

AGENDA
Regular Meeting (Virtual)
August 10, 2020
6:00 p.m.

Live Stream District Website:
<http://www.fremontschools.net/boelivestream>

- I. Call to Order
- II. Pledge of Allegiance
- III. Roll Call: Mrs. Espiritu__ Mr. Gorobetz__ Ms. Laird__ Mr. Price__ Mrs. Rhea__
- IV. Approve or amend and sign the minutes of the regular meeting held July 27, 2020 and the special meetings held July 27, & July 30, 2020.

Mrs. Espiritu____ Mr. Gorobetz____ Ms. Laird____ Mr. Price____ Mrs. Rhea____
- V. Walk on Items
- VI. Superintendent's Report
- VII. Recommendations of the Superintendent

COMMUNITY

Item 1. Consider approval of donations

It is recommended that the Board of Education approves the following donations:

<u>Donor:</u>	<u>Item:</u>	<u>Value:</u>	<u>Donated To:</u>
Greg Burns	Cello	\$500.00	Fremont Ross Orchestra

Mrs. Espiritu____ Mr. Gorobetz____ Ms. Laird____ Mr. Price____ Mrs. Rhea____

FACILITIES AND OPERATIONS

- Item 2. Consider approval of contract with Sandusky County for a School Resource Officer**
It is recommended that the Board considers approval of a contract with the Sandusky County Sheriff's Office for the purpose of providing a School Resource Officer not to exceed \$45,506.00 for the 2020-2021 school year. This is funded by the Student Wellness and Success Grant.
- Item 3. Consider approval of the agreement with Vanguard-Sentinel Career & Technology Centers**
It is recommended that approval be granted to enter into an agreement for Cooperative Services with Vanguard-Sentinel Career & Technology Centers for the 2020-21 school year at an estimated cost of \$25,000. This is a General Fund expenditure.

Mrs. Espiritu _____ Mr. Gorobetz _____ Ms. Laird _____ Mr. Price _____ Mrs. Rhea _____

Policy

- Item 4. Consider approval of new Policy EBEA – Use of Face Coverings (First Reading)**
It is recommended that the Board of Education approves new Policy EBEA – Use of Face Coverings (see attached).

Mrs. Espiritu _____ Mr. Gorobetz _____ Ms. Laird _____ Mr. Price _____ Mrs. Rhea _____

STUDENT AND STAFF ACHIEVEMENT

Student Matters

- Item 5. Consider approval of the purchase of Chromebooks**
It is recommended that approval be granted to purchase one hundred fifty (150) Chromebooks from Walmart for a total cost of \$14,850 to be used throughout the district for educational purposes. This is a ESSER fund expenditure.

Item 6. Consider approval of the Student Handbooks K-12 for the 2020-2021 School Year

It is recommended that the Board of Education approve the FCS Student Handbooks K-12 for the 2020-2021 school year.

Item 7. Consider approval to grant Ross High School diploma

It is recommended that the Board of Education grants a Ross High School diploma to Cierra Mata. This student has completed Vanguard-Sentinel Career & Technology Centers Gateway Program and has satisfied the requirements set forth by the State of Ohio and the Fremont City Board of Education.

Item 8. Consider approval to grant Ross High School diploma

It is recommended that the Board of Education grants a Ross High School diploma to Noah Zimmerman. This student has completed Vanguard-Sentinel Career & Technology Centers Gateway Program and has satisfied the requirements set forth by the State of Ohio and the Fremont City Board of Education.

Item 9. Consider approval of Boys Golf Team trip to Ottawa Lake, Michigan

It is recommended that the Board approves the Ross High School Boys Golf trip to Ottawa Lake, Michigan on August 20th to participate in an interscholastic competition with Sylvania Southview.

Item 10. Consider approval of Boys Golf Team trip to Ottawa Lake, Michigan

It is recommended that the Board approves the Ross High School Boys Golf trip to Ottawa Lake, Michigan on September 22nd to participate in an interscholastic competition with Sylvania Northview.

Item 11. Consider approval of Boys Golf Team trip to Temperance, Michigan

It is recommended that the Board approves the Ross High School Boys Golf trip to Temperance, Michigan on September 16th to participate in an interscholastic competition with Toledo Whitmer

Item 12. Consider approval of Girls Golf Team trip to Ottawa Lake, Michigan

It is recommended that the Board approves the Ross High School Girls Golf trip to Ottawa Lake, Michigan on August 12th to participate in an North West Ohio Girls Golf League (NWOGL) event.

Item 13. Consider approval of Girls Golf Team trip to Temperance, Michigan

It is recommended that the Board approves the Ross High School Girls Golf trip to Temperance, Michigan on August 17th to participate in an interscholastic competition with Toledo Whitmer.

Item 14. Consider approval of Girls Golf Team trip to Temperance, Michigan

It is recommended that the Board approves the Ross High School Girls Golf trip to Temperance, Michigan on August 31st to participate in an interscholastic competition with Toledo Whitmer.

Item 15. Consider approval of Girls Golf Team trip to Temperance, Michigan

It is recommended that the Board approves the Ross High School Girls Golf trip to Ottawa Lake, Michigan on September 9th to participate in an NWOGL event.

