

**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, September 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 7:00 p.m. Board President Tom Reberger led those in attendance in the pledge, and Superintendent Rayle offered the prayer.

II. Comments from Patrons

Haley McLin spoke to the board about her concerns regarding bullying and inappropriate behaviors at Clay City Elementary School. She shared that she has received messages from parents of other students who have been bullied by the same child but doesn't feel like anything is being done. She shared bullying statistics and stated that children need to learn and thrive instead of making a hit list, school shoot-up list, or suicide notes. She feels children should not feel alone, they should feel protected at school, and parents should be made accountable.

Jeff Pridemore began by stating he was new to the community and chose to enroll his student in North Clay Middle School instead of Terre Haute schools because he felt the smaller schools would be better protected and the communities stick together. He stated he was notified by his child that a new student had transferred into the school who had already been kicked out of multiple schools and had made threats at those previous schools. He agrees that children should all receive an education, but questioned who was vetted the enrollment process to ensure the other students would be protected. She stated that the same student was in a class with his child and displayed a knife or said he had a knife and staff removed the child from the classroom. Mr. Pridemore stated he believed he should have received a notification about the incident. He is concerned that his student is more worried about how she is going to evacuate from a school shooting rather than school work. He understands that that is not the school's fault, but believes it does fall on the shoulders of the school to make the kids feel safe enough to not have to think about being scared. He suggested metal detectors and clear backpacks; or fire ladders for the second-story classrooms rather than throwing a rope out of the window. He said he would not be sending his student back to school until he heard of a serious plan to protect his student.

Mr. Reberger commented that there are safety strategies in place that cannot be shared with the general public. They share the same concerns as a board and are doing everything they can to take those concerns seriously.

III. Consent Agenda

A. Claims

B. Board Meetings

Regular Session: Thursday, August 8, 2024

C. Field Trips

Clay City Jr/Sr High School FFA and Soil Judging Team to attend the state soil judging competition in Southern Indiana from October 11-12, 2024. This is an overnight stay that required board approval.

Clay City Elementary 6th grade to McCormick's Creek State Park in Spencer, IN from May 20-22, 2025. This is an overnight stay that required board approval.

D. Personnel

A. LEAVES OF ABSENCE

1. Certified		
a. FMLA	NHS	Michelle Ruhe
b. FMLA	JTE	Christina Rea
c. FMLA	NHS	Jennifer Farris
d. FMLA	NCMS	Jonna Anacker
e. FMLA	NCMS	Stephanie Nuckols
f. FMLA	ESE	Lisa Froderman
g. FMLA	NCMS	Nathan Hopf
h. FMLA	NCMS	Bryant Pestoff
i. FMLA	CCHS	Michael Owens
2. Non-Certified		
a. FMLA	CCHS	Kyra Stemler
b. Medical	JTE	Cheryll Mitchell
c. Not Eligible for Leave- Approved Absence	ME/SE	Erin Edington
d. Not Eligible for Leave- Approved Absence	NHS	Sally Allen
e. Not Eligible for Leave- Approved Absence	NHS	Debra Brewer
f. Not Eligible for Leave- Approved Absence	VBE	Amanda Swenson
g. Not Eligible for Leave- Approved Absence	CCHS	Evan Dickerson
h. Not Eligible for Leave- Approved Absence	FPE	Jane Crowley
3. Military Leave		
a. Military Leave (September 16-20, 2024)	NHS	Ben Wegner
B. RETIREMENTS		
1. Certified	None	
2. Non-Certified		
a. Food Services (12/20/24)	NCMS	Christina Gruener
3. Place on Retirement Index	None	
C. RESIGNATIONS		
1. Certified		
a. 3 rd Grade Teacher (8/16/24)	CCE	Lisa Denker
b. PE/Health Teacher (9/20/24)	NHS	Erica Garrison
2. Non-Certified		
a. School Nurse (9/6/24)	ESE	Michelle Fallon
b. Food Services (8/7/24)	JTE	Rebecca Albright
c. Instructional Assistant (8/12/24)	MES	Sandra Johnson
d. Instructional Assistant (8/1/24)	CCE	Jenna Everhart
e. Bus Driver (8/16/24)	Trans	Shayne Thompson
f. Bus Driver (8/16/24)	Trans	Sandy Thomas
g. Bus Aide (9/13/24)	Trans	Darleen Jones
h. Food Services (9/20/24)	CCE	Carrie Ley
i. Custodian (9/18/24)	CCE	Shelby Long
3. ECA Resignations		
a. Unified Trach Assistant Coach	NHS	Nikki LeMay
b. Jr. High Track Coach	CCHS	Ryan Swearingen
4. ECA Lay Coaches	None	

