**Reynoldsburg City Schools**

**Regular Board Meeting**

**Tuesday, July 21, 2020, 6:30 p.m.**

**The Board met at the Central Office and the meeting was**

**Live Streamed on the District Website**

**1. Opening Items**

The Reynoldsburg City School District Board of Education met in regular session on July 21, 2020. The meeting was held at the Central Office and was live streamed to allow for social distancing during the COVID-19 pandemic.

* 1. **Call to Order (p) REF: 7.21.20**

Board President Debbie Dunlap called the meeting to order.

**1.02 Roll Call (p) REF: 7.21.20**

The following Board members were present: Angela Abram, Robert Barga, Jeni Quesenberry, Neal Whitman, Debbie Dunlap

**1.03 Pledge of Allegiance (p) REF: 7.21.20**

The Board recited the Pledge of Allegiance

**2. Approval of Minutes**

**Motion to approve the June 16, 2020 Regular Board Meeting Minutes.**

Motion by Neal Whitman, second by Angela Abram

Final Resolution: Motion carries

Yea: Angela Abram, Robert Barga, Jeni Quesenberry, Neal Whitman, Debbie Dunlap

**2.01 Approval of the June 16, 2020 Regular Board Meeting Minutes (a) REF: 7.21.20**

BE IT RESOLVED, in accordance with the Treasurer's recommendation, to approve the June 16, 2020 Regular Board Meeting Minutes.

**3. Approval of the Agenda**

**Motion to approve the July 21, 2020 Regular Board Meeting Agenda.**

Motion by Jeni Quesenberry, second by Robert Barga

Final Resolution: Motion carries

Yea: Angela Abram, Robert Barga, Jeni Quesenberry, Neal Whitman, Debbie Dunlap

**3.01 Approval of the July 21, 2020 Board of Education Meeting Agenda (a) REF: 7.21.20**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the July 21, 2020 Board Meeting Agenda.

**4. Items from the Board**

**4.01 Board Members spoke on the following topics. (i) REF: 7.21.20**

Note: Below is a brief highlight of items from Board Members. The podcast on the District website contains the full recording of the board meeting.

Angela Abram:

* School supply Drive- Teaming with Lion's Club and Councilwoman Lawson-Rowe.
* Thanked the Reopening Task Force, for their work and recommendations regarding hybrid model options for 2020-2021 school year
* Disability Pride Month. Looking to be intentional about studying ableism, and the intersectionality of disability and race with regards to classification and behaviors for students with IEPs, disabilities with English Learners, and transitional IEPs.
* Ohio Opportunities for Ohioans and Disabilities partners with LEADS (Law Enforcement Agencies Data System) for those with communication impairments to be able to self-identify for driving vehicles, and for others in the vehicle with communication impairments to minimize misunderstandings and compliance during motor vehicle stops.
* Acknowledgement of the difficult decisions to be made.
* Acknowledgement of the frustrations, sacrifice, and expectations of the students, teachers, staff, parents and the community.
* Need support from our governmental entities. Our school funding needs an overhaul. Please contact your state representative, and his education committee with regards to HB 305 (Cupp Patterson Funding Plan) getting to the floor for a vote.

Jeni Quesenberry:

* Thanked Superintendent Brown and the rest of the committee that worked on the plan for the next school year.The Board is aware that we have to keep the safety of our staff and students a priority

Robert Barga:

* Eastland Fairfield update
  + Reported that Eastland Fairfield will open under a hybrid model for the 2020-2021 school year
  + Eastland Fairfield construction project is continuing
* City Legislative Update
  + Mayor Begeny has a lot of plans for the City. Should the District have a policy that waives certain requirements so the city can move faster?

Debbie Dunlap:

* Said that she is glad to be back to an in-person Board meeting
* Thanked administrators, teachers, staff and parents that have worked hard this summer
* Thanked the Board for all of their willingness to read all that has been sent their way to help them make the important decisions
* Congratulations to Mindy Martin and Jim Coley on being named to Parent Magazine’s Teachers of the Year

Neal Whitman

* Saved his comments for later in the meeting

**Resolution Declaring Racism a Public Health Crisis**

Neal Whitman motioned and Angela Abram seconded the motion to approve the Resolution Declaring Racism a Public Health Crisis.

Upon discussion, Neal Whitman made a motion to amend the resolution to strike the 8th Whereas which read as follows:

*WHEREAS, the Board’s composition has changed over time from being an all-White Board to one that is more diverse, and that reflects positive progress in our community;*

Robert Barga seconded the motion to amend. The vote to amend was as follows:

**Motion to Amend the Resolution Declaring Racism a Public Health Crisis by Striking the 8th Whereas (a) REF: 7.21.20**

Motion to amend by Neal Whitman, second by Robert Barga

Final Resolution: Motion to amend fails

Yea: Neal Whitman

Nay: Angela Abram, Robert Barga, Jeni Quesenberry, Debbie Dunlap

Upon further discussion, Mrs. Dunlap motioned to modify the language in 2nd bullet in the 3rd Be It Resolved to read as follows:

*Review all policies and protocols regarding curriculum to ensure racially and culturally relevant content, along with anti-racism instruction is present in curriculum and within the school buildings;*

Neal Whitman seconded the motion. The vote to amend was as follows:

**Motion to Amend the Resolution Declaring Racism a Public Health Crisis by Modifying Language in the 3rd Be it Resolved (a) REF: 7.21.20**

