

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

An organizational and 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, February 13, 2025. Dr. David Bess, Dr. 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 7:09 p.m. Board President Tom Reberger led those in attendance in the pledge, and Superintendent Rayle offered the prayer.

II. Comments from Patrons

None

III. Consent Agenda

A. Claims

B. Board Meetings

Board of Finance Meeting: Thursday, January 9, 2025

Regular Session: Thursday, January 9, 2025

Executive Session: Thursday, January 16, 2025

C. Field Trips

-NHS health career students to attend the HOSA Leadership Conference in Indianapolis, IN on April 14-16, 2025. This is an overnight stay that required board approval.

-NHS DECA to attend leadership and career development workshops in Indianapolis, IN on March 2-4, 2025. This is an overnight stay that required board approval.

-CCHS BPA to attend the annual BPA State Conference in Indianapolis, IN on March 9-11, 2025. This is an overnight stay that required board approval.

-NHS auto shop students to travel to Flying S in Palestine, IL on March 28, 2025, to explore careers in engineering and witness a live manufacturing facility. This is an out-of-state field trip that required board approval.

- NHS Band to attend WGI World Championships in Dayton, OH on April 9-12, 2025. This is an overnight and out-of-state field trip that required board approval.

- NHS Band to attend the Music in the Parks Competition in Gurnee, IL on May 2-3, 2025. This is an overnight and out-of-state field trip that required board approval.

D. Personnel

A. LEAVES OF ABSENCE

1. Certified

a. FMLA	CCHS	Ryan Swearingen
b. FMLA	CCHS	Susan Anstead
c. FMLA	NHS	Lisa Chambers
d. FMLA	NCMS	Don Bryan
e. FMLA	NHS	Shannon Nevins

2. Non-Certified

a. FMLA	CCHS	Richard Mazur
b. FMLA	Maint	Dan Hardesty
c. FMLA	CO	Patricia Woolery
d. Medical	Trans	Lisa Dickerson
e. Not Eligible for Leave-Approved Absence	VBE	Trinity Mornout

f. Not Eligible for Leave-Approved Absence	ESE	Krista Peterson
g. Not Eligible for Leave-Approved Absence	FPE	Rebecca Morris
h. Not Eligible for Leave-Approved Absence	SES	Barbara Houk
i. Not Eligible for Leave-Approved Absence	CA	Dee Tilley
j. Not Eligible for Leave-Approved Absence	Trans/ME	Jenny Sutherland

B. RETIREMENTS

1. Certified	None
2. Non-Certified	None
3. Place on Retirement Index	None

C. RESIGNATIONS

1. Certified		
a. Special Education Teacher (1/31/25)	NCMS	Ashlee Long
b. Principal (6/30/25, return to classroom next year)	CCE	Brent Vaught
2. Non-Certified		
a. IA (1/17/25)	NCMS	Cory Anderson
b. IA (1/31/25)	NCMS	Samantha Starling
c. Custodian 185-day (1/17/25)	MES	Paul Neeley
d. IA (1/24/25)	CCE	Amy Curtis
e. Custodian 185-day (2/4/25)	ESE	Jeremy Fowler
f. IA (2/20/25)	FPE	Tina Price
g. Food Services (2/6/25)	ESE	Heather Lyons
3. ECA Resignations	None	
4. ECA Lay Coaches	None	

D. TRANSFERS

1. Certified	None
2. Non-Certified	None

E. EMPLOYMENT

1. Certified		
a. Special Education Teacher (2/17/25)	NCMS	Amy Martin
2. Non-Certified		
a. Bus Aide (2/17/25)	Trans	Bonnie Greenlee
b. Custodian Second Shift 185-day (2/17/25)	JTE	Penny Rogers
c. IA (2/17/25)	SES	Destiny Dobson
d. Custodian 185-day (2/17/25)	VBE	Doug McCoy
e. Bus Aide (2/17/25)	Trans	Sasha McNiel
3. Other	None	

F. EXTRA-CURRICULAR

1. Extra-Curricular Certified		
a. Director of Musical Performance	NHS	Brenda Buchanan
b. Super Bowl Sponsor-Fine Arts	NHS	Ashley Powell
c. Assistant Unified Track Coach	NHS	Jennifer Smith

