

Fremont City Schools
AGENDA
Fremont Middle School
1250 North Street
December 18, 2017
Board Meeting 7:30 P.M.

I. Call to Order

II. Pledge of Allegiance

III. Roll Call: Ms. Garza__Mr. Gorobetz__ Ms. Laird__ Mr. Price__ Mrs. Rhea__

IV. Approve or amend and sign minutes of the special meeting held November 30, 2017, and the regular meeting held December 4, 2017

Ms. Garza_____	Mr. Gorobetz _____	Ms. Laird_____	App _____
	Mr. Price _____	Mrs. Rhea_____	Disa _____
			Other _____

V. Recognition of Visitors

- The Learning & Liberty Foundation of FCS and Old Fort Banking Co. Grades 1 and 2 Students of the Month Tracy Lytle & Nancicarol Wolesslagel
- The Learning & Liberty Foundation of FCS Annual Report Joseph F. Albrechta, Trustee
- Gilbane Building Company Chad Stevers, Senior Project Executive

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

VIII. Recommendations of the Treasurer

ITEM 1. Consider approval of resolution determining to proceed with the proposition of a renewal income tax

RESOLUTION REQUESTING CERTIFICATION
OF ALTERNATIVE TAX RATES FOR A RENEWAL INCOME TAX
(R.C. Section 5748.02)

WHEREAS, Ohio Revised Code ("Revised Code) Section 5748.02 authorizes school districts to impose voter-approved income taxes upon their residents; and

WHEREAS, the School District is currently levying a 1.25% per annum, five-year income tax approved by the voters of the School District on November 6, 2012 (the "Existing Income Tax") for the purpose of providing for current operating expenses of the School District, with the last year of collection of the Existing Income Tax being in 2018; and

WHEREAS, a resolution declaring the necessity to raise additional School District revenue must be passed and certified to the Tax Commissioner for the State of Ohio (the "Tax Commissioner") in order to permit the Board to consider the renewal of an income tax and to preserve the right to submit the question of levying such a renewal income tax to the electors of the School District at the election to be held May 8, 2018;

ITEM 1. Consider approval of resolution determining to proceed with the proposition of a renewal income tax (cont.)

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Fremont City School District, Sandusky County, Ohio, a majority of the members of the Board concurring, that:

Section 1. The Board determines that it is necessary to renew the Existing Income Tax to raise annually the additional sum of \$7,760,000 for the purpose of providing for current operating expenses of the School District (the "Income Tax").

Section 2. The income that shall be subject to the Income Tax is the taxable income of individuals and estates as defined in Revised Code Sections 5748.01(E)(1)(a) and (2).

Section 3. The Treasurer is directed to immediately certify a copy of this Resolution to the Tax Commissioner, not later than January 26, 2018, together with a request that the Tax Commissioner determine and certify to the Board the property tax rate that would have had to be imposed by the School District in the current year to produce the amount of money set forth above and the income tax rate that would have had to have been in effect for the current year to produce the amount of money set forth above.

Section 4. All formal actions of this Board concerning and relating to the passage of this Resolution were adopted in an open meeting of this Board, and all deliberations of this Board and of any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements, including Revised Code Section 121.22.

Ms. Garza _____	Mr. Gorobetz _____	Ms. Laird _____	App _____
	Mr. Price _____	Mrs. Rhea _____	Disa _____
			Other _____

ITEM 2. Consider approval of the November financial report

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

ITEM 3. Consider approval of supplemental appropriations

It is recommended that the following change be made to the permanent appropriations that were approved on September 18, 2017.

			<u>From</u>		<u>Inc./Dec.</u>		<u>To</u>
018-9708	Make-A-Difference	\$	500.00	\$	700.00	\$	1,200.00
200-9205	Outdoor Adventure Club	\$	0.00	\$	158.73	\$	158.73

Ms. Garza _____	Mr. Gorobetz _____	Ms. Laird _____	App _____
	Mr. Price _____	Mrs. Rhea _____	Disa _____
			Other _____

ITEM 4. Consider approval of consulting agreement with Corporate One Benefits Agency, Inc.

It is recommended to approve the consulting agreement with Corporate One Benefits Agency, Inc., acting as the Board's health insurance broker from January 1, 2018 to December 31, 2022. This is a 024 Self-Insurance Fund expenditure.

Ms. Garza _____	Mr. Gorobetz _____	Ms. Laird _____	App _____
	Mr. Price _____	Mrs. Rhea _____	Disa _____
			Other _____

ITEM 5. Consider approval of invoice order

It is recommended that the following then-and-now invoice be approved (Exhibit A). This expenditure is from the General Fund.

