

**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 Board Room of the Central Administrative Office, 1013 S. Forest Avenue, Brazil, IN, 47834, on Thursday, December 12, 2024. Ryan Keller, Michael Shaw, Charley Jackson, Andrea Baysinger, Tom Reberger, Amy Burke Adams, and Cheryl Schopmeyer were present.

I. Call to Order

The meeting was called to order at 7:05 p.m. Board President Tom Reberger led those in attendance in the pledge, and Superintendent Rayle offered the prayer.

II. Comments from Patrons

Pam Fischer started by thanking the board and sharing memories of each board member. She spoke of her concerns regarding the attendance policy. She mentioned she had been approached by several parents who shared their concerns with her. She explained that parents are concerned about receiving attendance letters when their child has been sick or absent for various reasons. She stated that parents contacted the school but are still receiving threatening letters about DCS and attendance meetings. She believes the board needs to take a look at the attendance policy. She provided printouts of the surrounding school corporation's attendance policies to the board.

Ramona Holland shared with the board that this was her first year working for Clay Community Schools. She stated she had an interview at Clay City and Forest Park, but Mr. Jorgensen stole her heart. She explained that she works as an IA at Forest Park in Heidi Madsen's room. She went on to express how wonderful Mrs. Madsen is to the students and how great Forest Park Elementary is. She is so thankful to be working for CCS.

III. Consent Agenda

A. Claims

B. Board Meetings

Special Session 2024 Budget Hearing: Thursday, September 12, 2024

Special Session Collective Bargaining Public Hearing: Thursday, September 12, 2024

Regular Session: Thursday, October 10, 2024

C. Field Trips

Northview High School Winter Guard to Dayton, Ohio on April 2-6, 2025, to attend the end of season National Competition. This is an out-of-state and overnight trip that required board approval.

North Clay Middle School eighth grade class to St. Louis, MO on May 16, 2025. This is an out-of-state trip that required board approval.

D. School Safety Specialists

Enclosed in the board packet were school safety specialists.

E. Personnel

A. LEAVES OF ABSENCE

1. Certified

a. FMLA

NCMS

LuAnne Anderson

b. FMLA

NCMS

Brenton Anderson

c. FMLA-Maternity

ESE

Caitlyn Long

d. FMLA

CA

Mary Graves

e. Military Leave (1/1/25-6/30/25)

NHS

Ben Wagner

2. Non-Certified		
a. FMLA	CO	Jorita Wilson
b. Medical	Trans	Terry Scott
c. Approved Absence-Not Eligible for Leave	JTE	Adaria Warner
d. Approved Absence-Not Eligible for Leave Corp		Brandy Biddle
e. Approved Absence-Not Eligible for Leave ESE		Heather Lyons
B. RETIREMENTS		
1. Certified		
a. German Teacher	NHS	Silvia Weir
2. Non-Certified	None	
3. Place on Retirement Index	None	
C. RESIGNATIONS		
1. Certified	None	
2. Non-Certified		
a. Instructional Assistant (12/6/24)	MES	Jared Gibbens
b. Food Services (11/25/24)	JTE	Cheryll Mitchell
3. ECA Resignations	None	
4. ECA Lay Coaches	None	
D. TRANSFERS		
1. Certified	None	
2. Non-Certified	None	
E. EMPLOYMENT		
1. Certified		
a. English Teacher (1/3/25)	NHS	Ashley Powell
2. Non-Certified		
a. Food Services (5 hr-12/16/24)	NCMS	Kelsey Nicholls
b. Instructional Assistant (29 hr-12/16/24)	FPE	Haylee Miller
c. Instructional Assistant (29 hr-12/16/24)	FPE	Cheri Shepard
d. Nurse (1/3/25)	JTE	Amy J. Switzer (RN/BS)
e. Parent Liaison (29 hr-12/16/24)	FPE	Sandra Johnson
f. Sp. Services IA (29 hr-12/16/24)	VBE	Crystal Keller
g. Instructional Assistant (29 hr-12/16/24)	VBE	Destiny Cox
3. Other	None	
F. EXTRA-CURRICULAR		
1. Extra-Curricular Certified		
a. 7 th Grade Girls' BB Coach (50%)	CCHS	Marie Bettenbrock
2. Extra-Curricular Non-Certified	None	
3. Extra-Curricular Lay Coach		
a. 8 th Grade Girls' BB Coach	CCHS	Jason Sindors
b. MS Assistant Wrestling Coach	NCMS	Dave Wilson
c. Marching Band Percussion	NHS	Guillermo Rameriz

