

**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, April 10, 2014. Tom Reberger, Jennifer Kaelber, Kevin Kumpf, Fred Froderman, Rob Miller, Ron Scherb and Amy Burke Adams were present.

Prior to the start of the Regular Session, Mr. Mark Shayotovich, Director of Business Affairs, opened bids for Food & Cafeteria Supplies Commercial and Commodity, Bread & Bun Products, and Milk & Dairy Products. One bid, from Prairie Farms, was received for Milk & Dairy Products. One bid, from Aunt Millie's Bakery, was received for Bread & Bun Products. One bid, from HPS, was received for Food & Cafeteria Supplies Commercial and Commodity. Mr. Shayotovich and Mrs. Patty Dyer, Assistant Food Services Director, will review the bids and make a recommendation at the May school board meeting.

I. Call to Order

The meeting was called to order at 7:33 p.m. Board President Rob Miller led those in attendance in the pledge and offered the prayer.

At this time, Superintendent Dr. Kimberly Tucker noted that a correction needed to be made to the agenda: Mr. Scherb, who was providing information for Item VI. G. Fuel Tax Information, had requested that the item be moved from the April agenda to the May agenda. Item VI. G. was stricken from the April agenda and will be added to the May 15th agenda.

II. Consent Agenda

A. Claims

B. Board Meetings

Corrected Regular Session: February 13, 2014
Regular Session Minutes for March 13, 2014
Special Session Minutes for March 13, 2014
Executive Session Certification for March 13, 2014

C. Field Trips

None at this meeting

D. Personnel

A. LEAVES OF ABSENCE

1. Certified

a. Teacher – FMLA	ME	Heidi Madsen
b. Teacher – FMLA	NCMS	Cathy Frakes

2. Non-Certified

a. Custodian – Medical Leave	FPE	Raymond Day
b. Tech Asst. - FMLA	TECH	Tenna Keiser

B. RETIREMENTS

1. Certified

a. Teacher (Elementary)	VBE	Steven Hoopingarner
b. Teacher (Elementary)	VBE	Alison Pond
c. Teacher (FACS)	NCMS	Sharon Koehler
d. Teacher (Elementary)	CCE	Carol Morris
e. Teacher (Mathematics)	NHS	Teresa Robbins
2. Non-Certified		
a. Bus Driver	TRANS	Sharon Anderson
b. Bus Driver	TRANS	Leslie Webster
c. Instructional Assistant	ME	Cathy Rollings
d. Instructional Assistant	ESE	Juanita Crosley
e. Instructional Assistant	NHS	Tonetta Kohler
f. Instructional Assistant	ME	Rebecca France
g. Custodian (Dec 2014)	ESE	Lloyd Harris
h. Instructional Assistant	SE	Sue Ellen Buchholz
i. Instructional Assistant	SE	Sandra Trousdale
3. Place on Retirement Index	None	
C. RESIGNATIONS		
1. Certified	None	
2. Non-Certified		
a. Bus Driver (end of school year)	TRANS	Paula Spriesterbach
b. Bus Driver (end of school year)	TRANS	Tina Pennington
3. ECA Resignations		
a. Track – Jr High Asst	CCHS	Chandra Thatcher
4. ECA Lay Coaches	None	
D. TRANSFERS		
1. Certified	None	
2. Non-Certified	None	
E. EMPLOYMENT		
1. Certified	None	
2. Non-Certified	None	
3. Other	None	
F. EXTRA-CURRICULAR		
1. Extra-Curricular Certified		
a. Track – Boys Asst Coach	NHS	John Szabo
2. Extra-Curricular Non-Certified	None	
3. Extra-Curricular (Lay Coach)		
a. Baseball – Boys B-Team	CCHS	Ryne Hayes
4. Supplemental		
a. Baseball	NHS	Zach Neihaus
b. Basketball – Boys	CCHS	Kyler Rhodes
G. CHANGES		
1. Certified	None	
2. Non-Certified		

- | | | |
|---|------|----------------|
| a. Inst Asst to Secretary/Treasurer
(Effective date 4/14/2014) | CCE | DeAnna Steiner |
| 3. ECA-Lay Coaches | None | |

H. VOLUNTEERS

1. CLASSROOM

- a. Mary Christina Brown - CCE
- b. Patricia Hart - CCE
- c. Stanley Brian Hart - CCE
- d. Carrie Staley - CCE
- e. Melissa Colburn - CCE
- f. Aletta Royer - CCE
- g. Stacy Everhart – CCE & CCHS
- h. Bobby Gayhart – CCE & CCHS
- i. Angela Hofmann – CCE & CCHS
- j. Bree Pell - ESE
- k. Cherri Shepard - FPE
- l. Anita Mohr - FPE
- m. Amy Cleveland - JTE
- n. Tara McCullough - JTE
- o. Nicole Hall - NCMS
- p. Stanley Callahan, Jr. - VBE
- q. Leighann Mendez - VBE
- r. Brandy Schrader - VBE
- s. Eric Targett - VBE
- t. Nicole Webster - VBE
- u. Jamie Gibbens - VBE

2. ATHLETICS

- a. Chad Howard - NCMS

- | | |
|---------------------|------|
| 3. Other Volunteers | None |
|---------------------|------|

- | | |
|------------------------|------|
| I. CONTRACTED SERVICES | None |
|------------------------|------|

- | | |
|----------|------|
| J. OTHER | None |
|----------|------|

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

III. Comments from Patrons

None at this meeting

IV. Old Business

A. FMLA/Attendance/Stipend Discussion

During the March 13, 2014, school board meeting, Ron Scherb requested discussion of the instructional assistant stipend as an agenda item at this meeting, with emphasis on the attendance policy that was attached to that stipend. Mrs. Carolyn Kumpf, Director of Personnel, Data and Food Services, provided information in the board packet.

