

**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, September 12, 2013. Tom Reberger, Kevin Kumpf, Rob Miller, Fred Froderman, Jennifer Kaelber, Ron Scherb and Amy Burke Adams were present.

I. Call to Order

Mrs. Kaelber, president of the board, called the meeting to order at 7:40 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 August 8, 2013
- Executive Session Certification for August 8, 2013
- Special Session Minutes for August 22, 2013

C. Field Trips

- 1) Northview High School FFA to Trafalgar, Indiana October 18-20, 2013 for Leadership Camp.
- 2) Clay City Jr/Sr High School FFA to Central Indiana north of Indianapolis (exact location to be determined) October 25 and 26, 2013 for state soil judging event.
- 3) Clay City Jr/Sr High School FFA to Louisville, Kentucky October 31 and November 1, 2013 for National FFA Convention.
- 4) Northview High School FFA to Louisville, Kentucky October 30 and 31, 2013 for National FFA Convention.
- 5) Northview High School FFA to Trafalgar, Indiana November 15-17, 2013 for Leadership Camp.
- 6) Clay City Elementary grade six students to McCormick's Creek State Park May 27-29, 2014 for overnight camp.

D. Personnel

A. LEAVES OF ABSENCE

- | | | |
|------------------|------|-------------|
| 1. Certified | None | |
| 2. Non-Certified | | |
| a. Medical Leave | SE | Nancy Moody |

B. RETIREMENTS

- | | | |
|------------------------------|------|----------------|
| 1. Certified | | |
| a. Teacher – Elementary | ESE | Floy Galbraith |
| 2. Non-Certified | None | |
| 3. Place on Retirement Index | None | |

C. RESIGNATIONS

1. Certified		
a. Teacher – Special Services	NCMS	Teea Lunsford
2. Non-Certified		
a. Instructional Assistant	ESE	Robin Hiland
b. Instructional Assistant	NCMS	Vicki Miller-Pinnick
c. Bus Driver	TRANS	Tammie Sterrett
3. ECA Resignations		
a. Cross Country (Head Boys Coach)	NHS	Chad Smith
b. Track (Head Boys Coach)	NHS	Chad Smith
c. All ECA except Jr. High boys track	CCHS	Scott Stucky
d. Basketball – 8 th grade girls	NCMS	Jennifer Smith
4. ECA Lay Coaches	None	

D. TRANSFERS

1. Certified	None	
2. Non-Certified		
a. Custodian (185-day)	from NHS to ME	Teresa Batchelor

E. EMPLOYMENT

1. Certified	None	
2. Non-Certified		
a. Instructional Assistant (Sp Serv 1 on 1)	NCMS	Wanda Johnson
b. Building Trades Assistant	NHS	Darrel Courtney
c. Instructional Assistant – Title I	ME	Heather Scott
d. Instructional Assistant – Title I	ME	Ashley Bowman
e. Food Services	NCMS	Monica Whitehead
f. Food Services	SE	Barbara Houk
g. Food Services	ME	Anita Meyer
h. Custodian – 185-day, evening	CCHS	Richard Mazur
i. School Nurse (185 days/8 hours)	CORP	Charity Kumpf
j. Title I Nurse (25 hours/week)	ME	Charlene McKean
k. Custodian	JTE	Donald Fritsch
l. Bus Driver	TRANS	Kimberly Koontz
m. ESL Tutor (10 hours/week)	JTE	Mandy Slater
n. Custodian (185-day – 2 nd shift)	NHS	Donald Pearce

F. EXTRA-CURRICULAR

1. Extra-Curricular Certified		
a. Student Council (50%)	SE	Charles Fry
b. Student Council (50%)	SE	Amy Jones
c. Elementary Club (Art)	SE	Marci Nussel
d. Elementary Sport	SE	Lisa Miller
e. Elementary Sport	SE	Cindy Gerber
f. Science Fair Building Rep	SE	Emaly Wisley
g. Tennis – Boys Assistant	NHS	Kerin Downey

h. Track – Head Boys	NHS	Mark Raetz
i. Elementary Club (Computer)	FPE	Kathy Twitchell
j. Elementary Sport	FPE	Colleen Barr
k. Elementary Sport	FPE	Stacey Thompson
l. Department Chair (Special Services)	NCMS	Jonna Anacker
m. MS Club (Drama)	NCMS	Jennifer Harbour
n. MS Club (Drama)	NCMS	Kalie Schmidt
o. Elementary Choir – 50%	FPE	Amy Kaufman
p. Elementary Choir – 50%	FPE	Linda Grove
2. Extra-Curricular Non-Certified	None	
3. Extra-Curricular (Lay Coach)		
a. Cross Country – Head Boys (66%)	NHS	Chad Evans
b. Softball – Girls Head	NHS	Kathy Vossmer
c. Marching Band Percussion Specialist	NHS	Brian Blume
d. Marching Band Drill Team Assistant	NHS	Katherine Townsend
e. Golf – Head Coach Girls	NHS	Robert Treash
4. Supplemental Coach	NHS	Zack Keyes

G. CHANGES

1. Certified None
2. Non-Certified
 - a. Robinne Smith from 185-day evening custodian to 210-day daytime custodian at Meridian Elementary.
 - b. Kristina McVay from an IA/MA to an IA only. She is no longer working in the school clinic.
 - c. Susan Johnson from IA to IA/MA.
3. ECA-Lay Coaches None

