

**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, November 14, 2013. Tom Reberger, Rob Miller, Jennifer Kaelber, Ron Scherb and Amy Burke Adams were present. Kevin Kumpf and Fred Froderman were absent.

Prior to the meeting, bids were opened for fuel and buses. Bids for fuel were received from Petroleum Traders Corporation, Fort Wayne, and Luke Oil. The bid from Petroleum Traders Corporation was \$3.13 per gallon for unleaded fuel and no bid for diesel fuel. The bid from Luke Oil was the daily base market price marked up at thirty-seven cents for unleaded fuel and the daily base rate market price marked up .05 cents for diesel.

Bids for school buses were received from McAlister, Midwest Transit, and Kerlin Bus Sales. The bid from McAlister was \$85,598 per bus for up to six 66-passenger school buses, \$87,695 per bus for up to six 78-passenger school buses, and a cumulative trade allowance of \$55,000. The bid from Midwest Transit was \$86,508 per 66-passenger bus and \$89,456 per 78-passenger bus with a trade allowance of \$54,500. The bid from Kerlin Bus Sales was \$84,758 per 66-passenger bus and \$86,212 per 78-passenger bus with a trade allowance of \$16,500 per bus for the first four and \$5,000 for one, totaling \$71,000 for trade-ins.

**I. Call to Order**

Mrs. Kaelber, president of the board, called the meeting to order at 7:38 p.m. She then led those in attendance in the Pledge of Allegiance. Mr. Miller offered the prayer.

**II. Consent Agenda**

**A. Claims**

**B. Board Meetings**

Regular Session Minutes for October 10, 2013

Executive Session Certification for October 10, 2013

**C. Field Trips**

1) Northview High School Winter Guard to Cincinnati, Ohio March 15 and 16, 2014 to perform in regional competition.

2) Northview High School Winter Guard to Dayton, Ohio April 9-13, 2014 to perform in national competition.

**D. Personnel**

**A. LEAVES OF ABSENCE**

1. Certified

a. FMLA

b. FMLA

c. FMLA

d. FMLA

CORP

VBE

NHS

NCMS

Janet Trout

Megan Mapes

Teresa Robbins

Erich Kendall

e. FMLA	NHS	Rayna White
f. FMLA	ME	Karen Cooper
g. Medical Leave	NCMS	Erica Koehler
h. Maternity Leave (extension)	ESE	Abigail Sirianni
i. Medical Leave	ESE	Brooke Ainsworth
j. Other	CCE	Lisa Denker
2. Non-Certified		
a. FMLA	NHS	Brenda Timberman
b. FMLA	JTE	Robert Neville
c. FMLA	FPE	Leslie Harris
d. Medical Leave	TRANS	Becky Murphy
<b>B. RETIREMENTS</b>		
1. Certified	None	
2. Non-Certified	None	
3. Place on Retirement Index	None	
<b>C. RESIGNATIONS</b>		
1. Certified		
a. Teacher – Social Studies	NHS	Chad Smith
2. Non-Certified		
a. Instructional Assistant	FPE	Jamie Harden
b. Instructional Assistant	FPE	Karen Morris
c. Bus Driver	TRANS	Kathie LeAnn Rhodes
3. ECA Resignations		
a. Basketball – 8 <sup>th</sup> grade boys	CCHS	Cole Schroer
4. ECA Lay Coaches	None	
<b>D. TRANSFERS</b>		
1. Certified	None	
2. Non-Certified		
a. Food Services to 185-Day Evening Custodian	ESE	Lanette Phillips
b. Interpreter to 29-hour IA	FPE	Donna Carr
<b>E. EMPLOYMENT</b>		
1. Certified	None	
2. Non-Certified		
a. Instructional Assistant (Classroom)	FPE	Mandy Locke
b. Bus Driver	TRANS	Gordon Nelson
c. Food Services (5 hours)	NHS	Barbie Tarr
d. Food Services (5 hours)	ESE	Cisilee Reed
<b>F. EXTRA-CURRICULAR</b>		
1. Extra-Curricular Certified		
a. Basketball – 6 <sup>th</sup> Grade Girls	CCE	Penny Arthur
b. Elementary Sports Club	ME	Jessica Kendall

2. Extra-Curricular Non-Certified	None	
3. Extra-Curricular (Lay Coach)		
a. Basketball – 7 <sup>th</sup> Grade Boys	NCMS	Aaron Edwards
b. Basketball – 8 <sup>th</sup> Grade Boys	CCHS	Shane Wiram
c. Basketball – 7 <sup>th</sup> Grade Boys	CCHS	Jeff Burns
d. Basketball – 8 <sup>th</sup> Grade Girls	CCHS	Jason Sindors
e. Basketball – 7 <sup>th</sup> Grade Girls	CCHS	Sloan Miller
f. Wrestling	NHS	Brandon Mikesell