2. Extra-Curricular Non-Certified	None	
3. Extra-Curricular Lay Coach		
a. Winter Guard Director	NHS	Ashley Gonzalez
b. Assistant Drill Team Coach	NHS	Alexis Adkins
c. MS Head Track Coach	NCMS	Shannon Brown
d. MS Assistant Track Coach	NCMS	Sam Brown
e. MS Assistant Track Coach	NCMS	Chris Hayes
f. Director of Music	NHS	Tammy Emmert
g. Varsity Softball Coach	NHS	Kathy Vossmer
h. Assistant Softball Coach	NHS	Ashley Hagan
i. JV/Assistant Baseball Coach	NHS	Mike Walters Jr.
j. JV/Assistant Baseball Coach	NHS	Coy Edwards
k. Assistant Band-Percussion	CCHS	Jadah Mullenix
l. Boys' Golf Coach	CCHS	Bret Mishler
m. Assistant Softball Coach	CCHS	Raven Hyde
n. Assistant Baseball Coach	CCHS	David Smith
4. Supplemental		
a. Assistant Softball Coach(Supp/Max\$600)	NHS	Shelby Dupin
b. Assistant Softball Coach(Supp/Max\$600)	NHS	Ellie Carter
c. Assistant Softball Coach(Supp/Max\$600)	NHS	Lindsey Clark
d. Assistant Softball Coach(Supp/Max\$600)	NHS	Steve Clark
e. Assistant Softball Coach(Supp/Max\$1,000)	CCHS	Whitney Jeffers
G. CHANGES		
1. Certified	None	
2. Non-Certified	None	
3. ECA-Lay Coaches	None	
H. VOLUNTEERS		
1. CLASSROOM		
a. Classroom Volunteer	CCE	Amanda Tran-Piland
b. Classroom Volunteer	CCHS	Clayton Rector
c. Classroom Volunteer	NCMS	Kelly Bays
d. Classroom Volunteer	NCMS	Kayla Nejman
e. Classroom Volunteer	NHS	Ariella Engle
f. Classroom Volunteer	NHS	Katie Barr
g. Classroom Volunteer	CCS	Julia Rayle
h. Classroom Volunteer	CCS	Megan Dilley
i. Classroom Volunteer	CCS	Camille McKenzie
j. Classroom Volunteer	CCS	Stephanie Schopmeyer
k. Classroom Volunteer	CCS	Jerad Heffner
l. Classroom Volunteer	CCHS/NHS	Michelle Engle
2. ATHLETICS/ECA		
a. MS Assistant Track Coach (Vol)	NCMS	Sidney Linton
b. MS Assistant Track Coach (Vol)	NCMS	Dave Wilson
c. HS Assistant Track Coach (Vol)	NHS	Sara Stallcop
d. HS Assistant Track Coach (Vol)	NHS	Pat Brown
e. HS Assistant Track Coach (Vol)	NHS	Raimy Vitz
f. HS Assistant Track Coach (Vol)	NHS	Rylie Vitz

g. Assistant Baseball Coach (Vol)	NHS	Charley Jackson
h. Assistant Baseball Coach (Vol)	NHS	Randy Hill
i. Assistant Baseball Coach (Vol)	NHS	Mike Walters Sr.
j. Assistant Baseball Coach (Vol)	NHS	Corey Clark
k. Assistant Baseball Coach (Vol)	NHS	Kade Roembke
l. HS Assistant Track Coach (Vol)	CCHS	Josh Rector
m. HS Assistant Track Coach (Vol)	CCHS	Travis Strauch
n. HS Assistant Track Coach (Vol)	CCHS	Clayton Rector
o. Assistant Baseball Coach (Vol)	CCHS	Ryne Hayes
p. Assistant Baseball Coach (Vol)	CCHS	Hunter Adams
q. Assistant Baseball Coach (Vol)	CCHS	Brody Shaw
r. Assistant Baseball Coach (Vol)	CCHS	Noah Atkinson
s. Assistant Softball Coach (Vol)	CCHS	Roger Rhodes

3. BAND

a. Band Volunteer	NCMS	Beth Moody
b. Band Volunteer	NCMS	Kathryn Minaghan
c. Band Volunteer	NHS	Ronald Maurey

I. TERMINATIONS

None

J. SUSPENSION WITHOUT PAY

None

K. NON-RENEWAL

1. CLASSIFIED

None

2. ATHLETICS/ECA

None

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

IV. Old Business

None

V. Superintendent's Report

Superintendent Rayle noted the following:

- Welcome to new employees Amy Martin, Bonnie Greenlee, Penny Rogers, Destiny Dobson, Doug McCoy, and Sasha McNiel.
- Thank you to the Great Dane employees for their generous donation of the hats and gloves for our students.
- We had a Professional Development Day for teachers on Monday. Thank you to Kathy, Brady, Dianna, and Leslie for all the work they put into organizing the day.
- Congratulations to Coach Keys and the Northview girls' basketball team on their Sectional championship.
- Thank you to the Northview students who spoke up, Debbie Zimmerman, Chief Clarke, and Officer Frazier for their swift action during the situation at Northview on Monday.