Mrs. Espiritu _____ Mr. Gorobetz _____ Ms. Laird _____ Mr. Price _____ Mrs. Rhea _____

Staff Matters

Item 16. Consider approval of the following resignations

Resignation

Certified:

Brian Griffin
Teacher - FMS

Reason:

Resignation

Effective:

End of 2019-20 contract year

Resignation

Certified:

Jeremy Koppus
Teacher - Ross

Reason:

Resignation

Effective:

End of 2019-20 contract year

Resignation

Classified:

Charles Mettler
Student Monitor - Ross

Reason:

Resignation

Effective:

July 23, 2020

Resignation

Classified:

Timothy Peck
Maintenance

Reason:

Retirement

Effective:

February 1, 2021

Resignation

Classified:

Eric Slosser
Varsity Asst Football Coach

Reason:

Resignation

Effective:

August 1, 2021

Item 17 . Consider approval of the following appointments

A. Appointments for the 2020-2021 school year:

Name:	Alisa Fry*
Certified Staff:	Counselor - BHCS
Account:	General
Salary:	MA, Step 1 (40%) @ \$16,768

***Employment of the above certified employees is contingent upon successful completion of all pre-employment requirements and certifications.**

Administrative Substitute: Christine Opelt, Judith Schnorf

Certified Staff Substitutes: Sally Adams, Lamar Baker, Jr., Stephanie Bauer, Linda Bell, Cheryl Blanchard, Teryl Boegli, Cheryl Bolton, Hannah Caton, Donna Cominsky, Daniela Corlett, Louis DeAnda, Peggy Dorr, Lori Earnhart, John Elder, Scott Ewing, Marilyn Felker, Polly Garlock, Robert Garlock, Andrea Gutierrez, Sarah Harvey, John Hibbler, Kimberly Holman, Brooke Huber, Christine Kelly, Richard Lindenberger, Michael Martin, Dawn Mellott, Charles Mettler, Donna Miller, Karen Oberst, Nancy O'Connor, Catherine Ontko, Melinda Payne, Kayla Piacentino, James Scharer, Nina Schueren, Kimberlyn Shaull, James Sleek, Justin Smith, Kristen Smith, Jan Sorg, Courtney Stacey, Dean Stamm, Earlene Stewart-Woodson, Sandra Stout, Barbara Tackett, Sandra Theissen, Jacqueline Tomlinson, Anita Toth, Morgan Wehring, Carrie Wiedenheft, Lisa Willey

B. Appointments for the 2020-2021 school year:

Name:	Vickie Nord
Classified Staff:	Custodial I (A-29.00)
Account:	General
Salary:	Step 1 @ \$13.95/hr effective August 17, 2020

Support Staff Substitutes: April Apsey, Michael Baker, William Brann, Alison Brownson, Anne Collins, Alexandra Colvin, Marcella Cooley, David Crawford, Janice Damman, Kelly Dickman, Faye Eishen, Shante Flores, Patricia Gamertsfelder, Tricia Gebauer, Barbara Geldin, Rebecca Hamons, Tonya Haubert, Donna Henkel, Reghan Hineline, Margaret Hirt, Marsha Hoffman, Kimberly Holman, Ernest Howard, Michael Ickes, Carrie Lee, Thomas Lewis, Michael Martin, Cathy Ochs, Jerald Oddo, Jane Peck, Susan Peck, Libby Pena, Janet Pollock, Nicky Reed, Kevin Rhineberger, Lucille Rios, Brooke Scully, Jennifer Smith, Cody Snyder, Deborah Sorg, Malory Sykes, Dennis Szymanowski, Jennifer Szymanowski, Clara Thrun, Brenda Tooman, Timothy Warren, Sara Wilbur, Sherri Wilbur, Edward Williams, Dennis Woodruff

Item 18. Consider approval of resolution for supplemental duty positions

It is recommended that the following resolution be approved for adoption:

NOW, THEREFORE, BE IT RESOLVED:

Section 1. The supplemental duty positions set forth in Section 2 of this resolution have been offered to those employees of the Fremont City Schools who have a license issued under O.R.C. 3319.22, and no such employees who are qualified to fill the positions have accepted them, and the positions have then been advertised or otherwise made available to any individuals with such a license who are qualified to fill them and who are not employed by the Board, and no such persons have applied for and accepted the positions.

Section 2. The Board hereby employs the following non-certified persons to perform the listed supplemental duties at the stated rate of pay for the 2020-2021 school year:

<u>Name</u>	<u>Building</u>	<u>Duty</u>	<u>Amount</u>
Troy Albright*	Ross	Varsity Asst Football Coach D-10 (1/2 stipend)	\$2,558.50
Austin Baker	Ross	9 th Grade Football Coach E-1 (1/2 stipend)	\$1,827.50
Charles Chapman*	Ross	9 th Grade Football Coach E-1	\$3,655.00
Kevin Crowe, Jr.*	Ross	Varsity Asst Football Coach	Volunteer
Maci Hunter*	Ross	H.S. Asst Cheerleading Coach H-1	\$2,193.00
William Jones	Ross	9 th Grade Football Coach E-1 (1/2 stipend)	\$1,827.50
Jonathan Minich*	Ross	Varsity Asst Soccer Coach-Boys' F-0	\$2,924.00
Benjamin Rozzell*	FMS	M.S. Football Coach F-0 (1/2 stipend)	\$1,462.00
Eric Slosser	Ross	Varsity Asst Football Coach	Volunteer
Jason Smith*	Ross	Varsity Asst Soccer Coach-Girls' F-0	\$2,924.00

***Employment of the above coaches is contingent upon successful completion of all pre-employment requirements.**

Note: Supplemental contracts for 2020-21 may be prorated at their daily rate dependent on the portion of the season completed.