H. VOLUNTEERS

1. Classroom
 - Clay City Jr/Sr High School
 - Chelsea Bryan – CCHS
 - Lions Club Volunteers (will be conducting vision screenings)
 - Raymond Collins
 - Lora Fenwick
 - Kenneth Nordmeyer
 - Harvey Roscoe, Jr.
 - Nellye Schopmeyer
 - Suellen Wegner
 - John “Jake” Bennett
 - Kids Hope (Forest Park)
 - Alice Ann Courtney
 - Sharon Kay Girton
 - Sondra Sherman
 - Bonnie Siples

Clay Hospital would no longer be able to continue to provide full financial support for the athletic trainer. This was submitted in writing, with termination of services on September 30. At that time, it was very clear in St. Vincent Clay's desire to continue to provide some financial assistance to keep that available. Mr. Laue expressed his frustration with the lack of communication pertaining to the school administration's plans going forward. He noted that the first communication he received pertaining to the athletic trainer was on August 19 from Dr. Rayle via e-mail, asking for a hypothetical cost of Nicole Gonzales either maintaining her job or being available at football, girls basketball and boys basketball games only. In an e-mail response to Dr. Rayle, Mr. Laue explained that he was not able to provide a trainer on a per-game arrangement because he had forty hours a week he was trying to absorb. Mr. Laue suggested looking at twenty hours per week. A ballpark estimate for that cost would be between \$1,600 and \$2,000 a month, but Mr. Laue cautioned that he needed to validate those numbers. Mr. Laue stated that on August 27 he had e-mailed Dr. Rayle to see if there had been any decision on the athletic trainer and to explain his concern for Nicole. In reply, Dr. Rayle had directed Mr. Laue to make direct correspondence to Ms. Tucker. Mr. Laue then e-mailed the same request to Ms. Tucker to see if any decision had been made about the conditions for the trainer. Mr. Laue noted that trainer Nicole Gonzales averages between 25 and 30 encounters per day with student/athletes, which could include a whole host of things, including taping, evaluations, first aid and concussion evaluations. Mr. Laue stated that, in good faith, he hoped the administration would have let him know their intentions. He added that St. Vincent Clay Hospital has a responsibility to Nicole Gonzales to ensure that she receives ample notice that her position with Clay Community Schools may be terminated. As it is, they have a little over two weeks from the termination of the contract without knowing anything. Mr. Laue commented that at no time in the last three months had he been invited to begin dialogue to explore any ways to assist the school corporation in providing trainer coverage. He pointed out that St. Vincent Clay was here to assist as a sponsor for the schools, and they do sponsor Northview in the WIC conference. In addition, he pointed out that just last fall St. Vincent Clay committed to a three-year commitment that would allow a large programmable monitor to be placed at Clay City Jr/Sr High School. Mr. Laue concluded his comments by stating that St. Vincent Clay Hospital would continue to be a strong supporter of Clay County Schools. He wanted to make sure the board was clear on the facts surrounding the athletic trainer.

Jonathan Westenhaver spoke to the board regarding a school bus turnaround. He asserted that he had called multiple times to the transportation office and had gotten no calls back. Mr. Westenhaver stated that his stepdaughter walks over half a mile every evening to get home. He is curious as to how this is going to get resolved. He acknowledged that he had talked to Mike Howard one time at the transportation office and had been told that Mr. Howard was supposed to hear something back from the DNR. Mr. Westenhaver has called the DNR in Indianapolis and has heard nothing at all from them. Board President Jennifer Kaelber responded to Mr. Westenhaver's comments by noting it was news to the board and they would check into this. Mrs. Adams asked to clarify as to why the DNR was involved. Mr. Westenhaver responded that the DNR has to be involved because, in order to put in a school bus turnaround, a permit is needed because it is so close to a levee.

Calvin Kimball thanked everyone who came out to the board meeting to support Nicole Gonzales.

Peggy Mikles stated that she also wanted to talk about the athletic trainer. Ms. Mikles is the parent of a senior football player on the varsity team. She noted that she had been involved in the school corporation watching games since 2005 with her other two children. She asserted that all the parents feel it is very vital to have that athletic trainer available. Ms. Mikles has watched Ms. Gonzales treat several injuries, including a concussion right now on the team that Ms. Gonzales is working with. When other teams have players who are hurt, Ms. Gonzales is always there to help them also. Ms. Gonzales recently treated Ms. Mikles' son for an injury, and Ms. Mikles knew her son was going to be cared for and that Ms. Gonzales knew the right decisions to make. She believes a trainer needs to be kept available to the sports program at Northview.

Shelly Raderstorf had signed up to speak in support of Nicole Gonzales also.

IV. Old Business

A. Bus Driver Handbook Revision: Approval

Superintendent Tucker noted that a meeting had been held with bus driver representatives, and a revision to the bus driver handbook was proposed. Approval of the new revision to the bus driver handbook was recommended.

Mr. Kumpf moved to approve the bus driver handbook with the latest revision. Dr. Froderman seconded.

Under discussion, Mrs. Adams stated that she couldn't wrap her mind around why in the past drivers were allowed to take leave unpaid and now the administration wants to stop that. Also, Mrs. Adams found a contradiction on who is approving a leave. The form to be submitted for a leave is to be approved by the Director of Transportation; the policy on Page 9 of the bus driver handbook states that "Leaves for any reason not listed above shall be determined on an individual basis by the Board of School Trustees." She did not believe the handbook was ready to go to a vote until that had been worked out. Superintendent Tucker asked to clarify whether Mrs. Adams was suggesting that line should be stricken or, for guidance, what particular language changes associated with that being ambiguous the board would like to have. Mrs. Adams replied that, at this point, the only thing she would be comfortable with on language change would be if the language went back to where drivers could take up to two weeks of unpaid leave, if they need to. Mrs. Adams pointed out that the board was told at the last meeting that the idea behind the change was to bring everyone's obligations and contracts to the same standard in the corporation. If that is done, it is her opinion that the drivers maybe need to be offered what some of the administrators have. They would then not need unpaid leave; they would have paid leave.

