

**Reynoldsburg City Schools  
Regular Board of Education Meeting  
Reynoldsburg High School Livingston Campus  
Tuesday, January 19, 2016, 6:30 p.m.**

**1. Opening Items**

**1.01 Call to Order (p) REF: 1.19.16**

The Reynoldsburg City School District Board of Education held a Regular Meeting on January 19, 2016. The meeting was held at Reynoldsburg High School Livingston Campus. The following Board members were present: Joe Begeny, Debbie Dunlap, Elaine Tornero, Rob Truex, Neal Whitman

**1.02 Pledge of Allegiance (p) REF: 1.19.16**

Taylor Road Elementary student Kara Schmidjell led the Pledge of Allegiance.

**2. Approval of Minutes**

**Motion to approve the December 15, 2015 Regular Board Meeting Minutes.**

Motion by Neal Whitman, second by Rob Truex

Final Resolution: Motion Carries

Yea: Joe Begeny, Debbie Dunlap, Elaine Tornero, Rob Truex, Neal Whitman

**2.01 Approval of the December 15, 2015 Regular Board Meeting Minutes (a) REF: 1.19.16**

BE IT RESOLVED, in accordance with the Treasurer's recommendation, to approve the December 15, 2015 Regular Board Meeting Minutes.

**3. Approval of the Agenda**

**Motion to approve the January 19, 2016 Board Meeting Agenda.**

Motion by Debbie Dunlap, second by Neal Whitman

Final Resolution: Motion Carries

Yea: Joe Begeny, Debbie Dunlap, Elaine Tornero, Rob Truex, Neal Whitman

**3.01 Approval of the January 19, 2016 Board of Education Meeting Agenda (a) REF: 1.19.16**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the January 19, 2016 Board Meeting Agenda.

**4. Communications**

**4.01 Certificate of Recognition (r) REF: 1.19.16**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to award a Certificate of Recognition to Jaret Crist for winning his grade level in the 2016 Dr. Martin Luther King, Jr. Art, Writing, & Multimedia contest.

**4.02 Open Enrollment Presentation (p) REF 01.19.16**

Dr. Jana Alig gave the annual open enrollment presentation.

## **5. Items from the Board**

### **5.01 Board Members may speak on different topics at this time. REF: 1.19.16**

Board Members spoke about the following:

- Rob Truex thanked those in attendance for putting trust in him to serve. Mr. Truex stated that he has attended and will be attending conferences to develop his skills as a Board member.
- Debbie Dunlap congratulated Jaret Crist on winning his grade level in the 2016 Dr. Martin Luther King, Jr. Art, Writing and Multimedia contest. Mrs. Dunlap thanked everyone for coming to the meeting and for showing support. She stated that she will be attending workshops and reading books to help her develop as a board member. Mrs. Dunlap said that she has met with Mayor McCloud as the City Liaison.
- Neal Whitman thanked everyone for coming to the meeting and for the opportunity to serve on the Board. He also thanked outgoing board members for their service. Mr. Whitman would like to see board committees, descriptions and a list of committee members on the website.
- Joe Begeny congratulated Jaret Crist on his successful competition. Mr. Begeny thanked the staff of Livingston Campus for hosting the meeting.

### **Motion to authorize Pepple and Waggoner to provide transitional legal services.**

Motion by Rob Truex, second by Debbie Dunlap

Final Resolution: Motion Carries

Yea: Joe Begeny, Debbie Dunlap, Elaine Tornero, Rob Truex, Neal Whitman

### **5.02 Pepple and Waggoner Transitional Legal Services (a) REF: 1.19.16**

BE IT RESOLVED, to authorize Pepple and Waggoner to complete the negotiated agreement with the Reynoldsburg Support Staff Association and turn over files and records to new counsel upon conclusion of that matter, to engage in an orderly transition of work on other pending legal matters to new counsel, to transfer files and records related to work performed on behalf of the Board in a timely manner to new counsel, or to the District as directed by the Superintendent or Treasurer, and to provide background information as to District matters to new counsel as requested by the Superintendent or Treasurer.