Under discussion, Mr. Scherb stated that he had made a mistake: When the board voted to give the stipend to the instructional assistants, he did not realize that if they missed three days for any reason, they would not receive the stipend. He asserted he would never have approved that. After noting he doesn't have a problem with an attendance policy, Mr. Scherb commented that it was not fair to give a stipend to someone and then take it away, especially if an employee had a legitimate reason to not be in attendance.

Mrs. Adams pointed out that during a presentation regarding the Affordable Care Act last spring the board had assured instructional assistants if their hours were to be reduced that their pay reduction would be made up. The board gave the instructional assistants their word, although it was not official action, that they would find a way. Mrs. Adams thought the stipend was going to take care of the fact that their wages were cut due to the reduction in hours; she did not realize that if someone had a health situation or family medical care issue that it would take money away from them. Her other concern: She has learned that the policy or practice when someone leaves to deal with a medical issue of a family member is that they have to come back with a note from a doctor claiming that they were there for legitimate reasons. In her opinion, if someone says their family is sick, they shouldn't have to ask a total stranger to vouch for them.

Dr. Tucker clarified that she had met with the instructional assistants to make sure they understood the situation with the Affordable Care Act and how that was going to be detrimental to their number of hours going forward. She had also told them she didn't know that she could make them completely whole; however, the school corporation would do what it could to be able to put something back in for compensation over and above simply leaving them with their other benefits. At no point was it indicated in a recommendation to the board that the instructional assistants' salary could be made whole with the reduction in hours. Although Dr. Tucker understood the board members had concerns in hindsight in having not perceived it that way, that was the recommendation given to the board and it was voted on and approved.

It was suggested by Mrs. Adams that this issue could be revisited if the board comes up with a solution. She believed the board could live with it until July 1, but if this is going to affect people long term, a better way needs to be found. Dr. Tucker clarified that the stipend was in place just simply for this year. The administration will be coming back to the board with recommendations based on what happens with bargaining with the teacher unit and also based on what recommendations can be made, in terms of the budget, for increases in pay, if any. This recommendation would typically be brought back in late summer after bargaining has been settled.

Referring to a similar situation under a previous superintendent in which stipends had not been received by certain individuals, Mrs. Adams pointed out that the board had fixed that issue, and she asked if there was any way to fix this issue now. In response, Mrs. Kumpf stated that the board had passed a goal for instructional assistants to reach in order to get this stipend, and it had been administered exactly as the board had set it. She believed the board should leave it as it is and go forward. She noted that she is closely monitoring the Affordable Care Act, and she hoped the school corporation would not have to live with the 30-hour work week being considered as full time employment.

She would like to be able to figure out a way to calculate hours so that IA's will be able to work an *average* of less than 30 hours per week. She thought she might have a solution for next year.

Responding to Mrs. Kumpf's comments, Mr. Scherb asked to not "muddy the waters". He asserted that Mrs. Kumpf was talking about a future agenda item; the board was talking about what happened in September. He believed there were at least three board members who believe they made a mistake and did not realize that \$500 was going to be taken away from instructional assistants if they had a family medical emergency and missed more than three days.

Mrs. Adams shared her concern about what she deemed a trend of chipping away and reducing the benefits of the non-certified employees. As she sees it, people have lives beyond their work, and, although she knows work is important, people work to fund their real life that they live. She observed that sometimes parents and children get sick. She does not understand reducing benefits that people have fought hard for. While acknowledging that there may be abuse, she pointed out that the corporation has policies to deal with that abuse. Reducing benefits is a trend she is seeing, and it bothers her.

Dr. Tucker concluded discussion by noting that this had been a discussion item for this meeting, and it would need to be brought back by a member of the board to be based on a consideration for a vote.

B. School Corporation Mowing/Lawn Care 2014 Quotes/In-House Estimates

Mike Howard, Director of Extended Services, made a Power Point presentation regarding mowing and lawn care services for 2014 at the various school campuses. A copy of his presentation will become a part of the official minutes.

Mr. Howard's recommendation:

- Turf Bros. Lawn Care would maintain the Clay City campuses for a quoted cost of \$400.00 per service. Estimated 28 services between now and October with a total cost of \$11,200.00.
- Sun Rise Maintenance would mow all remaining elementary schools for a total cost of \$1,212.00 per service. Estimated 28 services with a total cost of \$33,937.00.
- All remaining properties (Transportation, Knightsville, Central Office, and LEAAP Center) would be maintained by in-house maintenance staff. Estimated to take approximately 2 employees four hours per week with a total cost of \$5,600.00.

By following his recommendations, Mr. Howard estimated annual savings to be approximately \$26,000 - \$45,000.

Under discussion, Mrs. Adams had the following questions:

- ◇ Would Mr. Howard be looking at selling equipment sometime soon? Mr. Howard replied he would not. He anticipated being able to get another seven or eight years out of the existing equipment with the proposed reduced usage.

- ◇ Does the corporation have more mowers than it needed? Mr. Howard responded, stating that two mowers were really in need of repair, and parts are being harvested from them to keep the other five running, so there would potentially be one or two of those that may be up for auction as scrap this summer.
- ◇ Are there any plans for a reduction in staff? Mr. Howard stated that there were not; he was actually looking at increasing the maintenance staff by two or three to take care of some of the issues in the schools throughout the corporation. Mr. Reberger interjected that in the early '90's the maintenance department had eight full-time employees. Right now, the lead technician is now a working supervisor, one man is off on extended leave, and there are three full-time maintenance men. There is no way to cut employees anymore; the school corporation needs more help. Mr. Howard clarified that they would not be adding to the staff; rather, they would be filling vacant positions.