<u>Vendor</u>	<u>Date</u>	<u>Amount</u>
P.T. Services Rehabilitation, Inc.	10/31/2017	\$ 7,500.00

Ms. Garza _____	Mr. Gorobetz _____	Ms. Laird _____	App _____
Mr. Price _____	Mrs. Rhea _____		Disa _____
			Other _____

IX. Legislative Liaison Report

X. Committee Reports

- Policy

Alex Gorobetz

XI. Master Facilities Planning

XII. Old Business

XIII. New Business

- Consider Naming President Pro-Tem of Organizational Meeting
- Organizational Meeting/Tax Budget Hearing scheduled for January 8, 2018 at 7:30 p.m. Regular Board of Education Meeting to Follow

XIV. Report of the Superintendent

XV. Recommendations of the Superintendent of Schools

A. Personnel Matters

ITEM 1. Consider approval of the following appointments

Appointments for the 2017-2018 school year:

Support Staff Substitutes: Allison Brownson, Nicky Reed, Amanda Slick, Kimberly Wojdyla

ITEM 2. Consider approval of the following supplemental contracts

Appointments for the 2017-2018 school year:

<u>Name</u>	<u>Building</u>	<u>Duty</u>	<u>Amount</u>
Rebecca Goodwin	Stamm	Focus Intervention Tutor	\$20.00/hr
Abby Markwith	Washington	Fall Music	\$50.00
Lisa Sachs	Washington	Fall Music	\$50.00
Evilia Sandoval	Washington	Fall Music	\$50.00
Teresa Wright	Washington	Fall Music	\$50.00

ITEM 3. Consider approval of the following 4th/5th grade intramural basketball coach

It is recommended that the Board approves Andrew Montana as a 4th/5th grade intramural basketball coach for the 2017-2018 school year to be paid a stipend of \$709.00. This is a General Fund expenditure.

ITEM 4. Consider approval of the following special event workers

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

Melissa Frizzell-Joerg

Gary Kaltenbach

ITEM 5. Consider approval of the following status changes

It is recommended that the Board approves the status change of Allison Eaglen from Spirit Club Advisor @ \$620.50 (1/2 stipend) to Spirit Club Advisor @ a prorated amount of \$310.25 due to a leave of absence, effective December 11, 2017 through the end of the 2017-2018 school year.

It is recommended that the Board approves the status change of Joseph Hershey from Athletic Trainer A-10 @ \$8,512.00 to Athletic Trainer A-10 @ a prorated amount of \$8,158.10 due to days not worked, effective the 2017-2018 school year.

It is recommended that the Board approves the status change of Monique Pollick from Communication Liaison @ \$709.00 to Communication Liaison @ a prorated amount of \$551.46 due to a leave of absence, effective August 23, 2017 through November 2, 2017.

It is recommended that the Board approves the status change of Pryde Yost from Varsity Asst Swim Coach E-10 (1/2 stipend) @ \$2,128.00 to Varsity Asst Swim Coach E-10 @ \$4,256.00 effective the start of the season.

It is recommended that the Board approves the status change of Cathy Adams from Elementary Cafeteria Manager (LR-1.03) Longevity 15 @ \$16.43 per hour to Longevity 20 @ \$16.87 per hour effective December 18, 2017.

It is recommended that the Board approves the status change of Todd Williams from Varsity Asst Swim Coach E-5 (1/2 stipend) @ \$1,950.50 to Varsity Asst Swim Coach E-5 @ \$3,901.00 effective start of the season.

ITEM 6. Consider approval of the following leaves of absence

Leave of absence

Classified Staff: Linda Claycomb

Assistant to the Superintendent

Reason: Personal

Effective: December 8, 2017 – pending doctor release

ITEM 6. Consider approval of the following leaves of absence (cont.)

Leave of absence

Classified Staff: Rhonda Kaple

Cook

Reason: Personal

Effective: November 20, 2017 – pending doctor release

Ms. Garza _____	Mr. Gorobetz _____	Ms. Laird _____	App _____
Mr. Price _____	Mrs. Rhea _____		Disa _____
			Other _____

B. Operations Matters

ITEM 7. Consider approval of purchase of desktop computers from Computer Man

It is recommended that approval be granted to purchase desktop computers from Computer Man for a total cost of \$77,777.00 to be used at student work stations within the Engineering/Technology/Business classrooms. This is a Permanent Improvement expenditure.

