

**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 Clay City Jr/Sr High School, 601 Lankford Street, Clay City, IN 47841, on Thursday, April 9, 2009. Forrest Buell, Dottie King, Tina Heffner, Jennifer Kaelber, Terry Barr and Ted Jackson were present. Brian Atkinson was absent.

I. Call to Order

Dr. King, vice-president of the board, called the meeting to order at 7:30 pm and led the Pledge of Allegiance. Mr. Jackson offered the prayer.

II. Consent Agenda

A. Claims

B. Board Meetings

Regular Session Minutes for March 12, 2009

Special Session Minutes for March 31, 2009

Executive Session Certification for March 12, 2009

C. Field Trips

Northview High School Choir to Loveland High School and King's Island on May 8 and 9, 2009

Mrs. Heffner moved to approve the Consent Agenda as presented and Mr. Jackson seconded. The motion was approved by a 6-0 vote.

III. Comments from Patrons

John Nicoson stated that he had attended the previous board meeting to voice his disapproval of the purchase of property at 236 North Depot Street in Brazil, Indiana. In his opinion, this property, which borders the old City Coal Yard, is probably one of the most suspect properties for contamination in Brazil. He noted that IDEM personnel had told him that this parcel of land had never had a clean Phase I inspection turned in on it to them. Mr. Nicoson added that a board member had been mentioned in a newspaper article as verifying that a Phase I site inspection was completed by a previous owner, which he believes means absolutely nothing. He pointed out that as soon as a property is purchased, responsibility for contamination is assumed, regardless of how many Phase I inspections may have been performed in the past. The board member also was quoted in the newspaper article as saying that it had been documented that the property is clean. Mr. Nicoson would like to know who the board member is that made these statements and if that person would be kind enough to provide Mr. Nicoson with a copy of that document. Mr. Nicoson noted that a lot of people have contacted him regarding the situation with this piece of property because it is so suspect of leaching from the City Coal Yard.

Ron Scherb opened his comments by discussing three items: accountability; trust; and, frustrations on the part of the taxpayers. An example: the original \$53 million building/renovation proposal included \$4.2 million for a bus garage. Today, the best

option appears to be the \$900,000 purchase of the Wallace property. Mr. Scherb asked whether the taxpayers had saved the corporation over \$3.3 million or whether somebody was just going to spend that extra money. Mr. Scherb noted that the original estimate was \$70 million for renovations, but the corporation could only afford \$53 million, so \$17 million worth of renovations were cut out. He is asking for accountability and he believes that is how trust is built in the community. Mr. Scherb quoted news commentator Paul Harvey: "Self government without self-discipline will not work". Mr. Scherb wonders whether the taxpayers provided the self-discipline.

Mr. Scherb then addressed what he labeled mass confusion regarding how a bus garage would be paid for. He noted that at least two board members had stated that the board would not use the teacher retirement fund; however, as Mr. Scherb understands it, the money transferred into the Rainy Day Fund is the same as the teacher retirement fund. He asked for clarification.

Mr. Scherb next shared that he meets with a group of taxpayers that are extremely interested in education. The group realizes that every school board member is serving with the best interests of education and is doing what they think is right for education. He was reminded today by a former board member of a very important point: school board members must remember to document their statements themselves. Mr. Scherb admonished the board for coming close to receiving a substantial fine and a penalty because the laws weren't followed over tearing down the Quonset hut.

In closing, Mr. Scherb reminded the board that the high school bonds have been paid in full. He is hopeful that someone will suggest placing an item on the May agenda regarding presentation of the deeds to the school corporation. It has been said that this is the largest project ever undertaken by the citizens of Clay County. He hopes the board can appreciate the taxpayers and pat them on the back.

In an attempt to clarify information, Mr. Jackson asked Mr. Scherb if it was his understanding that the bus garage was in the \$26 million project, to which Mr. Scherb replied that it was not. Also, Mrs. Heffner clarified that it was the old creamery that was torn down, not the Quonset hut. She added that it appeared that Mr. Scherb was insinuating that EPA went easy on the school corporation, but Mrs. Heffner appreciated the fact that they did an inspection quickly and efficiently and no issues were found. Mr. Scherb responded that he believes an employee should never be allowed to argue with the board who serves as the boss of the school corporation about an issue that was as important as EPA who should probably have been contacted up front. Mrs. Heffner recommended that the corporation check with EPA in any future needs. She would also like to know if the building that Mr. Nicoson was talking about for storage is within regulations. She definitely wants accountability and there is nothing to hide.

