

Fremont City Schools
AGENDA
Fremont Middle School
1250 North Street
April 3, 2017
Board Meeting 5:30 P.M.

- I. Call to Order
- II. Pledge of Allegiance
- III. Roll Call: Ms. Chapman__ Ms. Garza__ Mr. Gorobetz__ Ms. Laird__ Mr. Price__
- IV. Approve or amend and sign minutes of the regular meeting held March 6, 2017, the special meeting held March 14, 2017, the regular meeting held March 20, 2017, and the special meeting held March 27, 2017.
- Ms. Chapman_____ Ms. Garza _____ Mr. Gorobetz_____ App ____
Ms. Laird _____ Mr. Price_____ Disa ____
Other ____
- V. Recognition of Visitors
- VI. First Hearing of the Public
A Fremont City School District citizen, recognized by the Chair, may speak on any issue, during the Recognition of Visitors and Hearing of the Public Sessions, but the Chair may limit remarks pursuant to the debate regulations of *Robert's Rules of Order* and Fremont City School District Policy.
- VII. Report of the Treasurer
• Audited Financial Statements for the Fiscal Year ending June 30, 2016
- VIII. Recommendations of the Treasurer Page 1
- IX. Legislative Liaison Report
- X. Committee Reports Maria D. Garza
• CQCC
- XI. Old Business
- XII. New Business
- XIII. Report of the Superintendent
- XIV. Recommendations of the Superintendent of Schools Pages 2-10
- XV. Second Hearing of the Public
- XVI. Board Member Communications and Information Requests
- XVII. Adjournment:
- Ms. Chapman_____ Ms. Garza _____ Mr. Gorobetz_____ App ____
Ms. Laird _____ Mr. Price_____ Disa ____
Other ____

VIII. RECOMMENDATIONS OF THE TREASURER

A. FINANCIAL MATTERS

ITEM 1. Consider approval of the February financial report

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

ITEM 2. Consider approval of supplemental appropriations

It is recommended that the following change be made to permanent appropriations that were approved on September 19, 2016.

			<u>From</u>		<u>Inc./Dec.</u>		<u>To</u>
018-9105	Physics Activities	\$	0.00		\$ 1,270.82	\$	1,270.82

ITEM 3. Consider approval of fund-to-fund transfer(s)

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

001-0000 General Fund to 018-9105 Physics Activities \$ 1,270.82

Ms. Chapman_____	Ms. Garza_____	Mr. Gorobetz_____	App	___
Ms. Laird _____	Mr. Price _____		Disa	___
			Other	___

XIV. RECOMMENDATIONS OF THE SUPERINTENDENT

A. PERSONNEL MATTERS

ITEM 1. Consider approval of the following resignations

Resignation
Classified Staff: Michael Mezinger
Head Wrestling Coach
Reason: Resignation
Effective: April 1, 2017

Resignation
Classified Staff: Richard Myers
Custodial III
Reason: Retirement
Effective: July 1, 2017

ITEM 2. Consider approval of the following administrative appointments

It is recommended that the Board approves Robert Chevalier, Assistant Secondary Principal, Step 3 on the Administrative Compensation Plan pursuant to O.R.C. 3319.02 for a 1-year term commencing on August 1, 2017, and ending on July 31, 2018.

It is recommended that the Board approves Dr. Hillary Turner, Psychologist, Step 4 on the Administrative Compensation Plan pursuant to O.R.C. 3319.02 for a one-year term commencing on August 1, 2017, and ending on July 31, 2018.

Ms. Chapman _____ Ms. Garza _____ Mr. Gorobetz _____ App ____
Ms. Laird _____ Mr. Price _____ Disa ____
Other ____

ITEM 3. Consider approval of the following appointments

A. Appointments for the 2016-2017 school year:

Certified Tutors: Kathleen Buckley, Glenn Melter and Sally Zeller

B. Appointments for the 2016-2017 school year:

Name: Frank Hudson
Classified Staff: Custodial II (A-27.01)
Account: General
Salary: Step 1, 8 hrs/day @ \$16.28/hr effective April 4, 2017

Support Staff Substitute: Sarah Rakay

XIV. RECOMMENDATIONS OF THE SUPERINTENDENT

A. PERSONNEL MATTERS (cont.)

ITEM 4. Consider approval of the following supplemental contracts

Appointments for the 2016-2017 school year:

<u>Name</u>	<u>Building</u>	<u>Duty</u>	<u>Amount</u>
Patricia Diaz	Croghan	Communication Liaison M-0 (prorated)	\$260.75
Casey Fisher	Lutz	Communication Liaison M-0 (prorated)	\$260.75
Jane Fleming	Atkinson	Communication Liaison M-0 (prorated)	\$260.75
Christina French	Hayes	Communication Liaison M-0 (prorated)	\$260.75
Brent Parker	District	Communication Liaison M-0 (prorated)	\$260.75
Monique Pollick	Stamm	Communication Liaison M-0 (prorated)	\$260.75
Ashley Wharton	Ross	Communication Liaison M-0 (prorated)	\$260.75
Valerie Widmer	FMS	Communication Liaison M-0 (prorated)	\$260.75
Lisa Willey	Washington	Communication Liaison M-0 (prorated)	\$260.75

ITEM 5. Consider approval of resolution for supplemental duty position

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

NOW, THEREFORE, BE IT RESOLVED:

Section 1. The supplemental duty position 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 position has 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 person has applied for and accepted the position.

Section 2. The Board hereby employs the following non-certified person to perform the listed supplemental duty at the stated rate of pay for the 2016-2017 school year:

<u>Name</u>	<u>Building</u>	<u>Duty</u>	<u>Amount</u>
Kevin Mills	Ross	Varsity Asst Softball Coach F-0 (prorated)	\$1,697.66

Section 3. The Board President, Superintendent and Treasurer are authorized to execute supplemental duty contracts with the person 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 6. Consider approval of the following special event worker

It is recommended that the Board approves the following special event worker for 2016-2017 athletic events:

**Ross High School Events
 (Baseball, Softball, Tennis, Track)**

<u>Name</u>	<u>Position</u>	<u>Rate</u>
Hayden Abdoo (student)	Scoreboard Operator	\$25.00

XIV. RECOMMENDATIONS OF THE SUPERINTENDENT

A. PERSONNEL MATTERS (cont.)

ITEM 7. Consider approval of the following special event workers

It is recommended that the Board approves the following special event workers for bus chaperones for Band/Choir/Orchestra:

<u>Name</u>	<u>Position</u>	<u>Rate</u>
Michelle Borjas	Bus Chaperone (Regular Trip)	\$50.00
Michelle Borjas	Bus Chaperone (All Day Trip)	\$75.00
Patricia Diaz	Bus Chaperone (Regular Trip)	\$50.00
Patricia Diaz	Bus Chaperone (All Day Trip)	\$75.00
Hailey Perez	Bus Chaperone (Regular Trip)	\$50.00
Hailey Perez	Bus Chaperone (All Day Trip)	\$75.00
Sophia Ratliff	Bus Chaperone (Regular Trip)	\$50.00
Sophia Ratliff	Bus Chaperone (All Day Trip)	\$75.00
Linda Schalk	Bus Chaperone (Regular Trip)	\$50.00
Linda Schalk	Bus Chaperone (All Day Trip)	\$75.00
Charmaine Smith	Bus Chaperone (Regular Trip)	\$50.00
Charmaine Smith	Bus Chaperone (All Day Trip)	\$75.00
Jan Sorg	Bus Chaperone (Regular Trip)	\$50.00
Jan Sorg	Bus Chaperone (All Day Trip)	\$75.00
Katherine Taylor	Bus Chaperone (Regular Trip)	\$50.00
Katherine Taylor	Bus Chaperone (All Day Trip)	\$75.00
Crystal Walker	Bus Chaperone (Regular Trip)	\$50.00
Crystal Walker	Bus Chaperone (All Day Trip)	\$75.00

ITEM 8. Consider approval of the following status change

It is recommended that the Board approves the status change of Kari Lennon from Head Volleyball coach C-0 @ \$4,866.00 to Head Volleyball coach C-3 @ \$5,040.00 effective March 7, 2017.

ITEM 9. Consider approval of the following leaves of absence

Leave of absence
 Certified Staff: Kelly Axe
 Teacher
 Reason: Personal
 Effective: April 17, 2017 – pending doctor release

Leave of absence
 Certified Staff: Analee Kolbeck
 Teacher
 Reason: Personal
 Effective: August 23, 2017 – pending doctor release

XIV. RECOMMENDATIONS OF THE SUPERINTENDENT

A. PERSONNEL MATTERS (cont.)

ITEM 9. Consider approval of the following leaves of absence (cont.)

Leave of absence
Certified Staff: Monique Pollick
Teacher
Reason: Personal
Effective: August 23, 2017 – pending doctor release

Leave of absence
Classified Staff: Juanita Gutierrez
Paraprofessional Bilingual Aide
Reason: Personal
Effective: February 24, 2017 – pending doctor release

ITEM 10. Consider approval of the following unpaid leave of absence

It is recommended that the Board approves Hailey Perez for an unpaid leave of absence effective March 27, 2017, pursuant to ORC 3319.13 pending doctor release.

Ms. Chapman _____ Ms. Garza _____ Mr. Gorobetz _____ App ____
Ms. Laird _____ Mr. Price _____ Disa ____
Other ____

B. OPERATIONS MATTERS

ITEM 11. Consider approval of contract with Bliss Charters for transportation

It is recommended that the Board approves the contract with Bliss Charters for transportation of Fremont Middle School students to the Peace Officer Training Academy in London, Ohio, on May 11, 2017, for a field trip for a total cost of \$1,285.00. This is a Casino Fund expenditure.

Ms. Chapman _____ Ms. Garza _____ Mr. Gorobetz _____ App ____
Ms. Laird _____ Mr. Price _____ Disa ____
Other ____

XIV. RECOMMENDATIONS OF THE SUPERINTENDENT

C. OTHER MATTERS

ITEM 12. Consider approval of endorsing the Sandusky County Drug Task Force/Criminal Justice Levy

It is recommended that the Board endorse the Sandusky County Drug Task Force/Criminal Justice Levy for 0.55 mill on the May 2, 2017, special election ballot.

Ms. Chapman _____ Ms. Garza _____ Mr. Gorobetz _____ App ____
Ms. Laird _____ Mr. Price _____ Disa ____
Other ____

ITEM 13. Consider approval of Ohio Graduation Test summer intervention

It is recommended that approval be granted to offer Ohio Graduation Test (OGT) summer intervention to Fremont City Schools students who are in need of test passage for graduation. OGT summer intervention will be held at Ross High School on weekdays (Monday-Friday) beginning June 12, 2017 through June 23, 2017, from 8:00-11:00 a.m. This is to be paid from General Fund #001.

ITEM 14. Consider approval of Ross credit recovery intervention

It is recommended that approval be granted to offer summer Ross credit recovery intervention at Ross High School for students in grades 9-12 beginning June 12, 2017 through July 7, 2017, (Monday-Friday) with the exception of July 4, 2017, from 8:00 a.m.–12:00 p.m. Students will be charged \$110.00 for participation in this program. Staff dates will be June 9, 2017 through July 10, 2017. This is to be paid from General Fund #001.

ITEM 15. Consider approval of Ohio State Tests summer intervention

It is recommended that approval be granted to offer Ohio State Tests (OST) summer intervention to Fremont City Schools students who are in need of test passage for graduation. OST summer intervention will be held at Ross High School on weekdays (Monday-Friday) beginning July 24, 2017 through July 28, 2017, from 8:00 a.m.–12:00 p.m. Staff dates will be July 24, 2017 through July 28, 2017. This is to be paid from General Fund #001.

ITEM 16. Consider approval of elementary summer intervention

It is recommended that approval be granted to offer summer intervention to Fremont City Schools students currently in grades 1-3. Summer intervention will be held at Fremont Middle School on weekdays (Monday-Friday) beginning June 26, 2017 through July 17, 2017, (Monday-Friday) with the exception of July 4, 2017, from 8:30-11:00 a.m. Staff dates will be June 23, 2017 through July 17, 2017. This is to be paid from General Fund #001, #006, 572-9017, and 572-9018.

XIV. **RECOMMENDATIONS OF THE SUPERINTENDENT**

C. **OTHER MATTERS (cont.)**

ITEM 17. **Consider approval of summer migrant program**

It is recommended that approval be granted to offer summer program to migrant students in grades PK-12. Summer migrant program will be held at Otis Elementary School on weekdays (Monday-Friday) beginning June 16, 2017 through July 28, 2017, with the exception of July 4, 2017, from 8:00 a.m.–4:30 p.m. Staff dates will be June 12, 2017 through July 31, 2017. This is to be paid from General Fund #006, 505-9017, and 505-9018.

ITEM 18. **Consider approval of Fremont Middle School intervention**

It is recommended that approval be granted to offer summer intervention to Fremont City Schools students currently in grades 6-8. Summer intervention will be held at Fremont Middle School on weekdays (Monday-Friday) beginning June 5, 2017 through June 16, 2017, (Monday-Friday) from 8:00-11:00 a.m. Staff dates will be June 2, 2017 through June 19, 2017. This is to be paid from General Fund #001, #006, 599-9013.

ITEM 19. **Consider approval of Early College High School Summer Bridge Program**

It is recommended that approval be granted to offer a Summer Bridge program to Fremont City Schools Early College High School students. Summer Bridge Program will be held at Ross High School on weekdays (Wednesday-Friday) beginning August 2, 2017 through August 4, 2017, from 8:30 a.m.–3:30 p.m. Staff dates will be August 1, 2017 through August 8, 2017. This is to be paid from General Fund #001 and #006.

Ms. Chapman _____ Ms. Garza _____ Mr. Gorobetz _____ App _____
Ms. Laird _____ Mr. Price _____ Disa _____
Other _____

ITEM 20. **Consider approval of revised Policy AC-Nondiscrimination (Second Reading)**

It is recommended that the Board of Education approves revised Policy AC – Nondiscrimination (see attached).

ITEM 21. **Consider approval of revised Policy ACA/ACAA-Nondiscrimination on the Basis of Sex/Sexual Harassment (Second Reading)**

It is recommended that the Board of Education approves revised Policy ACA/ACAA – Nondiscrimination on the Basis of Sex/Sexual Harassment (see attached).

XIV. **RECOMMENDATIONS OF THE SUPERINTENDENT**

C. **OTHER MATTERS (cont.)**

ITEM 22. **Consider approval of revised Regulation ACA-R/ACAA-R-Nondiscrimination on the Basis of Sex/Sexual Harassment Grievance Procedures (Second Reading)**

It is recommended that the Board of Education approves revised Regulation ACA-R/ACAA-R – Nondiscrimination on the Basis of Sex/Sexual Harassment Grievance Procedures (see attached).

ITEM 23. **Consider approval of revised Policy AFC-2-Evaluation of Professional Staff (Second Reading)**

It is recommended that the Board of Education approves revised Policy AFC-2 – Evaluation of Professional Staff (see attached).

ITEM 24. **Consider approval of revised Policy GCN-2-Evaluation of Professional Staff (Second Reading)**

It is recommended that the Board of Education approves revised Policy GCN-2 – Evaluation of Professional Staff (see attached).

ITEM 25. **Consider approval of revised Policy IIBH-District Websites (Second Reading)**

It is recommended that the Board of Education approves revised Policy IIBH – District Websites (see attached).

ITEM 26. **Consider approval of revised Policy JEC-School Admission (Second Reading)**

It is recommended that the Board of Education approves revised Policy JEC – School Admission (see attached).

ITEM 27. **Consider approval of revised Policy JECAA-Admission of Homeless Students (Second Reading)**

It is recommended that the Board of Education approves revised Policy JECAA – Admission of Homeless Students (see attached).

ITEM 28. **Consider approval of revised Regulation JECAA-R-Admission of Homeless Students (Second Reading)**

It is recommended that the Board of Education approves revised Regulation JECAA-R – Admission of Homeless Students (see attached).

ITEM 29. **Consider approval of revised Policy JFCF-Hazing and Bullying (Second Reading)**

It is recommended that the Board of Education approves revised Policy JFCF – Hazing and Bullying (see attached).

XIV. **RECOMMENDATIONS OF THE SUPERINTENDENT**

C. **OTHER MATTERS (cont.)**

ITEM 30. **Consider approval of revised Regulation JFCF-R-Hazing and Bullying (Second Reading)**

It is recommended that the Board of Education approves revised Regulation JFCF-R – Hazing and Bullying (see attached).

ITEM 31. **Consider approval of revised Policy JFG-Interrogation of Students (Second Reading)**

It is recommended that the Board of Education approves revised Policy JFG – Interrogations of Students (see attached).

ITEM 32. **Consider approval of revised Regulation JFGA-R-Search and Seizure (Second Reading)**

It is recommended that the Board of Education approves revised Regulation JFGA-R – Search and Seizure (see attached).

ITEM 33. **Consider approval of revised Policy JHCB-Immunizations (Second Reading)**

It is recommended that the Board of Education approves revised Policy JHCB – Immunizations (see attached).

ITEM 34. **Consider approval of revised Policy JO-Student Records (Second Reading)**

It is recommended that the Board of Education approves revised Policy JO – Student Records (see attached).

ITEM 35. **Consider approval of revised Regulation JO-R-Student Records (Second Reading)**

It is recommended that the Board of Education approves revised Regulation JO-R – Student Records (see attached).

Ms. Chapman _____ Ms. Garza _____ Mr. Gorobetz _____ App _____
Ms. Laird _____ Mr. Price _____ Disa _____
Other _____

XIV. RECOMMENDATIONS OF THE SUPERINTENDENT

C. OTHER MATTERS (cont.)

ITEM 36. Consider approval of donations

It is recommended that the Board approves the following donations:

<u>Donor:</u>	<u>Item:</u>	<u>Value:</u>	<u>Donated To:</u>
Roy & Ann Roth	Misc. Campus Wear Items & Gloves	\$250.00	Atkinson Elementary School
Roger & Christy Gooslin	Misc. Campus Wear Items	N/A	Atkinson Elementary School
Kroger (Mary Brown)	3 Cartons of Valentines	N/A	Atkinson Elementary School
Kim Weis	Hats & Gloves	N/A	Otis Elementary School
Ms. Chapman_____	Ms. Garza_____	Mr. Gorobetz_____	App ____
Ms. Laird _____	Mr. Price _____		Disa ____
			Other ____

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.

Ms. Chapman _____ Ms. Garza _____ Mr. Gorobetz _____ App _____
Ms. Laird _____ Mr. Price _____ Disa _____
Other _____

NONDISCRIMINATION

The Board's policy of nondiscrimination extends to students, staff, job applicants, the general public and individuals with whom it does business and applies to race, color, national origin, ancestry, citizenship status, religion, sex, economic status, age, disability or military status.

The Board does not discriminate on the basis of legally acquired genetic information.

The Board does not permit discriminatory practices and views harassment as a form of discrimination. Harassment is defined as intimidation by threats of or actual physical violence; the creation, by whatever means including the use of electronic communications devices, of a climate of hostility or intimidation; or the use of language, conduct or symbols in such a manner as to be commonly understood to convey hatred, contempt or prejudice or to have the effect of insulting or stigmatizing an individual.