D. TRANSFERS

1. Certified

a. Health Teacher (from NCMS-1/3/25) NHS James Grounds

2. Non-Certified

a. Registrar/Guidance Secretary (from NCMS) NHS Mercedes Hall

E. EMPLOYMENT

1. Certified

a. Elementary Teacher (1st Grade) SES Trisha Shonk
 b. Elementary Teacher (Art) ESE/MES/SES Jennifer Bedwell
 c. Elementary Teacher (3rd Grade) CCE Shelbi Bridgewater
 d. Elementary Teacher (K) SES Danielle Pond

2. Non-Certified

a. Instructional Assistant (29 hr) NHS Kristin Strain
 b. Instructional Assistant (29 hr) FPE Jaime Harden
 c. School Nurse-LPN (9/16/24) ESE Christina Jones
 d. Instructional Assistant (29 hr) NCMS Cory Anderson
 e. Custodian – 185 day VBE Alexis Bell
 f. Bus Driver (9/16/24) Trans Lindsey Hendrix
 g. Bus Driver (9/16/24) Trans Rhonda Leak
 h. Bus Driver (9/16/24) Trans Darleen Jones
 i. Custodian – 185 day CCHS Kyah Shaw
 j. Food Services (6 hr) JTE Sandra Jones
 k. Evening Custodian – 185 day CCE Olivia Gibbens
 l. Instructional Assistant (29 hr) CCE Bryleigh Smith
 m. Evening Custodian – 185 day NCMS Paul Boyd
 n. Food Services (6 hr) JTE Rachel Wilkinson
 o. Instructional Assistant (29 hr) FPE Tina Price
 p. Instructional Assistant (29 hr) FPE Ramona Holland
 q. Instructional Assistant (29 hr) NCMS Kyonna Pfluger
 r. Evening Custodian – 185 day CCHS James Tucker
 s. Instructional Assistant – SPED (29 hr) VBE Ashley Barker
 t. Instructional Assistant – SPED (29 hr) VBE Trinity Mornout
 u. Instructional Assistant (29 hr) MES Crystal Sanders
 v. Instructional Assistant (29 hr) FPE Samantha Sparks
 w. Instructional Assistant (29 hr) MES Kacie Bell
 x. Instructional Assistant (29 hr) MES Chyaunna Redman
 y. Instructional Assistant-Title Pre-K (29 hr) MES Shelbi Cooksey
 z. Evening Custodian – 185 day SES James Aiden Herzog

3. Other

None

F. EXTRA-CURRICULAR

1. Extra-Curricular Certified

a. 5th/6th Grade Boys' Basketball Coach CCE Garrett Thatcher
 b. 6th Grade Girls' Basketball Coach NCMS Broc Miller

2. Extra-Curricular Non-Certified

None

3. Extra-Curricular Lay Coach

a. 6 th /5 th Grade Boys' Basketball Coach	CCE	Cody Gerber
b. 9 th Grade Girls' Basketball Coach	NHS	Seth Payton
c. 9 th Grade Boys' Basketball Coach	NHS	Brevin Cooper
d. JV Boys' Basketball Coach (50%)	NHS	Michael Medaris
e. JV Boys' Basketball Coach (50%)	NHS	Billy Pettiford

4. Supplemental

a. Supplemental Assistant Softball Coach (Max \$600)	NHS	Shelby Dupin
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G. CHANGES

1. Certified

a. Girls' Golf Coach (Moved to 100%)	NHS	Chris Hawk
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2. Non-Certified

a. From IA to Attendance Secretary/IA (33.75 hrs)	NCMS	Susan Morris
b. Instructional Assistant (move to 29 hrs)	ESE	Lynda Tomhave
c. Food Services (moved to 5.5 hrs)	FPE	Kenzie Miller
d. Food Services (moved to 5.75 hrs)	SES	Heather Breshears Derigo