d. Drill Team Director	NHS	Ashley Gonzalez
e. 8 th Grade Girls' BB Coach	NCMS	Brad Horn
f. Assistant Track Coach	NHS	Jaynard Keys
4. Supplemental	None	
 G. CHANGES		
1. Certified	None	
2. Non-Certified		
a. Cafeteria Manager (1/3/25)	NCMS	Chanise England
 3. ECA-Lay Coaches		
a. JH Girls' BB Coach (from 8 th to 7 th grade at 50%)	CCHS	Jason Paul
 H. VOLUNTEERS		
1. CLASSROOM		
a. Classroom Volunteer	SES	Brock Modesitt
b. Classroom Volunteer	SES	Amy Miller
c. Classroom Volunteer	CCHS	Heather Edwards
d. Classroom Volunteer	NCMS	Susan Maesch
e. Classroom Volunteer	NHS	Tammy Emmert
f. Classroom Volunteer	CCS	Allie Ault
g. Classroom Volunteer	CCS	David Diel
h. Classroom Volunteer	CCS	Angela Tryon
i. Classroom Volunteer	CCS	Ashley Powell
j. Classroom Volunteer	CCS	Cynthia Burrell
k. Classroom Volunteer	SE/NC/NHS	Kelsey Trout
 2. BAND		
	None	
3. ATHLETICS/ECA		
a. Assistant Wrestling Coach (Vol)	NHS	Randy Hill
 I. TERMINATIONS		
a. Supervisor of Transportation (12/4/24)	Trans	Thomas Metz
 J. SUSPENSION WITHOUT PAY		
	None	
 K. NON-RENEWAL		
1. CLASSIFIED		
	None	
2. ATHLETICS/ECA		
	None	

Mrs. Schopmeyer moved to approve the consent agenda. Mr. Keller seconded, and the motion was approved by a 7-0 vote.

IV. Old Business

None

V. Superintendent's Report

Superintendent Rayle noted the following:

- Welcomed the new hires
- Special Shout Out- Joining the board meeting were two very successful athletic coaches. These two coaches play a critical role in shaping the students' lives, both on and off the field. Beyond building physical skills, these coaches teach

teamwork, resilience, and discipline – qualities that are essential for success in life. They create an environment where students can set and achieve goals, face challenges with confidence, and grow into responsible, driven individuals. They both serve not only as mentors but as role models, embodying values that help students excel academically, socially, and personally.

- Coach Mark Raetz – 100+ wins (Football); Coach Raetz thanked the board for having him and the recognition. He shared that he has always felt supported in this position and that he has coached some really great kids. Dr. Rayle asked Coach Raetz what his favorite memory was of coaching at NHS. Coach Raetz shared the times when they beat Jasper in the first round of playoffs. He said Jasper was 9-0, ranking 3rd in the State and NHS was 8-1. He said beating them that night was one of his favorite memories.
- Coach Scott McDonald – 400+ wins (Volleyball). Coach McDonald shared that his volleyball team is more like family, and they are very fortunate to represent NHS. He was very proud to announce his team won the Team GPA Award with a 3.78 and has players in the top 10 of the senior class.
- Wished all students, their families, and new employees a very merry Christmas.

VI. New Business School Update

Throughout the 2024-25 academic year, the Board will receive monthly updates from a designated school. Ms. Amy Hardey, Principal at Meridian Elementary, shared pictures of programs and incentives that the teachers coordinate and upgrades that have been occurring at the school.

A. Recommendation to Approve Secondary Course Changes

Mr. Jackson moved to approve the secondary course changes. Mrs. Schopmeyer seconded, and the motion was approved by a 7-0 vote.

B. State Performance Award

The Teacher Appreciation Grant does not include the following certified personnel: Director of Guidance, Speech Language Pathologist, Occupational Therapist, Physical Therapist, and Therapeutic Counselor.

Mrs. Adams moved to approve to pay these employees a performance bonus from the education fund according to their evaluation. Mrs. Baysinger seconded, and the motion was approved by a 7-0 vote.

C. Classified Employee Christmas Bonus

Mr. Keller moved to approve to pay classified staff a \$200 Christmas bonus. Mr. Jackson seconded, and the motion was approved by a 7-0 vote.

