

**Chippewa School District**  
**Board of Education Regular Meeting**

Via Zoom

Monday, August 10, 2020 6:00 PM

**BOARD MINUTES**

**I. OPENING**

A. Call to Order :: Moment of Silence :: Pledge of Allegiance

B. Present: Mrs. Rohr, Mr. DeAngelis, Mrs. Fenn, Dr. Good, Mr. Hershberger

**RESOLUTION 060-20**

C. Upon consideration to amend and approve the August 10, 2020 Agenda to include addendum as part of the Treasurer's Consent Agenda. (letter g) Collective Bargaining Agreement with the OAPSE/AFSCME/AFL-CIO and its Chapter #445.

Motion to approve by Fenn and 2<sup>nd</sup> by DeAngelis

Roll Call: DeAngelis yes Fenn yes, Good yes, Hershberger yes, Rohr yes

**CARRIED**

**RESOLUTION 061-20**

D. Upon consideration to approve the minutes from the July 13, 2020 Regular Meeting. (*ROLL CALL*)

Motion to approve by Rohr and 2<sup>nd</sup> by Fenn

Roll Call: Fenn yes, Good yes, Hershberger yes, Rohr yes, DeAngelis yes

**CARRIED**

E. Executive Session – not necessary

**II. STUDENT RECOGNITION / INTRODUCTION OF GUESTS**

Congratulations – Hanna Spade

**III. PUBLIC PARTICIPATION - NONE**

**IV. SUPERINTENDENTS' REPORT (*VOICE*)**

**RESOLUTION 062-20**

A. Title IX Training

B. Reset and Restart Plan

C. Director's Report (*BOARD PACKET*)

- Don Seeker/Matt Rodriguez

a. WCAL

b. Home Event Procedures

D. Principal's Report (*BOARD PACKET*)

E. Important Upcoming Dates:

Regular Meeting September 14, 2020

Acceptance of Superintendents' Report (*VOICE*)

ALL IN FAVOR TO ACCEPT: Hershberger, Rohr, DeAngelis, Fenn, Good

**ALL AYES**

V. **TREASURER'S CONSENT AGENDA (ROLL CALL)**

**RESOLUTION 063-20**

A. Finance

- a. Upon consideration to accept the service contract from the Summit County ESC for services rendered at \$680 per day, with annual maximum of \$10,000.
- b. Upon consideration to approve to purchase Chromebook from Trinity LLC, using ESSER fund 507 for FY21, PO 21000378, for \$12,160.
- c. Upon consideration to approve payment to Midland Council of Governments, PO 21000351, for \$83,126.07.
- d. Upon consideration to approve to accept financial reports for June 2020 as attached.
- e. Upon consideration to approve a donation of a concrete pad valued at \$600 from the Chippewa Booster Club, Boys and Girls Tennis.
- f. Upon consideration to approve the **Proposed 2020-2023 Collective Bargaining Agreement**  
**WHEREAS**, on August 10, 2020, the Board and **Chippewa Education Association** ("Association") reached a tentative agreement on a proposed collective bargaining agreement ("Proposed 2020-2023 Collective Bargaining Agreement"), a copy of which is attached hereto and incorporated herein, the duration of which commences on July 1, 2020, and expires on June 30, 2023, to the extent permitted by R.C. 4117.09(E) and applicable laws, and includes the following economic terms:

A. Base Salary:

1. 2020-2021 School Year: Commencing July 1, 2020, and ending June 30, 2021, the BA base salary on the 2020-2021 school year index shall increase by one and a quarter percent (1.25%).
2. 2021-2022 School Year: Commencing July 1, 2021, and ending June 30, 2022, the BA base salary on the 2021-2022 school year index shall increase by one and a quarter percent (1.25%).
3. 2022-2023 School Year: Commencing July 1, 2022, and ending June 30, 2023, the BA base salary on the 2022-2023 school year index shall increase by one and a quarter percent (1.25%).