Motion to amend by Debbie Dunlap, second by Neal Whitman

Final Resolution: Motion to amend carries

Yea: Angela Abram, Robert Barga, Jeni Quesenberry, Neal Whitman, Debbie Dunlap

BE IT RESOLVED, to amend the original motion to approve the Resolution Declaring Racism a Public Health Crisis by modifying the language in the 3rd Be it Resolved, 2nd bullet to read as follows:

*Review all policies and protocols regarding curriculum to ensure racially and culturally relevant content, along with anti-racism instruction is present in curriculum and within the school buildings;*

**4.02 Board Resolution Declaring Racism a Public Health Crisis as Amended (a) REF: 7.21.20**

Motion by Neal Whitman, second by Angela Abram

Final Resolution: Motion as amended carries

Yea: Angela Abram, Robert Barga, Jeni Quesenberry, Neal Whitman, Debbie Dunlap

BE IT RESOVED, to approve the Resolution Declaring Racism a Public Health Crisis as amended. (Note: An amendment to add Fairfield and Licking counties to the location of the District was approved later in the meeting, but is incorporated below.)

***RESOLUTION DECLARING RACISM A PUBLIC HEALTH CRISIS***

*WHEREAS, the Board of Education of the Reynoldsburg City School District (“Board”) is a public-school system within Franklin, Licking, and Fairfield Counties, Ohio; and*

*WHEREAS, there is a long history of racism, discrimination, and segregation within our country, beginning over 400 years ago when human beings from African countries and of African descent were trapped, kidnapped, sold and forced into bondage and dispersed all over the world, and also brought to what would become the United States; and*

*WHEREAS, this history has negatively impacted health, educational, and economic outcomes for many racial groups, and specifically Black citizens; and*

*WHEREAS, systemic and institutionalized racist practices such as Jim Crow, Redlining, Gerrymandering, Separate but Equal, whether unintentional, intentional, or inadvertent, have negatively impacted our country, state, county and district from living up to its stated constitutional ideas of liberty, freedom and justice for all; and*

*WHEREAS, extensive peer-reviewed research demonstrates that this history has had a lasting detrimental impact on the educational outcomes of Black students and other students of color through curriculum, discipline, and school climate; and*

*WHEREAS, racism has been determined to be a social detriment of health inequities through its direct physiological and psychological impact on individual and population health, as well as indirectly through its impact on educational, socioeconomic, and other social structures which can lead to negative long-term health outcomes; and*

*WHEREAS, our Black students, and students of color, staff, and community continue to struggle from these historic and racially unjust practices as evidenced by inequities in education, technology access, discipline, healthcare, food security, employment, housing and criminal and social justice; and*

*WHEREAS, the Board’s composition has changed over time from being an all-White Board to one that is more diverse, and that reflects positive progress in our community; and*

*WHEREAS, the Board acknowledges that our students are a diverse body of which 38.8 percent are Black; 33 percent are White; 11.4 percent are English Language Learners; 10.3 percent are Multiracial; 9.6 percent are Asian/Pacific Islander; and 8.2 percent are Hispanic, all with diverse experiences; and*

*WHEREAS, while the Board has existing policies and programs to promote racial equity, the Board desires to further implement actions and share stronger statements recognizing all students who are entrusted in our care; and*

*WHEREAS, the Board desires to continue to live out its responsibility and mandate as outlined in Policy 0118 to “establish policies and make decisions on the basis of declared educational philosophy and goals” and “act as a truly representative body for citizens in all matters related to programs and operations.”*

*THEREFORE, BE IT RESOLVED that the Board joins the City of Reynoldsburg in declaring that racism is a public health crisis that adversely impacts our students, our families, and our community, and*

*BE IT FURTHER RESOLVED that the Board will hereby establish a committee to study and dismantle racial disparities that exist in the Reynoldsburg City School District and embed racial equity across all layers of the educational process, and*

*BE IT FURTHER RESOLVED that this committee shall be composed of a cross-section of the Reynoldsburg community, reflecting the diverse culture of our City, and*

*BE IT FURTHER RESOLVED that this committee will be charged with identifying and evaluating a number of areas to include, but not limited to:*

* *Review all Board policy regarding non-discrimination and equal opportunity in an effort to strengthen our district’s equity policies and reduce the effects of racism on our Black and other marginalized students and staff;*
* *Review all policies and protocols regarding curriculum to ensure racially and culturally relevant content, along with anti-racism instruction is present in curriculum and within the school buildings;*
* *Review annual professional development and other training to ensure diversity, equity and inclusion, and implicit bias training are a reoccurring part of staff PD;*
* *Review the District’s student Code of Conduct and all policies related to Policy 5500.*

*BE IT FURTHER RESOLVED that the Board directs the Superintendent to prepare an annual report (with quarterly updates to the Board) that provides the following information: discipline data from each grade level (K-12) to include suspensions and expulsions; hiring and promotion trends and practices; Special Education, Gifted, College Credit Plus and AP data and trends; and the number of complaints received from parents, students or community members regarding bias, the status of the investigation, and the general outcome of each complaint, and*

*BE IT FURTHER RESOLVED that the Board directs the Superintendent to work with the Reynoldsburg Police Department in an effort to review our standards and expectations to further promote a culturally affirming climate in our schools, and*

*BE IT FURTHER RESOLVED that the Board, through its Policy Committee, draft a policy that establishes Employee Resource Groups focused on intentionally supporting and improving retention, morale, professional growth, and opportunities for teachers and staff to collaborate in a supportive, affirming atmosphere, and*

*BE IT FURTHER RESOLVED that it is hereby found and determined that all formal actions of the Board concerning and relating to the adoption of this resolution were adopted in an open meeting of the Board.*

**Motion to approve the Resolution Affirming Reynoldsburg City Schools’ Right to Local Control of Policy and Taxpayer’s Moneys**

Motion by Neal Whitman, second by Angela Abram

Final Resolution: Motion carries

Yea: Angela Abram, Robert Barga, Jeni Quesenberry, Neal Whitman, Debbie Dunlap

**4.03 Board Resolution Affirming Reynoldsburg City Schools' Right to Local Control of Policy and Taxpayer's Monies (a) REF: 7.21.20**

BE IT RESOVED, to approve the Affirming Reynoldsburg City Schools' Right to Local Control of Policy and Taxpayer's Monies.

