

BOARD MEETING
MAY 18, 2020
HS CAFETERIA
6:00 P.M.

I. Call to Order

II. Pledge of Allegiance

III. Roll Call

_____Kline_____Krieger_____Siciliano_____Vasbinder_____Waesch

IV. Motion to adopt the Agenda

Moved _____ Seconded _____

_____Kline_____Krieger_____Siciliano_____Vasbinder_____Waesch

V. Presentation - IDEA-B - Connie Baldwin & Marcia Spence

VI. Community Comments

VII. Treasurer's Reports/Recommendations:

1. Resolution to:

Waive the reading and approve the minutes of the following meeting:

April 20, 2020 - Regular Board Meeting
May 4, 2020 - Special Board Meeting

Approve the monthly financial reports as submitted, with the authorization for the payment of bills and appropriation modifications as necessary.

Moved _____ Seconded _____

_____Kline_____Krieger_____Siciliano_____Vasbinder_____Waesch

2. Resolution to approve the payment of the following insurance waiver stipends for the 2019-2020 school year, to be paid in June:

\$750.00

Kelly Ginter
Elizabeth Miller
Sandra Stanley

Shelly Hamilton
Debbie Paolucci
Amanda Story

Kathy Hopp
Melissa Shaffer
Debra Weese

\$1,000.00

Jessica Banas
Christopher Morris

Heather Cebulla
Gary Slater

Amber Hayden
Lisa Scott

Moved _____

Seconded _____

____Kline____Krieger____Siciliano____Vasbinder____Waesch

3. Resolution to approve the following appropriation adjustments based on the increase or decrease in corresponding revenue adjustment:

599-920B	CARES Act	Increase	\$95,583.00
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Moved _____

Seconded _____

____Kline____Krieger____Siciliano____Vasbinder____Waesch

4. Resolution to approve a 2 year contract renewal with Stark County ESC for technology and fiscal services from July 1, 2020 through June 30, 2022.

Moved _____

Seconded _____

____Kline____Krieger____Siciliano____Vasbinder____Waesch

5. Resolution to approve the attached five-year forecast as required by the Ohio Department of Education.

Moved _____

Seconded _____

____Kline____Krieger____Siciliano____Vasbinder____Waesch

6. Recommend the Board approve the following COVID-19 resolution:

WHEREAS, due to the COVID-19 crisis, on March 12, 2020, Governor Mike DeWine ordered the closure of all Kindergarten through

12th grade schools to students, which, on April 20, 2020, he extended through the end of the 2019-2020 school year; and

WHEREAS, Governor DeWine also announced that during the extended period of closure, school districts should work to provide education through alternative means, school district leadership may make decisions on whether to use their school buildings, and staff members should continue to report to school as directed by school district administrators; and

WHEREAS, consistent with Governor DeWine's Order, the Administration closed the District's school buildings to students and is providing students with instruction through alternative distance learning methods during the building closure; and

WHEREAS, Ohio Revised Code Section 3319.08 authorizes boards of education to enter into contracts and supplemental contracts with certified/licensed employees and compensate such employees in accordance with the terms of such contracts and states, in relevant part that "written contracts and supplemental written contracts shall set forth the teacher's duties and shall specify the salaries and compensation to be paid for regular teaching duties and additional teaching duties, respectively, either or both of which may be increased but not diminished during the term for which the contract is made, except as provided in section 3319.12 of the Revised Code;" and

WHEREAS, R.C. § 3319.12 further addresses the compensation of certified/licensed employees, and states in relevant part that "[n]o contract or supplemental contract for the employment of a teacher, whether for an administrative or supervisory position, a position provided for by sections 3319.01 and 3319.02 of the Revised Code, regular teaching duties, or additional duties, may be terminated or suspended by a board of education except pursuant to section 3311.82, 3319.02, or 3319.16 of the Revised Code, and the salaries and compensations prescribed by such contracts shall not be reduced by a board of education unless such reduction is a part of a uniform plan affecting the entire district;" and

WHEREAS, R.C. § 3319.081 authorizes boards of education to enter into contracts with non-teaching employees; and

WHEREAS, R.C. § 3319.082 further addresses the compensation of nonteaching employees, and states in relevant part, that "[i]n all school districts wherein the provisions of Chapter 124. of the Revised Code do not apply, each board of education shall cause notice to be given annually not later than the first day of July to each nonteaching school employee,

who holds a contract valid for the succeeding school year, as to the salary to be paid such school employee during each year. Such salary shall not be lower than the salary paid during the preceding school year unless such reduction is a part of a uniform plan affecting the nonteaching employees of the entire district;" and

