

CLARK-SHAWNEE LOCAL SCHOOL DISTRICT  
Clark County, Ohio

BOARD OF EDUCATION MEETING  
May 21, 2019  
7:00 p.m.  
Shawnee High School Media Center

**AGENDA**

**I. OPENING**

- A. Call to Order
- B. Roll Call
- C. Pledge of Allegiance
- D. Adoption of Agenda

**II. REQUEST AND CONCERNS OF THE GENERAL PUBLIC**

**Reminders Concerning Public Participation**

**The Board welcomes and encourages the public to communicate with the Board on educational issues and school matters of community interest. The Board values public comment on such matters and seeks to provide the public with a meaningful opportunity to express points relative to such matters. Please note that the purpose of public participation is to give the public an opportunity to provide such comments, but the purpose is not for the Board to respond to any such comments. The Board will take all comments that are of an appropriate nature relative to educational issues and school matters of community interest under advisement and will respond in a manner the Board deems appropriate.**

**Please be advised that public participation may not be frivolous, repetitive, harassing, personally directed, abusive, off-topic, antagonistic, obscene, or irrelevant. Any such comments may be interrupted, warned, or terminated by the Board's presiding officer, and the Board's presiding officer may seek removal of any participant who does not observe reasonable decorum.**

**Also please be advised that public participation may not exceed five (5) minutes in length per participant. If you have a comment and/or question after the public participation period has closed, please submit your comment/question to the board in writing.**

### III. ROUNDTABLE

#### E. Career and Technology Update

Dr. Page will provide an update to the Board of Education regarding the activities of the Career Technology Center.

#### F. Township Update

Mrs. Garrett will provide a Springfield Township Update.

#### G. Curriculum Update

Mr. Brian Masser, Assistant Superintendent, will provide a curriculum update.

#### H. Facilities Update

Mr. Brian Kuhn, Superintendent, will update the Board on the Facilities Project.

### Administrative Reports/Action Items

*The following items have been reviewed by the board members prior to the meeting. Discussion will be limited, but board action is required.*

### IV. TREASURER'S REPORT

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#### ACCEPTANCE OF CONSENT CALENDAR – FINANCIAL

Action by the Board of Education in "Acceptance of Consent Calendar" at this point of the agenda means that items I through P are accepted by one single motion unless a member of the board or the Superintendent requests that any such item be removed from the "Consent Calendar" and voted upon separately.

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- I. Signing of the Minutes of the Previous Meeting**
- J. Treasurer's Report and Condition of the Funds**
- K. Monthly Bills and Allowance of those that are in Order**
- L. Modifications to the Appropriations**
- M. Approve Five-Year Forecast**
- N. Approval of School & Latchkey Fees for 2019-2020**
- O. Acceptance of School Quality Improvement Grant--\$325,974.82**

Recommendation: To approve the above requests.

#### **P. Appropriation Modifications**

It has been requested by the Treasurer of the Board of Education that the Treasurer be permitted to modify the annual appropriations as needed throughout each month with a full report of changes to the board of education.

Recommendation: To authorize the Treasurer to modify appropriations as needed with a report of changes to the Board of Education.

## V. LOCAL SUPERINTENDENT'S REPORT

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ACCEPTANCE OF CONSENT CALENDAR – PERSONNEL Action by the Board of Education in “Acceptance of Consent Calendar” at this point of the agenda means that items Q through W are accepted by one single motion unless a member of the board or the Superintendent requests that any such item be removed from the “Consent Calendar” and voted upon separately.

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### Q. Resignations

#### STRS Disability Retirement

Mrs. Ronda Young, Teacher at Reid School will be receiving STRS Disability Retirement effective April 1, 2019.

Recommendation: To accept the above disability retirement.

#### Certified

Mrs. Christina Elliott, Reid Principal, has submitted a letter of resignation effective July 31, 2019.

Mr. Michael Shaw, Special Education Director, has submitted a letter of resignation effective July 31, 2019.

Recommendation: To accept the above resignations.

#### Support Staff

Mrs. Elisabeth Appis, PM Latchkey at Rockway School, has submitted a letter of resignation effective at the end of the current contract year.

