

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

A Regular Session of the Clay Community Schools Board of Trustees was held at North Clay Middle School, 3450 West State Road 340, Brazil, IN 47834, on Thursday, August 12, 2010. Tina Heffner, Forrest Buell, Rob Miller, Ron Scherb, and Amy Burke Adams were present. Dottie King and Jennifer Kaelber were absent.

**I. Call to Order**

Mr. Miller, President of the Board, called the meeting to order at 7:35 pm. 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 July 8, 2010

Executive Session Certification for July 8, 2010

Special Session Minutes for August 2, 2010

**C. Field Trips**

None at this meeting

Mrs. Heffner moved to approve the Consent Agenda as presented and Dr. Buell seconded. The motion was approved by a 5-0 vote.

**III. Comments from Patrons**

**Glen Williams** opened his comments by congratulating the board regarding the efforts with the building project and the foresight that the board had in what was needed so badly. He then addressed his concerns with what had been rumored about Mr. Tom Reberger retaining his contract. Mr. Williams described Mr. Reberger as an individual who is very dedicated and who time and time again has gone far beyond the normal realm of his regular duties. Mr. Williams noted that Mr. Reberger responds to alarms at all times of the night and provides tools, equipment, and supplies for the custodians to do their job. Also, he noted that if custodians have questions, Mr. Reberger answers them politely and always gives an answer and never dodges the question. Continuing his discussion of Mr. Reberger's attributes, Mr. Williams commented that not only is Mr. Reberger a good man who knows his job inside and out, he also has the expertise to answer questions that may arise in connection with the building projects. He asserted that Mr. Reberger protects the board's interests, and he noted that every architect that Mr. Williams has spoken with has offered compliments in regard to how well the schools have been maintained. Mr. Williams believes it would be a disservice to the taxpayers because Mr. Reberger protects their interests and the kids benefit so much from his expertise and efforts. He urged the board to keep Mr. Reberger.

**Jesse Pitts** also spoke in regard to Tom Reberger, noting that he had known and admired Mr. Reberger since the time Mr. Reberger began as a math teacher at Brazil High School. Mr. Pitts sees Mr. Reberger as a man of integrity and industry and

competence in all he has done as a teacher, administrator, and an active volunteer in community enterprises. Mr. Pitts, along with many others, is deeply disappointed with the decision by the board to not renew Mr. Reberger's contract. It is perceived by this community and his colleagues as an injustice to Mr. Reberger, personally and professionally. Mr. Pitts added that it seems especially unwise in light of the building projects which are underway when Mr. Reberger's skills and grasp of details are most needed. Mr. Pitts appealed to the board to reconsider their action and renew Mr. Reberger's contract and allow his tenure with Clay Community Schools to continue and come to a natural and appropriate close at some future date with all the honors that should attend his retirement. In Mr. Pitts' opinion, to fail to reconsider and correct this matter would be a disservice to this community and would deny the school corporation the dedicated, capable service of a truly honest, effective, good man.

**Jasen Gibbens**, a lifelong Brazil resident who has five children in Clay Community Schools and who also is an Eagle Scout, commented next. He stated that he had asked the school corporation for information that was used in the legal defense as to why the Boys Scouts were not allowed into the schools, and he received a letter two days later which stated that the information was a work product for the school corporation and he was not allowed to have it, even though his tax dollars paid for that information. His second point: he asked for the school corporation budget information from 2009 and was told he could get it from the Brazil Times, which he did. Mr. Gibbens noticed that there were 23 administrators in this school corporation that make between \$75,000 and \$175,000. He suggested that, if the school corporation wants to start cutting, it would be a good place to start looking. He asserted that the school corporation with the COPE program has abdicated their authority to Judge Trout to discipline children, so in his opinion if the school corporation has these administrators that are not doing anything, they are not really needed. For his third point, he stated that he is becoming an educator and he has talked to Mrs. Knust, the assistant superintendent, and the superintendent about a program with advanced manufacturing. Noting the manufacturing businesses in town, such as PDF, JWS Machine, and Britt Tool, Mr. Gibbens asserted that the corporation could be paid between \$250,000 and \$500,000 from State Perkins Funds, and absolutely nothing has been done with it. He does not understand why the corporation wouldn't do things that would pay the school corporation instead of taking resources from the community. Concluding his comments, Mr. Gibbens offered his appreciation to the school board members who have just been elected and noted that they have a really tough job. However, as a citizen who pays taxes for the schools, he is a little bit upset with administrators paying 1¢ per month for insurance when teachers and staff members who take care of the buildings pay an amount of money that seems quite unfair. In Mr. Gibbens' opinion, if administrators paid more for their insurance, it would close a little bit of the \$6 million gap.

