

**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 North Clay Middle School, Media Center, 3450 W State Road 340, Brazil, IN 47834, on Thursday, July 12, 2012. Jennifer Kaelber, Tina Heffner, Forrest Buell, Rob Miller, Ron Scherb and Amy Burke Adams were present. Tammy Beasley was absent.

**SCHOOL BOARD REORGANIZATION**

**A. Nomination and Election of Officers**

With last month's approval of the revision to Policy #1410 – Annual Reorganization, the reorganization process in the future will take place during the January meeting each year. Board members whose terms would have expired on June 30, 2012, will now serve through December 31, 2012. Superintendent Tucker recommended that the current slate of officers retain their present positions through the extended term which ends December 31, 2012.

Mr. Scherb moved to retain the current officers through December 31, 2012. Mrs. Adams seconded, and the motion was approved by a 6-0 vote.

**B. Appointment of Treasurer and Deputy Treasurer**

Mrs. Heffner moved to approve Superintendent Tucker's recommendation to appoint Tim Gorman as Treasurer and Marsha Wyndham as Deputy Treasurer. Mr. Scherb seconded, and the motion was approved by a 6-0 vote.

**C. Approval of Employee Bonds**

Mr. Scherb moved to approve Tim Gorman's recommendation that the school corporation bond the following employees and positions:

Tim Gorman, Corporation	\$300,000
Marsha Wyndham, Corporation	\$300,000
Clay City Jr/Sr High School Extra-Curricular Treasurer	\$100,000
Clay City Jr/Sr High School Building Principal	\$100,000
Clay City Jr/Sr High School Athletic Director	\$20,000
Northview High School Extra-Curricular Treasurer	\$220,000
Northview High School Building Principal	\$220,000
Northview High School Athletic Director	\$20,000
North Clay Middle School Extra-Curricular Treasurer	\$65,000
North Clay Middle School Building Principal	\$65,000
North Clay Middle School Athletic Director	\$20,000
Clay City Elementary Extra-Curricular Treasurer	\$20,000
Clay City Elementary Building Principal	\$20,000
East Side Elementary Extra-Curricular Treasurer	\$20,000
East Side Elementary Building Principal	\$20,000
Forest Park Elementary Extra-Curricular Treasurer	\$20,000
Forest Park Elementary Building Principal	\$20,000

Jackson Township Elementary Extra-Curricular Treasurer	\$20,000
Jackson Township Elementary Building Principal	\$20,000
Meridian Elementary Extra-Curricular Treasurer	\$20,000
Meridian Elementary Building Principal	\$20,000
Staunton Elementary Extra-Curricular Treasurer	\$20,000
Staunton Elementary Building Principal	\$20,000
Van Buren Elementary Extra-Curricular Treasurer	\$20,000
Van Buren Elementary Building Principal	\$20,000
Cumberland Academy Extra-Curricular Treasurer	\$20,000
Cumberland Academy Building Principal	\$20,000
All other employees (Corporation Blanket Bond)	\$50,000

Mrs. Kaelber seconded. The Board voted 6-0 in favor of approval.

**D. Designation of Newspapers for Legal Advertisements**

Mrs. Adams moved to approve the recommendation that Clay Community Schools designate the *Brazil Times*, the *Clay City News*, and the *Parke County Sentinel* as the official newspapers for legal advertisements. Mr. Scherb seconded. The Board voted 6-0 in favor of approval.

**E. Appointment of Members to Bid Opening Committee**

It was recommended that the following individuals be appointed to the bid opening committee:

Ms. Kimberly Tucker	Superintendent
Mr. Tim Gorman	Director of Business Affairs
Mr. Tom Reberger	Director of Buildings and Grounds

Other staff members can be asked to serve on the committee if the bid being considered warrants their attendance.

Mr. Scherb moved to approve the recommendation. Mrs. Adams seconded.

Prior to the vote, Mrs. Heffner asked to clarify if the bid opening committee was in regards to what had been discussed in the past. Superintendent Tucker stated that the policy now states that bids will come before the board when being opened. This will be the administrative group that presents the bids to the board.

The motion was approved by a 6-0 vote.

**F. Establishment of Meeting Times and Dates**

Current regular school board meetings are held on the second Thursday of the month at 7:30 p.m. at North Clay Middle School. April and October board meetings are currently held at Clay City. Superintendent Tucker recommended that the current board meeting dates and times remain the same. She also recommended that the current locations be utilized until such time as the move to the new central office location at 1013 S Forest Avenue has been completed, at which time all school board meetings will be held in the new board room at that location.

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

**G. Appointment of Corporation Attorney**

Mrs. Adams moved to approve the recommendation to continue to use Jeff Boyll as the Corporation's local attorney, not on a retainer, but on an as-needed basis. Access to free legal advice through the Indiana School Boards Association is available. Bose, McKinney & Evans will continue to be used for major legal issues and Barnes & Thornburg for financial matters. Dr. Buell seconded. The motion was approved by a 6-0 vote.

Prior to calling the meeting to order, Superintendent Tucker asked permission of the board to add items P. (Consideration to Approve Alternate Quote for Technology Infrastructure at 1013 S Forest Avenue Facility) and Q. (School Technology Advancement Account Loan) to the agenda.

Mr. Scherb moved to grant permission to add items P. and Q. to the meeting agenda. Mrs. Adams seconded, and the motion was approved by a 6-0 vote.

**I. Call to Order**

Mr. Miller, president of the board, called the meeting to order at 7:43 p.m. He then led those in attendance in the Pledge of Allegiance and offered the prayer.