ITEM 8. Consider approval of purchase of computer monitors from PCM-G

It is recommended that approval be granted to purchase computer monitors from PCM-G for a total cost of \$7,507.50 to be used at student work stations within the Technology/Business Classrooms. This is a Permanent Improvement expenditure.

Ms. Garza _____	Mr. Gorobetz _____	Ms. Laird _____	App _____
Mr. Price _____	Mrs. Rhea _____		Disa _____
			Other _____

C. Other Matters

ITEM 9. Consider approval of Ross High School wrestling team trip to the Brecksville Holiday Tournament in Brecksville, Ohio

It is recommended that the Board approves the Ross High School wrestling team’s overnight trip to Brecksville, Ohio in order to compete in the Brecksville Holiday Tournament at Brecksville-Broadview Heights High School, December 29-30, 2017.

ITEM 10. Consider 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 11. Consider 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 12. Consider approval of revised Exhibit ACA-E/ACAA-E – Sexual Harassment Complaint Form (First Reading)

It is recommended that the Board of Education approves revised Exhibit ACA-E/ACAA-E – Sexual Harassment Complaint Form (see attached).

ITEM 13. Consider approval of revised Policies BDDJ and KBCD – Broadcasting and Taping of Board Meetings (First Reading)

It is recommended that the Board of Education approves revised Policies BDDJ and KBCD – Broadcasting and Taping of Board Meetings (see attached).

ITEM 14. Consider approval of revised Policy EEA – Student Transportation Services (First Reading)

It is recommended that the Board of Education approves revised Policy EEA – Student Transportation Services (see attached).

ITEM 15. Consider approval of new Regulation EEA-R – Student Transportation Services (First Reading)

It is recommended that the Board of Education approves new Regulation EEA-R – Student Transportation Services (see attached).

ITEM 16. Consider approval of revised Policy GBCB – Staff Conduct (First Reading)

It is recommended that the Board of Education approves revised Policy GBCB – Staff Conduct (see attached).

ITEM 17. Consider approval of revised Policy IGBB – Programs for Students who are Gifted (First Reading)

It is recommended that the Board of Education approves revised Policy IGBB – Programs for Students who are Gifted (see attached).

ITEM 18. Consider approval of revised Policy IGBI – English Learners (First Reading)

It is recommended that the Board of Education approves revised Policy IGBI – English Learners (see attached).

ITEM 19. Consider approval of revised Policy IGD – Co-curricular and Extracurricular Activities (First Reading)

It is recommended that the Board of Education approves revised Policy IGD – Co-curricular and Extracurricular Activities (see attached).

ITEM 20. Consider approval of revised Policy IGDJ/IGDK – Interscholastic Athletics/Interscholastic Extracurricular Eligibility (First Reading)

It is recommended that the Board of Education approves revised Policy IGDJ/IGDK – Interscholastic Athletics/Interscholastic Extracurricular Eligibility (see attached).

ITEM 21. Consider approval of revised Policy IKF – Graduation Requirements (First Reading)

It is recommended that the Board of Education approves revised Policy IKF – Graduation Requirements (see attached).

ITEM 22. Consider approval of revised Policy IKFB – Graduation Exercises (First Reading)

It is recommended that the Board of Education approves revised Policy IKFB – Graduation Exercises (see attached).

ITEM 23. Consider approval of revised Policy JEDA – Truancy (First Reading)

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

ITEM 24. Consider approval of revised Policy JEFB – Released Time for Religious Instruction (First Reading)

It is recommended that the Board of Education approves revised Policy JEFB – Released Time for Religious Instruction (see attached).

ITEM 25. Consider approval to grant Ross High School diploma

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

ITEM 26. Consider approval to grant Ross High School diploma

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

ITEM 27. Consider approval to grant Ross High School diploma

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

ITEM 28. Consider approval to grant Ross High School diploma

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

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. Garza _____	Mr. Gorobetz _____	Ms. Laird _____	App _____
	Mr. Price _____	Mrs. Rhea _____	Disa _____
			Other _____

EXHIBIT A

P.T. SERVICES REHABILITATION, INC.
PO BOX 833
2550 ST RT 100
Tiffin , OH 44883
800-447-8331

Therapy Services Request for Payment
For the Period: 10/01/2017 thru 10/31/2017

Invoice : 20003
Date : 10-31-2017

BILL TO : FREMONT CITY SCHOOLS-SPORTS (FREMONT)
ATTN: CHAD BERNDT
1100 NORTH STREET
Fremont, OH 43420

8/17 3 11-11/17

FOR : FREMONT CITY SCHOOLS-SPORTS (FREMONT)

Therapy Discipline	Units	Rate	Extension
Total Physical Therapy	1.00	\$7,500.00	\$7,500.00
Total Charges for FREMONT CITY SCHOOLS-SPORTS (FREMONT)			\$7,500.00

2017 FALL SPORTS COVERAGE (August 29 - November 3, 2017)
\$8,750 - Original Cost
\$1,250 - Discount cost due to unavailability of having room
2 days a week.
\$7,500 - Due to P.T. Services Rehabilitation Inc.