Mr. Scherb commented that he believed there was a lot of confusion surrounding this issue. He noted the number of bus drivers in attendance and asserted that they would not be at the meeting if there wasn't a problem. Mrs. Adams interjected that the board members had been told a meeting had taken place and the bus drivers were satisfied with the results of that meeting. Mr. Scherb did not feel comfortable approving this at

this meeting. He suggested backing up and finding out why the bus drivers are not happy.

Mr. Kumpf's question: Are bus drivers here to watch the board approve the handbook, or are they here to argue against it? One of the bus drivers in attendance responded by saying the drivers didn't know what the new policy was. He asserted that the drivers did not receive a new handbook that showed all of the new revisions before they had their meeting last week. Mr. Howard responded to this comment, noting that a copy of the final version had been given to Mr. Webster prior to the bus driver meeting last week. Mrs. Adams pointed out that the bus drivers are not organized into a bargaining unit, so they don't truly have union representation. Therefore, the spokesperson is not truly obligated to forward everything on. Regardless, people aren't aware of the policy, so they don't know whether they are for or against it. She deemed this another good reason to table this item.

At this point, Mrs. Adams asked Mr. Howard about e-mailing information to bus drivers. He replied that the bus drivers didn't have e-mail addresses. Mrs. Adams asked why the bus drivers did not have e-mail addresses and how the administration communicated with them. Superintendent Tucker explained that typically letters are sent and meetings are held.

Following Mr. Miller's comment that due to the confusion surrounding this item he believed the motion needed to be voted down, one of the bus drivers who attended the bus driver meeting spoke. She thought the bus drivers who attended the meeting felt good about the changes and what they had talked about. It was her understanding that decisions regarding termination for so many days off would be left to Mr. Howard because he is the one who would know if the bus drivers were abusing it. Although she would love to have two weeks off without being penalized if it was needed, she believes if it was opened up, the corporation would never have enough subs.

When asked by Mrs. Adams how many years she had driven, the driver replied that she had been driving for twenty-two years. Mrs. Adams next asked the driver how vacations had been managed in the past when people took two weeks off. The driver's response was that she had had three different directors over her and each one had been different. As to how the corporation got substitutes for the people who had time off, the driver noted that there had been a big supply of substitutes, and the school corporation does not have that now. Responding to Mrs. Adams' suggestion that the list could be built back up, the driver commented that people aren't going to come and be a sub driver if they are never going to get to sub. Also, if multiple drivers want to take two weeks off at the same time, there still won't be enough subs. Although the driver loves Mrs. Adams' idea of two weeks off without penalty, she thinks Mr. Howard should individually handle each situation, which is what was done under Mr. Misner's directorship. Mrs. Adams questioned why a change was being made, because people did take two weeks off in past years. She assumed that what she was proposing isn't new. She theorized that it had been in effect in past years because surely one or two special people weren't the only drivers allowed to take time off: It would be available for everyone equally. To this,

the driver stated that there was not a written policy that drivers could have that time off. The driver pointed out that the policy changed with changes in directorship. She was not aware that she could have taken two weeks off as was done last year; however, once she became aware, she thought that she would have liked to do the same thing. She cautioned that once that filtered down, it would be a mess because all of the subs would be driving and the corporation would probably run out of subs. The driver shared her opinion that the drivers at the meeting were satisfied with leaving it in the hands of Mr. Howard to make individual decisions.

Superintendent Tucker commented that the policy that was in place last year would have had the superintendent making the decision in regards to if a leave was denied. A denial would then have begun the process for progressive discipline. The ambiguity in that was that the first incident was not defined as to whether it was one day or one month taken off. This year, the intent was to take the ambiguity out and define what the progressive discipline would be for a denied but still taken unpaid leave. It was agreed at the meeting that it would first be in the hands of the Extended Services Director Mr. Howard. The only exception to that: Days were added that could be rolled over, but if more than three days were to be taken consecutively, those days would first need to be approved by the extended services director, and then by the superintendent.

The driver noted that taking more than three days off would not result in being docked and then being terminated. Some of those days off would be excused. It is the unexcused days that will get a driver in trouble. There are legitimate excuses as to why drivers need to be off during their 180 days of working. The drivers just need to know they are not going to lose their jobs over that, and she believes that was settled in the meeting: Some dock days will be excused and some will not be.

Mr. Reberger stated that he thought there had been a lot of discussion about this among the drivers and particularly among the administration. He pointed out that the whole goal of this entire exercise was to be fair. As he sees it, the ambiguity in the policy has been eliminated, and it specifically states that after drivers have exhausted all of their leave days, additional leave days will be at the discretion of Mr. Howard to determine whether or not a driver will be granted unpaid leave or whether it is a situation where it is not justifiable. He believes the changes to be fair and definitely an improvement. If there becomes a problem, the policy can be modified. There is no intent to penalize anyone as long as everybody plays fair.

Mrs. Adams noted that she believes the change penalizes anyone else who happens to be a farmer who needs to take more time off than what is allotted, because bringing in crops is not an emergency; rather, it is something that is expected every year. She added that this is an agrarian community and a lot of people are involved in 4-H. Mrs. Adams shared her opinion that being worded "in case of emergency" makes a difference.

