

October 20, 2015

The Clark-Shawnee Local Board of Education met in regular session on October 20, 2015 at Possum School located at 2589 S. Yellow Springs Street, Springfield, Ohio 45506. The meeting was called to order at 7:00 p.m. by President Pierce. Those answering the roll by Mr. Faulkner:

Mr. Barnes  
Mrs. Garrett  
Mrs. Pierce  
Dr. Page  
Mr. DeHart

Also present: Mr. Gregg Morris, Superintendent  
Mr. Brian Kuhn, Asst. Superintendent

Visitors:	Kari Griffith	Sandy Pinkerton	Carlyn Stewart
	Bill Lord	Cynthia Barnes	Jeff Hughes
	Jill Summers	Steve Tincher	Christa Kusmierczyk
	Susan Damanti	Rob Cassell	Kathryn Johnson
	Jerry Ross	Amanda Shaffer	Michelle Heims

All stood and recited the Pledge of Allegiance

Mrs. Garrett moved to accept the agenda and addendum with the correction that Amber Stewart is a basketball cheerleading advisor.

Dr. Page seconded the motion.  
Ayes: Garrett, Pierce, Page, DeHart, Barnes.  
The President declared the motion carried.

ACCEPTANCE OF CONSENT CALENDAR - FINANCIAL (2015-667)

Mr. DeHart moved to approve the following:

1. Signing of the minutes of the September 15, 2015 regular meeting and September 18, 2015 special meeting.
2. September Voucher Report
3. September Financial and Investment Reports.
4. Adoption of Five-Year Forecast
5. Donation of \$600.00 from the Rockway PTO for white boards and listening center equipment.
6. A modification to the permanent appropriations.

Mr. Barnes seconded the motion.  
Ayes: Pierce, Page, DeHart, Barnes, Garrett.  
The President declared the motion carried.

ACCEPTANCE OF CONSENT CALENDAR - PERSONNEL (2015-668)

Mr. DeHart moved to approve the following:

Resignations

Certified

October 20, 2015

Resignation of Mrs. Linda Augustus, teacher at Shawnee High School, effective May 30, 2016 for the purpose of retirement.

Resignation of Ms. Rachel Scarponi, as assistant director for the fall and spring performing arts program, effective October 20, 2015.

Support Staff

Resignation of Mrs. Dorothy Estridge, head cook at Reid School, effective December 1, 2015 for the purpose of retirement.

Employment

Support Staff

To employ Mrs. Marilyn Hill as a tutor for the 2015-2016 school year. (Current Assignment: Reid School)

To employ Mr. Nicholas Trimbach as a Part-time In-School Suspension aide for the 2015-2016 school year. (Current Assignment: Shawnee High School)

Additional Duty (Certified)

To employ Mrs. Sherry Akers as a mentor for the 2015-2016 school year. (Current Assignment: Shawnee High School)

To employ Mrs. Stephanie Cummings as Power of the Pen Advisor for the 2015-2016 school year. (Current Assignment: Rockway School)

To employ Mrs. Jessica Costa as Power of the Pen Advisor for the 2015-2016 school year. (Current Assignment: Rockway School)

To employ Mr. Michael Garberich as Reserve Girls Basketball Coach for the 2015-2016 school year.

To employ Mr. Jeffrey Mayfield as Winter Site Manager for the 2015-2016 school year.

To employ Mr. Matthew Looney as Assistant Varsity Bowling Coach for the 2015-2016 school year.

To employ Mr. Mark Myers as 8<sup>th</sup> Grade Middle School Boys Basketball Coach for the 2015-2016 school year.

To employ Mr. Richard Walker as Head Varsity Bowling Coach for the 2015-2016 school year.

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***

October 20, 2015

***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.***

To employ Mr. Derrick Hannon as Reserve Varsity Boys Basketball Coach for the 2015-2016 school year.

To employ Mr. Nicholas Trimbach as Freshmen Boys Basketball Coach for the 2015-2016 school year.

