

July 20,

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The Fort Frye Board of Education met on Wednesday, July 20, 2016, in the Beverly Center Elementary School building at 6:00 PM, for a Regular Meeting. Kevin Worthington called the meeting to order with the following members answering to roll call: Lloyd Booth, Stephanie Lang, Charlie Schilling, Kevin Worthington, and Johnna Zalmanek. Members recited the Pledge of Allegiance to the Flag.

PUBLIC PARTICIPATION

COMMITTEE REPORTS

Stephanie Starcher

2016-143 CONSENT AGENDA

Lloyd Booth made a motion to approve the following items on the consent agenda:

AGENDA Recommend approval of the current agenda and any addendums associated with the agenda as presented.

MINUTES

Recommend approval and waiving public reading of the minutes of the June 23, 2016 regular meeting as presented.

Attachment 16-0720A

TREASURER'S REPORT

Recommend the Treasurer's report for the month ending June 30, 2016 {includes Cash Reconciliation, Fund Report, Warrants Issued, and Financial Comparison} be approved as presented.

Attachment 16-0720B

BUS BIDS

WHEREAS, the Fort Frye Board of Education wishes to advertise and receive bids for the purchase of two (2) – 72 passenger conventional school buses and one (1) handicap accessible 40 passenger school bus.

THEREFORE, BE IT RESOLVED THE Fort Frye Board of Education wishes to participate and authorize META Solutions (META) to advertise and receive bids on said Board's behalf as per the specifications submitted for the cooperative purchase of two (2) – 72 passenger conventional school buses and one (1) handicap accessible 40 passenger school bus.

Attachment 16-0720C

DONATION – CADET COLLEGE AND CAREER CENTER

Recommend accepting the donation of a 55" LG TV for the Cadet College and Career Center by an anonymous donor valued at \$584.00.

Attachment 16-0720D

DONATION – STADIUM LIGHTING PROJECT

Recommend accepting the final donation of \$1,815.31 from the Fort Frye Athletic Boosters towards the stadium lighting project.

Attachment 16-0720E

Charlie Schilling seconded the motion.

Roll Call: Stephanie Lang-yes, Charlie Schilling-yes, Kevin Worthington-yes, Johnna Zalmanek-yes, Lloyd Booth-yes. Kevin Worthington declared the motion carried.

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ADMINISTRATIVE & FINANCIAL AGENDA

PERSONNEL

Employment by the Fort Frye Board of Education is contingent upon a successful background check through both the Bureau of Criminal Identification and Investigation (Ohio) and the FBI (at the employee’s expense), training on the district’s Exposure Control Plan, a TB test, and sports medicine training for persons involved in coaching activities and other state requirements.

2016-144 SUPPLEMENTAL CONTRACTS

Lloyd Booth moved to approve the recommendation to issue the following supplemental contracts for the 2016-2017 school year:

Name	Position	Step	Salary
Eric Henniger	Var. Head Boys Basketball	4	\$4,156.00
Barbara Sleek	Newspaper Advisor	3	\$1,580.00
Rob Nelson	Var. Asst. Boys Basketball	1	\$2,417.00
Bobbi Webb	Indoor Head Track	-	volunteer
Bobbi Webb	Varsity Head Track	5	\$3,002.00
Sonny Bidwell	Fall Activity Coordinator	1	\$ 878.00
Jonathan Lucy	Band Head	0	\$2,609.00

Johnna Zalmanek seconded the motion.

Roll Call: Charlie Schilling-yes, Kevin Worthington-yes, Johnna Zalmanek-yes, Lloyd Booth-yes, Stephanie Lang-yes. Kevin Worthington declared the motion carried.

2016-145 NON-CERTIFIED SUPPLEMENTAL CONTRACTS

Charlie Schilling moved to approve the following:

Whereas the following supplemental positions have been posted for the required length of time and;

Whereas no certificated individuals have expressed interest in these positions and;

Whereas these positions were made public for all individuals, certificated staff, support staff, and non-staff;

Therefore, I recommend the following non-certificated individuals be employed under a 1-year supplemental contract for the 2016-2017 school year:

Name	Position	Step	Salary
Matt Barton	JV Basketball	4	\$2,609.00
Troy Fogle	Volunteer Boys Basketball	-	volunteer
Mason Lang	Jr. High Boys Basketball	4	\$1,864.00
Brandt Thieman	Jr. High Boys Basketball	2	\$1,490.00

Kevin Worthington seconded the motion.

Roll Call: Kevin Worthington-yes, Johnna Zalmanek-yes, Lloyd Booth-yes, Stephanie Lang-yes, Charlie Schilling-yes. Kevin Worthington declared the motion carried.