**John Brush** thanked the board for the opportunity to speak and support Tom Reberger, the buildings and grounds supervisor. Mr. Brush noted that Mr. Reberger has done this job for 20 years and has spent a total of 40 years with this corporation. He suggested that, if he were Mr. Reberger, he might be happy if the board was discussing removing him from his current position. It would mean no more leaking roofs with no money to fix them, no more late-night alarms, and no driving in the middle of the night to make sure the schools are not being broken into while the corporation is doing the building

projects. Mr. Brush stated that he has known Mr. Reberger for 32 of those 40 years, and no matter what capacity Mr. Reberger has held, he has given 100%. Although Mr. Brush cannot see Mr. Reberger's evaluations, he is sure they are very good. His question for the board and Dr. Schroeder: Why are we even at this point? It is Mr. Brush's opinion that it is the new board members behind this. He would like to know what it is the new board members know, after a month on the job, which would lead to these discussions. It makes Mr. Brush believe that the new board members came to the board with an axe to grind, and he suggested that they take their axe and go home. He asked the board to understand that Mr. Reberger has given 100% to the school corporation. He asked why the community was just now hearing about the issue of Mr. Reberger if it was a concern of the older board members. Mr. Brush also questioned why the issue was just now being heard about if it was coming from Dr. Schroeder. Another question of Mr. Brush's: With the start of school just a few days away and the schools being torn up, is this the right time? He does not think so, but he does not think any time would be good. He asserted that the 50-year-old schools would not be in any shape to be remodeled and added on to if it weren't for Mr. Reberger and his staff taking impeccable care of these buildings. Mr. Brush noted that he has two children in the corporation and a wife who teaches in the corporation. Also, Mr. Brush had been the voice of Northview High School until yesterday, and he has been in the buildings and around the administrators all the time. Mr. Brush observed that Mr. Reberger has been loyal to the corporation and he believes the corporation should be loyal to Mr. Reberger. He concluded his remarks by stating that he does not understand why every two years the corporation goes through some embarrassing turmoil. His assumption is that it is because the board changes and the members have a new agenda. He then thanked the board for allowing him to speak, and most importantly to him as a taxpayer, he thanked Mr. Reberger for his years of dedication to this school corporation and the students of Clay Community Schools.

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

##### **A. Northview, North Clay, and Clay City High School Coach's Handbook Revision: Second Reading**

Approval of all documents is recommended.

Mrs. Heffner moved to approve the coach's handbook revisions. Mrs. Adams seconded, and the motion was approved by a 5-0 vote.

##### **B. Northview High School and Clay City Junior/Senior High School Athletic Handbook for Students and Parents: Second Reading**

Approval of these documents is recommended.

Mrs. Adams moved to approve the student/parent athletic handbook revisions. Dr. Buell seconded, and the motion was approved by a 5-0 vote.