**WHEREAS**, on August 10, 2020, the Association approved the Proposed 2020-2023 Collective Bargaining Agreement.

**WHEREAS**, on this date of August 10, 2020, the Superintendent recommends that the Board approve the Proposed 2020-2023 Collective Bargaining Agreement pursuant to R.C. 4117.10(B), R.C. 4117.10(C), and applicable laws.

**WHEREAS**, on this date of August 10, 2020, the Superintendent submits to the Board a request for funds necessary to implement the Proposed 2020-2023 Collective Bargaining Agreement pursuant to R.C. 4117.10(C) and applicable laws.

**WHEREAS**, on this date of August 10, 2020, the Superintendent and Treasurer certify that the Board has in effect for the remainder of the fiscal year and succeeding fiscal years the authorization to levy taxes, including the renewal or replacement of existing levies, which when combined with the estimated revenues from all other sources available to the Chippewa Local School District at the time of certification, are sufficient to provide operating revenues necessary to enable the Board to maintain all personnel and programs for all the days set forth in its adopted school calendars for the current fiscal year and for the number of days in succeeding fiscal years equal to the number of days instruction was held or is scheduled for the current fiscal year for the Proposed 2020-2023 Collective Bargaining Agreement pursuant to R.C. 5705.41, R.C. 5705.412, and applicable laws.

**WHEREAS**, on this date of August 10, 2020, the Superintendent and Treasurer certify that the amount required to meet the obligation of the fiscal years in which the Proposed 2020-2023 Collective Bargaining Agreement is made has been lawfully appropriated for such purpose and is in the treasury or in the process of collection to the credit of an appropriate fund free from any previous encumbrances pursuant to R.C. 5705.41, R.C. 5705.412, and applicable laws.

#### **Open Meetings Act Compliance**

**WHEREAS**, the notice requirements of R.C. 121.22, R.C. 3313.16, and applicable laws were complied with for the August 10, 2020 regular meetings of the Board.

**WHEREAS**, the Board finds and determines that all formal actions of the Board concerning and relating to the adoption of this resolution were taken in an open meeting of the Board and that all deliberations of the Board that resulted in such formal actions were in meetings open to the public in compliance with the law.

#### **Full Force and Effect**

**WHEREAS**, this Resolution shall be in full force and effect immediately upon its adoption by the Board.

#### **Proposed 2020-2023 Collective Bargaining Agreement**

**NOW THEREFORE BE IT RESOLVED THAT**, on this date of August 10, 2020, the Board approves the Proposed 2020-2023 Collective Bargaining Agreement pursuant to R.C. 4117.10(B), R.C. 4117.10(C), and applicable laws.

**NOW THEREFORE BE IT FURTHER RESOLVED THAT**, on this date of August 10, 2020, the Board accepts the request for funds necessary to implement the Proposed 2020-2023 Collective Bargaining Agreement pursuant to R.C. 4117.10(C) and applicable laws.

Motion to approve by Rohr and 2nd by Fenn

Roll Call: Rohr yes, DeAngelis yes, Fenn yes, Good yes, Hershberger yes **CARRIED**

#### **RESOLUTION 064-20**

- g. Addendum added to Agenda:** Proposed 2020-2023 Collective Bargaining Agreement between the Board and OAPSE/AFSCME/AFL-CIO and its Chapter #445.

