive assistance in this transition. Specifically, she would like to "grandfather" the employees to January 1, 2011, and provide the full employer contribution for the 2011 school year for these individuals.

Under discussion, Dr. King asked if the total price was known. Mr. Fowler explained that, at the high cost, it would be about \$9,000. Mr. Miller asked what was intended by

“grandfathering” employees to January 1. The reply: The HSA contribution would be affected. To further explain, Mr. Fowler stated that whether employees started the insurance on January 1 or July 1, they would still have the same deductible for the year. The school corporation would still put in a half year of contributions to the HSA account, but if “grandfathering” is approved, the employees would receive a whole year of contributions. Mrs. Heffner asserted that, if their contract is from July to July and the changes were made for the upcoming new contract, they would technically be covered by the stipend until July 1. Mr. Fowler clarified that the HSA deductible has to be on a calendar year. As an illustration, Mr. Fowler stated that, had the change been effective as of January 1, the employees would have been responsible for a \$4,000 deductible for 12 months. Since the change will be effective on July 1, the employees will still be responsible for a \$4,000 deductible for 6 months. Superintendent Tucker added that the additional contribution would cushion their HSA and ensure that the employees don’t come in with zero dollars and then have a medical issue and have to pay the full deductible without the same benefit as other employees. As Mrs. Heffner sees it, as the stipend ends, the other insurance begins, so she does not understand the need to assist them in a transition to the new plan. It was explained that the school corporation currently contributes \$750 per quarter to Health Savings Accounts, so if the six employees received the January and April contributions, they would each receive an additional \$1,500, which would amount to the full \$3,000 contribution other corporation employees receive. Mrs. Adams pointed out that this is a one-time situation to help them transition.

Mrs. Adams made a motion that Clay Community Schools grandfather the employees making this change to January 1, 2011, and contribute the full employer contribution for the 2011 school year for these six individuals. Dr. King seconded. The motion died for a lack of a majority with a 3-3 vote with Mrs. Heffner, Mr. Miller, and Mr. Scherb opposed.

I. Clarification of the Role and Duties of the School Board

Mrs. Adams explained that the corporation had started the superintendent search process in February and had sent out a stakeholders’ questionnaire. One item that appeared on multiple responses was that the board perhaps needs to let the teachers do their jobs, let the principals run their schools, and let the superintendent run the corporation, and remember that the board is a policy-making body and should not micro-manage. In response to that, Mrs. Adams prepared a letter. If the letter is agreed upon and signed by the majority of the board, it is to be shared with principals and central office staff.

Mrs. Adams then read the letter, which follows:

“Dear Principals and Central Office Staff,

The Clay Community School Board expresses gratitude for the professionalism and dedication you demonstrate to the students of our community. On March 10, 2011, the school board took official action to publicly thank all principals for their dedication and to extend the principals’ contracts through the 2011-2012 school year. This action was passed unanimously by the board. Additionally, we would like to clarify that official action can take place only by vote of the majority at a public meeting. As individuals,

board members do not hold any authority to represent the corporation, nor do their opinions, as individuals, constitute official action. In fact, all board members swore to uphold Board Policy 1730 Code of Ethics, specifically the following items:

- Understanding that the basic function of School Board members is “policy making” and not “administrative”, and by accepting the responsibility of learning to discriminate intelligently between these two functions.
- Accepting the responsibility of becoming well-informed concerning the duties of board members and the proper functions of public schools.
- Refusing to discuss personnel matters or any other confidential business of the board outside the confines of the board meeting or administration office.
- Recognizing that authority rests only with the board in official meetings, and that the individual member has no legal status to bind the board outside of such meetings.
- Respecting the opinion of others and graciously conforming to the principle of “majority rule”.
- Recognizing that a School Board member should maintain desirable and professional relationships with the Superintendent of Schools and all of her staff.
- Striving to provide adequate safeguards around the Superintendent and all staff members to the end that they can live happily and comfortably in the community and discharge their educational functions on a thoroughly professional basis.

The Superintendent is the supervisor of all principals and central office staff, not board members. Therefore, any interaction you may have with a board member should be considered as interaction with the individual and should not be considered official action.

Sincerely, President Rob Miller VP Tina Heffner Sec Jennifer Kaelber AS Ron Scherb
Member Dottie King Member Forrest Buell Member Amy Burke Adams

J. Cell Phones – Board Policy #3445 Revision: First Reading

Mr. Fowler proposed a revision to board policy #3445 – Cell Phones due to a change in reporting to the IRS. This was a first reading, so no vote was taken.