Mrs. Kaelber commented that she doesn't have a problem with the policy. She wants to be a friendly employer, but the key word is "employer". She noted that there had to be a

ceiling to what an employee can miss. Her concern tonight was that the bus drivers had not yet seen the final version of the handbook. She suggested considering mailboxes at the bus barn or finding a better way of communicating with bus drivers without doing so much through one representative.

Mr. Howard made the point that when the administration met with the bus drivers, with nine bus drivers in attendance, the agreement at the end of the meeting was that he would get a copy to Mr. Webster, the bus driver representative, which Mr. Howard did.

The driver pointed out that the wording “in case of emergency” was the drivers’ big concern. Mr. Howard clarified that the way the changes were accepted into the final document, it should read “emergency/special occasion”; there had been a typographical error in the copy provided to the board.

Mr. Miller concluded discussion of this item by stating that he appreciated all of the input. He was not opposed to changing that language at some point, sooner rather than later. He believed the corporation needed to get a policy in place, and he believed it was much better than it had been. He pointed out that none of the policy proposals were as bad as some folks thought they were. He was comfortable at this point with this policy.

The motion was approved by a 5-2 vote with Mr. Scherb and Mrs. Adams opposed.

B. Policy 3441 – Quotes, Bids, Special Purchasing Methods and Public Works Projects – REVISION: Second Reading

Approval of the revision to the policy was recommended.

Mr. Reberger moved to approve the revision to Policy 3441. Mr. Kumpf seconded.

Under discussion, Mr. Reberger stated that there was nothing wrong with the policy the corporation had other than it needed to be compacted. He pointed out that the way the current policy has a lack of language indicates that bids are opened at a public meeting and a month later a bid is accepted. As he sees it, the language needs to be tightened up, whether it be changing the policy and just having very simple language or amending the current language and adding something that says the time or procedure can be changed to allow coming back in three or four days to accept bids. As he sees it, it is not fair to the vendors to make them hold their prices a long period of time. Mr. Reberger’s intent was to give the board latitude where they could streamline things a little bit. If this passes, fine; if not, Mr. Reberger would like for the board to research this more and do something else.

Mrs. Adams observed that for the last two years this policy has worked, and the school corporation has not come to a standstill. Vendors have been more than happy to sell the products that are needed to educate kids. She added that there was a reason this policy was created two years ago. She could not think of any reason right now why it would need to be changed back to where bids are being quietly and privately opened. It

is the taxpayers' money, and the taxpayers need to know how much the bids are, who is bidding them, and it needs to be in a public forum for everyone to be on the same page. She believes the corporation would be going back, not forward. She couldn't imagine anything that would be such an emergency in Clay County schools to where the board would absolutely have to have something done now and purchased now. If a special meeting is needed three days after a bid to approve something, the board can do that, as long as it is in keeping with the requirements of the Open Door Law.

Mr. Scherb agreed with Mrs. Adams' assessment that this revision would be a step backward. He asserted that vendors know up front that it takes time to do these things.

Mrs. Kaelber concurred with Mr. Scherb and Mrs. Adams. She believed that the policy was made for a reason and the bids need to be opened publicly. She would be totally fine with coming back for extra meetings if necessary. Mrs. Adams added that the board could change procedures before changing policy.

The motion was denied by a 2-4-1 vote with Mr. Miller, Mrs. Kaelber, Mr. Scherb and Mrs. Adams opposing and Mr. Kumpf abstaining. The policy will remain the same.

V. Superintendent's Report

Superintendent Tucker noted the following:

- The start of the school year has gone very well.
- There have been circumstances in the community that have been tragic and troubling, and thanks were offered to staff members for their commitment to support their colleagues.
- There was an issue with a water leak at Forest Park Elementary, but that has been remedied.

VI. New Business

A. Performance Services Upgrade for Northview High School

A Power Point presentation regarding a proposed Guaranteed Energy Savings Contract project for Northview High School was made by Steve Thoman, Business Development Manager, Rich Warner, Lead Engineer, and Doug Rose, Educational Consultant, representing Performance Services. The presentation included an overview of Performance Services, an overview of a 2005 Guaranteed Energy Savings Contract project at Clay City Jr/Sr High School, current conditions and proposed solutions for Northview High School, and proposed next steps to be taken. The proposed solutions for Northview High School were HVAC replacement/upgrades estimated to cost between \$1,900,000 and \$1,975,000 and replacements/upgrades to the PE building, domestic water, lighting and fire alarm system estimated to cost between \$900,000 and \$1,000,000.

B. Financial Presentation for Ongoing Facilities and Equipment Upgrades

Mike Fowler and Bill Milner presented information regarding financing considerations and options with regard to the project outlined in item VI. A. and with regard to the purchase of security cameras that had previously been discussed.

Mr. Fowler noted that in 2004 the school board made the decision to take a debt service payment out of Capital Projects versus paying it out of Debt Service, which locked the school corporation into paying \$260,000 worth of payments per year that could not be spent doing regular maintenance, technology, etc. This debt will come off in June of 2015, so the Capital Projects Fund will have an increase in available dollars of \$260,000.

The other major purchase that is done out of the Capital Projects Fund is investment in classroom technology, and since 2007, including using one-time American Recovery and Reinvestment Act (ARRA) funds, the school corporation has invested heavily in classroom technology and resources. This has included smart boards, mimeos, projectors, interactive devices, one-on-one computing and classroom computer sets. The negative with this is that the school corporation took one-time money to buy technology for the students, and eventually that technology goes obsolete. With iPads and mobile devices, the technology is going obsolete more quickly than before.