**II. Consent Agenda**

**A. Claims**

**B. Board Meetings**

Regular Session Minutes for June 14, 2012

Executive Session Certification for June 14, 2012

**C. Field Trips**

None at this meeting

**D. Personnel**

**A. LEAVES OF ABSENCE**

1. Certified

a. FMLA – Maternity (Sept 1, 2012)	ESE	Jennifer Gregg
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2. Non-Certified

a. FMLA	MAINT	Ronald Todd
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b. FMLA	CCHS	David Lark
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**B. RETIREMENTS**

1. Certified

None

2. Non-Certified

None

3. Place on Retirement Index

None

**C. RESIGNATIONS**

1. Certified

a. Assistant Principal	NHS	Jeff Gambill
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b. Teacher – Elementary 2 <sup>nd</sup> grade	SE	Tad Chew
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2. Non-Certified	None	
3. ECA Resignations		
a. Business Prof of America	NHS	Beth Moody
4. ECA Lay Coaches	None	

#### D. TRANSFERS

1. Certified		
a. Assistant Principal      From NCMS to NHS	NHS	Peter Kikta
b. Transition Principal to Asst Principal	NCMS	Dorene Kenworthy
2. Non-Certified	None	

#### E. EMPLOYMENT

1. Certified		
a. Additional 20% contract (90% total)	CCE/SE	Cynthia Gerber
b. Additional 1 period for 1 semester	NHS	Jonathan Schlak
c. Teacher – Special Services	NCMS	Tammy Turner
d. Teacher – 6 <sup>th</sup> Grade	NCMS	Deidre Metzinger
e. Teacher – 6 <sup>th</sup> Grade	NCMS	Kelli Lee
f. Teacher – Business/ICE	NHS	Clint Weddle
g. Teacher – Elementary (Kindergarten)	VBE	Emily S. Reed
h. Teacher – Elementary	ME	Jessica Kendall
i. Teacher – Elementary – Temporary	ME	Amber Williams
j. Teacher – Science	NCMS	Kara Keith
2. Non-Certified		
a. Lead Bus Garage Mechanic	TRANS	Garry Miller
b. Bus Driver	TRANS	Christopher Bowen
c. Bus Driver	TRANS	Catherine Daugherty
d. Bus Driver	TRANS	Regina Girton
e. Head Custodian	NCMS	Mark Howes
f. Custodian (2 <sup>nd</sup> Shift – 185 days)	NHS	Teresa Batchelor

#### F. EXTRA-CURRICULAR

1. Extra-Curricular Certified		
a. Head Varsity Basketball - Boys	NHS	Clint Weddle
b. DECA Sponsor	NHS	Clint Weddle
2. Extra-Curricular Non-Certified	None	
3. Extra-Curricular (Lay Coach)		
a. Summer Drill Team Assistant	NHS	Katie Townsend
b. Percussion Specialist (Summer & Fall)	NHS	Brian Blume
c. Soccer – Girls Varsity	NHS	Laura Trennel
d. Soccer – Girls J.V.	NHS	Katie Geyman
e. Golf – Girls	NHS	Robert Treash
f. Tennis – Boys Varsity Head	NHS	A. Craig Cook
g. Tennis – Boys Assistant	NHS	Shawn Hughes
h. Football – Assistant Coach	NHS	Mike Meyer
i. Soccer – Boys J.V. (50%)	NHS	Josh Clarke
j. Soccer – Boys J.V. (50%)	NHS	Ron Kiernicki

## G. CHANGES

### 1. Certified

- a. Karen Phillips – Paid for 3 extra days at daily rate for administration of the summer IREAD 3 test.
- b. Debbie Zimmerman – Paid for 3 extra days at daily rate for administration of summer End of Course Assessment Tests at Northview.
- c. Kathy Knust – Paid for 6 extra days at daily rate for working with teachers on curriculum and ordering of textbooks.
- d. New Principals – Pay the new principals up to 10 extra days in June/July before their regular contract starts. This allows them to get into the school and handle any situations and/or personnel that are needed before their 220 or 200 days start. Turned in on extra earnings.

### 2. Non-Certified

- a. Cori Moody – The Wabash Valley/West Central Indiana Insurance Trust requested that each member of the Trust appoint a Wellness Coordinator. Cori is the benefits coordinator for the corporation and is the person who was appointed. The Trust voted to give each Wellness Coordinator a stipend because of the added responsibility to their current job. The Wellness Coordinator had to fill out a report of what they had done and the trust sent \$1,500.00 as the stipend for the 2011-2012 school year. It was recommended that the board vote to have Cori Moody officially appointed as Wellness Coordinator and to allow the Wellness Coordinator to be paid the \$1,500 stipend paid to Clay Community Schools by the Trust for that purpose.
- b. Tressa LeLoup – from 185-day 2<sup>nd</sup> shift custodian to 260-day 2<sup>nd</sup> shift custodian.

### 3. ECA-Lay Coaches

None

## H. TERMINATION

### 1. Certified

None

### 2. Non-Certified

None

### 3. Coaching

None

## I. CONTRACTED SERVICES

None

## J. VOLUNTEERS

### 1. Athletic Volunteers for 2012-2013

None

### 2. Classroom

None

Mr. Scherb moved to accept the consent agenda items. Mrs. Heffner seconded, and the motion was approved by a 6-0 vote.

## III. Comments from Patrons

**David Wise**, of 10026 N Knightsville Clay Street, Brazil, IN, stated that there were three comments he would like to make tonight. His first comment addressed what he considers confusion on the part of the board regarding parliamentary procedure and Roberts Rules of Order. He referred to an attempt at the last board meeting by Mr.

