

**MINUTES OF MEETING OF BOARD OF TRUSTEES  
OF  
CLAY COMMUNITY SCHOOLS**

A regular session meeting 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 13, 2017. Tom Reberger, Michael Shaw, Andrea Baysinger, Ron Scherb, Kevin Kumpf, and Amy Burke Adams were present. Shane Wiram was absent.

**I. Call to Order**

The meeting was called to order at 7:31 p.m. Board President Kevin Kumpf led those in attendance in the pledge and offered the prayer.

**II. Consent Agenda**

**A. Claims**

**B. Board Meetings**

Regular Session Minutes: June 8, 2017

Executive Session Certification: June 8, 2017

**C. Field Trips**

None at this meeting

**D. Personnel**

**A. LEAVES OF ABSENCE**

1. Certified

a. FMLA

ESE

Marissa Fidler

b. FMLA

Sp Serv

Doug Lunn

2. Non-Certified

None

**B. RETIREMENTS**

1. Certified

a. Music/Band

NHS

Bob Medworth

*Effective at the end of the 2017-2018 school year*

b. Elementary Teacher

CCE

Jana Kennedy

*Effective at the end of the 2017-2018 school year*

c. Guidance Counselor

NHS

Susan Treash

*Effective at the end of the 2017-2018 school year*

d. Social Studies Teacher

NHS

Tony Trout

*Effective at the end of the 2017-2018 school year*

e. Athletic Director

NCMS/NHS

Charley Jackson

*Effective at the end of the 2017-2018 school year*

2. Non-Certified

None

3. Place on Retirement Index

a. Move from Step 8 to Step 9-B

NHS

Bob Medworth

b. Move from Step 8 to Step 9-B

NHS

Susan Treash

c. Move from Step 8 to Step 9-B

NHS

Tony Trout

d. Move from Step 8 to Step 9-B

NCMS/NHS

Charley Jackson

## C. RESIGNATIONS

### 1. Certified

a. Secondary Spanish Teacher	NHS	Lucy Campbell
b. Secondary Spanish Teacher	NHS	Dianna Knox
c. Secondary Science Teacher	NHS	Jamie Elwell

### 2. Non-Certified

a. 5.5 hour/day Food Services	ESE	Gina Grigsby
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### 3. ECA Resignations

None

### 4. ECA Lay Coaches

None

## D. TRANSFERS

### 1. Certified

a. Split Science to CCHS Science	Split to CCHS	Cole Schroer
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### 2. Non-Certified

a. 29-hour Instructional Assistant	NCMS to ESE	Susan Morris
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## E. EMPLOYMENT

### 1. Certified

a. Secondary French Teacher	NHS	Emily Cuffle
b. District Technology Instructional Spec.	CORP	Dianna Knox
c. Secondary Spanish Teacher	NHS	Dilia Smith
d. Secondary Spanish Teacher	NHS	Patrick Moore

### 2. Non-Certified

a. Athletic Assistant	CCHS	Rodney Smith
b. Bus Driver	TRANS	Jennifer Cassidy
c. Bus Driver	TRANS	Landry Moss
d. Bus Driver	TRANS	Gregg Stearley
e. 29 hour/week Instructional Asst.	SE	Kayla Fisher
f. 29 hour/week Instructional Asst.	ESE	Anna McIntosh

## F. EXTRA-CURRICULAR

### 1. Extra-Curricular Certified

a. Head Girls' Volleyball Coach	CCHS	Garicke Rubin
b. 7 <sup>th</sup> Grade Girls Volleyball Coach	NCMS	Heather Keyes
c. 8 <sup>th</sup> Grade Girls' Volleyball Coach	NCMS	Joni Sutherland
d. Head 8 <sup>th</sup> Grade Football Coach	NCMS	Broc Miller
e. Head 7 <sup>th</sup> Grade Football Coach	NCMS	Richard Dyer