Mr. Milner presented an overview of technology investments since 2007 and an initial replacement plan. He pointed out that the first big investment was in 2007-08 with the one-to-one English classrooms at a cost of roughly \$25,000 per classroom for 14 classrooms. In 2009, the netbooks were brought into the elementary and secondary classrooms. In 2010-11, additional netbooks were brought into the elementary classrooms as well as projectors, mimeos, and other interactive devices. Computers were also replaced in the secondary buildings, including teacher machines and labs. Some replacing of computers at the elementary level was done with the building/renovation projects.

Having made that investment in technology, there is now the cost of replacing equipment. Mr. Milner noted that the technology department tries to get six to seven years out of the machines, and the machines he proposes to replace in the 2014 budget are seven to eight years old. The replacement cost for those machines would be \$81,000. In 2015, Mr. Milner's plans are to replace 1,000 machines at the secondary level, which would include Northview, Clay City, and North Clay, at an estimated cost of \$600,000. Those machines would be seven years old in 2015. For 2016, the elementary machines would be six to seven years old and approximately 960 machines would need to be replaced at a cost of nearly \$600,000. These would be the desktop computers that are used by teachers, in the computer labs, and in the offices. Netbooks are not included in these replacement costs. Some of the replacement computers would be used in dedicated labs, such as the Read 180 lab at Northview. The tablets would not run those particular programs, so there is still a need to replace those computers.

Mr. Fowler pointed out that, regardless of what is done on the Northview project or any other project, there will still be \$800,000 to \$900,000 worth of additional need in Capital Projects that is currently not budgeted for. A mechanism needs to be found to come up with that amount or take a step back in what technology is offered to students in the classroom. Mr. Fowler shared his initial thoughts on a strategic plan on how to maintain

the current technology in the classroom, which would obviously need to be updated for changing technologies, some of which haven't been invented yet. The reason why this has not been budgeted already is that one-time money had been used for the technology improvements, and it had been hoped that the \$260,000 debt service payment out of Capital Projects that will come off in 2015 could be used to pay for maintaining and updating the top technology that is in place. Mr. Fowler noted that Mr. Milner currently has a budget of \$150,000 to \$175,000 per year for replacement. He gets another \$40,000 for maintenance, and all of that is used every year. While Mr. Fowler deemed that a good number in CPF for the past six or seven years, he pointed out that it is clearly not enough money every six years to maintain the level of technology that is in classrooms today. What the school corporation will need to do, regardless of what is done for maintenance at Northview, is adapt the replacement plan over the next twelve months with an understanding of how much money there will be available in Capital Projects. If it is known that other maintenance expenses must come out of Capital Projects at a cost of \$500,000 to \$600,000 over the next three years, then the technology piece would have to be adjusted to represent that computers could not be replaced at the rate that is desired. Or, the corporation is going to have to go into debt some other way to do that.

Mr. Fowler commented that they needed some direction from a policy standpoint on what the corporation wants to do with the limited dollars in CPF: Direct it towards classroom technology or put it back into building needs and do those things mentioned previously for Northview. In the presentation preceding this presentation, two projects were outlined: The HVAC project for approximately \$2 million; and, the water, light, and fire for an additional \$1 million. The security cameras project is a third project, coming in at just under \$500,000. In total, there are three projects at a cost of \$3.5 million that can be taken out of CPF over multiple years. There is also some money in the Rainy Day Fund that could be used for this type of project. Mr. Fowler does not recommend draining the Rainy Day Fund down to zero; however, the security cameras project could be taken out of the Rainy Day Fund.

The debt could be structured with General Obligation Bonds for the amount of \$2.5 million with interest only paid until 2018. At the end of 2018 when the elementary renovations projects have been paid off, the principal of this loan would be paid off. By 2019 the school corporation would be debt-free. This would not impact the current tax rate, assuming everything remains status quo and the only thing that changes is adding this debt as a one-year payoff.

Mrs. Adams asked if this was something Mr. Fowler was looking at doing soon, or if it could wait until the new Director of Business Affairs was in place. Superintendent Tucker stated that this was informational tonight. Over the next month, there could be conversation about the information the board has received and some kind of recommendation could be brought back in October, the minimum of which would be to start advertising for the RFP process for potential companies to come in and bid these projects. Also, a decision would need to be made about how to finance.

Mrs. Adams asked if there would ever be a time where the corporation would reduce the number of desktop computers in use. She commented that, with the implementation of iPads and all of the financing for the wireless points to be put in, she didn't realize there would be a double layer to be maintained. Although Mr. Milner did not believe it was necessarily a double layer, he did believe that at some point in the future as the technology improves and the horsepower of the devices increases, they can start to eliminate the actual individual teacher machines. As an example, Mr. Milner mentioned that programs such as AutoCAD currently cannot be run on tablets, so those machines can't be replaced until the equipment catches up to the ability to be able to run those types of software packages. He does foresee at some point down the road a time when he can start to reduce the desktop numbers and increase the more mobile platform use.

Mr. Miller asked how many of the proposed 1,000 machines projected to be needed in 2015 could be eliminated if the secondary level went completely to 1 to 1 computing. Mr. Milner replied that the majority would still be needed because most are teacher machines, office machines or AutoCAD labs or programming labs. The ones that could be eliminated would be in the open labs. Mr. Milner estimated that at Northview maybe forty to fifty machines could be eliminated because the others are dedicated to using specific programs. The office machines could possibly be eliminated by using tablets, which would reduce the number needed by approximately one hundred.