Employees or students who engage in discrimination of another employee or student shall be subject to disciplinary action.

Permission, consent or assumption of risk by an individual subjected to discrimination does not lessen the prohibition contained in this policy.

No one shall retaliate against an employee or student because he/she files a grievance; assists or participates in an investigation, proceeding or hearing regarding the charge of discrimination of an individual; or because he/she has opposed language or conduct that violates this policy.

The Board designates the following individual to serve as the District's compliance officer/civil rights coordinator:

Title: Susan King, Director of Human Resources	Abby Abernathy, Director of Student Services
Address: 500 W. State St. Suite A	500 W. State St. Suite A
Phone number: 419-334-5433	419-334-5464
Email: kings@fremontschools.net	abernathya@fremontschools.net

The name, title, and contact information of this individual is annually published in District handbooks and on the District website.

The compliance officer is responsible for coordinating the District's efforts to comply with applicable Federal and State laws and regulations, including the District's duty to address any inquiries or complaints regarding discrimination/retaliation or denial of equal access in a prompt and equitable manner.

Reports and Complaints of Unlawful Discrimination/Harassment

All persons associated with the District, including, but not limited to, the Board, administration, staff, students and third parties are encouraged to promptly report incidents of unlawful discrimination/harassment.

The Board has developed complaint procedures, which are made available to every member of the school community. The Board also has identified disciplinary penalties, which may be imposed on the offender(s).

Matters, including the identity of both the charging party and the accused, are kept confidential to the extent possible.

[Adoption date: June 6, 2016]

Revised:

LEGAL REFS.: Civil Rights Act, Title VI; 42 USC 2000d et seq.
Civil Rights Act, (Amended 1972), Title VII; 42 USC 2000e et seq.
Education Amendments of 1972, Title IX; 20 USC 1681 et seq.
Executive Order 11246, as amended by Executive Order 11375
Equal Pay Act; 29 USC 206
Genetic Information Nondiscrimination Act of 2008; 42 USC 2000ff et seq.
Rehabilitation Act; 29 USC 794
Individuals with Disabilities Education Act; 20 USC 1400 et seq.
Age Discrimination in Employment Act; 29 USC 623
Immigration Reform and Control Act; 8 USC 1324a et seq.
Americans with Disabilities Act Amendments Act of 2008; 42 USC 12101 et seq.
Ohio Const. Art. I, Section 2
ORC Chapter 3323
Chapter 4112
OAC 3301-35-02

CROSS REFS.: ACA, Nondiscrimination on the Basis of Sex
ACAA, Sexual Harassment
ACB, Nondiscrimination on the Basis of Disability
EDE, Computer/Online Services (Acceptable Use and Internet Safety)
GBA, Equal Opportunity Employment
GBO, Verification of Employment Eligibility
IGAB, Human Relations Education
IGBA, Programs for Students with Disabilities
JB, Equal Educational Opportunities
JFC, Student Conduct (Zero Tolerance)
JFCEA, Gangs
JFCF, Hazing and Bullying (Harassment, Intimidation and Dating Violence)
Staff Handbooks
Student Handbooks

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

RECODED AS ACA/ACAA
NONDISCRIMINATION ON THE BASIS OF SEX

~~The U.S. Department of Education has published regulations for implementing Title IX of the Education Amendments of 1972, which prohibits sex discrimination in federally assisted education programs.~~

~~Title IX states, in part: “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of or be subjected to discrimination under any education program or activity receiving federal financial assistance.”~~

~~The Board ensures compliance with Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Act of 1964 and the regulations promulgated through the U.S. Department of Education.~~

[Adoption date:]

LEGAL REFS.: Civil Rights Act, Title VI; 42 USC 2000d et seq.
Civil Rights Act, Title VII; 42 USC 2000e et seq.
Education Amendments of 1972, Title IX; 20 USC 1681 et seq.
Executive Order 11246, as amended by Executive Order 11375
Equal Pay Act; 29 USC 206
Ohio Const. Art. I, Section 2
ORC Chapter 4112

CROSS REFS.: AC, Nondiscrimination
ACAA, Sexual Harassment
ACB, Nondiscrimination of the Basis of Disability
GBA, Equal Opportunity Employment
IGDJ, Interscholastic Athletics
IIAA, Textbook Selection and Adoption
JB, Equal Educational Opportunities
JFC, Student Conduct (Zero Tolerance)
JFCF, Hazing and Bullying (Harassment, Intimidation and Dating Violence)
Staff Handbooks
Student Handbooks

NONDISCRIMINATION ON THE BASIS OF SEX/ SEXUAL HARASSMENT

The U.S. Department of Education has published regulations for implementing Title IX of the Education Amendments of 1972, which prohibits sex discrimination in federally assisted education programs.

Title IX states, in part: “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of or be subjected to discrimination under any education program or activity receiving federal financial assistance.”

The Board ensures compliance with Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Act of 1964 and the regulations promulgated through the U.S. Department of Education.

All persons associated with the District, including, but not limited to, the Board, the administration, the staff, and the students, and third parties are expected to conduct themselves at all times so as to provide an atmosphere free from **sex discrimination and sexual harassment**. **Sex discrimination and sexual harassment**, whether verbal or nonverbal, occurring inside or outside of District buildings, on other District-owned property or at school-sponsored social functions/activities, is illegal and unacceptable and will not be tolerated. **The District may have an obligation to investigate and/or respond to sexual harassment occurring off school grounds, when the harassment creates a hostile environment within the school setting.** Any person who engages in sexual harassment while acting as a member of the school community is in violation of this policy.

The District takes measures to eliminate harassment, prevent its recurrence and address its effects, and will implement interim measures as deemed necessary.

Definition of Sexual Harassment: Unwelcome sexual advances, requests for sexual favors or other verbal, **nonverbal**, or physical conduct of a sexual nature may constitute sexual harassment when:

1. submission to such conduct is made, either explicitly or implicitly, a term or condition of a person’s employment or ~~educational development~~ **status in a class, educational program or activity;**
2. submission to, or rejection of, such conduct by an individual is used as the basis for employment or education decisions affecting such individual or
3. such conduct has the purpose or effect of unreasonably interfering with an individual’s work or educational performance ~~or~~ **by creating an intimidating, hostile or offensive environment, or by interfering with one’s ability to participate in or benefit from a class or educational program or activity.**

Sexual violence is a form of sexual harassment and refers to physical sexual acts perpetrated against a person's will, or where a person is incapable of giving consent. Examples of sexual violence include but are not limited to, rape, sexual assault, sexual battery, sexual abuse, and sexual coercion.

Sexual harassment includes gender-based harassment, which refers to unwelcome conduct based on an individual's actual or perceived sex, (including harassment based on gender identity and nonconformity with sex stereotypes), and not necessarily involving conduct of a sexual nature.

Examples of sexual harassment-type conduct may include, but are not limited to, unwanted sexual advances; demands for sexual favors in exchange for favorable treatment or continued employment; **grooming**; repeated sexual jokes, flirtations, advances or propositions; verbal abuse of a sexual nature; graphic verbal commentary relating to an individual's body, sexual prowess or sexual deficiencies; coerced sexual activities; any unwanted physical contact; sexually suggestive or obscene comments or gestures; or displays in the workplace of sexually suggestive or obscene objects or pictures. Whether any act or comment constitutes sexual harassment-type conduct is often dependent on the individual recipient.

All of these types of harassment are considered forms of sex discrimination prohibited by Title IX.

The Board has developed informal and formal discrimination and harassment complaint procedures. The procedures provide for impartial investigation free from conflicts of interest. The Board also has identified disciplinary measures that may be imposed upon the offender. Nothing in this policy or procedure prevents an individual from pursuing action through State and/or Federal law, contacting law enforcement, or from filing a complaint with the United States Department of Education, Office of Civil Rights, the Ohio Civil Rights Commission or the Equal Employment Opportunity Commission.

~~The Grievance Officer: The Board directs the Superintendent to appoint one or more sexual harassment grievance officers who are~~
The Board designates the following individual to serve as the District's Title IX Coordinator:

Title: Susan King, Director of Human Resources	Abby Abernathy, Director of Student Services
Address: 500 W. State St. Suite A	500 W. State St. Suite A
Phone number: 419-334-5433	419-334-5464
Email: kings@fremontschools.net	abernathya@fremontschools.net

The Title IX Coordinator serves as the grievance officer and coordinates the District's efforts to comply with and carry out responsibilities under Title IX, including any complaint under Title IX. He/She is vested with the authority and responsibility for investigating all sexual harassment complaints in accordance with the procedures set forth in the accompanying regulation and staff and student handbooks.

Confidentiality/Retaliation

Sexual harassment matters, including the identity of both the charging party and the accused, are kept confidential to the extent possible, **consistent with the Board's legal obligations to investigate**. Although discipline may be imposed against the accused upon a finding of guilt, ~~retaliation is prohibited~~ **the District prohibits retaliation for an individual's participation in, and/or initiation of a sex discrimination/sexual harassment complaint investigation, including instances where the complaint is not substantiated. The District takes reasonable steps to prevent retaliation and takes strong responsive action if retaliation occurs.**

~~The Board has developed complaint procedures, which are made available to every member of the school community. The Board has also identified disciplinary penalties, which could be imposed on the offenders.~~

[Adoption date: June 6, 2016]

Revised:

LEGAL REFS.: Civil Rights Act, Title VI; 42 USC 2000d et seq.
Civil Rights Act, Title VII; 42 USC 2000e et seq.
Education Amendments of 1972, Title IX; 20 USC 1681 et seq.
Executive Order 11246, as amended by Executive Order 11375
Equal Pay Act; 29 USC 206
Ohio Const. Art. I, Section 2
ORC Chapter 4112

CROSS REFS.: AC, Nondiscrimination
GBA, Equal Opportunity Employment
GBD, Board-Staff Communications (Also BG)
GBH, Staff-Student Relations (Also JM)
IGDJ, Interscholastic Athletics
JB, Equal Educational Opportunities
JFC, Student Conduct (Zero Tolerance)
JFCF, Hazing and Bullying (Harassment, Intimidation and Dating Violence)
JHG, Reporting Child Abuse
Staff Handbooks
Student Handbooks

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

NONDISCRIMINATION ON THE BASIS OF SEX/SEXUAL HARASSMENT GRIEVANCE PROCEDURES

~~All sexual harassment complaints are investigated in accordance with the following procedure:~~
The Board has created informal and formal discrimination and harassment grievance procedures, providing for a prompt and impartial investigation free of conflicts of interest. All students and District employees are required to fully cooperate when asked to participate in an investigation.

Members of the school community and third parties are encouraged to promptly report incidents of sex discrimination or sexual harassment. Complaints may be filed with any District employee, or directly with the Title IX Coordinator. District employees are required to report these incidents to the Title IX Coordinator upon becoming aware of an incident, and failure to do so may result in disciplinary action.

Complaints of sex discrimination or sexual harassment must be filed within 180 calendar days of the alleged incident, as delays in filing complaints can make it difficult to investigate. Both the informal and formal grievance procedures are completed within 60 days of the date the incident was reported to the Title IX Coordinator, unless extenuating circumstances exist. Periodic updates are made as appropriate during the investigation.

The Title IX Coordinator determines whether or not, by “a preponderance of the evidence,” the alleged victim’s allegations are true. “A preponderance of the evidence” means that evidence must show the alleged discrimination/sexual harassment was more likely than not to have occurred.

Pending the final outcome of an informal or formal investigation, the District institutes interim measures to protect the alleged victim and informs him/her of available support services. Interim measures may include, but are not limited to: a District-enforced no contact order, schedule changes, academic modifications for the alleged victim, and/or school counseling for the alleged victim. These measures should ensure the alleged victim continues to have equal access to all education programs and activities and the safety of all students is protected.

If any of the named officials are the accused or are the alleged victim, the Board designates an alternate investigator and retains final decision-making authority.

All matters involving sexual harassment complaints remain confidential to the extent possible.

Informal Procedure for Addressing Complaints

An informal grievance procedure can be used when the Title IX Coordinator deems it appropriate and/or when the parties involved (alleged victim and accused) agree that an informal process is appropriate and sufficient. The informal process is not used when the alleged discrimination or harassment may constitute sexual violence or any other criminal act.

The Title IX Coordinator gathers enough information during the informal process to understand and resolve the complaint. The Title IX Coordinator proposes an informal solution based on this fact-gathering process, which may include, but not be limited to: requiring the accused to undergo training on harassment/discrimination, requiring all students and staff to undergo such training, and instituting protective mechanisms for the alleged victim.

Either party has the right to terminate the informal procedure at any time and pursue a remedy under the formal grievance procedure.

Formal Procedure for Addressing Complaints

While the formal grievance procedure may serve as the first step toward the resolution of a charge of sex discrimination or sexual harassment, it also is available when the informal procedure fails to resolve the complaint.

~~1. Any member of the school community who believes that he/she has been subjected to sexual harassment shall report the incident(s) to the appropriate grievance officer.~~

~~2. The grievance officer~~ **Through the formal grievance procedure, the Title IX Coordinator** attempts to resolve the **complaint** ~~problem through the following process in the following way::~~

- 1.A. The ~~grievance officer~~ **Title IX Coordinator** promptly confers with the charging party/**alleged victim** in order to obtain a clear understanding of that party's statement of the alleged facts. The statement is put in writing by the ~~grievance officer~~ **Title IX Coordinator** and signed by the charging party/**alleged victim** as a testament to the statement's accuracy.
- 2.B. The ~~grievance officer~~ **Title IX Coordinator** meets with the charged party in order to obtain his/her response to the complaint. The response is put in writing by the ~~grievance officer~~ **Title IX Coordinator** and signed by the charged party as a testament to the statement's accuracy.

- 3.C. The ~~grievance officer~~ **Title IX Coordinator** holds as many meetings with the parties and witnesses (if any) as are necessary to gather facts. The dates of meetings and the facts gathered are all put in writing. **The investigation is adequate, reliable, impartial and prompt, and allows both parties an equal opportunity to present witnesses and other evidence.**
- 4.D. **At the conclusion of the investigation, the Title IX Coordinator prepares a written report summarizing: the evidence gathered during the investigation and whether the allegations were substantiated; whether any Board policies or student or employee codes of conduct were violated; any recommendations for corrective action. The investigation report indicates if any measures must be instituted to protect the alleged victim. Such measures may include, but are not limited to extending any interim measures taken during the investigation. The report also informs the alleged victim of available support services, which at a minimum includes offering school counseling services if the alleged victim is a student.**

Notice of Outcome

Both the alleged victim and the accused are provided written notice of the outcome of the complaint.

~~On the basis of the grievance officer's perception of the problem, he/she will:~~

- ~~1) bring both parties together and attempt to resolve the matter informally through conciliation or~~
- ~~2) formally notify the parties by certified mail of his/her official action relative to the complaint.~~

~~(Choose one of the following two paragraphs)~~

~~**The outcome is final and binding.**~~

OR

~~3-~~If either party disagrees with the decision of the ~~grievance officer~~ **Title IX Coordinator**, he/she may appeal to the Superintendent/~~designee~~. After reviewing the record made by the ~~grievance officer~~ **Title IX Coordinator**, the Superintendent/~~designee~~ may attempt to gather further evidence necessary to decide the case and to determine appropriate action to be taken. The decision of the Superintendent/~~designee~~ is final.

Disciplinary Action

Any disciplinary action is carried out in accordance with Board policies, student and employee codes of conduct, State and Federal law, and, when applicable, the negotiated agreement. When recommending discipline, the Title IX Coordinator considers the totality of the circumstances involved, including the ages and maturity levels of those involved. The Title IX Coordinator and the Superintendent determine if a recommendation for expulsion for an accused student or discharge for an accused employee should be made. If this recommendation is made and a hearing is required, the hearing shall be held in accordance with Board policy, State law and/or the negotiated agreement. Both the parties shall have an equal right to attend the hearing, have a representative and parent (if student) present, present evidence, and question witnesses.

~~If any of the named officials are the charged or charging party, the Board designates an alternate investigator and retains final decision-making authority.~~

~~All matters involving sexual harassment complaints remain confidential to the extent possible.~~

[Adoption date: June 6, 2016]

Revised:

EVALUATION OF PROFESSIONAL STAFF
(Administrators Both Professional and Classified)

Application

This policy shall apply to all persons employed by the Board in a position requiring licensure as an administrator. This definition excludes school counselors, but includes professional pupil services personnel and administrative specialists (or equivalent positions) who spend less than 50% of their time teaching or otherwise working directly in the presence of students.

This policy shall also apply to all persons employed in positions not requiring administrative licensure, but whose job duties enable them to be considered either a “supervisor” or “management level employee” as defined in Ohio Revised Code (RC) 4117.01.

Procedures

1. General Requirements

The Superintendent shall implement a program of regular evaluation for all administrative personnel, which includes the following elements:

- A. The evaluation process shall fairly measure the administrator’s effectiveness in performing the duties set forth in his/her job description.
- B. A written evaluation document shall be produced for each evaluation. Each administrator shall be evaluated at least once annually.
- C. The evaluation shall be conducted by the Superintendent/designee (such designation may be oral or written) prior to the Board’s consideration of contract renewal or nonrenewal. The Superintendent shall review the results of the evaluation process with the Board.

2. Specific Requirements for Building Principals/Assistant Principals

In addition to the above, procedures for evaluation of District building principals and assistant principals will be based upon comparable principles as set forth in the policy adopted by the Board for evaluation of teachers pursuant to RC 3319.111, but tailored to address the duties and responsibilities of building principals and assistant principals, and the environment in which they work. **The District will implement the State mandated Ohio Principal Evaluation System.** ~~The Superintendent is authorized to develop administrative guidelines for the procedural and substantive evaluation of building principals and assistant principals consistent with this policy and State law.~~

Evaluation Instruments

The Superintendent may, in his/her discretion, utilize a single evaluation instrument for all administrative positions, instruments particularized for each position, or a combination of both types of instruments.

Evaluation instruments shall be developed and/or utilized by the Superintendent as he/she may determine in his/her professional judgment, and may be modified from time to time by the Superintendent, in an exercise of such professional judgment. Specific Board approval of the evaluation instruments or modifications to such instruments shall not be required.

Basis for Evaluation

Evaluations may be based upon the direct formal observations of the administrator, but may also consider information or incidental observations and other relevant information, which is within the knowledge of or brought to the attention of the evaluation. Out-of-school conduct may be considered if such conduct impairs the individual's effectiveness as an administrator or as a role model for students and staff.

Observations and Conferences

A pre-evaluation conference may be conducted if deemed necessary or advisable by the evaluator.

Formal observations may be made of the administrator, either announced or unannounced, but shall not be a required element of the evaluation process. Whether formal observations are appropriate to the position shall be determined by the evaluator on a case-by-case basis.

A final written evaluation report shall be produced in a manner deemed appropriate by the evaluator. This evaluation report may be combined with the evaluation instruments, or may be a separate document. The evaluation report shall be signed and dated by the administrator and the evaluator at the conclusion of the post-evaluation conference. The signature of the administrator shall not necessarily indicate that he/she agrees with the evaluator's comments or conclusions, but only that he/she has been made aware of such comments or conclusions. A copy of the evaluation report shall be provided to the administrator.