## **6. Items from the Superintendent**

### **6.01 The Superintendent May Speak on Different Topics at this Time (i) REF: 1.19.16**

Superintendent Tina Thomas-Manning talked about the following items:

- The first phase of report card data has been released.
- Thanks to Livingston Campus staff and Central Office staff for all of the work that was done to get ready for the board meeting
- Upcoming performing arts events at Livingston Campus
- Performance bonuses

## **7. Recognition of Visitors**

### **7.01 Public Participation REF: 1.19.16**

The following people addressed the Board:

- Ashley Mensah talked about a situation at Herbert Mills regarding her daughter and another student and her thoughts that the situation was not handled correctly.
- Margaret Mary Luzny welcomed new board members and reminded everyone that the Band Boosters are having a sub fundraiser. Mrs. Luzny would like the Board to adopt a resolution to charge ODE for community school fees.
- Jim Rodenmayer wished everyone a happy new year and congratulated the three new board members. Mr. Rodenmayer talked about the restoration of Art, Music, P.E. and Foreign Language. He also talked about the termination of Pepple and Waggoner and allowing speakers to sign up at board meetings.

## 8. Finance

### Motion to approve the Items 8.01 and 8.02 of the Finance Section of the agenda.

Motion by Neal Whitman, second by Rob Truex

Final Resolution: Motion Carries

Yea: Joe Begeny, Debbie Dunlap, Elaine Tornero, Rob Truex, Neal Whitman

#### 8.01 Financial Statements (a) REF: 1.19.16

BE IT RESOLVED, in accordance with the Treasurer's recommendation, to approve the December 31, 2015 Financial Statements.

#### 8.02 Donations (a) REF: 1.19.16

BE IT RESOLVED, in accordance with the Treasurer's recommendation, to approve the following donations.

School/Group	Amount	Purpose
Robotics	\$5,000.00	TS Tech to Robotics
Robotics	\$2,000.00	LBrands to Robotics
Blended Learning Program	\$500.00	Skyline Chili to Blended Learning Program

### Motion to approve the allocation of \$2,500.00 of Coke funds to the Superintendent's Student and Staff Support Fund.

Motion by Rob Truex, second by Neal Whitman

Motion by Neal Whitman to amend the original motion to include an allocation and transfer of \$17,500 to the Athletic Fund. The motion to amend died for lack of a second.

Final Resolution on original motion: Motion Carries

Yea: Joe Begeny, Debbie Dunlap, Elaine Tornero, Rob Truex, Neal Whitman

#### 8.03 Allocation of Coke Funds (d) REF: 1.19.16

BE IT RESOLVED, that \$2,500.00 of the \$30,750 donation from the Coke contract be allocated and transferred to the Superintendent's Student and Staff Support Fund.

## 9. Personnel

### Motion to approve the Personnel Section of the agenda.

Motion by Elaine Tornero, second by Debbie Dunlap

Final Resolution: Motion Carries

Yea: Joe Begeny, Debbie Dunlap, Elaine Tornero, Rob Truex, Neal Whitman

#### 9.01 Administrative Staff (a) REF: 1.19.16

##### 1. EMPLOYMENT (a)

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the employment of the following.

Name	Building	Assignment	FTE	Salary	Effective Date
Kathy Dougherty	Central Office	Payroll/Benefits Manager	1.0	\$61,400	01.20.16

##### 2. MATERNITY/PATERNITY LEAVE (a)

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve maternity/paternity leave for the following.

Name	Building	EDC	Option	RTW
Kevin Smith	HS2	04.30.2016	E.6	05.23.16

##### 3. PERFORMANCE BONUS (a)

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the following performance bonuses.

Last Name	First Name	Building	Bonus Recommendation
Bennett	Scott	eSTEM	\$2,000
Brooks	Christopher	Waggoner Campus	\$2,000
Cosgrave	Jocelyn	Encore	\$2,000
Drury	Melissa	Summit Elementary	\$4,000
Gengo	Amy	eSTEM	\$2,000
Holdren	Thomas	Waggoner Campus	\$2,000
Miller	Jeremy	Taylor Road	\$2,000

#### 9.02 Certified Staff (a) REF: 1.19.16

##### 1. RESIGNATION WITH OBJECTION PER O.R.C. SECTION 3319.15 (a)

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the resignation of the following with objection per O.R.C. Section 3319.15.