#### G. CHANGES

1. Certified	None
2. Non-Certified	None
3. ECA-Lay Coaches	None

#### H. VOLUNTEERS

1. Classroom
  - Clay City Elementary  
Heather Campbell
  - East Side Elementary  
Connie Kittle
  - Jackson Township  
Keily Miller
  - Staunton Elementary  
Kameko Bennett  
Tiffany Baker
  - Van Buren Elementary  
James Briscoe  
Nancy Briscoe  
Melissa Cayton  
Kassie Gunn  
Jennifer Head  
Casey McQueary  
Angelia Pierce  
Melissa Young
  - North Clay Middle School  
Stephanie Gurchiek  
Heidi Johnson
  - Northview High School  
Sharon Buell-Miller  
Rhonda Cooper  
Lori Horrall  
Nancy Matson  
Joe Miller  
Pamela Miller  
Jill Mills
  - Forest Park/Staunton

Jennifer Bell  
Van Buren Elementary/Northview High School  
Samantha Hall  
Meridian/Northview/North Clay  
Mandy Batchelor

- 2. Athletic
  - a. Fred Powers – NCMS Basketball
  - b. Casey Horton - CCE
  - c. Kathy Tichenor - CCE

- 3. Other Volunteers
  - Lions Club
  - Linda Tincher
  - Wendell Laverne Tincher

I. CONTRACTED SERVICES	None
J. OTHER	None
K. TERMINATION	None

Mr. Scherb noted that a correction needed to be made in the October 10, 2013, regular session minutes on Item VI. H. Permission to Advertise for Energy Projects. The minutes showed that the motion for that item was approved by a 5-0-2 vote with Mr. Miller and Mrs. Adams abstaining. Mr. Scherb stated that he, rather than Mr. Miller, had abstained from that vote. With that change accepted, Mr. Scherb moved to approve the consent agenda items. Mrs. Adams seconded, and the motion was approved by a 5-0 vote.

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

**Travella Myers**, parent with three boys at Clay City Jr/Sr High School, presented board members with two binders filled with photos. She stated that a group of parents and community members of the Clay City area had been gathering for about six weeks. On behalf of that group, Mrs. Myers thanked Superintendent Tucker, Dr. Rayle, Mr. Howard and the school board for all of the hard work in recent weeks. Some of the areas in which they had seen improvement were roofing, holes in campus grounds that had been filled, the athletic trainer, hot water restored in the locker rooms, notebooks for the German classes, and IT staff members on the Clay City campus. The group understood that budgets had been tight in the past and because of those budget issues, many times the bare minimum had been done in order to keep staffing and curriculum and they appreciated that. Referring to the photos in the binders, Mrs. Myers stated that they were photos of issues in the Clay City schools and the group did not want to blame anyone for those issues. The group believed that central office administration, maintenance, janitorial, principal and building staff had done all they could with hours and moneys available. However, the group now believes the time has been reached

where the building is starting to show those tight times many years ago. Other items that the group observed: auditoria upholstery on chairs is torn and carpet is old and frayed; stage floor needs refinished; there is a crack in the ceiling on the stage; the sound system in the auditoria is horrendous; sound system in gym is inaudible; gym floor is going to need to be replaced; computer lab is doubling as a regular classroom; special ed classroom has a black bag on the ceiling for water leaks; classrooms with possible mold issues; yellow water, which she acknowledged was a Clay City water issue, but she believed it still needed to be addressed; and, large holes and cracks in the track, which Mr. Howard has told her is on the list to be repaired. Another issue, not related to maintenance, is getting textbooks to all students: She asserted that for the past eleven years her children had gone up to nine weeks without textbooks. Mrs. Myers concluded her list of needs by noting that an ice machine was needed in the gymnasium area for the athletic trainer, and having a small white bus in Clay City for athletes and field trips would be great. She believed the school corporation to be in better financial shape than it was a couple of years ago, so the group would like for these items to be addressed. In addition, they would like to have a full-time IT person and a maintenance person for Clay City Jr/Sr High School, Clay City Elementary, and Jackson Township Elementary as well as additional janitorial staff for the Clay City schools. Mrs. Myers stressed that it was not the group's intention to create any divisiveness among the schools, administration or members or parents because all are part of Clay Community Schools and all want what is best for the kids.

**Kirk Smith** had three issues: 1) He thanked the board for addressing a lot of issues that had been brought up at the last board meeting and noted that there were a lot more issues to be addressed; 2) He expressed his concern about the lack of gym space at Clay City; 3) He had concerns about principals who bring up legitimate issues having "their head on the chopping block". He asked that the principals and vice-principals, or whoever is bringing up the issue, have some kind of security and some kind of guarantee.

**Andrew Thomas**, addressing the board for the fifth time since January, once again spoke regarding lights and fencing for the soccer field at Northview High School. Mr. Thomas presented petitions, signed by 42 patrons, requesting proper lighting and improved field conditions for the soccer field. Mr. Thomas acknowledged that the petitions had absolutely no legal effect; the intent of the petitions was to show the school board that the soccer patrons were serious about their request. He then reiterated comments made at prior school board meetings, including a history of the soccer program at Northview High School and previous efforts to obtain used lights. To Mr. Thomas' knowledge, this issue has never been on a school board meeting agenda, and he asked that it be put on the agenda. He asserted that he could bring in experts to give advice about what to do if this issue was on the agenda. Mr. Thomas still doesn't know whether there is anything in the budget for next year related to the soccer improvements. When looking at next year's budget, he didn't see soccer improvements itemized specifically, and that concerns him.

