

**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, July 10, 2014. Tom Reberger, Kevin Kumpf, Jennifer Kaelber, Fred Froderman, Rob Miller, Ron Scherb and Amy Burke Adams were present.

Prior to the start of the meeting, bids for the replacement of the track at Clay City Jr/Sr High School were opened by Director of Extended Services Mike Howard and Director of Business Affairs Mark Shayotovich. Bids were received from the following:

- 1) Wabash Valley Asphalt, Terre Haute, IN – Bid Package #2 \$67,247
- 2) A.G. Sports Services, Jackson, MI – Voluntary alternative (equivalent surface to what had been specified) \$91,485
- 3) Midwest Track Builders, Wauconda, IL – Bid Package #1 \$75,477
- 4) Reece Sealcoat, Indianapolis, IN – Bid Package #1 \$65,325
- 5) Current Services, Jackson, MI – Bid Package #1 \$95,000

Bid Package #1 was for a synthetic track surface and Bid Package #2 was for asphalt replacement.

After a review of the bids by Mr. Howard and Mr. Shayotovich, a recommendation will be brought back to a subsequent board meeting.

I. Call to Order

The meeting was called to order at 7:35 p.m. Board President Rob Miller led those in attendance in the pledge and offered the prayer.

II. Consent Agenda

A. Claims

B. Board Meetings

Regular Session Minutes for June 12, 2014

Executive Session Certification for June 12, 2014

C. Field Trips

None at this meeting

D. Personnel

Dr. Tucker noted during the meeting that Trinity Lawrence would be recommended for a 40% position in art at East Side Elementary in addition to the recommendation for a 60% position in art at Northview High School that was listed in the board packet.

A. LEAVES OF ABSENCE

1. Certified

a. Teacher – FMLA	FPE	Allyson Wegner
b. Teacher – FMLA	VBE	Susan Maurer
c. Teacher – FMLA	CCE	Jennifer Schroer

2. Non-Certified

a. Custodian – FMLA	SE	Cindy Grove
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B. RETIREMENTS

1. Certified	None	
2. Non-Certified	None	
3. Place on Retirement Index		
a. Step 8	CCHS	Penny Groover
b. Step 9-B	NCMS	Richard Rosner
c. Step 9-B	NCMS	Greg Mogan
d. Step 8	CCHS	Sherree Fell
e. Step 8	JTE	Michelle Bell

C. RESIGNATIONS

1. Certified		
a. Asst. Principal/AD	CCHS	Kevin Smith
2. Non-Certified		
a. Food Service (4 hours)	CCHS	Sherry Griffith
b. Food Service (4 hours)	CCHS	Jessica Hayden
3. ECA Resignations		
a. Volleyball – Asst. Coach	CCHS	Courtney Dayhuff
4. ECA Lay Coaches	None	

D. TRANSFERS

1. Certified		
a. Classroom Teacher – from Dev Preschool (Sp Serv) to FPE		Lynzy Raley
b. Teacher – History from NCMS to	NHS	Craig Trout
2. Non-Certified	None	

E. EMPLOYMENT

1. Certified		
a. Teacher – Special Services	NHS	Whitney King
b. Teacher – Art (Temp Contract – 1 st Sem)	NHS	Trinity Lawrence
c. Teacher – Mathematics	CA	Mary Graves
d. Teacher – Vocal Music	NHS	Brenda Butler
e. Teacher – English	NCMS	Conor Strain
f. Teacher – Developmental Pre-School	SP SERV	Laura Plummer
g. Teacher – Elementary	FPE	Brandi Sereno
h. Teacher – FACS	NCMS/CA	Melissa Brown
2. Non-Certified		
a. Maintenance	CORP	R. Preston Sutherland III
b. Mechanic	TRANS	Howard Hughes