Name	Building	Assignment	Last Day Worked
Stephanie Massey	Hannah Ashton	7th Grade Social Studies	01.03.2016
Sandra Phillips	Waggoner Middle	6th Grade Math	01.03.2016

## 2. RESIGNATION (a)

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the resignation of the following.

Name	Building	Assignment	Last Day Worked
Candace Twyman	Hannah Ashton	Math	05.27.2016

## 3. EMPLOYMENT - LONG TERM SUBSTITUTE (a)

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the following as a long term substitute teacher.

Name	Building	Assignment	Level	Salary	Effective Date	Funding Source	Replacing
Paige Poffenbaugh	Waggoner Middle	6th Grade Math	BS/0	\$39,920 pro-rated	01.04.2016	General	Sandra Phillips

## 4. EMPLOYMENT - SUBSTITUTES (a)

BE IT RESOLVED, in accordance with Superintendent's recommendation, to approve the following substitute employment in any and all areas for which they hold proper certification.

Deborah Nace  
Curtland Caffey  
Janet Cereton

## 5. MATERNITY/PATERNITY LEAVE (a)

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve maternity/paternity leave for the following.

Name	Building	EDC	Option	RTW
Michael Paul Demchak	Waggoner Junior	04.04.2016	E.6	04.25.2016
Katherine Demchak	Waggoner Junior	04.04.2016	E.6	08.01.2016

## 6. PAYMENT FOR OTHER SERVICES (a)

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the following for payment as indicated.

Name	Building	Service Rendered	Rate of Pay	Fund	Effective Date
Kathryn Thompson	Summit Elementary	After School Tutoring Coordinator	\$1,000 Flat Rate	Building: 001.2421.113.0019.019	2015/2016 School Year
Teresa Cotner	Herbert Mills	Gifted Services	\$800 Flat Rate	Building: 001.1210.113.0006.006	2015/2016 School Year
Annette Hawley	Baldwin Junior	Power of the Pen	\$250 Flat Rate	Building: 001.4600.113.0002.002	01.20.16 thru 03.31.16

Chasity Bobst	Baldwin Junior	Power of the Pen	\$250 Flat Rate	Building: 001.4600.113.0002.002	01.20.16 thru 03.31.16
Chad Naiman	Encore	ProCore Assistance for High School Staff	\$500 Flat Rate	Building: 001.2213.113.0029.029	02.01.16 thru 05.27.16
Scott Davis	Encore	ProCore Assistance for High School Staff	\$500 Flat Rate	Building: 001.2213.113.0029.029	02.01.16 thru 05.27.16
Kayla Hamlin	French Run	After School Tutoring Coordinator	\$1,000 Flat Rate	Building: 001.2421.113.0004.004	01.04.16 thru 05.27.16
Bridget Wilson	Waggoner Junior	Power of the Pen Coordinator	\$250 Flat Rate	Building: 001.4600.113.0017.017	01.23.16 thru 05.27.16
Joseph Sorenson	District	PD Coordination for Jan 29 in-service	\$20 per hour	Title II A: 590.2213.113.9016.006	January 2016
Irene McLaughlin	District	PD Coordination for Jan 29 in-service	\$20 per hour	Title II A: 590.2213.113.9016.006	January 2016
Janine Wright	District	Planning and facilitating PD sessions at district wide in-service - work is outside school hours	\$20 per hour	Title II A: 590.2213.113.9016	January 2016
Sandra Kageorge	District	Planning and facilitating PD sessions at district wide in-service - work is outside school hours	\$20 per hour	Title II A: 590.2213.113.9016	January 2016
Bobbie Rochus	District	Planning and facilitating PD sessions at district wide in-service - work is outside school hours	\$20 per hour	Title II A: 590.2213.113.9016	January 2016
Angela Griffin	District	Planning and facilitating PD sessions at district wide in-service - work is outside school hours	\$20 per hour	Title II A: 590.2213.113.9016	January 2016
Tracy Macedonia	District	Planning and facilitating PD sessions at district wide in-service - work is outside school hours	\$20 per hour	Title II A: 590.2213.113.9016	January 2016
Carmen Adkins	District	Planning and facilitating PD sessions at district wide in-service - work is outside school hours	\$20 per hour	Title II A: 590.2213.113.9016	January 2016
Mary Ellen Weeks	District	Planning and facilitating PD sessions at district wide in-service - work is outside school hours	\$20 per hour	Title II A: 590.2213.113.9016	January 2016
Katie Snyder	District	Planning and facilitating PD sessions at district wide in-service - work is outside school hours	\$20 per hour	Title II A: 590.2213.113.9016	January 2016

