

The Charles A. Beard Memorial School Corporation Board of School Trustees called a Regular Session to order at 7:01 pm. The meeting was held at Knightstown High School located at 8149 W. US 40, Knightstown, IN 46148. Those in attendance were:

Attendance:

- **Board Members:** Wade Beatty, Steve Dalton, Mark Fort, Leah Kopp, Kevin Knott, Melissa Toth, Timothy Wehr
- **Central Office Staff:** Don Scheumann, Interim Superintendent; Jena Schmidt, Administrative Assistant; Stephanie Madison, Corporation Treasurer; Phyllis Haines, Payroll/Benefits; Carol Robertson, Central Office Assistant
- **Administrators:** Scott Ritchie, Steve Wherry, Chris Bundy, Jane Rodgers, Jediah Behny, Shirley Heck
- **Media:** Knightstown Banner, New Castle Courier Times
- **Patrons:** Approximately 82 patrons

I. Call to Order

The Board President called the meeting to order at 7:01 pm. All members were present. The Pledge to the American Flag and a moment of silence was observed.

II. Minutes

January 18, 2012 – Regular Session

February 15, 2012 – Regular Session

March 15, 2012 – Special Session

The minutes were previously submitted for the board to review. Leah Kopp moved to approve all minutes as presented with a second by Kevin Knott. With no discussion, motion carried 7-0.

III. Claims

Timothy Wehr gave the financial report on behalf of the Finance Committee then moved to approve the claims as previously submitted in the amount of \$1,107,522.78. Mark Fort gave the second. Claim #28439 in the amount of \$9750.00 was excluded from the approval. With no further discussion, motion carried 7-0.

IV. Public Expression

- Richard Voris, Knightstown, IN – Stated he would like to speak about the hiring of the next superintendent. He would like to see a good manager. He went on to state this board has built a corporation too large and too extravagant. He would also like to see a strong work ethic, but be willing to work with principals and classroom teachers. One who wants to build a quality education and not a theme park.

- Rick Bush, Carthage, IN – Informed the board the alarm system at Carthage Elementary is not functioning and should be addressed immediately. He wanted to make sure the board was aware of the problem. He also wanted to show his support for Kim Spence who would be considered later in the meeting for employment.
- Rick Wisheart, Kennard, IN – Stated he is the head custodian at KIS and was appointed as an additional person in maintenance until one could be hired. He then stated he has taken on the task of trying to streamline the inventory process of all custodial supplies. He stated he enjoys this aspect of his job and would like to have the opportunity to retain this when a new facilities director is hired. He stated he would work with vendors in an effort to save as much money for the corporation as possible.

V. Recognitions/Upcoming Events

- Superintendent stated he felt it is important to include celebrations and recognitions to the board. He began by stating Harold and Violet Jeffery donated a Hammonds Organ to the music department. This donation made our band/choir teacher very excited.
- Eight students from the vocational broadcasting program recently won a total of six awards at State competition. Don Scheumann expressed his congratulations to Mike York for the achievements and also thanked the Banner for their nice article.
- Athletic Events – A listing of upcoming athletic contests was included for each member. He asked the community to attend and show their support for the school and athletes.
- The KIS 5-6 grade will perform their musical on Friday at 7:00 pm and again on Sunday beginning at 2:00 pm.
- KHS Robotics Team recently returned from a competition at Purdue University where they placed second in a three state competition. This is the highest ranking a first year team can achieve. This will give them an opportunity to compete in National Competition next month in St. Louis. Scott Ritchie stated our team performed very well and received many good comments from larger schools about our school and the program.
- KHS recently performed “Annie” and was also a success. Don Scheumann gave his thanks to all sponsors for their time and efforts.
- Kevin Knott said it was nice to see the Robotics Team climb in the competition as well as an accomplishment to see them rise in the ranks against more experienced teams. He also wanted to congratulate the broadcasting program. Since moving of the station to KHS, this has been a win-win for our corporation. We owe a lot of thanks and gratitude to staff who lead the students in the endeavors of the many vocational programs.