Mrs. Adams asked Mr. Howard to compile a list and provide a report before school starts in the fall as to what was accomplished over the summer at each school. Mr. Howard stated that he generates a list of items that need to be accomplished, and it is actually already in process.

Mr. Scherb wanted to know how this proposal compared to last year. Mr. Howard replied that last year less cuts were done. Cost-wise, last year the total cost was approximately \$40,000.00 for cuts every two weeks; this proposal would be approximately \$43,000.00 for cuts every week. Based on comments by the board last year, a request for quotes was advertised in the newspapers this year for mowing proposals, which resulted in a lot of interested parties and more competitive prices.

A question from Mr. Miller was in regard to "all other properties" that Mr. Howard had mentioned in his recommendation and whether the North Clay Middle School/Northview High School campus was included in that category. Mr. Howard clarified that he was referring to LEAAP Center, Knightsville, Central Office, and Transportation as properties for which he had received quotes. Northview/North Clay was not a part of the quoting process. The cost of mowing that campus was not included in Mr. Howard's recommendation.

Mr. Miller then asked what would be done if the board voted this item down. Mr. Howard replied that he would potentially put all three of his available maintenance guys on mowers next week. Mr. Miller suggested that this could have been done in November or December, and although the quotes may be great, he did not believe the board had been presented all of the information, in his opinion. Mr. Miller suggested that the school corporation go with the way it has always been done at Northview/North Clay and hire two other maintenance guys and turn them loose.

To further clarify, Mrs. Adams asked if Northview/North Clay would be done in-house by Mr. Howard's staff. Mr. Howard replied that it would not be his guys; rather, the schools maintain those properties, with the athletic department and principal deciding what gets

mowed and when it gets mowed. Using the schools' equipment, the mowing is done by two custodians who work third shift during the winter months.

Mr. Scherb commented that he believed this is where they were failing as a board. He asserted that the board needed more time, and this should have been talked about in January. He would have liked to have seen the quotes. He asked if the people being recommended were insured and bonded: Mr. Howard stated that they were, and all of that information is available if any board member would like to see it. Mr. Scherb also asked if they had been through criminal background checks, to which Mr. Howard replied that once they were determined to be hired, a criminal background check would be run on their staff. To answer Mr. Scherb's question as to who would supervise the 28 cuttings to make sure they were done, Mr. Howard stated that the contractors would provide weekly notice of what day they cut and what they had done. Also, Mr. Howard would visit the sites.

Mrs. Adams observed that this is another trend that's appearing: Board members ask for something and get something different. She asserted board members are being rushed into decisions with incomplete information. Also, she noted the board a few months back had increased the salary of Mr. Howard's position because the responsibilities were increased and there would be more personnel to supervise. Mrs. Adams commented that when the board voted for that, she believed the board thought he would be supervising personnel. It is easy to contract out, so therefore that makes her want to revisit that issue.

To conclude discussion, Mrs. Adams stated that government agencies work on tax dollars. Most people in Clay County can't afford private lawn service, and neither should their government agencies. That is one of her deep concerns about contracting out: These are for-profit companies, and she doesn't know how the school corporation can throw money at for-profit companies. Dr. Tucker pointed out that the school corporation deals with vendors all the time in a business format; the vendors don't give their products and services for free. Those have to be paid for in order to have the effective maintenance and provisions for buildings and students. She added that it had been agreed that a proposal would be brought back in the spring, and Mr. Howard had wanted to widely advertise in order to get any individuals that had a local interest in this. Regardless of how the vote goes, the grass will be cut even though it may take away from work on other projects.

Dr. Froderman moved to accept the recommendation. Mr. Kumpf seconded, and the motion was approved by a 4-3 vote with Mr. Reberger, Mr. Scherb, and Mrs. Adams opposed.

After the vote, Mr. Scherb wanted to go on record as stating that he had no problem with bidding this out if the corporation can save money; it should be a business decision.

V. Superintendent's Report

Dr. Tucker noted the following:

- Testing is ongoing, including the last phase of ISTEP+, and teachers and students are working very hard to do as well as they can. I-Read scores will be released as soon as parents have been informed of the results. Dr. Tucker was pleased with the results this year.
- Graduations have been set and end-of-year activities are moving forward.

Principals in attendance offered the following comments:

- ❖ Jeff Bell, Clay City Jr/Sr High School, shared some of the great things that are going on at his school, which included the boys basketball team that has been on a semi-state run. In connection with that, the school had the theme "One Heartbeat", and he noted the many great acts by the community and businesses in Clay City to help out. Also, the Winter Percussion group went to state finals. Mr. Bell commented on the feeling of shared ownership at Clay City Jr/Sr High School and kids having fun at school. He also commented on his staff and the community's ability to make sure all kids felt like they were a part of that. Regarding academics, Mr. Bell noted that he was proud of the 98.44% graduation rate last year and the fact that ISTEP+ scores in math and English rose. The school's Academic Letter Banquet was held a few weeks ago, and Mr. Bell asserted that when listening to what the kids are doing, you feel good about the future. He then commented on a presentation by a Peers group to the 8th grade science classes about decision-making, the dangers of texting while driving or drinking while driving, decisions that teens make, and bullying, and he said it was wonderful seeing that presentation. Mr. Bell mentioned the BPA and FCCLA groups recently competing at the state level and doing well, with sponsor Mrs. Connie Bailey winning an award at the state conference. He offered appreciation to the administration and the school board for providing the athletic trainer at Clay City. He commented that lots of good cross-curricular activities are taking place in his building. Mr. Bell shared a comment made to him recently by an alumnus concerning how well the Clay City students conducted themselves at the basketball tournament, and hearing that comment from someone who is not around all the time made Mr. Bell very proud. He then observed that there were a lot of good things going on in public education. His final observation was in regard to the media specialist in his building who had sent Mr. Bell an e-mail about the large number of awards she had given out for saying "please", "thank you", and "you're welcome", and for him to see kids who are appreciative and polite meant a lot to him. Mr. Bell wants the best for the kids and he wants them to strive to be the best. He stated that as a principal at Clay City, he was very humbled and proud of the special group of kids, the faculty and staff, and the community.
- ❖ Jeff Fritz, North Clay Middle School, congratulated Mr. Bell and the Eels on their semi-state run, noting it was quite a feat and very exciting. He commented that the first round of I-STEP+ testing had gone well due to the remediation efforts of the teachers. Also, Mr. Fritz shared that some things are being done in his building to provide leadership roles, both directly and indirectly, for students from less-than-ideal home situations. Those efforts are coming from teachers, aides,