The final evaluation report of an administrator in the last year of his/her contract shall include the Superintendent's intended recommendation to the Board concerning the renewal or nonrenewal of the contract.

Number and Timing of Evaluations

1. Administrator Not in Final Year of Contract

An administrator not in the final year of his/her contract shall be evaluated at least once during the school year. A written copy of the evaluation report shall be provided to the administrator no later than the end of the administrator's contract year as defined by the administrator's annual salary notice.

2. Administrator in Final Year of Contract

An administrator whose contract is due to expire at the conclusion of the current school year shall have at least one preliminary evaluation and one final evaluation during such year. A written copy of the preliminary evaluation report shall be provided to the administrator at least 60 days prior to any Board action on the renewal or nonrenewal of the administrator's contract. A written copy of the final evaluation report shall be provided to the administrator at least five days prior to any Board action on the renewal or nonrenewal of the administrator's contract.

Meeting with the Board

Written notice of the right to have such a meeting with the Board shall be provided in accordance with law to each administrator whose contract is expiring at the conclusion of the current school year.

Following such notification, if an administrator requests a meeting with the Board, he/she shall be granted a meeting with the Board in executive session prior to the Board's action on his/her contract.

Legal Effect

This policy and the procedures contained herein shall not create a legal expectancy of continued employment or a property interest in continued employment, and shall not be deemed a part of any individual administrator's contract or otherwise a contractual obligation of the Board.

To the extent that any of the procedures contained herein exceed the requirements of State law, such procedures shall not be construed as a precondition to contract nonrenewal, and shall not prevent the Board from proceeding with a contract nonrenewal, which otherwise satisfies the minimum requirements of State law.

[Adoption date: July 16, 2012]

[Re-adoption date: April 15, 2013]

[Re-adoption date: June 6, 2016]

Revised:

LEGAL REFS.: ORC 3319.02; 3319.03; 3319.04; 3319.111; 3319.16; 3319.17; 3319.171;
3319.22

OAC 3301-35-05

CROSS REFS.: AF, Commitment to Accomplishment
GBL, Personnel Records

EVALUATION OF PROFESSIONAL STAFF
(Administrators Both Professional and Classified)

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[Adoption date: July 16, 2012]

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[Re-adoption date: June 6, 2016]

Revised:

LEGAL REFS.: ORC 3319.02; 3319.03; 3319.04; 3319.111; 3319.16; 3319.17; 3319.171;
3319.22
OAC 3301-35-05

CROSS REFS.: AF, Commitment to Accomplishment
GBL, Personnel Records

DISTRICT WEBSITES

District websites and school Web pages provide opportunities to engage students, impact student learning and interact with the community. District websites:

1. give the Board opportunities to communicate its mission, goals, policies and plans with the community;
2. allow individual schools to provide current and complete information to its community at large;
3. give the community a means to communicate effectively with the Board and staff;
4. create expanded means for student expression;
5. provide avenues for teachers to help students meet high standards of performance and
6. provide opportunities for staff to communicate with students.

The technology coordinator is responsible for maintaining the District's websites in accordance with the directives provided by the Superintendent. The principal/designee of each school shall ensure that the school's Web page is maintained in such a way that the community receives current and accurate information.

The District may elect to have its websites serve additional purposes related to its educational mission. These include, but are not limited to:

1. publishing a student newspaper;
2. posting teacher—created class information or
3. publishing appropriate student class work.

When a school allows student publications on its Web page, the purpose of including such publications shall be clearly identified in that section of the page. These publications shall be consistent with the District's mission, goals, policies, programs and activities. All publications shall meet established District requirements related to student print publications and be in accordance with State and Federal law related to student expression.

Accessibility of Website

The District is committed to ensuring the accessibility of its website for students, parents, and members of the community, including individuals with disabilities, except where doing so would impose an undue burden or create a fundamental alteration.

Advertising or Sponsorships

Any use of advertising or sponsorships that appear on the District's website must be approved by the Superintendent/designee. Use must be consistent with District policies and guidelines for other District publications.

The Board directs the Superintendent to develop regulations to implement all the provisions of this policy. These regulations shall address staff and student privacy and content standards for website publications.

[Adoption date: June 6, 2016]

Revised:

LEGAL REFS.: Family Educational Rights and Privacy Act; 20 USC 1232g et seq.
Children's Internet Protection Act; 47 USC 254(h)(5)(b)(iii); (P.L. 106-554,
HR 4577, 2000, 114 Stat 2763)
Individuals with Disabilities Education Act; 20 USC 1400 et seq.
Rehabilitation Act of 1973; 29 USC 794
Americans with Disabilities Act Amendments Act of 2008; 42 USC 12101
et seq.
ORC 149.43
3313.20
OAC 3301-35-04; 3301-35-06

CROSS REFS.: **AC, Nondiscrimination**
ACB, Nondiscrimination on the Basis of Disability
EDE, Computer/Online Services (Acceptable Use and Internet Safety)
IGDB, Student Publications
JO, Student Records
KBA, Public's Right to Know
KJ, Advertising in the Schools

SCHOOL ADMISSION

The District provides free education to District residents between the ages of five through 21 who do not possess a diploma. Students who do not legally qualify as residents may be required to pay tuition as established by law and Board policy.

A student is considered a resident of the District if he/she resides with a parent, a grandparent with either power of attorney or caretaker authorization affidavit or a person or government agency with legal custody whose place of residence is within the boundaries of the District. Parents, and grandparents with either power of attorney or caretaker authorization affidavit, may be required to present legal proofs of residence.

New entrants at all grade levels are required to present at the time of enrollment a birth certificate or other document as evidence of birth, a certified copy of any child custody order or decree, proof of having received or being in the process of receiving required immunizations and copies of those records pertaining to him/her, which are maintained by the school most recently attended. A protected child, as defined by State law, may not be denied admission to the school solely because the child does not present a birth certificate or comparable document upon registration. A protected child or parent, guardian or custodian of the child must present this documentation within 90 days after the child's initial entry into the school. **The District immediately enrolls homeless students and foster students and assists in obtaining the necessary enrollment documents.**

In addition, students released from the Department of Youth Services (DYS), just prior to requesting admission to the District, may not be admitted until the Superintendent has received all required documents provided by DHS. Forwarded documents are:

1. an updated copy of the student's transcript;
2. a report of the student's behavior in school while in DHS custody;
3. the student's current Individualized Education Program, if developed, and
4. a summary of the institutional record of the student's behavior.

DYS has 14 days to send the documents to the Superintendent.

[Adoption date: June 6, 2016]

Revised:

LEGAL REFS.: ORC 2151.33;
2152.18(D)(4)
3109.52 through 3109.61; 3109.65 through 3109.76;
3109.78; 3109.79; 3109.80
3313.48; 3313.64; 3313.67; 3313.671; 3313.672
3317.08
3321.01
OAC 3301-35-04(F)

CROSS REFS.: AFI, Evaluation of Educational Resources
IGBA, Programs for Students with Disabilities
JECB, Admission of Nonresident Students
JEE, Student Attendance Accounting (Missing and Absent Children)
JHCA, Physical Examinations of Students
JHCB, Immunizations
JO, Student Records

ADMISSION OF HOMELESS STUDENTS

The Board believes that all school-aged students, including homeless students **and unaccompanied youth**, have a basic right to equal educational opportunities. Accordingly, the District must enroll each homeless student **or unaccompanied youth** in the District in the school determined to be in the student's best interest. A homeless student is defined as an individual who lacks fixed, regular and adequate nighttime residence including:

1. a ~~“doubling up”~~ or sharing the housing with ~~another family~~ **other people** due to loss of housing, economic hardship or a similar reason;
2. living in a motel, hotel, trailer park or campground due to the lack of alternative adequate accommodations;
3. living in emergency or transitional shelters;
4. abandonment in hospitals;
5. ~~awaiting foster care placement;~~
- 5.6. a primary nighttime residence that is a public or private place not designed for, or ordinarily used as, a regular sleeping accommodation for human beings;
- 6.7. living in cars, parks, public spaces, abandoned buildings, substandard housing, bus or train stations or similar settings; ~~and~~
- 7.8. migratory students: **living in circumstances described above and**
8. **an unaccompanied youth who is homeless and not in the physical custody of a parent or guardian.**

In compliance with the McKinney-Vento Homeless Assistance Act, the District must make school placement determinations on the basis of the best interest of the student. ~~To the extent feasible, The District presumes that keeping the homeless students child or youth are kept in the school of origin is in the child or youth's best interest, unless doing so is contrary to the wishes request of the student's parent or guardian, or the unaccompanied youth. When considering the school of best interest, the District considers student centered factors related to the homeless child or youth's best interest including factors related to the impact of mobility on achievement, education, health and safety of the child or youth and gives priority to the homeless child or youth's parent or guardian or the unaccompanied youth.~~

To the extent feasible, the District complies with a request made by a parent(s) regarding school placement regardless of whether the student lives with the homeless parent(s) or is temporarily residing elsewhere.

The Board ensures that:

1. it reviews and revises Board policies and regulations to eliminate barriers to the **identification**, enrollment, retention and success in school of homeless students **including barriers to enrollment and retention due to outstanding fees or fines, or absences;**
2. the District does not segregate homeless students **children or youth** into separate schools or separate programs within a school, based on the student's status as homeless;
3. it appoints a District liaison, **able to carry out their duties**, who ensures that homeless students **are identified and** enroll and succeed in school **and ensures the liaison is trained in compliance with law;**
4. **it provides training opportunities for staff on identifying and serving homeless students;**
5. **homeless children or youth are immediately enrolled even if the child or youth is unable to produce records normally required for enrollment such as previous academic records, records of immunization and other required health records, proof of residency of other documentation, or if the student has missed application or enrollment deadlines during any period of homelessness;**
- 6.4. homeless students **children or youth** are provided with education, nutrition and transportation services that are at least comparable to the services provided to nonhomeless students; ~~and~~
7. **homeless students and unaccompanied youth meeting the relevant eligibility criteria do not face barriers to accessing academic and extracurricular activities including: magnet school; summer school; career and technical education; advanced placement; online learning and charter school programs.**

The liaison **carries out all duties required by law**, ensures compliance with the subgrant and coordinates services for homeless students with local social service agencies and programs, including those funded under the Runaway and Homeless Youth Act.

A student who ceases to be homeless may continue to receive services until the end of the period of time for which the service was originally intended to be provided, which may be the end of the school year or the end of a program cycle.

Information about a homeless child or youth's living situation is part of the student education record and is not considered directory information.

The District complies with the Ohio Department of Education's Plan and State and Federal laws for the education of homeless students.

[Adoption date: June 6, 2016]

Revised:

LEGAL REFS.: The Elementary and Secondary Education Act; 20 USC 1221 et seq.
42 USC Sections 11431 et seq.
ORC 9.60 through 9.62
3313.64(F)(13)
OAC 3301-35-02; 3301-35-04; 3301-35-06

CROSS REFS.: AC, Nondiscrimination
JB, Equal Educational Opportunities
JEC, School Admission
JHCB, Immunizations
JO, Student Records

ADMISSION OF HOMELESS STUDENTS
(Enrollment Dispute Resolution Process)

The District is committed to facilitating the timely resolution of disputes regarding the educational placement of homeless children and youth. The process may address issues concerning: **eligibility**, enrollment, transfer of records, transportation, comparable services, guardianship, medical records, residency, school of origin/school of choice issues along with any related homeless education concerns.

Should a dispute arise over school selection or enrollment in a school, the parents, guardians and unaccompanied youth may initiate the resolution process directly at the school they choose or with the District homeless liaison. Written and/or oral communication may be provided to support their views. Students are provided with all services for which they are eligible while the dispute is being resolved.

Disputes should be resolved at the District level, rather than the school level. The District makes the resolution process as informal and accessible as possible, allowing for impartial and complete review.

Written documentation from the District is complete, as brief as possible, simply stated and provided in a language the parent, guardian or unaccompanied youth can understand.

The following steps are taken when a dispute arises over school selection or enrollment in a school:

1. The District provides the parent/guardian **or unaccompanied youth** with a written explanation of the school's decision regarding school selection or enrollment.
2. The District informs the parent/guardian **or unaccompanied youth** in writing of their right to appeal the decision.
3. Should the dispute continue, the District refers the parent/guardian **or unaccompanied youth** to the local **District** homeless liaison who shall review the complaint and issue an opinion in writing to the parent/guardian **or the unaccompanied youth**.
4. Should the dispute continue, the local **District** homeless liaison assists the involved parties in presenting the situation to the Ohio Department of Education homeless education coordinator.
5. The state homeless education coordinator recommends a decision for distribution to the parent/**guardian or unaccompanied youth**, local Superintendent and District liaison.
6. Should the dispute continue, the final appeal is made to the State Superintendent of Public Instruction for review and disposition.

[Adoption date: June 6, 2016]

Revised:

HAZING AND BULLYING (Harassment, Intimidation and Dating Violence)

Hazing means doing any act or coercing another, including the victim, to do any act of initiation into any student or other organization that causes or creates a substantial risk of causing mental or physical harm to any person.

Throughout this policy the term bullying is used in place of harassment, intimidation and bullying.

Bullying, harassment and intimidation is an intentional written, verbal, electronic or physical act that a student has exhibited toward another particular student more than once. The intentional act also includes violence within a dating relationship. The behavior causes mental or physical harm to the other student and is sufficiently severe, persistent or pervasive that it creates an intimidating, threatening or abusive educational environment for the other student. This behavior is prohibited on school property, on a school bus or at a school-sponsored activity. Students found responsible for harassment, intimidation or bullying by an electronic act may be suspended.

Permission, consent or assumption of risk by an individual subjected to hazing, bullying and/or dating violence does not lessen the prohibition contained in this policy.

The District includes, within the health curriculum, age-appropriate instruction in dating violence prevention education in grades 7 to 12. This instruction includes recognizing warning signs of dating violence and the characteristics of healthy relationships.

Prohibited activities of any type, including those activities engaged in via computer and/or electronic communications devices or electronic means, are inconsistent with the educational process and are prohibited at all times. The District educates minors about appropriate online behavior, including interacting with other individuals on social networking websites and in chat rooms and cyberbullying awareness and response.

No administrator, teacher or other employee of the District shall encourage, permit, condone or tolerate any hazing and/or bullying activities. No students, including leaders of student organizations, are permitted to plan, encourage or engage in any hazing and/or bullying.

Administrators, teachers and all other District employees are particularly alert to possible conditions, circumstances or events that might include hazing, bullying and/or dating violence. If any of the prohibited behaviors are planned or discovered, involved students are informed by the discovering District employee of the prohibition contained in this policy and are required to end all such activities immediately. All hazing, bullying and/or dating violence incidents are reported immediately to the ~~Superintendent~~**principal**/designee and appropriate discipline is administered.

The Superintendent/designee must provide the Board President with a semiannual written summary of all reported incidents and post the summary on the District's website, to the extent permitted by law.

The administration provides training on the District's hazing and bullying policy to District employees and volunteers who have direct contact with students. Additional training is provided to elementary employees in violence and substance abuse prevention and positive youth development.

District employees, students and volunteers have qualified civil immunity for damages arising from reporting an incident of hazing and/or bullying. Administrators, teachers, other employees and students who fail to abide by this policy may be subject to disciplinary action and may be liable for civil and criminal penalties in compliance with State and Federal law.

No one is permitted to retaliate against an employee or student because he/she files a grievance or assists or participates in an investigation, proceeding or hearing regarding the charge of hazing and/or bullying of an individual.

[Adoption date: June 6, 2016]

Revised:

LEGAL REFS.: Children's Internet Protection Act; 47 USC 254 (h)(5)(b)(iii);
(P.L. 106-554, HR 4577, 2000, 114 Stat 2763)
ORC 117.53
2307.44
2903.31
3301.22
3313.666; 3313.667
3319.073; 3319.321

CROSS REFS.: AC, Nondiscrimination
ACA, Nondiscrimination on the Basis of Sex
ACAA, Sexual Harassment
EDE, Computer/Online Services (Acceptable Use and Internet Safety)
IGAE, Health Education
IIBH, District Websites
JFC, Student Conduct (Zero Tolerance)
JFCEA, Gangs
JFCK, Use of Electronic Communications Equipment by Students
JG, Student Discipline
JHG, Reporting Child Abuse
JO, Student Records
Student Handbooks

HAZING AND BULLYING (Harassment, Intimidation and Dating Violence)

The prohibition against hazing, dating violence, harassment, intimidation or bullying is publicized in student handbooks and in the publications that set the standard of conduct for schools and students in the District. In addition, information regarding the policy is incorporated into employee handbooks and training materials.

School Personnel Responsibilities and Complaint Procedures

Hazing, bullying behavior and/or dating violence by any student/school personnel in the District is strictly prohibited, and such conduct may result in disciplinary action, up to and including suspension and/or expulsion from school. Hazing, bullying and/or dating violence means any intentional written, verbal, graphic or physical acts, including electronically transmitted acts, either overt or covert, by a student or group of students toward other students/school personnel with the intent to haze, harass, intimidate, injure, threaten, ridicule or humiliate. Such behaviors are prohibited on or immediately adjacent to school grounds, at any school-sponsored activity; in any District publication; through the use of any District-owned or operated communication tools, including but not limited to District email accounts and/or computers; on school-provided transportation or at any official school bus stop.

Hazing, bullying and/or dating violence can include many different behaviors. Examples of conduct that could constitute prohibited behaviors include, but are not limited to:

1. physical violence and/or attacks;
2. threats, taunts and intimidation through words and/or gestures;
3. extortion, damage or stealing of money and/or possessions;
4. exclusion from the peer group or spreading rumors;
5. repetitive and hostile behavior with the intent to harm others through the use of information and communication technologies and other Web-based/online sites (also known as “cyberbullying”), such as the following:
 - A. posting slurs on websites, social networking sites, blogs or personal online journals;
 - B. sending abusive or threatening emails, website postings or comments and instant messages;

- C. using camera phones to take embarrassing photographs or videos of students and/or distributing or posting the photos or videos online and
 - D. using websites, social networking sites, blogs or personal online journals, emails or instant messages to circulate gossip and rumors to other students.
6. excluding others from an online group by falsely reporting them for inappropriate language to Internet service providers.

In evaluating whether conduct constitutes hazing or bullying, special attention is paid to the words chosen or the actions taken, whether such conduct occurred in front of others or was communicated to others, how the perpetrator interacted with the victim and the motivation, either admitted or appropriately inferred.

Teachers and Other School Staff

Teachers and other school staff who witness acts of hazing, bullying and/or dating violence, as defined above, promptly notify the building principal/designee of the event observed, and promptly file a written incident report concerning the events witnessed.

Teachers and other school staff who receive student or parent reports of suspected hazing, bullying and/or dating violence promptly notify the building principal/designee of such report(s). If the report is a formal, written complaint, the complaint is forwarded to the building principal/designee no later than the next school day. If the report is an informal complaint by a student that is received by a teacher or other professional employee, he/she prepares a written report of the informal complaint that is forwarded to the building principal/designee no later than the next school day.