Paul Drake	District	Planning and facilitating PD sessions at district wide in-service - work is outside school hours	\$20 per hour	Title II A: 590.2213.113.9016	January 2016
Ebony Rozzelle	District	Planning and facilitating PD sessions at district wide in-service - work is outside school hours	\$20 per hour	Title II A: 590.2213.113.9016	January 2016
Mia Brower	District	Planning and facilitating PD sessions at district wide in-service - work is outside school hours	\$20 per hour	Title II A: 590.2213.113.9016	January 2016
Angela Bowersox	District	Planning and facilitating PD sessions at district wide in-service - work is outside school hours	\$20 per hour	Title II A: 590.2213.113.9016	January 2016
Briana Johnson	District	Planning and facilitating PD sessions at district wide in-service - work is outside school hours	\$20 per hour	Title II A: 590.2213.113.9016	January 2016
Kim Cox	District	Planning and facilitating PD sessions at district wide in-service - work is outside school hours	\$20 per hour	Title II A: 590.2213.113.9016	January 2016
Emma Best	District	Planning and facilitating PD sessions at district wide in-service - work is outside school hours	\$20 per hour	Title II A: 590.2213.113.9016	January 2016
Scott Davis	District	Planning and facilitating PD sessions at district wide in-service - work is outside school hours	\$20 per hour	Title II A: 590.2213.113.9016	January 2016
Taylor Lang	District	Planning and facilitating PD sessions at district wide in-service - work is outside school hours	\$20 per hour	Title II A: 590.2213.113.9016	January 2016
Megan Frate	District	Planning and facilitating PD sessions at district wide in-service - work is outside school hours	\$20 per hour	Title II A: 590.2213.113.9016	January 2016
Angela Bello	District	Planning and facilitating PD sessions at district wide in-service - work is outside school hours	\$20 per hour	Title II A: 590.2213.113.9016	January 2016
Lorraine Gaughenbaugh	District	Planning and facilitating PD sessions at district wide in-service - work is outside school hours	\$20 per hour	Title II A: 590.2213.113.9016	January 2016
Michael Demchak	District	Planning and facilitating PD sessions at district wide in-service - work is outside school hours	\$20 per hour	Title II A: 590.2213.113.9016	January 2016