IV. Old Business

A. Student Handbooks: Second Reading

The recommendation was made to approve the student handbooks for the 2009-2010 school year.

Mrs. Barr moved to approve the student handbooks. Mr. Jackson seconded, and the motion was approved by a 6-0 vote.

V. Superintendent's Report

Dr. Schroeder commented on the following:

- The school corporation had applied for a waiver and the waiver was received. Six days of school were missed and there was a special waiver that the state put into effect. Only five days need to be made up. Also, in the past the corporation has applied for a waiver of two days for seniors at Clay City, Northview, and Cumberland Academy, and that has been approved for the 2008-2009 school year as well. Dr. Schroeder pointed out that the Department of Education has changed their ruling on days that can be taken off or missed. It used to be that corporations could do bank time and, once they were above 105%, bank time could be used for professional development and up to six half-days could be taken off. Although this corporation does not follow that practice, the half-days that were taken off for parent/teacher conferences will be affected by the ruling change. The administration will have to work with the CCCTA in making the change to the 2009-2010 school calendar to allow for 180 full days. In addition, there will be no more waivers for inclement weather days according to the new Superintendent of Public Instruction for the State of Indiana.
- There will be no school on Good Friday (April 10) or on April 13, which is a teacher in-service day.
- Mike Fowler was congratulated for being selected District 7 Business Manager of the Year.
- West Central Regional Science Fair results: Gwyn Snow received Best of Show honors and will be at the State Science Fair; and, Shawnie Brewer, Hallie Harbison, Brad Harting, Kaci Kehrt, Zach Ninesling, Gwyn Snow, Bethany Wright, Jacki Moore, and Caroline Disney received awards in various categories. Dr. Schroeder thanked Rachel Sparks, teacher at Northview, for spearheading the project.
- Northview Academic Team was congratulated for placing first overall in the regional Academic Superbowl competition and first overall in WIC conference competition. Team members were Devin Ahern, Shad Brattain, Evan Deal, Breanna Fagg, Leah Garvin, Kyle Hughes, Jessamyn Moore, Lauren Reberger, Gwyn Snow, Hannah Stewart, Mandy Thomlinson, Bethany Wright, and Hannah Yeiser.

VI. Board Member Comments

Ted Jackson offered congratulations to Mike Fowler for his award as well as to central office for the recent State Board of Accounts audit. He then referred to Mr. Scherb's earlier comments regarding the transportation garage and explained that three current board members were on the board when the \$53 million project that included a \$4.2 million transportation garage was proposed. All three of the current board members who served on the board at the time thought that \$4.2 million for a transportation garage was ludicrous. There were several public meetings and the public did not want a \$53 million building project, so that is why there is a \$26 million building project without a

transportation garage. However, there is a need for a transportation garage, so the board is finding other ways at a much lesser cost. Although Mr. Jackson was unable to attend the public tour of the Wallace facility, he understands that several people attended, and he is glad the public is involved as much as they want to be. In other matters, Mr. Jackson congratulated the Northview High School Academic Superbowl champions. Also, he congratulated Clay City Jr/Sr High School's boys' basketball team on their regional appearance. He commented that it was just a fun time in Clay City in the week leading up to the regional game, and he thanked Mr. Russell for allowing Clay City Elementary students to be involved in the regional convocation in the gymnasium. **Terry Barr** responded to Mr. Scherb's comments. She noted that she was not a board member that served on the building committee; however, she attended meetings as a member of the public. She commented that she appreciates it when people bring forward the things that are out there as perception even though they are perhaps not based in reality. Mrs. Barr stated that everyone on the board knew that \$4.2 million for a bus garage was not a reality. Also, she stated that the board was very satisfied with what Jackson Township offered as a model for the other elementary schools rather than fancier schools in Carmel and other places. When it comes to employees of the corporation and the board relying on their information, Mrs. Barr believes there is a misunderstanding about the job of the board. The board's job basically is to set policy and hire a superintendent. After that, the board relies on the corporation employees to do their job, and she fully believes that the employees do their job and do a good job and she has the utmost confidence in them. As for the teacher's retirement fund, Mrs. Barr stated that the money that was set aside (to cover unfunded liability) is intact; however, there is a discussion to possibly borrow money. At this time, it is only an option and she is not sure the board would go for that unless they were assured it would be replaced. Mrs. Barr wrapped up her comments by congratulating the Science Fair and Academic Superbowl winners. She noted that she finds it unfortunate that these students do not have a full auditorium cheering them on when they compete. They do an outstanding job with not as much public support and feedback as a lot of other activities in the corporation.