Complaints

1. Formal Complaints

Students and/or their parents or guardians may file reports regarding suspected hazing, harassment, intimidation, bullying and/or dating violence. The reports should be written. Such written reports must be reasonably specific including person(s) involved; number of times and places of the alleged conduct; the target of suspected harassment, intimidation and/or bullying and the names of any potential student or staff witnesses. Such reports may be filed with any school staff member or administrator. They are promptly forwarded to the building principal/designee for review and action.

2. Informal Complaints

Students, parents or guardians and school personnel may make informal complaints of conduct that they consider to be harassment, intimidation and/or bullying by verbal report to a teacher, school administrator or other school personnel. Such informal complaints must be reasonably specific as to the actions giving rise to the suspicion of hazing, harassment, intimidation and/or bullying, including person(s) involved, number of times and places of the alleged conduct, the target of the prohibited behavior(s) and the names of any potential student or staff witness. The school staff member or administrator who receives the informal complaint promptly documents the complaint in writing, including the above information. This written report by the school staff member and/or administrator is promptly forwarded to the building principal/designee for review and action.

3. Anonymous Complaints

Students who make informal complaints as set forth above may request that their name be maintained in confidence by the school staff member(s) and administrator(s) who receive the complaint. The anonymous complaint is reviewed and reasonable action is taken to address the situation, to the extent such action (1) does not disclose the source of the complaint, and (2) is consistent with the due process rights of the student(s) alleged to have committed acts of hazing, bullying and/or dating violence.

4. False Complaints

Students are prohibited from deliberately making false complaints of harassment, intimidation or bullying. Students found responsible for deliberately making false reports of harassment, intimidation or bullying may be subject to a full range of disciplinary consequences.

Intervention Strategies

1. Teachers and Other School Staff

In addition to addressing both informal and formal complaints, school personnel are encouraged to address the issue of hazing, bullying and/or dating violence in other interactions with students.

School personnel may find opportunities to educate students about harassment, hazing, intimidation and bullying and help eliminate such prohibited behaviors through class discussions, counseling and reinforcement of socially appropriate behavior. School personnel should intervene promptly whenever they observe student conduct that has the purpose or effect of ridiculing, humiliating or intimidating another student/school personnel, even if such conduct does not meet the formal definition of harassment, hazing, intimidation or bullying.

2. Administrator Responsibilities

A. Investigation

The principal/designee is notified of any formal or informal complaint of suspected harassment, hazing, intimidation or bullying. Under the direction of the building principal/designee, all such complaints are investigated promptly. A written report of the investigation is prepared when the investigation is complete. The report includes findings of fact, a determination of whether acts of hazing, bullying and/or dating violence were verified, and when prohibited acts are verified, a recommendation for intervention, including disciplinary action, is included in the report. Where appropriate, written witness statements are attached to the report.

Notwithstanding the foregoing, when a student making an informal complaint has requested anonymity, the investigation of such complaint is limited as is appropriate in view of the anonymity of the complaint. Such limitation of the investigation may include restricting action to a simple review of the complaint (with or without discussing it with the alleged perpetrator), subject to receipt of further information and/or the withdrawal by the complaining student of the condition that his/her report be anonymous.

When hazing and/or bullying is based on race, color, national origin, sex, or disability, and the behavior creates a hostile environment, the hazing and bullying investigation is suspended while the applicable nondiscrimination grievance procedures are implemented.

B. Nondisciplinary Interventions

When verified acts of hazing, bullying and/or dating violence are identified early and/or when such verified acts do not reasonably require a disciplinary response, students may be counseled as to the definition of the behavior, its prohibition and their duty to avoid any conduct that could be considered harassing, hazing, intimidating and/or bullying.

If a complaint arises out of conflict between students or groups of students, peer mediation may be considered. Special care, however, is warranted in referring some cases to peer mediation. A power imbalance may make the process intimidating for the victim and therefore inappropriate. The victim's communication and assertiveness skills may be low and could be further eroded by fear resulting from past intimidation and fear of future intimidation. In such cases, the victim should be given additional support. Alternatively, peer mediation may be deemed inappropriate to address the concern.

C. Disciplinary Interventions

When acts of harassment, intimidation and bullying are verified and a disciplinary response is warranted, students are subject to the full range of disciplinary consequences. Anonymous complaints that are not otherwise verified, however, cannot provide the basis for disciplinary action.

In and out-of-school suspension may be imposed only after informing the accused perpetrator of the reasons for the proposed suspension and giving him/her an opportunity to explain the situation.

Expulsion may be imposed only after a hearing before the Board, a committee of the Board or an impartial hearing officer designated by the Board in accordance with Board policy. This consequence is reserved for serious incidents of harassment, intimidation or bullying and/or when past interventions have not been successful in eliminating prohibited behaviors.

Allegations of criminal misconduct are reported to law enforcement, and suspected child abuse is reported to Child Protective Services, per required time lines.

Report to the Custodial Parent or Guardian of the Perpetrator

If, after investigation, acts of harassment, intimidation and bullying by a specific student are verified, the building principal/designee notifies the custodial parent or guardian of the perpetrator, in writing, of that finding. If disciplinary consequences are imposed against such student, a description of such discipline is included in such notification.

Strategies are developed and implemented to protect students from new or additional harassment, intimidation or bullying, and from retaliation following reporting of incidents.

Reports to the Victim and His/Her Custodial Parent or Guardian

If, after investigation, acts of bullying or hazing against a specific student are verified, the building principal/designee notifies the custodial parent/guardian of the victim of the finding. In providing such notification, care must be taken to respect the statutory privacy rights of the perpetrator.

Bullying matters, including the identity of both the charging party and the accused, are kept confidential to the extent possible. Although discipline may be imposed against the accused upon a finding of guilt, retaliation is prohibited.

School administrators shall notify both the custodial parents or guardians of a student who commits acts of harassment, intimidation, bullying and/or dating violence and the custodial parents or guardians of students against whom such acts were committed, and shall allow access to any written reports pertaining to the incident, to the extent permitted by law.

Police and Child Protective Services

In addition to, or instead of, filing a complaint through this policy, a complainant may choose to exercise other options including, but not limited to, filing a complaint with outside agencies or filing a private lawsuit. Nothing prohibits a complainant from seeking redress under any other provision of State law or common law that may apply.

The District must also investigate incidents of hazing, bullying and/or dating violence for the purpose of determining whether there has been a violation of District policy or regulations, even if law enforcement and/or the public children's services are also investigating. All District personnel must cooperate with investigations by outside agencies.

[Adoption date: June 6, 2016]

Revised:

INTERROGATION OF STUDENTS

The Board is committed to protecting students from harm that may or may not be directly associated with the school environment but also recognizes its responsibility to cooperate with law enforcement and public children's services agencies.

When law enforcement or other authorities arrive at the school and wish to interview a student or investigate an alleged violation of law, they must contact the building administrator indicating the nature of their investigation and their desire to question a student or students.

Investigation of Child Abuse/Neglect by a Public Children's Services Agency or Law Enforcement Agency

Every Board official and employee who, in connection with his/her position, knows or suspects child abuse or neglect must immediately report that knowledge or suspicion to a public children's services or law enforcement agency in accordance with Board policy.

At the request of the building administrator, an official of a public children's services agency or law enforcement agency may interview a student on school property during school hours in order to investigate a claim of child abuse/neglect involving such student or a member of the student's family. If neither the student nor a member of his/her family is the subject of the child abuse/neglect investigation, such agency should contact the student during non-school hours and investigate the matter off school property, if at all possible, unless the alleged child abuse took place on school property and/or involves an emergency situation.

If the student (or a member of his/her family) is the subject of a child abuse/neglect investigation, or the student is being interviewed regarding alleged child abuse that took place on school property or involves an emergency, the building administrator shall attempt to contact the parent/guardian prior to questioning, and he/she will remain in the room during questioning unless compelling reasons for exclusion are provided by the agency.

If an agency investigating child abuse/neglect indicates that the parent/guardian is believed to be the perpetrator, the building administrator will not contact either parent/guardian prior to the interview. The building administrator will remain in the room during questioning unless compelling reasons for exclusion are provided by the agency.

Investigations of Violations of Law by Law Enforcement Agencies

Such agencies should contact a student during non-school hours and investigate alleged violations of the law off school property if at all possible. An investigation can take place immediately on school property during school hours at the request of the building administrator if the alleged violation of law took place on school property or in emergency situations.

Before the student(s) is (are) questioned as a witness to or suspect in an alleged violation of law, the building administrator shall attempt to **notify the parent/guardian of the student to be interviewed by the law enforcement officials before questioning begins, unless extenuating circumstances dictate that this not be done. The building administrator shall remain in the room during the questioning unless compelling reasons for exclusion are provided by the agency.** ~~contact the parent/guardian prior to questioning and shall remain in the room during the questioning unless compelling reasons for exclusion are provided by the agency.~~

Notification and Release of Records

Attempts to notify the parent/guardian regarding investigations of child abuse/neglect and other law enforcement investigations should be documented diligently.

No person other than an employee of the Board shall be permitted to interview a student in the school, except with the approval of the principal. The principal shall give such approval only when he/she is convinced that the interview is for the welfare of the child, or in the interest of justice, and shall be presented as the same. Each principal shall use their discretion as to which designated representative shall be present during the interviewing process.

When an authorized law enforcement officer or public children's services agency removes a student, the building administrator shall notify the parent/guardian and the Superintendent.

No school official may release personally identifiable student information in education records to the police or public children's services agency without prior written permission of the parent/guardian, a lawfully issued subpoena, or a court order.

[Adoption date: June 6, 2016]

Revised:

LEGAL REFS.: U.S. Const. Amend. IV
ORC 3313.20

CROSS REFS.: JF, Student Rights and Responsibilities
JHG, Reporting Child Abuse

SEARCH AND SEIZURE

Pursuant to Board policy, the following guidelines shall be used when school administrators have reason to suspect that an illegal or dangerous substance or object or stolen property may be in the possession of a student:

1. All requests or suggestions for the search of a student or his/her possessions shall be directed to the principal or the person in charge of the students while out of the District.
2. Wherever possible, before conducting the search, the building administrator shall notify the student, request his/her consent to the inspection if other than his/her locker, and inform the student that he/she may withhold consent. When requesting consent, the building administrator shall do so, whenever possible, outside the presence of any law enforcement officers. Such consent, if offered, shall be given voluntarily and with the knowledge that it could have been withheld. The principal shall conduct the search, however, with or without the consent.
3. Wherever possible, an adult third party shall be present at any search of a student or his/her possessions.
4. The principal may conduct a student search upon reasonable suspicion to suspect the presence of an illegal or dangerous substance or object, or anything contraband under school rules.
5. The principal shall be responsible for the custody, control, and disposition of any illegal or dangerous substance or object taken from a student, whether during a student search or otherwise.
6. Wherever possible, the student shall be present at any search of his/her possessions.
7. The principal is responsible for the prompt recording of each student search. The record shall be in writing and shall include the reasons for the search, the persons present, the objects found, and the disposition made of them, and shall be kept in a secure location in his/her office.
8. **The Board permits building administrators to search any unattended bag for safety and identification purposes. Once the administrator has determined the identity of the owner and that no safety or security issues exist, any subsequent searches of the item are based upon reasonable suspicion.**

9. 8. Whenever the search is prompted by the reasonable suspicion that possession of a substance or object immediately threatens the safety and health of the student or others, the principal shall act with as much speed and dispatch as is required to protect persons and property in the school while keeping clearly in mind the student's rights and the potential consequences of inappropriate or hasty action.
10. 9. Whenever possible, the number of law enforcement officers present for any search on school property shall be limited to as few as are necessary.

Reasonable Suspicion

As used in this section, reasonable suspicion for a search means reasonable grounds sufficient to cause an adult of normal intellect to believe that the search of a particular person, place, or thing will lead to the discovery of evidence that the student:

1. has violated or is violating a rule or behavioral norm contained in the student handbook;
2. has violated or is violating a particular law or
3. possesses an item or substance which presents an immediate danger of physical harm or illness to students and staff or District property.

Lockers and Other Storage Areas Provided for Student Use

1. All lockers and other storage areas provided for student use remain the property of the District. These lockers and storage areas are subject to inspection, access for maintenance, and search pursuant to these guidelines. A student using the locker or storage area has, by statute, no expectation of privacy in that locker or storage area or the contents contained therein (See Form 5771 F1). No student shall lock or otherwise impede access to any locker or storage area except with a lock provided by or approved by the principal. Unapproved locks will be removed and destroyed.
2. The principal may search student lockers and storage areas and the contents contained therein at any time for any justifiable reason.
3. The principal may, at any time, request assistance of the law enforcement agency having jurisdiction over the facilities of the District. The law enforcement officer must have probable cause, however, to conduct a search of the lockers and storage areas and the contents contained therein.

Desks and Other Storage Areas

A desk or any other storage area in the school provided for student use, as well as the contents contained therein, may be searched when the principal has reasonable suspicion for a search.

Vehicles

1. Any vehicle brought on District premises by a student may be searched when the principal has reasonable suspicion to justify the search. Whenever possible, before conducting a search of a student's automobile, the building administrator shall notify the student, request his/her consent for the inspection of his/her automobile, and inform the student that he/she may withhold consent. The building administrator may conduct an automobile search in the absence of consent when the administrator has reasonable suspicion to justify the search. The building administrator may also conduct an automobile search absent consent if the administrator can see items sitting in plain view in the car that clearly constitute illegal drugs or contraband.
2. One of the conditions for granting permission for a student to bring a student-operated vehicle onto school premises is written consent by the student driver, the owner of the vehicle, and the parent of the student to allow search of that vehicle. Refusal by any of the parties to provide or allow access to a vehicle at the time of a search request shall be cause for terminating the privilege without further hearing.
3. Searches of vehicles of staff members or visitors shall be conducted by law enforcement personnel.

Student

1. The personal search of a student may be conducted by the principal when he/she has reasonable suspicion for a search of that student. Authorized searches of the student's person are:
 - A. the student's pockets;
 - B. purses, briefcases or any other object in the possession of the student;
 - C. a pat down of the exterior of the student's clothing and the removal of any item identified and
 - D. removal of an article of exterior clothing such as a jacket.
2. Strip searches are to be conducted only by law enforcement personnel, and may only be justified by probable cause.

3. Personal searches should be conducted in a private room by a person of the same gender as the student and designated by the principal. At least one but not more than three additional staff members of the same gender as the student being searched shall witness but not participate in the search.

At the request of the student to be searched, an additional person of the same gender as the student designated by the student, and then reasonably available on school premises, shall witness the search. The student's parents shall be notified of the search as soon as reasonably possible.

Use of Breath-Test Instruments

The principal may arrange for a breath test for blood-alcohol to be conducted on a student whenever he/she has individualized reasonable suspicion to believe the student has consumed an alcoholic beverage.

Use of Dogs

The Board has authorized the use of specially-trained dogs to detect the presence of drugs and devices such as bombs on school property under the following conditions:

1. The presence of the dogs on school property must be authorized, in advance, by the Superintendent or be pursuant to a court order or warrant.
2. The dog must be handled by a law enforcement officer or a contracted person specially trained to safely and competently work with the dog.
3. The dog is represented by the sheriff or chief of the law enforcement agency providing the service as capable of accurately detecting drugs and/or devices.
4. The dog will be allowed to examine a student's possessions, including vehicles.
5. The dog may be allowed to examine school property such as lockers as permitted by the building principal. Any limitation as to areas of school property to be examined by the dog shall be established by the principal at the time the use of dogs is authorized.

Method of Search

The scope of any search should be limited by the reasonable suspicion that motivated the search. If an item is found that leads to reasonable suspicion that additional, correlated items may also exist, the search may be extended. If the initial search produces no evidence of contraband, there should be no extension of the search based on simple curiosity.

Items Found

Anything found in the course of a search which is evidence of a student violation of school rules or Federal/State laws may be seized and admitted as evidence in any suspension or expulsion proceeding if it is tagged for identification at the time it is seized and kept in a secure place by the principal until it is presented at the hearing. It may also be turned over to any law enforcement officer after proper notation and receipt.

(Approval date: June 6, 2016)

Revised:

IMMUNIZATIONS

In order to minimize the spread of preventable illnesses in schools and provide students with a healthier learning environment, the Board requires immunizations in compliance with State law and the Ohio Department of Health for each student unless the parent(s) file an objection. The Board may also require tuberculosis examinations in compliance with law.

The following documents will be accepted as evidence of a student's immunization history, provided they comply with state requirements and contain the date when each immunization was administered.

1. an official school record from any school
2. a record from any public health department
3. a certificate signed by a licensed physician

Students eligible for kindergarten and students new to the District must present written evidence of similar immunizations, or written evidence to indicate that they are in the process of receiving immunizations, to be completed no later than the day of entrance. **The District will immediately enroll homeless students and foster students and assist in obtaining necessary immunization records.** Students failing to complete immunizations within 14 days after entering are not permitted to return to school; however, an extension can be granted by the District pursuant to the Ohio Revised Code.

The District maintains an immunization record for each student, available in writing to parents upon request.

A report of the immunization status of the students in each school shall be sent each year to the Ohio Department of Health by the principal or designee on the report forms provided by the Ohio Department of Health.

[Adoption date: June 6, 2016]

[Re-adoption date: October 3, 2016]

Revised:

LEGAL REFS.: ORC 3313.67; 3313.671; 3313.71; 3313.711
3701.13

CROSS REFS.: JEC, School Admission
JECAA, Admission of Homeless Students
JHCA, Physical Examinations of Students
JHCC, Communicable Diseases

STUDENT RECORDS

In order to provide students with appropriate instruction and educational services, it is necessary for the District to maintain extensive educational and personal information. It is essential that pertinent information in these records be readily available to appropriate school personnel, be accessible to the student's parent(s) or the student in compliance with law, and yet be guarded as confidential information.

The Superintendent is responsible for the proper administration of student records in keeping with State law and federal requirements and the procedures for the collection of necessary information about individual students throughout the District.

Upon request, all records and files included in the student's cumulative file are available to parent(s) or the student (if he/she is over 18 years of age). This request must be in writing and is granted within seven calendar days. No records are to be removed from the school. A principal, teacher or other qualified school personnel must be present to explain any of the tests or other material.

All rights and protections given to parents under law and this policy transfer to the student when he/she reaches age 18 or enrolls in a postsecondary school. The student then becomes an "eligible student."

The District uses reasonable methods to identify and authenticate the identity of parents, students, school officials and any other parties to whom the agency or institution discloses personally identifiable information from education records.

The District provides notice to parents and eligible students annually, in accordance with the procedures set forth under administrative regulations, of the rights held by parents and eligible students under law and this policy. It is the intent of the District to limit the disclosure of information contained in the student's education records except:

1. by prior written consent;
2. as directory information and
3. under other limited circumstances, as enumerated under administrative regulations.

