

**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 Central Administrative Office, 1013 S. Forest Avenue, Brazil, IN 47834, on Thursday, September 11, 2014. Tom Reberger, Fred Froderman, Ron Scherb and Amy Burke Adams were present. Kevin Kumpf, Jennifer Kaelber, and Rob Miller were absent.

I. Call to Order

The meeting was called to order at 7:31 p.m. Board Vice President Ron Scherb led those in attendance in the pledge and Fred Froderman offered the prayer.

II. Consent Agenda

A. Claims

B. Board Meetings

Regular Session Minutes for August 14, 2014

Executive Session Certification for August 14, 2014

At this point, Dr. Tucker noted that a suggestion had been made to amend the August 14, 2014, minutes. There had been a request to change the wording in the last paragraph on Page 9 of the minutes. With board approval, the minutes would now read, "Mr. Scherb moved to withdraw employment of a District Digital Learning Specialist from the agenda at this time with the intent to discuss the hiring at a later time."

C. Field Trips

1) Clay City Jr/Sr High School FFA to Harrison County October 17 and 18, 2014, for the state soil judging contest, requiring an overnight stay

2) Northview High School FFA to Louisville, KY, October 29-31, 2014, for the FFA National Convention, requiring overnight stay and out-of-state travel.

D. Personnel

Dr. Tucker noted that Halee Hamilton was being added to the list for employment as a science teacher at Northview High School.

A. LEAVES OF ABSENCE

1. Certified

a. FMLA

ME

Laura Maurer

b. FMLA

FPE

Brandon Romas

c. FMLA

CCE

Louann Kern

2. Non-Certified

a. FMLA

TRANS

Garry Miller

B. RETIREMENTS

1. Certified

None

2. Non-Certified

None

3. Place on Retirement Index

None

C. RESIGNATIONS

1. Certified

None

- 2. Non-Certified
 - a. Instructional Assistant NHS Pete Paullus
 - b. School Nurse CORP Kim Carter
- 3. ECA Resignations
 - a. Elementary Student Council ME Jennifer Hawkins
 - b. Elementary Student Council – 50% ESE Jennifer Miller
 - c. Elementary Student Council (50%) FPE Cindy Lacefield
 - d. Track – Girls Head MS NCMS Audra Duling
 - e. Elementary Sport FPE Stacey Thompson
- 4. ECA Lay Coaches
 - a. Tennis – Boys Head NHS Guy Engbino
 - b. Football – Freshman Head Coach NHS Martin Hendricks

D. TRANSFERS

- 1. Certified None
- 2. Non-Certified
 - a. Day-time Custodian (260 Days) from CCE to FPE Tina Moon

E. EMPLOYMENT

- 1. Certified
 - a. Teacher – French NHS Ashlee Vitz
 - b. Teacher – Special Education NCMS Courtney DeWeese
- 2. Non-Certified
 - a. Instructional Asst. – 29 hours (Sp Serv) CCHS Becky Ziegler
 - b. Instructional Asst. – Job Coach (29 hrs) NHS Patrick Newton
 - c. Instructional Asst. – 29 hour (Classroom) ESE Alyssa Langley
 - d. Instructional Asst. – 29 hour Title I Pre-School ESE Brenda Ziels
 - e. Instructional Asst. – 29 hour Sp Serv (1-on-1) ME Stephanie Farkas
 - f. Instructional Asst. – 29 hour Sp Serv (1-on-1) JTE Rodney Frakes
 - g. Food Services – 5 hours CCHS Amy Shaw
 - h. Food Services – 5 hours FPE Cathy Eads
 - i. Maintenance Driver/Helper CORP Gregory White
- 3. Other
 - a. Adult Education – Supplemental Contract CORP Shaun Short