VI. Old Business –

- Board Policies - #8600-Transportation; #9150-School Visitors; #9160-Public Attendance at School Events
 - Kevin Knott moved to approve all presented on first reading. Leah Kopp gave the second. There were corrections noted on #9160 in the fifth paragraph. After much discussion, all three policies were approved, with one correction, on first reading. Motion carried 7-0.

- Policy #5113.01-School Attendance Boundaries and Open Enrollment – Don Scheumann stated this second reading is a result of a change in the school calendar and necessary for us to meet deadlines for enrollment in an effective and fair process for students. Wade Beatty moved to approve the change on second reading with a second from Leah Kopp. After much discussion, motion to approve on second reading carried 7-0.
- KHS HVAC – Don Scheumann re-stated his concern about the HVAC system at KHS. Gary Storie had begun the process to have the system re-commissioned. Two quotes were obtained, one from Siemens and the other from Johnson-Melloh. Don Scheumann recommended approval for Johnson-Melloh to complete the project. There was some discussion regarding warranty and cost for future repairs. Steve Dalton moved to approve the recommendation with a second from Wade Beatty. With no further discussion, motion carried 7-0.

VII. New Business

- Digital Radio – Superintendent, Don Scheumann read a recommendation from the Transportation Coordinator to switch from analog to narrow band for the radio system. Don Scheumann agrees and recommends approving this request. This change will be made during summer break to avoid a disruption in service during school. Melissa Toth moved to approve the recommendation to make the switch to digital at this time. Leah Kopp gave the second, with no further discussion, motion carried 7-0.
- International Field Trip – French Club has requested permission to plan a trip to France and Italy. The French teacher, Nathan Price has submitted all the planning documents and necessary paperwork for this trip. Don Scheumann and Scott Ritchie are convinced ground work has been laid for a safe trip and recommends the trip. Kevin Knott moved to approve the trip with the stipulation the State Department recommends international travel to the area. Melissa Toth gave the second. After some discussion, motion carried 7-0.
- Kennard Boundary – Don Scheumann recommended moving the boundary for Kennard Elementary to the original boundary of 450 S. This recommendation includes both sides of 450 S. will now be Kennard Elementary students. Kevin Knott moved to approve the recommendation with a second by Melissa Toth. There was much discussion regarding students already enrolled at Knightstown Elementary and the need to keep enrollment up at the community schools. Motion carried 7-0.
- Radio Station Update – Don Scheumann gave a report on the radio station project. As this created a significant amount of work to complete, discussion occurred to compensate Mike York for his hours of labor during the construction and relocation of the station to KHS. Don Scheumann recommended a one-time stipend in the amount of \$9750 to be paid to Mike York for this project. He stated this would leave a small balance in the account for incidentals and repairs of the station if necessary. Melissa Toth moved to approve the recommendation with a second by Leah Kopp. Wade Beatty expressed his sincere gratitude and motion carried 7-0.
- FFA Field Trip – Wade Beatty moved to approve a trip for a competition to Illinois. It was noted that school transportation would not be available and a private vehicle would be required to transport students. Melissa Toth gave the second and motion carried 7-0.
- Field Trip for Robotics to travel to St. Louis for a National Competition. Melissa Toth moved to approve the trip with a second by Leah Kopp. Motion carried 7-0.

VIII. Personnel

- Resignations/Retirements/Terminations
 - Rachel Boxell – Title I Aide at Knightstown Elementary School

Timothy Wehr moved to approve this resignation with a second by Mark Fort. Motion carried 7-0.

- New Hires
 - Kim Spence – Title I Aide at Carthage Elementary
 - Adam Meyer – Bus Aide
 - Lora Lee Hester – Substitute School Bus Driver

Kevin Knott moved to approve all new hires with a second by Leah Kopp. Motion carried 7-0.