Mrs. Kaelber asked to clarify whether it would be a waste to replace 1,000 machines if the corporation was going forward with 1 to 1 technology. Mr. Milner stated that it would not. Mr. Milner noted that the 1 to 1 machines in the English classrooms would not be replaced; the 400 to 500 machines in Northview and Clay City in the English classrooms currently being used for 1 to 1 computing would be replaced by tablets.

Mr. Reberger commented that he felt very positive that the school corporation had a plan. Although the plan has not been voted on or agreed to, there is an option put out, and it is obvious there has been a lot of study put into it. He appreciated the time and effort that folks have put in. He added that the corporation needed to keep buying computers and keep training people to use computers, both staff and students. Also, security cameras are needed, as is a new boiler at Northview. Mr. Reberger noted that this same type of project had been done at Clay City and it did everything the corporation wanted it to do. He pointed out that the elementary projects would be paid off in 2018, which means that \$26 million worth of elementary school renovations will have been paid off in 8½ years. As for what had been proposed, Mr. Reberger didn't see anything the corporation could do without. An agreement as to how to finance it just needs to be found. Mr. Reberger concluded his comments by noting that the students had to be given the technology, be kept warm in the winter, and be kept safe and secure.

Mr. Fowler pointed out a side benefit: the state has capped how much electricity can be paid out of CPF, and if the school corporation goes over the cap, anything over the cap would have to be taken out of the General Fund. Any savings that would result from the proposed improvements would keep money from being taken from the General Fund.

C. Consideration to Name Director of Business Affairs

Carolyn Kumpf, Director of Personnel, Data, and Food Services, recommended employing Mark Shayotovich as the Director of Business Affairs. Mr. Shayotovich had been offered a 260-day contract for \$88,000 per year with administrator benefits, and the initial contract is for two years. The start date would be worked out with his current school corporation. Approval was recommended.

Mrs. Adams moved to approve Mark Shayotovich as the Director of Business Affairs. Mr. Scherb seconded, and the motion was approved by a 7-0 vote.

D. WV/WCI Trust Agreement/Resolution

Jim Hamilton of Bose, McKinney & Evans LLP provided a copy of the Second Amended and Restated WV/WCI School Trust Agreement, which had been unanimously approved by the trustees of the trust. Pursuant to Section 8.08, the Trust Agreement must be formally adopted by the school board pursuant to a binding resolution. Adoption of the resolution was recommended.

Dr. Froderman moved to adopt the WV/WCI Trust Agreement resolution. Mr. Kumpf seconded, and the motion was approved by a 7-0 vote.

E. WV/WCI Representative Appointments of Mavery Quinn and Michael Fowler

Also in connection with the Second Amended and Restated WV/WCI School Trust Agreement, the board was asked to formally appoint Michael Fowler and Mavery Quinn to serve as trustees on the trust. Board approval of the appointments was recommended.

Mr. Kumpf moved to appoint Michael Fowler and Mavery Quinn to serve as trustees. Mrs. Adams seconded, and the motion was approved by a 7-0 vote.

F. Contracted Services for Athletic Trainer

Superintendent Tucker stated that, as Mr. Laue indicated in his conversation with the board during Patron Comments, the school corporation has been in the process of investigating options and alternatives for providing athletic services, not only at Northview High School, but also looking to see that the corporation could provide similar services to Clay City High School, which has not a benefactor of those services over the last eight years. The school corporation had investigated a couple of different options, taking into consideration the opportunity through St. Vincent's with the present trainer to have a seamless continuation of that partnership by extending a service with her at Northview. The administration was not completely convinced that St. Vincent was willing to pick up the second athletic trainer, so the corporation still needs to take care of athletic needs at the southern campus. Ms. Tucker and Dr. Rayle met with ISU's Department of Kinesiology and talked to them about their graduate school program, which also supplies athletic trainers to the Vigo County schools and at least one Illinois school. The graduate school program is very consistent with other programs in the state. Superintendent Tucker was aware that IU also provided athletic trainers through their program at the Bloomington schools, Edgewood, and Owen Valley, so she was

somewhat familiar with that process. Typically in years past, those situations have also been situations that have been partially funded or funded entirely by a hospital group because of referrals that result when an athletic trainer is working with a student and there is an injury. The school corporation is probably looking at a cost between \$16,000 for 20-30 hours per week versus about \$22,000 per year. Superintendent Tucker stated that it is not an issue of not understanding that there is a need. With the way things are today and because contact sports have become seemingly more aggressive, it is important to have the information available to know where to go on making a decision. Superintendent Tucker provided information in the board packet and some separate information based on the ISU program. She would like to come back at the September 26th special session, which is scheduled for the purpose of adopting the budget, and bring a recommendation for the northern athletic program and also the southern campus high school athletic program.

At this point, a school patron interjected that Superintendent Tucker had spoken for ten minutes and had told them nothing, and that was not going to fly. He asserted that Northview was going to lose Nicole Gonzales at the end of September, and every kid at Northview was going to be at risk of injury if they continued to play sports. He wanted to know what was going to be done. Mrs. Kaelber reiterated that it was going to be brought back to the board at the September 26th meeting, and at that time it would come to a vote. In the meantime, the board and administration would be looking at other routes. She noted that the board is spending taxpayers' money, and Clay City needs to be looked at for an athletic trainer as well.