F. EXTRA-CURRICULAR

1. Extra-Curricular Certified		
a. Vocal Director	NHS	Brenda Butler
b. Director of Musical Performance	NHS	Brenda Butler
c. Volleyball – 7 th Grade Coach	CCHS	Rachel Kiefer
d. Volleyball – 8 th Grade Coach	CCHS	Courtney Dayhuff

e. Football – Head 8 th Grade Coach	NCMS	Broc Miller
f. Basketball – Asst. Varsity Boys	CCHS	JW Clarence Johnson
g. Golf – Boys	CCHS	JW Clarence Johnson
2. Extra-Curricular Non-Certified	None	
3. Extra-Curricular Lay Coach		
a. Football – (50% Varsity Asst. Coach)	NHS	Justin Sampson
b. Football – (50% Varsity Asst. Coach)	NHS	Hunter Robertson
c. Volleyball – Head Coach	CCHS	Garicke Rubin
d. Volleyball – Asst. Coach (50%)	CCHS	Haley Terwiske
e. Volleyball – Asst. Coach (50%)	CCHS	Asie Jeffers
f. Cheerleader – Head Coach High School	CCHS	Madison Jackson
g. Cross Country Coach – Jr High	CCHS	Melanie Laswell
h. Football – Assistant 8 th Grade Coach	NCMS	James Cole Doyle
4. Supplemental	None	

G. CHANGES

1. Certified		
a. Additional 40% - Elementary Art	ME	Korinne Lee
2. Non-Certified		
a. Patty Dyer – Assistant Food Services Director – from 210 days to 200 days for the 2014-15 school year.		
b. Arlene Tincher – from Technology Assistant to Technology Support Specialist		
3. ECA-Lay Coaches	None	

H. VOLUNTEERS

1. CLASSROOM	None
2. ATHLETICS/ECA	None
3. Other Volunteers	None

I. CONTRACTED SERVICES	None
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J. OTHER

- a. Elizabeth Harris, Food Services, Forest Park Elementary – 3-day suspension (May 28, 29 & 30) for violation of attendance policy.

Mr. Kumpf moved to approve the consent agenda items. Dr. Froderman seconded, and the motion was approved by a 7-0 vote.

III. Comments from Patrons

None at this meeting

IV. Old Business

A. Instructional Assistant Stipends

Board member Ron Scherb had requested this as a future agenda item during the May 15, 2014, regular session school board meeting. He specifically requested discussion and a vote on the elimination of the three-day attendance clause for the instructional assistant stipends. It was recommended that no changes be made to the language

presented in the September 9, 2013, board packet. This language for the attendance bonus stipend had been approved during the September 9, 2013, special session board meeting by a vote of 6-0 on a motion made by Mr. Reberger and seconded by Mr. Scherb. Further recommendations for salary/benefits are to be presented at a later date. Included in the board packet was the specific language in the recommendation from the September 9, 2013, special session, and Dr. Tucker recommended staying with the original approval of that recommendation.

Mr. Reberger moved to accept the recommendation of the administration to keep the attendance clause as previously defined. Dr. Froderman seconded.

Under discussion, Mr. Scherb stated that he had been under the impression that the stipend was to have been compensation for the hours that the board had been forced to reduce for IA's last year. It had obviously not only reduced their salary, but their benefits as well; the reason the board had to reduce the hours was so the school corporation did not have to pay for their insurance. As he sees it, the IA's took a real hit last year. He believes the board needs to realize that all employees, regardless of category, are the school corporation's most important resource. In his opinion, it had been unfair that an attendance policy had been included that caused some people to lose the stipend. After having discussed this issue since December, Mr. Scherb would like to get some closure and move forward. Mr. Scherb commented that he is glad the board has had the discussions, regardless of what the outcome is, because some employees had been excused for bereavement leave and were being paid and some weren't being paid. It did not seem fair to Mr. Scherb that bereavement leave was excused and the instructional assistants could still earn the stipend but a major medical issue would cause them to lose it. Mr. Scherb acknowledged that there needed to be an attendance policy, but he did not believe the stipend should have been connected to compensation for hours that were cut that ultimately cut the instructional assistants' wages.