custodians, cooks, office staff, administrators, secretaries, and counselors, and Mr. Fritz is really starting to see a difference in those students' lives. In addition, Mr. Fritz noted that initial work on the school improvement plan had begun, and Mr. Russell is continuing with PBIS efforts. Mr. Fritz continues to hear very positive comments from parents, and he feels that North Clay is having a very positive year. He is looking forward to a good ending to the school year.

- ❖ Ernie Simpson, Northview High School, shared that a visitor had come to Northview last week: Mike Cleff presented Kelly Welton of the English department with a Golden Apple. Mr. Simpson's research indicated that this was the sixth Golden Apple recipient at Northview, tying Northview with Terre Haute South High School and Dixie Bee Elementary as the schools with the most Golden Apple recipients in the Wabash Valley. Mr. Simpson shared that Leeanna Knight had won the state championship in indoor long jump right before spring break. He thanked Dr. Tucker for coming out for an exit report with the AdvancEd people. He concluded his comments by stating that his thoughts and prayers were with the Knust family on the loss of Mrs. Knust' father.

VI. New Business

A. Redistricting of School Board Electoral Districts

Jeff Boyll, school corporation attorney, presented information regarding the need for redistricting of the school board electoral districts. He started with a document that had been provided to board members during the March regular session school board meeting which showed the current district make-up in terms of precincts and townships as well as a list of the population in each district and what the deviations were. Mr. Boyll had verified the numbers on that document, and he provided a redistricting worksheet to board members. A copy of the redistricting worksheet will become a part of the official minutes. On that worksheet, Mr. Boyll referred to the left-hand column of that list which showed the populations from the 2010 decennial census for each of those townships and precincts. He indicated that the document provided to board members was accurate and there is in fact a 19.3% deviation between the largest and the smallest districts. Indiana law requires the board to address that deviation and correct it.

In regard to the options available to correct the deviation percentage, Mr. Boyll noted that Indiana statute lists seven different organizational methods that the corporation could use, so the variations are almost innumerable. He made the assumption that the school board probably didn't want to make wholesale, huge changes to the system that is currently in place, such as changing from seven board members to three board members or having board members appointed rather than elected.

Options presented by Mr. Boyll for consideration:

- 1) Accept the changes as proposed in the document provided to board members last month, which would result in a 3.75% deviation from largest to smallest.
- 2) Re-draw the districts differently than what had been proposed to keep the current system of four districts in which the district members are elected by only the people in that district and three at-large board members. Mr. Boyll had attempted to move precincts around but came no closer in deviation percentage than what had been proposed.

3) Keep the electoral districts as they currently are, but make voting corporation-wide. An individual would have to live in the district he or she would represent but would be voted on by everybody in the corporation.

Mr. Boyll deemed these options to be the three simplest options and the ones that required the fewest changes.

Mr. Scherb wanted to know what the point would be of having districts if everyone in the county voted. Mr. Boyll replied that the chief advantage would be eliminating the need to revisit this issue and redraw the districts every ten years after the decennial census as required by statute. Mr. Reberger pointed out that it could end up that one district would have a population of 1,000 while another district could have a population of 10,000, which would not be fair. Mr. Boyll stated that it was just one of the options, but the board did not have to choose that option. He noted that the last time the school corporation went through this process, which was in February of 1998, that was an option and the board had the very same discussion. In looking back at his files, Mr. Boyll saw that he had resolutions prepared both ways, but the board did not adopt the resolution for county-wide voting; rather, the board adopted the resolution to stay with the current system.

Next, Mr. Scherb asked what the advantages would be to an appointed school board. Mr. Boyll's response was that, theoretically, the advantage would be that a board member would be appointed by "blue chip" members of the community, so the corporation would get a "blue chip" school board. Mr. Boyll's past experience with an appointed board was with the holding corporation that was formed in 1985 when Clay City and Northview were built, and he deemed it to be one of the best organizations of which he has a member. They did their job well and had "blue chip" members from all around the county. However, it takes the decision away from the electorate.

In answer to Mrs. Adams' question as to whether the board would have sample resolutions to review next month, Mr. Boyll explained that the statute requires all of the details to be included, so it would be a very comprehensive document. If the board would give him some idea of what and how many different options to present, he would be happy to have as many as the board wants. Dr. Tucker suggested preparing two resolutions to be included in next month's board packet, one to consider at-large voting, the other to reconfigure lines to be concurrent with what has been proposed, which would continue to change with the population every ten years. The issue with that: The possibility of having a difference of opinion and neither gaining momentum to get enough votes. Should that occur, it may have to be divided over two meetings, with only discussion at the next meeting. Dr. Tucker pointed out that, as far as a timeline, in the upcoming elections the board seats are all at large; however, once this is put in the hands of the commissioners and the county clerk, it has to be advertised and there are a significant number of days where the public has an opportunity for input (120 days), and then it must go through two readings of board policy once it has been accepted, which would make it a five or six month timeline. Dr. Tucker proposed bringing the two resolutions to the May school board meeting for discussion and then bringing a recommendation to the June board meeting for a vote for one of the resolutions based

on the consensus of the board. Mrs. Adams deemed that to be a cautious, conservative, and wise way to approach it.