**Chandler Reeves**, a junior at Northview High School and a goalkeeper for the soccer team, spoke to the board regarding problems at the soccer field. He pointed out that the field is uneven and all of the grasses on the field are the unwanted grasses. Also, there are holes on the field and bare spots by the goal. Mr. Reeves stated that he is

embarrassed when playing on his home field because of how bad the field is compared to some of the other schools such as Sullivan, Crawfordsville and Terre Haute North. As for lights, Mr. Reeves referred to a recent conference game that had to be cut short by 31 minutes due to darkness. Although the team was down 2-0 at that time, he asserted that 31 minutes in soccer was plenty of time to come back and win a game. He noted that proposals had been brought to the board previously but had been pushed off to the side, and he encouraged the board to take this item into consideration.

**Alex Acosta**, is a junior at Northview High School who plays on the soccer team and is also a part of the Jobs for America's Graduates (JAG) program. She stated that her JAG mentor had told her today that, for a JAG community service project, they would be interested in helping to level the soccer playing field, if they can get the tools. Ms. Acosta pointed out that the field has a lot of holes and that she had injured her ankle last season at practice and had been out the rest of the season. She believes lights for the soccer field would definitely help. The girls' soccer team won many games this season in the second half of a game, and she believes it is not fair that the boys' soccer team, who played after the girls' team, didn't always get to play the second half of their games because there were no lights. She agreed with Mr. Reeves' assertion that it was embarrassing to go out on a field that is not very safe. Ms. Acosta concluded her comments by stating that JAG was also willing to help with fundraising.

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

##### **A. Policy 6150 – Public School Transfer (Previously Title Non-Legal-Settlement Cash Tuition Students) – REVISION and Appendix T – REVISION: Second Reading**

No changes were recommended during the first reading. Approval was recommended.

Mrs. Adams moved to vote on Policy 6150 Public School Transfer. Mr. Miller seconded, and the motion was approved by a 5-0 vote.

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

None at this meeting

#### **VI. New Business**

##### **A. Conflict of Interest Statements**

Approval of the Conflict of Interest Statements as presented in the board packet was recommended.

Mr. Reberger moved to approve the Conflict of Interest Statements. Mr. Miller seconded, and the motion was approved by a 5-0 vote.

##### **B. 2014-15 School Calendar**

Superintendent Tucker stated that a soft poll of teachers had been conducted following the fall break this year. It appeared that everybody appreciated the parent/teacher conference time, and the opportunity for professional development for secondary schools was well-utilized. Also, a number of staff and some parents were still very much interested in having a week off for fall break, commensurate with area school

corporations. A couple of extra days have been added to make an entire week at fall break. In addition, the Wednesday before Thanksgiving has been added as an extra day out of school.

Before a motion, Mr. Scherb shared his concern that the first of August was entirely too early to start school. He believed it penalized teachers who are also parents for things like going to the State Fair. He noted that last year a compromise had been made and he had specifically asked at that time if 2013 was going to be a transition to school starting the first of August. He doesn't think it is necessary to start school the first of August.

In response to Mr. Scherb's concern, Superintendent Tucker commented that there may be a handful of parents and/or students who are participatory in State Fair activities and, although Superintendent Tucker appreciates and values that, by and large, when looking at the numbers, there is a vast majority of the parent group and staff who really prefer to have the full week off for Fall Break. This calendar asks to start a couple of days earlier than last year; however, the days need to be added at the beginning of the school year to keep the grading periods balanced. Superintendent Tucker commented that this calendar has been put together based on what she has been told is the preferable school calendar that would make the vast majority of patrons, students, and staff happy. While acknowledging that there would be a small handful who may not love this schedule, she believes there would be a lot more people who would be happy as opposed to those who would be unhappy with this proposed calendar. She pointed out that students wishing to participate in State Fair activities would be eligible for an excused educational field trip for days that would be missed.

Mr. Miller asked what the dates of the State Fair would be. Mr. Scherb replied that the State Fair was always the first two weeks of August, but most of the 4-H people from this area are involved the first week of August.

Mrs. Kaelber commented that she had tallied hundreds of ballots last year, and it was the majority pick for last year.

As for Mrs. Adams' suggestion that days be shifted to June, Superintendent Tucker explained that shifting days to June to accommodate a later start in August would push the end of the first semester after Christmas break into January. That could create a problem for students who graduate mid-term. Also, the teaching staff prefers to end the semester before Christmas break.

Mr. Reberger asked how many days needed to be found to make everybody happy. He also asked what the date was that school started last year. He was told that school started on August 12<sup>th</sup> last year. The proposed calendar shows students starting on August 6<sup>th</sup> for 2014-15.

Superintendent Tucker brought up another point that teachers had made: This year students started with a full week, and the teachers kind of liked the idea of the kids

coming in on a Wednesday after the teachers have had Monday and Tuesday to go through professional development and building level preparation.