K. Meridian Elementary Purchase of Popcorn Machine from ECA Account

Mr. Miller moved to approve purchase of the popcorn machine from ECA funds at Meridian Elementary. Mr. Scherb seconded, and the motion was approved by a 6-0 vote.

L. Acceptance of Golf Cart Won by Cafeteria Department at B & B Food Show

Employees of the school corporation cafeteria department recently attended a food show sponsored by B & B Foods and won a golf cart for the corporation. Board approval is needed in order to accept the prize, and approval is recommended.

Mrs. Heffner moved to accept the golf cart. Dr. King seconded, and the motion was approved by a 6-0 vote.

- VII. Personnel**
- A. Leaves of Absence**
- 1. Certified**

None

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|-----------|---|-------|--------------------|
| | 2. Non-Certified | | |
| | a. Family Medical Leave (FMLA) | NCMS | Christina Reberger |
| | b. Family Medical Leave (FMLA) | CCHS | Melinda Sue Booe |
| B. | Retirements | | |
| | 1. Certified | | |
| | a. Head Guidance (2011) | CCHS | Don Yegerlehner |
| | b. Teacher (2011) | ESE | Jane Crooks |
| | c. Teacher (2011) | ME | Marsha Kirchner |
| | d. Principal (2012) | NCMS | Jeff Allen |
| | 2. Non-Certified | | |
| | a. Instructional Assistant | CCHS | Paula Monce |
| | b. Instructional Assistant | NCMS | Janet Shonkwiler |
| | c. Instructional Assistant | NCMS | Patty Standley |
| | 3. Place on Retirement Index | | |
| | a. Retirement Index (2014) | NCMS | Vicky Eaton |
| C. | Resignations | | |
| | 1. Certified | | |
| | a. Teacher (Science – 2 periods) | NCMS | Alice Romas |
| | b. Teacher (Science – 1 period) | CA | Jeannine Muncie |
| | 2. Non-Certified | | |
| | a. Bus Driver | TRANS | Richard Piatt |
| | 3. ECA Resignations | None | |
| D. | Transfers | | |
| | 1. Certified | None | |
| | 2. Non-Certified | None | |
| E. | Employment | | |
| | 1. Certified | None | |
| | 2. Non-Certified | | |
| | a. Custodian (260-day—2 nd shift) (Custodial/Grounds) | NHS | Trent Piatt |
| | 3. Extra-Curricular Certified | None | |
| | 4. Extra-Curricular Non-Certified | None | |
| | 5. Extra-Curricular Lay Coach/Lay Sponsor | | |
| | a. Softball C-Team (50%) | NHS | Alan Buell |
| | b. Softball C-Team (50%) | NHS | Dennis Leek |
| | c. Asst HS Girls' Track (50%) | CCHS | Nikki Mogan |
| | d. Asst HS Girls' Track (50%) | CCHS | Rusty Baumgartner |
| | e. Asst Track Coach | NCMS | Clay Huffman |
| | f. Baseball – B Team | CCHS | Blane Crabb |
| | 6. Extra-Curricular Volunteers | | |
| | a. Athletic Volunteer | NHS | Neil Vanatti |
| | b. Athletic Volunteer | NHS | Sarah Ledgerwood |

| | |
|--------------------------------|------|
| F. Changes | None |
| G. Termination | |
| 1. Certified | None |
| 2. Non-Certified | None |
| H. Information Only | None |
| I. Classroom Volunteers | None |

Mrs. Heffner moved to approve the personnel items. Mr. Scherb seconded, and the motion was approved by a 6-0 vote.

VIII. Board Member Comments

Dottie King noted that there were a lot of activities in the spring, including academic achievement banquets and, at the elementary level, presentations and plays. One activity she noted in particular and offered congratulations to was the Northview Winter Guard who ended up being 6th in the nation.

Tina Heffner also noticed that there were several activities occurring and she is encouraged that there is a lot of participation. She hopes the community will stay involved and get more involved with the school corporation. She believes it is vital to have community involvement, and she encouraged everyone who would like to be involved in the corporation at whatever level they think they can contribute to do just that.