Forrest Buell presented information regarding how tax dollars are being spent and which schools are receiving more tax dollars. The information on Dr. Buell's handout was prepared by John Bradshaw, a former school board member. Some statistics from Mr. Bradshaw's 2009 Operation Cost Summary handout that were shared by Dr. Buell: the total operating cost of the corporation is \$41,596,991; Clay City school district patrons pay 26.56% of that amount and there are 813 students, which amounts to \$13,589 per student; and, the northern schools are paying 73.44% and have 3,685 students, which amounts to \$8,290 per student. As Dr. Buell sees it, the overpayment by Clay City taxpayers is \$4,341 per student, which amounts to overpayment in a year of \$3,529,630. He does not think that Clay City students are being educated at the caliber that they are used to. He wonders about the \$26 million project. Mr. Bradshaw's figures show that the northern schools are receiving 96.1% of the value of that project. Using Mr. Bradshaw's figures, Dr. Buell believes that Clay City is receiving 3.9% of value. Something isn't right and something is going to have to give. Dr. Buell added that Mr. Bradshaw is willing to attend a board meeting and explain his figures.

Dr. Buell next presented a letter to the editor that he passed out to board members. In the letter, Dr. Buell asked that the current elementary building project be put on hold until Clay City school district's taxpayers decide whether they want their tax dollars to be used for Clay City students or if Clay City taxpayers want to request that state officials investigate expenditures of our current elementary school project and whether this project has followed state regulations. Dr. Buell wants to know why no educational goals to improve students' education are in this plan. He thinks the corporation needs help to get this straightened out, and he believes the taxpayers in Clay City are not getting their money's worth and are overpaying. He also believes that there could be some challenges based on these figures. As Dr. Buell sees it, the public has been dying to get answers to this but have been ignored, turned off, and turned down. He can't fathom how the corporation is going to spend \$26 million, open the doors, and get top-notch education. He is very suspicious that there are people that would like to close Clay City down.

Dr. Buell's final comment began with a concern that Mr. Bradshaw had regarding a board member's family member; however, the item could not be discussed in a public meeting because it involved a student.

Jennifer Kaelber offered congratulations to Mr. Fowler. She also congratulated the Science Fair participants and thanked Rachel Sparks for getting it together. She also acknowledged the awesome job done by the academic team. Mrs. Kaelber clarified information about the building project and Clay City getting less money. Because information she had received in her board packet led her to believe that Clay City Elementary was falling short, she spoke with Mr. Russell to be sure that he felt the building project contained everything that his school needed. As she understands it, Clay City appears to be falling short of the other schools because \$850,000 was recently spent to update the mechanical system.

Dottie King added her congratulations to Mike Fowler and noted that he is an employee that the board relies on a lot and he has been a real pleasant surprise. As for a patron comment earlier in the meeting regarding "mass confusion", Dr. King stated that mass means "a lot" and she believes the board has been very public with meetings and access to microphones. She has six children with many still involved with the schools and she talks to a lot of people at the various school events that she attends. It is not her understanding that there is "mass confusion". She also pointed out that a lot of adjustments were made to the plan based on public comments. The board was essentially promised that if changes were made there would be no remonstrance. However, there was a remonstrance, and it was defeated overwhelmingly by a 5 to 1 margin. She believes that is worthy of the term "mass approval". Dr. King asked what the consequences might be of stopping the building/renovation project. She added that the board is doing the best it can for the students. Dr. King concluded her remarks by offering a public apology to the administrators, teachers, and staff who go about their work diligently daily in buildings that are substandard. They are told continuously that nothing they are doing has anything to do with the education of our students. Dr. King stressed that the corporation is not just building buildings and not thinking about the kids; they think about kids all the time. She apologized to this group of people who have to hear themselves maligned but still give their life for an occupation where they don't make the amount of money they could with their level of education. She

appreciates what they do for our kids, and she believes we have a great school system. The board does want to be good stewards of taxpayers' money and Dr. King is a taxpayer too, but these are our kids and our future. She thinks it is time to stop fussing about this and look at the future.