In answer to Mr. Miller's question as to approximately how many teachers would be affected by the earlier start interfering with the State Fair, Mr. Scherb stated that it would be close to ten teachers.

Mr. Reberger suggested trying to pick up a couple of days somewhere in the first semester, move the first days for teachers to the 6<sup>th</sup> and 7<sup>th</sup>, and have the kids come on Friday, the 8<sup>th</sup>.

Mr. Scherb moved to table this item until next month. Mrs. Adams seconded, and the motion was approved by a 4-1 vote, with Mrs. Kaelber opposed.

### **C. Clay City Jr/Sr High School Yearbook/Journalism Purchase**

Jeff Bell, Principal of Clay City Jr/Sr High School, provided a request from Kara Jeffers, yearbook advisor, to purchase a new camera and equipment for that class. The total cost would be \$789.95, which would be paid from the Yearbook/Journalism ECA account. The account has sufficient funds for this purchase. Mr. Bell supported this purchase, and Director of Technology Bill Milner approved the purchase. Approval of the purchase request was recommended.

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

### **D. Residential Placements Resolution**

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

Mr. Reberger moved to approve the residential placements resolution. Mr. Miller seconded, and the motion was approved by a 5-0 vote.

### **E. Common Construction Wage Committee**

Superintendent Tucker recommended approval of a resolution naming Jeffery Fritz as the property owner in Clay Community Schools and Mike Knust as the industry representative to serve as the school corporation's representatives on the Common Construction Wage Committee. A request needs to be filed with the county commissioners to appoint a member who is a property owner in the Clay Community Schools.

Mrs. Adams moved to approve the resolution appointing Jeffery Fritz to the Common Construction Wage Committee as the property owner in Clay Community Schools and Mike Knust as the industry representative. Mr. Scherb seconded, and the motion was approved by a 5-0 vote.



**F. Indiana Bond Bank Fuel Purchasing Program**

Superintendent Tucker recommended approval of a resolution, provided by Director of Business Affairs Mark Shayotovich, which would allow the school corporation to continue participating in the Indiana Bond Bank.

Mr. Scherb moved to approve the resolution. Mr. Miller seconded, and the motion was approved by a 5-0 vote.

**G. Policy 3705 – General Indemnification – NEW: First Reading**

At the recommendation of former Director of Business Affairs Mike Fowler and supported by current Director of Business Affairs Mark Shayotovich, a proposed new policy for general indemnification was presented. This was a first reading, so no vote was required.

**H. Policy 6433- Seclusion and Restraint – REVISION and Appendix V – NEW: First Reading**

Assistant Superintendent Tim Rayle provided a revision to the seclusion and restraint policy, along with information related to this issue for Appendix V, including an Incident Report form to be completed when seclusion or restraint has been used. This was a first reading, so no vote was required.

**I. Job Description – District Music Director – NEW: First Reading**

Director of Personnel, Data, and Food Services Carolyn Kumpf had proposed a new job description for District Music Director. This was a first reading, so no vote was required.

Under discussion, Mrs. Adams asked if this new position was a collateral ECA duty. Superintendent Tucker replied that it was a district-wide responsibility, negotiated during this past summer's negotiations. Mrs. Adams then asked what the salary would be, and Mrs. Kumpf stated that it would be \$5,000, and the position is part of the master contract. Mrs. Kumpf explained that normally the corporation does not have job descriptions for ECA positions; however, because this is a new job description and several people have been interested, it was decided a job description was needed so that when interviews are conducted for the position, the candidates would know exactly what they would be doing. Mrs. Kumpf further explained that the position would be extra-curricular, like a coach, and the hours for this position would not be part of the school day.

**J. Memorandum of Understanding with Clay County Sheriff's Department for Emergency Food Preparation**

Superintendent Tucker stated that she had had conversations with individuals on the board and individuals in the school community concerning the Memorandum of Understanding. It will be reviewed with legal counsel to ensure that the school corporation is not extending itself and creating any kind of liability issue with this Memorandum of Understanding. Superintendent Tucker expects to have more information regarding this issue at the next school board meeting.

### **K. Insurance Rates for Non-Certified Employees**

Mrs. Kumpf provided information regarding insurance rates for non-certified employees. Approval of the rates was recommended.

Mr. Scherb moved to approve the rates. Mr. Reberger seconded, and the motion was approved by a 5-0 vote.

### **L. Board of Finance Election**

As had been noted during the October 10<sup>th</sup> regular session school board meeting, a Local Board of Finance must be established beginning January, 2013, must meet annually from the first Monday in January to January 31, must be open to the public, and must review the investment report and overall investment policy of a school corporation. The investment officer (Business Manager Mark Shayotovich in Clay Community Schools) will present a report to the Local Board of Finance.

Superintendent Tucker recommended forming the committee and appointing a president and secretary at this November 14<sup>th</sup> meeting and holding the Local Board of Finance meeting prior to the start of the regular session in January 2014. Additionally, she recommended that the entire board serve on the Local Board of Finance.