To employ Ms. Kerri Beedy as 7<sup>th</sup> Grade Middle School Girls Basketball Coach for the 2015-2016 school year.

To employ Mr. James Ballard as 8<sup>th</sup> Grade Middle School Girls Basketball Coach for the 2015-2016 school year.

To employ Mr. Jason Hill as Head Swimming Coach for the 2015-2016 school year.

To employ Mr. Spencer Rowland as Assistant Swimming Coach for the 2015-2016 school year.

To employ Mrs. Amber Stewart as 7<sup>th</sup> and 8<sup>th</sup> Grad Basketball Cheerleading Advisor.

To employ Mr. Charles Weller as 7<sup>th</sup> Grade Middle School Boys Basketball Coach for the 2015-2016 school year.

Substitutes (Certified)

Constance Kearns	Jennifer Burk	Janice Clark	Julie Dwyer
Adam Ellis	Denise Green	Kelly Lyons	John Potter
Richard Redmon	Mary Ryan	Carly Sparrow	Amy Perkins
Joanna Chapman	Ryan Gresse	Joann Massey - Tutor	

Substitutes (Support Staff)

Lindy Berry - Miscellaneous

Volunteers

Justin Cox - Boys Basketball

Family Medical Leave Act

Mr. Andrew DeWitt, teacher at Possum School for Family Medical Leave effective September 18, 2015 through October 5, 2015.

Mr. Glenn Castle, Custodian at Shawnee High School for Family Medical leave intermittently for a period of four months to aid in his wife's recovery.

Mrs. Ronda Young, teacher at Reid School is requesting Family Medical Leave for intermittent use for a period of twelve months beginning October 20, 2015.

October 20, 2015

Public Records Training

Mr. Gregg Morris, Superintendent is recommending the Treasurer to be the board's designee to attend public records trainings on their behalf.

Educational Service Center

Mr. Gregg Morris, Superintendent is seeking permission to contract with the Clark County Educational Service Center for the following services:

PreSchool Services	Curriculum/Title I Support
Occupational Therapy	Psychological Services
Speech Services	Communications

At an estimated cost of \$180,196.

Resignation - Mr. William Reagle

WHEREAS, the Board of Education of the Clark-Shawnee Local School District (hereinafter, "Board") employs teaching employee and Clark-Shawnee Local Education Association (hereinafter, "CSLEA") bargaining unit member William Reagle (hereinafter, "Reagle") under a continuing contract of employment pursuant to Ohio Revised code Section 3319.11; and

WHEREAS, at its regular public meeting on May 19, 2015, the Board took official public action to approve Reagle's request for extended use of sick leave for medical purposes starting with the first teacher work day of the 2015-2016 school year through November 1, 2015; and

WHEREAS, on October 7, 2015 Reagle tendered his official, irrevocable resignation, with such resignation effective July 31, 2016; and

WHEREAS, based on circumstances indicated by Reagle to the Superintendent, the Superintendent is recommending to the Board that Reagle be permitted to extend the use of his accumulated, unused sick leave starting November 1, 2015 through the remainder of the 2015-2016 school year;

NOW, THEREFORE BE IT RESOLVED, that the Board of Education of the Clark-Shawnee Local School District ("Board") hereby acts to approve William Reagle's ("Reagle") official, irrevocable resignation, with such resignation effective July 31, 2016;

BE IT FURTHER RESOLVED, that the Board hereby acts to approve the Superintendent's recommendation that Reagle be permitted to extend the use of his accumulated, unused sick leave starting November 1, 2015 through the remainder of the 2015-2016 school year;

BE IT FURTHER RESOLVED, that the Board hereby authorizes its Treasurer execute the terms of this Resolution faithfully and to issue any and all required written notices and other documents as may be required to bring about the legal effect of the terms of this Resolution.