***RESOLUTION AFFIRMING REYNOLDSBURG CITY SCHOOLS’ RIGHTS TO LOCAL CONTROL OF POLICY AND TAXPAYER’S MONIES***

***WHEREAS*** *on March 9, 2020, Ohio reported its first case of COVID-19, a highly contagious virus that transmits, often asymptomatically, amongst closely positioned persons; and*

***WHEREAS*** *on July 2, 2020, the Governor of Ohio issued the “COVID-19 Health and Prevention Guidance for Ohio K-12 Schools,” which, amongst other things, regulates the operation of the schools during the 2020-2021 academic year as it relates to the COVID-19 ongoing concerns, while allowing significant control over reopening by the locally elected school board; and*

***WHEREAS*** *the Reynoldsburg City School District receives approximately $3.9 million in the form of federal funds, with approximately $1.7 million in the form of Title I funds and approximately $1.6 million in the form of IDEA-B funds; and*

***WHEREAS*** *on May 22, 2020, Secretary of Education Betsy DeVos issued a guidance that interpreted the CARES act to distribute funds not only to public schools in need, but also private schools, regardless of income. This guidance has been openly followed on an ongoing basis, diverting Title I and CARES Act funds in ways not clearly intended by Congress; and*

***WHEREAS*** *on July 7, 2020, Secretary of Education Betsy DeVos suggested that if local school districts did not open according to the plan laid out by the Federal Government, “they shouldn’t get the funds”, referring to federal funds for education under Title I and possibly also under the CARES Act; and*

***WHEREAS*** *the Reynoldsburg City School District’s Board of Education reserves the right to decide how and when to reopen their schools, pursuant to state law; and*

***WHEREAS*** *the idea that students, teachers, and other staff can safely return to schools without greatly increasing the expenditure of money in order to ensure adequate space, staffing, safety equipment, and other necessities is a detriment to our District, especially when COVID-19 cases are on an upward trajectory; and*

***WHEREAS*** *even under an all-online or hybrid reopening of schools, it will take a significant increase in monetary expenditures to upgrade the digital infrastructure, in addition to accommodating the needs stated for face-to-face, to allow for a responsible reopening; and*

***WHEREAS*** *the State of Ohio has not passed a budget which would allow for the reopening of schools under the Federal plan, nor has the Federal Government provided any additional funds to cover this proposed expenditure gap; and*

***WHEREAS*** *it is the opinion of the Board that both the Federal government and the state of Ohio have the means and ability to properly fund public schools, regardless of reopening strategy or needs; and*

***NOW THEREFORE BE IT RESOLVED*** *that the Reynoldsburg City School District Board of Education considers the actions taken as it relates to Title I and CARES funds to be wrong, and the Board of Education requests that these funds not be diverted to parochial schools,**and will otherwise consider all possible actions to take to preserve its interest in these funds; and*

***BE IT FURTHER RESOLVED*** *that the Reynoldsburg City School District Board of Education considers student safety to be a paramount concern, and will reopen according to the plans laid out by the Board, in accordance with the scientific facts and the health and safety of our students, and in accordance with State law, without any concern to Federal funds; and*

***BE IT FURTHER RESOLVED*** *that the Reynoldsburg City School District Board of Education considers the threatened actions as it relates to tying Federal funds to reopening to be wrong, and the Board of Education requests that these funds not be diverted and will otherwise consider all possible actions to take to preserve its interest in these funds; and*

***BE IT FURTHER RESOLVED*** *that the Reynoldsburg City School District Board of Education calls on the Federal and state government to create an immediate, shock-and-awe, overwhelming-force level financial rescue package for PreK-12 public schools nationwide; and*

***BE IT FURTHER RESOLVED*** *that the Reynoldsburg City School District Board of Education authorizes Vice President Neal Whitman and Member Robert Barga, as legislative liaisons, to forward this resolution to all appropriate federal and state office holders, along with a summary description of what the Board requests.*

**Motion to further amend the Resolution Declaring Racism a Public Health Crisis.**

Debbie Dunlap made a motion to further amend the Resolution Declaring Racism a Public Health Crisis to reflect in the 1st Whereas the fact that the District is within three counties; Franklin, Licking and Fairfield. A typo was also corrected. Robert Barga seconded the motion. The vote was as follows:

Motion by Debbie Dunlap, second by Robert Barga

Final Resolution: Motion to further amend item 4.02 carries

Yea: Angela Abram, Robert Barga, Jeni Quesenberry, Neal Whitman, Debbie Dunlap

**4.02A Further Amendment to Resolution Declaring Racism a Public Health Crisis (a) REF: 7.21.20**

BE IT RESOLVED, to amend the Resolution Declaring Racism a Public Health Crisis to include Licking and Fairfield counties in the 1st Whereas and to correct a typo. (Note: This change was incorporated in the resolution as noted in item 4.02.