Mr. Kenneth Clark, Courier, has submitted a letter of resignation effective May 24, 2019.

Mr. Kenneth Clark, Part-Time Custodian, has submitted a letter of resignation effective May 24, 2019.

Recommendation: To accept the above resignations.

## **R. Employment**

### Certified

Mrs. Kari Cooper as full-time Physical Education Teacher for the 2019-2020 school year. [Current Assignment: Shawnee HS/MS]

Mr. Robert DeLong Jr. as Science Teacher for the 2019-2020 school year. [Current Assignment: Shawnee HS]

Mr. Benjamin Long as Math Teacher for the 2019-2020 school year. [Current Assignment: Shawnee HS]

Mr. Michael Shaw as Intervention Specialist for the 2019-2020 school year. [Current Assignment: Reid School]

Recommendation: To employ the above individuals for the 2019-2020 school year provided all statutory requirements are met, i.e. certification, background checks, pre-employment drug testing, etc. and recommendations are found to be satisfactory.

### Support Staff

Mr. Robert Beedy as Outdoor Facility Maintenance for the 2019-2020 school year.

Mr. Jeffrey Rees as Grounds Helper for the 2019-2020 school year.

Mr. Jordan Rodgers as Summer Helper on an as-needed basis for the 2018-2019 school year.

Ms. Regina Thrasher as Clinic Aide for the 2019-2020 school year. [Current Assignment: Reid School]

Mr. Nick Trimbach as a Summer Helper on an as-needed basis for the 2018-2019 school year.

Recommendation: To employ the above individuals provided all statutory requirements are met, i.e. certification, background checks, pre-employment drug testing, etc. and recommendations are found to be satisfactory.

### Additional Duty (Certified Staff)

Mrs. Sherry Akers, Counselor, an additional 5 days for extended time for the 2018-2019 school year. [Current Assignment: Shawnee High School]

Mrs. Sherry Akers, Counselor, an additional 15 days for extended time for the 2019-2020 school year. [Current Assignment: Shawnee High School]

Mr. Christian Davoli as Head Boys Soccer Coach for the 2019-2020 school year. Mr. Davoli is a lay coach.

Mrs. Amy Hibbs, Counselor, an additional 5 days for extended time for the 2018-2019 school year. [Current Assignment: Shawnee High School]

Mrs. Amy Hibbs, Counselor, an additional 10 days for extended time for the 2019-2020 school year. [Current Assignment: Shawnee High School]

Mr. Taylor Leonard as Orchestra Director for the Shawnee High School Spring Musical for the 2018-2019 school year.

Recommendation: To employ the above individuals provided all statutory requirements are met, i.e. certification, background checks, etc. and recommendations are found to be satisfactory

#### Additional Duty (Support Staff)

The following supplemental positions for the pupil activity programs in the Clark-Shawnee Local School District were first offered to those employees of the District who are licensed individuals and no such employee applied and was qualified to fill the position such that the position was accepted by any such employee. The Board then advertised the position as available to any licensed individual who is qualified to fill it and who is not employed by the Board, and no such person has applied for and accepted the position. Thus, the Board resolved to employ the following non-licensed individuals to fill the following supplemental position.

Mr. Jacob Bradfield as Assistant Middle School Track Coach for the 2018-2019 school year.

Recommendation: To employ the above individual provided all statutory requirements are met, i.e. certification, background checks, etc. and recommendations are found to be satisfactory

#### **Contract Renewals**

According to Section 3124 of the Board of Education Policy, the following procedure shall be followed in contract considerations:

- The state law is to be followed in regard to temporary certification.
- All holders of provisional certificates will be granted contracts under the following procedures based on the recommendation of the administration.

- (1) New or beginning teachers in the district shall be granted a contract of one (1) year's duration. (All re-employed teachers shall be offered no more than one (1) additional one (1) year contract.)
- (2) Following the completion of two one (1) year contracts, all re-employed teachers will be offered a two (2) year contract.
- (3) Following the completion of one two (2) year contract, all re-employed teachers will be offered a three (3) year contract.
- (4) Following the completion of one three (3) year contract, all re-employed teachers will be offered a four (4) year contract.
- (5) Following the completion of one four (4) year contract, all re-employed teachers will be offered a five (5) year contract. Thereafter, each re-employed teacher will be offered a five (5) year contract.
- (6) At the conclusion of any limited contract the teacher may be re-employed on a probationary status for a period of one (1) or two (2) years.
- (7) A teacher may request a lesser contract one time during the term of this contract.