VII. New Business

A. Safety and Security Projects

Dr. Schroeder explained that the architects and financial advisors had put out quotes for the safety and security projects to begin this summer at the high schools and North Clay Middle School. The quotes came in higher than expected, so it is recommended that those quotes be denied. Permission to allow going out for formal bids instead of quotes is requested. The Notice to Bidders will be published in the newspapers and the process will follow state statutes regarding bidding.

Mrs. Heffner made the motion to give permission to get bids for this project and reject the quotes. Mrs. Barr seconded.

Under discussion, Mr. Jackson asked if it would be more beneficial to lump the three projects together. Victor Landfair of The Skillman Corporation explained that his firm believes that is where they will get the best price. It will allow for economy of scale as opposed to the quotes, which had to be done separately.

The motion was approved by a 5-0-1 vote with Dr. Buell abstaining.

B. Bus Garage

Mike Fowler began discussion by presenting information regarding where the money in the Rainy Day Fund came from. He stated that the money came from the Debt Service Fund. It principally came from two sources: 1) tax anticipation warrants last year came in extremely low. Old National Bank's rates were almost a couple of percentage points lower than any other bank. The corporation was not expecting that low of a bid, so that created additional funding. The tax anticipation warrants were needed because of the delay by the county in collecting property taxes. Dr. Schroeder interjected that most school corporations across the state had to borrow money through tax anticipation warrants because bills didn't go out early enough so that they could be received in June. It was nobody's fault at the court house; it was a state move because of the assessed valuation misunderstanding that went along with the Circuit Breaker. 2) The corporation received more license excise money than anticipated, which created a cash balance.

Mrs. Heffner asked to make clear how much is coming from property taxes in the school corporation budget. She surmised that, if \$7 million was borrowed to cover what normally would have been received in property taxes for a six-month period, an entire year of property taxes would total \$14 million out of a \$40 million budget, which Mr. Fowler verified as being correct. She stressed that there are other entities from which money comes to facilitate operation of the school corporation. As examples, Mr. Fowler stated that money that comes from the federal government must be spent at schools as

designated by the federal government. Also, funds from the Lilly grant must be spent as directed by the grant. Dr. Schroeder added that, in the General Fund, the majority of the money (approximately \$20 million of \$30 million) comes from the state basic grant. Clay County is a net receiver, with 70-75% of the General Fund coming from the state and the rest coming from various other sources, including property taxes. Dr. Schroeder noted that rich districts with high assessed valuations have different proportions: More money comes from local taxes and less money comes from the state, in the General Fund.

Mr. Fowler returned to discussion of the transportation building and stated that the goal he has is to not go into debt to pay for the transportation building. Moving \$550,000 into the Rainy Day Fund was the first step in achieving that goal. He won't know until June 30th if the second step has been reached. It will be brought up at the July board meeting for discussion. In the interest of full disclosure informing the board and public of all possible options, it was mentioned that the corporation has the legal ability to use the money that was set aside for the teachers' severance. Mr. Fowler added that we may have the ability, not the desire. Mr. Fowler would not make a recommendation to do that unless there is a full plan in place on how and when those funds would be paid back. Mrs. Barr remarked that in effect it would be an interest-free loan, with the other option being to borrow and pay interest. Regarding stimulus money, Mr. Fowler stated that the corporation should receive at least half of the distribution in the next couple of weeks. He does not have the detail yet in exactly what it can be spent on. The money will come in the form of two major grants: Title I and IDEA. The stimulus money cannot buy a transportation building, nor can it be spent on other construction projects. Dr. Schroeder added that the State will also receive a large chunk of money in stabilization funds, with much to be spent on education. There might be some to be used for construction costs.