The following rights exist:

1. the right to inspect and review the student's education records;
2. the right, in accordance with administrative regulations, to seek to correct parts of the student's education records, including the right to a hearing if the school authority decides not to alter the records according to the parent(s)' or eligible student's request;
3. the right of any person to file a complaint with the U.S. Department of Education if the District violates relevant Federal law, specifically the Family Educational Rights and Privacy Act and
4. the right to acquire information concerning the procedure which the parent(s) or eligible student should follow to obtain copies of this policy, the locations from which these copies may be obtained, as well as any fees to be charged for such copies. *(See administrative regulations.)

The District proposes to designate the following personally identifiable information contained in a student's education records as "directory information."

1. student's name
2. student's address
3. telephone number(s)
4. student's date and place of birth
5. participation in officially recognized activities and sports
6. student's achievement awards or honors
7. student's weight and height, if a member of an athletic team
8. major field of study
9. dates of attendance ("from and to" dates of enrollment)
10. date of graduation

The above information is disclosed without prior written consent, except when the request is for a profit-making plan or activity or when the parent/eligible student has informed the Board that any or all such information should not be released without their prior written consent- **or when disclosure is otherwise prohibited by law.**

Administrative regulations set forth a procedure for annual notification to parents and eligible students of the District's definition of directory information. Parents or eligible students then have two weeks in which to advise the District in writing, in accordance with such regulations, of any or all items which they refuse to permit as directory information about that student.

To carry out their responsibilities, school officials have access to student education records for legitimate educational purposes. The District uses the criteria set forth under administrative regulations to determine who are "school officials" and what constitutes "legitimate educational interests."

Other than requests as described above, school officials release information from, or permit access to, a student's education records only with the prior written consent of a parent or eligible student, except that the Superintendent or a person designated in writing by the Superintendent may permit disclosure in certain limited circumstances outlined under administrative regulations.

The District maintains, in accordance with administrative regulations, an accurate record of all requests to disclose information from, or to permit access to, a student's education records and of information disclosed and access permitted.

[Adoption date: June 6, 2016]

Revised:

LEGAL REFS.: The Elementary and Secondary Education Act; 20 USC 1221 et seq.
Family Educational Rights and Privacy Act; 20 USC Section 1232g
Health Insurance Portability and Accountability Act; 29 USC 1181 et seq.
ORC 111.41; 111.42; 111.43; 111.46; 111.47; 111.99
149.41; 149.43
1347.01 et seq.
3317.031
3319.32; 3319.321; 3319.33
3321.12; 3321.13
3331.13

CROSS REFS.: AFI, Evaluation of Educational Resources
EHA, Data and Records Retention
IL, Testing Programs
JECOA, Admission of Homeless Students
KBA, Public's Right to Know
KKA, Recruiters in the Schools

STUDENT RECORDS

1. Each student's official school records include the following.
 - A. Records to be retained permanently
 - 1) name and address of parent(s)
 - 2) verification of date and place of birth
 - 3) dates and record of attendance
 - 4) course enrollment and grades
 - 5) test data
 - 6) date of graduation or withdrawal
 - B. Records of verifiable information to be retained during the student's school career
 - 1) medical/health data
 - 2) individual psychological evaluation (gathered with written consent of parent(s))
 - 3) individual intelligence tests, tests for learning disabilities, etc., (~~counselor-administered~~)
 - 4) other verifiable information to be used in educational decision making
2. Maintaining student records
 - A. Transcripts of the scholastic record contain only factual information. The District confines its record keeping to tasks with clearly defined educational ends.
 - B. Items listed under 1-A are retained for 100 years. Those listed under 1-B are retained during the student's enrollment and destroyed after graduation unless the school code imposes other restrictions.
 - C. Teacher and staff comments on student records are confined to matters related to student performance. Value judgments are excluded from the record.
 - D. Student records are considered as current educational and/or therapeutic tools and are available for use as such.

The following definitions of terms pertain to this statement of policy.

Student — any person who attends or has attended a program of instruction sponsored by the Board.

Eligible student — a student or former student who has reached age 18 or is attending a postsecondary school.

Parent — either natural parent of a student, unless his/her rights under the Family Educational Rights and Privacy Act (FERPA) have been removed by a court order, a guardian or an individual acting as a parent or guardian in the absence of the student's parent(s).

Dates of attendance—means the period of time during which a student attends or attended an educational agency or institution. Examples of dates of attendance include an academic year, a spring semester or a first quarter. The term does not include specific daily records of a student's attendance at an educational agency or institution.

Education records — any records (in handwriting, print, tapes, film or other medium) maintained by the District, an employee of the District or an agent of the District that are related to a student, except:

1. a personal record kept by a school staff member that meets the following tests:
 - A. it is in the sole possession of the individual who made it;
 - B. it is used only as a personal memory aid and
 - C. information contained in it has never been revealed or made available to any other person, except the maker's temporary substitute;
2. an employment record which is used only in relation to a student's employment by the District (employment for this purpose does not include activities for which a student receives a grade or credit in a course);
3. alumni records which relate to the student after he/she no longer attends classes provided by the District and the records do not relate to the person as a student and
4. peer-graded papers before they are collected and recorded by a teacher.

Personally Identifiable Information — any data or information which makes the subject of a record known, including the student's name, the student's or student's family's address, the name of the student's parent or other family members, a personal identifier such as a student's Social Security number or a biometric record, other indirect identifiers, such as the student's date of birth, place of birth or mother's maiden name, other information that, alone or in combination, is linked or linkable to a specific student that would allow a reasonable person in the school community, who does not have personal knowledge of the relevant circumstances, to identify the student with reasonable certainty or information requested by a person who the District reasonably believes knows the identity of the student to whom the education record relates.

ANNUAL NOTIFICATION

Within the first three weeks of each school year, the District publishes in a notice to parents and eligible students their rights under State and Federal law and under this policy. The District also sends home with each student a bulletin listing these rights; the bulletin is included with a packet of material provided to parents or eligible students when the students enroll during the school year.

The notice includes:

1. the right of a parent(s) or eligible student to inspect and review the student's education records;
2. the intent of the District to limit the disclosure of information contained in a student's education records, except: (1) by the prior written consent of the student's parent(s) or the eligible student, (2) as directory information or (3) under certain limited circumstances, as permitted by law;
3. the right of a student's parent(s) or an eligible student to seek to correct parts of the student's education records which he/she believes to be inaccurate, misleading or in violation of student rights; this right includes a hearing to present evidence that the records should be changed if the District decides not to alter them according to the parent(s)' or eligible student's request;
4. the right of any person to file a complaint with the Department of Education if the District violates FERPA and
5. the procedure that a student's parent(s) or an eligible student should follow to obtain copies of this policy and the locations where copies may be obtained.

An administrator arranges to provide translations of this notice to non-English-speaking parents in their native language.

LOCATIONS OF EDUCATION RECORDS

(Required)

(Hypothetical)

TYPES	LOCATION	CUSTODIAN
<u>Cumulative School Records</u>	Principals' Offices	Principals
<u>Cumulative School Records</u> (Former Students)	Central Office	Chief Archivist
<u>Health Records</u>	Principals' Offices	Principals
<u>Speech Therapy Records</u> <u>Psychological Records</u>	Principals' Offices	Principals
<u>School Transportation</u> <u>Records</u>	School Bus Garage	Director of Pupil Transportation
<u>Special Test Records</u>	Principals' Offices	Principals
<u>Occasional Records</u> (Student education records not identified above; such as those in the Superintendent's office, in the school attorney's office, or in the personal possession of teachers)	Principals' Offices	Principals

PROCEDURE TO INSPECT EDUCATION RECORDS

Parents or eligible students may inspect and review education records to which they are entitled to have access upon request. In some circumstances, it may be mutually more convenient for the record custodian to provide copies of records. (See the schedule of fees for copies.)

Since a student's records may be maintained in several locations, the school principal may offer to collect copies of records or the records themselves from locations other than a student's school, so that they may be inspected at one site. If parents and eligible students wish to inspect records where they are maintained, school principals accommodate their wishes.

Parents or eligible students should submit to the student's school principal a written request, which identifies as precisely as possible the record or records that he/she wishes to inspect.

The principal (or other custodian) contacts the parent(s) of the student or the eligible student to discuss how access is best arranged (copies at the exact location or records brought to a single site).

The principal (or other custodian) makes the needed arrangements as promptly as possible and notifies the parent(s) or eligible student of the time and place where the records may be inspected. This procedure must be completed within 45 days or earlier after the receipt of the request for access.

If for any valid reason, such as working hours, distance between record location sites or health, a parent(s) or eligible student cannot personally inspect and review a student's education records, the District arranges for the parent(s) or eligible student to obtain copies of the records. (See information below regarding fees for copies of records.)

When records contain information about students other than a parent(s)' child or the eligible student, the parent(s) or eligible student may not inspect and review the records of the other students.

FEES FOR COPIES OF RECORDS

The District does not deny parents or eligible students any rights to copies of records because of the following published fees. When the fee represents an unusual hardship, it may be waived, in part or entirely, by the records custodian. The District reserves the right to make a charge for copies, such as transcripts, which it forwards to potential employers or to colleges and universities for employment or admissions purposes. The District may deny copies of records (except for those required by law) if the student has an unpaid financial obligation to the District.

Federal law requires the District to provide copies of records for the following reasons:

1. when the refusal to provide copies effectively denies access to a parent(s) or eligible student;
2. at the request of the parent(s) or eligible student when the District has provided the records to third parties by the prior consent of the parent(s) or eligible student or

3. at the request of the parent(s) or eligible student when the District has forwarded the records to another district in which the student seeks or intends to enroll.

The fee for copies provided under Federal law may not include the costs for search and retrieval. This fee is ___ per page (actual copying cost less hardship factor).

The fee for all other copies such as copies of records forwarded to third parties with prior consent or those provided to parents as a convenience is **five cents** per page (actual search, retrieval copying cost and postage, if any).

DIRECTORY INFORMATION

The District proposes to designate the following personally identifiable information contained in a student's education record as "directory information"; it discloses that information without prior written consent, except that directory information is not released for a profit-making plan or activity **or when disclosure is otherwise prohibited by law**. Such information includes:

1. student's name
2. student's address
3. telephone number(s)
4. student's date and place of birth
5. participation in officially recognized activities and sports
6. student's achievement awards or honors
7. student's weight and height, if a member of an athletic team
8. major field of study
9. dates of attendance ("from and to" dates of enrollment)
10. date of graduation

Within the first three weeks of each school year, the District publishes the above list, or a revised list, of the items of directory information that it proposes to designate as directory information. For students enrolling after the notice is published, the list is given to the student's parent(s) or to the eligible student at the time and place of enrollment.

After the parents or eligible students have been notified, they have two weeks in which to advise the District in writing (a letter to the Superintendent's office) of any or all of the items which they refuse to permit the District to designate as directory information about that student.

At the end of the two-week period, each student's records are appropriately marked by the record custodians to indicate the items that the District designates as directory information about that student. This designation remains in effect until it is modified by the written direction of the student's parent(s) or the eligible student.

USE OF STUDENT EDUCATION RECORDS

To carry out their responsibilities, school officials have access to student education records for legitimate educational purposes. The District uses the following criteria to determine who are school officials. An official is a person:

1. duly elected to the Board;
2. certificated by the state and appointed by the Board to an administrative or supervisory position;
3. certificated by the state and under contract to the Board as an instructor;
4. employed by the Board as a temporary substitute for administrative, supervisory or teaching personnel for the period of his/her performance as a substitute;
5. employed by, or under contract to, the Board to perform a special task such as a secretary, a treasurer, Board attorney or auditor for the period of his/her performance as an employee or contractor or
6. a contractor, consultant, volunteer or other party to whom an agency or institution has outsourced institutional services or functions may be considered a school official provided that the outside party:
 - A. performs an institutional service or function for which the District would otherwise use employees;
 - B. is under the direct control of the District with respect to the use and maintenance of education records and
 - C. abides by the legal requirements governing the use and redisclosure of personally identifiable information from education records.

School officials who meet the criteria listed above have access to a student's records if they have a legitimate educational interest in those records. A "legitimate educational interest" is the person's need to know in order to perform:

1. an administrative task required in the school employee's position description approved by the Board;
2. a supervisory or instructional task directly related to the student's education or
3. a service or benefit for the student or the student's family such as health care, counseling, student job placement or student financial aid.

NOTE: The District must use reasonable methods to ensure that school officials obtain access to only those education records in which they have legitimate educational interests. A district that does not use physical or technological access controls to records must ensure that its administrative policy for controlling access to education records is effective and that it remains in compliance with the legitimate educational interest requirement.

The District releases information from or permits access to a student's education records only with a parent's or an eligible student's prior written consent, except that the Superintendent or a person designated in writing by the Superintendent may permit disclosure under the following conditions:

1. when students seek or intend to enroll in another school district or a postsecondary school. The District makes reasonable attempts to notify the parent or eligible student at their last known address unless the disclosure is initiated by the parent or eligible student or unless the District's annual notification includes notice that the District forwards education records to other education entities that request records in connection with a student's transfer or enrollment. Upon request, the District provides copies of the records and an opportunity for a hearing (upon the condition that the student's parents be notified of the transfer, receive a copy of the record and have an opportunity for a hearing to challenge the content of the record);
2. when certain federal and state officials need information in order to audit or enforce legal conditions related to federally supported education programs in the District;
3. when parties who provide, or may provide, financial aid for which a student has applied or received, need the information to:
 - A. establish the student's eligibility for the aid;
 - B. determine the amount of financial aid;

- C. establish the conditions for the receipt of the financial aid or
 - D. enforce the agreement between the provider and the receiver of financial aid;
4. if a State law adopted before November 19, 1974, required certain specific items of information to be disclosed in personally identifiable form from student records to state or local officials;
 5. when the District has entered into a written agreement or contract for an organization to conduct studies on the District's behalf to develop tests, administer student aid or improve instruction;
 6. when accrediting organizations need those records to carry out their accrediting functions;
 7. when parents of eligible students claim the student as a dependent;
 8. when it is necessary to comply with a judicial order or lawfully issued subpoena; the District makes a reasonable effort to notify the student's parent(s) or the eligible student before making a disclosure under this provision, except when a parent is party to a court proceeding involving child abuse or neglect or dependency, and the order is issued in the context of that proceeding;
 9. if the disclosure is an item of directory information and the student's parent(s) or the eligible student has not refused to allow the District to designate that item as directory information for that student;
 10. the disclosure is in connection with a health and safety emergency;
 11. the disclosure concerns sex offenders and other individuals required to register under section 170101 of the Violent Crime Control and Law Enforcement Act of 1994, 42 U.S.C. 14071, and the information was provided to the educational agency or institution under 42 U.S.C. 14071 and applicable federal guidelines and
 12. to an agency caseworker or other representative of a state or local child welfare agency when the agency is legally responsible for the care and protection of the child. Information obtained will not be disclosed by the agency to any other agency or individual, unless they are engaged in addressing the education needs of the child and authorized by the agency to have access and the disclosure is consistent with the State laws applicable to protecting the confidentiality of the student's education records.

The District discloses personally identifiable information from an education record to appropriate parties, including parents, in connection with an emergency if knowledge of the information is necessary to protect the health or safety of the student or other individuals.

When deciding whether to release personally identifiable information in a health or safety emergency, the District may take into account the totality of the circumstances pertaining to a threat to the health or safety of a student or other individuals. If the District determines that there is an articulable and significant threat to the health or safety of a student or other individuals, it may disclose information from education records to any person whose knowledge of the information is necessary to protect the health or safety of the student or other individuals.

The District records the following information when it discloses personally identifiable information from education records under the health or safety emergency exception:

1. the articulable and significant threat to the health or safety of a student or other individuals that formed the basis for the disclosure and
2. parties to whom the District disclosed the information.

The District is required to permit the Ohio Department of Education (ODE) to have access to personally identifiable information about a student if ODE needs the information to:

1. notify the District or school attended in the District of threats or descriptions of harm included in the student's response to an achievement test question;
2. verify the accuracy of the student's achievement test score or
3. determine whether the student satisfies the alternative conditions for a high school diploma.

District officials may release information from a student's education records if the student's parent(s) or the eligible student gives his/her prior written consent for the disclosure. The written consent must include at least:

1. a specification of the records to be released;
2. the reasons for the disclosure;
3. the person or the organization or the class of persons or organizations to whom the disclosure is to be made;
4. the parent(s) or student's signature and
5. the date of the consent and, if appropriate, a date when the consent is to be terminated.

The District uses reasonable methods to identify and authenticate the identity of parents, students, school officials and any other parties to whom the agency or institution discloses personally identifiable information from education records. The student's parent(s) or the eligible student may obtain a copy of any records disclosed under this provision.

The District does not release information contained in a student's education records, except directory information, to any third parties, except its own officials, unless those parties agree that the information is not redisclosed, without the parent(s)' or eligible student's prior written consent.

RECORDS OF REQUESTS FOR ACCESS AND DISCLOSURES MADE FROM EDUCATION RECORDS

The District maintains an accurate record of all requests for it to disclose information from, or to permit access to, a student's education records and of information it discloses and access it permits, with some exceptions listed below. This record is kept with, but is not a part of, each student's cumulative school records. It is available only to the record custodian, the eligible student, the parent(s) of the student or to federal, state or local officials for the purpose of auditing or enforcing federally supported educational programs.

The record includes:

1. the name of the person who or agency which made the request;
2. the interest which the person or agency has in the information;
3. the date on which the person or agency made the request;
4. whether the request was granted and, if it was, the date access was permitted or the disclosure was made and
5. in the event of a health and safety emergency, the articulable and significant threat to the health or safety of a student or other individuals that formed the basis for the disclosure and the parties to whom the agency or institution disclosed the information.

The District maintains this record as long as it maintains the student's education record.

The records do not include requests for access or information relative to access which has been granted to parent(s) of the student or to an eligible student; requests for access or access granted to officials of the District who have a legitimate educational interest in the student; requests for, or disclosures of, information contained in the student's education records if the request is accompanied by the prior written consent of a parent(s) or eligible student or if the disclosure is authorized by such prior consent or for requests for, or disclosures of, directory information designated for that student.

PROCEDURES TO SEEK TO CORRECT EDUCATION RECORDS

Parents of students or eligible students have a right to seek to change any part of the student's records which they believe is inaccurate, misleading or in violation of student rights.

For the purpose of outlining the procedure to seek to correct education records, the term "incorrect" is used to describe a record that is inaccurate, misleading or in violation of student rights. The term "correct" is used to describe a record that is accurate, not misleading and not in violation of student rights. Also, in this section, the term "requester" is used to describe the parent(s) of a student or the eligible student who is asking the District to correct a record.

To establish an orderly process to review and correct the education records for a requester, the District may make a decision to comply with the request for change at several levels in the procedure.

First-level decision. When a parent of a student or an eligible student finds an item in the student's education records that he/she believes is inaccurate, misleading or in violation of student rights, he/she should immediately ask the record custodian to correct it. If the records are incorrect because of an obvious error and it is a simple matter to make the record change at this level, the records custodian makes the correction. If the records are changed at this level, the method and result must satisfy the requester.

If the custodian cannot change the records to the requester's satisfaction, or the records do not appear to be obviously incorrect, he/she:

1. provides the requester a copy of the questioned records at no cost;
2. asks the requester to initiate a written request for the change and
3. follows the procedure for a second-level decision.