Mr. Kumpf shared his opinion that the mistake wasn't made by central office; rather, it had been made by the board when it had passed the stipend compensation without realizing the consequences of it. Although he did not know what the solution would be, he knows it needs to be resolved. Mr. Kumpf pointed out when the board passed the stipend, with the attendance policy as the means of getting the stipend, and it was made retroactive to the start of the school year, there was a time where instructional assistants may have taken days off without realizing that they were going to be punished for that. If anything, Mr. Kumpf believes this should have started whenever the policy was passed by the board.

Dr. Froderman asked to clarify whether the recommendation was to hold off on the change of language in order to look at future recommendations for salary/benefits that are to be presented at a later date. Dr. Tucker explained that every year after the administration starts the process of negotiations with the teachers association, they also prepare a recommendation that has to do with classified and administrative personnel. Typically, the recommendations are all brought to the board at the same time. At some future date, a recommendation will be brought to the board. Whether or not the attendance bonus would be a part of that recommendation this year is left to be

determined. The attendance stipend is over and done: The stipends were paid out at the end of the school year in accordance with the language that had been approved. The recommendation that Dr. Tucker had alluded to was the one that would be brought to the board as soon as everything has legally been worked out with the teachers association. After that, the administration expects to look at what new moneys the school corporation might have and how those might be spread out among the other school employee groups.

Mrs. Adams commented that, after looking into this issue more, she had learned of the multiple layers of different categories and the benefits that are specific to certain categories. She deemed application of the stipend convoluted and difficult to understand and achieve. As Mrs. Adams sees it, the solution would be to give IA's a raise that she believes was pretty much promised in May of 2013, which would completely do away with the stipend. They would still have an attendance policy like every employee group does, but if they would go beyond their allotted days, it would become an attendance issue and a disciplinary issue. She did not believe the IA's should be punished for taking their benefits. Her understanding is that the IA's are given benefits but if they take them they will lose other benefits; it should not be an either/or situation. Mrs. Adams asserted that the stipend was presented in September with a title such as "Good Attendance Policy", and in her opinion it candy-coated what it was. In her years working with labor/management in different agencies, Mrs. Adams had never encountered benefits where one was exchanged to gain another. Her solution would be to do away with stipends. To this, Dr. Tucker offered a point of correction: The actual property rights to the personal days and sick days are not abandoned in order to obtain the attendance bonus for good attendance; rather, those days roll over into the future employment year. Mrs. Adams concluded her comments by noting that those to whom this applies and affects the most have a very different impression of what the superintendent is presenting, which in itself tells her that this is a flawed policy.

Mr. Reberger noted that if the board accepts the recommendation of the administration, in effect, the stipend is going away or has already gone away because it was only in effect for the last school year. He acknowledged that although the board thought it was doing the right thing and it was a good deal for everybody, not everybody liked it; most people did. He commented that when negotiations and discussions begin for the coming school year, this stipend will not be proposed again. Something different will be proposed that hopefully everybody thinks is fair. The board's goal is to be fair. As he sees it, this was a one-year shot and there is no use to go back and try to fix something that's broken because it could make it even worse. If the school corporation is still in the "29-hour" position this coming school year and wants to compensate those employees in some way, the board wants to make sure to do it in a fair manner. That's why he made the motion that he did.

It was Mr. Scherb's assertion that the fair thing to do would be to go back, admit the board made a mistake, and give the instructional assistants the \$1,000 stipend. If the board does not want to give them \$1,000, compromise and give them half of that stipend as compensation and leave the others the way it stands.

Mr. Miller observed that the board members had different opinions but their goal is the same. Moving forward, he believes it is the board's job to correct the mistake; however, right now the only way to move forward is to vote on the motion.