3. ECA-Lay Coaches

None

H. VOLUNTEERS

1. CLASSROOM

a. Classroom Volunteer	CCE	Amber Burbrink
b. Classroom Volunteer	CCE	Elizabeth Harden
c. Classroom Volunteer	CCE	Angel Mace
d. Classroom Volunteer	CCE	Krista Dayhoff
e. Classroom Volunteer	CCE	Kayla Sutherlin
f. Classroom Volunteer	CCE	Heather Miller
g. Classroom Volunteer	CCE	Brandi Hummel
h. Classroom Volunteer	ESE	Holly Capps
i. Classroom Volunteer	FPE	Natalie Titara
j. Classroom Volunteer	ME	Chelsea Dighton
k. Classroom Volunteer	ME	Leslie Jones
l. Classroom Volunteer	ME	Sabrina Chandler
m. Classroom Volunteer	ME	Nanette Brown
n. Classroom Volunteer	ME	Teresa Barr
o. Classroom Volunteer	ME	Baylee Riley
p. Classroom Volunteer	SE	Destiny Dobson
q. Classroom Volunteer	SE	Robin Fox
r. Classroom Volunteer	SE	Taryn Hamilton
s. Classroom Volunteer	VBE	Jillette Taylor
t. Classroom Volunteer	VBE	Mikayla Cherry
u. Classroom Volunteer	VBE	Dustin Moore
v. Classroom Volunteer	VBE	Bayleigh Moore
w. Classroom Volunteer	VBE	Alexis Cooksey
x. Classroom Volunteer	VBE	Meranda Nodley
y. Classroom Volunteer	CCHS	Angela Hofmann
z. Classroom Volunteer	CCHS	Ivan Hofmann
aa. Classroom Volunteer	CCHS	Anastasia Pine
bb. Classroom Volunteer	CCS	Abigail Creed
cc. Classroom Volunteer	CCS	Kyonna Pflueger
dd. Classroom Volunteer	CCS	Becky Sinclair

ee. Classroom Volunteer	CCS	Terri Priest
ff. Classroom Volunteer	CCS	Jamie Neidlinger
gg. Classroom Volunteer	CCS	Kristen Strain
hh. Classroom Volunteer	CCS	Karen Phillips
ii. Classroom Volunteer	CCS	Brandy Biddle
jj. Classroom Volunteer	CCS	Haylee Miller
kk. Classroom Volunteer	CCS	Melissa Rooksberry
ll. Classroom Volunteer	CCS	Heidi Hadley
mm. Classroom Volunteer	CCE/CCHS	Elaine Reece
nn. Classroom Volunteer	ESE/FPE	Debra Myers
oo. Classroom Volunteer	ME/NCMS/NHS	Connie Wakaluk
pp. Classroom Volunteer	FPE/VBE/NCMS	Tammy Bond

2. BAND

a. Band Volunteer	NHS	Emma Kieselhorst
b. Band Volunteer	NHS	Brendan Shinault

3. ATHLETICS/ECA

a. Elementary Head Cheer Coach (Vol)	CCE	Desire Cochran
b. Elementary Assistant Cheer Coach (Vol)	CCE	Joanna Vaught
c. High School Assistant Cheer Coach (Vol)	CCHS	Resa Horton
d. Assistant Baseball Coach (Vol)	NHS	Broc Leslie
e. Assistant Girls' Basketball Coach (Vol)	NHS	Matt Stuckey

3. ATHLETICS/ECA

None

I. TERMINATIONS

None

J. SUSPENSION WITHOUT PAY

a. Supervisor of Maintenance	CCS	Dan Hardesty
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K. NON-RENEWAL

1. CLASSIFIED	None
2. ATHLETICS/ECA	None

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

IV. Old Business

None

V. Superintendent's Report

Superintendent Rayle noted the following:

- Thank you to the community and families for their patience as they continue to monitor the social media situation. He stated that CCS put out a couple of statements, but at this time, there have been no credible threats.
- Welcomed the new hires.
- Congratulations to Mark Raetz on coaching his 100th victory as Northview's football coach and Scott McDonald on coaching his 400th victory as Northview's volleyball coach.
- Thank you to the Director of Special Education Dr. Lunn for all of the behind-the-scenes work he and his team put in, Bill Milner and his team for setting up and getting 1400 Chromebooks out to those students in the rotation, and to Chief Clarke all of the officers.