**4.04 Committee Reports (i) REF: 7.21.20**

Board members reported on the following committee meetings:

(See committee meeting minutes at the end of Board of Education minutes)

* Finance Committee
* Policy Committee

**5. Items from the Superintendent**

**5.01** The Superintendent saved his comments for later in the meeting.

**6. Recognition of Visitors**

**6.01 The following visitor addressed the Board (i) REF: 7.21.20**

Luke Rouker addressed the Board regarding evidence-based opinion on Covid-19 and reopening school.

**Recess**

**Motion to Recess the meeting**

Motion by Debbie Dunlap, second by Neal Whitman

Final Resolution: Motion carries

Yea: Angela Abram, Robert Barga, Jeni Quesenberry, Neal Whitman, Debbie Dunlap

**Motion to Recess (a) REF: 7.21.20**

The Board took a brief recess at 8:20 p.m. and resumed the meeting at 8:26 p.m. The roll call upon return was as follows:

Angela Abram, Robert Barga, Jeni Quesenberry, Neal Whitman, Debbie Dunlap

**7. Finance**

**Motion to approve the Finance Section of the Agenda.**

Motion by Jeni Quesenberry, second by Robert Barga

Final Resolution: Motion carries

Yea: Angela Abram, Robert Barga, Jeni Quesenberry, Neal Whitman, Debbie Dunlap

**7.01 Financial Statements (a) REF: 7.21.20**

BE IT RESOLVED, in accordance with the Treasurer's recommendation, to approve the June 30, 2020 Financial Statements.

**7.02 Appropriation Modification (a) REF: 7.21.20**

BE IT RESOLVED, in accordance with the Treasurer's recommendation, to approve the modification to the temporary appropriations in the amount of $1,291,720.61.

**7.03 Advances (a) REF: 7.21.20**

BE IT RESOLVED, in accordance with the Treasurer's recommendation, to approve the advances to FY21 grants in the amount of $453,000.00 and to approve the return of those advances when the grants are completed.

**7.04 Donation (a) REF: 7.21.20**

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

|  |  |  |  |
| --- | --- | --- | --- |
| **School/Group** | **Amount/Value** | **Donor** | **Purpose** |
| Robotics Team | $6,000.00 | American Electric Power | Robotics Team Competitions |

**8. Personnel**

**Motion to approve Items 8.01, 8.03, 8.04 and 8.05 of the Personnel Section of the Agenda.**

**(Item 8.02 was voted on separately.)**

Motion by Neal Whitman, second by Jeni Quesenberry

Final Resolution: Motion carries

Yea: Angela Abram, Robert Barga, Jeni Quesenberry, Neal Whitman, Debbie Dunlap

**8.01 Administrative Staff (a) REF: 7.21.20**

**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** |
| Erin Jones | CO | Special Education Coordinator 5-12 | 1.0 | $85,000.00 | 08.01.2020 | Rebecca Furbay |
| David Schottner | FRES | Principal | 1.0 | $89,000.00 | 08.01.2020 | Terra Baker |
| Schyvonne Ross | SMBR | Assistant Principal | 1.0 | $87,000.00 | 08.01.2020 | Jon Moorehead |

**RESIGNATIONS (a)**

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

resignations:

|  |  |  |  |
| --- | --- | --- | --- |
| **Name** | **Building** | **Assignment** | **Effective Date** |
| Kimberly Halley | CO | Assistant Superintendent | 07.31.2020 |
| Rebecca Furbay | CO | Special Education Coordinator 5-12 | 07.31.2020 |
| Christopher Brooks | District | Coordinator of Deeper Learning | 07.31.2020 |
| Terra Baker | FRES | Principal | 07.31.2020 |

**CONTRACTS - 2 YEAR (a)**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the following 2-year contracts:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Name** | **Building** | **Assignment** | **FTE** | **Salary** | **Effective Date** | **Replacing** |
| Breen Slauter | HAMS | Principal | 1.0 | $102,500.00 | 08.01.2020 | Jamie Wilson |
| Jack Purtell | District | Athletic Director | 1.0 | $79,590.00 | 08.01.2020 | Jacob Perkins |

**CONTRACT - 3 YEAR (a)**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the following 3-year contract:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Name** | **Building** | **Assignment** | **FTE** | **Salary** | **Effective Date** | **Replacing** |
| Jamie Wilson | CO | HR Director | 1.0 | $108,000.00 | 08.01.2020 | Tanya Davis |

**EMPLOYMENT - TRANSFERS (a)**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to accept the following employment transfer:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Name** | **From Building** | **From Assignment** | **To Building** | **To Assignment** | **Salary** | **Effective Date** | **Replacing** |
| Ben Harlan | WRJH | Assistant Principal | 9X | Assistant Principal | $86,560.00 | 08.01.2020 | Breen Slauter |

**PAYMENT FOR OTHER SERVICES (a)**

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

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Name** | **Service Rendered** | **Building** | **Rate of Pay** | **Fund** | **Effective Date** |
| Jack Purtell | Up to 20 Additional Administrative Days | District | Daily Rate | 001.4590.113 | Summer 2020 |
| Mary Ellen Weeks | Academic Planning | District | $500  Flat | 001.2219.113 | Summer 2020 |
| Thomas Timmons | Academic Planning | District | $500  Flat | 001.2219.113 | Summer 2020 |
| David Schottner | Up to 10 Additional Administrative Days | FRES | Daily Rate | 001.2421.113 | Summer 2020 |

**CONTRACT ADDENDUMS (a)**

BE IT RESOLVED, in accordance with the Superintendent's recommendation to correct the contract for the following Administrators to reinstate STRS/SERS Pick-up effective 8/1/2020.  This was inadvertently left out of the contracts approved 5/19/2020.