Scherb to make a motion to rescind. It is the understanding of Mr. Wise that, under Roberts Rules of Order, Mr. Scherb certainly was entitled to make that motion. He pointed out that Roberts clearly states that any member can make a motion to rescind. The only qualification is that, since it was not on the agenda, it would have taken a two-thirds majority of the board members voting to pass that motion. After reviewing the board minutes, Mr. Wise has found that there seems to be confusion as to when something can be brought up a second time. He asserted that Roberts makes it clear that the board can reconsider something. If the board reconsiders, it has to come from a member who voted with the prevailing side. That motion can only be made at that meeting where that motion was made or the next day. As far as renewing a motion, the board would have to wait one meeting and then any member can bring it back up again.

Mr. Wise's second comment concerned appraisals for the property at 410 W Pinckley Street. He shared information from when he had been on the school board and the board had purchased the property for North Clay. He asked if anyone had actually looked at the appraisal from Mr. Ross and if it had given anyone pause that his appraisal was \$70,000 higher than the other appraisal. Mr. Wise asserted that Mr. Ross appeared to have taken properties on South Forest Avenue, which the school corporation bought, a doctor's office, and a property in Greencastle and then averaged those three together per square foot, making no adjustment whatsoever, and then decided it would be \$39 per square foot. That is what the school corporation paid for the 410 W Pinckley Street property. Mr. Wise checked and found that Mr. Ross had had two reprimands from the professional licensing board. A licensed broker in Terre Haute that Mr. Wise had spoken with commented that she had never seen an appraisal done that way and suggested that Mr. Ross should receive a third reprimand. As Mr. Wise sees it, it appears that someone gave Mr. Ross a number and that is what he came up with. To this, Superintendent Tucker replied that Mr. Wise's statement was not accurate. She assured Mr. Wise that it was not true because she had personally handled those appraisals and had spoken with the people who were the professional appraisers. At no time did they receive any information from her or from any board member or administrative staff member that would have made them privy to any previous relative information about past appraisals. In fact, she warned each appraiser that she wanted to have no form of anything unethical or anything having to do with communication with board members. She told the appraisers that if anybody from the board or any administrative member contacted them, she wanted to know immediately. As to what Mr. Wise attested, she commented that one appraiser's opinion of the conduct and work of another appraiser is not within her scope to make that judgment. Mrs. Adams added that the procedure is appropriate; comparing three similar properties that sold in a market within a certain amount of time is standard procedure across the board for any real estate market across the United States. Mr. Wise agreed, but he noted that no adjustments were made in Mr. Ross's appraisal. Superintendent Tucker pointed out that both appraisers indicated in their report that it was a difficult time to be able to find like appraisals to compare. Mr. Wise then asked if the board members believed the property on South Forest Avenue was inferior to the property on West Pinckley Street. In Mr. Wise's opinion, in order to make the appraisal work, the appraiser had to state that the property on Forest Avenue was inferior to the property on West Pinckley Street. He found it hard to believe that a building that is totally air

conditioned, sprinkled, and carpeted is inferior to a shell of a building. He also believes the location on South Forest Avenue is superior to the one on Pinckley Street.

Mr. Wise's third comment was in regard to the quotes on the fueling tanks. Superintendent Tucker noted that the quotes for the fuel tanks were still on the agenda, and she would speak to how those quotes were received. If clarification is needed, she will get that from the directors and get the answers Mr. Wise is seeking.

#### **IV. Old Business**

##### **A. Northview Athletic Handbook Changes: Second Reading**

Superintendent Tucker recommended adding the following language to the Northview Athletic Handbook prior to board approval: "A coach may make team specific rules that are more restrictive than this code. Such rules must be approved by the athletic director prior to implementation and on file in the athletic office. Once approved, these rules must be provided to team members and parents in writing."

Mrs. Heffner moved to accept the second reading of the Northview Athletic Handbook with the additional language change. Mrs. Kaelber seconded, and the motion was approved by a 6-0 vote.

##### **B. Northview Coach's Handbook Changes: Second Reading**

No changes were recommended during the first reading and approval was recommended.

Mrs. Adams moved to approve the second reading of the Northview Coach's Handbook. Mr. Scherb seconded, and the motion was approved by a 6-0 vote.

##### **C. North Clay Middle School Athletic Handbook Changes: Second Reading**

The North Clay Athletic Handbook mirrors the Northview Athletic Handbook, so Superintendent Tucker recommended that the same language that was added to the high school athletic handbook should appear in the middle school athletic handbook.

Mrs. Adams moved to approve the second reading of the North Clay Middle School Athletic Handbook changes with the added language. Mrs. Heffner seconded, and the motion was approved by a 6-0 vote.

##### **D. North Clay Middle School Coach's Handbook Changes: Second Reading**

No changes were recommended during the first reading and approval was recommended.

Mrs. Heffner moved to accept the North Clay Middle School Coach's Handbook changes, second reading. Mrs. Adams seconded, and the motion was approved by a 6-0 vote.

## **V. Superintendent's Report**

Superintendent Tucker noted the following:

- Dr. Rayle has been asked to present an overview of ISTEP+ scores at the August school board meeting.
- Dr. Rayle has also been asked to organize and help facilitate a digital learning presentation which is intended to provide board members with a sense of where future recommendations are going to go for purchase of digital learning technology software, electronic textbooks and related products.
- Mr. Gorman presented board members with an end-of-year financial summary as well as a calendar for budget-related meetings that will be coming up. He noted that the cash balance in the General Fund had improved by almost \$200,000 since last year. He thinks the corporation is in really good condition financially. Superintendent Tucker believes the corporation has been extremely cautious financially, and she thanked the administrative team and principals for helping to keep costs down. She added that teachers and other staff members have made an effort to be very conscientious about wasteful spending.