At this point, Dr. Froderman asked to clarify that whether the board voted to change the language or not, it wouldn't change anything because it has already run out. Mr. Miller confirmed that the motion is to accept the recommendation, which is to leave the September 9, 2013, decision alone. If that does not pass, the board is back to square one because there is no provision for going back. Dr. Froderman observed that whether the motion passes or not, the corporation would not be going back and paying anyone a missed stipend and it would not affect the coming school year, either way. Dr. Tucker added that if the motion dies, a second motion can be proposed, but the original motion that was based on her recommendation not to alter the language of the original approval has to go forward before a secondary motion could be considered. A secondary motion would have to pass by majority as well.

In response to Mrs. Adams' question as to whether the stipend was in the classified handbook, Mrs. Kumpf stated that at this point in time the attendance stipend was for the 2013-2014 school year only. It had been struck out of the handbook revision that was on the agenda for approval later in the meeting.

Another point made by Mrs. Adams was the fact that the board had gone back in the past and fixed mistakes and she believed the board should fix its' mistakes.

Mrs. Adams also noted it had been mentioned that this issue could be revisited when discussion began with the teachers' bargaining unit. She pointed out that this employee group was not a part of that bargaining unit and was not represented by a union. Dr. Tucker clarified by noting that when the negotiations team begins negotiations with the association, typically that starts the process. Basic grant information has not been received at this point, and it is being speculated as to what new moneys will be available. Consideration will first be given to the employee group that has the first go-around in the negotiations process. Once it is known how much will be spent in that process, then it will be known how much will be available for other employee groups.

The motion to accept the administration's recommendation of leaving the September 9, 2013, decision the same in regard to the language concerning the \$1,000 attendance stipend for 29-hour instructional assistants failed by a vote of 2-4-1 with Mr. Reberger and Dr. Froderman voting in favor, Mrs. Kaelber, Mr. Scherb, Mrs. Adams and Mr. Kumpf voting in opposition and Mr. Miller abstaining.

V. Superintendent's Report

Dr. Tucker noted the following:

- A lot of activities are going on over summer break, including cleaning of all of the buildings and remodeling of some of the buildings. Everything should be in good shape for the start of school.

VI. New Business

A. Textbook Rental and Class Fees for the 2014-2015 School Year

Proposed rental and fee amounts for the 2014-15 school year were provided in the board packet. As had been discussed during the June 12, 2014, regular session school board meeting, a portion of the rental cost is to be applied to the lease of the laptop computers for secondary students. Approval was recommended.

Mr. Kumpf moved to approve the textbook rental and class fees for the 2014-2015 school year. Mrs. Kaelber seconded, and the motion was approved by a 7-0 vote.

B. Residential Placements Resolution

Approval of a resolution to allow for placement of special education students in alternative services and private residential school placements was recommended. This resolution is signed each year.

Mrs. Adams moved to accept the residential placements resolution. Mr. Scherb seconded, and the motion was approved by a 7-0 vote.

C. Northview High School Coach's Handbook/Student-Parent Handbook Changes: First Reading

Principal Ernie Simpson provided recommended changes to the Northview High School Coach's Handbook as well as the Student-Parent Handbook. This was a first reading so no vote was required. The handbooks are to be brought back to the July 31 special session school board meeting for a second reading and approval.

D. Clay City Jr/Sr High School Coach's Handbook/Student Athlete Handbook Changes: First Reading

Principal Jeff Bell provided recommended changes to the Clay City Jr/Sr High School Coach's Handbook as well as the Student Athlete Handbook. This was a first reading so no vote was required. The handbooks are to be brought back to the July 31 special session school board meeting for a second reading and approval.

E. Policy 6305 – Student Wellness – REVISION: First Reading

Assistant Food Services Director Patty Dyer provided changes to Policy 6305 – Student Wellness. The changes were necessary due to a change in requirements from the state. This was a first reading so no vote was required. The policy is to be brought back to the July 31 special session school board meeting for a second reading and approval.