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

Dr. Schroeder noted the following:

- School is about to begin. On Monday, August 16, teachers will return. On Tuesday, August 17, students will return.
- On Friday, August 13, Dr. Tony Bennett, the State Superintendent of Public Instruction, will be speaking at Northview High School about the state of education in Indiana and reforms. He thanked Tim Rayle, principal of Northview High School, for volunteering the use of Northview facilities to host Dr. Bennett. The event is open to the public.
- On Tuesday, August 31, at 6:30 p.m. in the media center of North Clay Middle School, a special session will be held regarding the budget. On Monday, September 13, at 6:30 p.m., a special session will be held to approve the budget.
- A federal education and Medicare bill has been approved. \$10 million has been approved for education and it will be distributed to the states. Indiana is about \$1 billion behind in revenue collection, so any money from the federal government is welcomed. The purpose of the \$10 million is to put it towards education and possibly save teachers' jobs. The corporation was fortunate this year to not have a need to RIF any individuals, which was due to sound budgeting. The state cut funding in Clay Community Schools by about \$1.3 million, which the school corporation was able to withstand. It is rumored that there will be an additional cut, but Dr. Schroeder presumes that it will not be known until after elections have been held in November of 2010.

## **VI. New Business**

### **A. YMCA Summer Program**

Mrs. Deb Plummer, program director and communications director at the YMCA, and Mrs. Pam Fischer, summer camp director of the Clay County program, presented information and a video regarding the YMCA Summer Day Camp. The camp was housed this summer at the Annunciation Parish Center due to construction at Forest Park Elementary. A highlight of the summer camp for attendees and staff members was meeting members of the Marine unit of former camp counselor Marine Corporal Greg Stultz, who was killed in Afghanistan in February. Camp attendees also released balloons on Corporal Stultz's birthday in his memory. It is hoped that the camp will be able to return to Forest Park Elementary for the 2011 summer camp.

### **B. ISTEP+ Report**

A summary of ISTEP+ testing information was presented by Ms. Kim Tucker, Assistant Superintendent for Curriculum and Instruction. Ms. Tucker pointed out that Clay Community Schools made a 4% gain overall last year in the total number of students passing both Language Arts and math in grades 3-8. Although there was a 4% overall gain, Ms. Tucker noted that the corporation is still 1.4% below the state average overall and teachers and principals will be working concertedly to get the scores above state average. However, in overall math scores, the corporation remains above the state average across the district as has been the case for quite some time, improving from 73.1% to 77.3%. Ms. Tucker provided additional information based upon grade level, school, and disaggregate populations which included free/reduced lunch, special education, Pass Plus, and gender. Strategies for intervention used throughout the corporation include curriculum mapping in Language Arts and mathematics, Response

to Instruction, tutoring, online course credit recovery programs, and significant enhancements in technology including increased opportunities for one-on-one computing in the classrooms. Ms. Tucker offered her thanks to Mrs. Stephanie Jackson, Mrs. Kathy Knust, the students, the teachers, and building administrators for their efforts.

### **C. Bids on Transportation Garage**

Dr. Schroeder stated that bids were opened at the special session school board meeting on August 2. Crown Electric had the lowest bid at \$24,700.00. The recommendation is that the Crown Electric bid be accepted to repair the transportation garage.

Mrs. Heffner moved to approve the recommendation. Mr. Scherb seconded.

Under discussion, Mr. Scherb asked for an explanation of a \$5,000 expense from Duke Energy. Mr. Reberger explained that the corporation was given the initial impression from Duke Energy that there would be no charge to update the electrical service. Because of the extensiveness of the transformer bank that they are going to have to build, there is going to be a charge of approximately \$4,800 to do that. He added that it is not uncommon; every one of the buildings that had to increase service due to the building projects has had a similar charge. This is a cost that Duke used to absorb; now they pass it on.

The motion was approved by a 5-0 vote.

### **D. Reports and Information**

In response to report requests, the following information was provided:

- Community members serving on a bid opening committee: By Indiana statute, community members cannot serve on a bid opening committee.
- Contracting Transportation and Maintenance: The report was sent to new board members. It was the same information that had been provided to the previous board members.
- Capital Projects Report: Tom Reberger provided the report to board members.
- Financial Form: Mike Fowler will provide the form to the board members.

### **E. School Board Appointments to Technology and Health Insurance Committees**

Dr. Schroeder stated that the corporation has a technology committee that meets throughout the year and it is traditional to have a board member as a part of that committee. Ted Jackson had previously served on the committee and a volunteer to serve on the technology committee is now needed. Amy Burke Adams volunteered.