F. EXTRA-CURRICULAR

- 1. Extra-Curricular Certified
 - a. Basketball – Freshman Boys Coach NHS Jason Setliff
 - b. Basketball – Boys Varsity Asst. Coach NHS Michael Byrum
 - c. Academic Team (ROBOTICS) – 50% CCHS Ben Thomas
 - d. Academic Team (ROBOTICS) – 50% CCHS Scott Stucky
 - e. Elementary Student Council – 100% ME Jamie Garvin
 - f. Elementary Student Council – 50% ESE Alyssa Lovett
 - g. Elementary Student Council – 50% FPE Kaytlin Leichter
 - h. Elementary Sport FPE Kaytlin Leichter
 - i. Elementary Sport JTE Aaron Crawn
 - j. Play Director CCHS Heather Chandler
 - k. Asst. Play Director CCHS Sarah Titzer

- | | | |
|--|------|--------------------|
| l. Elementary Sport – 5 th Grade Girls BB (60%) | CCE | Natalie Wolfe |
| m. Basketball – 6 th Grade Girls (40%) | CCE | Natalie Wolfe |
| n. Elementary Sport – 5 th Grade Girls BB (40%) | CCE | Penny Arthur |
| o. Basketball – 6 th Grade Girls (60%) | CCE | Penny Arthur |
| p. Theater Director of Music – Spring Musical | NHS | Dianna Knox |
| q. Thespian Club | NHS | Dianna Knox |
| 2. Extra-Curricular Non-Certified | | |
| a. Elementary Newspaper Club | JTE | Valerie Linton |
| 3. Extra-Curricular Lay Coach | | |
| a. Percussion Specialist | NHS | Brian Blume |
| b. Tennis – Boys Head Coach | NHS | Shawn Hughes |
| c. Tennis – Boys Asst. Coach | NHS | Hannah Pond Hughes |
| d. Soccer – Boys Asst. Coach | NHS | Andrew Opata |
| e. Wrestling – Head Coach | NHS | Dan Mikesell |
| f. Wrestling – Asst. Coach | NHS | Beau Pingleton |
| g. Basketball – Asst. Varsity Coach-Girls | CCHS | Rodney Smith |
| h. Basketball – Jr. Varsity Head Coach-Girls | CCHS | David Steward |
| 4. Supplemental | | |
| a. Basketball – Boys | NHS | Alan Goff |
| b. Basketball – Boys | NHS | Chris Dehart |

G. CHANGES

- | | |
|--------------------|------|
| 1. Certified | None |
| 2. Non-Certified | None |
| 3. ECA-Lay Coaches | None |

H. VOLUNTEERS

1. CLASSROOM

Clay City Elementary

Thomas Abrell

Chelsea Lucas

Kristin Souder

Regina Tucker

East Side Elementary

William Papinchock

Cassandra Parkins

Kids Hope (Forest Park)

Christopher Gregg

Corinna Stewart

Eva Suzette Treash

Jackson Twp Elementary

Carol Blanchard

Michelle Engle

Sarah Hopper

Melissa McGlocklin

Ashley Wegner

Meridian Elementary

Garry Howard

Deonna Renea Ledeczi
Staunton Elementary
 Kathy Wisley
Van Buren Elementary
 Peggy Irwin
 Christopher McVay
 Christina Modesitt
 Dawn Treash
Clay City Jr/Sr High School
 Bobbie Murphy
North Clay Middle School
 Melisa Allen
 Catherine Dowers
 Anne Siples
 Chad Williams
 Misty Williams
Forest Park Elementary, North Clay Middle School, Northview High School
 Kathryn Cox
Lions Club Volunteers
 Alejandro Garcia
 Marcella Rush

2. ATHLETICS/ECA

- a. Justin Sampson – NHS Wrestling
- b. Brandon Mikesell – NHS Wrestling
- c. Mike Ames – CCHS Cross Country
- d. Bryce Britton – NHS Tennis
- e. Bradi Oberholtzer – CCHS Girls Basketball

3. Other Volunteers None

I. CONTRACTED SERVICES None

J. OTHER None

Dr. Froderman moved to approve the consent agenda items. Mrs. Adams seconded, and the motion was approved by a 4-0 vote.