### 2. Extra-Curricular Non-Certified

None

### 3. Extra-Curricular Lay Coach

a. JV Volleyball Coach	CCHS	Whitney Milner
b. Head Girls' Cross Country Coach	CCHS	Melanie Laswell
c. 8 <sup>th</sup> Grade Assistant Football Coach	NCMS	James Doyle
d. Cross Country Coach	NCMS	Brent Poole
e. 50% 7 <sup>th</sup> Grade Asst. Football Coach	NCMS	Jarrod Sampson
f. 50% 7 <sup>th</sup> Grade Asst. Football Coach	NCMS	Brandon Rollings
g. Asst. Marching Band Director	CCHS	John Lopez

4. Supplemental		
a. Payment for Boys/Girls Track	NHS	Vernon Cheeks
b. Payment for Boys' Golf	NHS	Seth Payton
G. CHANGES		
1. Certified	None	
2. Non-Certified	None	
3. ECA-Lay Coaches	None	
H. VOLUNTEERS		
1. CLASSROOM		
<u>Clay City Elementary</u>		
a. Amanda Tran-Piland		
2. ATHLETICS/ECA	None	
I. TERMINATIONS	None	

Dr. Shaw moved to approve the consent agenda. Mrs. Adams seconded, and the motion was approved by a 6-0 vote.

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

**Suzanne Crabb**, reporter for *The Clay City News*, thanked all of the board members that had helped her throughout the past 15 years with information and getting questions solved when she needed help. She also thanked Mr. Fritz for all of the information and help he had given her and Mindy Godsey for sending audio recordings of school board meetings to her when she had been unable to attend meetings. Mrs. Crabb stated that this was to be her last official meeting as a reporter. It had been a great learning experience for her.

### **IV. Old Business**

#### **A. Building Project Update**

Mr. Lance Gassert of Garmong Construction Services provided an update of the building projects at Clay City Jr/Sr High School and Northview High School.

At Clay City, in the band addition, the walls have been painted and the instrument lockers were to be installed the next week. The air conditioning was to be turned on, and the sidewalks on the exterior of that area were going in, starting in the next couple of weeks. That space was to be completed right when school starts. In the auditoria, all of the existing walls have been demolished. Also, the existing concrete floor steps have been demolished where required for new construction, and a lot of that old space has been filled back in to create new tiered steps that go down. The masonry walls are starting to go up in that space and the concrete steps are being placed. They expect the auditoria area to be completed in late August. On the second floor, very large window openings have been created that will allow a person to see into the media center, and those have all been installed. Painting on the second floor is about 90% complete. Demolition and installation of the new carpet in the corridors have been started. The media center will be ready for the start of school, and the second floor overall will be about 90% complete at the start of school, as originally scheduled. Down

in the shop area, the old lower mezzanine has been demolished to allow for creation of a new classroom space in that area, and new block walls have been installed. The shop will be ready for the start of school. Work will continue on the upper mezzanine. In the locker room area, the space where the old stage was located has been opened up, and a new mezzanine, which is actually a balcony level, has been inserted. It will allow the track to be continuous around the top level. Steel has been installed and concrete will be poured next week, which will allow the workers to start putting the block work in to start rebuilding the locker rooms. The locker rooms are scheduled to be complete for the start of basketball season. For the Student Activities Center, the pre-cast walls are all up. There is a large steel mezzanine that goes over the top of the weight room, and that steel erection is complete. The next step would be to pour the concrete on top of the mezzanine. While the building is still open, big equipment will be brought in and loaded up on the mezzanine for access. As soon as that is loaded, the floor slabs will be poured inside, and then the two remaining wall panels will be closed up. Roofing is ongoing on the Student Activities Center. In regard to the site work, there is paving to be done on the bus loop and the band parking lot, and it will go in as soon as a "proof roll" can be passed. That will also open up the road in front of the school for buses, and all of that is expected to take place before school starts.

At North Clay Middle School, two to three loads of new lockers had been received and were being loaded into the building. Demolition of the old lockers is ongoing. All of the hallways are being painted. The building will be 90% complete, if not 95%, before the start of school. All of the lockers will be in and the paint will be done. The administrative reception area has been reconfigured, all based on security: Windows have been added to that space so they can see who's coming in, and a large column has been made smaller.