*\*see full proposal, motion and approval on last page of minutes.*

**IV. SUPERINTENDENT'S CONSENT AGENDA (ROLL CALL)**

**RESOLUTION 065-20**

- A. Upon consideration to approve the contract with GCL Education Services, LLC for the LEAP Program for the 2020-2021 school year, a copy of which is attached hereto and incorporated herein.
- B. Upon consideration to approve the 2020-2021 Educational/Special Services Contract through TCCSA with a FY21 estimated program cost of \$210,000, a copy of which is attached hereto and incorporated herein.
- C. Upon consideration to approve the 2020-2021 Employment Services Contract Contract with Tri-County Educational Service Center with a FY21 estimated program cost of \$102,366, which includes the following Employment Services contract, a copy of which is attached hereto and incorporated herein.
- Transitions Coordinator (Counselor) \$35,349.56
  - Gifted Coordinator \$2,987.00
  - Classroom Aide \$20,175.33
  - Health Service Provider \$33,795.25
- D. Upon consideration to approve the COVID 19 Education Plan for the 2020-2021 school year as presented and incorporated herein.
- E. Upon consideration to approve to hire the following substitute for the 2020-2021 school year:  
Roger Browning\* Substitute: bus driver, bus aide, janitor, grounds per substitute rate  
\*Pending FBI/BCI background check
- F. Upon consideration to approve the resignation of Jodell Utter, EL Tutor, retroactive to July 21, 2020.
- G. Upon consideration to approve extended time for two certified employees for the 2020-2021 school year.  
April Roth-Kimber, High School Guidance Counselor, 15 extended days  
Jenna Berens, Jr/Sr High School Assistant Counselor, 15 extended days
- H. Upon consideration to approve the following staff to be moved on the salary scale for the 2020-2021 school year from:
- |                   |                            |
|-------------------|----------------------------|
| TJ Lindeman       | BA/BS to BA/BS+150 Step 15 |
| Courtney Schtucka | BA/BS to BA/BS+150 Step 11 |
| Brian Misanko     | BA/BS to MA/MS Step 12     |
| Jud Hartman       | BA/BS to BA/BS+150 Step 5  |
| Karen Foster      | BA/BS to BA/BS+150 Step 19 |
| Adam Brown        | BA/BS to BA/BS+150 Step 16 |
| Lisa Brewer       | BA/BS to BA/BS+150 Step 19 |
| Mike Bohley       | BA/BS to BA/BS+150 Step 13 |
| Emily Badock      | BA/BS to BA/BS+150 Step 3  |
| Scott Geiser      | BA/BS to BA/BS+150 Step 7  |
| Jennifer Wolfe    | BA/BS to BA/BS+150 Step 5  |
| Maggie Bowers     | BA/BS to BA/BS+150 Step 4  |
| Olivia DeMeio     | BA/BS to MA/MS Step 5      |
| Ashley Koroshazi  | BA/BS to MA/MS Step 4      |

Amanda Bidinger	MA/MS to MA+15 Step 9
Jessica Wertz	MA/MS to MA+15 Step 2
Ruth Coney	MA+15 to MA+30 Step 26
Jillian Sweazy	BA/BS to MA/MS Step 4

I. Upon consideration to approve the following supplemental contracts for the 2020-2021 school year.

Academic Challenge	Maggie Bowers	1.25%
Academic Challenge	Matti Leway	1.25%
ACT Prep Instructor HS	Kati Kager	\$25/hr up to 10 hrs
ACT Prep Instructor HS	Maggie Bowers	\$25/hr up to 10 hrs
Advisor – Freshman	Jenna Berens	2.75%
Advisor – Sophomore	April Roth-Kimber	2.75%
Advisor – Junior ½	Jessica Friend	2.38%
Advisor – Junior ½	Jenn Wolfe	2.38%
Advisor – Senior	Beth Ogg	3.75%
Art Display Coordinator	Rachel Silasi	1.00%
Art Display Coordinator (HS)	Josh Strauss	1.00%
Band HS Pep Band Director	Alexa McCleaster	2.75%
Band, Concert CIS & Jr/Sr HS	Alexa McCleaster	1.50%
Band, HS Concert	Alexa McCleaster	1.50%
Math Counts Intermediate School	Ashley Koroshazi	2.50%
Multi Act Play Director	Shauna Knight	5.25%
Music, Vocal CIS & Jr/Sr HS	Shauna Knight	1.50%
Musical HS Play Director	Shauna Knight	8.50%
NHS HS	Kati Kager	3.75%
One Act Play	Shauna Knight	2.50%
Power of the Pen 7 <sup>th</sup>	Leslie Marshall	2.75%
Power of the Pen 8 <sup>th</sup>	Leslie Marshall	2.75%
Yearbook Junior High	Ruth Coney	1.75%
Mentor	Kati Kager	\$500
Mentor	Susan Leach	\$500
Mentor	Ruth Coney	\$500
Mentor	Brittany Wellert	\$500
Mentor	Brittany Wellert	\$500
Mentor	Teri Archer	\$500
Mentor	Teri Archer	\$500
Mentor	Marti Storad	\$500
Lead Mentor	Leslie Marshall	\$1000