Ben Jones 10%

Curtese Poole 10%

Maryellen Weeks 10%

**POLICY REVISION (a)**

BE IT RESOLVED, per the Superintendent's recommendation, that if an administrator has vacation language in their contract that differs from vacation language in Board Policy, the administrator shall follow the less restrictive language.

**8.03 Certified Staff (a) REF: 7.21.20**

**RESIGNATIONS (a)**

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

|  |  |  |  |
| --- | --- | --- | --- |
| **Name** | **Building** | **Assignment** | **Effective Date** |
| Pablo Chignolli | BELL | Spanish Teacher | 08.01.2020 |
| Michelle Massey | Encore | Intervention Specialist | 07.31.2020 |
| Madeline Travis | eSTEM | Science Teacher | 07.31.2020 |
| Olivia Miranda | FRES | 4th Grade Teacher | 07.31.2020 |
| Allison McMannis | HMSE | 3rd Grade Teacher | 07.31.2020 |
| George Rooney | HS2 | Math Teacher | 08.01.2020 |
| Schyvonne Ross | HS2 | English Teacher | 07.31.2020 |
| Lauren Tullis | SMBR | Gifted Intervention Specialist | 07.31.2020 |
| Tessa Piper | SMBR | Speech Language Pathologist | 08.01.2020 |
| Shawna Roteff | SRES | 4th Grade Teacher | 08.01.2020 |
| Christina Matunas | WRJH | Intervention Specialist | 07.31.2020 |
| Joshua Muncy | WRMS | 5th Grade Math Teacher | 08.01.2020 |

**EMPLOYMENT (a)**

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

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Name** | **Building** | **Assignment** | **FTE** | **Level** | **Salary** | **Effective Date** | **Replacing** |
| Heather Birch | 9X | Social Studies Teacher | 1.0 | MA/5 | $59,516.00 | 08.01.2020 | Casie Weems |
| Mikael Couch | 9X | Physical Education | 1.0 | BS/0 | $43,487.00 | 08.01.2020 | Alex Sparks |
| Auna Rickman | 9X | Science Teacher | 1.0 | BS150/5 | $55,024.00 | 08.01.2020 | Tanner Poage |
| Katherine Adams | BELL | Math Teacher | 1.0 | MA/1 | $50,875.00 | 08.01.2020 | Katherine Lock |
| Emily Mascia | BELL | Spanish Teacher | 1.0 | BS/5 | $52,911.00 | 08.01.2020 | Pablo Chignolli |
| Rebecca Dwamena | FRES | 4th Grade Teacher | 1.0 | BS150/5 | $55,024.00 | 08.01.2020 | Olivia Miranda |
| Katherine McPhillips | FRES | 2nd Grade Teacher | 1.0 | MA/3 | $55,024.00 | 08.01.2020 | Erin Miller |
| Maria Severt | FRES | Spanish Teacher | 1.0 | MA/2 | $52,911.00 | 08.01.2020 | Audra Crum |
| Kaz Pata | HAMS | Physical Education | 1.0 | MA/4 | $57,225.00 | 08.01.2020 | NEW |
| Stephanie Moore | SUES | 4th Grade Teacher | 1.0 | BS150/5 | $55,024.00 | 08.01.2020 | Ashley Symonds |
| Kelly Dyer | Summit/Livingston Campus | Spanish Teacher | 1.0 | BS150/6 | $57,225.00 | 08.01.2020 | Lori Hazzard |
| Shawnda Rhoads | WRJH | 7th Grade Math Teacher | 1.0 | MA/5 | $59,516.00 | 08.01.2020 | Renee Maedeker |
| Kyra Arena | WRMS | 5th Grade Math Teacher | 1.0 | BS/3 | $48,919.00 | 08.01.2020 | Joshua Muncy |

**EMPLOYMENT - TRANSFERS (a)**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to accept the following employment transfers:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Name** | **From Building** | **To Building** | **From Assignment** | **To Assignment** | **Effective Date** | **Replacing** | **Fund** |
| Shane Whitacre | 9X | HS2 | Math Teacher | Math Teacher | 08.01.2020 | George Rooney | General |
| Janet Dugan | FRES | FRES | 4th Grade Teacher | 1st Grade Teacher | 08.01.2020 | Jaukita Bowens | General |
| Rachel Mooney | HMSE | HMSE | 4th Grade Teacher | 3rd Grade Teacher | 08.01.2020 | Allison McMannis | General |

**EMPLOYMENT - CHANGE IN STATUS (a)**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the change in status for the following:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Name** | **Building** | **From Assignment** | **To Assignment** | **Reason** | **Effective Date** | **Fund** |
| Tracy Macedonia | Central Office | 0.5 Curriculum Support | 0.75 Curriculum Support | Content Area Literacy & Writing Raiders/Vendor Support | 20/21  SY | General |

**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** |
| All Certified Staff | District | New Tech PD | $13.02/  Hr. | 572.9120  or  590.9021 | Summer 2020 |
| All Math Implementation Coaches | District | Implementation Coach Work  (Correction from May Agenda) | $2,000.00  Flat | 001.2212.113 | June 2020  -  2021  SY |
| Janet Kunes | HS2 | RESA Lead Mentor | $1,500.00  Flat | 001.2218.113 | 20/21  SY |