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
President

October 20, 2015

\_\_\_\_\_  
Treasurer

\_\_\_\_\_  
Vice-President

\_\_\_\_\_  
Member

\_\_\_\_\_  
Member

\_\_\_\_\_  
Member

Baseball Spring Break Trip

Mr. Robert Cassell, Varsity Baseball Coach at Shawnee High School is requesting a trip to Pleasure Ridge Park High School in Louisville, Kentucky on Thursday, March 24<sup>th</sup> thru March 26<sup>th</sup>, 2016 at no cost to the district.

Dr. Page seconded the motion.  
Ayes: Page, DeHart, Barnes, Garrett, Pierce.  
The President declared the motion carried.

Additional Duty Cheerleading-Certified (2015-669)

Mrs. Garrett moved to approve the following:

To employ Mrs. Cynthia Barnes as Freshman and Varsity Basketball Cheerleading Advisor for the 2015-2016 school year.

Dr. Page seconded the motion.  
Ayes: DeHart, Garrett, Pierce, Page.  
Abstention: Barnes  
The President declared the motion carried.

ACCEPTANCE OF CONSENT CALENDAR - RESOLUTIONS/MISCELLANEOUS (2015-670)

Mr. DeHart moved to approve the following:

Authorization to Obtain Bids on School Buses (2015-670)

Whereas the Clark-Shawnee Board of Education wishes to advertise and receive bids for the purchase of two (2) school buses:

Therefore, be it resolved the Clark-Shawnee Board of Education wishes to participate and authorize the Southwestern Ohio Educational Purchasing Council to advertise and receive bids on said Boards' behalf as per the specifications submitted for the cooperative purchase of two school buses.

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
President

\_\_\_\_\_  
Treasurer

\_\_\_\_\_  
Vice-President

October 20, 2015

---

Member

---

Member

---

Member

Memorandum of Understanding HSA

WHEREAS, the Clark-Shawnee Local School District Board of Education ("Board") took official public action on November 18, 2014, to approve the offering an additional insurance benefit option to its administrative, non-bargaining, and support staff employees under the same terms and conditions as stated in the Board's Memorandum of Understanding with the Clark-Shawnee Local Education Association ("CSLEA") executed November 18, 2014, on the subject of the implementation of a high deductible health plan and health savings account ("HAS Plan"), to be effective January 1, 2015 ("HSA MOU"); and

WHEREAS, Pursuant to said official public action of the Board, administrative, non-bargaining and support staff employees of the Board may enroll in the HAS Plan for plan year 2015, and receive contributions from the Board to employee HAS accounts in the following amounts: family HAS Plan enrollment two thousand dollars (\$2,000) and single HAS Plan enrollment one thousand dollars (\$1,000); and

WHEREAS, the Board and CSLEA subsequently negotiated a reopener on the subject of insurance for contract year 2015-2016, as applied to the current negotiated Contractual Agreement(s) between the parties (July 1, 2013-June 30, 2016); and

WHEREAS, as part of the reopener negotiation process, the Board and CSLEA agreed that for the 2015-2016 contract year, the Board would contribute the following amounts to HAS accounts for enrolled employees for the 2016 plan year; family HAS Plan enrollment two thousand dollars (\$2,000) and single HAS Plan enrollment one thousand dollars (\$1,000); and

WHEREAS, by official public action of the Board on May 19, 2015, the terms of the 2015-2016 contract reopener between the Board and CSLEA were extended to administrative, non-bargaining and support staff employees of the District; and

WHEREAS, the Board and CSLEA have since entered into a subsequent Memorandum of Understanding ("MOU") to address the issue of pro-rating Board contributions to employee HAS accounts for employees who are hired after the start of the respective 2015- and 2016 plan years in order to be in compliance with comparability rules as set for the in 26 CFR 54.4980G; and

WHEREAS, both the Board and CSLEA have acted to formally approve the terms of said subsequent MOU: 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)

October 20, 2015

to administrative, non-bargaining and support staff employees of the Clark-Shawnee Local School District; and