Patron Travella Myers asked to clarify, should the board decide to consider going to all at-large members voted on by the entire county, whether that change would have to go to the state education board because it would change what was originally set out in 1966 for this school corporation. Mr. Boyll explained that whatever change is made has to be sent to the department for review to make sure it complies with Indiana law. It may be a shorter period of review if the only change is the boundaries of the voting districts, but they still have to review it. Mr. Boyll clarified the process: If the board approves a change, then it would be advertised and would start a 120-day period during which patrons and voters could either object to it, which would require 500 signatures of registered voters, or propose an alternate plan, which would require the signatures of 20% of the registered voters in the county. If either of those happens, then there would have to be a special election.

Clay City News reporter Suzanne Crabb asked for a clarification: If the board decides to go to the districts where the whole county votes, the districts still exist and there would still be a representative from each district; it would just be voted on by the entire county. The other three would remain at-large and could live anywhere. Mr. Boyll said that was exactly right.

Mr. Scherb asked what would happen if a group of taxpayers came to these meetings and said they would like to see the board appointed. Mr. Boyll replied that it would be one of the options, but it would be his guess that the board would be more likely to get 500 citizens to sign a petition objecting to that option than any of the other options.

Pointing out that the Clay County Council is set up with four district members voted on by residents of that district and three at-large members, which is the same as the school corporation, Mr. Reberger stated that it has worked for the school board and it has worked for the county council. The county council just re-drew their district lines and nobody had any problem with it. He suggested that the school corporation adjust the population districts a little bit to get the numbers balanced. Mr. Reberger agreed with a comment made by Mr. Scherb that elections can get expensive, and he shared his opinion that there are good candidates who can run from districts at a district election that could be very good board members but can't put together a high-dollar campaign. He gave an example: He did not think the people in Rocky Fork would know the people who are running in Clay City. Vice versa, there could be a good candidate from north of Carbon who would be unknown to voters in the southern part of the county. As he sees it, the school corporation has three candidates that everybody votes on and the county is divided into four pieces and each piece gets its own representative. Mr. Reberger asserted that what the school corporation has been doing works, so he suggested adjusting the residence districts and keep doing what is being done. Nothing is being hidden from the public, and the recommended adjustments were made by the election office, not by any of the seven board members, and none of them have had anything to do with it. He believes there needs to be overall representation for checks and balances as well as representation from the districts for local control. As Mr. Reberger sees it, if everyone is elected at large, Clay City might never have a representative

again, and he does not like that. He would like to see Option 2 as one of the resolutions. Mr. Miller agreed that he also would like to see the redistricting presented as a resolution.

In response to Mrs. Adams' question as to whether the school corporation could borrow the district configuration from the county council, it was explained that Jackson Township in Parke County is included in the school corporation and Lewis Township in Clay County is not included (it is a part of M.S.D. of Shakamak), so the districts could not be identical to the county council districts; however, the same principle could be applied.

Mr. Boyll was directed to prepare two resolutions for the May school board meeting for discussion, with a vote to be taken at the June board meeting.

B. First Reading of Student Handbooks

Dr. Tucker explained that this was a process the school corporation goes through every year that involves the administrative team coming together and talking about changes that have to be made by statute or changes that have to be made by other considerations. This was a first reading, so no vote was taken. It will be brought back for a second reading and approval in May.

C. Title I Grant Application

Title I is a federal grant program that provides for instruction and services at East Side, Forest Park, and Meridian for elementary students and pre-school students. Approval was recommended to apply for the grant for the 2014-2015 school year.

Mr. Scherb moved to approve applying for the 2014-2015 Title I grant. Dr. Froderman seconded, and the motion was approved by a 7-0 vote.

D. Proposal to Move May School Board Meeting from 5/8/2014 to 5/15/2014

For the past several years, the May school board meeting has been moved from its regularly scheduled date on the second Thursday of the month to the third Thursday of the month, which would be May 15. The change would allow the Superintendent and Director of Business Affairs to attend the annual Indiana Association of School Business Officials (IASBO) conference being held May 7-9 in French Lick, Indiana. Approval was recommended.

Mr. Scherb moved to move the meeting to May 15. Mr. Kumpf seconded, and the motion was approved by a 7-0 vote.

E. Snow Removal Invoices and Discussion of a Procedure for the Future

Dr. Tucker stated that Mr. Scherb had requested that the invoices for the snow removal be brought back to this agenda. He also wanted to discuss the way snow removal was handled in January and the invoices that were paid. In addition, he wanted information regarding the requirements for bonding and insurance and discussion of a procedure for the future when snow removal is needed.

Dr. Tucker noted that the invoices had been provided to Mr. Scherb prior to the meeting.

As for the way snow removal was handled in January, Dr. Tucker explained that the two largest snows were the basis of an emergency, so it was not a situation where a proposal could be brought back for service contract providers to remove snow. The service contracts were awarded to U.S. Lawns and Knust Excavating. According to Mr. Mike Howard, Director of Extended Services, there was a potential for FEMA to come and speak with him about the first week of January being declared an emergency and the possibility of reimbursing the school corporation for 70% to 80% of emergency snow removal expenses, including labor, overtime and additional expenses over a 48-hour period. Right now, the emergency declaration requested by the state is in the appeal process with FEMA.

Regarding bonding and insurance, Dr. Tucker stated that the school corporation's liability insurers had been asked to provide information with regard to best financial practice, which is requiring that companies or contractors the school corporation does service with are bonded and insured and also have proof of that insurance. This is something that the State Board of Accounts looks for when they come in and look at contracted service purchases over the year. The information, from Melanie Boyd of Coughanowr Insurance, was included in the board packet.