Section 3. The Board President, Superintendent and Treasurer are authorized to execute supplemental duty contracts with the persons identified in Section 2 of this resolution.

Section 4. The Board finds that the resolution has been adopted in accordance with all legal requirements including O.R.C. Sec. 121.22.

Item 19. Consider approval of the following special event worker

It is recommended that the Board approves the following special event worker for lifeguards for elective courses and swim events at Ross High School:

<u>Name</u>	<u>Position</u>	<u>Rate</u>
Mara Brown (student)	Lifeguard	\$9.00/hr.
Noah Detrich	Lifeguard	\$9.00/hr.
Joshua Fate	Lifeguard	\$9.00/hr.
Rachel Haitonic (student)	Lifeguard	\$9.00/hr.
Logan Kropp	Lifeguard	\$9.00/hr.
Allison Lagrou	Lifeguard	\$9.00/hr.
Jeffrey McNutt	Lifeguard	\$9.00/hr.
Philip Moran	Lifeguard	\$9.00/hr.
Tina Moses	Lifeguard	\$9.00/hr.
Braedyn Price (student)	Lifeguard	\$9.00/hr.
Case Stevenson (student)	Lifeguard	\$9.00/hr.
Katherine Taylor	Lifeguard	\$9.00/hr.
Tom Thomson	Lifeguard	\$9.00/hr.
Trenton Ward (student)	Lifeguard	\$9.00/hr.
Brenda Widman	Lifeguard	\$9.00/hr.
Hannah Widman (student)	Lifeguard	\$9.00/hr.
Pryde Yost	Lifeguard	\$9.00/hr.

Item 20. Consider approval of the following status changes

It is recommended that the Board approves the status change of Edward Baptista from Varsity Asst Football Coach D-6, ½ stipend @ \$2,467.50 to Varsity Asst Football Coach D-6, ¾ stipend @ \$3,701.25 effective start of season.

It is recommended that the Board approves the status change of Sandra Harman from Office Manager (A-15.02) Longevity 15 @ \$19.17 per hour to Office Manager (A-15.02) Longevity 20 @ \$19.69 per hour effective September 6, 2020.

It is recommended that the Board approves the status change of Kathleen Hubley from H.S Asst Cheerleading Coach H-1, ½ stipend @ \$1,096.50 to H.S Asst Cheerleading Coach H-1, full stipend @ \$2,193.00 effective start of season.

It is recommended that the Board approves the status change of Monica Kohler from Paraprofessional Aide (A-22.22) Longevity 15 @ \$16.16 per hour to Paraprofessional Aide (A-22.22) Longevity 20 @ \$16.60 per hour effective August 29, 2020.

Item 21. Consider approval of the following status changes (cont.)

It is recommended that the Board approves the status change of George Tucker, Jr. from Varsity Asst Football Coach D-0, ½ stipend @ \$2,193.00 to Varsity Asst Football Coach D-0, ¾ stipend @ \$3,289.50 effective start of season.

It is recommended that the Board approves the status change of Lisa Zimmerman from Paraprofessional Aide (A-22.22) Longevity 15 @ \$16.16 per hour to Paraprofessional Aide (A-22.22) Longevity 20 @ \$16.60 per hour effective August 25, 2020.

It is recommended that the Board approves the status change of Julia Zucker from H.S. Asst Cheerleading Coach H-1, ½ stipend @ \$1,096.50 to M.S Asst Cheerleading Coach H-1, full stipend @ \$2,193.00 effective start of season.

Item 22. Consider approval of the following 2020 summer school program appointments

It is recommended that the Board approves additional 50 hours for the 2020 Early College High School Summer Bridge Program at Ross High School @ \$20.00 per hour effective August 3 – August 20, 2020. This is to be paid from #001.

Item 23. Consider approval of administrative staff substitute wages

It is recommended that the Board approves the administrative staff substitute daily rate of \$300.00 per day effective August 10, 2020.

Item 24. Consider approval of certified staff substitute wages

It is recommended that the Board approves the certified staff substitute daily rate of \$105.00 per day. Teachers who have retired from the District will be paid at a rate of \$110.00 per day effective August 10, 2020.

Item 25 . Consider approval of support staff substitute wages

It is recommended that the Board approves the support staff substitute hourly rate revisions effective August 10, 2020 (see attached).

Item 26 . Consider approval of the following unpaid leave of absence

It is recommended that the Board approves Glenn Melter for an unpaid leave of absence, effective for the 2020-2021 contract year, Pursuant to ORC 3319.13.