F. Policy 2100 – Central Office Administrative and Supervisory Personnel – REVISION: First Reading

This policy had not yet been revised to indicate the change to Director of Extended Services and the elimination of the Director of Buildings and Grounds and Director of Transportation positions. This was a first reading so no vote was required. The policy is to be brought back to the July 31 special session school board meeting for a second reading and approval.

G. Classified Handbook Revision: First Reading

Proposed changes to the classified handbook were included in the board packet. This was a first reading so no vote was required. The handbook is to be brought back to the July 31 special session school board meeting for a second reading and approval.

H. Bus Driver Handbook Revision: First Reading

Proposed changes to the bus driver handbook were included in the board packet. This was a first reading so no vote was required. The handbook is to be brought back to the July 31 special session school board meeting for a second reading and approval.

I. Request for Waiver of Retirement Date

Approval to waive the age requirement date of retirement for Carolyn Kumpf was recommended.

Mr. Kumpf moved to approve the waiver of the age requirement date of retirement for Carolyn Kumpf. Mrs. Kaelber seconded, and the motion was approved by a 7-0 vote.

J. Lease of Staunton Park Real Property

School corporation attorney Jeff Boyll had provided Mike Howard, Director of Extended Services, an updated lease of the Staunton Park Real Property to the Township Trustee of Posey Township. The terms of the lease were for a continuance of the current lease for another 25 years with a payment of \$1.00 per year. Approval of the lease was recommended.

Dr. Froderman moved to approve the lease. Mr. Scherb seconded.

Under discussion, Mr. Scherb noted that a correction needed to be made to the lease: In the first sentence, Clay Community Schools was incorrectly referred to as the Lessee. Dr. Tucker stated that she would check with Mr. Boyll to make that correction.

The motion was approved by a 7-0 vote.

VII. Board Member Comments

Tom Reberger offered congratulations to Ernie Simpson and Northview High School for being labeled a Four Star school by the Indiana Department of Education.

Kevin Kumpf also offered congratulations to Mr. Simpson and the teachers and students at Northview.

Rob Miller echoed the comments regarding Northview High School. He also explained that he abstained on the vote for Item IV.A Instructional Assistant Stipends only because his wife had served as a substitute instructional assistant toward the end of the school year.

Ron Scherb commented that he always enjoyed the graduations, and he noted that Ernie Simpson, Jeff Bell and Lisa Showalter do a great job. He offered congratulations to all the graduates. Also, he wanted to congratulate and thank all the parents who help their students so much.

Amy Burke Adams wished everyone a very restful, recuperative and safe summer.

VIII. Future Agenda Items

Jennifer Kaelber would like to take a good look at the dress code.

Ron Scherb would like to bring the agenda item back on the IA's and the possibility of giving the stipend to all IA's for the 2013-14 school year. He would like to have a vote. Dr. Tucker pointed out that her recommendation would remain the same as it was tonight, so she will look at Robert's Rules of Order. She did not think an item could be brought back if it had already been voted down. She added that the opportunity to make a second motion on that item had been tonight, and it did not happen. The motion on her recommendation died tonight, but if she is bringing a recommendation to the board, it is going to be the same.

Amy Adams asked for a snapshot of the health clinic after one year of operation. She specifically would like to know what the status is, if it had been used as much as it had been thought it would, and if it had saved any money. Mrs. Adams also requested information on the status of the old administration building in Knightsville. Dr. Tucker commented that she and Mr. Howard were not ready to bring a recommendation because it is the cheapest storage they can find for items that are stored in the building. Mrs. Adams asked if the building was well-secured, and Mr. Howard replied that there is an alarm system for the building. Mrs. Adams would like to have an update officially presented next month.

Although not a future agenda item, Mrs. Adams shared that the Indiana School Boards Association was willing to come and work with the board for a few hours in the near future and help to train as a board to become more effective and improve communications and community relations.

IX. Adjournment

Having exhausted all agenda items, the meeting was adjourned at 8:15 p.m.

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