**CORRECTION TO RESIGNATION DATES (a)**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the following corrections to resignations approved on the April, May, and June 2020 Agendas:

|  |  |  |  |
| --- | --- | --- | --- |
| **Name** | **Building** | **Original Date** | **Corrected Date** |
| Emma Best | 9X | 08.01.2020 | 07.31.2020 |
| Tanner Poage | 9X | 08.01.2020 | 07.31.2020 |
| Alissa Scowden | 9X | 08.01.2020 | 07.31.2020 |
| Alex Sparks | 9X | 08.01.2020 | 07.31.2020 |
| Lori Hazzard | eSTEM | 08.01.2020 | 07.31.2020 |
| Erin Miller | FRES | 08.01.2020 | 07.31.2020 |
| Kamie Guzy | HAMS | 08.01.2020 | 07.31.2020 |
| Ashley Symonds | SUES | 08.01.2020 | 07.31.2020 |

**8.04 Classified Staff (a) REF: 7.21.20**

**RETIREMENT (a)**

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

|  |  |  |  |
| --- | --- | --- | --- |
| **Name** | **Building** | **Assignment** | **Effective Date** |
| Karen Stirewalt | RHES | Head Cook | 08.01.2020 |

**RESIGNATIONS (a)**

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

|  |  |  |  |
| --- | --- | --- | --- |
| **Name** | **Building** | **Assignment** | **Effective Date** |
| Colette Howell | SMBR | Secretary | 07.31.2020 |
| Olivia Welch | SRES | Paraprofessional | 08.01.2020 |

**EMPLOYMENT (a)**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to accept the following employment:

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Name** | **Building** | **Assignment** | **FTE** | **Level** | **Salary** | **Replacing** | **Effective Date** | **Fund** |
| Kerry Riggs | HAMS | Secretary | 1.0 | 3 | $16.90/  Hr | Amanda Tonjes | 08.01.2020 | General |

**EMPLOYMENT - TRANSFERS (a)**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to accept the following employment transfers:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Name** | **From Building** | **To Building** | **From Assignment** | **To Assignment** | **Effective Date** | **Replacing** | **Fund** |
| Stephanie Mcpherson | RHES | FRES | 1.0 Paraprofessional | 1.0 Paraprofessional | 08.01.2020 | Sharon Prater | General |
| Crystal Stansbury | TRES | SRES | .81 Special Ed. Paraprofessional | .81 Special Ed. Paraprofessional | 08.01.2020 | Olivia Welch | Spec Ed. |

**EMPLOYMENT - CHANGE IN STATUS (a)**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the change in status for the following for the 2020/2021 academic school year only:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Name** | **Building** | **From Assignment** | **To Assignment** | **Reason** | **Effective Date** | **Fund** |
| Rhonda Eberst | SUES | .81 Paraprofessional | 1.0 Paraprofessional | .19 Additional Duty | 08.01.2020 | General |

**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** |
| All Building Secretaries | District | Power School Training | Current Hourly Rate | 001.2422.143 | July 2020  -  Aug. 2020 |
| Patty Shivener | HAMS | Additional Duty Days | Current Hourly Rate | 001.1120.143.0003.003 | Summer 2020 |
| Tammy McBane-Ludwig | HMSE | Secretarial/Office Assistance  20 hours | Current Hourly Rate | 001.2422.143.0006.006 | Aug. 3, 2020  -  Aug. 7, 2020 |
| Elisa Blue | HS2 | Additional Duty Days | Current Hourly Rate | 001.2422.143.0028.028 | Summer 2020 |

**EMPLOYMENT - CLASSIFIED SUBSTITUTES (a)**

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

**Substitute/Supplemental Bus Mechanic- $12.74**

Mamadou Sall - effective 6/1/2020

**8.05 Supplemental Staff (a) REF: 7.21.20**

**EMPLOYMENT - COACHES (a)**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the following supplemental contracts for employment:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **NAME** | **ASSIGNMENT** | **SALARY** | **DATE** | **FUND** |
| Scott Brewer | Head Coach Golf | $4,000.00 | 20/21 School Year (Fall) | Athletics |
| Chris Merrick | Head Coach Girls Soccer | $5,000.00 | 20/21 School Year (Fall) | Athletics |
| Tony Labudovski | Head Coach Boys Soccer | $5,000.00 | 20/21 School Year (Fall) | Athletics |
| Theodore White | Head Coach Football | $6,000.00 | 20/21 School Year (Fall) | Athletics |
| Skye Leasure | Head Coach Cheerleading | $2,000.00 | 20/21 School Year (Fall) | Athletics |
| William Crane | Head Coach Cross Country | $4,000.00 | 20/21 School Year (Fall) | Athletics |
| Les Somogyi | Head Coach Girls Tennis | $4,000.00 | 20/21 School Year (Fall) | Athletics |
| Mitchell Ewing | Jr. High Athletic Director | $10,000.00 | 20/21 School Year | General |
| Richard Ladowitz | HS Faculty Manager | $8,000.00 | 20/21 School Year (Fall/Winter) | General |
| Robert Brickner | JH Faculty Manager | $4,000.00 | 20/21 School Year | Athletics |

**Motion to approve Items 8.02, of the Personnel Section of the Agenda.**

Motion by Robert Barga, second by Jeni Quesenberry

Final Resolution: Motion carries

Yea: Angela Abram, Robert Barga, Neal Whitman, Debbie Dunlap

Abstain: Jeni Quesenberry

**8.02 Employment of Assistant Superintendent (a) REF: 7.21.20**

**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** |
| David Baker | CO | Assistant Superintendent | 1.0 | $121,000.00 | 08.10.2020 | Kimberly Halley |

**9. Student Services**

**Motion to approve the Student Services Section of the Agenda.**

Motion by Jeni Quesenberry, second by Neal Whitman

Final Resolution: Motion carries

Yea: Angela Abram, Robert Barga, Jeni Quesenberry, Neal Whitman, Debbie Dunlap

**9.01 Boundless - Extended School Year Services (a) REF: 7.21.20**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the agreement with Boundless for extended school year services for students with special needs for the 2019-2020 school year.