Mr. Scherb commented that this discussion probably could or should have been included with the lawn maintenance discussion. He asserted that the school corporation should have been prepared for this in advance because there are a lot of local companies that would probably have done this at a lesser rate. Mr. Scherb expressed his confidence that if a company worked for a place like McDonald's or Walmart they could show the insurances and bonding that's required. He agreed with those who felt that \$175 per hour to push snow was too much when someone would do it for \$80 per hour. He felt that the board really needed to do a better job of preparing for these things and make sure if there is an opportunity for a local group to do the work, an out-of-town company shouldn't be called. Mr. Howard pointed out the U.S. Lawns was a local company, but they had brought in additional support staff from out of town. He added that if the school corporation didn't get the extra help during that snow emergency students would have easily missed two weeks of school. Mrs. Adams stressed the need to stay local and have a plan.

At this point, Dr. Tucker asked if the board would like to contract services for snow removal and bring those contract proposals back this summer, if the contracts are set up for a certain amount of snow beyond normal snow removal. Companies would be sought that would be bonded and insured and would have the kind of equipment necessary to remove large amounts of snow. Mrs. Adams asked to let the people in the community know about it. Mr. Howard reminded the board that with a prearranged contract there is typically a retainage fee, and if it doesn't snow, it could result in an expenditure of \$5,000 or \$6,000 to put a contractor on retainer. Dr. Tucker pointed out that there may only be a couple of vendors who would have the kind of heavy equipment necessary to do the job. She stated that the administration could bring back something this summer that lets the board know that preparations have been made for the potential of the snow falling in that kind of depth again this winter. Contract language can be set and the board can do some pre-approvals so that it won't be on an emergency: Mr. Howard will know exactly who to call because agreements have

already been signed. Mr. Miller shared his opinion that he thought it would help both parties, and it might at least help to create a list of people for Mr. Howard to call. Mrs. Kaelber suggested rotating among different providers rather than having only one contract for the year. Mrs. Adams asked to have this information sometime soon and not in December.

F. Professional Development/Curriculum Mapping – Linking Pedagogy with Technology

As requested by Mr. Scherb, information regarding laptop implementation as well as a progress report on how teachers are being taught to use the laptops was provided at this meeting. Technology Specialist Mrs. Tammy Kikta offered a Power Point presentation, and a copy of her presentation will become a part of the official minutes.

Mr. Scherb pointed out that some parents may not know how to operate a laptop, and he wanted to know how those parents would help students with homework. Mrs. Kikta responded, stating that she thought the kids were in a good spot with the technology. Mrs. Kikta added that there had been a concern about Internet access, but students will be able to download information from the school's system so they will have it available when they get home.

G. Fuel Tax Information

At the request of Mr. Scherb, this item was moved to the May 2014 agenda.

H. Make-up Hours for Hourly Employees

Tom Reberger had asked for information in regard to how make-up hours for hourly employees would be handled. Mrs. Kumpf provided information and recommended to 1) Formally waive January 6 and 7, 2014, for teachers; 2) Formally waive January 6 and 7, 2014, for school bus drivers; and 3) Grant emergency leave days to the hourly employees who: i) were employed and scheduled to work on January 6 and 7, 2014; ii) are still employed at the time of granting the emergency leave days; and, iii) have not already made up the hours being granted. Approval was recommended.

Mrs. Kumpf commented that when the school corporation applied for the waiver through the state board and it was granted, it was only for the students' instructional time. In order for the employees to get paid for those days that were waived, the board needed to take action to actually grant that waiver or leave days so that employees could be paid for the time of the waiver that was granted by the state.

Under discussion, Mrs. Adams wanted to clarify 3.iii. "have not already made up the hours being granted." Mrs. Kumpf explained that extra emergency leave days would be granted so that hourly employees would not have to use personal days. As to whether employees would be compensated, Mrs. Kumpf stated that the way their pay is figured over 26 pays, they are compensated; however, if the board does not grant the waiver, those employees would be docked for those hours. To more specifically explain "have not already made up the hours being granted", Mrs. Kumpf noted that she did not believe the corporation had any employees who had made up those hours yet. The intent of the recommendation was to not grant extra pay to anyone; rather, the purpose for granting the waiver was to assure that employees did not lose pay. To answer Mrs.

Adams' question as to what would happen to a person who had already made up the hours, Mrs. Kumpf stated that if an employee had made up those particular hours for which the waiver was being requested, the employee would have basically donated their time. Mr. Miller wanted to know if there were any employees who had already made up the hours. Mrs. Kumpf replied that she did not think there were any because principals had been told not to have them make up those hours. She explained that hours can be made up by using in-service hours, and IA's are allowed to bank time for delays. They understand that if they bank time for delays and the school corporation doesn't have delays, it would be time that they have donated. Mr. Miller questioned whether someone who had already made up the hours would have done so voluntarily, and Mrs. Kumpf deemed that to be true. They would also have done so without authorization because principals should not have authorized those hours. Mrs. Kumpf pointed out that the delay hours are to be made up; there will be no waiver granted for the delay hours. This recommendation for a waiver is only for the two days waived by the state.

Mrs. Adams asked for clarification of the delay hours as to whether instructional assistants used leave hours to make those up. Mrs. Kumpf replied that they did not use leave time; rather, they must make up the hours or lose pay for those hours. With principal permission, they get to make up the hours. The 29-hour IA's have been able to make up hours missed due to delays by working full days. Because of the Fair Labor Standards Act, an employer cannot pay hourly people for time they do not work; it would be called "ghost employment". That is why those hours for delays must be made up. Mrs. Kumpf noted that these two days are a little different because the board is being asked to grant emergency leave to cover those hours. They will not be paid extra; it is just so they don't get docked for those hours.