- ECA Appointments – There were no ECA appointments at this time.
- Other
 - Termination of Elizabeth Jones – School Bus Driver

Timothy Wehr moved to approve the termination with a second by Wade Beatty. Motion carried 7-0.

IX. Superintendent Report -

- Financial Reports were presented to the Board for their review. The Corporation Treasurer stated the corporation is in good condition with the cash flow better than last month. She also stated the Finance Committee reviewed all funds during their meeting today.
- ISBA Communication – There are no upcoming events.
- Superintendent Comments – Second Interviews were scheduled for two superintendent applicants last week. A third candidate declined the offer. The Board agreed not to add a third and move forward with two at this time.
- Superintendent Comment – Don Scheumann, Interim Superintendent requested time to address the public. He explained this was his only opportunity to have a public forum to share his thoughts. He asked for time to express the number of obstacles he has encountered during his eight week tenure in the Interim Superintendent position. He explained he had been called upon to make this statement. He began by stating the purpose would be to make CAB the very best it can be and that is the only reason he is addressing the public in this manner. He read a quote he recently read: “Don’t be surprised when you are called upon and challenged to change the way things are.” Some of his points included:
 - E-mails from local paper: continue to be a driver of the work load.
 - E-mail includes multiple questions: One question right away asked if the newly appointed Interim Superintendent had a license. IDOE was contacted and stated they did not believe it was necessary due to the short tenure. They called back the next day and said they thought it would be a good idea because this area has a local paper that seeks a lot of information.
 - Code of Ethics: there is a code of ethics that journalist should maintain and in his opinion, the hidden messages that were in the crossword puzzles of each week’s Banner were inappropriate and unnecessary and he asked what purpose they provided and what use they were. He then read eleven of the messages hidden within the puzzles. (They will not be included in these minutes due to their content.)

- Misquotes & Twisted Communication: The Banner requests information from the Superintendent and then requests the same information from other employees and uses the answers to twist and misconstrue the information against the other. He gave an example of communications between The Banner, the Superintendent and the Technology Director.
- The Banner requests: The newspaper had requested information on one individual lay coach when the corporation employees over 30 lay coaches. Why single out one? Then an email was received from Jeff Eakins from the paper criticizing the superintendent's method of leadership to its 'subordinate' employees. The Interim Superintendent took offense to this term, stating we are co-workers and work together, as well as questioning his leadership style. He then stated he has been in a position of leadership for over 40 years and seems to have done well so far and all information was received in a very timely manner.
- E-mail Archive System: The Banner is suggesting that CAB employees have violated law stating they "recklessly, knowingly or intentionally destroyed or damaged a public record." He explained his investigation into the matter which included contacting the Indiana State Police, the Henry County Prosecutor and well as a Henry County Investigator. All of whom stated they did not see a violation and believed CAB to be in compliance. However, two Board Members and The Banner took it upon themselves to contact a separate Indiana State Police Officer and was given the same information.
- Questions of Redactions: E-mails were provided with redactions based on HIPAA to protect an employee. The Banner questioned the redactions, so the corporation revised the redaction to ADA. The Banner again questioned, so the Indiana Public Access Counselor (PAC) was contacted. The newspaper questioned the response because the opinion was received from an assistant and not the PAC. So CAB contacted the Board Counsel and the redaction for ADA was confirmed. Therefore another legal expense that could possibly have been avoided.
- Recording of Phone Calls: Jeff Eakins has been secretly recording telephone conversations between himself and the Interim Superintendent. Board Counsel was contacted and confirmed this was legal, however is it moral? Why record in secret and not be upfront and state the conversation is being recorded and ask permission first?
- Phone Call: Don Scheumann questioned the thoughts or reasoning behind calling the former Superintendent while he was in the hospital in July of 2011 and asking who was in charge of the corporation?
- Information Requests: For example, The Banner requests which State Trooper was contacted. When the information was given, 21 minutes later and additional 7 questions were received:
 - No recollection of the trooper's last name?
 - Is this a cell phone number or a number for an ISP post?
 - How did you get Trooper David's contact info?
 - Was it through someone you know, or did you call one of the ISP posts and they put you through to him?