## **VI. New Business**

### **A. School Lunch and Breakfast Costs**

Carolyn Kumpf, Director of Personnel, Data, and Food Services, reminded board members that the federal lunch program is administered through the USDA Food and Nutrition Services, and there are certain things that are set by the USDA. This includes the income guidelines for free/reduced lunches. Last year, they also started watching lunch prices because the school corporation is reimbursed for every free and reduced lunch that students eat. The corporation is also reimbursed a small amount for all paid lunches. Last year they started telling the corporation what the required weighted average price for a paid lunch had to be. Last year, the corporation was under the weighted average, and the corporation is still under this year. Last year, prices were raised to try to approach where the prices should be. Currently, the average weighted lunch price is \$2.21 and it should be \$2.28 to meet their requirements. Mrs. Kumpf has been told that if the prices meet a rounded-down price of \$2.25, the corporation would meet their guidelines for what should be charged for a paid lunch. Mrs. Kumpf reminded the board members that over 50% of students qualify for free or reduced lunches, so this would not affect those students.

Mrs. Kumpf was told that there were three options: 1) Raise each of the elementary and secondary prices by 5¢, which would put the corporation at a weighted average of \$2.26, not where it should be but a little over what is required; 2) Raise elementary prices by 10¢ and secondary prices by 5¢ to reach a weighted average of \$2.28. Mrs. Kumpf did not recommend this option; 3) Raise price by 4¢ a lunch, which would put prices at a weighted average of \$2.25. The USDA also allows the corporation to put other funds into the cafeteria fund to take it up to \$2.28. Those funds would have to be non-federal funds. It was also suggested that the corporation could go out and get someone to donate the money to take it to \$2.28.



Mrs. Kumpf noted that the cafeteria fund had always been self-supporting and she does not want to ask for donations or ask the board to move money from the General Fund to support the Cafeteria Fund. She recommended approving Option 1 which would raise both the elementary and secondary prices by 5¢. As for what would happen if there is no price increase, Mrs. Kumpf stated that if the corporation does not meet the federal guidelines, it would put participation in the free/reduced lunch program in danger. The first year of non-compliance would result in being written up during their audit with the expectation that prices would be increased at that time. If elementary and secondary lunch prices are raised by 5¢, it would result in an increase in costs of \$9 for the entire school year if a child ate lunch 180 days during the school year. The elementary lunch price would be \$2.20, the secondary lunch price would be \$2.30, and the adult lunch price would be \$3.25. Reduced lunches would remain at 40¢ and milk would be 30¢.

Under discussion, Mr. Miller asked what kind of difference it would be if money was moved into that fund. Mrs. Kumpf replied that the calculator said that the price would still have to be raised by 4¢ and \$9,199 would have to be moved into that account. Mrs. Kumpf pointed out that this is a program that the corporation definitely does not want to endanger. It benefits not only the students on the free and reduced lunch program; it also affects Title I as well as textbook reimbursement.

Mrs. Adams moved to raise the school lunch and breakfast costs as recommended. Dr. Buell seconded, and the motion was approved by a 4-0-2 vote with Mrs. Heffner and Mr. Scherb abstaining.

## **B. Resolution for Agreements for Alternative Services and Private Residential School Placements**

A resolution from Dr. Rhonda Lawrence, Director of Special Services, was presented for approval. This resolution would allow for placement of special education students in alternative services and private residential school placements. This resolution is signed each year, and Superintendent Tucker recommended approval.

Under discussion, Mr. Scherb asked what a private residential school was. Dr. Lawrence responded and stated that there are times with special needs students that all local possibilities have been exhausted and there are facilities outside of this community that will help support student needs. There are different facilities across the state, including ResCare in Greencastle and Gibault in Terre Haute. Some are day treatment programs that are just during the day and transportation is provided. Others are 24/7. This is a case conference committee decision and the parent is involved all the way. It is not used very often, but occasionally there is a need for this.

Mrs. Heffner moved to approve the authority of Dr. Rhonda Lawrence to make these placements. Mrs. Kaelber seconded, and the motion was approved by a 6-0 vote.

## **C. Textbook Rental and Fees for 2012-2013**

Kathy Knust, Curriculum and Grants Coordinator, provided the proposed textbook rental and fees for the 2012-2013 school year. Superintendent Tucker recommended approval.

In response to Mr. Miller's observation that some of the costs were down this year, Superintendent Tucker explained that there were various reasons for that. She noted that the adoption cycle for this year is not one that has historically been very expensive. Kathy Knust and Jorita Wilson were commended by Superintendent Tucker for keeping prices low and maintaining a good handle on the textbook fund.

Mrs. Adams moved to approve the proposed textbook rental and fees for 2012-2013. Mr. Scherb seconded, and the motion was approved by a 6-0 vote. A copy of the textbook rental and fees will be included in the official minutes.

#### **D. School Bus Pick-up/Drop-off Times**

Superintendent Tucker had asked Frank Misner, Director of Transportation, to make revisions to the bus pick-up and drop-off times that would allow more consistency in the school day from school to school. Also, she was looking to put additional time in the middle school, which is one of two at-risk schools in the corporation. In addition, some elementary principals were saying that buses were leaving their building earlier than desired in order to get to the secondary schools on time. The proposed changes in time have been reviewed with the building principals. It is still within the contract time with the teachers' association. Approval of the revisions was recommended.

Mrs. Heffner moved to approve the revised school bus pick-up and drop-off times. Mrs. Adams seconded, and the motion was approved by a 6-0 vote.