WHEREAS, R.C. § 3319.088 authorizes boards of education to employ educational assistants and states in relevant part that "[e]ducational assistants shall be compensated according to a salary plan adopted annually by the board;" and

WHEREAS, R.C. § 3319.02 authorizes boards of education to enter into contracts with assistant superintendents, principals, assistant principals, and other administrators and states in relevant part that "[t]he salaries and compensation prescribed by such contracts shall not be reduced by a board unless such reduction is a part of a uniform plan affecting the entire district;" and

WHEREAS, the Board of Education further addresses the employment and compensation of employees in Collective Bargaining Agreements with the authorized representatives for certified/licensed and nonteaching employees, respectively, and Board Policy; and

WHEREAS, in its written guidance published on March 30, 2020, the Ohio Auditor of State addressed issues concerning the payment of school district employees during the COVID-19 pandemic, including those individuals employed under supplemental contracts, cited to relevant statutes, including the above-mentioned statutes, and stated in relevant part that "[s]chools (sic) districts should consider the statutes below, taken together with the terms and conditions of their individual bargaining agreements and employee contracts, as they consult with their legal counsel on the appropriate course of action. As always, during an audit, the Auditor of State will defer to the well-reasoned opinions of legal counsel on interpretations of the law;" and

WHEREAS, during a webinar on April 28, 2020, the Ohio Auditor of State responded to various questions from Treasurers concerning the payment of school district employees during the COVID-19 pandemic, including individuals who are employed under regular and supplemental contracts and those employees who have not been able to perform the full range of their contractual duties due to the closure of school buildings to students, and suggested among other things, that boards of education pass resolutions approving decisions regarding the payment of employees during the closure of school buildings to students as a result of COVID-19; and

WHEREAS, in updated written guidance published on April 30, 2020, the Ohio Auditor of State provided additional guidance concerning the payment of school district employees during the COVID-19 pandemic, and stated in relevant part that “[a]s a matter of best practice, the AOS strongly encourages members of the governing authority to approve decisions regarding employee pay during this pandemic. This approval will serve to help document the decisions made regarding each class of employee;” and

WHEREAS, during the closure of the District’s buildings to students, District employees have been performing their contractual job duties and responsibilities in various capacities to continue to support education, including teaching staff who are continuing to provide education to students using alternative methods; non-teaching staff who have been working to clean buildings, provide meals to students, and support the education of the District’s students in various capacities through alternative methods, including reporting to the District’s buildings to perform duties and/or working from home and being available remotely during the regular work week; administrators who are performing their administrative duties and continuing to supervise and direct teaching and non-teaching staff; and staff members who are performing supplemental contract duties, including co-curricular, extra-curricular, and other supplemental duties through alternative methods; and

WHEREAS, although each of the District’s employees is not able to perform the full range of his/her contractual duties as a result of COVID-19 and the closure of the District’s buildings to students, District employees have been performing duties that are of a substantial benefit and value to the District and its students either on school grounds or remotely, including teaching staff, non-teaching staff, administrators, and staff members performing supplemental contract duties; and

WHEREAS, in light of the substantial performance of duties by teaching staff, non-teaching staff, administrators, and staff members, the Administration has continued to compensate such staff members in accordance with State Law, the terms of their teaching, non-teaching, administrative, and supplemental contracts, the terms of applicable Collective Bargaining Agreements, and Board Policy.

NOW, THEREFORE, BE IT RESOLVED, that the Board adopts and affirms the actions taken by the Administration to comply with Governor DeWine’s Orders, by closing and extending the closure of the District’s school buildings to students, and providing students with instruction through alternative methods during the building closure.