Item 27. Consider approval of the following leaves of absence

Leave of absence

Classified Staff: Linda Claycomb
Assistant to the Superintendent
Reason: Personal
Effective: July 13, 2020 – pending doctor release

Mrs. Espiritu_____ Mr. Gorobetz_____ Ms. Laird_____ Mr. Price_____ Mrs. Rhea_____

Contracts

CURRICULUM

FISCAL

Report of the Treasurer

Recommendation of the Treasurer

Item 28. Consider approval of resolution to transfer interest earnings

It is recommended that the Board approves a resolution to transfer interest earnings.

RESOLUTION TO TRANSFER INTEREST EARNINGS

WHEREAS, the Fremont City Schools Board of Education has received interest earnings on the co-funded building project's local funds, and interest earnings on the Locally Funded Initiative funds; and

WHEREAS, it is the desire of the Fremont City Schools Board of Education to make interest earning available for the completion of the building project;

THEREFORE, in accordance with the Ohio Revised Code Section 3318.12 (B)(2), the Fremont City Schools Board of Education authorizes and directs the Treasurer of the District to transfer necessary and appropriate interest earnings from Fund 010-1410 (Co-funded Local Project Interest Fund), and from Fund 004-1410 (Locally Funded Initiates Interest Fund) to Fund 003-9008 (PI/LFI Capital Building Projects).

Mrs. Espiritu_____ Mr. Gorobetz_____ Ms. Laird_____ Mr. Price_____ Mrs. Rhea_____

Item 29. Consider approval to compensate for attending 'Virtual' Meeting for Mrs. Rhea

It is recommended that the Board approves Mrs. Rhea's request for workshop compensation for the following 'Virtual' meeting:

Learning A-Z CONNECT: Equity and Access in Education
July 30, 2020 from 11:30 a.m. – 5:00 p.m.

Item 30. Consider approval of fund-to-fund transfer(s)

It is recommended that the following fund-to-fund transfer(s) be approved:

From: 004-1410	To: 003-9008	\$ 162,726.00
From: 010-1410	To: 003-9008	\$2,747,795.00

Mrs. Espiritu_____ Mr. Gorobetz_____ Ms. Laird_____ Mr. Price_____ Mrs. Rhea_____

VIII. Board Member Communications and Information

IX. Adjournment:

Mrs. Espiritu_____ Mr. Gorobetz_____ Ms. Laird_____ Mr. Price_____ Mrs. Rhea_____

Resolution for Executive Session (O.R.C. 121.22)

WHEREAS, as a public board of education, the Fremont City School District Board of Education may hold an executive session only after a majority of a quorum (or, in the case of item O, below, a unanimous quorum) of this board determines by a roll call vote to hold such a session and only at a regular or special meeting for the sole purpose of the consideration of any of the following matters:

- A. To consider the appointment of a public employee or official.
- B. To consider the employment of a public employee or official.
- C. To consider the dismissal of a public employee or official.
- D. To consider the discipline of a public employee or official.
- E. To consider the promotion of a public employee or official.
- F. To consider the demotion of a public employee or official.
- G. To consider the compensation of a public employee or official.
- H. To consider the investigation of charges or complaints against a public employee, official, licensee, or student.

- I. To consider the purchase of property for public purposes.
- J. To consider the sale of property at competitive bidding.
- K. To confer with an attorney for the Board concerning disputes involving the Board that are the subject of pending or imminent court action.
- L. To prepare for, conduct, and/or review negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment.
- M. To consider matters required to be kept confidential by federal law or regulations or state statutes.
- N. To discuss details relative to the security arrangements and emergency response protocols for the Board.
- O. To discuss confidential information related to an application for economic development assistance, or negotiations with other political subdivisions related to the application, as executive session is necessary to protect interests of the applicant or related expenditure of public funds.
(Unanimous vote required.)

NOW, THEREFORE, BE IT RESOLVED that the Fremont City School District Board of Education does hereby declare its intention to hold an executive session on items _____ as listed above.

Mrs. Espiritu____ Mr. Gorobetz____ Ms. Laird____ Mr. Price____ Mrs. Rhea_____

USE OF FACE COVERINGS

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 student 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 (a physician's note must be provided to Human Resources);
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.

[Adoption date:]

LEGAL REF.: ORC 3313.20(A)

CONTRACT REFS.: Teachers' Negotiated Agreement
Support Staff Negotiated Agreement

STUDENT DRESS CODE 2020-2021

GUIDELINES FOR SCHOOL DRESS

To provide reasonable guidelines for the students that promote community values relative to good grooming and personal hygiene, preserve the health and welfare of students and prevent substantial and material disruption to, or direct interference with, the educational process.

It is the responsibility of the students to dress in a manner consistent with the above referenced purpose and to take pride in their personal appearance.

Apparel for School

Acceptable Apparel - The following apparel items are acceptable provided that they are clean, in good condition and otherwise consistent with the above-referenced purpose:

1. Shoes must be worn. No flip flops, sandals, or slippers.
2. Hair that is well groomed.
3. Trousers, jeans, skirts, dresses, shirts, shorts, sweaters, and blouses provided that such items are of conventional length.
4. Athletic wear.