#### **E. Discussion of Dividing School Corporation into Two Districts**

Superintendent Tucker explained that state law permits local school board or state superintendent intervention on a reorganization to "improve educational opportunities for students". The local board of school trustees may submit changes pursuant to a reorganization of the local school corporation to the Indiana State Board of Education for approval. Indiana Codes 20-23-4-7 and 20-23-4-38 were included in the board packet for reference. It was Superintendent Tucker's belief that this process would not provide any improvement in education opportunities for students in any sector of the district. She recommended that reorganization of Clay Community Schools not be pursued at this time.

Under discussion, Dr. Buell offered an explanation as to why he wanted this as an agenda item. He stated that he had felt for a long time that students need parent committees in their schools. He believes there are two different types of schools in the corporation and to get committees started the corporation needs to separate for the committees to be effective and get the desired results. He feels the students' education could be improved with parent committees that have monthly meetings. It is his opinion that there need to be smaller schools or a different set-up. He wanted to know how the other board members felt and whether there was a possibility it could be done as a trial.

Mrs. Adams noted that she had looked into his suggestion and she had found there were only two ways to initiate the breakup of the corporation. One would be if the State Superintendent Tony Bennett started the process. However, he just recently denied it

to Anderson in Madison County. The only other way to start a process for that would be a resolution by this board that would be majority vote.

Mr. Scherb stated that he doesn't see the need for this. He has two grandsons at Clay City that are going to school there and his son-in-law is a teacher, and he doesn't hear a problem. He doesn't understand what the benefit would be.

Mr. Miller noted that these discussions had been held over the years. Going back to when this corporation was made, most of those decisions were made for financial reasons. The trend has been to go to larger corporations, although he is not necessarily a proponent of that. He observed that the corporation does have two different kinds of high schools and he thinks that is to the corporation's advantage. Mr. Miller stated that he hoped when he reached Dr. Buell's age he would have that kind of passion. He doesn't disagree with a lot of Dr. Buell's arguments and if looking at history, a lot of what Dr. Buell has said has come to pass. At this time, after talking to people and hearing their ideas, Mr. Miller does not see the need, or more importantly, the support for dividing the school corporation. He noted that kids have a lot of the same experiences, even more today than in the past with the changes in technology. He asserted that in an ideal world, all would have a little school in a neighborhood that could offer everything that was needed and where everyone knew everyone else.

In response to Mr. Miller's comment, Mrs. Adams stated that she believes the corporation does have the best of both worlds. She added that the corporation had been criticized in the past for keeping the smaller elementary schools, which she believes provides that small town school feel in a big corporation.

Mrs. Heffner agreed that there are opportunities and options in the corporation. As she has stated before, it is what you make it. Financially at this point in time, she knows that it would take considerable financial changes to make any more distinction in the corporation.

At this point, Mrs. Heffner moved to continue with unity of Clay Community Schools as is and keep it intact. Mr. Scherb seconded, and the motion was approved with a 5-1 vote with Dr. Buell opposed.

#### **F. Fuel Tank Quotes for 410 W Pinckley Street Facility**

At the previous board meeting, Frank Misner, Transportation Director, Tom Reberger, Director of Buildings and Grounds, and former chief mechanic Chris McVay had been able to locate only two companies that were in close enough proximity to be able to do the installation and service for the fuel tanks for the new bus garage facility. Quotes were solicited from these two companies and were received in writing for the June board meeting. At the June board meeting, the board members asked to find other companies and see if there were other available entities. One company was not contacted again because their original bid was completely out of what the board indicated they would be willing to pay. W.W. Barnhart was contacted again and they fine-tuned their quote to \$116,304.88, with part of the reduction due to dropping the canopy from the quote. Another company that the administrators had been unaware of

during the first quote process was found. That company, Excel Equipment in conjunction with installer Midwest Maintenance and Construction Co., Inc., quoted a cost of \$91,415.71. An additional quote was solicited from another gentleman in the same business out of Flat Rock, Indiana; however, he contacted Superintendent Tucker and notified her that his company could not do underground piping and wiring. Superintendent Tucker recommended taking the lesser quote of \$91,415.71 from Excel Equipment/Midwest Maintenance and Construction Co., Inc.

Mrs. Adams pointed out that this was a rush on the quote from Excel/Midwest. She asked if anyone had time to compare what they have with the other quotes. Mr. Misner replied that the quote did match up. In addition, the representative had stopped by to talk to him and had given him names of other places where they had done work. He also talked to the Greenwood schools and they had been very pleased with their product. Superintendent Tucker thanked the board for their deliberation and perseverance. She feels the quotes are two reasonable quotes.

Mrs. Heffner thanked the administrators for their perseverance and the saving of money. She moved to accept the Excel/Midwest quote for the fuel tanks. Mrs. Kaelber seconded, and the motion was approved by a 6-0 vote.

#### **G. Furniture Quote from Lee Company for 1013 S Forest Avenue Facility**

Superintendent Tucker noted that there had been a meeting with the architects and the construction crew this past week regarding the new central office location. The project is to the point of installing tile, laying carpet and putting in furniture. The revised board packet included information regarding the quote for furniture as well as floor plans for how the offices will be laid out. Also, Superintendent Tucker asked the gentleman that the corporation has contracted with to bring samples of the colors and other kinds of materials to be used, along with a chair that will be the type to be utilized in the board room for patrons. The company being used for the furniture is a company that has a state-approved contract, so the school corporation is not required to select quotes from other businesses. Superintendent Tucker recommended approving a quote from Hon and Lee under the auspices of the Indiana purchasing program in the amount of \$49,067.25 and an additional \$5,136 to install what would primarily be the systems furniture in the middle that connects together. She noted that Mr. Reberger made sure furniture was being put in place that resembled what had been used in the other school offices so that if it becomes necessary to change something out, the same thing would be existent with much of the furniture.

Under discussion, Dr. Buell asked how many chairs would be ordered for the board room and he was told that 80 are being ordered.