BE IT FURTHER RESOLVED, that the Board of Education authorizes the Superintendent and Treasurer and/or their Designees, during the period that the School District's buildings are closed to students due to COVID-19, to take any and all actions necessary to maintain educational programming for students, comply with Federal and State Orders and Guidance issued concerning COVID-19, and provide for the safety and security of all students and staff, including, but not limited to:

1. Assigning and directing students, teachers, and non-teachers, as appropriate;

2. Continuing to compensate employees as authorized by State Law, including but not limited to R.C. §§ 3319.08, 3319.081, 3319.082, 3319.088, and 3319.02; the terms of their teaching, non-teaching, administrative, and supplemental contracts; the terms of the applicable Collective Bargaining Agreements, and any Memorandums of Understanding entered into by and between the Administration and the representatives from the applicable bargaining units; and Board Policy, including:

a. Certified/Licensed Staff, including Teachers and Counselors – Certified/Licensed Staff have performed duties remotely through electronic means, including providing online instruction to students, answering questions, completing counseling tasks (Counselors only), and conferring with other teachers, non-teaching staff, and the Administration;

b. Non-Teaching Staff, including, but not limited to, educational assistants, secretaries/clerical staff, food service/cafeteria staff, maintenance staff, custodial/cleaning staff, and bus drivers/transportation staff – Non-Teaching Staff members have continued to performed duties as directed and/or remained available to perform duties during the regular work week, including, but not limited to cleaning buildings, providing meals to students, and supporting the education of the District's students in various capacities through alternative methods, including reporting to the District's buildings to perform duties and/or working from home and being available remotely during the regular work week;

c. Administrators, including Principals, Assistant Principals, and Other Administrators employed under R.C. §3319.02 – Administrators have continued to perform administrative duties, including supervising and directing teaching and non-teaching staff; and

d. Staff members who were issued supplemental contracts for extra-curricular, co-curricular, and other supplemental duties – Staff members performed duties in preparation of such Spring Activities, completed applicable training prior to the closure of the District's buildings to students and began pre-season training/conditioning (for athletics), and have continued to perform some level of their supplemental duties remotely during the closure, including, maintaining electronic correspondence and online communications with students;

3. Continuing to implement curriculum and instruction, as appropriate.

BE IT FURTHER RESOLVED, that the Board finds that while all of the District's employees have not and are not able to perform the full range of their contractual duties as a result of COVID-19 and the closure of the District's buildings to students, District employees have been performing and will continue to perform duties that are of a substantial benefit and value to the District and its students either on school grounds or remotely, including teaching staff, non-teaching staff, administrators, and staff members performing supplemental contract duties.

BE IT FURTHER RESOLVED, that the Board of Education authorizes the Superintendent and Treasurer and/or their Designees, during the period that the School District's buildings are closed to students due to COVID-19, to take any and all actions necessary to ensure the District has all the necessary services, supplies, materials, technology, and equipment necessary for the education of students through alternative methods, including purchasing, leasing, and otherwise obtaining such items within the Board's adopted and amended budget/financial appropriations.

BE IT FURTHER RESOLVED, that the Board authorizes the above-referenced affirmation and/or delegation of authority to take effect retroactive to the Governor's initial order to close schools to students and remain in place through the end of the 2019-2020 school year (i.e., the end of fiscal year 2020).

BE IT FURTHER RESOLVED, the Board ratifies and approves any actions taken by the Superintendent and Treasurer and/or their Designees prior to the passage of this Resolution that are consistent with the scope and purpose of this Resolution and the above-referenced affirmation and/or delegation of authority set forth herein.

BE IT FURTHER RESOLVED, that it is hereby found and determined that all formal action of this Board concerning and/or relating to the adoption of this Resolution was taken in an open meeting of this Board

and that all deliberations of this Board and any of its committees that resulted in such formal action were in meetings open to the public and in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Moved _____ Seconded _____
_____Kline_____Krieger_____Siciliano_____Vasbinder_____Waesch

VIII. Superintendent’s Reports/Recommendations:

- 1. Recommend the Board hire Paige Dunlap, Speech & Language Pathologist, with a Master’s degree, Step 0, 184 days, 1 year contract, effective the 2020-2021 school year.

Moved _____ Seconded _____
_____Kline_____Krieger_____Siciliano_____Vasbinder_____Waesch

- 2. Recommend the Board accept the resignation of Kathy Hopp, Educational Aide, effective August 1, 2020.

Moved _____ Seconded _____
_____Kline_____Krieger_____Siciliano_____Vasbinder_____Waesch

- 3. Recommend the Board approve a 5-year lease agreement with ComDoc for school copiers, effective July 1, 2020.

Moved _____ Seconded _____
_____Kline_____Krieger_____Siciliano_____Vasbinder_____Waesch

- 4. Recommend the Board approve the roof contract with Duro-Last for \$228,875.83.