Dr. Schroeder stated that permission is being requested to go ahead and get the property appraised. Additional appropriations may be asked for in the Rainy Day Fund. The board is not being asked to make a decision. By law, there must be at least two appraisals and the corporation must use the average of those appraisals.

Mrs. Barr moved to proceed with seeking the appraisals and investigate what needs to be done for possible additional appropriations. Mrs. Kaelber seconded.

Before the vote, Mr. Jackson passed along an e-mail he had received regarding considering contacting a certain realtor for an appraiser. Mrs. Barr asked how the board would fairly choose an appraiser. Dr. Schroeder replied that Mr. Reberger had donated his time in appraising the old creamery building and the white building and saved the corporation nearly \$2,000, for which Dr. Schroeder offered his thanks; however, Dr. Schroeder does not expect Mr. Reberger to donate his services again. He and Mr. Reberger will try to figure out which two appraisers to use. Mrs. Barr suggested that maybe it should be discussed as a board because of all of the misinformation and the perception that things are not being done above-board. She suggested getting

someone with no local ties. Dr. Schroeder commented that there are stipulations that Jeff Qualkinbush (the attorney that has served as bond counsel) had given him.

The motion was approved by a 5-0-1 vote with Dr. Buell abstaining.

C. Milk, Dairy, Bread, Food and Supplies Bids

Permission was requested to bid for milk, dairy, bread, food and supplies.

Mr. Jackson moved to approve the request to bid. Mrs. Barr seconded, and the motion was approved by a 6-0 vote.

D. Computer Bids

Dr. Schroeder recommended purchasing 210 computers from Dell as well as 210 flat panel monitors and 30 sound bars at a total cost of \$127,192.50. Mr. Milner added that 100 of the computers would be for Jackson Township. Some would go to Northview and the other 90 would go to Clay City Jr/Sr High School to complete their 1-to-1 computing labs. These are new computers. It was the cheapest bid.

Mrs. Barr moved to approve the purchase. Mrs. Heffner seconded, and the motion was approved by a 6-0 vote.

E. Social Studies Textbook Adoption

Approval is recommended of the list included in the board packet. The books will be used for six years.

Mrs. Heffner moved to approve adoption of the social studies textbooks as presented. Mrs. Kaelber seconded.

Under discussion, Dr. Buell asked if the textbooks were different from the textbooks currently being used, which they are. They are new.

The motion was approved by a 6-0 vote.

F. On-Line Applications

It is requested to begin taking employment applications on-line. For those that do not have computer access, they will be allowed to come to central office and use a computer, or if they are not comfortable using a computer, they can still fill out a paper application. It is expected that this process will streamline the operation and help the principals to access information without going through Mrs. Kumpf.

Mr. Jackson asked if transfer requests were available on-line. They are not available at this point; the on-line applications are for new hires only. Mr. Jackson added that he has experience with this process and he believes the principals will love it.

Mr. Jackson moved to approve the on-line application system. Mrs. Kaelber seconded, and the motion was approved by a 6-0 vote.

G. Board Meetings at Elementary Schools

Mrs. Heffner had asked for this item to be on the agenda. Mrs. Barr noted that the board meetings used to be held at different places. From her experience, there was a lot of confusion with people going to the wrong place. Also, it can be an inconvenience for the schools and not all schools have the area to have the board meetings, so it was determined by a previous board that the library was a place that would be consistent. Dr. King believes it is a good idea. She agrees with Mrs. Heffner that it would make the meetings more accessible to a wider range of people. However, she believes that some schools would present logistics challenges. Mrs. Heffner suggested doing this over the course of two years with consideration of building principals looking at schedules and working with central office to make it more convenient. Dr. King suggested trying someplace else twice a year, going to Clay City twice a year, and using North Clay as home base for the other months to see how it would work. She asked Dr. Schroeder to investigate the possibility of using an elementary school this summer. Dr. Schroeder suggested having a meeting in another location during the school year rather than during the summer if the objective is to get more people to attend the meetings. He would like to ask the principals, but he would need parameters. Dr. King believes it would be really interesting to go into East Side or Meridian because those are the buildings with the most significant challenges and a lot of building issues are there.