III. Comments from Patrons

None at this meeting

IV. Old Business

A. Clay City Jr/Sr High School Track

Based on the data presented by Patriot Engineering and Environmental, Inc. of Terre Haute, IN, and after having conversations with the engineering firm, an asphalt contractor and the representative of Midwest Track Builders, Director of Extended Services Mike Howard offered the following recommendations as to how to proceed over the next twelve months in regard to the Clay City Jr/Sr High School track:

- In the spring of 2015, perform some additional minor track repairs to the track surface that may have resulted from the winter's adverse effects on the track, if any
- Maintain the current 2015 track schedule (4 home meets beginning on April 25) for the Clay City varsity teams. Junior High schedule has 4 home meets, beginning on April 23
- During the period of September – March develop and plan for a new track to be installed at the property
- Advertise and select contractors for the work during the period of March – May 2015
- Begin demolition and construction of new track in June 2015.

Mr. Howard explained that the basic need for this timeframe was to allow the time to develop the proper installation and design method. In addition, the current school budget does not accommodate the installation of a new track; therefore, the track will need to be built into the 2015 budget. He estimated current costs for this work to be in the \$250K- \$350K range.

**B. Job Description – Secretary for Media Services & Textbooks – NEW:
Second Reading**

Mr. Reberger moved to approve the job description. Dr. Froderman seconded, and the motion was approved by a 4-0 vote.

V. Superintendent's Report

Dr. Tucker noted the following:

- Administrators in attendance were recognized: Dr. Douglas Lunn, Director of Special Services; Mr. Brad Ennen, Principal at Jackson Township Elementary; Mr. Dustin Jorgensen, Principal at Forest Park Elementary; Mrs. Sheryl Jordan, Principal at Staunton Elementary; Mrs. Karen Phillips, Principal at Meridian Elementary; Mrs. Lisa Froderman, Principal at East Side Elementary; Mr. Jeff Fritz, Principal at North Clay Middle School; Mr. Jeff Bell, Principal at Clay City Jr/Sr High School; Mr. Ernie Simpson, Principal at Northview High School; Mr. Michael Owens, Principal at Clay City Elementary; and, Mrs. Gail Williams, Principal at Van Buren Elementary.

VI. New Business

A. CPF Report

Mike Howard presented a Power Point report on the Capital Projects activities undertaken during the summer in each of the school buildings. A copy of the report will become a part of the official minutes.

Under discussion, Mrs. Adams asked if the Clay City Jr/Sr High School tennis courts and outdoor basketball courts were scheduled for 2015. Mr. Howard replied that they may not be. Initially, the poles and nets may be removed and the tennis courts secured as a safety precaution, and then he plans to have a discussion with the board and the school administration as to what is going to be done. The school does not have a tennis team, so the school administration would need to determine whether or not they

want to invest the work and money, estimated to be \$100,000+, to resurface the tennis courts and install new nets and poles. Mr. Howard commented that spending that amount definitely would deplete the Clay City CPF funds pretty quickly.

In another matter, Mrs. Adams asked about the possibility of cleaning up the grounds of the maintenance department lot. Mr. Howard replied that he was planning for a surplus equipment auction, hopefully in October, and everything is being staged there for the auction.

Mrs. Adams next asked about what she deemed to be the ongoing moisture issue at Meridian Elementary and whether there were any plans to look into that deeper. Mr. Howard's response was that with what had been done with the changes in the building schedule and the air conditioning and heating controls, there haven't been any more issues since the one issue a couple of weeks ago. That situation had been determined to arise from the chiller shutting down at 3:30 on Friday, and it was extremely hot and humid over that weekend. Mr. Howard stated that the building set point had been changed to run the air conditioner longer and there have been no recurrences, so he believed they had addressed the issue of keeping the humidity under control.