- Chief Clarke spoke on the social media situation and thanked the patrons who spoke to the board. He shared that he has four children and that is why he is in the position that he is in. He shared that the past couple of days had been a whirlwind and the amount of work that had been put in has been substantial. He extended thanks to the Terre Haute Police Department and their Federal Task Force, the Clay County Sheriff's Department, and the Brazil City Police Department.

VI. New Business

A. School Update

Throughout the 2024-25 academic year, the Board will receive monthly updates from a designated school. Commencing in August, Mr. Brad Ennen, Principal at Jackson Township Elementary, shared information about the staff and student progress.

B. School Improvement Plans

Each school has parents and certified and classified staff members who serve on their school improvement committees. The committees review data, learning objectives, standards, etc., to develop goals and objectives for their school improvement plans.

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

C. Corporation-Level Objectives (Goals)

To coincide with the school improvement plans, district-level administrators developed corporation-level objectives (goals) for their departments per CCS Policy 2605 – Program Accountability. The accomplishments of the objectives (goals) will be reviewed in the spring.

Mr. Jackson moved to approve the corporation-level objectives (goals). Dr. Shaw seconded, and the motion was approved by a 7-0 vote.

D. Teacher Appreciation Grants

School boards are required to annually adopt a policy concerning the distribution of teacher appreciation grant dollars, which will be submitted to the IDOE. It was recommended that the board approve CCS Board Policy 3220.01 – Teacher Appreciation Grants, as written, for the distribution of the Teacher Appreciation Grant allocations for the 2024-25 school year.

Dr. Shaw moved to approve the teacher appreciation grant policy. Mr. Jackson seconded, and the motion was approved by a 7-0 vote.

E. Grant Applications

Mrs. Schopmeyer moved to approve the request for permission from Kathy Knust to apply for the Title II, Part A – Supporting Effective Instruction Grant, Title IV, Part A – Student Support and Academic Enrichment Grant, and the High Ability Grant. Mrs. Baysinger seconded, and the motion was approved by a 7-0 vote.

F. ILEARN and IREAD 3 Results

Assistant Superintendent Brady Scott shared highlights from the 2024 Spring ILEARN.

Individual School Summary

Elementary School Results
English/Language Arts

- 3rd Grade
 - All schools scored above state average (39%) except for Forest Park Elementary and Jackson Township Elementary.
- 4th Grade
 - All schools scored above state average (42%) except for Forest Park Elementary and Van Buren Elementary.
- 5th Grade
 - All schools scored above state average (41%) except for Clay City Elementary and Forest Park Elementary

Elementary School Results

Math

- 3rd Grade
 - All schools scored above state average (53%) except for Forest Park Elementary
- 4th Grade
 - All schools scored above state average (49%) except for Forest Park Elementary
- 5th Grade
 - All schools scored above state average (41%) except for Forest Park Elementary

Middle School Results

English/Language Arts

- Clay City 6th-8th grade scored at or above state averages for ELA at all grade levels
- North Clay Middle School scored above state averages in both 6th and 8th grade for ELA

Middle School Results

Math

- Clay City 6th-8th grade scored above state averages in both 6th and 7th grade for Math
- North Clay Middle School scored above state average at all grade levels

Surrounding School Corporations Comparison

English/Language Arts

- Clay Community Schools performed very well compared to neighboring districts, scoring in the top 4 for grades 3-8.
 - Grades 3, 5, and 7 were 1st overall in terms of performance amongst neighboring districts
 - Grades 4 and 8 were 2nd amongst neighboring districts in terms of performance
 - Grade 6 was 3rd by 0.2% in regard to performance compared to neighboring districts.