-The granting of continuing contracts shall be in strict accordance with existing state law and negotiated agreement governing such contracts.

-The evaluation data should be used as a supplement by the local superintendent on his recommendation for granting of contracts.

-If for any reason the board of education should act against the recommendation of the administration in the renewal of a limited contract, the teacher involved, within five (5) days, if desired shall be given the reason for such action in writing through the local superintendent.

<u><b>Possum</b></u>	<u><b>Current Contract (Expiring)</b></u>	<u><b>Contract Eligibility (Proposed)</b></u>
Thor Bisher	2 of 2	3 year
John Campbell	1 of 1	1 year
Tracy Engel	2 of 2	3 year
Kathryn Ferrell	2 of 2	3 year
Amy Jackson	1 of 1	1 year
Jennifer Persaud	2 of 2	3 year
Naomi Solomon	1 of 1	1 year
Elizabeth Stokes	3 of 3	4 year
Sarah Wise	2 of 2	3 year

<u><b>Reid</b></u>	<u><b>Current Contract (Expiring)</b></u>	<u><b>Contract Eligibility (Proposed)</b></u>
Holly Hare	2 of 2	3 year
Molly Ray	2 of 2	3 year

Susan Scott	2 of 2	3 year
Rachel Yontz	2 of 2	3 year

<b><u>Rockway</u></b>	<b><u>Current Contract (Expiring)</u></b>	<b><u>Contract Eligibility (Proposed)</u></b>
Alicia Anstine	3 of 3	4 year
Kelley Asper	1 of 1	1 year
Kennedy Cole	1 of 1	2 year
Kari Cooper	1 of 1	2 year
Kimberly Grubb	1 of 1	2 year
Jennifer James	2 of 2	3 year
Tabitha Justice	1 of 1	1 year
Sarah Smith	1 of 1	1 year

<b><u>Shawnee</u></b>	<b><u>Current Contract (Expiring)</u></b>	<b><u>Contract Eligibility (Proposed)</u></b>
Whitney Adams	2 of 2	3 year
Anne Bradfield	1 of 1	1 year
Christine Greenwood	2 of 2	3 year
Amy Hibbs	2 of 2	3 year
Sara Lee	2 of 2	3 year
Taylor Leonard	1 of 1	1 year
Matt Looney	3 of 3	Continuing
Marlo Mitch	1 of 1	1 year

<b><u>Shawnee Middle</u></b>	<b><u>Current Contract (Expiring)</u></b>	<b><u>Contract Eligibility (Proposed)</u></b>
Blake Garberich	4 of 4	5 year
Amanda Hegemier	1 of 1	2 year
Lindsay Williams	1 of 1	1 year

<b><u>District</u></b>	<b><u>Current Contract (Expiring)</u></b>	<b><u>Contract Eligibility (Proposed)</u></b>
Megan Barber	2 of 2	3 year
Laura Middleton	2 of 2	3 year

Recommendation: To employ the list of teachers as presented to the Board of Education.

**S. Support Staff Renewals**

- Newly employed regular non-teaching school employees on or before November 1, 2018, including regular hourly rate and per diem employees, shall enter into written contracts for their employment which shall be for a period of not more than one (1) year. If such employees are rehired, their subsequent contract shall be a period of two (2) years.

- After the termination of the two-year (2) contract provided in division (a) if the contract of a non-teaching employee is renewed, the employee shall be continued in employment and the salary provided in the contract may be increased but not reduced unless such reduction is a part of a uniform plan affecting the non-teaching employees of the entire district.

-Newly employed regular non-teaching school employees on or after November 2, 2018, including regular hourly rate and per diem employees, shall enter into written contracts for their employment which shall be for a period of not more than one (1) year. If such employees are rehired, their three subsequent contracts shall be a period of two (2) years each.