WHEREAS, the Superintendent has recommended extending the terms of the subsequent MOU between the Board and CSLEA for the pro-ration of Board contributions to employee HAS accounts for the 2015-2016 plan years, respectively, to all administrative, non-bargaining and support staff employees of the District, as applicable, for the period covered by the subsequent MOU:

NOW, THEREFORE BE IT RESOLVED, that the Clark-Shawnee Local School District Board of Education ("Board") hereby approves the extension of the terms of the subsequent MOU between the Board and CSLEA for the pro-ration of the Board's contributions to employee HAS accounts for the 2015- and 2016 plan years, respectively, to administrative, non-bargaining and support staff employees of the District who are newly hired by the District after the start of the respective HAS plan year, for the period covered by the MOU;

BE IT FURTHER RESOLVED, that said action of the Board is in compliance with 26 CFR 54, 4980G;

BE IT FURTHER RESOLVED, that said action of the Board shall be effective through June 30, 2016;

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.

_____ Superintendent	_____ President
_____ Treasurer	_____ Vice-President
	_____ Member
	_____ Member
	_____ Member

Memorandum of Understanding Sick Leave Bank

WHEREAS, The Clark-Shawnee Local School District Board of Education ("Board") entered into a Memorandum of Understanding ("MOU") with the Clark-Shawnee Local Education Association ("CSLEA") executed on October 20, 2015 for the purpose of documenting agreed upon modifications to the scope and application of the Sick Leave Bank Program as outlined in Article VI, Sick Leave, Section IV., of the parties' Contractual Agreements (July 1, 2013-June 30, 2016); and

October 20, 2015

WHEREAS based upon the terms of said MOU, the parties have agreed to expand both the scope and application of the Sick Leave Bank Program as found in Section IV of Article VI of the parties' Contractual Agreement(s) as follows

1. The parties agreed that the definition of "immediate family" as found in subsection A., as it relates to the term "catastrophic illness or injury" will mean the employee's spouse and children only;
2. The parties agreed that the Sick Leave Bank program will be expanded to include support staff as well as administrative staff employed by the Clark-Shawnee Local School District on the same terms and conditions as stated in Article VI, Section IV, of the parties' Contractual Agreement(s);
3. The parties agreed that the Sick Leave Bank Program Committee ("SLBC") as outlined in subsection D., will be changed to include an additional two (2) support staff members;
4. The parties agreed that the negotiated Clark-Shawnee Local Schools Certificated Sick Leave Bank request Form will be modified according to the terms as agreed upon in the MOU; and

WHEREAS, CSLEA has acted to formally approve the terms of said MOU; and

WHEREAS, The Superintendent now recommends the Board approve the terms of said MOU;

NOW, THEREFORE BE IT RESOLVED, that the Clark-Shawnee Local School District Board of Education ("Board") hereby approves the terms of the Memorandum of Understanding executed between the Board and CSLEA on October 20, 2015, addressing the modifications to the scope and application of the Sick Leave Bank program as outlined in Section IV of Article VI of the parties' negotiated Contractual Agreement(s);

BE IT FURTHER RESOLVED that the Clark-Shawnee Local School District Board of Education hereby directs its Superintendent and Treasurer to carry forth and implement the terms of this action and the accompanying MOU.

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
President

\_\_\_\_\_  
Treasurer

\_\_\_\_\_  
Vice-President

\_\_\_\_\_  
Member

\_\_\_\_\_  
Member

\_\_\_\_\_  
Member

Rieck Mechanical Services Contract

Mr. Gregg Morris is seeking permission to contract with Rieck Mechanical Services for maintenance on the HVAC systems in the district at a cost of \$21,192.00 annually for 3 years.



October 20, 2015

Mr. Barnes seconded the motion.  
Ayes: Barnes, Garrett, Pierce, Page, DeHart.  
The President declared the motion carried.

Adjournment

Mrs. Garrett moved to adjourn the meeting at 8:35 pm.

Mr. Barnes seconded the motion.  
Ayes: Garrett, Pierce, Page, DeHart, Barnes.  
The President declared the motion carried.

---

President

---

Treasurer