Mr. Miller moved to have the entire board serve on the Local Board of Finance, with Jennifer Kaelber serving as president and Amy Burke Adams serving as secretary. Mr. Scherb seconded, and the motion was approved by a 5-0 vote.

### **M. Lawn Services Update**

Director of Extended Services Mike Howard noted that there had been two new start-up companies formed in Clay County for lawn services, both expressing interest in bidding the services for the school corporation. His plan is to put together proposals to bring to the January or February school board meeting. One proposal could be to go with one contractor, as was done this past summer. Another option could be multiple contractors, with one dedicated to Clay City and one dedicated to the elementary schools. A third option could be to use in-house staff, which might necessitate hiring two or three individuals and upgrading equipment. Mr. Howard estimated that using in-house staff would cost 50-75% more versus contracted services, based on what he has seen this past year. An additional option would be to use a combination of in-house staff for specific schools and contracted services for others.

Under discussion, Mrs. Adams stated that she thought Mr. Howard had chosen to look at hiring an outside firm because of the rainy spring and getting behind on the mowing. She added that she was concerned last year when an outside contractor was hired that this is where it would go. Her concern: If the corporation starts contracting out mowing, where does it go next—bus drivers, cafeteria workers? She pointed out that, as a government employee herself, government studies have shown that government, if they do it efficiently, can do work cheaper than a for-profit company. Before exploring more contracts with companies that are for-profit, she believes the school corporation should take a look at how it does business and see if there are ways to cut costs. To this, Mr. Howard replied that, when talking about the improvement of the fields throughout the

corporation, his staff does not have the education, training, equipment, or ability to make the soccer field look like Terre Haute North's field or the baseball diamond look like Rose Hulman's, whereas a professional organization has that equipment and has that ability and training. To answer Mrs. Adams' question as to how the school corporation has maintained the fields in the past without bringing in professional help, Mr. Howard stated that professional help is used for fertilizer, irrigation, and seeding.

Mrs. Adams next asked if Mr. Howard's maintenance staff sometimes worked on weekends and on breaks. Mr. Howard replied that his staff works 260 days and they only get holidays and vacation days off.

In response to Mr. Miller's question as to whether North Clay and Northview were included in the lawn mowing contract, Mr. Howard stated that they were not; they were maintained by in-house staff. The individuals who maintain the grounds at those two buildings are custodians, and those two individuals are pulled from their normal custodial duties March through October and assigned to grounds maintenance. Mr. Miller asked if that would be a possibility for other schools, which Mr. Howard agreed it would.

#### **N. One-to-One Initiative Update**

Information had been sent with the board packet relative to a survey of secondary teachers with regard to where they feel they are with technology enhancement. Also, information was included from Mr. Milner about the district at large with improvements that have been made in technology infrastructure to accommodate the one-to-one initiative. Superintendent Tucker reminded the board that it was part of the corporation's strategic plans to move toward full implementation of a one-to-one initiative. When looking at the survey, Superintendent Tucker was pleased and encouraged that 75% of staff used technology to develop lessons and curriculum on a daily basis.

Superintendent Tucker noted that Mr. Milner had been looking for the last couple of years at a particular product that he feels would best suit the student population. There has been experience with iPads and laptops that are tablet laptop devices. It is Mr. Milner's decision that it would be best to provide students with laptop computers that would allow them to have a Windows platform but would also have a port to allow students to use their own flash drives. He has located a model that is under \$500. The cost would be included in textbook adoption so that going forward, in place of adopting a million dollars' worth of textbooks and charging parents textbook rental, the laptops would be placed on a lease program where parents would be paying for the lease of the laptop instead of for the lease of textbooks. The other consideration for that is that the corporation has a little more than 50% of the student population on free/reduced lunches. A couple of years ago, the state indicated that there is no actual standard formal textbook adoption any longer and schools are not bound to adopt a particular state-sanctioned text. What the state will do is pick up the cost of the laptop lease for the free/reduced population. In the past, the state picked up the cost of textbook rental; in the future, the state will pick up the cost of the laptop lease just as they did for

textbooks for students on free/reduced lunches. However, the school corporation cannot charge parents for leases for both textbooks and laptops. The effort that will be necessary in the coming months is to make sure teachers are up to speed with being able to create a digital curriculum that supports their course or grade level instruction. This is an adoption year for language arts, and typically, language arts adoption costs about half a million dollars. It is felt that this would be the best year to start the use of laptops because it would be the beginning of a five to six year textbook adoption cycle. Jumping into this process this year would allow the school corporation to save millions of dollars going forward, with the benefit of a kind of extended curriculum with these electronic devices. Superintendent Tucker would like to come back to the board in the near future recommending a particular product, a cost, and how that cost may be recouped through textbook payment with parents. She would also like to present a plan for professional development that would start with language arts, grades six through twelve, for developing a digital curriculum. Superintendent Tucker pointed out that the school corporation was coming to the end of a textbook adoption cycle and would therefore have class sets of books at the disposal of teachers, students, and parents to support the digital curriculum. She added that a number of informational parent meetings in connection with the lease of the laptops would be required. Also, there is an insurance policy that most schools are recommending that parents take, which would be about \$25-\$35, to insure that if the laptop is stolen or broken, there would be ways to keep parents from paying the entire cost of the laptop. More information and a recommendation will be brought to the school board in December or January.