**9.02 Bridgeway Academy Agreement (a) REF: 7.21.20**

BE IT RESOLVED, in accordance with the Superintendent’s recommendation, to approve the agreement with Bridgeway Academy as an alternative educational placement program for the 2020-2021 school year.

**9.03 CareerStaff / Therapists Unlimited Agreement (a) REF: 7.21.20**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the agreement with CareerStaff Unlimited/Therapists Unlimited for related services for students with special needs for the 2020-2021 school year.

**9.04 Custom Transportation and Recruiting, LLC Agreement (a) REF: 7.21.20**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the agreement with Custom Transportation and Recruiting, LLC for students with special needs for the 2020-2021 school year.

**9.05 Eagle Wings Agreement (a) REF: 7.21.20**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the agreement with Eagle Wings Academy for students with special needs for the 2020-2021 school year.

**9.06 Franklin County Board of Developmental Disabilities Agreement (a) REF: 7.21.20**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the agreement with Franklin County Board of Developmental Disabilities for students with special needs for the 2020-2021 school year.

**9.07 Healthcare Processing Consultant, Inc. Agreement (a) REF: 7.21.20**

BE IT RESOLVED, in accordance with the Superintendent’s recommendation, that approval be granted for the Reynoldsburg City Schools to enter into a three-year contractual agreement with Healthcare Process Consulting, Inc. for the purpose of assisting in procuring Medicaid reimbursement for Medicaid eligible services for students with disabilities beginning with the 2020-2021 School Year.

**9.08 Licking County Educational Service Center Agreement (a) REF: 07.21.20**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the agreement with Licking County Educational Service Center as an alternative educational placement program for the 2020-2021 school year.

**9.09 The Learning Spectrum Agreement (a) REF: 7.21.20**

BE IT RESOLVED, in accordance with the Superintendent’s recommendation, to approve the agreement with The Learning Spectrum as an alternative educational placement program for the 2020-2021 school year.

**9.10 Personnel for Extended School Year (a) REF: 7.21.20**

BE IT RESOLVED, in accordance with the Superintendent’s recommendation, to approve certified staff and classified staff currently employed by or contracted with the District to provide extended school year services and attend meetings for students with disabilities as required by an individual’s education plan (IEP) in June, July and/or August 2020. The rate of pay for certified personnel is as stated in the negotiated agreement ($26.04 per hour). Classified staff are paid at their current hourly rate.  Contracted staff are paid at their contractual rate.

**10. Curriculum & Programs**

**Motion to approve the Curriculum & Programs Section of the Agenda.**

Motion by Neal Whitman, second by Jeni Quesenberry

Final Resolution: Motion carries

Yea: Angela Abram, Robert Barga, Jeni Quesenberry, Neal Whitman, Debbie Dunlap

**10.01 World Language Agreements through the East Central Ohio Educational Service Center (a) REF: 7.21.20**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the agreements for employment of world language instructors for the 2020-2021 school year through the East Central Ohio Educational Service Center.

**10.02 2020-2021 School Handbooks and Code of Conduct (a) REF: 7.21.20**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the elementary, middle level, and high school handbooks and the Code of Conduct for the 20-21 school year.

**10.03 Reynoldsburg City Schools Responsible Restart Plan (a) REF: 7.21.20**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the Reynoldsburg City Schools Responsible Restart Plan for the 20-21 school year as presented.

**11. Policies**

**Motion to approve Items 11.01 through 11.05, 11.07 through 11.08 and 11.10 through 11.11 of the Policies Section of the Agenda.**

Motion by Neal Whitman, second by Jeni Quesenberry

Final Resolution: Motion carries

Yea: Angela Abram, Robert Barga, Jeni Quesenberry, Neal Whitman, Debbie Dunlap

**11.01 Classified Non-Bargaining Unit Staff Benefit Policy (a) REF: 7.21.20**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve Policy 4422, Classified Non-Bargaining Unit Staff Benefits.

**11.02 Employment of Administrators Policy (a) REF: 7.21.20**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve Policy 1520, Employment of Administrators.

**11.03 District Sponsored Clubs and Activities Policy (a) REF: 7.21.20**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve Policy 2430, District Sponsored Clubs and Activities.

**11.04 Search and Seizure Policy (a) REF: 7.21.20**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve Policy 5771, Search and Seizure.

**11.05 Procurement Federal Grants/Funds Policy (a) REF: 7.21.20**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve Policy 6325, Procurement Federal Grants/Funds.

**11.07 Stale Dated Check Procedure Policy (a) REF: 7.21.20**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve Policy 6440, Stale Dated Checks.

**11.08 COVID-19 Face Covering Policy (a) REF: 7.21.20**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve Policy 8540.01 COVID-19 Face Covering.

**11.10 2020-2021 School Calendar Update (a) REF: 7.21.20**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the updated 2020-2021 School Calendar.