Ron Scherb has received e-mails about and would like to expand upon public relations and communication. One e-mail was in reference to diesel fuel prices, and Mr. Scherb noted that there had been a meeting trying to find ways to lock in fuel costs. It was not a very productive meeting, and it was disappointing to Mr. Scherb. He noted that Mr. Fowler has found a program for fuel that sounds pretty good as far as locking in fuel prices and protecting the corporation from large spikes in price. The program may be available in January. Mr. Scherb next spoke regarding one his favorite things, attending the academic honors banquet. This year he was able to attend the Northview academic banquet, and he apologized for not being able to attend the Clay City academic banquet. He noted that Dr. Dottie King was the speaker at the Northview banquet and commented that it was satisfying to hear Dr. King's daughter introduce her mother. Mr. Scherb next noted that he had received an e-mail from a taxpayer who wanted to combine those two schools into one academic program. However, Mr. Scherb believes it is the principals and the guidance counselors and the schools that could make this decision, if they wanted to join the two schools together and have one program.

Amy Burke Adams offered thanks to the bus drivers for keeping the school children safe. She noted that her mother had been a bus driver for 18 years, and she knows that a fear of bus drivers is getting into an accident. She commented regarding recent accidents involving school corporation buses which have not been the fault of the bus drivers, but still bring attention to the transportation department. Mrs. Adams next thanked Bill Milner for entering into an agreement with Microsoft that reduced licensing fees from approximately \$250,000 to approximately \$20,000, which saved the school corporation \$230,000.

At this point, Mrs. Adams shared a prepared statement, which follows:

“One month ago, on March 14, 2011, an advertisement paid for by a private citizen was published in *The Brazil Times* making the following accusations against Clay Community School Corporation. I researched the issues and I would like to share with you what I have found.

Accusation #1: ‘Did our school board of 2009 (which I was not a member of) make a personnel decision in an unethical manner?’ What I found by looking through the board meeting minutes, which are a public record, which you can pull from the web site yourself, thanks to Bill Milner and Carolyn Kumpf, is that on Thursday, August 13, 2009, Item D., the procedure was discussed of hiring a temporary substitute principal. Board meeting Tuesday, September 1, 2009, Section IV Interim Principal at Clay City Elementary, discussion was held in-depth regarding the advertisement, interview, and recommendation process of the interim principal at Clay City Elementary. All school board members were invited to serve on the search and interview committee. All board members declined to participate. The interview committee consisted of three seasoned education professionals who had 78 years combined experience between them. They interviewed seven of 26 applicants for this position. After interviewing and discussing qualifications, the committee recommended the board consider Mrs. Dorene Kenworthy, who had 26 years experience, 11 as a classroom teacher, 10 as an elementary counselor, and 5 as an elementary principal. The school board made the motion to approve the hiring of Dorene Kenworthy as the interim principal of Clay City Elementary. The motion was approved 5-1 with one opposed. You can see the meeting minutes yourself. Board meeting Thursday, June 10, 2010, Section VII Personnel Item F. 1: Recommendation of Dorene Kenworthy to be offered an initial 200-day, 2-year contract (2-year contract is required by law). The board voted on this item separately from all other personnel items. The board approved Dorene Kenworthy’s selection as principal 5-1 with one opposed. Therefore, this personnel selection was made in an ethical manner and in accordance with State law and board policy. This accusation of unethical action by the school board of 2009 is absolutely inaccurate.

Accusation #2: ‘Currently our Clay City Elementary School students are in a poor environment.’ Board meeting Thursday, October 14, 2010, Section VII Personnel Item I Classroom Volunteers: A board member asked to present information to the school board members before the vote on personnel issues. He read from a prepared statement in which he stated he would like to postpone voting on the hiring of custodians for Clay City Elementary School until he learned more about the process of how Principal Dorene Kenworthy was hired. This board member continued to read the statement until President Rob Miller asked him to discuss all personnel issues in executive session, as required by policy. The process of how principals or any employee was hired is public record and it was at that time. The board member who basically wanted to delay the hiring of custodians was present and participated in the hiring process of this principal, so there was no mystery to this process. I also do not see a justification of not employing custodians to clean the very elementary school that everybody on this board likes to advocate. Placing children in an unclean environment for a political agenda is unethical and I believe it would create the poor environment claimed in the March 14 paid advertisement. November 7, 2010: *The Brazil Times* ran an article describing the upcoming schedule planned at Clay City Elementary to honor veterans for Veterans’ Day. November 17, 2010: *The Brazil Times* ran an article listing