Mrs. Heffner moved to accept Mrs. Adams as a member of the technology committee. Mr. Scherb seconded, and the motion was approved by a 4-0-1 vote with Mrs. Adams abstaining.

Mr. Jackson had also served on the health insurance committee. This committee meets to look at the types of benefits that are provided to the school corporation. Because it is a Section 4 item, which relates to collective bargaining, the health insurance committee can't make a unilateral decision on the types of insurance and types of plans to be offered. However, the committee meets and discusses issues and makes recommendations, both to the administration and the Classroom Teachers Association. Members of the administration and the CTA are on the committee, and a member of the school board is being asked to serve. Meetings are usually held at 4 p.m. at central office. The frequency of meetings depends upon the year and what the administration and CTA want to look at in relation to health insurance coverage. Mrs. Heffner, who also serves on the negotiations committee, volunteered to serve.

Mrs. Adams moved to approve Mrs. Heffner as a member of the health insurance committee. Mr. Scherb seconded, and the motion was approved by a 5-0 vote.

#### **F. Cost Savings Committee**

It was brought up at the last board meeting to start looking at school corporation cost savings. The recommendation is to put together a committee to begin looking at the costs. The proposal is to put together nearly a 50-member committee comprised of administrators, community members, and board members.

Mr. Scherb suggested creating a time frame because, as a board member, he absolutely refuses to sit on the board for the next six months and then have the State budget director come along and say the school corporation has lost \$1.5 million and the corporation has to RIF teachers. He would like to see how creative this community can be to keep those teachers in the classroom. Mr. Scherb asked Mr. Gibbens, who had spoken during patron comments, to give Mr. Scherb a call if Mr. Gibbens had any ideas on how to cut administrators and make it work.

In addition to creating a time frame, Dr. Schroeder would like for each board member to suggest the names, addresses, and telephone numbers of two representatives of the community by September 1 to serve on the committee. He would also like for no more than two or three members of the school board to serve on the committee. If more than three members of the board are on the committee, all meetings would have to be advertised. Keeping the number of board members below four would allow more latitude in scheduling meetings.

#### **G. Brazil Library Board Appointment**

The recommendation is to have Kristen Beasley serve from July 31, 2010 to July 31, 2014. Mrs. Beasley is currently serving on the board.

Mrs. Heffner moved to reappoint Kristen Beasley to the Brazil Public Library Board of Trustees. Mr. Scherb seconded, and the motion was approved by a 5-0 vote.

#### **H. Budget and Claims Reports on Web Site**

Mr. Miller explained that the idea behind this is to put claims information that is a monthly occurrence where it is accessible as information for the public other than at central office. Mrs. Adams asserted that the corporation already has the technology, and this would allow the information to be more readily available to the public. She added that it is not unusual; other school corporations do this.

Mrs. Heffner asked who would be responsible for putting the information on the web site. Dr. Schroeder replied that usually the technology employees put information on the web site. Mike Fowler would be responsible for the budget information, and he will send the docket information to Bill Milner in PDF format.

Mrs. Heffner moved to approve putting budget and claims information on the corporation web site, effective September 1, 2010. Mrs. Adams seconded, and the motion was approved by a 5-0 vote.

### **I. Computer Support Position at Clay City**

Although this issue had been discussed in depth by central office and technology personnel and it was decided to try to do without this position, some board members had expressed interest in placing an individual at Clay City. Dr. Schroeder's question: Would there be enough work there for that individual to be full time? Or, would they be under Mr. Milner's direction so that if there wasn't enough work they would be able to come to the north and help? Dr. Schroeder pointed out that when the fiber optic line is completed, Mr. Milner and his technology staff will be able to do additional maintenance by computer. It is his hope that if this position is added, it will definitely be needed and will be shared throughout the corporation rather than just at Clay City.

Mr. Milner expressed his opinion that a computer tech working no more than two or three days a week would be needed at Clay City rather than someone working full time at Clay City. If the individual could then be used in other places, that would help the department a lot more than just having someone stationed at one location.