Mrs. Adams stated that she had no problem granting the waiver for the emergency days. Next month, she would like to know how many have made up those hours. Her concern: If the board granted this tonight and there are people who have made up the hours and therefore donated their time, the board will hear from those people before the May school board meeting and will be presented with the same situation as with the IA's in September. Mrs. Kumpf asserted that if they had made up the hours, they could be given time off at some point. She stressed that they are not asking for them to be paid extra for those two days. Dr. Tucker commented that it might have been simpler just to work the two days at the end of the year, but because every other employee group got the two days waived, they were told not to work. They were also told that a recommendation would be taken to the board when the last snow day was known, and if the board was willing to grant the same kind of stipulated leave that the Department of Ed allowed the teachers and the students, the waiver would be across all employee groups. If the board did not approve the recommendation, instructional assistants would be working two additional days at the end of the school year to make up for January 6 and 7, if they wanted to be paid.

Dr. Froderman moved to accept the waiver recommendation as proposed by Mrs. Kumpf. Mrs. Adams seconded, and the motion was approved by a 7-0 vote.

I. Opt-Out of Common Core Standards Discussion

Amy Burke Adams had requested a briefing of the effect, if any, Governor Pence's action of removing Indiana from the Common Core Standards would have for Clay Community Schools. Information was provided in the board packet. Students and teachers will find out on April 28 what the state will be keeping in and what updates and adjustments will be made. Next year the school corporation will be doing the same assessments: ISTEP+ and ECA. The following year will be the new assessments. Dr. Rayle noted that the school corporation would just have to go back and tweak the curriculum mapping that has already been completed.

J. School Immunizations Update

Lynn Stoelting, Corporation Nurse, provided information regarding school immunization requirements. A handout was provided to board members. The handout included a copy of a new report required by the state showing the total number of students in each school, the number of religious and medical exemptions in each school, the number of students with complete immunizations and the number of students with incomplete immunizations as well as the percentage complete in each school, and the number needing the varicella immunization. The handout also included the Indiana Codes followed by Mrs. Stoelting in regard to requirements for immunizations. A copy of the handout will become a part of the official minutes. New immunizations for 2014-15 include Hepatitis A for entering kindergarten students and a meningitis booster for seniors.

Dr. Froderman asked what was done if a parent did not believe in vaccines. Mrs. Stoelting replied that there was a religious exemption and a medical exemption. The medical exemption has to come from the doctor. The religious exemption can be from any parent who puts in their own writing what their objection is; it doesn't have to come from a church or a pastor or a priest. What would happen in that case is that a parent would have to sign an acknowledgement that their child would be required to stay home in the event there would be an outbreak of an illness for which their child should have been vaccinated, such as measles or chicken pox.

In response to Dr. Froderman's question regarding a link between vaccinations and autism, Mrs. Stoelting stated there is no research that really supports that very well. Mrs. Stoelting believes that parents have the right to make decisions for their child, and if they feel that it is not in their child's best interests, she respects that right. She tells the parents it is between them and their physician and she lets the physician handle it.

K. Lunch/Breakfast Prices for 2014-2015

Mrs. Kumpf recommended increasing paid lunch prices by \$.10 for elementary students, secondary students, and adults with all other meal prices remaining the same. This would not affect free or reduced lunch students. The school corporation must raise the lunch prices and remain in compliance with USDA regulations in order to continue in the National School lunch Program. The meal prices for 2014-2015 would be:

	BREAKFAST	LUNCH	EXTRA MILK
ELEMENTARY	\$1.25	\$2.30	\$.30
SECONDARY	\$1.35	\$2.40	\$.30
ADULT	\$2.25	\$3.35	\$.30
REDUCED	\$.30	\$.40	\$.30

Mr. Reberger moved to approve the recommendation as presented. Mr. Kumpf seconded, and the motion was approved by a 6-0-1 vote with Mr. Scherb abstaining.

L. Crane Equipment Donation

Anthony Migliorini, automotive service technology teacher at Northview High School, had provided information in support of acceptance of a donation of an Impulse G3 Race System and FasTrak Elevated Racetrack made to his department by Crane. This equipment will be used in transportation classes as a CO2 car activity. Acceptance of the donation was recommended.

Mr. Scherb moved to accept the Crane donation. Mrs. Kaelber seconded, and the motion was approved by a 7-0 vote.

M. Northview High School Class of 2014 Lunch

Northview High School Principal Ernie Simpson requested approval to purchase lunch for Northview's graduating class of 2014. The lunch would be provided by Pappy's Barbeque at a cost of \$1,680.00, to be paid through Northview Extracurricular Account #3312 (Pop Contracts), and would be held on Thursday, June 5th at the Clay County 4-H Fairgrounds. Approval was recommended.

Mr. Scherb moved to approve the lunch for the Northview High School senior class. Mrs. Kaelber seconded, and the motion was approved by a 7-0 vote.

N. Recommendation to Pay Supplemental Coach – Northview

Mr. Kumpf moved to approve payment to Zack Keyes in the amount of \$600 for his services as a supplemental coach during the 2013-14 girls basketball season, as recommended by Northview High School Principal Ernie Simpson, Northview Girls Athletic Director Jan Gambill and Northview Girls Basketball Coach Scott Buell. This amount will be paid through corporation payroll and the ECA fund will be billed for the specified amount plus any additional amounts required by state or federal law. Mr. Scherb seconded, and the motion was approved by a 7-0 vote.