Mrs. Adams asked why the corporation could not install the furniture. Superintendent Tucker replied that the timeline for finishing central office is August 13, which is the first teacher day of the new school year, and the carpet must be laid before furniture is brought in. Her feeling is that the move to the new central office location won't be made until the end of August or first of September, but in order to make that move, even if it is done incrementally, that furniture has to be set up. Superintendent Tucker would not

want to pull maintenance workers away from problems that need to be taken care of at the start of school. In response to Mrs. Adams question of whether the furniture was coming unassembled, Superintendent Tucker replied that the systems would, as well as the basic pieces to the chairs and desks

Mrs. Adams next asked from where the furniture would be shipped. Superintendent Tucker replied it would be shipped from Iowa where the Hon Furniture Company is located. Mrs. Adams then noted that the quote listed the Lee Company in Terre Haute. Superintendent Tucker explained that the Lee Company works in coordination with Hon and both are under the Indiana state contract. She further clarified that the salesman for the Lee Company orders the furniture through Hon. Mr. Reberger added that the purchase order would be made to Hon; Lee Company is facilitating the order as the district representative for Hon.

Mrs. Heffner asked if the furniture was in the original overall bid. Superintendent Tucker replied that it was not, that the furniture cost would be taken from the Capital Projects Fund, but the money is in place for furniture. As for the existing furniture at the old central office, the pieces that are in decent condition will be sent out for use in other buildings. The pieces in less than desirable condition will go into storage until the next auction.

Mrs. Heffner moved to accept the quotes for the new furniture from the Lee Company, which is affiliated with the Hon Company under the state contract. Mrs. Adams seconded, and the motion was approved by a 6-0 vote.

#### **H. Designation of Head Custodian for Clay City Campus**

Superintendent Tucker recommended approval of a proposal by Carolyn Kumpf, Director of Personnel, Data, and Food Services, to designate a Head Custodian for the Clay City campus that was provided in the board packet.

Under discussion, Mrs. Heffner asked if this was in correlation with the new job description. Mrs. Kumpf explained that the corporation had a head custodian at Northview and North Clay, but there was no job description for a head custodian. There will now be a job description for head custodian and it will cover all three head custodians.

Dr. Buell asked how many custodians there are in total at the Clay City campus. Mr. Reberger replied that there are eight on first and second shifts.

Dr. Buell moved to approve designating a head custodian for the Clay City campus. Mrs. Heffner seconded, and the motion was approved by a 6-0 vote.

#### **I. Appointment to Brazil Public Library Board of Trustees**

Superintendent Tucker recommended approval of the request by Jill Scarbrough, Director of The Brazil Public Library, to reappoint Caroline McCullough for another four-year term on the Board of Trustees of the library.

Mrs. Adams moved to appoint Caroline McCullough to another four-year term on the Board of Trustees of The Brazil Public Library. Mr. Scherb seconded, and the motion was approved by a 6-0 vote.

- J. Classified Handbook Revision: First Reading**
- K. Bus Driver Handbook Revision: First Reading**
- L. Administrative Handbook Revision: First Reading**
- M. Head Custodian Job Description – NEW: First Reading**
- N. Custodian Job Description – REVISION: First Reading**

These were all first readings, so no vote was required. All will be brought back to the August school board meeting for approval.

**O. Health Care Client Services Agreement**

Dr. Rhonda Lawrence, Director of Special Services, requested permission to enter into a Health Care Client Services Agreement in order to obtain the services of a speech/language pathologist. Superintendent Tucker recommended approval.

Prior to a motion, Dr. Lawrence explained that it is a requirement, by law, that the corporation has those services and she believes this is the best way to go. She had interviewed applicants for speech/language pathologist and had offered them the position, but those that had been offered a position declined for various reasons, either salary or they were offered a position somewhere else.

In response to Mr. Scherb's question as to whether this was a new position, Superintendent Tucker clarified that it was to hire someone to replace someone else, but the previous speech/language pathologist had been on a teaching contract.

At this point, Mrs. Adams stated that she had a question and concern about the classified handbook revision, Item VI. J on the agenda. She asked if in the past the administration had met with individuals from those areas. Superintendent Tucker replied that they met last year with a couple of the people who were designated historically to be a part of that. They are not a recognized association where officers are named or representatives are officially set forth. It's more of a matter of attempting to catch people when they are available and running information by them. The administration has not met with a previous member who was talked to last year nor has that group indicated that they have anyone who should be given information. As for the proposed changes, Mrs. Adams interprets some of the changes to mean that the corporation is stripping seniority from these people. Superintendent Tucker responded to this assertion by stating that in accordance with statute for the teachers' association moving forward, seniority will not be the basis for decision-making to transfer a person or position. The administration feels that if that is no longer in place in terms of a guarantee for the professional association, it is not an appropriate parallel to have seniority privilege with non-certified personnel. Mrs. Adams asked to clarify that Superintendent Tucker was stating that statute was what was removing the seniority issue from the teachers, and the corporation doesn't have control over the statute. Superintendent Tucker clarified that the administration was saying it was pleased with the statute because from here hence people will be transferred, promoted, and hired

based on their ability to do the job the best and not based on who has been in a position the longest, which is how the administration prefers to look at non-certified workers as well. Mrs. Adams countered that the corporation does have control over respecting the seniority with the non-certs to which Superintendent Tucker responded that the administration does not choose to have that. She added that the expectation of seniority has long been an issue in dealings with the association because it was not the case in many circumstances where promotions or transfers could be made based on the best individual for the job, and the administration was happy to see that restraint lifted within the arena of negotiations with teachers. It was determined that moving forward, if it is going to be the best qualified person for the certified personnel, it is also going to be the best qualified person with regard to non-certified personnel. It is Mrs. Adams' opinion that just because the state is choosing to dismantle some of the organized labor, she does not think the school corporation should jump on that bandwagon. She added that there is a reason why labor organized in the first place, and if everyone did what was in the best interests of the corporation and everyone else, then an organization wouldn't be needed. Superintendent Tucker pointed out that the process would be subject to evaluation, so the administration is asking to promote and transfer based on the best evaluation record, which she believes will provide a level playing field.