Unacceptable Apparel - The following are unacceptable apparel and subject to disciplinary action:

1. Tank tops and low-cut tops. (All shirts must have sleeves.) Shirts, blouses, and sweaters that do not come to the top of the pants and/or expose skin when seated/standing. Articles that reveal the back, chest, upper-thigh, or undergarments. Shirts must fully cover the stomach. Ripped pants/jeans that expose skin on the upper-thigh or above, or reveal their undergarments.
2. Clothing that contains insignias, advertisements, symbols, words, patches, or pictures that endanger or interfere with the health and welfare of any student or cause substantial and material disruption to, or direct interference with, the educational process. Clothing prohibited under this rule includes that which is suggestive of violence or gangs or which relates to sex, drugs, or alcohol.

3. “Biker” or spandex-type shorts. Leggings/yoga pants are to be worn with a top that reaches to the midthigh.
4. Skirts, dresses, and shorts must be midthigh in length.
5. Sagging pants, shorts, or skirts that are worn below the waist exposing undergarments; pajamas.
6. Large chains or wallets with attached chains are not allowed.
7. The following items are not to be worn in the building: a) hats, head coverings (unless for religious articles) or other apparel, including hair picks; b) coats designed specifically for outside wear or hooded sweatshirts; c) sunglasses, unless authorized by a doctor.

Physical Education Attire for Grades 7-12 Only

Must be different from set of clothes worn to school except for shoes/socks.

1. Tennis shoes and socks.
2. Shorts/Sweatpants: Must fit properly at waist and not drag. Spandex type pants/shorts are permitted if proper length shorts are worn over top.
3. Shirts: Shall touch the lower clothing when a student's arms are raised. No portion of the midriff shall be exposed. Necklines shall be modest and all shirts need sleeves.

Other Information

Exceptions to the foregoing student dress code policy requirements shall be permitted as follow:

1. Members of school curricular and extracurricular organizations may wear their designated FCS apparel on meeting or performance days;
2. Vanguard/Tech Center students may wear their program-approved T-shirts, polo shirts, or V-neck/crew-neck sweatshirts with FCS dress code approved bottoms. Medical Technology students may wear their program-approved polo shirts, and/or scrubs (tops and bottoms) with FCS dress code approved shoes;
3. College Credit Plus (CCP) students who attend Ross H.S. must follow the FCS Student Dress Code Policy;

4. Students participating in a nationally recognized youth organization that establishes its own uniform shall be permitted to wear such uniform on the days that the organization has scheduled functions;
5. Students shall be permitted to wear religiously significant clothing which is part of the student's religious practice. Students must notify the school principal in writing at the beginning of the school year of the religious requirement pertaining to dress. Approval must be by the building principal and
6. Exceptions, other than those on religious grounds, may be approved only upon the prior approval of the building principal. Staff members will be given notice of any exceptions to the student dress code policy.

If financial assistance is needed, parents should contact their school.

Disciplinary Procedures

1. Elementary Buildings

A. 1st Offense:

- 1) Parents will be notified via telephone to bring in proper clothing.
- 2) The student will be sent back to class even if the office was unable to contact parent.
- 3) A letter will be sent home reinforcing the student dress code policy.

B. 2nd Offense:

- 1) Parents will be notified via telephone to bring in proper clothing.
- 2) The student will be sent back to class even if the office was unable to contact parent.
- 3) A parent conference will be scheduled with principal.
- 4) A letter will be sent home reinforcing the student dress code policy and conference date/time if appropriate.

C. 3rd Offense (additional offenses):

- 1) Parents will be notified via telephone to bring in proper clothing.
- 2) The student will be sent back to class even if the office was unable to contact parent.
- 3) Student will be assigned an after-school detention.
- 4) A letter will be sent home reinforcing the student dress code policy and detention date/time.

*Principals may assign other disciplinary consequences after the third campus wear violation.

2. Secondary Buildings

A. 1st Offense:

- 1) The student will be asked to change clothing or parents will be notified via telephone to bring in proper clothing.
- 2) The student will be removed from class until student is wearing proper dress code attire.

B. 2nd Offense:

- 1) The student will be asked to change clothing or parents will be notified via telephone to bring in proper clothing.
- 2) The student will be removed from class until student is wearing proper dress code attire.

C. 3rd Offense:

- 1) The student will be asked to change clothing or parents will be notified via telephone to bring in proper clothing.
- 2) The student will be removed from class until student is wearing proper dress code attire.

D. 4th Offense:*

- 1) The student will be asked to change clothing or parents will be notified via telephone to bring in proper clothing.
- 2) The student will be removed from class until student is wearing proper dress code attire.
- 3) The student will be assigned an after-school detention. Parents will be notified of detention date/time via conference or telephone.

*Principals may assign other disciplinary consequences after the fourth campus wear violation. Parents will be notified of violation and consequences via conference or telephone.