Mrs. Heffner stated that she had spoken with a past board member as well as board member Dottie King. They were of the opinion that, in the past, the technology department has worked really hard and anything that could be done to help them maintain and improve accessibility to information on the web site would definitely be warranted.

Mrs. Adams noted that technology will continue to be utilized in the classroom and it continues to develop at an unbelievable pace, so she believes the department needs to be well-staffed.

When asked by Mr. Scherb if the position would help Clay City Jr/Sr High School, Principal Jeff Bell stated that Mr. Milner knows what the workload is. From Mr. Bell's perspective, the computers are so necessary daily for everything from grade books to attendance to kids' projects. He believes it would be great to have someone so they would not have to worry about the technology being down.

Mrs. Heffner moved to approve a new position, full time, with two to three days allocated for Clay City and the other days to be used as needed in other areas of the corporation, under the supervision of Bill Milner. Dr. Buell seconded, and the motion was approved by a 5-0 vote.

#### **J. Transportation Mileage Reimbursement**

Mileage reimbursement paid to teachers is negotiated with the Classroom Teachers Association, so it cannot be unilaterally changed; however, some board members were interested in talking about this topic. Mr. Miller referred to information that had been provided by Mike Fowler comparing the cost of owning vehicles to be used for corporation business to the cost of paying mileage to three administrators.

Under discussion, Mrs. Adams noted that Mr. Fowler had been asked to start with vendors in the county to try to keep the business home. It is her understanding that the estimate is based on fleet cost that is offered to all governmental agencies. However, each vendor has a little bit of room for profit, so Mrs. Adams followed Mr. Fowler's exact procedure and obtained quotes from out-of-county vendors. She found out that at least one dealership that will reduce their profit. If this route is pursued, this vendor could save \$7,883.00 in a ten-year period for the same vehicles that were quoted locally.

Mrs. Adams explained what she was speaking about: the corporation has asked that some administrators use their personal cars to conduct corporation business. The individuals are then reimbursed on a monthly rate for their expenses at a fraction of the time they use that vehicle for corporation business, for insurance, gasoline, and wear and tear on the car, at the rate of 45¢ per mile. The reimbursement checks for each of the individuals are for anywhere from \$300 - \$400, with one check up to \$567 for mileage reimbursement. When looking at this from a taxpayer's point of view, Mrs. Adams deemed \$300 - \$400 to be a pretty good car payment. It was decided to look at buying three vehicles and having something that the corporation owns after pay-off. It is Mrs. Adams' assertion that if the corporation bought three new vehicles and maintained them well, the corporation could get many years of use out of them. She compared it to paying rent as opposed to paying a mortgage: At the end, you may have maintained your house and paid gas and electric, but you own it when you pay off that mortgage whereas if you rent you have nothing to show for it. According to Mrs. Adams' calculations, in ten years at average reimbursement, the corporation will have paid \$144,000.00 to three administrators and not own anything. If that money was used to buy and maintain three vehicles, at the end of ten years the corporation would still own three vehicles. Also, Mrs. Adams estimated that at the end of ten years, based on the average miles provided in Mr. Fowler's report, one of the vehicles would have only 76,000 miles; another would have approximately 120,000 miles, while the third vehicle would be estimated to have 52,000 miles. She believes there would be resale value at the end of ten years.

Mrs. Heffner offered her opinion that there would be a savings rather than a loss if vehicles were to be purchased. She believes the corporation would break even in a

matter of five to six years. Dr. Buell asked if that included the cost of insurance, which it does.

Mrs. Heffner would like to consider this for the agenda for next month to be discussed further. She moved to table the issue. Mr. Scherb seconded, and the motion was approved by a 5-0 vote.

#### **K. Administrative Contracts**

Dr. Schroeder explained that, at the end of the last school year, some administrator contracts were approved and some were not. Included in those administrator contracts are individuals who are on employment agreements and don't necessarily have an administrator's license. There are also administrators who have an administrative license and administrators who have a teacher's license. There were some individuals that the previous board chose not to vote on, but to allow the new board to make a decision. In the packet, there are names of individuals that are recommended for approval, and there are some names left off. He stated that the board will need to decide whether they want to go ahead and approve these individuals.