J. Upon consideration to approve the **BOARD POLICY RESOLUTION – Second Reading:** Pursuant to Board Policy BF, the Chippewa Local School District Board of Education hereby adopts the following board policy, **effective August 10, 2020:**

**Board Policy BCF: Advisory Committees to the Board**

The Board may appoint ad hoc advisory committees to provide consultation services for determining the needs and expectations of the District and its residents. The central purpose of all advisory committees is to contribute to the educational program by conducting studies, identifying problems and developing recommendations that enhance the effectiveness of the decision-making process.

Specific topics for study or activity are assigned in writing to each committee immediately following its appointment. Committees are instructed as to the length of time each member is being asked to serve, the services the Board wishes rendered, the resources the Board intends to provide and the approximate date on which the Board expects to dissolve the committee.

Each committee serves in an advisory capacity only, proposing recommendations based on analysis of a problem, and exists only as long as is necessary to conduct the study and report to the Board.

The Board gives careful consideration to all recommendations, although final action and responsibility remain with the Board. The Superintendent or his/her designee informs members of the committee of the Board's action.

Upon completing its assignment, each committee is either dissolved promptly or given a new task. Committees are not allowed to continue for prolonged periods without definite assignments. The Board has sole power to dissolve any of its advisory committees and reserves the right to exercise this power at any time during the life of any committee, after seeking the advice of the Superintendent.

All appointments to advisory committees are made by the Superintendent with the approval of the Board.

The Sunshine Law and its exceptions apply to Board meetings and Board-appointed committee and subcommittee meetings, including meetings of advisory committees to the Board.

Motion to approve by Rohr and 2<sup>nd</sup> by Hershberger

Roll Call: DeAngelis yes, Fenn yes, Good yes, Hershberger yes, Rohr yes

**CARRIED**

## **VI. NEW BUSINESS (ROLL CALL)**

### **RESOLUTION 066-20**

Upon consideration to approve the **USE OF FACE COVERINGS Policy (First Reading)**

Recognizing the importance of face coverings (masks) as one of the comprehensive measures to prevent the spread of COVID-19, the Board directs the Superintendent to work with the local health department to develop procedures, considering the guidance provided by the Ohio Department of Health and all the available science, for the use of face coverings in the District, at activities under the control of the District and on District provided transportation. The use of face coverings is one part of the comprehensive plan in place for students and staff health.

Recognizing that available scientific information and local needs may change, the Board authorizes the Superintendent to continue to review and adjust face covering procedures in consultation with health officials. All face covering procedures and any changes to procedures must be clearly communicated to all staff, volunteers, parents and students in a timely manner. At no time may the Superintendent require any less for face coverings than may be required by law or health department requirement.

At minimum, face coverings should be cloth/fabric and be properly worn to cover an individual's nose, mouth, and chin.

### Staff and Volunteers

All staff and volunteers who do not meet one of the listed exceptions are required to wear face coverings in the work setting unless it is unsafe to do so or doing so would significantly interfere with the learning process. Exceptions include:

1. Facial coverings in the school setting are prohibited by law or regulation;
2. Facial coverings are in violation of documented industry standards;
3. Facial coverings are not advisable for health reasons;
4. Facial coverings are in violation of the school's documented safety policies;
5. Facial coverings are not required when the staff works alone in an assigned work area;
6. There is a functional (practical) reason for a staff member or volunteer to not to wear a facial covering in the workplace.