**11.11 Remote Learning Plan (a) REF: 7.21.20**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve the Remote Learning Plan.

**Motion to approve Items 11.06 and 11.09 of the Policies Section of the Agenda.**

Neal Whitman motioned and Angela Abram seconded the motion to approve agenda items 11.06, Student Conduct Policy and 11.09, School Dress Code Policy.

Upon discussion, Neal Whitman made a motion to amend the dress code policy as follows:

*To ensure effective and equitable enforcement of this dress code, school staff shall enforce the dress code consistently using the requirements below. School administration and staff shall not have discretion to vary the requirements in ways that lead to discriminatory enforcement.*

* + *​No student should be affected by dress code enforcement because of racial identity, sex assigned at birth, gender identity or expression, sexual orientation, ethnicity, cultural or religious identity, household income, body size/type, or body maturity.*
  + *School staff shall not enforce the school’s dress code more strictly against transgender and gender-nonconforming students than other students.*
  + *Students shall not be shamed or required to display their body in front of others (students, parents, or staff) in school. “Shaming” includes, but is not limited to:* 
    - *kneeling or bending over to check attire fit;*
    - *measuring straps or skirt length;*
    - *asking students to account for their attire in the classroom or in hallways in front of others;*
    - *calling out students in spaces, in hallways, or in classrooms about perceived dress code violations in front of others; in particular, directing students to correct sagged pants that do not expose the entire undergarment, or confronting students about visible bra straps, since visible waistbands and straps on undergarments are permitted; and*
    - *accusing students of “distracting” other students with their clothing.*

*These dress code guidelines shall apply to regular school days and summer school days, as well as any school-related events and activities, such as graduation ceremonies, dances and prom.*

Mr. Barga seconded the motion to amend. The vote to amend was as follows:

**Motion to Amend Policy 5500 School Dress Code**

Motion to amend by Neal Whitman, second by Robert Barga

Final Resolution: Motion to amend fails

Nay: Angela Abram, Robert Barga, Jeni Quesenberry, Neal Whitman, Debbie Dunlap

**Motion to Approve Items 11.06, Student Conduct Policy and Items 11.09, School Dress Code Policy without amendments**

Motion by Neal Whitman, second my Angela Abram

Final Resolution: Motion carries

Yea: Angela Abram, Jeni Quesenberry, Neal Whitman, Debbie Dunlap

Nay: Robert Barga

**11.06 Student Conduct Policy (a) REF: 7.21.20**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve Policy 5500, Student Conduct.

**11.09 Student Dress Code (a) REF: 7.21.20**

BE IT RESOLVED, in accordance with the Superintendent's recommendation, to approve Policy 5511 School Dress Code as presented.

**12. Business & Operations**

**Motion to approve the Business & Operations Section of the Agenda.**

Motion by Neal Whitman, second by Jeni Quesenberry

Final Resolution: Motion carries

Yea: Angela Abram, Robert Barga, Jeni Quesenberry, Neal Whitman, Debbie Dunlap

**12.01 Surplus Items (a) REF 7.21.20**

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

HAMS - Kiln, Letter Machine and Scantron

**13. Adjournment**

**Motion to adjourn.**

Motion by Robert Barga, second by Jeni Quesenberry

Final Resolution: Motion carries

Yea: Angela Abram, Robert Barga, Jeni Quesenberry, Neal Whitman, Debbie Dunlap

**13.01 Motion to Adjourn (a) REF: 7.21.20**

Meeting adjourned.

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

President

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

Treasurer

**Finance Committee Meeting**

**July 20, 2020**

**3:00 p.m.**

**Central Office**

**Members in Attendance**

Debbie Dunlap, Board President

Robert Barga, Board Member

Melvin Brown, Superintendent

Chris Reed, Director of Operations

Tammy Miller, Treasurer

1. Five-Year-Forecast Update
   * The Committee reviewed the May 2020 Five-Year-Forecast updated with actual revenues and expenditures at 6/30/20.
2. Moody’s Investor Services Annual Comment
   * The Committee reviewed the recent Moody’s Issuer Comment. The District’s general obligation rating is Aa2.
3. Central Office Building
   * A developer is interested in purchasing the District’s building at 7244 East Main St. Chris Reed gave an update on the status of the conversations with the developer and representatives from the City.
4. Software Conversion
   * Tammy Miller updated the committee on the conversion to the new accounting and payroll software system. The District went live on 7/1/20.

**Policy Committee Meeting**

**July 7, 2020**

1. 1520 Employment of Administrators (update vacation carryover language)
2. 4422 Classified Non-Bargaining Unit Staff Benefit Policy (updated vacation carryover language)
3. 6325 Procurement-Federal Grants (update per guidance from ODE regarding classifying purchases from ESCs as single source purchases)
4. New Policy-Stale Dated Checks (outlines requirements for handling of old outstanding checks)
5. 5500 Student Code of Conduct and the Student Bill of Rights
6. 2430 District Sponsored Clubs and Activities
7. 5421 Grading Systems
8. 5511 School Dress Code

Future Policies for consideration:

Title IX; Neola is in the process of developing policies and administrative guidelines that comply with the Final Rule. The new and revised documents will be issued this summer so boards of education can take the steps necessary to comply with the amended Title IX regulations when they go into effect on August 14, 2020. The Final Rule can be found at:

Also: By the end of July:

* Workplace Flexibilities and Protections COVID-19
* Develop Policies and Procedures for Prompt Identification and Isolation of Sick People, if appropriate
* Recommended by CDC and OSHA