- We're very interested in knowing how you characterized this situation for the ISP.
- Did you request that the ISP come in and conduct an investigation into whether any laws were broken through the deletion of e-mails?
- The Interim Superintendent also stated that at no time should he or anyone be subjected to being spoken to in foul language or be referred to as an "old administrator". He was offended and did not feel this was appropriate for any employee, including the Superintendent of Schools.
- These are a few typical struggles that are faced daily at the central office. He closed by stating "If we could combine the POWER of The Banner, with the POWER of the entire CAB school corporation, with the POWER of all of our communities. . .what dynamic, unbelievable things could happen. And. . .that is exactly what people EXPECT from all of us."
- The Interim Superintendent then stated the Retention Policy change would be placed on hold until the state has finalized the necessary requirements for the IREAD testing.

X. Public Expression –

- John Swartz, Knightstown, IN – "Thank You"
- Judy Barnes, Knightstown, IN – Stated the community commended Mr. Scheumann for taking on the Interim Superintendent position. She also stated that, even though you are an old administrator, you are a good one.
- Stacy Cox, Kennard, IN – Stood to address the public. She began by "Is Jeff annoying? Yes, but I look around this room and see many faces and many names who have come in to the Banner who have asked for free advertisements" She also said her husband (Eric Cox, owner) is a softie and then she said they cannot afford health insurance or to send their kids to college. She went on to say "You are great, and all kinds of teachers here, but we have to run a business." She questioned if The Banner should begin to charge for death notices, births and marriage announcements. She said those items are good to the community. She said her family barely scrapes by and people act like the entire paper is bad news. She said there are lots of good things in the paper and she barely sees her husband because he is out taking pictures of your kids. She went on to state she was proud when democracy worked with proposed solar project and how The Banner was there for the community to read all of it. She understands why everyone wants to stand up for Don, but wants everyone to understand that very little of The Banner is negative. She stated that tens of thousands of dollars could have made but they chose not to. She is sorry everyone is so upset and understands the desire to defend a good man. The Banner must get a story done and published each week. She stated everyone seems to focus on one little aspect of The Banner.
- Gerald Leonard, Knightstown, IN – Expressed his thanks for making the public aware. He commended Don Scheumann for "standing up to the plate" and saying things that should have been said many years ago but people were afraid. He went on to say this corporation has spent thousands and thousands of dollars on requests from The Banner when there are students who are in need of supplies. He would like to see the money go towards education instead of record requests. He also would like The Banner not to go on fishing expeditions.