The District must provide written justification to local health officials, upon request, explaining why a staff member is not required to wear a face covering in the school.

School nurses or staff who care for individuals with symptoms must use appropriate personal protective equipment (PPE) provided by the District in accordance with all current Occupational Safety and Health Administration standards.

### Students

The Board directs the Superintendent to work in consultation with local health officials to develop detailed procedures for the use of face coverings by students that consider all available science. In drafting these procedures, the Superintendent will take into consideration currently available guidance from state and local health departments with the understanding that this guidance will continue to change over time. These procedures must address the use of face coverings by students in all environments under control by the District as well as requirements based on age or grade level for student use of face coverings. The procedures provide direction for parents when there is a health or developmental reason for which a student cannot wear a face covering. The District will take steps to reduce any social stigma for students who, for medical or developmental reasons, cannot and should not wear a face covering.

### Additional considerations

The District provides staff training and age appropriate instruction for students on appropriate use of face coverings and PPE.

The Board directs the Superintendent to develop procedures for when face shields may be considered as a preapproved alternative where cloth face coverings would hinder the learning process, including but not limited to the following situations:

1. When interacting with students, such as those with disabilities, where communication could be impacted;
2. When interacting with English-language learners or when teaching a foreign language;
3. In settings where cloth face coverings might present a safety hazard (i.e., science labs);
4. For individuals who have difficulty wearing a cloth face covering.

The Board directs the Superintendent to develop procedures for face coverings for all visitors, contractors and other individuals on District property in addition to the procedures addressed herein for employees, volunteers and students. Such procedures must be appropriately communicated.

LEGAL REF.: ORC 3313.20(A)

Motion to approve by Fenn and 2<sup>nd</sup> by Rohr

Roll Call: Fenn yes, Good yes, Hershberger yes, Rohr yes, DeAngelis yes **CARRIED**

**VII. ITEMS OF DISCUSSION - NONE**

**VIII. EXECUTIVE SESSION (as needed) (ROLL CALL)**

Fenn moves and Hershberger seconds a motion for the Chippewa Local District Board of Education recess into executive session pursuant to R.C. 121.22(G) for the following purpose: 1.) Certain personnel matters and 2.) Pending or imminent court action. Upon conclusion of this executive session, the Board President will gavel the Board back into open session at this location. All matters discussed in this executive session are designated to the public officials and employees as confidential pursuant to R.C. 102.03(B) because of the status of the proceedings and/or the circumstances under which the information will be received, and preserving its confidentiality is necessary to the proper conduct of government business. (Roll Call Vote)

Time: 7:00 p.m.

Roll Call: Hershberger yes, Rohr yes, DeAngelis yes, Fenn yes, Good yes **CARRIED**

Meeting reconvened at 7:37 p.m.

Present: Mrs. Rohr, Mr. DeAngelis, Mrs. Fenn, Dr. Good, Mr. Hershberger

**IX. MOTION TO ADJOURN (VOICE)**

ALL IN FAVOR TO ADJOURN AT 7:37 pm: Hershberger, Rohr, DeAngelis, Fenn, Good **ALL AYES**

NOTE: *The next Regular Meeting will be held on September 14, 2020 beginning at 6:00 PM.*

**ADDENDUM – ADDED TO TREASURER’S CONSENT AGENDA WITH BOARD APPROVAL**

**RESOLUTION 064-20**

**g. Upon consideration to approve the Proposed 2020-2023 Collective Bargaining Agreement**

**WHEREAS**, on August 10, 2020, the Board and **OAPSE/AFSCME/AFL-CIO and its Chapter #445** (“Association”) reached a tentative agreement on a proposed collective bargaining agreement (“Proposed 2020-2023 Collective Bargaining Agreement”), a copy of which is attached hereto and incorporated herein, the duration of which commences on July 1, 2020, and expires on June 30, 2023, to the extent permitted by R.C. 4117.09(E) and applicable laws, and includes the following economic terms:

**A. Base Salary:**

1. 2020-2021 School Year: Commencing July 1, 2020, and ending June 30, 2021, the BA base salary on the 2020-2021 school year index shall increase by one and a quarter percent (1.25%).
2. 2021-2022 School Year: Commencing July 1, 2021, and ending June 30, 2022, the BA base salary on the 2021-2022 school year index shall increase by one and a quarter percent (1.25%).
3. 2022-2023 School Year: Commencing July 1, 2022, and ending June 30, 2023, the BA base salary on the 2022-2023 school year index shall increase by one and a quarter percent (1.25%).

**WHEREAS**, on August 10, 2020, the Association approved the Proposed 2020-2023 Collective Bargaining Agreement.

**WHEREAS**, on this date of August 10, 2020, the Superintendent recommends that the Board approve the Proposed 2020-2023 Collective Bargaining Agreement pursuant to R.C. 4117.10(B), R.C. 4117.10(C), and applicable laws.

**WHEREAS**, on this date of August 10, 2020, the Superintendent submits to the Board a request for funds necessary to implement the Proposed 2020-2023 Collective Bargaining Agreement pursuant to R.C. 4117.10(C) and applicable laws.

**WHEREAS**, on this date of August 10, 2020, the Superintendent and Treasurer certify that the Board has in effect for the remainder of the fiscal year and succeeding fiscal years the authorization to levy taxes, including the renewal or replacement of existing levies, which when combined with the estimated revenues from all other sources available to the Chippewa Local School District at the time of certification, are sufficient to provide operating revenues necessary to enable the Board to maintain all personnel and programs for all the days set forth in its adopted school calendars for the current fiscal year and for the number of days in succeeding fiscal years equal to the number of days instruction was held or is scheduled for the current fiscal year for the Proposed 2020-2023 Collective Bargaining Agreement pursuant to R.C. 5705.41, R.C. 5705.412, and applicable laws.

**WHEREAS**, on this date of August 10, 2020, the Superintendent and Treasurer certify that the amount required to meet the obligation of the fiscal years in which the Proposed 2020-2023

Collective Bargaining Agreement is made has been lawfully appropriated for such purpose and is in the treasury or in the process of collection to the credit of an appropriate fund free from any previous encumbrances pursuant to R.C. 5705.41, R.C. 5705.412, and applicable laws.

#### **Open Meetings Act Compliance**

**WHEREAS**, the notice requirements of R.C. 121.22, R.C. 3313.16, and applicable laws were complied with for the August 10, 2020 regular meetings of the Board.

**WHEREAS**, the Board finds and determines that all formal actions of the Board concerning and relating to the adoption of this resolution were taken in an open meeting of the Board and that all deliberations of the Board that resulted in such formal actions were in meetings open to the public in compliance with the law.

#### **Full Force and Effect**

**WHEREAS**, this Resolution shall be in full force and effect immediately upon its adoption by the Board.

#### **Proposed 2020-2023 Collective Bargaining Agreement**

**NOW THEREFORE BE IT RESOLVED THAT**, on this date of August 10, 2020, the Board approves the Proposed 2020-2023 Collective Bargaining Agreement pursuant to R.C. 4117.10(B), R.C. 4117.10(C), and applicable laws.

**NOW THEREFORE BE IT FURTHER RESOLVED THAT**, on this date of August 10, 2020, the Board accepts the request for funds necessary to implement the Proposed 2020-2023 Collective Bargaining Agreement pursuant to R.C. 4117.10(C) and applicable laws.

Motion to approve by Fenn and 2<sup>nd</sup> by Hershberger

Roll Call: Good yes, Hershberger yes, Rohr yes, DeAngelis abstain, Fenn yes

**CARRIED**