Math

- Clay Community Schools performed very well compared to neighboring districts, scoring in the top 4 for grades 3-8.
 - Grade 7 was 2nd amongst neighboring districts in terms of performance
 - Grades 3 and 6 were 4th amongst neighboring districts in terms of math proficiency scores
 - Grades 4 and 8 were 3rd amongst neighboring districts in terms of math proficiency scores
 - Grade 5 was 1st overall amongst neighboring districts in terms of math proficiency scores

Assistant Superintendent Brady Scott shared highlights from IREAD3. He stated that CCSS has been well ahead of the recommended and soon to be mandated practice of having 2nd grade students participate in the IREAD3 assessment. This past year, CCS tested a total of 303 students (2nd and 3rd grade) with a pass rate of 91%. This is well ahead of the state average of 81.7%. CCS scored 3rd best amongst neighboring school corporations.

Mr. Scott concluded that CCS continues to exhibit strong performance and shows signs of improvement. Clay Community Schools will continue to provide support and best practices in the development of literacy amongst young children as they also incorporate the state-mandated Science of Reading curriculum.

G. Attendance Policy Handbook Change

Mr. Keller moved to approve the additional language to the attendance policy in the student handbooks. Mrs. Schopmeyer noted there were grammatical errors in the board packet under the handbook changes, noting that those typos needed to be corrected. Mrs. Adams noted that the errors did not change the meaning of the language; Mrs. Schopmeyer agreed. The motion was amended by stating the grammatical errors would be corrected. Mr. Jackson seconded, and the motion was approved by a 7-0 vote. This language addition reflects new legislation pursuant to Indiana Code (IC 20-33-2, "Compulsory School Attendance".

H. Permission to Accept Donation from Land O'Lakes Foundation

Clay City High School principal Michael Owens requested permission to accept a donation of \$1500.00 from the Land O'Lakes Foundation that will be used for FFA student activities and FFA event registration and entry fees.

Mrs. Baysinger moved to approve the request to accept the donation from Land O'Lakes Foundation. Mr. Keller seconded, and the motion was approved by a 7-0 vote.

I. Teacher Evaluation Handbook – First Reading

Information was provided by Assistant Superintendent Brady Scott regarding revisions to the teacher handbook. This was a first reading, so no vote was necessary.

J. Digital Learning Parent & Family Support Grant

Mr. Keller moved to approve the request to apply for the Digital Learning Parent & Family Support Grant. Mrs. Adams seconded, and the motion was approved by a 7-0 vote. The goal of this grant is to allow a school or corporation to design a plan to support parents with topics related to educational technology and blended/virtual learning environments.

VII. Board Member Comments

Cheryl Schopmeyer welcomed the new hires and thanked Mr. Ennen for his presentation, sharing that it is her favorite part of the evening. She thanked the patrons who spoke, and to Mr. Szabo for his presentation and hard work on the budget. She also extended thanks to the CCS Police Department for their hard work.

Amy Burke-Adams welcomed the new hires and to the patrons for speaking to the board. She extended her thanks to everyone for a smooth start to the school year. She shared that they take for granted everything that it takes to get a school corporation up and going for a new year. She shared appreciation for all of those who work behind the scenes for all of their efforts. She shared that she is very proud to be a part of this corporation.

Andrea Baysinger thanked the parents for speaking up and shared that she also loses sleep at night thinking about school safety. She is a huge advocate for school safety and agrees that if kids are not safe at school then learning does not happen.

Charley Jackson appreciated everyone who spoke tonight and offered congratulations to the coaches for their achievements. He thanked the CCS PD for their hard work.

Dr. Michael Shaw offered a "ditto" to what had already been said. He shared his appreciation to everyone who dedicates their lives to students of CCS. He shared his appreciation for the patrons who spoke.

Ryan Keller welcomed the new hires and extended his appreciation to all staff.

Tom Reberger noted that there are so many things that just happen, and stated that he noticed a large dumpster in the Goals parking lot. After noticing the cardboard boxes, it dawned on him that those were the boxes of 1400 new laptops for students. This was one of those times where things just happen because of wonderful staff working behind the scenes to get things done.

VIII. Future Agenda Items

None

IX. Adjournment

Having exhausted all agenda items, the meeting was adjourned at 8:01 p.m.

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