At Northview High School, everything is going according to plan at the Student Activities Center. The concrete slabs have been placed where the new band addition is going to go. The new mezzanine in the wrestling area is being built. The next big step: Getting the mezzanine in place in order to get equipment in the building on top of that and continue to pour the floor slabs. Also at Northview, the connection is being made from the new pre-cast concrete to the existing school. Steel beams will be installed there, and that work started last week. On the second floor, three of the six restrooms are usable, only needing a couple of countertops. When school starts, it is anticipated that five of the six restrooms will be operational, with one still left to finish. The social studies area is complete and those classrooms are ready for furniture to be moved back. Unit H, which would include the new math addition and that entire wing of the building, is progressing nicely and will be ready to accept students for school. A temporary roof has been put over that space, and it is anticipated that a metal roof will not be on until October or November, due to working through some issues with that subcontractor.

The entire project is on budget, and there are no major issues.

Under discussion, Mr. Scherb wanted to know what kind of material would be put on the exterior of the new additions and what it would look like. Mr. Gassert explained that it was called a concrete stain, which he described as a high-performance version of a

paint product. The design team picked colors that matched the brick, with the top color matching the metal roofing color. He believed it should blend seamlessly as far as colors go and would look like it was meant to be there.

Mrs. Adams observed that it seemed as if the projects were moving really well. Mr. Gassert noted that they were 8 months in to a 20-month project, and he anticipated that by January 1 of next year, the majority of the projects should be substantially complete.

**B. 2017-18 NHS Athletic Handbook Changes – Second Reading**

Dr. Shaw moved to accept the Northview High School Athletic Handbook changes. Mrs. Baysinger seconded, and the motion was approved by a 6-0 vote.

**V. Superintendent’s Report**

Superintendent Fritz noted the following:

- There will be a special session on July 31
- A welcome to the school family was offered to the following new hires: Northview High School – Emily Cuffle; Corporation – Dianna Knox (District Technology Instructional Specialist); Northview High School – Dilia Smith; Northview High School – Patrick Moore; Clay City Jr/Sr High School – Rodney Smith; Transportation – Jennifer Cassidy; Transportation – Landry Moss; Transportation – Gregg Stearley; Staunton Elementary – Kayla Fisher; and, East Side Elementary – Anna McIntosh
- A lot is being done this summer, gearing up for the 2017-18 school year, and things are progressing very well; Superintendent Fritz deemed it to be an exciting time of the year, and he was looking forward to getting the kids and the staff back
- A letter was read by Superintendent Fritz, as follows: “Dear Jeff, On behalf of the Board of Directors of the Indiana Association of School Business Officials, I am very pleased to announce that Mark Shayotovich has completed required courses for the Indiana ASBO voluntary certification program. His certification designation is Chief Business Officer, which required 92 hours of instruction. This certification acknowledges the experience and knowledge that Mark has regarding the school business management arena. Indiana ASBO created this certification program to recognize professional achievements of its members. To qualify for certification, the individual must be an IASBO member and fulfill all of the personal, ethical, and professional requirements, as established by the Indiana Association of School Business Officials. Mark Shayotovich is an outstanding individual who is a credit to the Clay Community School Corporation and the Indiana ASBO.” Congratulations were offered to Mr. Shayotovich.

**VI. New Business**

**A. Residential Placements Resolution**

Mrs. Adams moved to approve the Residential Placements Resolution. Dr. Shaw seconded, and the motion was approved by a 6-0 vote.

**B. Textbook Rental and Class Fees for the 2017-2018 School Year**

Superintendent Fritz noted a change in the fees for Grade 3 Science; it should read \$3.00 instead of \$5.00.

Mr. Reberger moved to accept the recommendation to approve textbook rental and class fees for the 2017-2018 school year. Dr. Shaw seconded, and the motion was approved by a 6-0 vote.

**C. Classified Handbook Revisions – First Reading**

Proposed changes to the classified handbook were included in the board packet. No vote was required. The handbook was to be brought back to the July 31 special session for a second reading and approval.

**D. Bus Driver Handbook Revisions – First Reading**

Proposed changes to the bus driver handbook were included in the board packet. No vote was required. The handbook was to be brought back to the July 31 special session for a second reading and approval.