VI. New Business

School Update

Throughout the 2024-25 academic year, the Board will receive monthly updates from a designated school. Mr. Brent Vaught, Principal at Clay City Elementary, shared photos of school staff and student activities.

A. Approval of 1028-Bond Reimbursement & Additional Appropriation Resolutions

Hannah Clendining from Barnes & Thornburg summarized the two resolutions being presented for approval. These resolutions would allow for the approval of the project and the financing information presented during the public hearing. Along with Ms. Clendining, Jason Tanselle from Baker-Tilly Municipal Advisors was available to answer questions.

Dr. Shaw moved to approve the 1028-Bond Reimbursement & Additional Appropriation resolutions. Mr. Jackson seconded, and the motion was approved by a 7-0 vote.

B. Annual Financial Report

This agenda item will be postponed to the March 13, 2025 meeting.

C. Adult Education Grant Application

Mrs. Baysinger moved to grant permission to Mrs. Kiefer to apply for the Adult Education Grant. Mrs. Schopmeyer seconded, and the motion was approved by a 7-0 vote.

D. Snow Days and 2-Hour Delay Waiver

As per the Classified Handbook, it is recommended that the board waive the Snow Days on January 6, 7, and 10, the 2-hour delay time missed on January 8, 9, 13, 15, 21, 22, and 24 by Police Officers, Bus Drivers, Cafeteria Staff, Instructional Assistants, Building Level School Nurses, and Building Level Secretarial & Office Staff. It was also recommended that the board waive the Snow Day on January 6 for 185-day and 210-day custodians.

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

E. Emancipated Students

Dr. Bess had requested additional information regarding emancipated students within the school corporation. Dr. Scott provided a detailed overview, including current policies, legal considerations, and any relevant data or trends regarding emancipated students. Dr. Scott started his presentation off by explaining the definition of an emancipated student, separating the difference between the definition by Family Law and Educational Law. He shared that CCS currently has 10 school board policies considering emancipated students. Dr. Scott then shared the Custodial Statement and Agreement Third-Party Custody form. He explained that this form was developed by the secretary of education, and is an agreement with the individual with whom the student is living. The individual, with respect to dealing with the school corporation, assumes the duties and liabilities of a parent of the student as if the individual were the parent. This form is one way of helping identify emancipated students. He explained the court is not responsible for notifying the school, but rather it is the emancipated student's responsibility. Upon emancipation, the student should present copies of the official court order to the school administration to make part of their educational records. Once it has been determined that a student has been emancipated, school staff will help to provide resources and guidance on their responsibilities within the school. They will communicate to these students that they are the primary decision maker for their needs, meaning they are responsible for their attendance, finances, and discipline.

Dr. Bess asked if 18-year-old students were still required to obtain parental consent. He asked specifically if the parent was no longer in the picture, can they sign for themselves? Do they have to prove that Mom and Dad are no longer around? He remembers years ago, an 18-year-old student could determine who looks at their grades; Dr. Scott replied that this was correct. It was asked how many emancipated students CCS currently has; Dr. Scott is only aware of 1 student. Dr. Bess stated he knows of three students in the southern part of the county who are

emancipated students who are 18. Dr. Rayle asked Dr. Bess to share that information with him after the meeting. Dr. Bess stated that the problem came about because one of these students didn't want to ride a fan bus back to the school and wanted to ride home with a friend, but was denied because they didn't have a parental consent form even though the parents were not in the picture. Dr. Rayle and Dr. Scott said they would look into the situation.