[Adoption date: June 6, 2016]

[Re-adoption date: June 19, 2018]

[Re-adoption date: November 18, 2019]

[Re-adoption date: July 30, 2020]

LEGAL REFS.: U.S. Const. Amend. I
ORC 3313.20; 3313.665

CROSS REFS.: JFC, Student Conduct (Zero Tolerance)
JFCEA, Gangs
Student Handbooks

FREMONT CITY BOARD OF EDUCATION
Special Meeting
SUMMARY
July 27, 2020

Roll Call:

MOTION 134-20 RESOLUTION FOR EXECUTIVE SESSION (O.R.C. 121.22) – ITEM K

MOTION 135-20 ADJOURNMENT

**Fremont City Schools
Board of Education
Special Meeting Minutes
July 27, 2020**

The Fremont City Board of Education of the Fremont City School District, in Sandusky County, Ohio met on Monday, July 27, 2020 for a special meeting at 5:00 p.m. at the Fremont Middle School, 1250 North Street, Fremont, Ohio.

Pledge of Allegiance

Board President Thomas Price presiding

Pledge of Allegiance

Roll Call:	Thomas Price, Board President	Present
	Shantel Laird, Board Vice-President	Present
	Mary Alice Espiritu	Present
	Alex Gorobetz	Present
	Violetta R. Rhea	Present

MOTION 134-20 RESOLUTION FOR EXECUTIVE SESSION (O.R.C. 121.22)

Motion by Mr. Gorobetz, seconded by Mrs. Rhea, to enter into executive session (O.R.C. 121.22) for Item K: To confer with an attorney for the Board concerning disputes involving the Board that are the subject of pending or imminent court action.

The Board moved into Executive Session at 5:02 p.m.

The Board returned to Regular Session at 5:53 p.m.

Ayes: Gorobetz, Rhea, Espiritu, Laird, Price

Motion carried. 5-0

MOTION 135-20 ADJOURNMENT

Motion by Ms. Laird, seconded by Mrs. Espiritu, made the motion to adjourn the special board meeting at 5:54 p.m.

Ayes: Laird, Espiritu, Gorobetz, Rhea, Price

Motion carried. 5-0

APPROVED:

President

Date: _____

Treasurer

FREMONT CITY BOARD OF EDUCATION
Regular Meeting (Virtual)
SUMMARY
July 27, 2020

Roll Call

- MOTION 136-20 APPROVAL OF MINUTES**
Regular meeting held July 13, 2020.
- MOTION 137-20 COMMUNITY – ITEM 2**
Item 2 – Future communication response in the form of a survey to honor the name sake of President B. Hayes
- MOTION 138-20 FACILITIES AND OPERATIONS – ITEM 3**
Item 3 – Approval of resolution Certifying Petitions to Ohio Department of Education and Sandusky County Board of Elections
- MOTION 139-20 FACILITIES AND OPERATIONS – POLICY ITEM 4**
Item 4 – Approval of revised Policy AFC-1 (also GCN-1) – Evaluation of Professional Staff (Second Reading)
- MOTION 140-20 STUDENT AND STAFF ACHIEVMENT–STUDENT MATTERS – ITEM 5**
Item 5 – Campus Wear for the 2020-2021 school year
- MOTION 141-20 STUDENT AND STAFF ACHIEVMENT – STUDENT MATTERS**
Suspend current Campus Wear Policy and temporarily replace it with the pre-campus wear policy from 2009 – Policy JFCA – Student Dress Code (First Reading)
- MOTION 142-20 STUDENT AND STAFF ACHIEVMENT – STAFF MATTERS – ITEM 6**
Item 6 – Approval of administrative appointment
- MOTION 143-20 FISCAL MATTERS – ITEM 7**
Item 7 – Approval of the June 2020 financial report
- MOTION 144-20 RESOLUTION FOR EXECUTIVE SESSION (O.R.C. 121.22) – ITEM B**
- MOTION 145-20 ADJOURNMENT**

**Fremont City Schools
Board of Education
Regular Meeting Minutes
July 27, 2020**

The Fremont City Board of Education of the Fremont City School District, in Sandusky County, Ohio met (Virtual) on Monday, July 27, 2020, at 6:08 p.m. on the Live Stream District Website:

<http://www.fremontschools.net/boelivestream>

Board President Thomas Price presiding

Pledge of Allegiance

Roll Call:	Thomas Price, Board President	Present
	Shantel Laird, Board Vice-President	Present
	Mary Alice Espiritu	Present
	Alex Gorobetz	Present
	Violetta R. Rhea	Present

MOTION 136-20 Approval of minutes

Motion by Ms. Laird, seconded by Mrs. Rhea, to approve and sign the minutes of the regular meeting held July 13, 2020.

Ayes: Laird, Rhea, Espiritu, Gorobetz, Price

Motion carried. 5-0

Walk on Items

- None

Superintendent's Report

- None

Recommendations of the Superintendent

COMMUNITY

Item 1. Minority Staff Recruitment – Mr. Robert (Bobby) Carter

He has been a mentor for the past 5 years.

He shared data on Sandusky County.

Staff Recruitment:

1. Know the University. Want the teacher pool to resemble the student population
2. Use social media for recruitment – networking
3. Visit universities – speak to seniors
4. Check out alternative certification programs

There is a need for diversity in Fremont. He is willing to assist in any way he can and suggested sending out a survey that is anonymous to the staff and community.

Item 2. Use of President B. Hayes namesake at Fremont City Schools

There was a discussion among the group.

MOTION 137-20

Motion by Ms. Laird, seconded by Mr. Gorobetz, regarding a communication response to let the community know that on a future date, in the form of a survey, how to honor the name sake of President B. Hayes once we are through the more pressing issues of the time.