Mrs. Adams observed that Mr. Laue had said Ms. Gonzales' contract would finish up on September 30, and the item is being brought back on the 26th, so Ms. Gonzales would have four days. A patron stated that it was totally unacceptable, as taxpayers, and that is why they were here. Superintendent Tucker responded by stating that it was expected a recommendation would be brought back to the September 26th meeting. If it is a situation wherein it is not possible for the present trainer from St. Vincent Clay to offer those services on a continuing basis, then obviously the school corporation would have to seek services from another person. However, she has not had any indication that Ms. Gonzales wouldn't still be available to extend services.

School patron Dr. Craig Johnson stated that he and his three partners in medical practice all volunteer at the high school and have gone to football games for the past twelve or thirteen years. His opinion: Grad students are nice, they're good, the doctors learn something new from them because they are brand new; however, they don't know everything. As both a physician and a parent, he would not be in favor of using graduate students at athletic events. Dr. Johnson also pointed out that St. Vincent Clay is willing to pay part of Nicole Gonzales' salary. As a taxpayer, when someone is willing to pay a majority of a person's salary and benefits and they ask the school corporation to step forward after they have had to reduce costs, he doesn't understand how that is going to be cost-effective with his tax dollars. Dr. Johnson disagrees with going to grad students: He doesn't believe that is the right way to go.

Mrs. Adams asked if the board could hold a special session next week to make a decision.

A patron pointed out that the board and superintendent had known since July about this issue. He questioned why in the middle of September nothing has been done and with two weeks left it is just now being addressed. He asserted that it should have been done months ago. He didn't believe the board and superintendent were taking this seriously. As he sees it, for every kid out there, this affects their health and safety. Mrs. Adams responded to the patron's comments by noting that she heard about this issue for the first time from a coworker this past Monday. The patron believes there is a huge lack of communication, which he believes started at the superintendent's office. He believes the board needs to step up and take care of it.

Mr. Scherb asked if something could be done now. Superintendent Tucker replied that it could not because it would be a violation of the Open Door Law to have a motion on an informational item. It was determined that a special session would be held on September 17 at 6:30 p.m.

The patron asked what the board wanted from the parents for this special session. Mr. Reberger responded, saying that the fact that the patrons in attendance had shown their support tonight was a big indicator of what the board needs to do. He doesn't believe anyone wants to do away with the trainers. He thinks the administration has been doing their due diligence, whether the patrons agree with how they have done it or not. As he sees it, there is no one on the board who would vote against having a trainer. He believes it will be handled, and he asked everyone to remain calm.

Another patron asked if the special session meeting would be just for a trainer for the northern end of the county or if the southern campus would be addressed also. Superintendent Tucker replied that the recommendation would be to serve both campuses. That is why the administration has taken some time because there has never been a trainer at the southern campus in any of their sports. The administration wanted to make sure that whatever was done financially for the north could be put in place for the south. It may not be that the recommendation is the same for the north as it would be for the south. The seamless transition might be to stay with St. Vincent Clay in the north but look at ISU's program possibly for the south, still giving deference to Dr. Johnson's disposition regarding athletic training programs. Superintendent Tucker does not know whether St. Vincent Clay has two athletic trainers, one to be placed in the north and one to go to the south at this time.

A patron asked if the administration had checked with Union Hospital. Superintendent Tucker replied that Union Hospital actually is the hospital that works with the athletic trainers at ISU and is the medical sponsor of those athletic trainers that work in the Vigo County Schools.

G. Policy 6701 – Bullying – REVISION and Appendix U – NEW: First Reading

Assistant Superintendent Dr. Tim Rayle provided a revision to the bullying policy that would bring the policy in line with Indiana Code 20-33-8-0.2. Appendix U will be comprised of the Bullying Reporting form as well as the Bullying Investigation form. This was a first reading, so no vote was required.

H. Policy 9310 – Sex Offenders on School Property – NEW: First Reading

Dr. Rayle had also provided a policy regarding sex offenders on school property for the board's consideration. This was a first reading, so no vote was required.

I. Continuation of Gravel Voucher for Bus Drivers

Information from the school board minutes of August 11, 2011 and September 13, 2012 was included in the board packet regarding the implementation and continuation of the gravel voucher for bus drivers. The board approved a continuation of the gravel voucher at the September 13, 2012 school board meeting; however, discussion at that meeting did not include a time frame. The board was asked to establish a time frame during which a gravel voucher would be made available to bus drivers and to determine if the gravel voucher would be continued on a year-to-year basis.

Mrs. Adams provided the history of the gravel voucher: It was approved for a year at the August 11, 2011 school board meeting and there was discussion about putting it in the handbook at the time; it worked out well and was passed again by the board on September 13, 2012 for the 2012-2013 school year.

Mrs. Adams moved to put the gravel voucher language in the bus driver handbook so that bus drivers can count on it every year. Mr. Scherb seconded.

At this point, Superintendent Tucker stated that she did not have a problem with that; however, the issue is that the board had voted and the handbook had been approved tonight. She did not believe it was appropriate to add additional language that would have to be proofed and reconsidered. She added that it was no problem to continue the gravel voucher policy.

Mrs. Adams amended her motion to include bringing the gravel voucher back at the next regular session school board meeting as an addendum to the bus driver handbook. The motion was approved by a 7-0 vote.