Andrew Boan	District	Planning and facilitating PD sessions at district wide in-service - work is outside school hours	\$20 per hour	Title II A: 590.2213.113.9016	January 2016
Christy Godin	District	Planning and facilitating PD sessions at district wide in-service - work is outside school hours	\$20 per hour	Title II A: 590.2213.113.9016	January 2016
Dawn Michael	District	Planning and facilitating PD sessions at district wide in-service - work is outside school hours	\$20 per hour	Title II A: 590.2213.113.9016	January 2016
Irene Mclaughlin	District	Planning and facilitating PD sessions at district wide in-service - work is outside school hours	\$20 per hour	Title II A: 590.2213.113.9016	January 2016
Joseph Sorenson	District	Planning and facilitating PD sessions at district wide in-service - work is outside school hours	\$20 per hour	Title II A: 590.2213.113.9016	January 2016
Elizabeth Birie	District	Planning and facilitating PD sessions at district wide in-service - work is outside school hours	\$20 per hour	Title II A: 590.2213.113.9016	January 2016
Christian Cagle	District	Planning and facilitating PD sessions at district wide in-service - work is outside school hours	\$20 per hour	Title II A: 590.2213.113.9016	January 2016
Jocelyn Cosgrave	District	Planning and facilitating PD sessions at district wide in-service - work is outside school hours	\$20 per hour	Title II A: 590.2213.113.9016	January 2016
Kathy Evans	District	Planning and facilitating PD sessions at district wide in-service - work is outside school hours	\$20 per hour	Title II A: 590.2213.113.9016	January 2016
Kayla LaShells	District	Saturday work on resident educator year 3 submission of portfolio	\$13.02 per hour	LPDC: 019.2213.113.9902	January thru February 2016
Joseph Griffith	District	Saturday work on resident educator year 3 submission of portfolio	\$13.02 per hour	LPDC: 019.2213.113.9902	January thru February 2016
Megan Arthur	District	Saturday work on resident educator year 3 submission of portfolio	\$13.02 per hour	LPDC: 019.2213.113.9902	January thru February 2016
Melanie Wollam	District	Speech Language Pathologist CFY Supervisor; 1st year mentor	\$1,000 Flat Rate	General: 001.2213.113	2015/2016 School Year
Victoria Cook	District	Speech Language Pathologist CFY	\$1,000 Flat Rate	General: 001.2213.113	2015/2016 School Year



		Supervisor; 1st year mentor			
Alison Buehler	District	Speech Language Pathologist CFY Supervisor; 1st year mentor	\$1,000 Flat Rate	General: 001.2213.113	2015/2016 School Year
Jennifer Lewis	District	Speech Language Pathologist CFY Supervisor; 1st year mentor	\$1,000 Flat Rate	General: 001.2213.113	2015/2016 School Year

## 7. PERFORMANCE BONUS (a)

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the following performance bonuses.

Last Name	First Name	Building	Bonus Recommendation
Adams	Stephanie	Slate Ridge	\$2,000
Banks	Marlana	Slate Ridge	\$3,000
Benedict	Janet	Slate Ridge	\$3,000
Bloom	Shelly	Waggoner Jr	\$2,000
Boss	Melanie	Herbert Mills	\$2,000
Brower	Mia	Herbert Mills	\$4,000
Crego	Rita	Taylor Road	\$3,000
Culley	Jessica	HS2	\$1,000
Dackin	Susan	Slate Ridge	\$4,000
Deiderich	Rebecca	Herbert Mills	\$4,000
Demchak	Katharine	Waggoner Jr	\$2,000
Felici	Joanna	Slate Ridge	\$3,000
Gaughenbaugh	Lorraine	Summit Elementary	\$3,000
Gibson	Aubrey	Taylor Road	\$3,000
Gochenour	Amy	Rose Hill	\$3,000
Green	Amy	Slate Ridge	\$2,000
Groezinger	Tammy	Summit Elementary	\$3,000
Hammond	Rebecca	Slate Ridge	\$2,000
Harshaw	Erin	Baldwin	\$2,000
Hartley	Teresa	Slate Ridge	\$2,000
Holdren	Arielle	French Run	\$3,000
Hutson	Shaina	Herbert Mills	\$3,000
Keane	Heather	Hannah Ashton	\$2,000
Keane	Erin	Slate Ridge	\$3,000
King	Jenifer	Rose Hill	\$2,000
Lambert	Monica	Taylor Road	\$3,000
Lang	Taylor	Summit Elementary	\$3,000
Malo	Dawn	Slate Ridge	\$2,000
Martin	Mindy	Taylor Road	\$3,000