Under discussion, Mr. Scherb stated that he thought it was a great idea; however, he would like to move very slowly. He believed the survey was done the right way by requiring those responding to identify themselves. As he sees it, the biggest problem is the large number of concerns (76) that were listed on the survey. He would expect for those to be addressed. Mr. Scherb asserted that some of the teachers really don't understand how the digital curriculum is going to work without textbooks on the personal computer. In response to Mr. Scherb's comment that South Vermillion had purchased online textbooks, Superintendent Tucker stated that what the school corporation doesn't want to do is put something that is basically a hard-bound book converted to a PDF document on an electronic screen: She does not believe that to be effective teaching. With all of the digital curriculum available, Superintendent Tucker believes that, as a former English teacher, she could teach better with that than what she could with a textbook. She believes teachers have a certain amount of anxiety, but she believes textbooks to be a static form of learning and not an engaging form of learning for students. Some of the teachers' concerns may be alleviated with professional development.

Mrs. Kaelber noted that she had heard at an Indiana School Boards Association retreat that Indiana had decided as of 2016 that all text has to be electronic. As she sees it, the school corporation is looking at spending half a million dollars next year to adopt just English books and then in two years it all has to be on some form of electronic device anyway. Superintendent Tucker pointed out that textbook companies see this, and they are trying to hurry and make all of their textbooks in PDF format and try to sell those.

Superintendent Tucker stated that the school corporation is not about doing it the old way. Rather, the school corporation is about having access to curricular materials that are beyond the static. She noted that paper and cardboard are going away.

Mr. Scherb asked about families who don't have access to the Internet at home. Superintendent Tucker replied that it was the reason the corporation was going with this particular product. A lot of what students can save while they are at school during the day can be accessed at home; they are not tied to having Internet access at home, although these units will be wireless-capable anywhere they would go.

Kathy Knust, Curriculum and Grants Coordinator, commented that textbook companies are in turmoil and are trying to make the change to digital curriculum. The largest textbook company, Pearson, has had three different representatives since June. The third representative had called Mrs. Knust today to see if he could meet with her to see where Clay Community Schools was heading with textbook use because their business is diminishing so quickly. Mrs. Knust stated that she would be hard-pressed to find some textbooks such as debate, etymology, or speech that had been updated at all: There would not be any new textbooks available for these subjects, so it would be better to go with other resources.

A patron in the audience referred to the fact that the average textbook adoption lasts for five to six years and she asserted that the average laptop life was no more than two years. She asked how the corporation would accommodate that constant cost for updating and dealing with technical difficulties on the students' computers. Superintendent Tucker stated that Mr. Milner would provide a report with that information at the point a recommendation is made. Mr. Milner added that, as far as equipment, it is not necessarily true that it has a two-year life span, as long as the computers are maintained. There would be some replacement costs for batteries, but the equipment itself will last at least four years.

#### **O. Auxiliary Gymnasium at Clay City Jr/Sr High School Costs Discussion**

Superintendent Tucker stated that there would in a future board meeting be the potential for an item discussing the merits of a second gymnasium at Clay City Jr/Sr High School. She pointed out that the process is in the early stages of investigating what the costs are to build an auxiliary gym. She estimated a cost of somewhere between \$2 million and \$4 million on the basis of looking at other school corporations in the area. Something to be aware of, in terms of the way the tax structure works: School corporations for the last several years have been on a very short chain with the Department of Local Government Finance and the State Department of Education/Finance with regard to projects that are not academically related. If a project is under \$2 million, a project can be presented that does not require a referendum; if it goes over \$2 million, there must be a taxpayer referendum. The next step, if a project makes it through that process, is to have the approval of the Department of Local Government Finance. The bottom line: If the school corporation is talking about a project that is going to cost \$2 million to \$4 million, Superintendent Tucker is not sure it is even reasonable or sensible to put that out there. She has a concern about getting

this issue stirred up when ultimately, in her mind, there is no way this would pass, first of all through a Clay County public tax referendum and then through the Department of Local Government Finance.

Mrs. Adams shared her opinion that the school corporation should pursue the auxiliary gymnasium at Clay City Jr/Sr High School. She believes it is worth the time and effort to pursue it. If it is taken all the way there and is denied, at least the school board will know they tried rather than to say it might be too much effort and they are going to say no anyway.

A patron commented that rather than look at it as an auxiliary gymnasium, it should be looked at as a junior high gym, so it would be used during the school day for PE classes, not just for extra-curricular activities. Superintendent Tucker agreed that, if it goes through and a recommendation is board-approved, an argument will be made for this that will be the best that can be provided. She reiterated her concern about the Department of Local Government Finance giving permission to spend for anything that is not purely academic. That agency is there to represent and advocate for taxpayers, so their responsibility is to say no.