Second-level decision. The written requests to correct a student's education records through the procedure at this level should specify the correction that the requester wishes the District to make. It should at least identify the item the requester believes is incorrect and state whether he/she believes the item:

1. is inaccurate and why;
2. is misleading and why and/or
3. violates student rights and why.

The request is dated and signed by the requester.

Within two weeks after the records custodian receives a written request, he/she:

1. studies the request;
2. discusses it with other school officials (the person who made the record or those who may have a professional concern about the District's response to the request);
3. makes a decision to comply or decline to comply with the request and
4. completes the appropriate steps to notify the requester or moves the request to the next level for a decision.

If, as a result of this review and discussion, the records custodian decides the records should be corrected, he/she effects the change and notifies the requester in writing that he/she has made the change. Each such notice includes an invitation for the requester to inspect and review the student's education records to make certain that the records are in order and the correction is satisfactory.

If the custodian decides the records are correct, he/she makes a written summary of any discussions with other officials and of his/her findings in the matter. He/She transmits this summary and a copy of the written request to the Superintendent.

Third-level decision. The Superintendent reviews the material provided by the records custodian and, if necessary, discusses the matter with other officials such as the school attorney or the Board (in executive session). He/She then makes a decision concerning the request and completes the steps at this decision level. Ordinarily, this level of the procedure should be completed within two weeks. If it takes longer, the Superintendent notifies the requester in writing of the reasons for the delay and indicates a date on which the decision will be made.

If the Superintendent decides the records are incorrect and should be changed, he/she advises the record custodian to make the changes. The record custodian advises the requester of the change as he/she would if the change had been made at the second level.

If the Superintendent decides the records are correct, he/she prepares a letter to the requester, which includes:

1. the District's decision that the records are correct and the basis for the decision;
2. a notice to the requester that he/she has a right to ask for a hearing to present evidence that the records are incorrect and that the District grants such a hearing;
3. advice that the requester may be represented or assisted in the hearing by other parties, including an attorney at the requester's expense and

4. instructions for the requester to contact the Superintendent or his/her designee to discuss acceptable hearing officers, convenient times and a satisfactory site for the hearing. (The District is not bound by the requester's positions on these items but may, as far as feasible, arrange the hearing as the requester wishes.)

Fourth-level decision. After the requester has submitted (orally or in writing) his/her wishes concerning the hearing officer, the time and place for the hearing, the Superintendent, within a week, notifies the requester when and where the District will hold the hearing and whom it has designated as the hearing officer.

At the hearing, the hearing officer provides the requester a full and reasonable opportunity to present material evidence and testimony to demonstrate that the questioned part of the student's education records are incorrect as shown in the requester's written request for a change in the records (second level).

Within one week after the hearing, the hearing officer submits to the Superintendent a written summary of the evidence submitted at the hearing. Together with the summary, the hearing officer submits his/her recommendation, based solely on the evidence presented at the hearing, that the records should be changed or remain unchanged.

The Superintendent prepares the District's decision within two weeks of the hearing. That decision is based on the summary of the evidence presented at the hearing and the hearing officer's recommendation. The District's decision is based solely on the evidence presented at the hearing. The Superintendent may overrule the hearing officer if he/she believes the hearing officer's recommendation is not consistent with the evidence presented. As a result of the District's decision, the Superintendent takes one of the following actions.

1. If the decision is that the District changes the records, the Superintendent instructs the records custodian to correct the records. The records custodian corrects the records and notifies the requester as in the context of the second-level decision.
2. If the decision is that the District does not change the records, the Superintendent prepares a written notice to the requester, which includes:
 - A. the District's decision that the records are correct and will not be changed;
 - B. a copy of a summary of the evidence presented at the hearing and a written statement of the reasons for the District's decision and
 - C. advice to the requester that he/she may place in the student's education records an explanatory statement that states the reasons why he/she disagrees with the District's decision and/or the reasons he/she believes the records are incorrect.

Final administrative step in the procedure. When the District receives an explanatory statement from a requester after a hearing, it maintains that statement as part of the student's education records as long as it maintains the questioned part of the records. The statement is attached to the questioned part of the records and whenever the questioned part of the records is disclosed, the explanatory statement is also disclosed.

[Adoption date: June 6, 2016]

Revised:

FREMONT CITY BOARD OF EDUCATION

Regular Meeting

SUMMARY

March 6, 2017

Roll Call:

- MOTION 35-17 APPROVAL OF MINUTES**
Regular Meeting held February 21, 2017
- MOTION 36-17 FINANCIAL MATTERS – ITEMS 1 AND 2**
Item 1 – Approval of supplemental appropriations
Item 2 – Approval of fund-to-fund transfer
- MOTION 37-17 FINANCIAL MATTERS – ITEM 3**
Item 3 – Approval of invoice order
- MOTION 38-17 FINANCIAL MATTERS – ITEM 4**
Item 4 – Approval of resolution accepting the amounts and rates as determined by the budget commission
- MOTION 39-17 PERSONNEL MATTERS – ITEMS 1, 2, 3, 4, 5, 6, 7, 8, AND 9**
Item 1 – Approval of resignation
Item 2 – Approval of appointments
Item 3 – Approval of supplemental contracts
Item 4 – Approval of resolution for supplemental duty positions
Item 5 – Approval of special event worker
Item 6 – Approval of special event worker
Item 7 – Approval of special event workers
Item 8 – Approval of student teacher mentor
Item 9 – Approval of summer seasonal mowers/maintenance
- MOTION 40-17 FACILITIES MATTERS – ITEM 10**
Item 10 – Approval of naming the Ross High School wrestling facility the Voggenthaler-Dowell Wrestling Complex
- MOTION 41-17 OPERATIONS MATTERS – ITEM 11**
Item 11 – Approval of contract with Lakefront Lines for transportation
- MOTION 42-17 OTHER MATTERS – ITEMS 12 AND 13**
Item 12 – Approval of the 2017-2018 calendar
Item 13 – Approval of adoption of resolution for a Calamity Day Alternative Make-up Plan
- MOTION 43-17 OTHER MATTERS – ITEM 14**
Item 14 – Approval of adoption of resolution regarding the Every Student Succeeds Act (ESSA)
- MOTION 44-17 OTHER MATTERS – ITEMS 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, AND 30**
Item 15 – Approval of revised Policy AC-Nondiscrimination (First Reading)
Item 16 – Approval of revised Policy ACA/ACAA- Nondiscrimination on the Basis of Sex/Sexual Harassment (First Reading)

FREMONT CITY BOARD OF EDUCATION

Regular Meeting – Page 2

SUMMARY

March 6, 2017

- MOTION 44-17 OTHER MATTERS – ITEMS 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, AND 30 (cont.)**
- Item 17 – Approval of revised Regulation ACA-R/ACAA-R-Nondiscrimination on the Basis of Sex/Sexual Harassment Grievance Procedures (First Reading)
 - Item 18 – Approval of revised Policy AFC-2-Evaluation of Professional Staff (First Reading)
 - Item 19 – Approval of revised Policy GCN-2-Evaluation of Professional Staff (First Reading)
 - Item 20 – Approval of revised Policy IIBH-District Websites (First Reading)
 - Item 21 – Approval of revised Policy JEC-School Admission (First Reading)
 - Item 22 – Approval of revised Policy JECAA-Admission of Homeless Students (First Reading)
 - Item 23 – Approval of revised Regulation JECAA-R-Admission of Homeless Students (First Reading)
 - Item 24 – Approval of revised Policy JFCF-Hazing and Bullying (First Reading)
 - Item 25 – Approval of revised Regulation JFCF-R-Hazing and Bullying (First Reading)
 - Item 26 – Approval of revised Policy JFG-Interrogation of Students (First Reading)
 - Item 27 – Approval of revised Regulation JFGA-R-Search and Seizure (First Reading)
 - Item 28 – Approval of revised Policy JHCB-Immunizations (First Reading)
 - Item 29 – Approval of revised Policy JO-Student Records (First Reading)
 - Item 30 – Approval of revised Regulation JO-R-Student Records (First Reading)
- MOTION 45-17 OTHER MATTERS – ITEM 31**
- Item 31 – Approval of donations
- MOTION 46-17 RESOLUTION FOR EXECUTIVE SESSION (O.R.C 121.22)**
- MOTION 47-17 ADJOURNMENT**

**Fremont City Schools
Board of Education
Regular Meeting Minutes
March 6, 2017**

The Fremont City Board of Education of the Fremont City School District, in Sandusky County, Ohio met on Monday, March 6, 2017, at 5:33 p.m. at the Fremont Middle School, 1250 North Street, Fremont, Ohio.

Board President Shantel Laird presiding

Pledge of Allegiance

Roll Call:	Shantel Laird, Board President	Present
	Alex Gorobetz, Board Vice-President	Present
	Jolene Chapman	Present
	Maria D. Garza	Present
	Thomas Price	Present

MOTION 35-17 APPROVAL OF MINUTES

Ms. Chapman, seconded by Mr. Price made the motion to approve or amend and sign the minutes of the regular meeting held February 21 2017.

Ayes: Chapman, Price, Garza, Gorobetz, Laird

Motion carried. 5-0

RECOGNITION OF VISITORS

Dr. McCaudy welcomed everyone and made a few announcements.

Dr. McCaudy announced to the Board Members that there is a contract for charter busses on the Agenda for Ross High School band students to travel to The Ohio State University and the Columbus Zoo on May 22, 2017. The Fremont Ross Marching Little Giants have been invited to attend a clinical training session under the direction of The Ohio State University Marching Band. The band students will perform for the Director and the Associate Director of Marching and Athletic Bands, and then they will be given feedback and tips on how to improve their skills and their performance. The students will also receive a tour of the facility, including the OSU stadium field, and will get to experience the OSU state-of-the-art band room. In addition, the students will get to visit the Columbus Zoo as a reward for their hard work all year. She congratulated the Fremont Ross Marching Little Giants and their Director, Mr. John Calhoun. She knows that they will make Fremont City Schools proud, as always, and will impress The Ohio State University with their amazing talent and performance skills.

Dr. McCaudy announced that the Ohio Department of Health Regional Nurse Conference was held last Friday and Fremont City Schools had several staff members that attended that conference. FCS received recognition for their comprehensive Wellness Plan, which is included in the Strategic Plan and it was noted that the District does a wonderful job working and educating the whole child and is known throughout the state for connecting health and education for the students and their families. She congratulated the Wellness Committee and all the people involved with implementing all the wellness initiatives.

Dr. McCaudy announced that Ross High Students recently competed in the 3rd Annual Fremont Rotary Club's Four-Way Speech Contest which was held at the Fremont Country Club. This contest gives students 5-7

RECOGNITION OF VISITORS (cont.)

minutes each to deliver a speech that covers the four points of the Rotary's Four-Way Test. They are: 1. Is it the truth? 2. Is it fair to all concerned? 3. Will it build goodwill and better friendships? 4. Will it be beneficial to all concerned? Ross Senior, Grant Gallagher earned first place and the \$300 prize. Ross Junior, Clarita Diaz finished second and earned the \$200 prize and third place went to Ross Junior, McKayla Henry who won \$100. Tied for fourth place were Senior, Alfred Parraz and Juniors, Savannah Kruger and Jazmin Bulger. She congratulated all the students on their hard work. She also thanked the Fremont Rotary Club for hosting such a great event for our students and to Fremont City Schools' Teacher on Special Assignment, Kim Beardmore for organizing the contest this year.

Dr. McCaudy introduced Chad Berndt, Athletic Director, who provided an athletic update which included the naming of the wrestling facility.

Mr. Berndt announced that the winter season is closing very soon and the State Finals for the wrestling tournament will be held this upcoming weekend. This past weekend was Districts and they had four individuals qualify for this year's State Tournament in Columbus and they were: Lamonte Chapman, Garrett Barth, Hayden Abdo and Deshea Pettiford. They will go on to represent Fremont City Schools down there this weekend. He wished them the best. The Boys' basketball team concluded their season. They won their first opening round sectional game against Springfield in overtime and then they played a very good St. John's team down to the wire and ended up losing by only 8 points. This was a team that they had previously lost to by an average of 29 points during the course of the season.

Mr. Berndt presented some information about Grover Dowell and Al Voggenthaler. They are both outstanding community members and long standing wrestling figures here in the City of Fremont. They have over 30 years of combined head coaching experience at Fremont City Schools and both have qualified several individuals as state placers as well as a couple of lead titles. It was brought to their attention by the Fremont Area Foundation that they would like to name the wrestling complex after these two gentlemen who gave so much of themselves with their dedication and hard work to the Fremont Wrestling Program. Mr. Berndt expressed that they are great gentlemen, great figures and great role models for the kids and it would be an honor to name their wrestling facility after these two gentlemen.

Dr. McCaudy introduced Tracy Lytle and Sue Brickner, Learning and Liberty and Liberty Foundation Trustees, who announced the Learning and Liberty and Old Fort Banking Company Grades 3, 4 and 5 Students of the Month to the following students. Third Graders were: Christian Cole Holladay – Atkinson, Aianna Martin – Croghan, Teryn Nelson – Hayes, Ella Lozano – Lutz, Elizabeth Webb – Otis, Makenzie Ferguson – Stamm and Chase Overmyer – Washington. Fourth Graders were: Maylin Dewalt – Atkinson, Reese Smith – Croghan, Landon Ortiz – Hayes, Rylann Fox – Lutz, Nickolas Steigerwald – Otis, Carter Rebitz – Stamm and Sydney Weickert – Washington. Fifth Graders were: Esperanza Sanchez – Atkinson, Emma Eberly – Croghan, Alexia Baumer – Hayes, Mariana Gaunt – Lutz, Daisy Trautsch – Otis, Ava Ernsberger – Stamm and Adien Gerwin – Washington.

Dr. McCaudy congratulated all the students.

Ms. Laird commented on behalf of the Board that this is their favorite type of meeting. This is what inspires them to be a part of the District and try to help it be the best it can be for the students. They make them so proud. She thanked the students for all their hard work and thanked the parents and everybody that came out to support the kids. They make it possible for them to do that. She congratulated everyone.

FIRST HEARING OF THE PUBLIC

A Fremont City School District citizen, recognized by the Chair, may speak on any issue, during the Recognition of Visitors and Hearing of the Public Sessions, but the Chair may limit remarks pursuant to the debate regulations of *Robert’s Rules of Order* and Fremont City School District Policy.

- Bob Bordner, who lives at 156 W. Ream Road in Fremont, asked to speak. He invited members of the Board of Education, teachers and parents to come to an American Page Meeting on March 13, 2017 at 7:00 p.m., at the Fremont Bible Baptist Temple. The address is 1150 N. CR 198 in Fremont. The subject of the meeting has to do with Opium Drug Rehabilitation. They will have Mircea Handru, Director of the Mental Health and Recovery Services Board for Sandusky, Seneca, and Wyandot Counties there along with Sheriff Hilton, Fremont Police Chief Bliss and; he is hoping to have some School Board Members attend as well. Each person will have 15 minutes to speak and it is open to everyone.

Ms. Laird responded that she and Mr. Gorobetz will be attending the meeting.

Mr. Bordner responded that he appreciated that and would like to also extend an invitation to them on April 10, 2017 to present their proposals on the ballot issue. He thinks that will be a hot topic.

Ms. Laird commented that they appreciated the invitation and thanked his group for hosting the conversation as well as including the Board to come to the table. They are looking forward to it and plan on attending both meetings.

REPORT OF THE TREASURER

- None

RECOMMENDATIONS OF THE TREASURER

MOTION 36-17 FINANCIAL MATTERS – ITEMS 1 AND 2

Ms. Garza, seconded by Ms. Chapman, made the motion to approve financial matters – Items 1 and 2.

ITEM 1. Approval of supplemental appropriations

It is recommended that the following change be made to permanent appropriations that were approved on September 19, 2016.

		<u>From</u>		<u>Inc./Dec.</u>		<u>To</u>
018-9707	Otis Principal Account	\$ 3,700.00		\$ 3,500.00	\$	7,200.00
019-9017	Lutz Walmart Giving Grant	\$ 0.00		\$ 1,675.00	\$	1,675.00
401-9723	Auxiliary Services	\$ 441,804.03		\$ (1,553.94)	\$	440,250.09
536-9016	Title 1 Sub A	\$ 6,431.88		\$ (6,431.88)	\$	0.00

ITEM 2. Approval of fund-to-fund transfer(s)

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

300-9100 Athletics Pre-Sale to 300-0000 Athletics \$ 3,790.00

Ayes: Garza, Chapman, Gorobetz, Price, Laird
Motion carried. 5-0

RECOMMENDATIONS OF THE TREASURER

MOTION 37-17 FINANCIAL MATTERS – ITEM 3

Ms. Garza, seconded by Mr. Gorobetz, made the motion to approve financial matters – Item 3.

ITEM 3. Approval of invoice order

It is recommended that the following then-and-now invoice be approved (see attached- Exhibit A). These expenditures are from the Athletics Fund.

<u>Vendor</u>	<u>Purchase Order</u>	<u>Date</u>	<u>Amount</u>
Team IP	90094	2/16/2017	\$ 4,255.00

**Ayes: Garza, Gorobetz, Chapman, Price, Laird
 Motion carried. 5-0**

MOTION 38-17 FINANCIAL MATTERS – ITEM 4

Ms. Chapman, seconded by Mr. Price, made the motion to approve financial matters – Item 4.

ITEM 4. Approval of resolution accepting the amounts and rates as determined by the budget commission

It is recommended that the Board approves a resolution accepting the amounts and rates as determined by the budget commission and authorizing the necessary tax levies and certifying them to the county auditor.

Schedule A

**SUMMARY OF AMOUNTS REQUIRED FROM GENERAL PROPERTY TAX
 APPROVED BY BUDGET COMMISSION AND COUNTY AUDITOR’S ESTIMATED
 TAX RATES**

Fund	Approved by Amount Budget Commission Inside 10 M. Limitation	Amount to be derived from Levies outside 10 M. Limitation	County Auditor Estimate of tax Rate to be Levied	
			Inside 10 M. Limit	Outside 10 M Limit
General Fund	\$2,525,465	\$10,309,941	4.20	27.90
Bond Retirement Fund		\$ 1,262,733		2.10
Permanent Improvement Fund		\$ 780,540		1.35
TOTAL	\$2,525,465	\$12,353,214	4.20	31.35

RECOMMENDATIONS OF THE TREASURER

ITEM 4. Approval of resolution accepting the amounts and rates as determined by the budget commission (cont.)

**Schedule B
Levies Outside 10 Mill Limitation, Exclusive of Debt Levies**

	Maximum Rate Authorized To be levied	Co. Auditor's Est. Of Yield of Levy (Carry to Schedule A)
Current Expense Levy Authorized by voters on 1976 & Prior for a continuing period of time	23.00	\$8,278,699
Current Expense Levy Authorized by voters on, for a continuing period of time	4.90	\$2,031,242
Permanent Improvement Levy authorized by voters on Nov 4, 2008 For a continuing period of time	1.35	\$ 780,540
Bond Retirement Levy authorized by voters on Nov 4, 2008 For a period not to exceed 28 years.	2.10	\$ 1,262,733

**Ayes: Chapman, Price, Garza, Gorobetz, Laird
Motion carried. 5-0**

LEGISLATIVE LIAISON REPORT

Ms. Laird wanted to invite and let everyone know that Representative Reineke, will be coming on March 20, 2017 to talk about school legislation. There has been a lot of work gone into this to create a really, nice forum for everyone to sit down and talk about those topics.