H. Community Service

Assistant Superintendent Kim Tucker provided board members with a packet of information regarding this topic. The packet included information about alternatives to suspensions and expulsions. Regarding community service, she noted that there is an exceptional outpouring right now from the federal government for individuals of all ages to volunteer in their communities. Ms. Tucker listed some Indiana code references, one of which discusses the use of community service for high school credit. She also referenced the portion of the Clay Community Schools secondary student handbooks that outlines how an administrator can assign up to 120 hours of community service as part of a punitive discipline measure. The Indiana code that makes it legal for school administrators to assign community service was also listed; however, there are stipulations which must be in place. These include parental permission, supervision by the principal or his designee, and students not being allowed to use chemicals or power tools.

I. Coordinated Program with Law Enforcement

Assistant Superintendent Kim Tucker shared information regarding the court school for kids who are suspended from school. She noted that a group of secondary administrators got together last week to look at a program in Putnam County called GRASP, an alternative to suspensions. Several people from the Clay County Courts, including juvenile probation and community corrections, were included in the trip to Putnam County. Ms. Tucker explained that administrators in the school are required to recommend a suspended student for the GRASP program. If recommended, the student and his parents are then expected to appear in court before the judge who hears the claims made by the administration. The judge then finds whether the student will be placed in the program. In Putnam County, a classroom is set up across from the

court house. A full-time teacher supervises students in the morning and in the afternoon the students are given community service that is supervised by juvenile probation. Ms. Tucker noted that this is a work in progress with the intent to, at some point in the future, bring back a proposal to the board to put some type of program in place. The program is being worked out in coordination with the court system, law enforcement, community corrections, and juvenile probation. Legal aspects and funding must also be worked out. Grant money would need to be utilized to help fund the program. Other issues include locating facilities in which to hold the program and establishing a timeline during which the program could be implemented. Ms. Tucker appreciated the collaboration among administrators, the court system, community corrections and juvenile probation. She hopes to bring back a proposal at some point in the future.

Under discussion, Mrs. Heffner noted that it sounds as if it is not easy to implement community service outside of school grounds. Ms. Tucker acknowledged that there is always an issue of liability. In Putnam County, parents are required to sign off on a liability waiver. Currently, if students in the corporation are required to perform community service as a punitive measure, they are kept on campus where they are supervised. An issue with sending students out is that the agency that agrees to take the student must assume some liability.

J. Goals, Strategies and Activities

Mrs. Kathy Knust highlighted many of the accomplishments that have been made with the 2007-2009 Goals, Strategies and Activities plan. She noted that the Goals, Strategies and Activities Report is posted on the corporation website for the community to review, and she was happy to report that the majority of goals, strategies, and activities have been achieved. Dr. Schroeder stated that there are three take-aways from this presentation: 1) although the corporation is in the midst of a building project, the educational planning has not been neglected and has moved forward beyond any place the corporation has ever been in that regard; 2) strategies that Mrs. Knust described are additions to a regular school day and have been added in the last two years; and, 3) the corporation is improving. There has been a major concentration on the educational plans of the school corporation and the results are starting to show.

K. Process to Change School Board Vote

Mr. Jackson asked to remove this agenda item, with Dr. Buell's approval. Mr. Jackson was glad to see that Dr. Buell's comments from the last board meeting expressing his intent in voting on that item were included in the minutes. After reading what was received from Lisa Tanselle, attorney with the Indiana School Boards Association, that Dr. Buell's comments would suffice in expressing his intent, Mr. Jackson would like to move to remove this item. Mrs. Heffner seconded and the motion was approved by a 6-0 vote.

L. North Central Association Accreditation Visits

Mr. Jeff Bell, principal of Clay City Jr/Sr High School, shared information that he received during the exit interview with the North Central Association accreditation team.

Mr. Bell does not yet have the final report. Three commendations were: 1) the efforts of staff to develop differentiated teaching strategies; 2) the environment is safe and nurturing; and 3) staff provides a myriad of things. Three recommendations were: 1) continue to utilize data; 2) utilize professional collaboration; and, 3) improve communication line between stakeholders, central office, and staff. The team recommended recommendation as a quality school for a five-year term.