Moved _____ Seconded _____
_____Kline_____Krieger_____Siciliano_____Vasbinder_____Waesch

5. Recommend the Board approve the following administrator contracts:

Robert Campbell	MS Principal	3 year
James Conley	HS Principal	1 year

Moved _____ Seconded _____
_____Kline_____Krieger_____Siciliano_____Vasbinder_____Waesch

6. Recommend the Board approve the following job descriptions:

Director of Facilities	Director of Transportation
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Moved _____ Seconded _____
_____Kline_____Krieger_____Siciliano_____Vasbinder_____Waesch

7. Recommend the Board approve the following classified contracts, effective the 2020-2021 school year:

Amber Campbell	Educational Aide	Continuing
Kathie Cuttings	Educational Aide	Continuing
Maureen Durbak	Bus Aide	2 year
Stanley Foster	Maintenance	Continuing
Kelly Ginter	Educational Aide	2 year
Linda Griffiths	Bus Driver	Continuing
Diana Maupin	Bus Driver	Continuing
Debbie Paolucci	Clerical Secretary	2 year
Peggy Williams	Cafeteria Worker	2 year

Moved _____ Seconded _____
_____Kline_____Krieger_____Siciliano_____Vasbinder_____Waesch

8. Recommend the Board approve the following certified contracts, effective the 2020-2021 school year:

Jillian Arrow	HS Teacher	1 year
Marc Babbitt	MS Teacher	2 year
Jessica Banas	HS Teacher	1 year
Cassandra Braden	MS Teacher	4 year
Eric Daniels	MS Teacher	3 year
Zachary Davis	HS Teacher	1 year
Jenifer Dye	ES Teacher	Continuing
Alexis Gearhart	ES Teacher	2 year

Ashley Gerez	HS Teacher	2 year
Robert Hindman	ES Teacher	4 year
Jess Hluch	MS Teacher	2 year
Kara Innes	MS Teacher	2 year
Daniel McCloskey	MS/HS Teacher	2 year
Christopher Morris	HS Teacher	2 year
Kathy Sandberg	HS Counselor	1 year
Bronwen Scarberry	ES Teacher	4 year
Nichole Strobe	ES Teacher	1 year

Moved _____ Seconded _____

_____Kline_____Krieger_____Siciliano_____Vasbinder_____Waesch

9. Recommend the Board approve the following Substitute Certified and Substitute Classified List for the 2020-2021 school year:

Certified List:

Kathleen Beatty	Karla Bedard	John Benedik
Brandy Boland	Susana Boyer	Alyssa Brown
Veronica Brown	Sue Bugansky	Crystal Cadwell
Terrie Campailla	Kristina Compton	Tyler Conley
Jody Dasco	Randy Dean	Crystal DeCastro
Amy Donze	Jennifer Dougherty	Magdalene Dubak
Alexandra Eads	Aaron Embacher	Patricia Fisher
Patricia Gaffney	Chelsea Gehring	Michelle Grund
Kelly Guthrie	Rae Hamilton	Cindy Hazelett
Ann Hedington	Thomas Hedington	Jess Hluch
Samantha Kropp	Tina Lemley	Barbara Lundin
Jessica McMillen	Shanelle Mitchell	Patricia Moore
Lewis Muldowney	Glenn Oliver	Kelly Palmer
Delia Paulus	Ann Marie Phillips	Alysia Potenzini
Thomas Rauber	Deborah Ravine	Richard Routt
Caroline Salgado	Amy Sauvinsky	Sheri Schlosser
Michael Semonin	Sharon Soika	Frank Sowers
Karen Stefan-Walgenbach	Laura Townsend	Shana Varner
Thomas Vogt	Gary White	

Classified List:

Jeremy Balnis	Melissa Blakely	Amanda Callahan
Jamie Cline	Jamie Cooper	Penney Craig
Kathy Cuttings	Misty Dulaney	Erin Faulstick
Ruthann Francis	Kathleen Gerhardt	Joshua Kaut
Caleb Kaut	Donald Kerr	Vickie Kiser
Jacob Klicman	Carol Kruger	Jocelyne Lucas

Laurie Maltempi
Jefferey Olson
Mary Rainski
Ben Shank
Cheryl Stanton
Shannon Woolard