Mclaughlin	Irene	Summit Road	\$4,000
Meisel	Cynthia	Waggoner Middle	\$2,000
Osborne	Morgan	Taylor Road	\$4,000
Pfaff	Wendie	Summit Elem	\$2,000
Pruner	Lindsey	Slate Ridge	\$4,000
Ramsey	Sarah	Summit Road	\$2,000
Ray	Melisa	Hannah Ashton	\$2,000
Roteff	Shawna	Slate Ridge	\$2,000
Schuessler	Katie	Slate Ridge	\$2,000
Shipton	Cortney	Taylor Road	\$3,000
Smith	Melissa	Taylor Road	\$2,000
Smith	Julia	Slate Ridge	\$2,000
Smith	Lauren	Slate Ridge	\$2,000
Stephenson	Jane	Herbert Mills	\$2,000
Stevens	Kathy	Herbert Mills	\$2,000
Thomas	Tanya	Slate Ridge	\$2,000
Thompson	Kathryn	Summit Road	\$2,000
Troyer	Tiffany	Slate Ridge	\$2,000
Twyman	Nicholas	Slate Ridge	\$2,000
Uhl	Lori	Slate Ridge	\$2,000
Widdoes	Brian	Taylor Road	\$2,000
Wilson	Bridget	Waggoner Jr	\$2,000

**9.03 Classified Staff (a) REF: 1.19.16**

**1. RETIREMENT- RESCINDED (a)**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the rescinded retirement of Elvira Logan, paraprofessional at Waggoner Road Middle School, effective 07.31.15.

**2. RESIGNATIONS (a)**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the following resignations.

<b>Name</b>	<b>Building</b>	<b>Assignment</b>	<b>Last Day Worked</b>
Elvira Logan	Waggoner Middle	Paraprofessional	07.31.2015
Lisa Lash	Waggoner Junior	Paraprofessional	01.01.2016
Amy Hendricks	Reynoldsburg High School - Livingston Avenue Campus	3 Hour Cook	01.18.2016

**3. EMPLOYMENT (a)**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the employment of the following.

Name	Building	Assignment	FTE	Salary	Effective Date	Replacing
Theresa Bosley	Baldwin Junior	Building Administrative Secretary	1.0	Step 22, \$17.09/hr	01.04.2016	Kellie Stanley
Deborah Haycook	Rose Hill	3 Hour Cook	.55	Step 0, \$11.61/hr	01.20.2016	Terri Wince
Dianna Hood	Waggoner Middle	3 Hour Cook	.55	Step 0, \$11.61/hr	01.20.2016	Tammy McBane-Ludwig
Keturah Malone	French Run	3 Hour Cook	.55	Step 2, \$12.16/hr	01.20.2016	Teresa Maynard
Alfonzo Chubb	Waggoner Middle	Special Ed Paraprofessional	.81	Step 6, \$14.86/hr	01.14.2016	Robert McClure

#### 4. EMPLOYMENT - SUBSTITUTES (a)

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the substitute employment of the following in any and all classifications for which they hold proper certifications.

James Lacks  
Dwight Garrett  
Noemi Silva Parker

#### 5. PAYMENT FOR OTHER SERVICES (a)

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the following for payment as indicated.

Name	Building	Services Rendered	Rate of Pay	Fund	Effective Date
Lisa Sheline	District	Planning and facilitating paid sessions at district wide in-service. This is work outside of the school day.	Current Hourly Rate	Title II A: 590.2213.143.9016	January 2016

#### 9.04 Supplemental Services (a) REF: 1.19.16

##### 1. SUPPLEMENTAL SERVICES (a)

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the supplemental services of the following.

Name	Building	Services	Rate of Pay	Fund	Effective Date
Deborah Nace	French Run	Intervention/RTI Services	\$20 per hour not to exceed 29 hours per week.	Building: 001.1110.111.0004.004	01.11.2016

#### 9.05 Supplemental Contracts (a) REF: 1.19.16

##### 1. EMPLOYMENT - COACHES (a)

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the employment of the following coaches.

<b>Name</b>	<b>Position</b>	<b>Salary</b>	<b>Effective Date</b>	<b>Fund</b>
Richard Ladowitz	Head Girls and Boys Track Coach	\$5,000	02.22.2016	Athletics
Les Somogyi	Head Boys Tennis Coach	\$4,000	02.22.2016	Athletics
Ferdinand Rettke	Head Softball Coach	\$5,000	02.22.2016	Athletics

## **10. Curriculum & Programs**

### **Motion to approve the Curriculum & Programs Section of the agenda.**

Motion by Neal Whitman, second by Debbie Dunlap

Final Resolution: Motion Carries

Yea: Joe Begeny, Debbie Dunlap, Elaine Tornero, Rob Truex, Neal Whitman

#### **10.01 Educational Travel - Robotics Team to FIRST Robotics Competition (a) REF: 1.19.16**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, that approval be given for the Robotics Team to travel to Cleveland Ohio to participate in a First Robotics competition, on the days of March 17, 2016 through March 19, 2016. The students will miss 2 days of school.