**E. Policy 4225 – Teacher Appreciation Grants – First Reading**

Indiana school corporations are now required to adopt a teacher appreciation grant policy. (This was formerly known as performance grant money.) Information from ISBA had been included in the board packet, and suggested wording from ISBA had been utilized to develop this policy. No vote was required. The policy was to be brought back to the July 31 special session for a second reading and approval. Superintendent Fritz pointed out that the administration had met with representatives of the CCCTA this week, and they had been fine with this policy.

**F. Bus Agreement Between CCS and the YMCA**

Prior to a motion, Superintendent Fritz noted that Clay Community Schools and the YMCA had worked closely together for many years. The YMCA had requested that Clay Community Schools continue to offer transportation services for their Summer Day Camp program, with the YMCA to reimburse Clay Community Schools for any transportation costs incurred. Superintendent Fritz stated that there had been a very old agreement with the YMCA, and the administration felt it was time to update that agreement and get some guidance from the school corporation attorney.

Mrs. Baysinger moved to approve the agreement between Clay Community Schools and the YMCA. Mrs. Adams seconded.

Under discussion, Mr. Scherb wanted to know what transportation costs the YMCA would reimburse the school corporation. Superintendent Fritz responded by noting that the reimbursement would cover the costs for fuel and the bus driver. The costs for fuel would be determined by mileage and the costs for bus drivers would be determined by the number of hours a driver put in.

The motion was approved by a 6-0 vote.

**G. Old Knightsville Central Office Building Options**

Information from school corporation attorney Jeff Boyll regarding the options had been included in the board packet. Prior to discussing the options, Superintendent Fritz noted that Steve Withers representing the Knightsville Town Board and Officer Garry Howard, also representing the Town of Knightsville, were in attendance. He then

offered the following options: 1) Sell the property at market value, which would require an appraisal and bids; 2) Donate (sell for \$1.00) the property to a governmental entity; or, 3) Sell or transfer the property to a not-for-profit corporation created for educational or recreational purposes, for example, the YMCA. Superintendent Fritz then asked the board to consider this, and it would be brought back in a couple of months.

Under discussion, Mrs. Adams asked if the school corporation had done something like this before in Staunton, where the school corporation had either been leasing or selling or providing something that had worked out really well for the community center. Mr. Reberger explained that what is considered the Staunton Community Park and softball field had a 99-year lease. It had been found, since that was written, that those types of leases are not considered valid because of the length of time. He believed the lease had recently been renewed for either ten or twenty years, whichever would be the maximum lease one could have. The only reason that was done rather than selling it outright was if it ceased to be a ballpark and a playground, then it would revert back to the school corporation since it was adjoining property. However, in the case at Knightsville, it doesn't join anything, so it's a little bit different situation.

Mrs. Adams then wanted to know if the Town of Knightsville had expressed in any interest in acquiring the property. Superintendent Fritz stated that the Knightsville Town Board had expressed an interest. He noted that the property attached to the Knightsville Community Center, and right across the back road is the town playground; it would be a prime spot for them. Mrs. Adams shared her recollection that previous boards had discussed seeing if the school corporation could donate or transfer that property to Knightsville when the current central office had been acquired, which she deemed to be logical.

Mr. Kumpf wanted to know how the board would come up with a solution to the three options. Superintendent Fritz's response was it would be whatever the board's desire was. He then asked Steve Withers if he wanted to mention anything. Mr. Withers commented that the town was very interested in it because it adjoins the community house and the property already owned by the town that holds a playground and ball diamonds. They basically would like to have the property to make their park bigger. Superintendent Fritz asserted that the property was probably of more value to the Knightsville Town Board than anyone else.

In answer to Mrs. Adams' question as to whether everything of value to the school corporation was out of the building, Mr. Howard stated that the building was empty, except for a few things in Tom Reberger's old office, which could stay with the building.

Superintendent Fritz stated that, if that was the direction the board wanted to go, it could be brought back at a future date.