Charlotte Martino
Anthony Paolucci
Barbara Ross
Sandra Stanley
Briana Waskiewicz

Wendy Olson
Annette Paulus
Lindsey Seaman
Summer Stanley
Chad White

Moved _____ Seconded _____

_____Kline_____Krieger_____Siciliano_____Vasbinder_____Waesch

10. Recommend the Board approve the MOU with the REA regarding supplementals contacts.

Moved _____ Seconded _____

_____Kline_____Krieger_____Siciliano_____Vasbinder_____Waesch

11. Recommend the Board approve the following extended time for the 2020-2021 school year:

MS Counselor	10 days
HS Counselor	20 days
Elementary Counselor	4 days
HS Guidance Office	4 days
Elementary Secretary	2 days
Elementary Clerical Secretary	10 days

Moved _____ Seconded _____

_____Kline_____Krieger_____Siciliano_____Vasbinder_____Waesch

12. Recommend the Board approve the shift differential pay for days worked in the summer of 2020 for the following classified employees:

Kris Bunch	June 8, 2020 through August 28, 2020
Pam Cornell	June 8, 2020 through August 28, 2020
Stanley Foster	June 8, 2020 through August 28, 2020
Lisa Holcomb	June 8, 2020 through August 28, 2020
Nancy Havener	June 8, 2020 through August 28, 2020
Anita Kimpton	June 8, 2020 through August 28, 2020

Moved _____ Seconded _____

_____Kline_____Krieger_____Siciliano_____Vasbinder_____Waesch

13. Recommend the Board approve the following contracts to provide the Extended School Year Services to our special needs students:

Summit County ESC
Kids Link

Mahoning County ESC

Moved _____

Seconded _____

_____ Kline _____ Krieger _____ Siciliano _____ Vasbinder _____ Waesch

14. Recommend the Board approve Eric Daniels to provide Extended School Year services over the summer at a rate of \$30.00 per hour for 6 weeks, not to exceed \$1,680.00.

Moved _____

Seconded _____

_____ Kline _____ Krieger _____ Siciliano _____ Vasbinder _____ Waesch

15. Recommend the Board approve Jennifer Stachowiak to provide Extended School Year services over the summer not to exceed \$1,200.00.

Moved _____

Seconded _____

_____ Kline _____ Krieger _____ Siciliano _____ Vasbinder _____ Waesch

16. Recommend the Board approve the tentative list of graduating seniors for the 2019-2020 school year:

Lucas Aguirre-Holguin
Jenna Atkinson
Lydia Bartek
Dylan Bower
Owen Buckel
Joshua Collins
Jacob D'Aurelio
Kaitlin Decker
Annie Durbak
Hannah Fogleman
Jason Gidley
Charles Harris
Jamari Hogan
Alexis Kilgore
Jillian Martell
Alexa McPherson
Emmalee Morris
Gabrielle Oropesa

Seth Alesi
Nathan Atkinson
Ryan Bender
Nathan Brewster
Sarah Caruso
Nathaniel Cool
Kyle Davidson
Caleb Donovan
Jonathan Emerson
Colton Freedson
Sierra Graham
Kyle Hess
Lauren Housley
Zachary King
Ivan Martinez-Cruz
Jack Mohan
Savannah Munger
Savannah Pallante

Sydney Allsteadt
Nathaniel Barone
Nicole Bobbs
Rocco Buccilli
Taylor Clifford
Angelina Custis
Joseph Daywalt
Hannah Dougherty
Sabrina Etz
Eric Frye
Kaden Grubbs
Maria Hindel
Cameron Keller
Emily Lattimer
Travis McCrady
Madison Moneypenny
Isaiah Musleve
Anthony Petro

Kadin Peyton
Kourtney Pugh
Alexandrea Roshon
Natalie Siglow
Alexander Smethers
Sydnee Smith
Lonzo Stanley
Portia Svenson
Deborah Vogt
Olivia White
John Zingale

Holly Pierce
Alyssa Reinagle
Gavin Schlaubach
Abigail Singer
Hailey Smith
Zachary Smith
Jenna Stewart
Adam Tice
Natalie Wancik
Ian Worley

Chase Pitre
Haylee Riley
Brennan Seamann
Kirsta Singleton
Payton Smith
Kevin Spatz
Josie Stewart
Melissa Velez
Katlyn Weingart
Aaron Yaksich

Moved _____

Seconded _____

_____Kline_____Krieger_____Siciliano_____Vasbinder_____Waesch

IX. Reports

X. Old Business

XI. New Business

XII. Strategic Planning

XIII. Adjournment @ _____.

Moved _____

Seconded _____

_____Kline_____Krieger_____Siciliano_____Vasbinder_____Waesch