#### **10.02 Educational Travel - Robotics Team to Cincinnati (a) REF: 1.19.16**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, that approval be given for the Robotics Team to travel to Cincinnati, Ohio to participate in a First Robotics competition, on the days of March 30, 2016 through April 2, 2016. The students will not miss any days of school.

## **11. Board Policies**

### **11.01 Open Enrollment Policies (d) REF: 1.19.16**

Board Members discussed Open Enrollment Policies JECBB and JECBB-R.

## **12. Business & Operations**

### **Motion to approve Item 12.02 of the Business & Operations Section of the agenda.**

Motion by Neal Whitman, second by Rob Truex

Final Resolution: Motion Carries

Yea: Joe Begeny, Debbie Dunlap, Elaine Tornero, Rob Truex, Neal Whitman

#### **12.02 Surplus Items (a) REF: 1.19.16**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, that the items on the attached forms be declared surplus and disposed of or sold for a minimal value.

### **Motion to approve Item 12.01 of the Business & Operations Section of the agenda.**

Motion by Neal Whitman, second by Debbie Dunlap

Final Resolution: Motion Carries

Yea: Joe Begeny, Debbie Dunlap, Elaine Tornero, Rob Truex, Neal Whitman

#### **12.01 Approval of CMax Contract (a) REF: 1.19.16**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the contract with CMax for HR Services.

### **13. Executive Session**

#### **Motion to enter into Executive Session.**

Motion by Rob Truex, second by Neal Whitman

Final Resolution: Motion Carries

Yea: Joe Begeny, Debbie Dunlap, Elaine Tornero, Rob Truex, Neal Whitman

#### **13.01 Executive Session - Item A-7 (a) REF: 1.19.16**

Executive Session - Item A-7

The Board entered into Executive Session at 8:15 p.m.

The Board returned to Regular Session at 9:04 p.m. with the following members present: Joe Begeny, Debbie Dunlap, Elaine Tornero, Rob Truex, Neal Whitman

### **14. Administrative and Non-Bargaining Unit Compensation Package**

#### **Motion to approve the following administrative and non-bargaining unit compensation package.**

Motion by Debbie Dunlap, second by Neal Whitman

Final Resolution: Motion Carries

Yea: Joe Begeny, Debbie Dunlap, Elaine Tornero, Rob Truex, Neal Whitman

Debbie Dunlap made the following comments regarding the pay increases:

Tonight, less than one month into my term, I made a decision that was very difficult for me, one I struggled with since the time it was set before me. And I feel strongly that I need to explain my thought process behind that decision. The board voted late after our first executive session to grant a 2.0/2.5 pay increase for administrators here in Reynoldsburg (along with a one-time longevity bonus, the creation of a professional development fund, and a plan to seek the help of a third party for an independent salary study in our district. Some administrators will be exempt from the pay increase as they are not eligible due to recent compensation increases awarded before this year's board convened). I began with the thought that I, Debbie Dunlap, value ALL employees -- staff, administration and teachers. We are all in this together for the sake of the students. I struggled with giving a larger increase to admin, larger than what was awarded in the last teacher contract negotiation (while also recognizing through district research and my own number-crunching that we are behind area norms when paying principals in particular). I also wrestled with the fact that it is important to me that we make admin positions attractive enough to draw quality administrators and support staff -- AND to reduce our turnover. THAT we all know has been a huge problem. I hear it from parents, from the community, from staff, and even from my own children when they continuously lose adults they admire and trust. So AGAIN, I found myself back to my belief in valuing ALL employees. And then it hit me -- As a new board member, I will not define my thinking based on previous decisions by previous board members. I am starting new. And I am moving forward, with this board. And because I value ALL employees, I started tonight voting for a pay increase that I think reflects the value I put in ALL our staff while being fiscally responsible to the citizens of this community. This is a belief that I will hold true throughout my four year tenure on the board.