Dr. Shaw asked Mr. Withers if the Town of Knightsville would save the building and use it in some way or if they would raze the building and just use the lot. Mr. Withers replied that they really didn't know for sure on the building, but he was suggesting they would probably tear it down eventually. He knew it would be a nightmare to try to heat it and cool it, and although they had talked about turning it in to an office building, he believed

it would be too much work and they would probably be better off to just tear it down. Mrs. Adams suggested auctioning off the stairs, which she believed to be beautiful. Mr. Withers stated that the town's biggest fear was that someone would get it and turn it into apartments; then the town would have a real headache, and he didn't want to see that happen.

Superintendent Fritz suggested that, if that was the board's desire, at some point an agreement would have to be written up and the Town of Knightsville would have to have a similar agreement. Then, the two would have to be merged. The plan was to look into that in the next 60 days and bring it back to the board in September.

#### **H. Request to Purchase Supplies for the Athletic Training at CCHS**

Mr. Scherb moved to approve the request to purchase supplies for the athletic trainer at Clay City Jr/Sr High School using ECA money. Mrs. Baysinger seconded, and the motion was approved by a 6-0 vote.

#### **I. CCS Salary and Benefits Costs**

Superintendent Fritz summarized information that had been sent with the board packet in response to Mr. Scherb's request on the costs of salary and benefits for Clay Community Schools' employees. A copy of the summary will become a part of the official minutes.

To provide specific information in response to Mr. Scherb's questions regarding the costs of salary and benefits for Clay Community Schools' employees, Superintendent Fritz shared the following:

- What is the cost of the pay increases Clay Community Schools' employees have been given the past twelve months? \$765,000 are increases in the salary and benefits.
- What is the cost of salary and benefits to Clay Community Schools? For salaries, it is \$23.5 million. For benefits, it is \$6.9 million.
- How are we going to continue to pay for these? We are spending under budget in all fund categories, with healthy reserves, and we have major savings coming in the next few months.

Under discussion, Mr. Scherb stated that he had noticed in the board packet that Superintendent Fritz had noted it was the same information that was provided to Ron Scherb in October, 2016, and Mr. Scherb followed up with the same question he had asked then: Why didn't we share this information with the board at that time? He considered it to have been a major business decision to give this \$750,000 pay increases to all of the school corporation employees at one time. He wanted to go on record as saying that, as the board president, he thought this was one of his biggest mistakes: He allowed this to be voted on without getting all of this information out to the board. He asserted that he had asked for it, and they should have tabled this decision until they got all of this information to the board. He did not think everybody had all of the numbers at that time. In response, Superintendent Fritz stated that the numbers weren't asked for, and the vote for all of the handbooks had been 7-0. The information that had been given to Mr. Scherb was because he had specifically asked for it when

they had met with him after a board meeting. Mr. Scherb had asked for the information, but not for a board meeting.

It was then Mr. Scherb's assertion that, because not many people come to board meetings, it would be easy to assume that people don't really pay attention to what happens at these meetings. He had found out in the last seven years that there's nothing further from the truth. He noted that not only do we have a great corporation with great teachers and great administrators, we have great school boards and great school board members from the past. He had noticed that a lot of those board members follow what the current school board does. He asked for the board not to shoot the messenger; this isn't just his question. He stated that he was very concerned about this because he didn't want to have to RIF teachers, and it was his assertion that if the board wasn't careful about the way they spend money, they could be facing that in the near future. He had been told that by some of those great business leaders that are former school board members; they had been down this road before and had seen times when school boards had spent too much money. He considered the increase in salary and benefits to have been a major increase in the budget with no guarantees the school corporation would get this money from the state every year. This was all new money a couple of years ago, so there's no guarantee the school corporation will get this every year, and he doesn't want to be in the position of having to RIF teachers or raise taxes, which he believed were the only two choices the school board would have.

Mr. Scherb next stated that he couldn't find any information on the step system. He asked if there was some type of flow chart on the step system. He wanted to know how many employees were on the step system, and Superintendent Fritz's response was that every employee is on the step system. He again asked for some type of flow chart that tells how much these employees are going to increase each year. Superintendent Fritz noted that when they had developed the step system, it wasn't something that had been developed hastily; they spent a lot of time on that. Also, they had been looking at the future savings that would be incurred, which would be close to \$700,000 with the retirement class of next year. He assured Mr. Scherb that they did know where everybody falls on the step system.