- After the termination of the third two-year (2) contract provided in division (a) if the contract of a non-teaching employee is renewed, the employee shall be continued in employment and the salary provided in the contract may be increased but not reduced unless such reduction is a part of a uniform plan affecting the non-teaching employees of the entire district.

- The contracts as provided for in this section may be terminated by a majority vote of the board of education for violation of written rules and regulations of the board of education. (Steps for contract termination including a hearing are outlined in the law.)

- Any non-teaching school employee may terminate his or her contract of employment thirty (30) days subsequent to the filing of a written notice of such termination with the treasurer of the board.

<u><b>Possum</b></u>	<u><b>Current Contract (Expiring)</b></u>	<u><b>Contract Eligibility (Proposed)</b></u>
Talia Kalmerton (Latchkey)	1 of 1	2 year
Kimberly Milliron (Secretary)	1 of 1	2 year
Jessica Patton (Custodian)	1 of 1	2 year
Nancy Roach (Cooks Helper)	1 of 1	2 year

<u><b>Reid</b></u>	<u><b>Current Contract (Expiring)</b></u>	<u><b>Contract Eligibility (Proposed)</b></u>
Lynne Banion (Secretary)	2 of 2	Continuing
Samantha Dornon (Latchkey)	1 of 1	2 year

<b><u>Rockway</u></b>	<b><u>Current Contract (Expiring)</u></b>	<b><u>Contract Eligibility (Proposed)</u></b>
Elisbeth Appis (Hostess)	1 of 1	2 year
Elisbeth Appis (Latchkey)	1 of 1	2 year
Teresa Shouvlin (Library Aide)	2 of 2	Continuing
Melissa Woodland (Breakfast)	1 of 1	2 year

<b><u>Shawnee</u></b>	<b><u>Current Contract (Expiring)</u></b>	<b><u>Contract Eligibility (Proposed)</u></b>
Dale Rapp (Custodian)	1 of 1	2 year
Ann Wagner (Secretary)	1 of 1	2 year

<b><u>Transportation</u></b>	<b><u>Current Contract (Expiring)</u></b>	<b><u>Contract Eligibility (Proposed)</u></b>
Constance Denney (Driver)	1 of 1	2 year
Michelle Egan (Driver)	1 of 1	2 year
Angela Himes (Driver)	1 of 1	2 year
Jodie Noffke (Driver)	2 of 2	Continuing
Naomi Smith (Driver)	1 of 1	2 year
Misty Wheeler (Driver)	2 of 2	Continuing

<b><u>Administrative Office</u></b>	<b><u>Current Contract (Expiring)</u></b>	<b><u>Contract Eligibility (Proposed)</u></b>
Sara Jouadi	1 of 1	2 year
Alexis Staffan	1 of 1	2 year

Recommendation: To employ the list of support staff as presented to the Board of Education.

**Certified Substitutes 2018-2019**

Maribel Stough

Recommendation: To employ the above individual as needed for the 2018-2019 school year provided all statutory requirements are met, i.e. certification, background checks, etc. and recommendations are found to be satisfactory.

Certified Substitutes 2019-2020

Virginia Agnus-Hall	Carol Blasé	Laurel Booher	Gayle Borton
Alex Brouhard	Kevin Brown	Kenneth Brust	Clinton Buffington
Robert Bush	Trudy Byrd	Pamela Campbell	Joanna Chapman
Katherine Crossin	Amanda Dabrowski	Chole Dabrowski	Cheryl Dover
Samantha Eggers	Jessica Ellington	James Faber	Charlene Foster
Linda Freeze	Elaine Frey	James Gardewin	Joanne Gilley
Mary Gregg	Jessica Heath	Heather Hellwig	
Christopher Honefanger	Rebecca Jeanneret	Julie Jennings	Deborah Korab
Ida Kwarteng	Daniel Liggett	Dianne Light	Grant Loveless
Kelly Lyons	Kendra Mayfield	Ryan Mayfield	Katherine McEnaney
Deann Meade	Todd Minnich	Jack Moore	Lawrence Nickels
Diane Page	Robin Patrick	Julie Pirtle	Carolyn Pytel
Lillian Rambo	Jimmy Reisinger	Marcus Rixon	Kaitlyn Roe
Leslie Scheper	Kathie Schwarz	Michael Smart	Bethanie Smith
Gerritt Smith	Stephen Smith	Edward Spencer	Maribel Stough
Cassie Svisco	Ann Tantlinger	Chad Taylor	Derek Tincher
Nicholas Trimbach	Lisa Truitt	Richard Walker	Amy Walp
Rachel Ward	Terry Whetstone	Robert Wigton	Debra Wilhelm
Gordon Yanke			