- Rick Bush, Carthage, IN – Said tonight was the first he has heard of these things. He also knows firsthand what the corporation is going through because he dealt with The Banner on a regular basis. He went on to say it is refreshing to expose The Banner’s so called journalism. He calls it basement journalism. They don’t care who they hurt as long as they sell newspapers. He let the Board know that everyone in Carthage will know what has been said.
- Tony Ortman, Knightstown, IN – Said he has attended several meetings and knows the Board has a thankless job and hears lots of the bad. However, there have been some issues with conduct of some Board members. He asked if there was a code of conduct for the Board Members and wonders if that is being applied to each one. Wade Beatty stated if someone oversteps it is up to the public during the election to address.
- Tom Crawford, Knightstown, IN – He began by thanking The Banner for recently printing the Sunshine Law. He then read a quote from that law that a request may not interfere with the regular business. He believes our business is educating the children of CAB and that the school administration has been up front and provided records even though it has limited resources. He also said Don Scheumann has done a great job!
- Rick Trautmann, Knightstown, IN – Said he likes The Banner and likes to read it. He also likes the school system and the Board. He does get irritated because The Banner goes too far at times. He said in life we all have to temper ourselves no matter what we do. He prefers the Board and Superintendent do a good job because they want to and not because of The Banner. He said the community needs a newspaper and he abhors the fact they have gone a little too far. He addressed The Banner by saying “You don’t always have to say everything you know.” He ended by saying he hoped Stacy, Eric and Jeff learn something from this meeting and all learn to work together.
- Eric Cox, Kennard, IN – Addressed the crowd with his comments and stated he appreciated Don’s efforts and said none of this is personal, it is business. He said all are welcome to their opinions and he values those opinions. He then stated he distinctly remembered a fire marshal report that was provided to The Banner in the past was forged. He does not remember anyone being upset about that when it concerned children’s safety. He said it hurt the community’s credibility. He also stated the corporation had engaged in a gas contract that cost the corporation \$50,000. However, a few thousand dollars on transparency, so you are aware this is your tax dollars you are worried about. He then said he agreed that sometimes the paper goes too far, but he would rather go too far than fall short. He was interrupted by a patron (Steve Bearhope) who asked why the paper did not apologize for their error in printing his social security number when they claim to acknowledge their mistakes. Eric Cox responded that the prosecutor’s office was supposed to redact that information. When the paper makes a mistake they admit it. He then said this is plain old journalism, and other newspapers have people upset in their communities too. He said he is sorry the community is upset and stated he will take what they have said into consideration. He then pointed out that unlike other organizations, when The Banner makes a mistake they publish and correct it. He asked the community to bear with them as they bring tax payers information. The Banner tries to publish good things. He concluded by stating this is a very expensive government and it is better to overreach rather than under shoot. He believes one should have more information rather than less.

- Rick Trautmann, Knightstown, IN – Stood and stated he redacts his prior statement that after hearing Eric Cox speak, he no longer likes The Banner. He thinks it is great to do great things, but it is not a reason to cross the line or be unethical.
- Eric Cox, Kennard, IN – When asked what the purpose of the hidden messages was, he stated he has heard complaints now and has heard the same ones before. He then stated “You can read into them what you want” when asked about the crossword puzzles in his paper. There were many questions from the public.
- Judy Barnes, Knightstown, IN – Addressed the forged document referenced in Eric Cox’s comments. She stated the document requested was for the elevator only and that is what was provided. The entire document was not provided as it was not requested. There were no forged documents as he claimed.
- Mark Haase, Knightstown, IN – He agrees totally with Don Scheumann’s comments and is thankful to have a leader who will stand up and say what needs to be said for the betterment of the community. He stated he has lived in Knightstown his entire life and have children in this school. He agrees we need to move forward and there are things that need to be addressed. Such as, Board Members should not be harassing school employees. The corporation has great teachers, administrators and support staff and they spend a great deal of time doing things that aren’t educating students. He addressed teachers and staff and encouraged them to do what they are doing and if they have a problem bring it to the board. He said Board Members should not be in the buildings harassing our staff, and there is no other business in the world where this can occur. He told the Board, if you are going to do this, get off the board. If you did this in the private sector you would be fired.
- Sherry Trainor, Knightstown, IN – She would like to see tonight be a turning point for everybody. She thinks all have seemed to lose sight of why we are here. Our kids deserve the very best from all of us. She said until the Board decides that and The Banner wants what is best for our children, our heads are not on right. She said our children are the best we have going for us and to put your money where your mouth is and do what is best for children.
- John Swartz, Knightstown, IN – Began by stating tonight has been the most positive meeting he has been too. He thought Don Scheumann started off very positive. He also stated he enjoys going round and round with Eric and Jeff. He then said he hopes The Banner takes away some things from this and maybe their money problems will go away if they were more positive. It is not always what the Banner said but how it is said. For example, a week or two or three ago an article quoted Mr. Scheumann with “Mr. Scheumann claims”. In my opinion, that means they think he lied and Mr. Scheumann is an honorable guy.
- Darren Haines, Knightstown, IN – Asked the Board their position on day to day operations in the buildings. Kevin Knott stated Don Scheumann clearly stated the chain of command in his statement and it should be followed. He went on to state it is not his responsibility to manage problems in the corporation on a daily basis. Darren Haines then stated, so your belief is that the administrators administrate. He also asked about Board Code of Ethics and wanted to verify there is no other process than the election to change members of the Board and asked when that would be? Melissa Toth stated the elections are in November.