The next question from Mr. Scherb: How much are these step systems going to increase the salaries of school corporation employees? He labeled finding the answer to that question the assignment for next month. Mr. Reberger asserted the information was something available through the Komputrol software, or it could be done manually, with pencil and paper, but it was not uncommon and was relatively easy to track by computer. He added that the projections on all of this would track through Komputrol. The only thing that would change it would be early retirements. Mr. Reberger stated that Mr. Shayotovich was not going to recommend spending money the school corporation doesn't have; Superintendent Fritz was not going to recommend spending money the school corporation doesn't have. Mr. Reberger and Mr. Kumpf represented the board on the negotiating team last year and they were not going to vote to spend anything the corporation did not have. As he saw it, the step system wasn't any different than the old system the school corporation had other than the old system may have had twenty steps and this one has a fewer number of steps.

It was Mrs. Adams' assertion that, even if it is tracked out, there were going to be some factors that would be unknown and just couldn't be taken into consideration. She asked Mr. Scherb if she understood him correctly that he was concerned that, once the school corporation went into a step system for everyone, it had almost become like a runaway train, with which he agreed. Mrs. Adams stated that in the past the board would be able to look at the budget and know what it was getting from the state and what it could give in raises and, if there was any money left, what it could give in stipends. It was her contention that, with a step system, and even the contract of the superintendent, the board did not have any say. It was self-perpetuating; the board played no role in raises anymore because of the system that was set up last fall with the steps and the contract of the superintendent. She shared her understanding of Mr. Scherb's feeling that the salaries had become a runaway train and at some point something may happen where the school corporation doesn't have the funding in the future for the salaries that are now automated increases.

Mrs. Adams concluded her comments by stating that she had been on the board for seven years, and many others had been involved in the corporation much longer. From 2010 through today, the board had seen the state revenues increase and decrease and had seen scares happen to other counties, and they did RIF. But Clay Community Schools had always been responsible with their money and fortunate, and maybe frugal, with great business affairs leaders and great administrators, teachers, and superintendents. So the school corporation has weathered it and gone beyond weathering it, and thrived in the past with some of the challenges other corporations dealt with. However, she did understand Mr. Scherb's concern about it being like a runaway train. She felt it was out of all boards' hands at this point, including future boards, unless they change the step system for the administrators and renegotiate the contract in the future for the superintendent.

It was Mr. Kumpf's contention that this was in no way an out-of-control system. He believed it to be highly controlled with the step system. It is known how many people are falling into each step each year, so the administration knows what the corporation needs to cover it. Mr. Scherb stated that was the point; that was what the board needed to see. When asked by Mr. Kumpf why the board needed to see that, Mr. Scherb responded that the board needed to approve it. Mr. Kumpf replied that the board approved the negotiation agreement, and Superintendent Fritz noted that the handbooks had already been approved. Mr. Simpson asked to clarify if Mr. Scherb wanted to see how many people are moving from Step 3 to Step 4, Step 4 to Step 5, Step 5 to Step 6, and so on. Mr. Scherb agreed that was what he wanted, in addition to what it was going to cost each year. Mr. Scherb reiterated his request for a flow chart that would show what it was going to cost every year. Mr. Simpson stated that what he could not wrap his mind around was how that would ever be conceived as a runaway train when taking into account that for a retiree, the school corporation could afford approximately two new teachers, salary-wise. That is how he came up with the figures that Mr. Scherb referred to. In Mr. Simpson's opinion, in the worst-case scenario, the school corporation next year would be saving around \$400,000. Mr. Scherb once again asked what the step system was going to cost each year. Mrs. Adams wanted to know how far out Mr. Scherb was looking for. Mr. Scherb stated that three to five years would be fair, while acknowledging it couldn't be accurate. Mr. Simpson noted that it would be

impossible because they had no idea about formal bargaining. Mrs. Adams added there would be retirees, resignations, new hires, and sometimes they change based on the population of the students and class sizes. Mr. Simpson agreed with Mrs. Adams that sometimes, with declining enrollment, the corporation loses employees through attrition.