#### **P. Auxiliary Gymnasium at Clay City Jr/Sr High School Public Survey**

Noting that the school corporation is not a professional polling organization, Superintendent Tucker asked for direction from the board as to how they wished to conduct a taxpayer survey throughout the county. Mrs. Adams replied that it would just be a survey to take the pulse of the community, so it could be done in different forms, whether that is done through Facebook or the school corporation web site and/or mail-in forms placed in the newspapers. As for Superintendent Tucker's question about hiring an outside firm to conduct the survey, Mrs. Adams stated that an outside firm could be used if the project was advertised rather than calling someone and asking them to conduct a survey. Superintendent Tucker shared her concerns about the questions to be asked in the survey.

At this point, Mr. Reberger commented that he believed the timing was wrong for a survey. He asserted that Item Q needed to be done before considering Item P to find out what the concerns are before doing a survey. To this, Mrs. Adams replied that these items were two different items and were both items that she had proposed last month. The proposal in Item Q is not due until March, and she didn't want to wait until March to find out what people think about the gym. From conversations board members have had with parents following board meetings, Mrs. Adams believes there is definitely an interest: This idea came from the parents. As for whether the rest of the taxpayers of Clay County believe there is a need, the board will find that out from the survey.

As for how to conduct the survey, Superintendent Tucker commented that the ultimate survey would be a referendum. A project over \$2 million would have to have a referendum before it could pass. Mrs. Adams suggested the possibility of forming a smaller committee that would come up with the questions.

Another issue to be considered that was brought up by Superintendent Tucker was how much a project like this would raise the tax rate. Superintendent Tucker refuted Mrs. Adams' assertion that the school corporation raises taxes every year by stating that the school corporation had maintained a level tax rate, including the energy project that is being talked about for Northview. Superintendent Tucker noted that the auxiliary gymnasium would certainly increase the level of taxes, but she did not have a definitive answer as to the amount for that for the survey. Mr. Howard estimated taxes would increase approximately \$34 per \$100,000 of assessed valuation for a \$2 million project.

Mr. Reberger clarified his earlier comment, stating that with what is proposed in Agenda Item Q, there might be some requests that would be beyond the scope of annual CPF and would make a bond issue larger than \$2 million if there are additional needs. He doesn't want to survey people without all of the facts, or in this case, without the right questions. As he sees it, the board needs to get a plan together and not piecemeal a project.

Mr. Scherb suggested the possibility of using grant money for some of these projects.

Mrs. Adams proposed a one-question survey: Yes or no, do you feel Clay City Jr/Sr High School could benefit from another gym. She suggested letting people know that it would be for two schools (a junior and a senior high school) sharing one gym. Mrs. Adams also mentioned another question: Are you willing to fund this with a small increase in your taxes.

Mrs. Adams made a motion to have a simple survey to be distributed and published starting Wednesday, November 20<sup>th</sup> in *The Clay City News* and Monday, November 18<sup>th</sup> in *The Brazil Times* with a return date postmarked no later than December 6<sup>th</sup>. The surveys are to be sent to Central Office addressed to the school board secretary. The results will be reviewed at the December school board meeting. Mr. Scherb seconded, and the motion was approved by a 4-1 vote with Mr. Reberger opposed. (NOTE: It was not possible to get the survey question to *The Brazil Times* for the Monday, November 18<sup>th</sup> edition. The survey ran as a paid ad in *The Brazil Times* and *The Parke County Sentinel* on November 20<sup>th</sup> and November 27<sup>th</sup>, and appeared in *The Clay City News* with a story about the survey on November 20<sup>th</sup>.)

**Q. Proposal for Committee to Study Inequalities between Clay City Elementary and Clay City Jr/Sr High School as Compared with Other District Schools Update**

Superintendent Tucker stated that she had met with faculty at Clay City Jr/Sr High School a couple of weeks ago. Also, she had talked with administration at Clay City Elementary. She had asked the faculty and staff at both schools to generate a list of those areas where they felt, either in terms of facility or instructionally, they were at a disadvantage with other schools in the district. Superintendent Tucker had received a comprehensive list from Clay City Elementary; she was still looking to receive a list from Clay City Jr/Sr High School. Also, she had been in e-mail communication with the parent group but has not yet had an opportunity to meet with that group. As far as putting together the structure, Superintendent Tucker stated that she was trying to put

together something that would involve more of an open forum to begin that process where anybody who wanted to attend would be able to versus the twelve people, and then break that down from there with the membership of the people that would represent the core group, which was the twelve taxpayers, patrons, and parents. Superintendent Tucker also wanted to encourage a couple of board members to be a part of that group. She will come back to the board with information about how this is proceeding, and she expects to be able to meet the timeline for the March report about what was discovered and implications for future budget line items.