COMMITTEE REPORTS

- Mr. Gorobetz reported on the Policy Committee Meeting which met on February 23, 2017.

OLD BUSINESS

- None

NEW BUSINESS

- None

REPORT OF THE SUPERINTENDENT

Dr. McCaudy gave an update on Item 14 from the Agenda that she is recommending for approval. This is the resolution regarding the Every Student Succeeds Act. Upon the Board's action, she would like to send it to Senator Burke, State Representative Reineke, all the State Board Members and to the State Superintendent. The information being presented in the resolution is really a summary of all the meetings and feedback that came from the community meetings and staff meetings. She reviewed through the highlights.

Dr. McCaudy presented the Board with an article that came from the Columbus Dispatch this week. She thought they would be interested in it since they will begin testing next week. It was about, "Is 3rd grade too soon for Ohio kids to take exams on computers?" As they well know, this year their students in the 3rd grade will be doing on line testing and this article just simply says; do the students have the technology skills to be able to navigate an online test, especially at grade 3. She asked for the Board to please take a look at this

REPORT OF THE SUPERINTENDENT (cont.)

article. It was very well done and talks about some of the responses that are coming from educators across the State of Ohio.

Representative Reineke's visit will be on March 20, 2017 at 5:30 p.m. at the Middle School. They will be in the Student Union so they can set up a larger facility due to expecting more guests than they normally have at a Board Meeting. Dr. McCaudy provided a copy of the invitation letter that was mailed and a copy of the invitation schedule to the Board Members. They will be asking the questions after each topic and were given those assignments as well. If anyone has any questions, she would like them directed to her. She feels that they will have a good session that evening. There have been many educators that have already sent in their RSVP and just today, they received quite a bit of RSVP's from elected officials who plan to attend. She will provide the Board with the number of those planning to attend on Friday.

Dr. McCaudy introduced Chad Berndt, Athletic Director who provided information on an opportunity that is being presented to the District. It is an option to have and send a letter of interest to the Sandusky Bay Conference just indicating that the District has some interest in possibly joining that conference, and what contributions that Fremont City Schools could bring to the Sandusky Bay Conference as well. No Board action is required now. The Board always has the final say once they get to that point about what Conferences they would be joining so they would be bringing that recommendation to the Board at a later time. They are just simply exploring the possibly at this time. They provided the Board with a hand-out as well.

Ms. Garza asked out of curiosity, if he knew how many championships that Sandusky won in this Conference this last year. Mr. Berndt responded that he did not know the answer but he could find that out easily for her. Ms. Laird had a financial comment. She said that in addition to what he presented very nicely, is the additional revenue opportunity by making the games more accessible to the members of the community to attend and support because they are closer. She thinks they will have more participation and that will increase ticket sales, concessions for the music program and everybody so it will be a nice revenue opportunity. Mr. Berndt responded that he agreed. Ms. Laird thanked him.

Dr. McCaudy had drafted a letter over the weekend and she will go ahead and send it tomorrow. This letter comes from her, Mr. Berndt and Mrs. Lloyd asking for consideration or an opportunity to meet with the Sandusky Bay Conference and to share what contributions Fremont City Schools can make to their Conference as well. They had tried to get into another Conference several years ago, and they can ignore the letter, reject the letter or they can invite them in for a meeting and then decide after that meeting as well. It is the vote of the Conference. She will keep them posted and let everyone know what the next step would be if and when they hear from them.

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 39-17 PERSONNEL MATTERS – ITEMS 1, 2, 3, 4, 5, 6, 7, 8, AND 9

Ms. Garza, seconded by Mr. Gorobetz, made the motion to approve personnel matters – Items 1, 2, 3, 4, 5, 6, 7, 8, and 9.

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 39-17 PERSONNEL MATTERS – ITEMS 1, 2, 3, 4, 5, 6, 7, 8, AND 9 (cont.)

ITEM 1. Approval of the following resignation

Resignation
Certified Staff: Linda Overstreet
 Counselor
Reason: Retirement
Effective: June 1, 2017

ITEM 2. Approval of the following appointments

A. Appointment for the 2016-2017 school year:

Certified Staff Substitute: Courtney Ebert

B. Appointments for the 2016-2017 school year:

Name: Patricia Smith
Classified Staff: Cook (LR-1.02)
Account: General
Salary: Step 1, 3 hrs/day @ \$13.16/hr effective March 7, 2017

Support Staff Substitutes: Marsha Gurley and Jaliya Lindsey

ITEM 3. Approval of the following supplemental contracts

A. Appointments for the 2016-2017 school year:

<u>Name</u>	<u>Building</u>	<u>Duty</u>	<u>Amount</u>
Alysha Nye	Ross	Business Manager Spring Musical M-0 (1/2 stipend)	\$347.50
Ashley Wharton	Ross	Business Manager Spring Musical M-0 (1/2 stipend)	\$347.50

ITEM 4. 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.

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 39-17 PERSONNEL MATTERS – ITEMS 1, 2, 3, 4, 5, 6, 7, 8, AND 9 (cont.)

ITEM 4. Approval of resolution for supplemental duty positions (cont.)

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 2017-2018 school year:

<u>Name</u>	<u>Building</u>	<u>Duty</u>	<u>Amount</u>
William Jones	Ross	Varsity Asst Track Coach	Volunteer
Kari Lennon	Ross	Head Volleyball Coach C-0	\$4,866.00
Dejsha Pettiford	Ross	Varsity Asst Track Coach	Volunteer

Note: Supplemental contracts for 2017-2018 reflect the payment charts in the FEA contract for 2015-2018. The 2016-2017 payment charts are subject to change due to the salary and insurance re-opener in the Spring.

Section 3. The Board President, Superintendent and Treasurer are authorized to execute supplemental duty contracts with the person 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 5. Approval of the following special event worker

It is recommended that the Board approves the following special event worker for winter 2016 athletic events:

**Ross High School Events
(Basketball, Diving, Swimming, Wrestling)**

<u>Name</u>	<u>Position</u>	<u>Rate</u>
Jenny Ou (student)	Videographer Basketball	\$15.00

ITEM 6. Approval of the following special event worker

It is recommended that the Board approves the following special event worker for 2017 winter tournament athletic events:

Nicole Kulasa

ITEM 7. Approval of the following special event workers

It is recommended that the Board approves the following special event workers for the spring musical at Ross High School:

<u>Name</u>	<u>Position</u>	<u>Rate</u>
Scott Havice	Technical Assistant	\$300.00
Jeffrey Wright	Technical Assistant	\$150.00

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 39-17 PERSONNEL MATTERS – ITEMS 1, 2, 3, 4, 5, 6, 7, 8, AND 9 (cont.)

ITEM 8. Approval of the following student teacher mentor

It is recommended that the Board approves the following student teacher mentor for the 2016-2017 school year to be paid from Lourdes University through the General Fund:

Nancy Sloma \$100.00

ITEM 9. Approval of summer seasonal mowers/maintenance

It is recommended that the Board approves the hiring of Dennis Fahle and Theodore Overmyer for the 2017 summer mowers/maintenance @ \$9.88 per hour not to exceed 29.5 hours per week effective April – November 2017.

Ayes: Garza, Gorobetz, Chapman, Price, Laird
Motion carried. 5-0

MOTION 40-17 FACILITIES MATTERS – ITEM 10

Mr. Gorobetz, seconded by Ms. Chapman made the motion to approve facilities matters – Items 10.

ITEM 10. Approval of naming the Ross High School wrestling facility the Voggenthaler-Dowell Wrestling Complex

It is recommended that the Board approves naming the Ross High School wrestling facility the *Voggenthaler-Dowell Wrestling Complex*. A plaque will hang above the entry door and inside of the wrestling facility noting this recognition.

Ayes: Gorobetz, Chapman, Garza, Price, Laird
Motion carried. 5-0

MOTION 41-17 OPERATIONS MATTERS – ITEM 11

Mr. Price, seconded by Mr. Gorobetz, made the motion to approve operations matters – Item 11.

ITEM 11. Approval of contract with Lakefront Lines for transportation

It is recommended that the Board approves the contract with Lakefront Lines for transportation of band students to the Ohio State University and Columbus Zoo on May 22, 2017, for a clinical training session for a total cost of \$3,876.00. This is a Casino Fund expenditure.

Ayes: Price, Gorobetz, Chapman, Garza, Laird
Motion carried. 5-0

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 42-17 OTHER MATTERS – ITEMS 12 AND 13

Ms. Garza, seconded by Mr. Gorobetz, made the motion to approve other matters – Items 12 and 13.

ITEM 12. Approval of the 2017-2018 calendar

It is recommended that the calendar (option **B**) for the 2017-2018 school year be approved (see attached).

ITEM 13. Approval of adoption of resolution for a Calamity Day Alternative Make-up Plan

WHEREAS, the Fremont City School District Board of Education desires that students have learning opportunities even when schools are closed for any of the reasons specified in section 3313.482 of the Ohio Revised Code;

WHEREAS, section 3313.482 authorizes a board of education to file an annual plan with the Ohio Department of Education to provide online learning opportunities for students in lieu of attendance on such days of closure;

NOW THEREFORE BE IT, AND IT IS, HEREBY RESOLVED that the Fremont City School District Board of Education hereby approves the following plan and authorizes its filing with the Ohio Department of Education.

PLAN FOR ALTERNATIVE MAKE-UP OF CALAMITY DAYS

Pursuant to Ohio Revised Code section 3313.482, the Board of Education of Fremont City Schools hereby authorizes the following plan to allow students of the district to access and complete classroom lessons in order to fulfill up to a maximum of the number of hours that are the equivalent of three school days because of the closing of schools for any of the reasons specified in section 3313.482.

1. This plan is submitted, pursuant to approval of the Board of Education.
2. This plan includes the written consent of the teachers' employee representative as designated under division (B) of section 4117.04. Such consent is on file in the official file of the Board of Education and is hereby incorporated into this plan as if specifically rewritten.
3. Each classroom teacher shall develop a sufficient number of lessons for each course taught by that teacher with such lessons requiring, in the judgment of the teacher, an amount of time equal to or greater than the number of hours that are the equivalent of three school days in such teacher's class. The lessons will be developed by November 1st and updated as necessary.
4. The teacher shall designate the order in which the lessons are to be distributed via "Blizzard Bags". The district will not be using on-line lessons.
5. As soon as practicable after an announced school closure authorized under section 3313.482, staff members designated by the appropriate administrator shall make the designated lessons available via blizzard bags. Each lesson shall be distributed for each course that was scheduled to meet on the day of the school closing.
6. Each student enrolled in a course for which a lesson is distributed shall be granted a two-week period from the date of distribution to complete the lesson. If the student does not complete the lesson within this time period, the student will receive an incomplete or failing grade unless a reason sufficient to the teacher is provided.

Ayes: Garza, Gorobetz, Chapman, Price, Laird
Motion carried. 5-0

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 43-17 OTHER MATTERS – ITEM 14

Mr. Gorobetz, seconded by Mr. Price, made the motion to approve other matters – Item 14.

ITEM 14. Approval of adoption of resolution regarding the Every Student Succeeds Act (ESSA)

WHEREAS, the federal Every Student Succeeds Act (ESSA) was signed into law on December 10, 2015, to give states and local school districts the flexibility to incorporate new measures of quality and success into their educational accountability systems; and

WHEREAS, on February 12, 2017, the Ohio Department of Education (ODE) released a draft overview of its plan for complying with the provisions of ESSA; and

WHEREAS, the Fremont City School District hosted nine (9) community meetings to give citizens an opportunity to review Ohio’s draft plan and allow participants to share their thoughts about the plan. In addition, nine (9) building principals held building-level meetings to share Ohio’s draft plan with educators; and

WHEREAS, approximately 80 community members participated in the community meetings and approximately 300 educators attended building-level meetings; and

WHEREAS, the feedback from these meetings includes the following:

- Reduce the number of state assessments and only test what is mandated by the federal law;
- Provide more detailed student data on Ohio’s state assessments and provide that information in a timely manner so data can be used for instructional and curricular purposes;
- Develop an accountability system that is more balanced and does not put an emphasis on standardized test scores;
- Create a more descriptive rating system that appropriately defines the achievement and progress of students.
- Allow school districts to develop local indicators of excellence that reflect the quality of their schools and include as a rating on the report card;
- Revise the current graduation system so it is not based so heavily on standardized test scores;
- Eliminate the retention component of the Third Grade Reading Guarantee; and
- Address students with disabilities within the ESSA plan. Students identified with disabilities who cannot perform at the same level as their peers should not be expected to pass grade level state testing even with accommodations. Their testing should be aligned to their Individualized Education Plans.

NOW, THEREFORE on behalf of the citizens of our community, we are asking our state education policymakers to consider our request to include the aforementioned changes in ODE’s plan for complying with ESSA and to give Ohio citizens a stronger voice with the development of statewide education policies.

Ayes: Gorobetz, Price, Chapman, Garza, Laird
Motion carried. 5-0

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 44-17 OTHER MATTERS – ITEMS 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, AND 30

Mr. Gorobetz, seconded by Ms. Chapman, made the motion to approve other matters – Items 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, and 30.

Ms. Laird had a procedural suggestion for Item 27 that she will leave up to them to decide. She suggested just as a protection to the staff while they are doing a search in a student's bag, that she thinks it might be wise to consider a dual control procedure simply to protect our staff from being falsely accused of something that might come up missing from the bag or any other kind of accusations. She thinks that will help protect them from that with the dual control procedure. This is just a thought and does not have to be put in policy. Dr. McCaudy thanked her for that suggestion but let her know that it is not always possible to have an extra staff member available. That had been the case about a month ago, where they had one Administrator present at an athletic event in the evening where a bag needed to be checked. Sometimes that can happen and sometimes circumstances do not call for that. The law does not require that but she thinks it is a good protection. It is just not always available for them to do that.

ITEM 15. Approval of revised Policy AC-Nondiscrimination (First Reading)

It is recommended that the Board of Education approves revised Policy AC – Nondiscrimination (see attached).

ITEM 16. Approval of revised Policy ACA/ACAA-Nondiscrimination on the Basis of Sex/Sexual Harassment (First Reading)

It is recommended that the Board of Education approves revised Policy ACA/ACAA – Nondiscrimination on the Basis of Sex/Sexual Harassment (see attached).

ITEM 17. Approval of revised Regulation ACA-R/ACAA-R-Nondiscrimination on the Basis of Sex/Sexual Harassment Grievance Procedures (First Reading)

It is recommended that the Board of Education approves revised Regulation ACA-R/ACAA-R – Nondiscrimination on the Basis of Sex/Sexual Harassment Grievance Procedures (see attached).

ITEM 18. Approval of revised Policy AFC-2-Evaluation of Professional Staff (First Reading)

It is recommended that the Board of Education approves revised Policy AFC-2 – Evaluation of Professional Staff (see attached).

ITEM 19. Approval of revised Policy GCN-2-Evaluation of Professional Staff (First Reading)

It is recommended that the Board of Education approves revised Policy GCN-2 – Evaluation of Professional Staff (see attached).

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 44-17 OTHER MATTERS – ITEMS 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, AND 30 (cont.)

ITEM 20. Approval of revised Policy IIBH-District Websites (First Reading)

It is recommended that the Board of Education approves revised Policy IIBH – District Websites (see attached).

ITEM 21. Approval of revised Policy JEC-School Admission (First Reading)

It is recommended that the Board of Education approves revised Policy JEC – School Admission (see attached).

ITEM 22. Approval of revised Policy JECAA-Admission of Homeless Students (First Reading)

It is recommended that the Board of Education approves revised Policy JECAA – Admission of Homeless Students (see attached).

ITEM 23. Approval of revised Regulation JECAA-R-Admission of Homeless Students (First Reading)

It is recommended that the Board of Education approves revised Regulation JECAA-R – Admission of Homeless Students (see attached).

ITEM 24. Approval of revised Policy JFCF-Hazing and Bullying (First Reading)

It is recommended that the Board of Education approves revised Policy JFCF – Hazing and Bullying (see attached).

ITEM 25. Approval of revised Regulation JFCF-R-Hazing and Bullying (First Reading)

It is recommended that the Board of Education approves revised Regulation JFCF-R – Hazing and Bullying (see attached).

ITEM 26. Approval of revised Policy JFG-Interrogation of Students (First Reading)

It is recommended that the Board of Education approves revised Policy JFG – Interrogations of Students (see attached).

ITEM 27. Approval of revised Regulation JFGA-R-Search and Seizure (First Reading)

It is recommended that the Board of Education approves revised Regulation JFGA-R – Search and Seizure (see attached).

ITEM 28. Approval of revised Policy JHCB-Immunizations (First Reading)

It is recommended that the Board of Education approves revised Policy JHCB – Immunizations (see attached).

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 44-17 OTHER MATTERS – ITEMS 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, AND 30 (cont.)

ITEM 29. Approval of revised Policy JO-Student Records (First Reading)

It is recommended that the Board of Education approves revised Policy JO – Student Records (see attached).

ITEM 30. Approval of revised Regulation JO-R-Student Records (First Reading)

It is recommended that the Board of Education approves revised Regulation JO-R – Student Records (see attached).

Ayes: Gorobetz, Chapman, Garza, Price, Laird
Motion carried. 5-0

MOTION 45-17 OTHER MATTERS – ITEM 31

Mr. Price, seconded by Ms. Garza, made the motion to approve other matters – Item 31.

ITEM 31. Approval of donations

It is recommended that the Board approves the following donations:

<u>Donor:</u>	<u>Item:</u>	<u>Value:</u>	<u>Donated To:</u>
Dr. Kelly & Deborah Randall	Digital Piano	\$3,000.00	Fremont Ross High School Band Department
Brenda Fisher	Supplies for Speech & Debate Tournament	\$1,151.31	Fremont Ross High School Speech & Debate Team
NAACP – Fremont Branch	14 Books	\$200.00	FCS Elementary School Libraries
Anonymous	Cash	\$75.00	Atkinson Elementary School Men with Manners Club
Sue Moxley	Drug-Free Ribbons, Buttons, Stickers, Prizes	N/A	Atkinson Elementary School
Roy & Ann Roth	Misc. Campus Wear Items & 4 Winter Coats	\$120.00 N/A	Atkinson Elementary School
Fremont Exchange Club	7 Emergency Care Bags (Bags with Blanket/ Stuffed Animal/Book)	N/A	Croghan, Lutz & Washington Elementary Schools

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 45-17 OTHER MATTERS – ITEM 31 (cont.)

ITEM 31. Approval of donations (cont.)