2016-146 MENTORING STIPEND

Lloyd Booth moved to approve the recommendation of the following to serve as mentors for 2016-2017 school year:

<u>Mentor</u>	<u>New Teacher</u>
Terri Huck \$600	Kyle Saunders (RE Year 1)
Stephanie Marshall \$400	Ali Baker (New to FF)
Kathy Allen-Bidwell \$600	Jonathan Lucy (RE Year 1)
Stephanie Marshall \$400	Doug Pfeffer (Temporary Supplemental Licensure)
Megan Miller \$400	Rachael Tullius (New to FF)
Pam Bostic \$400	Margaret Posendek (Temporary Supplemental Licensure)

Stephanie Lang seconded the motion.

Roll Call: Johnna Zalmanek-yes, Lloyd Booth-yes, Stephanie Lang-yes, Charlie Schilling-yes, Kevin Worthington-yes. Kevin Worthington declared the motion carried.

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2016-147 EMPLOY INSTRUMENTAL/CHOIR/BAND TEACHER – JONATHAN LUCY

Stephanie Lang moved to approve the recommendation to issue a 1-yr. limited contract to Jonathan Lucy as the high school instrumental/choir teacher for the 2016-2017 school year at a BA Step 0 salary of \$30,921.00.

Kevin Worthington seconded the motion.

Roll Call: Lloyd Booth-yes, Stephanie Lang-yes, Charlie Schilling-yes, Kevin Worthington-yes, Johnna Zalmanek-yes. Kevin Worthington declared the motion carried.

2016-148 EMPLOY INTERVENTION SPECIALIST – ALICIA BAKER

Charlie Schilling moved to approve the recommendation to issue a 1-yr. limited contract to Alicia Baker as an intervention specialist at Fort Frye High School for the 2016-2017 school year following the teacher’s contract when verified by the ESC.

Kevin Worthington seconded the motion.

Roll Call: Stephanie Lang-yes, Charlie Schilling-yes, Kevin Worthington-yes, Johnna Zalmanek-yes, Lloyd Booth-yes. Kevin Worthington declared the motion carried.

2016-149 MOU – OAPSE

Lloyd Booth moved to approve the recommendation of the attached Memorandum of Understanding with OAPSE regarding bus driver incentive through June 30, 2017.

Attachment 16-0720F

**EXTENDED BUS DRIVER INCENTIVE MEMORANDUM OF UNDERSTANDING
Through June 30, 2017**

This Memorandum of Understanding is between the Fort Frye Local School District, hereinafter referred to as (the Board) and OAPSE/AFSCME Local 4, AFL/CIO and its Local 447, hereinafter referred to as (the Union) and is limited solely to the issue of an incentive for current Union members to obtain their school bus driving certification.

Whereas, the Board and the Union agree that Article 19 of the contract articulates the reimbursement guidelines for current bus/van drivers to renew their licensure, the Board and the Union also recognize the need for the availability of additional drivers due to the current lack of substitute drivers.

As an incentive to obtain additional drivers within the current Union membership, the Board and the Union agree that through June 1, 2017, current Union members wishing to obtain their initial bus driver certification may be paid to attend the pre-service classes, complete the training with the On Board Instructor, and obtain the Commercial Driving License. All fees associated with the class will be paid. Once the credentials are submitted to the Superintendent’s Office, the Union member will be paid a \$200 incentive payable on his/her next regular paycheck. Again, these incentives are only agreed to through June 30, 2017, and all credentialing must be completed by this date.

This memorandum shall set no precedent for future credentialing processes of new employees or current Union members. Neither party waives any contractual or statutory argument that it may have as to any future claims or pending grievance.

Johnna Zalmanek seconded the motion.

Roll Call: Charlie Schilling-yes, Kevin Worthington-yes, Johnna Zalmanek-yes, Lloyd Booth-yes, Stephanie Lang-yes. Kevin Worthington declared the motion carried.

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2016-150 MOA – OAPSE

Johnna Zalmanek moved to approve the recommendation of the attached Memorandum of Agreement with OAPSE regarding bus driver hourly rate when fulling the role of a substitute van driver or hired as van driver through a separate contract, effective through June 30, 2017. *Attachment 16-0720G*

**OAPSE Support Staff Salary Schedule July 1, 2016 – June 30, 2017
MEMORANDUM OF AGREEMENT**

This Memorandum of Agreement is between the Fort Frye Local School District, hereinafter referred to as (the Board) and OAPSE/AFSCME Local 4, AFL/CIO and its Local 447, hereinafter referred to as (the Union) and is limited solely to the issue of pay for certified bus drivers fulfilling a van driver assignment.