F. Commercial Driver's License Program

Board Member Charley Jackson requested information on the potential development and implementation of a Commercial Driver's License (CDL) program for high school students. Mrs. Knust provided an overview of the program concept, including potential benefits, curriculum requirements, partnerships, and funding considerations. Mrs. Knust started the presentation by sharing the CDL Program benefits for students and the community. She stated there are multiple career readiness and job opportunities through hands on experience that build attention to detail, responsibility, and punctuality. There is a high demand and high wage potential with job security due to a national shortage of commercial drivers, and possibilities for immediate employment upon graduation for stable jobs in industries like transportation, construction and logistics. Students must be 18 years of age by the end of the first semester of their senior year and complete two semesters of the following courses: Principals of Transportation and Logistics, Commercial Drivers Operations, and Advanced Commercial Operations. She went on to explain the requirements for the first semester. Before beginning the course, students are required to get a Department of Transportation Physical and Drug Screen. Students would be given an overview of CDL licensure requirements and would be prepared through classroom assignments, video instruction, and driving simulator activities to pass the required CDL tests given at the Bureau of Motor Vehicles to obtain their CDL Learner's Permit. During the second semester of the course, students must complete the required driving time on the range in a tractor-trailer practicing maneuvers around cones, backing, turning, and shifting. Mrs. Knust shared that schools with the program in place use areas of their parking lots for students to begin practicing with a teacher. Students must then complete the required driving time on the road in a tractor-trailer to refine backing, shifting, general driving, and driving under diverse conditions. This would be off-campus training on the road with a teacher. Students who successfully complete all phases of the program by graduation would be eligible to take their CDL-A exam.

Mrs. Knust broke down the expenses for implementing the program as follows:

- Cost for teacher's salary/benefits (3 class periods) \$35,250.00
 - Cost for simulator \$90,000.00
 - Cost for 2 semi tractors and trailers (Programs have 2) \$75,000.00 to
Purchased or donated/condition of vehicles will vary \$150,000.00 + or –
 - Yearly repairs, maintenance, and liability insurance coverage \$25,000.00 + or –
 - Additional curriculum and supply needs for new program \$7,000 + or –
- Total \$232,250 to \$307,250

If trucks are donated, the cost for program implementation would be \$157,250.00

Mrs. Knust explained the need to identify potential partners and work with them to determine the ability to financially support the purchase of two tractor trailers. She noted that the yearly Carl Perkins Grant funds are tapped to support the current pathways and new pathways bring implemented. If the Board supports moving forward to implement a local program, additional grant support would be needed, and it should be noted that grant funds are most often ongoing. She shared some concerns regarding the sustainability of the program, including the cost of implementation being high, and the program taking continuous effort and hard work to sustain. Other issues include establishing ongoing partnerships with businesses who would be able to complete truck repairs, understanding that tractors and trailers would need to be replaced and

deciding who would pay for replacements, establishing range and road routes that are safe for all students and the community, establishing plans to monitor remaining students while a student is driving, and sustaining a qualified driving instructor with experience who works well with students.

To find the best solution, Mrs. Knust was presented with a new pathway opportunity on November 12, 2024; Jobs for America's Graduates (JAG) Pathway. JAG students are provided with work-based learning opportunities, receive adult mentoring while in school, and have a one-year follow-up after graduation. JAG is funded through the Indiana Department of Workforce Development. Through the JAG instructor, students would complete required courses and an internship in their area of interest, which could be with a local trucking company. The internship opportunity would give students a chance to build connections and gain a greater understanding of the trucking business. If a student was interested in getting their CDL license, the Ivy Tech College Connection Coach could help them enroll in their short-term CDL program, which students may begin after receiving their high school diploma; CDL coursework is completed in 4 weeks. Ivy Tech College Connection Coach sets a goal to meet with every CCHS and NHS senior, so the opportunity to enroll in the CDL course would be open to anyone interested.

Ivy Tech has two branches – Ivy Tech Community College and Ivy Tech Workforce Development for short-term certifications related directly to careers. Ivy Tech has 19 full-service campuses, with 15 campuses offering CDL programs. Of the 15 campus programs, 14 offer their program through third-party vendors. Third-party vendors were most commonly used because of the removal of liability from the school and the pre-existing quality of the vendor program. Ivy Tech Terre Haute Campus offers the CDL program through a third-party vendor, 160 Driving Academy. The academy provides a full-time administrator, two full-time instructors, and two trucks with trailers. A new program starts each Monday and runs for four weeks. A CCHS or NHS graduate could graduate on Friday, begin CDL training on Monday, complete the course, pass their CDL exams, and obtain their CDL License before the 4th of July fireworks.