Ayes: Laird, Gorobetz, Espiritu, Rhea, Price
Motion carried. 5-0

FACILITIES AND OPERATIONS

MOTION 138-20

Motion by Ms. Laird, seconded by Mrs. Espiritu, to approve facilities and operations matters – Item 3.

Item 3. Approval of a Resolution Certifying Petitions to Ohio Department of Education and Sandusky County Board of Elections

(O.R.C. §3311.242, O.R.C. §3311.06)

WHEREAS, on July 13, 2020, this Board acknowledged receipt of five (5) territory transfer petitions (collectively, the “Petitions”) requesting the transfer of certain parcels of property (the “Transferred Property”) located in the **School District to the Gibsonburg** Exempted Village School District and certified the same to the Sandusky County Board of Elections (“Board of Elections”) for determination of sufficiency of signatures of qualified electors; and

WHEREAS, on July 15, 2020, the Board of Elections reviewed and returned the Petitions, four (4) of which had sufficient signatures; and

WHEREAS, this Board is only permitted by law to consider further certification of those Petitions: (1) having sufficient signatures; (2) proposing a transfer of territory from the School District to another school district to which the territory is adjoining; and (3) not causing the School District to have non-contiguous boundaries;

**Item 3. Approval of a Resolution Certifying Petitions to Ohio Department of
Education and Sandusky County Board of Elections (cont.)**

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF THE
FREMONT CITY SCHOOL DISTRICT, COUNTY OF SANDUSKY, STATE OF OHIO, THAT:**

Section 1. As indicated and summarized on EXHIBIT A attached hereto, the Treasurer of this Board is hereby directed and shall certify of four (4) of the Petitions as required by law to the Ohio Department of Education and the Board of Elections which valid Petitions request the transfer of the Transferred Property from the School District to the Gibsonburg Exempted Village School District. All of the Transferred Property is located in Washington Township.

Section 2. It is hereby found and determined that all formal actions of this Board concerning and relating to the passage of this resolution were taken in an open meeting of this Board, and that all deliberations of this Board and of any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.

**Ayes: Laird, Espiritu, Gorobetz, Rhea, Price
Motion carried. 5-0**

Policy

MOTION 139-20

Motion by Ms. Laird, seconded by Mr. Gorobetz, to approve facilities and operations matters – Item 4.

**Item 4 . Approval of revised Policy AFC-1 (also GCN-1) - Evaluation of Professional
Staff (Second Reading)**

It is recommended that the Board of Education approves revised Policy AFC-1 (also GNC-1) - Evaluation of Professional Staff (see attached).

**Ayes: Laird, Gorobetz, Espiritu, Rhea, Price
Motion carried. 5-0**

STUDENT AND STAFF ACHIEVEMENT

Student Matters

MOTION 140-20

Motion by Ms. Laird, seconded by Mrs. Rhea, to approve student matters – Item 5.

Item 5. Campus Wear for the 2020-2021 school year

Discussion:

Ms. Laird -Timely to consider, prior to parents spending money for campus wear.

Mr. Price - Burden on families when we are not sure students will physically be in schools.

Mr. Gorobetz/Mr. Detwiler – Don’t want to just suspend as there would be no policy in place

Ayes: Laird, Rhea, Espiritu, Gorobetz, Price

Motion carried. 5-0

MOTION 141-20

Motion by Mr. Gorobetz, seconded by Mrs. Rhea, to suspend the current Campus Wear Policy and temporarily replace it with the pre-campus wear policy from 2009 - Policy JFCA – Student Dress Code (First Reading).

Ayes: Gorobetz, Rhea, Espiritu, Laird, Price

Motion carried. 5-0

Staff Matters

MOTION 142-20

Motion by Mrs. Rhea, seconded by Ms. Laird to approve staff matters – Item 6.

Item 6. Approval of the following administrative appointment

It is recommended that the Board approves Tracy Rusch*, Child Nutrition Supervisor, Step 5 on the Administrative Compensation Plan pursuant to O.R.C. 3319.02 for a 1-year term commencing on August 1, 2020 and ending on July 31, 2021.

*Employment of the above administrative employee is contingent upon successful completion of all pre-employment requirements and certifications.

Ayes: Rhea, Laird, Espiritu, Gorobetz, Price

Motion carried. 5-0

**Fremont City Schools
Regular Meeting
July 27, 2020**

FISCAL

Report of the Treasurer

Few brief words on the 12 month financial report:

General Fund

REVENUE

Budget: \$43,656,047 Actual: \$41,609,138 Shortfall: \$2,046,909

State Funding was down \$1,678,948 from budget

Public Utility Personal Prop Tax was down \$518,901 from budget

Couple positive notes on the revenue side:

Real Estate Tax collections were up 5.12% over last year actual.

School District Income tax was up 8.18% over last year actual

EXPENSES

Budget: \$44,969,817 Actual: \$44,347,735 Savings: \$ 622,082

Salary & Benefits: \$1,077,743 favorable compared to budget

Wellness and Success dollars from State (\$1,168,000) allowed us to shift some of our general fund expenses resulting in a favorable impact to the general fund cash position

Recommendations of the Treasurer

MOTION 143-20

Motion by Ms. Laird, seconded by Mrs. Espiritu, to approve fiscal matters – Item 7.