The Board agrees to pay any Union member who is already employed within the bus driver classification his/her hourly rate when driving as part of the van driver classification either as a substitute van driver or hired as van driver through a separate contract.

This wage is only applicable to this group of employees for the duration of the contract, which ends June 30, 2017. This Memorandum of Understanding is not meant to establish a practice moving forward, and it is specific to these circumstances.

Charlie Schilling seconded the motion.

Roll Call: Kevin Worthington-yes, Johnna Zalmanek-yes, Lloyd Booth-yes, Stephanie Lang-yes, Charlie Schilling-yes. Kevin Worthington declared the motion carried.

2016-151 MOU – FFTA

Lloyd Booth moved to approve the recommendation of the attached Memorandum of Understanding with the Fort Frye Teachers Association regarding Article 13.03 B Teacher Evaluation. *Attachment 16-0720H*

**FFTA Article 13.03 B Teacher Evaluation
MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding is executed by and between the Fort Frye Local School District Board of Education ("Board") and the Fort Frye Teachers' Association ("Association") for the purpose of confirming the parties' agreement and understanding with respect to Article 13.03 B Teacher Evaluation.

Per the negotiated agreement, bargaining unit members such as guidance counselors are not subject to the Ohio Teacher Evaluation System outlined in Article 13 because they do not spend at least 50% of their time providing content-related instruction, but are evaluated with principles similar to those appearing in the Article with the exception that no student growth measures are utilized. Upon completion of the evaluation process, these bargaining unit members are assigned an overall effectiveness rating of Accomplished, Skilled, Developing, or Ineffective.

For the 2016-2017 school year, the Board and the Association agree to utilize the standards-based counselor evaluation policy and process that conforms to the State Board of Education framework for evaluation of counselors developed under Ohio Revised Code 3319.113.

This framework includes an assigned effectiveness rating of Accomplished, Skilled, Developing, or Ineffective. Each counselor is evaluated based on multiple factors including performance on all areas identified by the standards for school counselors and the ability to produce positive outcomes using metrics in order to determine the holistic final summative rating of effectiveness according to Ohio Department of Education requirements. The choice of metrics will be determined locally and will include information from the school or district's report card when appropriate.

Annual evaluations include two formal observations of at least 30 minutes each and informal observations. Counselors will be provided with a written report of the evaluation, and evaluation forms provided by the Ohio Department of Education will be utilized.

District administrators will follow Board Policy Evaluation of School Counselors AFCA (Also GCNA) when evaluating guidance counselors under this Memorandum of Understanding.

This Memorandum of Understanding is effective through the duration of the negotiated agreement which expires on June 30, 2017.

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2016-151 MOU – FFTA (continued)

Stephanie Lang seconded the motion.

Roll Call: Johnna Zalmanek-yes, Lloyd Booth-yes, Stephanie Lang-yes, Charlie Schilling-yes, Kevin Worthington-yes. Kevin Worthington declared the motion carried.

2016-152 MOU – FFTA

Charlie Schilling moved to approve the recommendation of the attached Memorandum of Understanding with the Fort Frye Teachers Association regarding Article 5.06 D Resident Educator Program. *Attachment 16-07201*

**FFTA Article 5.06 D Resident Educator Program
MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding is executed by and between the Fort Frye Local School District Board of Education ("Board") and the Fort Frye Teachers' Association ("Association") for the purpose of confirming the parties' agreement and understanding with respect to Article 5.06 D Resident Educator.

Per changes in the Ohio Department of Education standards for the Resident Educator Program, a Resident Educator (RE) is now assigned a mentor for only years one (1) and two (2) of the resident educator program.

Second, when an Association member must seek an additional teaching licensure to be qualified for the teaching assignment to which he/she is assigned, the Association member is often issued an alternative or temporary teaching licensure by the Ohio Department of Education if he/she does not already have the necessary coursework/credentials for full licensure in the particular teaching area. The Ohio Department of Education requires a mentor to be assigned to a teachers assigned some of these temporary or alternative licensures.

Therefore, the Board and Association agree to revise Article 5.06 D Resident Educator (first paragraph) to the following:

A Mentor will receive compensation at the rate of six hundred dollars (\$600) per year for mentoring an RE in years (1) or two (2) of the RE program. A mentor will not be paid for year three (3) or year four (4) of the RE program. A Mentor will receive compensation at the rate of four hundred dollars (\$400) per year for mentoring a teacher new to the District for his/her first year but not subject to the RE program. A Mentor will receive compensation at the rate of four hundred dollars (\$400) per year for mentoring a teacher who is required by the Ohio Department of Education to have a mentor while utilizing a temporary or alternative licensure for his/her teaching assignment. Upon receipt of appropriate documentation, the Mentor will be paid on the first regular pay date following completion of the academic year.