Recommendation: To employ the above individuals as needed for the 2019-2020 school year provided all statutory requirements are met, i.e. certification, background checks, etc. and recommendations are found to be satisfactory.

Support Staff Substitutes 2019-2020

Morgan Balcerek	Linda Beck	Erica Blethen	Sarah Brown
Russell Burk III	Trudie Byrd	Mary Coffey	Michael Conley
Carolyn Cook	Wilson Cook	Katie Dorton	Carrie Fischer
Ashley Frantz	Kathy Law	Lisa Massie	Jason Mattern
James McCutcheon Jr.	Kathleen Mowell	Mark Myers	April Nelson
Mark Oster	John Patton	Jimmie Risner	Wendy Shields
John Smith	Crystal Sprowl	Steven Stewart	Kathryn Taylor
Regina Thrasher	Cindy Warrington	Debra Wilhelm	Steven Williams

Recommendation: To employ the above individuals as needed for the 2019-2020 school year provided all statutory requirements are met, i.e. certification, background checks, etc. and recommendations are found to be satisfactory.

**T. Additional Duty Non-Renewal for 2019-2020 School Year**

School Counselor Extended Days [5]  
Assistant Middle School Track Coach

Sherry Akers  
Jacob Bradfield

School Counselor Extended Days [5]  
Spring Musical Orchestra Director

Amy Hibbs  
Taylor Leonard

Recommendation: To non-renew the supplemental contracts that have been presented to the Board of Education for the 2019-2020 school year.

#### **U. Non-Paid Medical Leave**

Mr. Jordan Williams, Aide, is requesting non-paid medical leave beginning May 3, 2019 through May 23, 2019.

Recommendation: To approve the above request.

#### **V. Non-Paid Leave**

Mrs. Kari Griffith, Payroll Specialist, is requesting non-paid leave beginning July 19, 2019 through July 26, 2019.

Recommendation: To approve the above request.

#### **W. Paid Medical Leave**

Mr. Bret Adams, Custodian at Shawnee HS/MS, is requesting paid medical leave beginning April 21, 2019 through May 20, 2019.

Recommendation: To approve the above request.

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#### **ACCEPTANCE OF CONSENT CALENDAR – RESOLUTIONS/MISCELLANEOUS**

**Action by the Board of Education in “Acceptance of Consent Calendar” at this point of the agenda means that items X through AA are accepted by a single motion unless a member of the board or the Superintendent requests that any such item be removed from the “Consent Calendar” and voted upon separately.**

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#### **X. 2019-2020 Handbooks**

Approval of the district handbooks for the 2019-2020 School Year.

Recommendation: To approve the district handbooks for the 2019-2020 School Year.

#### **Y. Contract for Electronic School Forms Submission**

Approval to contract with FinalForms for electronic school forms submission.

Recommendation: To approve the electronic school forms submission contract.

## **Z. Adoption of Textbooks**

Mrs. Michelle Heims, Principal of Possum School, is requesting permission to adopt Fountas & Pinnell Classroom literacy curriculum for grades Kindergarten through third.

Mrs. Amanda Shaffer, Principal of Rockway School, is requesting permission to adopt Fountas & Pinnell Classroom literacy curriculum for grades Kindergarten through third.

Recommendation: To approve the above requests.

## **AA. Contract with the Clark County Educational Service Center**

Authorize the Superintendent to contract with Clark County Educational Service Center

Recommendation: To authorize the superintendent to contract with the Clark County Educational Service Center

## **BB. Clark-Shawnee Local Education Association Contract**

Approval of a new three-year contract, effective July 1, 2019 through June 30, 2022.