Mrs. Knust concluded by sharing that Ivy Tech currently offers, as part of their Workforce Development, over 62 short-term programs that can be completed in four weeks. Just a few examples include CNC machinist, fire fighter, building constructions management, pharmacy technician, basic emergency medical studies, website design, light duty diesel, and human resource management. Clay Community Schools cannot offer an infinite number of pathways, but they can help guide students and encourage them to take advantage of these valuable career opportunities.

The board thanked Mrs. Knust for her very thorough presentation, and they did not have any further questions.

G. Consideration to Name the Supervisor of Transportation

Mrs. Adams moved to approve the request to name Mrs. Jennifer McKinney as the next Supervisor of Transportation. Mrs. Baysinger seconded, and the motion was approved by a 7-0 vote. The position will consist of a 260-day contract, and Mrs. McKinney will receive the salary and benefits addressed in the CCS Classified Handbook.

H. 2025 Summer School Course Offerings

Enclosed in the board packet was a list of proposed summer school course offerings. Finalized dates and times will be determined once the last day of school has been confirmed. While courses are traditionally offered at both Clay City Jr/Sr High School and Northview High School,

the feasibility of holding them at both campuses will depend on enrollment numbers. Clay City students are always welcome to attend classes at Northview High School if necessary.

Mr. Jackson moved to approve the proposed summer school course offerings and the proposed fees. Dr. Bess seconded, and the motion was approved by a 7-0 vote.

I. Agriculture in the Classroom Elementary School Program Request

Dr. Shaw moved to approve agriculture in the classroom again for first and third grade students. Mr. Jackson seconded, and the motion was approved by a 7-0 vote. Stephanie Schopmeyer from Schopmeyer Ag will lead the program.

J. Approval of School Bus Bids

At the August 8, 2024, regular session, the board approved the request to solicit bids for the new school buses through the Central Indiana Educational Service Center (CIESC) cooperative purchasing program. Mr. Hammond and Mr. Szabo provided a recommendation for the approval of new bus purchases for 2025.

Mrs. Adams moved to approve the 2025 school bus bids. Mrs. Schopmeyer seconded, and the motion was approved by a 7-0 vote.

K. Supplemental Payment Resolution

A supplemental payment resolution developed by Attorney Michelle Cooper was included in the board packet. The resolution addressed a supplemental payment for the sum of \$1000 to Secretary Torie Fox for her role in managing the Clay Community Schools marketing campaign for the second semester of the 2024-2025 school year.

Dr. Shaw moved to approve the supplemental payment resolution. Mrs. Baysinger seconded, and the motion was approved by a 7-0 vote.

L. Permission to Accept Donation for North Clay Choir Trip

Mrs. Schopmeyer moved to approve to accept the donation of \$2000 from Sondra Arvin for the North Clay Choir's Spring Break trip. Mr. Jackson seconded, and the motion was approved by a 7-0 vote.

VII. Board Member Comments

Dr. David Bess shared he was impressed with the meeting, the things that he saw, and what was discussed. He is very excited to be a part of the board and stated it looks like they are moving ahead and doing great things.

Dr. Michael Shaw shared his appreciation for everyone in the corporation.

Charley Jackson welcomed the new hires and thanked Mrs. Knust for her presentation.

Andrea Baysinger

Amy Burke-Adams welcomed the new hires, congratulated Mrs. McKinney on her new position as Supervisor, and thanked Mr. Vaught for his presentation.

Cheryl Schopmeyer shared that she was going to visit the State House with the Indiana School Boards Association. She says they have legislators coming in to discuss the issues that they're addressing. She welcomed the new hires and thanked Mr. Vaught, Mrs. Knust, and Dr. Scott for their presentations.

Tom Reberger stated that Girls and Boys Basketball win Sectionals, three wrestlers at semi-state, and the presentations – this is why we do things very well. He says we have good people in leadership and it trickles down. They don't take anything for granted and you get a detailed answer. Regarding the bond issuance, as Aron very well stated, the grants that we got during COVID allowed projects to be completed. This will allow us to move forward with a couple more

projects and try to avoid problems before they arise. He also shared that another reason to support this bond is that it will have a minimal impact on taxes.

VIII. Future Agenda Items

None

IX. Adjournment

Having exhausted all agenda items, the meeting was adjourned at 8:24 p.m.

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