J. Request for Permission to Apply for School Security Grant Funding

Dr. Rayle had provided information regarding this item. Granting permission to apply for this grant was recommended. However, Superintendent Tucker stipulated that this was money that the state was offered through statute for school security. At this point in time, the school corporation does not qualify to apply for this grant because county commissioners have to actually approve and institute a county-wide school safety committee. They are in the process of doing that, and at which time they have that in place, then moving forward for future grant opportunities and other grant opportunities, this will be in place. Superintendent Tucker asked for permission to pursue these

school safety grant opportunities, including one for which she doubts the school corporation will make the timeline.

Dr. Froderman moved to grant permission. Mr. Reberger seconded, and the motion was approved by a 7-0 vote.

K. Enrollment Information

Noting that the official count day would be held tomorrow, Superintendent Tucker stated that she had included enrollment information in the school board packet as well as an explanation regarding a couple of areas where class sizes might present a problem. She stated that administration had conferred with teachers and principals for those circumstances. One was a kindergarten class that she now believed to be fine. The other was the developmental pre-school which had high numbers; however, by shifting around some schedules and making some other services available, a class that had 26 students has been brought down to where there is smaller group interaction, so she believes that has also been resolved.

L. Clay Community Schools Evaluation Instrument – Changes from RISE

Superintendent Tucker commented that last year the board approved the state-provided teacher evaluation instrument called RISE. This year, changes are being made to the RISE instrument and it is proposed that the instrument be referred to as the Clay Community Schools Evaluation Instrument. These areas have all been through corporation-wide discussions, and the association is in agreement that the changes should be made. Board members were provided the stipulated changes from last year's evaluation instrument to this year's evaluation instrument. Approval of the changes was recommended.

Mr. Kumpf moved to approve the changes. Mrs. Adams seconded.

Under discussion, Mr. Reberger commented that folks had been told last year that the school corporation was going with the state RISE instrument because the corporation had not had time to come up with anything better. The RISE program was used, and the school corporation found out what was bad about it and it's been changed. When looking at the language, what stood out most to Mr. Reberger was in the weighting of measures for 2013: "The primary goal of the weighting method is to treat teachers as fairly and equally as possible." He commented that that's what we're all here for.

The motion was approved by a 7-0 vote.

M. Health Clinic Launch/Days-Hours/Informational Meetings

Superintendent Tucker stated that she was happy to announce that the employee health clinic is expected to be open by the middle of October. A series of meetings that Wellness for Life, the provider, will be conducting with employees will be starting soon. The clinic will be open on Tuesdays from 9 am to 6 pm and Fridays from 7 am to 4 pm. Several clinics will be available to employees, so in addition to the school corporation's clinic being open these days and hours, there will also be a clinic that will be available in

Greencastle and one in Montezuma. Employees who may live closer to those geographic areas can go to those clinics upon their being opened as well as those employees from the other districts coming to this clinic. The employee training will include how to go online or schedule an appointment to get a lab test or an office visit. Mr. Fowler added that as long as the employees are willing to drive to Montezuma or Greencastle, one of the three clinics is going to be open five days a week during normal business hours. To clarify, if an employee needs to go to a clinic, one will be available Monday through Friday.

Mrs. Adams commented that she assumed when the LEAAP Center was altered, it would be open five days a week. Superintendent Tucker explained that information had been provided previously regarding the provider measuring need and how much actual activity is being provided, and arrangements are made if they need to extend days and hours. She pointed out that Clay Community Schools is one of the larger school corporations in that trust, so it is not unlikely that they wouldn't extend hours and time if there is a lot of participation. However, most of the clinics, even in the larger school districts, basically only operate on a part-time basis.

N. Creating Positive Relationships Program Extension

Kathy Knust, Curriculum and Grants Coordinator, requested board approval to expand the Creating Positive Relationships program to include grade 6 at Clay City Elementary and North Clay Middle School and grade 10 at Clay City Jr/Sr High School. These programs were cut in 2010 due to funding. Funding is currently available, so permission to bring these programs back for students was requested. Approval was recommended.

Mr. Kumpf moved to approve the extension of the Creating Positive Relationships program. Dr. Froderman seconded, and the motion was approved by a 7-0 vote.

VII. Board Member Comments

Amy Burke Adams asked how security cameras worked when lights were off in a portion of a building. Superintendent Tucker replied that the new security cameras would be light and motion sensors, so if there is activity of any sort in a hallway, it would trigger the cameras to record activity. Mr. Howard added that the new cameras would be infrared and would have a 100-150 foot range. As for current cameras, there are only a few in some buildings.

Ron Scherb commented that he appreciated everybody that came out and he appreciated everybody's input.

Fred Froderman also appreciated everybody coming out. He welcomed the new Director of Business Affairs and his family. He added that the board was concerned about the public's concerns as well.

Kevin Kumpf thanked the bus drivers for showing up. He asked that the bus drivers give the new policies a year to work and see if it is sufficient or not and change it next year if needed. He also asked the drivers not to be discouraged about the board passing the changes to the handbook. Mr. Kumpf thanked Mr. Howard for his quick

response to the flooding at Forest Park. He thanked everyone else for sharing their opinions.

Tom Reberger thanked the gentlemen from Performance Services for staying for the whole meeting. He thanked everyone else and commented that the board does listen to what they say.

VII. Future Agenda Items

Amy Burke Adams would like a report next month on the possibility of getting e-mail addresses for bus drivers and anyone else, including custodians and cafeteria workers, who do not currently have access to corporation e-mail. Also, she would like to add the gravel vouchers to the bus drivers handbook.

Ron Scherb would like to continue the discussion on diesel fuel taxes being paid by the school buses. He will provide the information.

VIII. Adjournment

Having exhausted all agenda items, the meeting was adjourned at 9:45 p.m.

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