Dr. Jeff Allen, principal of North Clay Middle School, also shared information that he received during the exit interview with the North Central Association accreditation team. Three commendations were: 1) strong communication among all stakeholders; 2) high collaborative teaming; and, 3) rotation classes. Two recommendations were: 1) align staff development with school improvement plans; and, 2) create a process for analyzing and evaluating the data being generated. The Quality Assurance Review team recommended being awarded accreditation as a quality school.

Under discussion, Mr. Jackson commented that as the principals work with stakeholders to develop plans, if there is something that the board can help out with, he wanted to encourage the principals to bring those to the board. Dr. Schroeder thanked both principals and their staff for earning accreditation. He noted that the head of the NCA visit was very complimentary during the North Clay exit interview, noting that they really enjoyed the niceness and cleanliness of the building. They were also impressed at the amount of the programs that are offered, especially in the rotational classes. In addition, they were complimentary of the teaming and how teachers worked together and got along together in trying to get the best program available for the kids. Dr. Allen concluded discussion by noting that the chair of the committee was a very veteran teacher who had taught overseas for over ten years and had spent a considerable amount of time at the middle school level. She knew what middle schools are and what they are about, and he valued what she had to say, based on her experience.

M. Title I Grant Application

The grant is applied for every year and it is recommended that application for this grant be approved.

Mrs. Barr moved to approve applying for the Title I Grant. Mrs. Kaelber seconded, and the motion was approved by a 6-0 vote.

VIII. Personnel

A. Leaves of Absence

1. Certified

a. Maternity Leave (FMLA)	JTE	Christina Rea
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2. Non-Certified

a. Family Medical Leave	VBE	Glen Williams
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B. Retirements

1. Certified

a. Teacher	JTE	Kitty Pettit
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	2. Non-Certified		
	a. Secretary	FPE	Jane Ann Robbins
	b. Food Services – Manager	NHS	Rose McVey
	c. Custodian (185-day)	NCMS	Mary Lawrence
	3. Place on Retirement Index	None	
C.	Resignations		
	1. Certified	None	
	2. Non-Certified		
	a. Bus Driver	Trans	Cheryl Backfish
	b. Food Services (4 hours)	NHS	Carrie Scholl
	3. ECA Resignation	None	
D.	Transfers		
	1. Certified	None	
	2. Non-Certified	None	
E.	Employment		
	1. Certified	None	
	2. Non-Certified	None	
	3. Extra-Curricular Certified		
	a. Track Assistant – Girls	NCMS	Jennifer Mishler-Harbour
	4. Extra-Curricular Non-Certified	None	
	5. Extra-Curricular Lay Coach/Lay Sponsor		
	a. Jr High Track Coach	CCHS	Joni Dyer
	6. Extra-Curricular Volunteers		
	a. Golf, Boys	CCHS	Josh Strain
	b. Jr High Track	CCHS	Patty Dyer
F.	Changes		
	1. Certified	None	
	2. Non-Certified	None	
	3. ECA Lay Coach/Lay Sponsor	None	
G.	Termination		
	1. Certified	None	
	2. Non-Certified	None	
H.	Information Only	None	
I.	Classroom Volunteers		
	<u>LEAAP Center</u>		
	Kimberly Bumgardner	Lisa Hughes	Sharon Lohrman
	Rebecca Nicoson	Jamie Paul	James R Raines Jr
	<u>Staunton Elementary</u>		
	Donna Ridge		

North Clay Middle School
Kristi Siples

Mrs. Heffner moved to approve the personnel items. Mr. Jackson seconded, and the motion was approved by a 6-0 vote.

IX. Future Agenda Items

Forrest Buell would like to ask the board to consider John Bradshaw's figures (presented to the board during board member comments) and let him know if there are any errors. Mrs. Heffner suggested that Mike Fowler could educate the board on funding.

Ted Jackson requested that results of the recent survey be presented to the board.

Terry Barr would like information and discussion regarding the possibility of a board retreat with an Indiana School Boards Association representative on boardsmanship explaining board responsibilities, what the board can and cannot do, and how to work cooperatively together.

Tina Heffner would like EPA information from Tom Reberger.

X. Adjournment

Mr. Jackson made a motion to adjourn and Mrs. Kaelber seconded. With a 6-0 vote, the meeting was adjourned at 10:10 pm.

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