O. Recommendation to Pay Supplemental Coach – Clay City

Mr. Reberger moved to approve payment to Kyler Rhodes in the amount of \$600 for his services as a supplemental coach during the 2013-14 boys basketball season, as recommended by Clay City Jr/Sr High School Principal Jeff Bell, Clay City Athletic Director Kevin Smith, and Clay City Boys Basketball Coach Vance Edmondson. This amount will be paid through corporation payroll and the ECA fund will be billed for the specified amounts plus any additional amounts required by state or federal law. Dr. Froderman seconded, and the motion was approved by a 7-0 vote.

P. Permission to Apply for Grants

Kathy Knust requested permission to allow the following groups or individuals to submit applications for the following grants:

1. Career and Technical Education (CTE) Innovation Grant

This grant will be written as an Area 35 Vocational Grant that includes Clay and Vigo County School Corporations. The grant writing team will be comprised of membership from both school corporations and will focus on funding to support teacher training and new technology for College and Career Pathways.

2. Wabash Valley Community Foundation Grant

Meridian Elementary parent group is seeking permission to submit a grant application to provide nutritious, easy-to-prepare foods for their backpack food program.

3. State Public Health – Actions School Wellness Grant

Carolyn Kumpf and Kathy Knust are seeking permission to apply for this grant to help support school health trainings and workshops.

Approval was recommended.

Mrs. Kaelber moved to grant approval to apply for those three grants. Dr. Froderman seconded, and the motion was approved by a 7-0 vote.

VII. Board Member Comments

Tom Reberger offered thanks to the local newspapers. He stated that there are a lot of good things happening in Clay Community Schools, and we need to get that word out. Mr. Reberger appreciates what he reads in the paper because the general public doesn't know about some of those things. There are a lot of kids doing a lot of good things, and anything that can be done to recognize them is important.

Kevin Kumpf extended a shout-out to the Clay City basketball team for their success. Mr. Kumpf had the opportunity to go to the Clay City Academic Banquet, and he noted it was always nice to see the kids being honored for their efforts.

Ron Scherb agreed with Mr. Reberger that there are a lot of good things that students are doing. He noted that he had a big beef with charter schools: With the fun that students have, the way they learn and the environment they have, he does not understand why a charter school is such a big deal. Mr. Scherb referred to a comment made at a previous school board meeting that being a board member is a thankless position. He disagreed with that comment: He finds it very rewarding to see all the positive things that the students and teachers are doing, and he really enjoys it.

Amy Burke Adams referred to a statement made earlier in the meeting by Principal Jeff Bell in which he said watching the kids' accomplishments makes you feel good about the future. She found that really uplifting to hear. She also enjoyed all of the principals' presentations and said that it was nice to hear from them. Mrs. Adams offered congratulations to Kelly Welton for receiving a Golden Apple award and commented that Mrs. Welton brought great honor to Clay Community Schools and was an example of all the good things that are happening in our school system.

VIII. Future Agenda Items

Jennifer Kaelber wanted to revisit the policy regarding cell phones in the schools. Dr. Tucker pointed out that the student handbooks would be back for a second reading at the May school board meeting and she suggested that Ms. Kaelber check the student

handbook for information on that topic. Mrs. Kaelber withdrew this as a future agenda item.

Fred Froderman would like to know the status of the soccer field improvements. Mr. Miller added that Mr. Reberger had previously requested some hard prices on lighting and he asked for Mr. Howard to get that information also.

Ron Scherb would like for the board to discuss instructional assistants and the stipend that was voted on in September and revisit the possibility of a family medical leave for these IA's. Dr. Tucker stated that it would be against the law because that employee group does not fit under the standard for what is eligible by federal law for FMLA. In response to this, Mr. Scherb suggested making up an emergency medical leave. He commented that the board had approved two days' pay for the hourly employees that missed days because of the snow, and he asked why the board couldn't approve a stipend. Dr. Tucker's response was that the government had waived the two days first, and then the board was asked to also waive the two days, and that was in the school corporation's ability to do because of labor payment laws. But it is not within the school corporation's ability to offer FMLA to that employee group with that particular number of hours, due to federal law. Mrs. Adams suggested that it did not have to be FMLA; rather, it could be under the term of benefits, like using leave when it is needed. Mr. Scherb then proposed revisiting the vote of September 9, 2013, when the attendance policy was approved. Dr. Tucker attempted to clarify specifically what was to be brought back and asked Mr. Scherb if his contention was with the attendance portion that was approved. She wanted to know if he wanted her to bring back a recommendation asking the board to grant all of those 29-hour IA's the stipend regardless of the attendance piece. Mr. Scherb stated that he didn't know if the board wanted to go that far. He believed there needed to be an attendance policy. To illustrate what Mr. Scherb was asking for, he gave an example of an instructional assistant coming in and saying she has a mother who is going out of state for cancer treatment or has a father who is going to open heart surgery, and the instructional assistant asks for five days to be with her family. He believes the board needs to create a way to tell that instructional assistant that she can do that and not lose her \$500 stipend. As to whether Mr. Scherb intended for this to be a voting item, he stated that eventually it would need a vote, but the board first needs to describe the conditions that would allow an instructional assistant to have a family emergency leave and not lose her \$500 stipend. Dr. Tucker asked to confirm that Mr. Scherb wanted a discussion about the stipend tied to good attendance and consideration of rescinding the decision to base the stipend on attendance. Mr. Scherb stated that the board needed a definition of excused absences. Dr. Tucker re-stated what she interpreted as Mr. Scherb's request: A recommendation that says that if the reason an instructional assistant missed had to do with family illness, they shouldn't lose out on getting the stipend. She will send the language to the board president and, if he approves it, she will add it to the agenda. She will also send the language to Mr. Scherb.

IX. Adjournment

Having exhausted all agenda items, the meeting was adjourned at 10:15 p.m.

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