the names of 185 students at Clay City Elementary who earned a place on the Academic Honor Roll. Board meeting Thursday, December 9, 2010, Section VIII Board Member Comments: I believe we commented on Tony Bennett's ratings of Public Law 221. We offered congratulations for the great ratings to Clay City Elementary School with Principal Dorene Kenworthy and staff. They had earned "Exemplary" status. December 21, 2010: *The Brazil Times* ran an article reporting Clay City Elementary student Jewel Mathews' drawing had been selected to be placed on billboards warning of the dangers of smoking by the Clay County Health Department. January 9, 2011: *The Brazil Times* ran a letter to the editor from the Clay County Humane Society board and members thanking the sixth grade class of Mr. Chris Ames for making donations to the Humane Society in lieu of exchanging holiday gifts with their classmates. January: *The Brazil Times* ran another article listing 192 students at Clay City Elementary School who earned a place on the Academic Honor Roll. March 9, 2011: *The Brazil Times* ran an article listing 168 students at Clay City Elementary who earned a place on the Academic Honor Roll, bringing the number up to 545 kids who had been on the Honor Roll. March 11, 2011: *The Brazil Times* ran an article reporting the students of Clay City Elementary participating in a fundraiser for Riley Children's Hospital. Last year, the 365 students of Clay City Elementary raised over \$2,000, which classified them as a "miracle" school because they raised at least \$1 for every student in attendance. Some students donated their own birthday money or broke open their piggy banks to give. This was spearheaded by first grade teacher Jennifer Schroer who was quoted as saying, 'It might be a lot of work, but it is worth it in the end when you think about the children being helped at Riley, what the families are going through, the children's needs and making a difference in the lives of kids. It's worth it.' March 14: *The Brazil Times* ran that paid advertisement just three days later from the Riley Children's Hospital where someone declared that currently our Clay City Elementary School students are in a poor environment. March 17: *The Brazil Times* ran an article three days after that reporting that Clay County teacher Joanie Mitchell was the recipient of the prestigious Golden Apple award. She teaches fifth grade at Clay City Elementary under the supervision of Principal Dorene Kenworthy. Mrs. Mitchell's own student Savannah Hogg nominated her. This is an incredible honor for Mrs. Mitchell, Principal Dorene Kenworthy and all Clay Community Schools. Clay City Elementary has improved in: ISTEP; Indiana Growth Model; AYP; and, the Public Law 221, and the RtI program has been established. I think anybody who has a child enrolled in Clay City Elementary or works at Clay City Elementary would not agree that this is a poor environment. This is an excellent environment for learning and safety of your children.

Accusation #3: 'The current actions of our school board members in labeling our principals as being unworthy of our superintendent's selection is evidence of how low our board members have placed themselves in their evaluation.' I want to make this clear: The board announced the start of the superintendent search February 11. Applications will be accepted until April 22. Interviews will be held the first week in May. The superintendent will be voted on in the June meeting, and be in place by July, hopefully. Therefore, I would like to make it very clear that no one has been interviewed. No one has been chosen; therefore, no one has been rejected or labeled as unworthy of being a superintendent. I believe this type of talk is untruthful, it's divisive, and it's hurtful to the individuals involved and to the community the school system serves. It's unfair that some individuals believe they can tear down those

around them because they have some type of perceived authority, and those of you who are history teachers know there is a Greek proverb that states, 'The measure of a man is what he does with his power'. In closing, I think it's time that we focus on the future and we stop re-hashing the disagreements of yesteryears. We're all working for the brighter future of all the citizens of Clay County, including the little citizens, and I don't think we should forget that fact. No more accusations, let's go on facts. Thank you for taking the time to listen to me and allowing me to share my thoughts with you. Thank you, Dorene Kenworthy, for what you are doing at Clay City Elementary. You have made wonderful changes, and it's very much noticed and appreciated."

In response to Mrs. Adams' prepared statement, Dr. Buell offered a correction. He stated that the board was told by the selection committee that Mrs. Kenworthy was highly recommended but were unable to present any recommendation to the board. He asserted that the only thing the board knew about when they went to vote for Mrs. Kenworthy was her name and her address. Mrs. Heffner pointed out that she did know more than that and she is sorry he did not.

IX. Future Agenda Items

Tina Heffner would like to check and see if there is a local company that does inventory management systems. Also, after hearing Mr. Fowler mention the policy change from \$500 to \$5,000, Mrs. Heffner would like to check with Mr. Fowler and the principals again. Due to some of the more technological advances that have been made in some of the equipment that comes in, if a change in the amounts in the policy needs to be made, she would like for the board to know that. She would like to have this for information only, not as a voting item.

X. Adjournment

Having exhausted all agenda items, the meeting was adjourned at 9:30 p.m.

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