#### **14.01 Approval of Administrative and Non-Bargaining Unit Compensation (a) REF: 1.19.16**

BE IT RESOLVED, to approve the following increases for administrative and non-bargaining unit staff:

Longevity bonus of \$100 for every year of service in the District, including the 15/16 school year, and base pay increases for the 15/16 school year as follows:

<b>2.5% Base Increase Effective 15/16 School Year and Longevity Bonus</b>		
Bennett, Scott		McCloud, Dawn
Cosgrave, Jocelyn		Miller, Jeremy
Drury, Melissa		Watts, Michelle

<b>2.0% Base Increase Effective 15/16 School Year and Longevity Bonuses</b>			
Adams, Elizabeth		Gengo, Amy	Murgatroyd, Brett
Alig, Jana		Glowa, Mark	Novotni, Wendy
Arp, Chris		Gustavson, Stephanie	Peterman, Brett
Beha Worth, Caitlin		Heater, Mark	Prentice, Sharon
Bellner, Joan		Heater, Tricia	Ritchie, Theresa
Brett, Patty		Heppner, Courtney	Roby, Shawna
Cagle, Christian		Hills, Jan	Rollison, Sarah Kaitlyn
Casto, Susan		Hudak, Michael	Schmitz, William
Chomin, Jennifer		Huntzinger, Joshua	Slonaker, Michele
Deweese, Vicki		Hutchins, Todd	Smith, Kevin
DiPasquale, Katelyn		Jacob, Carol	Starling, Tim
Drake, Jennifer		Jefferson, Lisa	Strickling, Debbie
Eck, Judy		Johnson, Edward P	Symansic, Tricia
Ewing, Mitchell		Johnson, Tenisha	Taracko, John
Fitz, Ryan		Kaminski, Tammee	Woodfork, Barri
Flynn, Brittany		Larsen Jacqueline	
Frissora, Ted		Mirshahi, Daryoush	

<b>Longevity Bonus Only</b>			
Adams, Deana		Grube, Clay	Perkins, Jacob
Bergenstein, Evan		Hagedorn, Deb	Phillips, Matthew
Bomar, Danielle		Harlan, Benjamin	Poole, Curtese
Brooks, Christopher		Holdren, Thomas	Robertson, Suzanne
Byers, Katie		Hummel, Sara	Slauter, Breen
Campbell, Christopher		Jeter, Shawn	Smith, Sharon
Casale, Serena		Jones, Ben	Stahr, Todd
Charles, Fran		Keisel, Nicholas	Tartt, Steve

Coffey, Brian		Ladd, Amie		Timmons, Thomas
Conley, Micca		Lee, Destiny		Wilson, Jamie
Cook, Deb		Lewis, Kim (Buehler)		Young, Stephanie
Dixon, Jennifer		Melton, William		
Dougherty, Kathy		Patton, Andrew		

BE IT FURTHER RESOLVED, to approve the following performance bonuses:

Alig, Jana	\$4,314
Bennett, Scott	\$1,000
Gengo, Amy	\$1,000
Symansic, Tricia	\$6,682

AND BE IT FURTHER RESOLVED, to establish an administrative and non-bargaining unit tuition reimbursement fund in the amount of \$25,000 annually, effective the 15/16 school year.

## 15. Executive Session

### Motion to enter into Executive Session.

Motion by Elaine Tornero, second by Neal Whitman

Final Resolution: Motion Carries

Yea: Joe Begeny, Debbie Dunlap, Elaine Tornero, Rob Truex, Neal Whitman

### 15.01 Executive Session-Item A-7 (a) REF: 1.19.16

The Board entered into Executive Session at 9:15 p.m.

The Board returned to Regular Session at 10:28 p.m. with the following members present: Joe Begeny, Debbie Dunlap, Elaine Tornero, Rob Truex, Neal Whitman

## 16. Adjournment

### 16.01 Motion to Adjourn (a) REF: 1.19.16

Meeting adjourned.

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President

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Treasurer