Superintendent Fritz pointed out that the salary step system had been in place for decades. All of the teachers have had it since he has been teaching, 35 years or longer. There used to be a 21-year step system, and now it is down to eight. The majority of the school corporation's classified employees had a step system as well. The additions to the step system that were made last fall were just to administrators, about 25 people, and a few classified employees that didn't have a step system. Prior to last fall, probably 95% of employees had a step system in place anyway. Mrs. Adams commented that she didn't think that was ever a concern; in her seven years, the step system for teachers was never a concern. She thought the concern was now the step system for the administrators because, even though there is a fewer number of them, they make a considerably higher amount in salaries and benefits. Superintendent Fritz once again pointed out it had been voted on 7-0. Mrs. Adams understood that, but noted that, in those seven years, it had been Ron Scherb asking those uncomfortable questions. She asserted that those were questions that needed to be asked about finances. It was one of the functions of the board, so even though some people were uncomfortable talking about money, it was the board's responsibility to do so, and to manage it. She thought the fact that Mr. Scherb brought this up every year had probably helped the school corporation to weather through some of those storms, knowing that he had to be answered in a public forum. She believed there was nothing wrong with transparency.

At this point, Mr. Simpson stated that he didn't know if Mr. Scherb was familiar with how long it took a person to move a step, whether talking about the administrative model or the teacher model, so he shared the process: Moving from Step 1 to Step 2 for, in theory, a young administrator or young teacher is 200 points, then it is 500 points, which would be three years or a little bit longer. Nobody would jump from Step 1 to Step 2 in a year; it would take three to four years for each person to move through that. Mr. Scherb asked Mr. Simpson to give the board an example. He added that it didn't have to be to the penny, he just wanted to see an example of how this worked. Mr. Scherb could then tell the other people who were saying the school board was going to break the corporation that they were not.

To further explain Mr. Reberger's earlier reference, Mr. Simpson pointed out that, prior to 2012-2013, the school corporation had 20-25 steps along with 7 or 8 degree classifications. At the time, Carolyn Kumpf, the former personnel director, simplified all that, going through the union and collective bargaining, to be a point system with what are called career points. People were grandfathered in with a formula that Mr. Simpson did not have access to but has since tracked. An example of the point system given by Mr. Simpson: Joe Smith has 900 points career points at Jackson Township Elementary. Based on his evaluation, his attendance, and meeting academic needs, he would get 100 points for his performance in 2016-17. That would move him up to 1,000 points. That would mean absolutely nothing because the next jump would be 1,100 points.

Mr. Scherb explained where this whole conversation had started. He referenced Superintendent Fritz's comment earlier that this had been talked about in October, and he asserted that the number Superintendent Fritz had given him in October was \$662,000 as the cost of these salary increases. Today, that number is \$756,000. That's what brought this whole question up. It was Mr. Scherb's contention that when people ask these questions and a board member says it was never talked about, that was not right; board members needed to know some of the answers to the questions people are asking.

Mr. Simpson then offered the following information: Five of the 23 administrators will move a step this year. He has not looked at next year yet for administrators. A ballpark figure for the 270 certified teachers: Approximately 40 will move up a step this year. He noted that he keeps a spreadsheet for that very purpose because, as referenced by Mr. Reberger, Mr. Simpson has to go in to Komputrol and manually adjust people moving up a step. He deemed it a pretty cumbersome process, but he believed it was done pretty accurately.

Mr. Reberger concluded discussion of this item by stating there was one more thing Mr. Scherb could assure folks that are asking. He referred to a time years ago when the school corporation had a very elaborate, printed salary schedule for, as an example, teachers. It was set up so that, basically, if no salary increases were given, every teacher got a raise every year because they moved up. That doesn't happen now. If the school corporation is in a financial situation where this coming school year there is not going to be a raise, there will be about 40 people that will move up a step, because they've accumulated enough points, and get a raise. All of the rest will have the same dollar contract they had the previous year. It is much simpler than it used to be, other than saying that someone has to accumulate points to get a raise rather than just be here, which means they are really being evaluated rather than being given longevity pay.