Recommendation: To approve the above contract.

## **CC. Administrative and Non-Bargaining Support Staff Contract & Pupil Services Salary Schedule**

WHEREAS, pursuant to the provisions of Ohio Revised Code Chapter 4117, the Clark-Shawnee Local School District Board of Education ("Board") is party to a successor collective bargaining agreement negotiated with the Clark-Shawnee Education Association ("CSLEA"), to be effective July 1, 2019 through June 30, 2022 ("Contractual Agreement(s)"); and

WHEREAS, consistent with previous action of the Board, the Board has, at various times, acted to extend certain benefits of the Contractual Agreement(s) to administrative, non-bargaining and support staff employees of the Clark-Shawnee Local School District; and

WHEREAS, the Board employs administrative employees pursuant to Ohio Revised Code Sections 3319.01, 3319.02, and 3313.22, as applicable; and

WHEREAS, the Board determines the compensation and benefits of its administrative employees pursuant to Ohio Revised Code, and upon recommendation of its Superintendent, as applicable; and

WHEREAS, the Board employs non-bargaining and support staff employees pursuant to Ohio Revised Code Section 3319.08.1; and

WHEREAS, the Board determines the compensation and benefits of its non-bargaining and support staff employees pursuant to Ohio Revised Code, and upon recommendation of its Superintendent; and

WHEREAS, the Board considers it fair to offer comparable terms and conditions of employment with respect to compensation and benefits to all of its employees, including administrative, non-bargaining and support staff employees; and

WHEREAS, the Superintendent has recommended extending comparable terms and conditions of employment with respect to compensation and benefits as negotiated by and between the Board and CSLEA to the Board's administrative, non-bargaining and support staff employed in the District for the 2019-2020, 2020-2021, and 2021-2022 contract years;

NOW, THEREFORE BE IT RESOLVED, that pursuant to Ohio Revised Code Sections 3319.01, 3319.02, 3319.081 and 3319.22, as applicable, the Clark-Shawnee Local School District Board of Education ("Board") hereby approves the following terms and conditions of employment with respect to compensation and benefits to the Board's administrative, non-bargaining and support staff employees:

\*one percent (1%) salary increase for contract year 2019-2020; one and one-quarter percent (1.25%) salary increase for contract year 2020-2021; one and one-half percent (1.5%) salary increase for contract year 2021-2022,

\*elimination of PPO insurance plan,

\*change in current HDHP premiums paid to eighty-five percent (85%) paid by the Board and fifteen percent (15%) paid by the employee,

\*change in annual HSA Plan contributions to four thousand dollars (\$4,000) for family plan and two thousand dollars (\$2,000) for single plan for 2019-2020; two thousand dollars (\$2,000) for family plan and one thousand dollars (\$1,000) for single plan for 2020-2021; one thousand two hundred dollars (\$1,200) for family plan and six hundred dollars (\$600) for single plan for 2021-2022,

\*changes to Article VII, Bereavement Leave and Article VIII, Personal Leave,

\*change to twenty-four (24) equal pays on 5<sup>th</sup> and 20<sup>th</sup> of each month during contract year, except for all administrative, non-bargaining and support staff employees who are employed on a two-hundred sixty (260) day contract basis will be paid on a twenty-five (25) equal pay basis for the 2019-2020 contract year only starting August 1, 2019 and ending July 31, 2020 for administrative employees and starting September 1, 2019 and ending August 31, 2020 for support staff employees with such twenty-five (25) equal pays to be paid by calendar published by the Treasurer,

\*changes to Article XXXI, Severance,

\*addition of Article XLVI, State and Federal Background Check Reimbursement;

BE IT FURTHER RESOLVED that the Clark Shawnee Local School District Board of Education hereby directs its Treasurer to carry forth and implement the terms of this action and to issue written notice of same to all affected;

BE IT FURTHER RESOLVED that the Clark-Shawnee Local School District Board of Education has taken this official action in public session of the Board;

**DD. Report Section**

1. Meeting Minutes
2. Financial Data
3. Resignations
4. Discipline Reports

Mr. Brian Kuhn  
Superintendent  
May 21, 2019