Mrs. Adams then mentioned that she had made an unexpected visit yesterday to Meridian Elementary. A parent had voiced some concerns to her. To Mrs. Adams, it looks like there is still a moisture problem in that building, particularly in the library and music room. She suggested bringing somebody in to do a building survey so they could tell what was going on with the moisture and do some testing. Mr. Howard stated that they would investigate to see what the cause is. He then asked Principal Karen Phillips if she had received any calls or complaints in the past couple of weeks. She replied that the only complaint was with the smell in the music room. Mr. Howard noted that the music room has three walls under earth with no moisture barrier, so they think that may be where the issue is. He also noted that they had been trying to get the water away from the building on the north side with a project that had been completed last week, and the condensate drip pan issue in the library had been solved in July. Mr. Howard offered to get air samples done.

Mr. Scherb offered his appreciation for the update and his thanks for the effort in maintaining the buildings. Also, Mr. Reberger pointed out that the community is fortunate to have a qualified staff able to do much of the maintenance work without the need to contract work out. He believes the school corporation is getting a good value for the money that is spent in the maintenance department.

B. School Improvement Plans

Mr. Reberger moved to approve the ten School Improvement Plans. Mrs. Adams seconded, and the motion was approved by a 4-0 vote.

C. Job Description – Title I Reading Coach – NEW: First Reading

This was a first reading, so no vote was required. The job description will be brought back to a subsequent meeting for approval.

Mr. Scherb asked what a reading coach was. Forest Park Elementary Principal Dustin Jorgensen responded, stating that a reading coach was someone who would help teachers and students that need extra support in reading. That is one of the areas that he would like to tackle in connection with school improvement and goals. This position would be paid for out of Mr. Jorgensen's portion of the federal Title I funds and this is how his school has chosen to allocate some of their Title I budget. Mrs. Adams applauded Mr. Jorgensen's proposal for a Title I Reading Coach.

D. Policy 4235 – Reduction In Force Procedure – NEW: First Reading

This was also a first reading, so no vote was required. The policy will be brought back to a subsequent meeting for approval. Dr. Tucker noted that the policy was created on the advice of counsel because the original language for a RIF procedure had always been in the bargaining agreement, and legislatively, that was required to be taken out of the bargaining agreement a few years ago. Legal counsel thought it was in the best interest of not only the board of school trustees but also the association to have a written policy in place. The proposed policy has been reviewed with the teachers' association in corporation-wide discussions.

Mr. Scherb's question: Why are we discussing this? Dr. Tucker replied that it is an item that is appropriate for discussion, but it is not an item that is appropriate for a bargaining process. Mrs. Adams asked why it was being discussed now and wanted to know if the school corporation was facing a financial concern. Dr. Tucker's response: No, absolutely not. Rather, last year was the first time to go through with a new bargaining agreement, and the legislative changes took out a lot of things that were in the original bargaining agreements across the state. With these changes, the state outlined what areas were permissible for bargaining and what areas were only permissible for discussion. In the effort to make sure there was language for a RIF procedure, should it ever come to the point of requiring a RIF procedure, Michelle Cooper advised the administration to put something in writing and have it in policy. The issue of budget and General Fund expenditures is not what has precipitated this language: Advice of counsel is what has precipitated this language.

Mr. Scherb commented that he had received calls about this proposed policy with a concern about who would be called back first following a RIF procedure. To Mr. Scherb, it seemed only fair that a person who had been RIF'ed should be the first person contacted if a position would be available within the corporation, and they should be offered a job the next year. To this, Dr. Tucker replied that one of the big sweeping changes that came down legislatively was that the legislature was interested in it not being the previous process where the last hired was the first fired. So there had to be some kind of language indicating that multiple factors would be looked at and there could not be any guarantees as in years past with the preeminent factor being seniority. As for the issue of calling back, if the school corporation would ever happen to get into a sweeping RIF situation, Dr. Tucker believed there was some understanding that the corporation would want to get good people back. But this procedure does not lock the school corporation into anything that requires hiring a particular person back just on the basis of seniority.