Returning to Item O., Mrs. Heffner moved to approve the Health Care Client Services Agreement. Mrs. Kaelber seconded, and the motion was approved by a 4-2 vote with Mr. Scherb and Mrs. Adams opposed. A copy of the agreement will become a part of the official minutes.

**P. Consideration to Approve Alternate Quote for Technology Infrastructure at 1013 S Forest Avenue Facility**

Although the technology enhancements for the new central office were built into the original design/build, after reviewing the broken down costs per product unit and labor, Mr. Milner requested subbing this portion with another company to allow him the opportunity to specifically choose products that are more consistent with what the corporation is currently using and also of a higher quality. He also believes that he can lessen the cost by subbing out the labor and doing some of it within his own department as necessary. This may amount to some savings from the total package. The corporation will receive a credit back on the original bid for the design/build. The true advantage will be in our Technology Director being able to proscribe specific products and services. The cost to sub out the technology enhancement is \$35,750.00. The quote from CIM was provided in the revised board packet. Superintendent Tucker recommended approval.

Mrs. Heffner moved to approve the alternate quote for technology infrastructure at the new central office. Mrs. Kaelber seconded, and the motion was approved by a 6-0 vote.

**Q. School Technology Advancement Account Loan**

Prior to discussion of this item, Superintendent Tucker explained that the board had been told at the July school board meeting that DLGF's estimation of the Capital Projects Fund was incorrect and the state was allowing the corporation to take a no-

interest loan in order to make a correction. It was found that there had been an error in the computation of the available loan amount: The DLGF thought that since Clay Community Schools received property taxes from Parke County, it was the only school corporation in Parke County, so they gave Clay Community Schools Parke County's entire CPF budget. Therefore, rather than a loan in the amount of \$291,000, the actual loan went down to \$105,000 after removing the entirety of Parke County's CPF budget. The intent had been to seed some technology for instruction in the upcoming school year, and the \$105,000 loan will be used for that.

Last week, the Indiana General Assembly had authorized the School Technology Advancement Account, which loans money for technology to school corporations specifically for the purchase of computer hardware and software to be used for student instruction and for the development and implementation of innovative technology. It is based on enrollment, so the corporation's maximum allowable amount for this low-interest loan is \$88,000. Superintendent Tucker recommended approval to apply for this loan. Superintendent Tucker noted that if the two amounts are put together, she believes she will be able to bring back a recommendation in August or September to start venturing into some digital tablet technology to begin training teachers over the course of the next school year in how to integrate the digital technology into their classroom. Moving forward, that technology can be introduced on more of a one-on-one basis with students. The two loan values just about meet the costs for an iPad project, or something of that nature. Terms of the loan were between 1 and not to exceed 4 percent. Approval was recommended.

Under discussion, Mrs. Adams questioned the fact that the resolution the board would be signing says the initial cost of the project is \$88,000, but the estimate for additional costs related to installing and operating this technology would be \$200,000 more. Superintendent Tucker responded, stating that a question on the loan application asked how much more the corporation would be happy to receive if the corporation were to receive additional monies. She checked with Bill Milner as to how much would be needed to get to the one-on-one status, and Mr. Milner indicated that in order to have access to a one-on-one initiative there would need to be additional access points and switches. Superintendent Tucker thought that if the corporation intends to move forward towards this in another school year she wanted to say to the state that if these low-interest technology loans are offered again, this is the amount that would be needed for that initiative, which would assure that the funds wouldn't have to be taken out of next year's Capital Projects budget.

Mrs. Heffner noted that this is coming out of a state school technology advancement account, but it doesn't read that the corporation would have to levy for this. However, it does state that if an installment is missed, it can be taken out of what is due to the corporation. In response to Mrs. Heffner's concern about a levy, Mr. Gorman noted that there is no way the state can levy this loan.

Mrs. Adams next asked if a plan had been drawn up concerning what is wanted and how it would be used. Superintendent Tucker replied that they had to for the basis of this application. That is why she will be asking Dr. Rayle to come back in the August



meeting and present the direction that the corporation would like to go. She added that initially she has to get teachers in this corporation trained with what resources are available digitally and electronically and how to make the best use of tablet technology.

Sharing her concern with the rapid pace of changes in technology, Mrs. Heffner asked if all teachers felt comfortable with their white boards. Mrs. Adams added that she doesn't feel comfortable voting for the money to be borrowed before she has even seen the plan. Superintendent Tucker explained that the plan is to purchase tablet devices, in this case iPads, for all of the instructional staff and then spend the rest of the school year training them to use that digital resource to expand technology in their classroom with the plan to expand that within the next year to the one-on-one basis with students.

In response to Mrs. Heffner's concern that the school corporation is one year ahead of where it should be with technology, Superintendent Tucker stated that she believes the corporation is two years behind. She noted that whiteboard technology had been installed along with some of the mini-laptop technology and every teacher has had availability of training this year by the board's creating a person to do that. She acknowledged that there may have been teachers who did not take advantage of the training, but going forward with the implementation of the RISE evaluation system that will not be an excuse.

Mrs. Kaelber commented that she had been approached by teachers asking if iPads would be available for their classrooms next year. Superintendent Tucker stated that they will have to be added incrementally because there are teachers asking every day for that technology. However, as she sees it, everybody should have one if anybody is going to have one.