D. Engineer in the Classroom Elementary School Program Request

Mrs. Baysinger moved to approve to continue the Engineer in the Classroom Elementary School Program this year. Mrs. Schopmeyer seconded, and the motion was approved by a 7-0 vote.

E. North Clay Middle School Wrestling Mat Request

Information was included from North Clay Principal Bethany Jones and Athletic Director Scott Buell requesting the purchase of a new competition-size wrestling mat for NCMS. The mat will be black, consist of seven sections, and feature a tapeless Velcro interlocking system for ease of use and durability. The total cost of the mat is \$12,187. The expense will be funded equally,

with 50% coming from the ECA fund and 50% from the district budget. The new mat will ensure students have access to safe, high-quality equipment for both practices and competitions.

Mr. Jackson moved to approve the request to purchase the new wrestling mat at NCMS. Dr. Shaw seconded, and the motion was approved by a 7-0 vote.

F. Neola Policy Updates – First Reading

Information regarding the proposed updates to the Neola policy was included in the board packet. This was a first reading, so no vote was necessary.

G. Police Standard Operating Procedures Update – First Reading

Information regarding the proposed updates to the Standard Operating Procedures was included in the board packet. This was a first reading, so no vote was necessary.

H. 2-Hour Delay Waiver

As per the Classified Handbook, it was recommended that the board waive the 2-hour delay time missed on December 3 and 10th by Bus Drivers, Cafeteria Staff, Instructional Assistants, Building Level School Nurses, and Building Level Secretarial & Office staff.

Mrs. Adams moved to approve the 2-hour delay waiver. Mrs. Schopmeyer seconded, and the motion was approved by a 7-0 vote.

VII. Board Member Comments

Ryan Keller welcomed the new staff members and thank you to Forest Park and Mrs. Holland for having the courage to speak and say the kind words. He said it means a lot when staff comes and says nice things because generally, the Board hears a lot of negative so it's really great. He thanked Ms. Hardey for her presentation and thanked the coaches for coming and sharing great information. He shared that he went to the Christmas Spectacular and very much enjoyed the show. He thanked the CCS staff and really appreciates everything they do. He has really enjoyed his time on the Board and introduced the incoming member Dr. David Bess. He also wished everyone a Merry Christmas.

Dr. Michael Shaw thanked Mr. Keller for his service and said it has been a pleasure working with him. Thanked CCS employees for dedicating their careers to the children. He welcomed the new hires and thanked Mrs. Holland for having the courage to speak with the board. He appreciated Ms. Hardey's presentation and emphasized the impact that Coach Raetz and Coach McDonald have had on his kids. He also thanked Mrs. Knust for her hard work with the curriculum and wished everyone a Merry Christmas.

Charley Jackson thanked Mr. Keller for his service on the board and wished everyone a Merry Christmas and a Happy New Year.

Andrea Baysinger thanked the coaches and emphasized how this illustrates how things like buying the turf and a new mat connect athletics to academics. Whether it is life skills, sports skills, or in the classroom, it's very important to continue to support. She shared the card Ms. Hardey passed out from 1st and 2nd grade STEM students was very impressive. She was excited to see the giraffe painted and the building being updated. She thanked Ryan for his time on the Board and everything he has contributed to the community.

Amy Burke Adams welcomed the new hires and shared thanks to Ms. Hardey for her presentation. She thanked Mr. Keller for his service on the Board, noting it has been fun and productive and he has contributed a lot. She shared that the Christmas Spectacular was fabulous and announced they are taking donations. She wished everyone a Merry Christmas. She also thanked Mr. Hammond for having the Northview parking lot salted after the performance.

Cheryl Schopmeyer congratulated Jennifer on her retirement and thanked Mr. Keller for his service on the Board, sharing it has been an honor to work with him the last two years. She thanked Ms. Hardey for her presentation. She shared she was at Meridian the day the power was off but Mr. Huber was right there to make sure everything went well and it did. She said the students were telling jokes and she shared her favorite one. She wished everyone a Merry Christmas and a Happy New Year.

Tom Reberger shared he knew from the first time he met Mr. Keller that he would be a good school board member and sure enough, became a school board member and has done an excellent job. On behalf of the Board, Dr. Rayle presented Mr. Keller with a plaque.

VIII. Future Agenda Items

None

IX. Adjournment

Having exhausted all agenda items, the meeting was adjourned at 7:53 p.m.

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