Mrs. Adams shared her concern that a RIF process would be based on evaluations. Dr. Tucker stated that it has to, by law, be based on the categories of Highly Effective, Effective, Needs Improvement, and Ineffective to engage the evaluation process. She pointed out that the school corporation regards Highly Effective and Effective as being in the same capacity for compensation. It would also be the case with this RIF policy: If one person had been evaluated as highly effective and another person had been evaluated as effective, the difference in those two categories would not be the deciding factor; rather, it would have to come down to some other kind of decision and, in that case, it would be a seniority situation, keeping the most senior person. Although Mr. Scherb did not know if school board policy would need to require the corporation to hire an employee who had been RIF'ed, he would certainly hope that a RIF'ed employee would be given an opportunity to interview for a different position.

One of the biggest concerns Mr. Scherb has heard about the RISE evaluation is a situation that could arise where one principal might not like someone for whatever reason, but another might find that same person to be very effective, which Mr. Scherb believed to be a deficiency in the RISE process. To this, Dr. Tucker responded that historically, that was the same basis for subjectivity that was available in any evaluation instrument. She noted that administrators had not seen those kinds of capriciously subjective evaluations being done on staff, but even if it were to happen, the instrument that the school corporation has chosen is no better or worse than other instruments that had been looked at.

At this point, Mrs. Adams wanted to know if there was a section in teacher evaluations regarding attitude. Dr. Tucker replied that there is an area within the point portion of the evaluation instrument that says if a teacher has engaged in a behavior or an attitude that has been addressed once or twice, then it wouldn't be uncommon if the situation is not remedied for principals to take a point in the evaluation, and in that case it would be attitude. Mrs. Adams then asked if it would be reflected as a negative attitude in an evaluation if someone disagreed with the policy of the administration. Dr. Tucker's reply was that it would be insubordination if the teacher refused to follow the policy. In Mrs. Adams' opinion, she thinks of performance and conduct as two separate areas when dealing with employees. As she saw it, to have a conduct issue or what someone perceives as a bad attitude be displayed on their performance which then affects their salary is mixing worlds that shouldn't mix. Mrs. Adams believed that an environment should be created where teachers feel comfortable expressing their opinions even if those opinions or ideas or suggestions don't match those of the administrators. Dr. Tucker's final comment on this discussion was that she had complete trust in the capacity of her administrators that they were governing in a fair and consistent manner in their building, just as teachers were being asked to govern their classrooms in a fair and consistent manner. Although Mrs. Adams agreed with Dr. Tucker's comment, she noted that it was not principals about whom she had heard concerns voiced.

In order to clarify for Mrs. Adams as to whether a RIF policy was required by law, Dr. Tucker explained that the school corporation does not have to have a RIF procedure in policy; rather, it had been the advice of the board's counsel, Michelle Cooper of Lewis & Kappes, to include it in policy.

Mr. Reberger concluded discussion of this topic by referencing the school corporation's past experiences with RIF situations, and he noted that teacher evaluations had nothing to do with it at that time; rather, the procedure to be followed had been a part of the teachers' master contract that had been negotiated. Now that the legislature has changed the laws on negotiation and what can be in the contract, the procedure is gone. The school corporation has no procedure in place at this time, and legal counsel has advised the board to get something in writing.

E. Policy 7511 – Textbook Rental Program – REVISION: First Reading

This was a first reading, so no vote was required. The policy revision will be brought back to a subsequent meeting for approval.

F. Clay City Jr/Sr High School Request to Purchase Elliptical Machine Using ECA Funds

Mrs. Adams moved to approve the request from Principal Jeff Bell of Clay City Jr/Sr High School to use ECA funds to purchase an elliptical machine for the school's weight room. Dr. Froderman seconded, and the motion was approved by a 4-0 vote.