Mr. Scherb noted that this year teachers received a \$1,000 raise even if they didn't move on the step system. Mr. Reberger pointed out that was because the board voted 7-0 to do that. Mrs. Adams added that no one is discussing RIF'ing teachers, and it is not even on the horizon. The corporation is financially solvent and is, in fact, sitting pretty good.

Mr. Reberger's final comment was that the corporation was not even considering or was not in any position where it had to RIF teachers because he remembered being in the old Knightsville building and hearing Carolyn Rissler and Mike Mogan and others say when the school corporation enrollment was going to be down that they could get by with not replacing every retiree. The school corporation has been RIF'ing teachers for 15 years, it's just that the corporation was smart enough to figure out how to do it through attrition rather than just coming in some day and saying there were too many teachers. Mr. Simpson added that, although he is very young in his position, he has already done that twice. They are still following the same practice of not RIF'ing, but being fiscally responsible and managing well.

Superintendent Fritz's final comment on the subject of the health of the financial condition of the school corporation was that Mr. Shayotovich has talked to a lot of business managers, and Superintendent Fritz has talked to a lot of superintendents. Bar none that he has talked to, they would give their left arm to be in our financial situation. Superintendent Fritz did not take credit for that; rather, he acknowledged there had been some painful decisions made long before he came to central office and while he had still been a building principal, and those decisions had saved the school corporation a lot of money. The current administration honors that, respects that, and continues to guard that. He added that Mr. Shayotovich and Mr. Simpson do a fantastic job with that.

## **VII. Board Member Comments**

**Amy Burke Adams** hoped everyone was enjoying their summer, and she appreciated what everybody does. Also, she recounted the story of a young woman named Madison with whom she had recently spoken in a local store. This young woman had told Mrs. Adams, very excitedly and proudly, that she was going to college to be a teacher, and it was because of the school corporation's program. She had also told Mrs. Adams that elementary education was her passion, and she didn't know that until she had signed up for that class and attended and supervised students and got to teach. It had ignited a passion in her that she wasn't even aware of. Mrs. Adams had been really pleased to hear that.

**Andrea Baysinger** commented that she believed an excellent choice had been made in choosing Dianna Knox for the District Technology Instructional Specialist position. She thought Ms. Knox would do a great job.

**Michael Shaw** offered congratulations to Mark Shayotovich. He thanked Mr. Howard and Mr. Withers for their attendance at this meeting. He appreciated their interest in the building and would like to see good things happen there. He noted that it was hard to believe the start of school was only a few weeks away. Dr. Shaw concluded his comments by stating that it was a pleasure to serve.

**Tom Reberger** observed that the building program was going very well. They have had some good contractors and lots of good progress. He believed the community needed to be proud because they were going to have a good product when they get it done.

## **VIII. Future Agenda Items**

**Ron Scherb** asked for Mr. Simpson to show an estimate of what the step system cost would be over the next the next three years. Mr. Simpson asked to clarify if Mr. Scherb wanted a prediction of the next three years, which would be much more difficult, or the historical last three years since it was put into place, or both. Mr. Scherb asked him to project that. In response to Mrs. Adams' attempt to clarify whether Mr. Scherb was asking for this year and three forward, Mr. Scherb stated that three years back would be fine. He then asked if Mr. Simpson could go back three years on the teachers and administrators because the board needed to see what the administrators were going to cost. Because there was no history on the administrators, he asked Mr. Simpson to project on that. He urged Mr. Simpson to make it simple. Mr. Kumpf suggested showing the step system in general, including information such as how many points have to be earned to go to the next step or level.

Mr. Scherb also requested information regarding the Big Buddy/Little Buddy program, such as what the program is, the status of the program, and the cost. He stated that he really didn't know what it was, but his grandson had participated in it.

**Amy Burke Adams** had a request for Dr. Rayle: In the next month or two, she would like a small briefing on what has been done/are doing/will be done to look to the future on jobs in the community. She is interested in partnerships with the Chamber of Commerce or any of the community businesses in helping shape the future economy of Clay County.

#### **IX. Adjournment**

Having exhausted all agenda items, the meeting was adjourned at 8:33 p.m.

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