Steve & Brianne Harder Misc. Campus Wear Items N/A Washington Elementary School

Ayes: Price, Garza, Chapman, Gorobetz, Laird
Motion carried. 5-0

SECOND HEARING OF THE PUBLIC

- None

BOARD MEMBER COMMUNICATIONS AND INFORMATION REQUESTS

Ms. Chapman – She congratulated the marching band members on their invitation to go to the Ohio State University. She congratulated the Speech winners, Wrestling State qualifiers and Students of the Month. This truly is her favorite thing about being a Board Member when the students come up and stand there so proud and they get to hear the comments. She does love it.

Mr. Price – He also loves watching all the kids come up. He congratulated all the students, teachers and parents. He congratulated the Athletics. They all did well. The Wrestling, Swim Team and the Basketball Team did better than expected. That is a great thing. As far as the ESSA, he hopes that the other Districts are sending items to the ODE or to the State, and that someone in Columbus hears something that all the Districts are saying so that they decide they might change something once in a while instead of leaving it the same. He feels that for a third grader to take a standardized test on the computer is too high of an expectation and hopefully someone in Columbus, gets the message at some point.

Ms. Garza – She congratulated all the children that were recognized by the Learning and Liberty Foundation.

Mr. Gorobetz – He congratulated Mr. Dowell and Mr. Voggenthaler for having the Wrestling Room named in their honor. They are two genuine legends in the Fremont City Schools.

Ms. Laird – She congratulated Dr. McCaudy and thanked the NAACP. They had their banquet this weekend and Dr. McCaudy was the keynote speaker. She did a very nice job and they recognized her with a very, well-deserved award. She thanked the local chapter for what they do for our community and our students.

MOTION 46-17 RESOLUTION FOR EXECUTIVE SESSION (O.R.C. 121.22)

Ms. Garza, seconded by Mr. Gorobetz, made the motion to enter into executive session (O.R.C. 121.22).

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.

MOTION 46-17 RESOLUTION FOR EXECUTIVE SESSION (O.R.C. 121.22) (cont.)

- 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 **B** as listed above.

Ayes: Garza, Gorobetz, Chapman, Price, Laird
Motion carried. 5-0

MOTION 47-17 ADJOURNMENT

Mr. Gorobetz, seconded by Ms. Chapman, made the motion to adjourn the regular board meeting at 8:55 p.m.

**Ayes: Gorobetz, Chapman, Garza, Price, Laird
Motion carried. 5-0**

APPROVED:

President

Date: _____

Treasurer

FREMONT CITY BOARD OF EDUCATION
Special Meeting
SUMMARY
March 14, 2017

Roll Call:

MOTION 48-17 RESOLUTION FOR EXECUTIVE SESSION (O.R.C. 121.22)

MOTION 49-17 ADJOURNMENT

**Fremont City Schools
Board of Education
Special Meeting Minutes
March 14, 2017**

The Fremont City Board of Education of the Fremont City School District, in Sandusky County, Ohio met on Tuesday, March 14, 2017 for a special meeting at 5:40 p.m. at Terra State Community College, Room B206, 2830 Napoleon Street, Fremont, Ohio.

Pledge of Allegiance

Roll Call:	Shantel Laird, Board President	Absent
	Alex Gorobetz, Board Vice-President	Present
	Jolene Chapman	Present
	Maria D. Garza	Present
	Thomas Price	Present

MOTION 48-17 RESOLUTION FOR EXECUTIVE SESSION (O.R.C. 121.22)

Ms. Chapman, seconded by Ms. Garza, made the motion to enter into executive session (O.R.C. 121.22).

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.

MOTION 48-17 RESOLUTION FOR EXECUTIVE SESSION (O.R.C. 121.22) (cont.)

- 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 B as listed above.

**Ayes: Chapman, Garza, Gorobetz, Price, Laird
Motion carried. 5-0**

MOTION 49-17 ADJOURNMENT

Mr. Gorobetz seconded by Ms. Chapman, made the motion to adjourn the special board meeting at 5:40 p.m.

**Ayes: Gorobetz, Chapman, Garza, Price, Laird
Motion carried. 5-0**

APPROVED:

President

Date: _____

Treasurer

FREMONT CITY BOARD OF EDUCATION
Regular Meeting
SUMMARY
March 20, 2017

Roll Call:

MOTION 50-17 ADJOURNMENT

**Fremont City Schools
Board of Education
Regular Meeting Minutes
March 20, 2017**

The Fremont City Board of Education of the Fremont City School District, in Sandusky County, Ohio met on Monday, March 20, 2017, at 5:30 p.m. at the Fremont Middle School, 1250 North Street, Fremont, Ohio.

Board President Shantel Laird presiding

Pledge of Allegiance

Roll Call:	Shantel Laird, Board President	Present
	Alex Gorobetz, Board Vice-President	Present
	Jolene Chapman	Absent
	Maria D. Garza	Present
	Thomas Price	Present

Ms. Laird welcomed everyone and gave a little background as to how the meeting came to be in the forum that was being held that evening.

Ms. Laird welcomed and introduced Representative Bill Reineke, and gave some information about his background.

Dr. McCauley welcomed everyone and reviewed the agenda and format for the meeting. There were six topics for discussion. She introduced the meeting moderator, Amy Miller.

Representative Bill Reineke presented his Priorities for 2017.

Amy Miller introduced Abby Abernathy, Director of Student Services and Denise Hirt, Director of Curriculum, Assessment and Staff Development, who provided an overview of the Little Giant Pathway Program.

Little Giant Pathway

A. General Information

- Laws impacting the inclusion of career options began changing in 2012-2013.
- Local districts needed to include career learning into learning standards by 2015-2016 or before.
- Ohio Department of Education produced a Career Connections Framework in 2012.

B. District's Perspective

- Fremont City Schools wrote the Little Giant Pathway during the 2014-2015 school year. We incorporated local Career Touch Points, Career Connections, ODE publications and input from local business partners.
- This K-12 portfolio includes learning outcomes that move with the student throughout their academic career. Also included are outcomes for parents/families.
- Beginning in 2015-2016, the District added the requirement that all students participate in a College and Career Exploration course prior to graduating. This course, entitled Little Giant Pathway, contains components included in the portfolio, but also includes opportunities for students to build their own backpack in OhioMeansJobs, practice resume writing, complete employment applications and apply interviewing skills.

C. Board Member Comments and Questions

- Representative Reineke commented that everything sounds cool. He also mentioned that there are some other community connections out there like Community Connectors and the Straight A Fund that he would encourage the District to use and; he recommends that the District continues to use the ones that they are currently involved with.
- Ms. Garza asked if he foresees any monies provided to districts that are specifically allocated for workforce development and how did he foresee the monies being spent. Representative Reineke responded that he did not foresee any additional monies. He sees the Advisory groups redirecting it to take shape. The extra money comes through the Straight A Funds, Community Connectors and that type of thing. The part that really concerns him and is also something that the Director of ODE had told him is; that over state wide, 40 percent is in mediation. They have to be better than that and get to a point where they are using the Advisory Communities to get the students ready when they come out of high school for a job.

Amy Miller introduced Dr. Traci McCaudy, Superintendent, Susan Frye, Interventionist and Link Advisor and Andrew Colston, Student; who provided an overview of the FCS Wellness Goals and Strategies.

FCS Wellness Goals/Strategies

A. General Information

- Students participate in an annual Health Assessment from Hospital Council of Northwest Ohio.
- Based upon the results, the District has included five (5) student wellness goals in the Strategic Plan.

B. District's Perspective

- Reduce student alcohol and drug use at Ross High School as evidenced by pre and post survey data and discipline referrals.
 - ✓ Review and revise grades K-12 health curriculum.
 - ✓ Continue drug testing program at Ross High School.
 - ✓ Provide support services for students regarding substance abuse.
 - ✓ Provide drug/alcohol awareness programming for staff.
 - ✓ Plan locker/vehicle searches and utilize other methods to keep substances out of FMS/Ross High School.
 - ✓ Continue to increase student participation in extra/co-curricular activities.
 - ✓ With the assistance of community service agencies, provide alcohol and drug awareness programming for parents and community.
 - ✓ Evaluate and monitor School Resource Officer Program.

C. Board Member Comments and Questions

- Representative Reineke commented that he thought the program sounded really good. He knows that early on, Mayor Sanchez was one of those that helped him identify that they needed to take their communities back. It is certainly not simple, but that is where it has to start.
- Ms. Garza asked if he foresees any monies being provided to school districts specifically allocated for substance abuse and other community agencies. Representative Reineke responded that the agencies that they collaborate with now is, the best place to start and that they are doing a great job.

- He also thinks the model of the Jobs and Family First Coalition is one of the premier ones around the State. He did not say that because he is sitting there tonight, it is premier and he knows that others in the audience know that as well. They have a good thing going and it has been a very successful model.
- Ms. Garza commented that they recognize the need for school districts to have wellness plans and curriculum that specifically addresses substance abuse and wanted to know, how can schools be expected to teach everything in a quality manner within the school day. Representative Reineke responded that he did not know that answer.

Amy Miller introduced Julie Lockyer, Teacher on Special Assignment and Trevor Weickert, Student, who provided an overview of the Student Testing.

Student Testing

A. General Information

- We have a growing concern over the number of assessments that students take AND the amount of time that students spend taking tests during a school day.
- Testing is an incredible burden, and time away from instruction has a negative impact on teaching and learning.
- We are hopeful that the Every Student Succeeds Act (ESSA) will bring the reduction in testing that we are requesting.

B. District's Perspective

- Ross High School Junior shares personal story regarding testing, including the number of hours spent on testing (19 hours).
- Our high school students who need to retake assessments may extend beyond 40 hours of testing.
- The loss of instructional time is negatively impacting the ability to provide a well-rounded education for our students.
- We are hopeful with the delay of Ohio's ESSA plan that our voices will be heard and testing will be reduced to the federal minimum (17) in Ohio.

C. Board Member Comments and Questions

- Representative Reineke commented that he agreed and the important thing is that everyone sent in their remarks to the ODE on ESSA because they have extended it until September. It is a huge thing and believe it or not, people have come to them and want more testing and he finds that very interesting. A couple of weeks ago, a group of Superintendents told him that these test scores are starting to now make the value for someone alike, and that is not what they want.
- Mr. Gorobetz commented that students with disabilities are also required to take these numerous tests and by the nature of their disabilities, they have much trouble doing well on those types of tests. He asked what his feelings were regarding students with disabilities and the testing program. Representative Reineke responded that his safe answer is that there are some national forces at work that are trying to make them all somewhat equal and that is why it is coming down that way and obviously it does not work, so they are going to have to keep working on that.

- Mr. Gorobetz asked him what he believes to be is a fair testing program. Representative Reineke responded that he is not an expert on that. He thinks that the issue right now is that there are so many thoughts out there. They need to get back to teaching, not just testing. That is his personal opinion.
- Mr. Gorobetz commented that they are an education oriented system and that is their jobs. Everything that they do should be geared in that direction and he thinks that is their concern, that this is not an educationally oriented system with a testing program which takes 10-15 percent of the year away from instruction. He is sure they would much rather be teaching.

Amy Miller introduced Laura Bryant, Principal and Stacey Reau, Parent, who provided an overview of the Third Grade Reading Guarantee.

Third Grade Reading Guarantee

A. General Information

- Third Grade Reading Guarantee has now been in effect for four school years.
- Law requires identification of students who are “at-risk” in Reading and the creation of a Reading Improvement and Monitoring Plan with interventions to address students’ identified reading deficits.
- After administering a Reading Diagnostic test in September, students identified as “not on-track” are provided a RIMP and specific interventions. When the first round of OST results come back in January/February, students who have not passed the test are also given a RIMP and provided research-based interventions.

B. District’s Perspective

- Although legislators promote the TGRG law as a “safety net” to ensure all students have the reading skills they need to succeed later in school, the reality feels more punitive than protective.
- Roughly 30-40% of third graders in Fremont initially do not receive a qualifying score during the first round of state testing. Meetings are held between principals, teachers and parents about the child’s status regarding the retention requirement for promotion to 4th grade, and a testing timeline is provided.
- This policy disregards what research has shown about reading proficiency and success in school in later years.
- It is highly disappointing that the State’s response to the Federal ESSA plan did not address TGRG other than promoting it as a policy that has enhanced student success. It is frustrating that lawmakers are able to pass such life-changing laws for students and families and have not listened to the stakeholder feedback as they claim they have. As we have met with families to obtain feedback on Ohio’s plan for ESSA, the number one concern we heard at the elementary levels was outcry against the TGRG. It flies in the face of academic research and puts undue levels of stress on educators, parents and most importantly, children.
- Building relationships with parents during difficult times.
- Sharing challenging information with parents and students when students are showing academic success through other data.

C. Board Member Comments and Questions

- Mr. Gorobetz asked if he had any personal opinions as to how the Third Grade Reading Guarantee could be changed in some way. Representative Reineke responded that he did not know without checking it out but that he would be happy to do that. He thinks that the testing is creating a value system in the kids and it is not very healthy. Mr. Gorobetz mentioned that it is creating a lot of anxiety in very young children and that is what it is guaranteeing. Representative Reineke responded that a lot of these are promoted by the Department of Education so they will have to work with them to see where they come out. They do have a new Superintendent who is studying this right now. They need to get that evaluation back and go forward with it. There are a lot of components that go into it. He is not justifying it; he just wanted to give some background as to some of the whys.

Amy Miller introduced Gracy Lloyd, Principal, Analee Kolbeck, Teacher and Izzy Held, Student; who provided an overview of the Graduation Requirements.

Graduation Requirements

A. General Information

- Beginning with the class of 2018, students are required to earn 21 credits to be eligible for graduation. In addition, students must complete one of three options for graduation:
 1. Students must earn 18/35 possible points on seven End of Course Exams in English I, English II, Biology, Algebra I, Geometry, Government and American History.
 2. Students must earn 4 points in math, 4 points in English and 6 points in science and social studies.
 3. Even though the points total 14, students still need to earn a GRAND TOTAL of 18 points in order to graduate.

B. District's Perspective

- Numerous opportunities for communicating with staff, students and families.
- Students are frustrated with overload of information, additional stress and lack of instructional time.
- Teachers are frustrated with the change in instructional strategy that must be applied to already challenging concepts and standards.
- Increased stress level with students negatively impacts the environment of the building.

C. Board Member Comments and Questions

- None

Amy Miller introduced Denice Hirt, Director of Curriculum, Assessment & Staff Development and Daniel Sanchez, Mayor, who provided an overview of the Report Cards.

A. General Information

- Report Cards designed to communicate the achievement progress of districts and schools.
- The current Report Card began evolving in 2013 and will continue through August 2017. An overall grade will be added in August 2017.
- The document and companion document is lengthy and cumbersome to understand.

B. District's Perspective

- Fremont City Schools current 2015-2016 Report Card includes 2 F's, 3 D's and 1 A. The document, although designed to communicate, is challenging to understand.
- Timeline for release of data impairs the ability to use the data to drive instruction.
- Summative data provides us with limited information on how students are mastering Learning Standards. This adds additional formative assessments at the local level.

C. Board Member Comments and Questions

- Representative Reineke commented that he does serve on the K-12 Committee and he can put in his responses together and, he will. He has tried to do that with other issues within the community. He welcomes them and that is why he is there at the meeting. He told everyone that if they do not like the way it is, they can give him help to say what should be said. They cannot just say get rid of it because they have standards as far as what they are trying to do with Ohio as far as rating themselves with the rest of the Country and other countries of the World. They need to be sure they are doing the best thing and they have jobs to fill. The best way to fill those jobs is to make sure our kids come out educated. He supports many of these ideas and he does not have a lot of background to say why they were put into place other than to make Ohio a better state. He loves any kind of responses that are sent to him and he will follow up on them.

Closing Comments

Ms. Laird thanked Representative Reineke. She echoed what Mayor Sanchez had said. It takes great character and courage to come and meet with the community on some very controversial topics. They appreciated his openness to do that and take their concerns back. They will work on the plans, suggestions and ideas. She agrees. If there is something that is not working for them, she would like for them to be a part of creating that plan in what Ohio's plan should look like and the Fremont City School District, should be in that language. She feels that they have a lot of very innovative educators here and the people that work with them and the community members. They look forward to doing that for him.

Ms. Laird commended everyone that was there and in the audience. This was the highest number of people in attendance for a School Board Meeting since she has been on the School Board. She is very happy to see all of them because this meeting was a particularly important conversation but also mentioned; that they all are. Every Board Meeting that they have is really important information that goes on. Some of it is legislation and some of it is daily activities and concerns; and as a Board, what they try to do is represent all the faculty, administration, staff and community members. It is only truly a community led District if they are all participating in having a collaborative conversation. She invites everyone to continue having the conversations with them. Do not let this be the one and only until they send out invitations for another education summit. She looks forward to seeing everyone as their schedule allows, to come and see them to give their input. She thanked everyone for their time.

Representative Reineke thanked everyone and expressed his appreciation for the opportunity to come to the Board Meeting. He told everyone to feel free to reach out to contact him and his office. He will try to arrange a meeting with the State Superintendent and the Board if he can. As tough as these issues are, they also have the Director of Job and Family Services coming up. They did not even discuss that issue. That is a very complex issue that deals with the jobs and family situation along with education. His goal is to get more of the Government vibes up here because they are important and Fremont City Schools have a great District.

MOTION 50-17 ADJOURNMENT

Ms. Garza, seconded by Mr. Price, made the motion to adjourn the regular board meeting at 7:42 p.m.

Ayes: Garza, Price, Gorobetz, Laird
Motion carried. 4-0

APPROVED:

President

Date: _____

Treasurer

FREMONT CITY BOARD OF EDUCATION
Special Meeting
SUMMARY
March 27, 2017

Roll Call:

MOTION 51-17 RESOLUTION FOR EXECUTIVE SESSION (O.R.C. 121.22)

MOTION 52-17 ADJOURNMENT

**Fremont City Schools
Board of Education
Special Meeting Minutes
March 27, 2017**

The Fremont City Board of Education of the Fremont City School District, in Sandusky County, Ohio met on Monday, March 27, 2017 for a special meeting at 5:40 p.m. in the Fremont City Schools District Office, 500 W. State Street, Suite A, Treasurer’s Conference Room, Fremont, Ohio.

Pledge of Allegiance

Roll Call:	Shantel Laird, Board President	Present
	Alex Gorobetz, Board Vice-President	Present
	Jolene Chapman	Present
	Maria D. Garza	Present
	Thomas Price	Present

MOTION 51-17 RESOLUTION FOR EXECUTIVE SESSION (O.R.C. 121.22)

Ms. Chapman, seconded by Mr. Gorobetz, made the motion to enter into executive session (O.R.C. 121.22).

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.

MOTION 51-17 RESOLUTION FOR EXECUTIVE SESSION (O.R.C. 121.22) (cont.)

- 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 B as listed above.

**Ayes: Chapman, Gorobetz, Garza, Price, Laird
Motion carried. 5-0**

MOTION 52-17 ADJOURNMENT

Ms. Chapman seconded by Mr. Price, made the motion to adjourn the special board meeting at 7:10 p.m.

**Ayes: Chapman, Price, Garza, Gorobetz, Laird
Motion carried. 5-0**

APPROVED:

President

Date: _____

Treasurer