G. Clay City Jr/Sr High School Request to Accept Flag Pole Donation

Mr. Reberger moved to approve the request from Principal Jeff Bell to accept a flag pole for his school to be donated by Mr. Andy Allender of Clover Signs. Mrs. Adams seconded, and the motion was approved by a 4-0 vote.

H. Rockville Public Library Board Appointment

Dr. Froderman moved to approve the appointment of Mr. Randy Kneeland to the Rockville Public Library board for a term running from January 1, 2014 through December 31, 2017. Mrs. Adams seconded, and the motion was approved by a 4-0 vote.

I. Snow Removal Procedure Discussion

Mike Howard provided the board with the guidelines that staff has followed for the last several years for snow removal. The guidelines are:

- All snow removal is done in-house by maintenance staff (parking lots and drives) and custodians (sidewalks and entrances) at each school.
- Snow amount from a dusting to 10" can be done with current equipment and supplies. The upper snowfall amounts of 8" – 10" will typically result in staff needing 2-3 days to clear the properties, causing school to be closed and ECA activities to be canceled for that period of time.
- Amounts of 10" or greater will result in 4-7 days of clearing along with extensive cancellations of school and extra-curricular activities during that time. At this point, local contractors with access to heavy equipment (front-end loaders, bulldozers, skid steers, graders, etc.) would be contacted to provide assistance to the school district. This is done because the snow would need to be piled in such a manner that no more parking spaces would be lost on the lots for faculty and students.
- From an availability standpoint, the only contractors that historically have been able to assist and have access to the necessary equipment in these emergency

situations have been Knust Excavating and Mershon Concrete. Their rates have been cheaper than the reimbursement schedule established by FEMA for snow emergencies.

Mr. Howard had contacted three firms in the past couple of weeks to get pricing, and all were in the \$100-\$125 per hour range. Based on availability, they currently have contracts with established clients, so the school corporation would be at the end of their lists.

Under discussion, Mrs. Adams wanted to know if the school corporation had locked in to a rate with Knust and Mershon. Mr. Howard stated that he had not talked to Knust and Mershon with their heavier equipment, but he had talked to other firms that had plow trucks but did not have front-end loaders and dump trucks. He did not know if the individuals would be interested in a contractual agreement, but he could investigate that. Addressing Mrs. Adams' assumption that a contractual agreement would obligate them to make the school corporation their priority, Mr. Howard stated that Mershon and Knust do the I-70 truck stops and highways and much bigger operations than the schools. He noted that when they were called last year, they pulled double shifts to accommodate the school corporation after taking care of their existing clients.

Mr. Scherb commented that he had assumed the snow removal would be handled similarly to the lawn care. He had received several calls from individuals wanting to know how they could bid on the snow removal services. Mr. Howard noted that in an emergency situation, there would be no time to bid, which is what the situation had been last winter. The other issue would whether individuals had adequate insurance, licensing, and bonding: Mr. Howard asserted that most guys with a plow on their truck don't have the necessary insurance that would protect the schools' liabilities.

Mrs. Adams pointed out that the reason the board had asked for information in September was to see who was out there who would be interested instead of waiting until the last minute. It was Mrs. Adams' assertion that the school corporation had been blinded by the snow last winter and had to bring people in from Ohio. To this, Mr. Howard responded by noting that the same procedure had been followed last winter as had been followed for the past forty years. He acknowledged that it was possible the procedure could be improved, and he commented that he had contacted a couple of firms and knew what their plow truck pricing was. Also, he knew the rates FEMA would allow to be charged, and the people that had been contracted with last winter had been well below the FEMA limits. He stressed that the people used last winter would be contacted only in a snow emergency. In answer to Mrs. Adams' question as to whether the school corporation would always be guaranteed FEMA reimbursement, Mr. Howard stated that, according to FEMA, when a snow emergency is declared in a county, there is a 75-90% chance of getting reimbursement for the majority of that money. In Mrs. Adams' opinion, without a guaranteed reimbursement, it would probably be best to negotiate the best salary before the snow falls. Mr. Howard countered that it is not known how much snow will fall. Some clients would want a retainer, and if there is no snow, the school corporation could be spending thousands of dollars unnecessarily. Mrs. Adams suggested looking into a retainer fee to see how much it would be. Mr. Howard stated that he had done so and had been told that a retainer would not move