Mrs. Adams stated that she would feel more comfortable implementing this next year after seeing how other school corporations are implementing it. She doesn't think this corporation needs to be cutting edge on this. She thinks waiting one year would not hurt the corporation. She does not want to obligate \$288,000 plus possibly 4% interest on the \$88,000. The corporation just bought a new central office and a new bus garage, and the economy is still not recovering the way it should on a national level. Superintendent Tucker pointed out that a year from now the corporation will be entering into an adoption cycle for reading and literature, the most expensive paper textbooks that the corporation has, and at that point the corporation will be committing to six years of bondage to the old textbook cycle, and she doesn't want to do that.

Mrs. Adams shared that she does not like items like this sprung on her. It is an agenda item that was added tonight and the board hasn't had time to look into this. She asserted that the board was being asked to commit to \$288,000 on technology that the corporation does not have a plan for now. Superintendent Tucker countered that there is a plan in place. The loan became available last week, on July 5, and there is a deadline of August 3 on the application. She added that the Department of Education frequently makes a very short timeline on their loans.

Mr. Miller agreed that it is a lot of money and he would like to see an in-depth plan. He understands that the teachers would need to be familiar with the technology before it is placed in the students' hands. He agreed with Mrs. Adams that it is unfortunate that this information is sprung on the board members. Mr. Miller shared his opinion that there would always be some kind of paper materials, but textbooks are becoming obsolete. Superintendent Tucker noted that next year the corporation will be getting into the high dollar textbooks as the start of the rotation begins, which is the reading, the literature, the math, the social studies, the science. She added that once the corporation gets into the high-rent textbooks for six years, the parents can't be told that they are paying for high dollar textbooks that are cardboard and paper but a new textbook will be introduced in a digital format. She asserted that parents will wonder why they weren't all put together when the cycle started so they were prorated through the years. The state recognizes digital textbooks the same as paper textbooks. The expectation is that schools will convert to digital textbooks, coming from Tony Bennett and the state. That is why they are seeding it with these kinds of loans.

Mrs. Heffner asked why the \$200,000 would be needed if it was going to come out of textbook fees anyway. Superintendent Tucker clarified that the access points and switches were hardware for installation and signal and would not come out of textbook fees. What would be paid out of textbook fees would be the fee for leasing the tablet.

Mr. Miller would like to see next month what the cost would be to lease a hard copy and what the cost of the material is through technology. Mrs. Heffner asserted that the board members were shown last month that the savings would be about \$200,000, so, as she sees it, it is basically going to be a wash if they get the training and tablets for the teachers and the hardware to implement it. Superintendent Tucker pointed out that the \$200,000 was not needed this coming school year because it would just be in the hands of teachers, and they have access points. The following year, if it would be introduced at the secondary level, every student would have them on at the same time and that is when the additional access points would be needed.

Mr. Gorman pointed out that there is a limited amount of money available for this and it is his projection that the additional \$200,000 will not be there; it will be only the \$88,000. But in order to have a chance at the \$88,000, the additional \$200,000 had to be listed.

Mrs. Adams noted that she doesn't read that the \$200,000 will be asked for by this loan application. Mr. Gorman clarified that the corporation is saying if for some reason there was money left over to be distributed, the corporation could use it. Mrs. Adams then noted that when looking at what the board would be signing after passing it, that is where it mentions being committed to an additional \$200,000. For clarification, Superintendent Tucker pointed out that in the loan application it states that the corporation is asking to buy the iPads to provide the training so when the corporation moves towards one-on-one, that first piece will be in place. In order to get to that one-on-one at some point in the future, \$200,000 will have to be allocated in Capital Projects for instructional technology to get the buildings up to capacity so that every student can get a signal.

Mrs. Adams did not believe this would be the last opportunity to jump on a technology bandwagon offered by the state. She has issues with saying to parents who are going to be paying more for lunches that the corporation is going to buy iPads. She noted that this is not an affluent community, to which Superintendent Tucker replied that is the reason the corporation is reliant upon these low-interest and no-interest loans from the state government: To be able to ensure that schools who are not as wealthy as some are able to have the same technological opportunities available to them as the schools who can pay. She added that the corporation is targeted as a school corporation in need of this resource.

As a board member and community member, Mrs. Heffner would like to be sure that the administration and those looking out for teachers and seeing they are trained are definitely all on the same page, as a corporation. She asked if it could be brought next month with the presentation and was told that this particular item could not be brought back. However, the presentation could still be made. Superintendent Tucker noted that this would probably not be the last opportunity; however, the next opportunity might not come until January or the spring semester, which would lessen the time for training with teachers.

At this point, Mr. Miller proposed going ahead with the loan application. Come August, if the board decides it doesn't want to do this, it doesn't have to accept the money. This is just the application; the board is not committed to laptops on every desk tonight. If the board decides to pursue this next month, the option is there.

Mr. Scherb moved to apply for the school technology advancement account loan. Mrs. Kaelber seconded, and the motion was approved by a 5-1 vote with Mrs. Adams opposed.

#### **VII. Board Member Comments**

**Tina Heffner** thanked Kathy Knust for her work on the textbooks. She also thanked Carolyn Kumpf and her staff for their hard work with food administration. She commented that it was nice to see the principals here.

**Amy Burke Adams** mentioned that the corporation's web site had been updated and improved, and it looks fantastic.

#### **VIII. Future Agenda Items**

**Rob Miller** would like discussion revisited after Dr. Rayle's presentation concerning iPad technology in August.

#### **IX. Adjournment**

Having exhausted all agenda items, the meeting was adjourned at 9:52 p.m.

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