- Teresa Branham, Knightstown, IN – Said this is the first meeting she has been to. She also said what makes a difference is the big crowd. This is a beginning and part of working together and hopes to see everyone again.

XI. Board Comments:

- Don Scheumann, Interim Superintendent – Thanked everyone for their kind words, but that is not the reason for the comments. His purpose is to make things better. He views Eric as a friend. With power of the three – Community, Corporation and Banner we have the power to make things great. He also challenged the next superintendent to sit down with Eric and Board to work out how the power of the three can make the corporation better. That is what we need and that is what we should demand.
- Kevin Knott – As the Board searches for a superintendent, they need to look for someone with a good work ethic and provide a quality education for our students. We have worked hard to do that very thing. We want the focus for students to be looking forward and know they can do anything in this world. Like Mr. Scheumann, he uses a board meeting to speak out. He believes that even if we disagree we can still discuss and he thanked Mr. Scheumann for stepping in as our Interim Superintendent and he hopes his dealings with that position have been ethical, and upfront. He appreciates the relationship he has with Don Scheumann and previous superintendents. He also expressed his appreciation for the large crowd as well as the transparency and openness. He is discouraged when informed it takes 6 hours to do e-mails. He would like to move forward and hopes the Superintendent can reach out to students and teachers.
- Mark Fort – He thinks this Board has done a tremendous job and acknowledges there are differences of opinions. He thinks everyone likes to work here and that everyone wants the truth and that is why each member ran for the Board. He then stated he was not satisfied with the information he received regarding the e-mails and would like to see it investigated further. He also stated, during the discussion of Board Code of Ethics, he was going through a rough time and has paid a price for his actions. As far as the Banner, he reads and likes the sports section; he believes they only want the truth. He said overall everyone enjoyed reading The Banner from the times we were kids. He closed with the statement that he asked for an executive session a couple of weeks ago, and didn't get a return call. He wants to state it is nothing personal against Don Scheumann. Board policy says not to delete e-mails.
- Melissa Toth – Said she is a rookie and still learning, but wants the staff to know, she did not run to micro manage. She has a hard time managing her own two children, let alone a class of 25. She said she hopes she has made it clear to any administrator and staff that she has worked with that she is there to support them. “Tell me what you are doing to try to help kids, and I will do whatever I can as a board member to support you.”
- Steve Dalton – Began by saying good government is usually messy. Transparency is an integral part of open government. He ran because of things he read in The Banner. He stated he wished people who had questions would come and talk to him. He asked people not listen to the rumor mill. He will always tell you the truth, you may not like it, but he will shoot straight. He believes there is a fundamental lack of honesty and the truth can be shaded and sometimes we

don't see it out of local government. Good government is ugly and freedom of the press is ugly. We need to do what is best for the kids. If you have questions, he stated his office is right next to The Banner. He also said he eats with people from The Banner and rides bikes with Eric Cox. He also thanked everyone for coming and asked that they please show up in the future.

- Wade Beatty – Expressed his appreciation to everyone for coming out to the meeting this evening.

XII. Adjournment – With no further business to come before the Board, Wade Beatty moved to adjourn at 10:12 pm

PRESIDENT

MEMBER

VICE PRESIDENT

MEMBER

SECRETARY

MEMBER

MEMBER