the school corporation up on the priority list because they already have established clients. Mrs. Adams asked if this was something about which Mr. Howard would be ready to tell the board more in October, to which Mr. Howard replied that he could possibly give a brief update on the pricing schedule from different vendors. Right now, the school corporation is not on any list except for the people who have been loyal to the corporation in the past. Mr. Howard noted that he probably wouldn't be doing any advertising, but he would contact local firms that he knows are available. He encouraged board members to let him know if they knew of anybody that would be interested, and he would check out their credentials.

A point made by Mr. Reberger: Most of the time, the school corporation can handle snow removal itself. He recalled a time when all of the lots had been cleared of snow with only two school corporation trucks, and he noted that a concerted effort had been made to add to that fleet. There are now six trucks, and most normal snowfalls can be pushed with that number of trucks. The trouble with big, heavy snows is when it reaches the point that it must be loaded up and moved rather than pushed. In Mr. Reberger's opinion, getting firm numbers should they be needed is fine, but if there is an emergency situation, the school corporation would be at the mercy of their major contracts. Mr. Reberger noted that the school corporation had been very fortunate to have a couple of local contractors who have connections with the school corporation and have helped out.

J. Contracted Services – Career Staff Unlimited: RENEWAL

Mr. Reberger moved to approve the renewal of the contracted services with Career Staff Unlimited. Mrs. Adams seconded, and the motion was approved by a 4-0 vote.

K. Contracted Services – IEP Therapy: NEW

Carolyn Kumpf, Director of Personnel, Data and Food Services, recommended contracting with an additional company for therapy services because the school corporation is legally required to provide the services and there may be time when Career Staff Unlimited is unable to provide the necessary therapist. Approval was recommended.

Dr. Froderman moved to approve the contracted services with IEP Therapy. Mr. Reberger seconded.

Under discussion, Mrs. Adams asked what the hourly rate would be, and it was confirmed that the hourly rate would be \$65 per hour. Mrs. Adams also wanted to know what the term of the agreement would be. Mrs. Kumpf explained that it is an open-ended contract for whatever health care service the school corporation might need.

The motion was approved by a 4-0 vote.

L. Consulting Agreement – Lell

Mrs. Adams moved to approve the consulting agreement with James R. Lell to provide services as a Speech-Language Pathologist as an independent contractor and not as an employee. Dr. Froderman seconded, and the motion was approved by a 4-0 vote.

M. Consulting Agreement – Ringo

Mrs. Adams moved to approve the consulting agreement with Roberta J. Ringo to provide consulting services as a Reading Coach as an independent contractor and not as an employee during the current Title I grant cycle. Mr. Reberger seconded, and the motion was approved by a 4-0 vote.

VII. Board Member Comments

Fred Froderman offered thanks to Mike Howard and Mark Shayotovich for their efforts and their presentations.

VIII. Future Agenda Items

Amy Adams would like an update next month on the Meridian moisture issue.

Tom Reberger would like for Mr. Howard to explore the possibility of hiring an engineering firm/architectural firm to write the specifications for any major track work that is done at Clay City and to bring back discussion regarding obtaining the services of an engineering/architectural firm for any potential projects for spring track at Clay City. He explained that the reason he asked for that is because, by state statute, the school corporation may be required to have an architect/engineer stamp.

Ron Scherb agreed with Mr. Reberger that it would be a good idea to get the track work certified due to concerns with coal mining operations in the area.

IX. Adjournment

Having exhausted all agenda items, the meeting was adjourned at 9:04 p.m.

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