This Memorandum of Understanding is effective through the duration of the negotiated agreement which expires on June 30, 2017.

Johnna Zalmanek seconded the motion.

Roll Call: Lloyd Booth-yes, Stephanie Lang-yes, Charlie Schilling-yes, Kevin Worthington-yes, Johnna Zalmanek-yes. Kevin Worthington declared the motion carried.

2016-153 SUPPORT STAFF SUBSTITUTES

Johnna Zalmanek moved to approve the recommendation of the following as a support staff substitutes for the 2016-2017 school year.

Candi Schob Tiffiny Sidwell Jackie Wolfe

Kevin Worthington seconded the motion.

Roll Call: Stephanie Lang-yes, Charlie Schilling-yes, Kevin Worthington-yes, Johnna Zalmanek-yes, Lloyd Booth-yes. Kevin Worthington declared the motion carried.

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2016-154 EXTENDED TIME – ROY KLINTWORTH

Lloyd Booth moved to approve the recommendation to issue Roy Klintworth up to 55 hours of training as bus mechanic through the months of May 2016 and June 2016.

Charlie Schilling seconded the motion.

Roll Call: Charlie Schilling-yes, Kevin Worthington-yes, Johnna Zalmanek-yes, Lloyd Booth-yes, Stephanie Lang-yes. Kevin Worthington declared the motion carried.

2016-155 HIRE HIGH SCHOOLS THAT WORK COORDINATOR– STEPHANIE MARSHALL

Kevin Worthington moved to approve the recommendation for Stephanie Marshall to serve as the High Schools That Work Coordinator for the High Schools That Work Grant @ \$1,500.00 for the 2016-2017 school year.

Johnna Zalmanek seconded the motion.

Roll Call: Kevin Worthington-yes, Johnna Zalmanek-yes, Lloyd Booth-yes, Stephanie Lang-yes, Charlie Schilling-yes. Kevin Worthington declared the motion carried.

2016-156 EXTENDED TIME – CAPPI KEHL

Stephanie Lang moved to approve the recommendation to issue Cappi Kehl 35 additional hours for the 2015-2016 school year.

Charlie Schilling seconded the motion.

Roll Call: Johnna Zalmanek-yes, Lloyd Booth-yes, Stephanie Lang-yes, Charlie Schilling-yes, Kevin Worthington-yes. Kevin Worthington declared the motion carried.

2016-157 AMEND FY 2017 APPROPRIATIONS

Charlie Schilling moved to approve the recommendation to amend FY2017 appropriations as presented. *Attachment 16-0720J*

Johnna Zalmanek seconded the motion.

Roll Call: Lloyd Booth-yes, Stephanie Lang-yes, Charlie Schilling-yes, Kevin Worthington-yes, Johnna Zalmanek-yes. Kevin Worthington declared the motion carried.

BOARD CONCERNS

2016-158 POLICY UPDATES

Johnna Zalmanek moved to approve the following board policy updates:

Attachment 16-0720K

- IGBA Programs for Students with Disabilities
- IGBA-R Programs for Students with Disabilities
- IGCH College Credit Plus
- IGCH-R College Credit Plus
- LEC College Credit Plus
- LEC-R College Credit Plus
- JHCB Immunizations
- EHA Data and Records Retention

Stephanie Lang seconded the motion.

Roll Call: Stephanie Lang-yes, Charlie Schilling-yes, Kevin Worthington-yes, Johnna Zalmanek-yes, Lloyd Booth-yes. Kevin Worthington declared the motion carried.

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2016-159 NEW POLICIES

Johnna Zalmanek moved to approve the 1st reading of the following board policies:

Attachment 16-0720L

AFCA	Evaluation of School Counselors
DECA	Administration of Federal Grant Funds
GCNA	Evaluation of School Counselors

Stephanie Lang seconded the motion.

Roll Call: Stephanie Lang-yes, Charlie Schilling-yes, Kevin Worthington-yes, Johnna Zalmanek-yes, Lloyd Booth-yes. Kevin Worthington declared the motion carried.

2016-160 MOTION TO ADJOURN

Charlie Schilling moved that the Fort Frye Board of Education regular meeting be adjourned.

Johnna Zalmanek seconded the motion.

All in favor: Ayes: Lloyd Booth, Stephanie Lang, Charlie Schilling, Kevin Worthington, and Johnna Zalmanek

Meeting adjourned at 6:52 PM.

Stacy Bolden, Treasurer

Kevin Worthington, President