Item 7. Approval of the June 2020 financial report

It is recommended that the June 2020 financial report be approved
(copy on file at Birchard Public Library).

Ayes: Laird, Espiritu, Gorobetz, Price

Motion carried. 4-0

**Fremont City Schools
Regular Meeting
July 27, 2020**

Board Member Communications and Information Requests

- Mr. Gorobetz - How are we doing in preparation of opening school? Do we have enough equipment and supplies?
- Mr. Detwiler - As of right now, we are gearing up for school. We have a good plan. So far, about 500 students have signed up for the virtual classroom. He thinks we will be good on supplies but are having some trouble getting equipment. We have received some assistance and we will do the best we can.
- Ms. Laird - Sad reality that is in an essential worker position and how to manage stuff. There is a need to recognize that vulnerability of exposure to virtual learning for our students.
She believes they have the ability to use technology to bridge a divide of diversity allowing them to be much more informed.
- Mrs. Rhea - She agrees with Ms. Laird. It will be a different life style for the students and adults. She is proud to have our Superintendent. We are doing the best we can for our students.
No Capital Conference. It will be held virtual this year.
- Mrs. Espiritu - She asked if the Dress Code Policy should also cover masks.
It was nice to have Mr. Carter here to discuss how to help build a better diverse community.
She thanked everyone for their hard work.
- Mr. Price - He agreed with Mrs. Espiritu. Need to start somewhere.
The elementary buildings are looking good and he asked how they were coming along? Mr. Detwiler responded that we are on track for mid-August.
- Thank you to all the hard work that everyone is putting into the District.

MOTION 144-20 RESOLUTION FOR EXECUTIVE SESSION (O.R.C. 121.22)

Motion by Ms. Laird, seconded by Mrs. Espiritu, to enter into executive session (O.R.C. 121.22) for Item B: To consider the employment of a public employee or official.

The Board moved into Executive Session at 8:07 p.m.
The Board returned to Regular Session at 8:20 p.m.

Ayes: Laird, Espiritu, Gorobetz, Rhea, Price
Motion carried. 5-0

**Fremont City Schools
Regular Meeting
July 27, 2020**

MOTION 145-20 Adjournment

Motion by Ms. Laird, seconded by Mrs. Rhea, to adjourn the regular board meeting at 8:21 p.m.

Ayes: Laird, Rhea, Espiritu, Gorobetz, Price
Motion carried. 5-0

APPROVED:

President

Date: _____

Treasurer

FREMONT CITY BOARD OF EDUCATION
Special Meeting (Virtual)
SUMMARY
July 30, 2020

Roll Call:

- MOTION 146-20 FACILITIES AND OPERATIONS – POLICY ITEM 1**
Item 1 – Approval of revised Policy JFCA – Student Dress Code (Second Reading)
- MOTION 147-20 RESOLUTION FOR EXECUTIVE SESSION (O.R.C. 121.22) – ITEM B**
- MOTION 148-20 ADJOURNMENT**

**Fremont City Schools
Board of Education
Special Meeting Minutes
July 30, 2020**

The Fremont City Board of Education of the Fremont City School District, in Sandusky County, Ohio met (Virtual) on Thursday, July 30, 2020, at 3:01 p.m. on the Live Stream District Website:

<http://www.fremontschools.net/boelivestream>

Board President Thomas Price presiding

Pledge of Allegiance

Roll Call:	Thomas Price, Board President	Present
	Shantel Laird, Board Vice-President	(Not present at roll call but entered meeting at 3:06 p.m.)
	Mary Alice Espiritu	Present
	Alex Gorobetz	Present
	Violetta R. Rhea	Present

Treasurer Pro-Tem: Mary Alice Espiritu

Recommendations of the Superintendent

FACILITIES AND OPERATIONS

Policy

MOTION 146-20

Motion by Mr. Gorobetz, seconded by Mrs. Rhea, to approve facilities and operations matters – Item 1.

Item 1 . Approval of revised Policy JFCA – Student Dress Code (Second Reading)

It is recommended that the Board of Education approves revised Policy JFCA – Student Dress Code (see attached).

Ayes: Gorobetz, Rhea, Espiritu, Laird, Price

Motion carried. 5-0

**Fremont City Schools
Special Meeting
July 30, 2020**

MOTION 147-20 RESOLUTION FOR EXECUTIVE SESSION (O.R.C. 121.22)

Motion by Ms. Laird, seconded by Mrs. Rhea, to enter into executive session (O.R.C. 121.22) for Item B: To consider the employment of a public employee or official.

The Board moved into Executive Session at 3:23 p.m.

The Board returned to Regular Session at 4:00 p.m.

Ayes: Laird, Rhea, Espiritu, Gorobetz, Price
Motion carried. 5-0

MOTION 148-20 Adjournment

Motion by Ms. Laird, seconded by Mr. Gorobetz, to adjourn the special board meeting at 4:01 p.m.

Ayes: Laird, Gorobetz, Espiritu, Rhea, Price
Motion carried. 5-0

APPROVED:

President

Date: _____

Treasurer