Mrs. Adams moved to approve (as listed in the board packet) "other administrators" and "other employees on contract or employment agreements (not administrators)": Kathy Knust, Mary Yelton, J.W. Boyce and Jason Pell. Mr. Scherb seconded. The motion would extend their contracts to June 30, 2011. Mr. Miller noted that the board had some questions pertaining to insurance issues about the others.

The motion was approved by a 5-0 vote.

Mr. Miller commented that he would like to see the board, in an effort to get things exactly right about this personnel issue, get answers to questions about some contract items on all of these individuals. To make sure the board is equal, fair, and correct, he would like to table the others.

Over comments of "unbelievable" from patrons in attendance, Mrs. Adams moved to table the remaining contracts. Mr. Scherb clarified that those being tabled are the administrators receiving the cash stipend instead of using the corporation health insurance plan. The board is seeing some inconsistencies in the way that issue is being addressed, so the board would like to discuss the cash stipend instead of health insurance.

Mrs. Heffner asked that the public take note that this is a board of seven that meets in executive session thirty minutes before a public session and rarely do they have other executive sessions. She stated that the board needs the opportunity to go over the information that is given to them. She added that she thinks a lot of information has been given to the public or has been heard out in the community, and much of it Mrs. Heffner has not heard. She stated that she will not base a decision on rumor. She believes the board needs the opportunity to act cohesively as a board and work through things in executive session. She would appreciate the respect of the community to be

able to make decisions based on information, not on a phone call or a rumor or an opinion by someone.

Dr. Buell commented that he would like to see this big of a crowd all the time to participate because it lets the board know what the community is thinking.

The motion to table the other contracts was approved by a 5-0 vote. All of those will be up for approval at the next regular session school board meeting.

<b>VII. <u>Personnel</u></b>			
<b>A.</b>	<b>Leaves of Absence</b>		
	<b>1. Certified</b>	None	
	<b>2. Non-Certified</b>		
	a. Medical Leave	TRANS	John Stough
	b. Medical Leave (extension)	CORP	Elizabeth Withers
<b>B.</b>	<b>Retirements</b>		
	<b>1. Certified</b>	None	
	<b>2. Non-Certified</b>	None	
	<b>3. Place on Retirement Index</b>		
	a. Teacher (2010-2013)	NHS	Joanna Connors
<b>C.</b>	<b>Resignations</b>		
	<b>1. Certified</b>	None	
	<b>2. Non-Certified</b>		
	a. Instructional Assistant	ME	Pam Hendrix
	b. Instructional Assistant	NHS	Beverly Erfft
	c. Instructional Assistant	JTE	Heather Linton
	<b>3. ECA Resignations</b>		
	a. Track Asst – Boys	CCHS	Ben Thomas
	b. Ambassador Sponsor	NCMS	Jan Choate
	<b>4. ECA Lay Coach</b>		
	a. Soccer Asst – Girls	NHS	Garth Woodcox
<b>D.</b>	<b>Transfers</b>		
	<b>1. Certified</b>	None	
	<b>2. Non-Certified</b>		
	a. 260-Day Custodian – from CCE to FPE		Gerry Pullum
	b. Instructional Assistant – from FPE to NCMS		Diane Neice
	c. Sign Interpreter – from NCMS to LEAAP/FPE		Rebecca Milner
<b>E.</b>	<b>Employment</b>		
	<b>1. Certified</b>		
	a. Teacher – Special Services	NCMS	Jason Setliff
	b. Teacher – 50% Art (Temporary Contract)	NHS	Kara Jeffers

- c. Teacher – Social Studies 1 per CCHS Cindy Deter
- 2. Non-Certified**
  - a. Food Services (3 hours) CCHS Lora Shaw
  - b. Food Services (4 hours) NHS Patsy Woolery
- 3. Extra-Curricular Certified**
  - a. Football – 7<sup>th</sup> Grade Head NCMS John Russell
  - b. Football – 7<sup>th</sup> Grade Asst NCMS Richard Dyar
- 4. Extra-Curricular Non-Certified** None
- 5. Extra-Curricular Lay Coach/Lay Sponsor** None
- 6. Extra-Curricular Volunteers**
  - a. Tennis – Boys NHS Brad Pierce