## **VII. Board Member Comments**

**Tom Reberger** noted the following: --he had participated in the Reality Store at North Clay Middle School for students of both North Clay and Clay City. He had a good time, and he deemed it to be an excellent program. The Business and Professional Women's Group who sponsor the Reality Store were very complimentary of the students and their behavior. --Regarding discussion in the past concerning students being in school on Veterans Day, Mr. Reberger commented that he believed the schools were showing students why there is a Veterans Day, and he believes doing what the school corporation is doing is the way to go: Both the schools and the community are doing a nice job of recognizing veterans. --The new health clinic for school employees who are participating in the school corporation's insurance program is opening. He noted that insurance rates had been discussed earlier in this meeting, and he observed that one of the reasons the corporation's insurance rates have not taken some of the crazy jumps that the rates of other people have taken is due to some of the things the board and administration have done to try to curb those costs. The health clinic is also going to help. Mr. Reberger suggested having Dr. Rayle or Mr. Howard put together a Power Point presentation for a virtual tour of the health clinic to be presented at the next school board meeting. --The secondary schools have had a great fall season in sports and band and have been outstanding. He believes the spin-off in the classroom from the success of these activities is very important.

**Rob Miller** stated that he appreciated the community members who came to the meeting to show their concerns. He commented that there is no one who wouldn't like to see all those things everywhere. He noted that when he and the other new board members came on the board they inherited a bus garage mess and they finally got that solved. He thinks the concerns of the Clay City parents can be solved. Mr. Miller pointed out that for the past several years, including on his tenure, the school corporation has not had to RIF a teacher, in part due to the board's diligence. He hopes that doesn't happen, but what the board hears from the state and from the school board association, cuts are coming, which is why the board treads a little bit lightly on some of these things. He asserted that if the school corporation had to RIF twenty teachers, the board room would be full. Mr. Miller supports the Clay City patrons' efforts, and he is also concerned about the issues such as the track that is falling apart and the sound systems. Mr. Miller also stated that he appreciated Mr. Thomas' time on the soccer project.

**Ron Scherb** commented that it seemed to make sense to utilize the white buses at Clay City as they are obviously cheaper to operate and probably cheaper to buy, and he believes that should be explored a little bit more in detail. Mr. Scherb also commented as



to why he abstained from voting on the energy project at Northview, noting that he didn't believe the project went far enough. He asked why things such as solar panels and geo-thermal technology weren't being considered, and he shared his opinion that the school corporation could probably get a lot of grant money to do those kinds of projects. His second concern about the Northview energy project was the amount of money being spent. As he sees it, if the corporation loses students, it also loses finances. Also, Mr. Scherb would like the board members to have a copy of the letter that he had asked Superintendent Tucker to have the school corporation attorney write to the attorney general concerning red dye fuel.

**Amy Burke Adams** referred to patron Travella Myers' concern about weeks going by with students not having textbooks. Kathy Knust responded to Mrs. Adams, stating that she intended to ask administrators where this was happening because it was unbeknownst to her at this time. She agreed that it could happen at the beginning of the school year for a variety of reasons, and one of those reasons would be that she does not receive an accurate inventory of books from the schools at the end of the school year. Mrs. Knust referred to area school corporations whose textbook accounts are in the red and noted that Clay Community Schools' account is in the black due to the fact that she is strict about textbooks sitting on the shelves. Many of the textbooks can cost \$100-\$150 each, and if she decided to keep an extra ten books on the shelf, that would be an expense of up to \$1,500 for books that might never be used, which is why she keeps the minimum number of books, particularly during the last year of an adoption cycle when the opportunity to recoup the cost of the book is diminished. Mrs. Knust commented that she is alarmed to know there might be students without textbooks at this time, and it will be resolved.

Mrs. Adams next referenced Mrs. Myers' pictures that had been presented to the board earlier in the meeting. She shared her concern with the 49 pictures, 13 of which she had pulled that were in regard to safety issues, and noted that when she had asked to form a committee to investigate inequalities, she did not expect to see a school in disrepair as much as these pictures indicate. Mrs. Adams pointed out concerns that seemed to be serious safety issues: Water leaks running through electrical items such as lights and speakers; mold; flammable liquids that need storage for winter use being stored near students; exit signs not working; doors being barred from the inside instead of being fixed; lights dangling from ceiling; exposed wires; and, an outside water spigot leaking. These pictures say a lot to Mrs. Adams about the priority of this facility for the school corporation. She would be willing to contract out for these repairs if necessary; however, before doing that, she would like to take a look at how resources are being utilized currently. Mrs. Adams noted that these concerns had nothing to do with an auxiliary gym; rather, these are things that should be done every day. It is not extra. After January 1, Mrs. Adams intends to go to Clay City and take her own pictures of every situation in Mrs. Myers' photos.

**Jennifer Kaelber** commented that she did go to state finals for the band. Although disappointed with a third place finish, Mrs. Kaelber stated that her son told her that Mr. Medworth had told the band that it was the first time Northview had ever placed third at the state finals.

**VII. Future Agenda Items**

**Rob Miller** would like to have a discussion about the soccer field needs at Northview and see if that could come out of some funds that are already there. At the very least, he would like to see about getting the field conditions fixed.

**VIII. Adjournment**

Having exhausted all agenda items, the meeting was adjourned at 10:15 p.m.

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