**F. Changes**

- a. Teacher – from ME to FPE Becky Chrisman
- b. Teacher – from CCE to ME Deborah Swearingen
- c. Teacher – from ES to CCE Lisa Denker
- d. Teacher – from JT to ES Pamela Fischer

**G. Termination**

- 1. Certified** None
- 2. Non-Certified** None

**H. Information Only** None

**I. Contracted Service Positions (non-employees)**

- a. Intervention Coaching Consultants Bonita Buddle-Ave  
Jason Hopper  
Levi Clark

These positions resulted from Federal Stimulus money through Title I. They will be considered independent contractors and will be paid on a daily rate. If the grant monies are not available, the intent is not to go ahead and hire those positions. It will be on a year-by-year basis depending on grant money only and they are not placed on the tenure track position as an employee. They are considered consultants.

**J. Classroom Volunteers** None

Mrs. Heffner moved to approve the personnel items. Mr. Scherb seconded, and the motion was approved by a 5-0 vote.

**VIII. Board Member Comments**

**Amy Burke Adams** offered a thank you to Mr. Jim Clausen, the corporation’s Energy Management Coordinator, for the wonderful report he generated on energy savings efforts in the schools. She congratulated the transportation department for their passing bus inspections with flying colors and keeping the kids safe.

**Ron Scherb** stated that he was not going to make a quick decision or a decision based on emotion. He added that there was not even a decision to make on what some

people had been talking about. He hopes it is understood that the board is going to work through this as a business and try to make the right decision.

**Tina Heffner** noted a comment that had been made by a patron about advanced manufacturing and Perkins grants. She was curious to know if that could be checked into by Ms. Tucker. Mrs. Knust responded, stating that she worked with Vigo County and everything had been set. Mrs. Knust had worked with the vocational director in Vigo County five or six days in the spring when the grants were available. The slow-up is in equipment: Advanced Manufacturing cannot be started unless the equipment necessary to do that is available. Start-up on that is about \$250,000.00 that the corporation didn't have. Mrs. Knust wrote an Advanced Manufacturing grant and also a grant for Health Careers. The corporation was turned down for the Advanced Manufacturing grant because no dollars were given to any new projects. The only things the grant ended up supporting were projects from the previous year because they all have two-year start-ups. Mrs. Knust had shared this information at last month's board meeting. Mrs. Heffner then mentioned the redevelopment committee that meets for the county. A board member there had a question because a manufacturing owner had said that he thought he had some equipment he could donate. She offered to connect Mrs. Knust with that individual. Mrs. Knust noted that she would resubmit the grant in April. She added that the Health Careers grant had been salvaged by making some changes in the Perkins grant within the corporation's budget.

**Forrest Buell** repeated a request made at the last meeting regarding a policy to meet with teachers facing termination or suspension before the board votes on the disposition of the issue. He believes any teacher that is up for termination or suspension should have a session with the school board so the board can learn the details firsthand on what happened. Mrs. Adams pointed out that teachers already have that right, according to the handbook. The staff members have the right to appeal to a higher level, all the way up to the board of education, any decision made by an administrator. They have a right to a hearing to discuss their situation. Dr. Buell offered to share in executive session a statement indicating that did not happen in this case. Mrs. Adams commented that the board wants to improve the way people communicate and work with one another in a professional environment. She noted there is always room for improvement in any agency and she would like to make sure that, if someone believes an issue has not been resolved by going through the proper chain of command, they can approach the board.

#### **IX. Future Agenda Items**

**Tina Heffner** would like to have some information about board policy on summer reading assignments or requirements. She would like to have an agenda item clarifying that issue for the public.

#### **X. Adjournment**

Mrs. Heffner made a motion to adjourn. Mr. Miller seconded. With a 5-0 vote, the meeting was adjourned at 9:06 pm.

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