OK to Pay 12/02/17
aus

Okay to Pay

Chad Berndt
Date

EXHIBIT A

PURCHASE ORDER

SEND ALL
INVOICES
TO:

FREMONT CITY SCHOOL DISTRICT
TREASURER'S OFFICE
500 W. STATE STREET, SUITE A
FREMONT, OH 43420-1156
419-332-6454

DATE
11/02/2017

PURCHASE ORDER NO.
100238 Page: 1

These numbers must appear on all letters, invoices, Shipping Memos, Bills of Lading, Express Receipts and Packages.
PLEASE ACKNOWLEDGE RECEIPT AND ACCEPTANCE OF THIS ORDER.

INVOICE IN DUPLICATE

VENDOR
TO:

Vendor: 167489
PT SERVICES
PO BOX 833
TIFFIN OH 44883

DELIVER
TO:

SHIPPING & RECEIVING - BEHIND
1100 NORTH STREET
FREMONT, OH 43420

ATTN: MARTIN, STEPHANIE

TERMS:

REQUISITION NO: 15579

QTY.	UNIT	DESCRIPTION	UNIT PRICE	TOTAL PRICE
1	Each	PT Services Rehabilitation Contract	4171.00	4171.00

PAGE TOTAL	4,171.00
GRAND TOTAL	4,171.00

TI	FUND	FUNC	OBJ	SPCC	SUBJ	OPU	IL	JOB	AMOUNT
05	300	4590	419	0590	000000	012	00	100	4,171.00

VERIFICATION OF RECEIPT OF GOODS

_____ Order Complete

_____ Items Back Ordered (Circle)

Material Checked by: _____

Date: _____

Return to Business Office Upon Completion

It is hereby certified that the above amount required to meet the contract, agreement, obligation, payment or expenditure for the above, has been lawfully appropriated or authorized or directed for such purpose and is in the treasury or in process or collection to the credit of the Funds of the Board of Education free from any obligation or certification now outstanding.

TAX EXEMPT

STATE ID 51319381
FED ID 34-6400533

**THIS ORDER IS VOID UNLESS TREASURER'S
CERTIFICATE IS SIGNED**

Amelia R. Gifford

11/02/2017
Dated

11/02/2017
Dated

EXHIBIT A

PURCHASE ORDER

SEND ALL
INVOICES
TO:

FREMONT CITY SCHOOL DISTRICT
TREASURER'S OFFICE
500 W. STATE STREET, SUITE A
FREMONT, OH 43420-1156
419-332-6454

DATE
11/08/2017

PURCHASE ORDER NO.
100298 Page: 1

These numbers must appear on all letters, Invoices, Shipping Memos, Bills of Lading, Express Receipts and Packages
PLEASE ACKNOWLEDGE RECEIPT AND ACCEPTANCE OF THIS ORDER

INVOICE IN DUPLICATE

VENDOR
TO:

Vendor: 167489
PT SERVICES
PO BOX 833
TIFFIN OH 44883

DELIVER
TO:

SHIPPING & RECEIVING - BEHIND
1100 NORTH STREET
FREMONT, OH 43420

ATTN: MARTIN, STEPHANIE

TERMS:

REQUISITION NO: 15618

QTY.	UNIT	DESCRIPTION	UNIT PRICE	TOTAL PRICE
1	Each	PT Service Rehabilitation Contract	4579.00	4579.00

PAGE TOTAL	4,579.00
GRAND TOTAL	4,579.00

TI	FUND	FUNC	OBJ	SPCC	SUBJ	OPU	IL	JOB	AMOUNT
05	001	4590	411	0000	000000	100	00	000	4,579.00

VERIFICATION OF RECEIPT OF GOODS:

_____ Order Complete

_____ Items Back Ordered (Circle)

Material Checked by: _____

Date: _____

Return to Business Office Upon Completion

It is hereby certified that the above amount required to meet the contract, agreement, obligation, payment or expenditure for the above, has been lawfully appropriated or authorized or directed for such purpose and is in the treasury or in process or collection to the credit of the Funds of the Board of Education free from any obligation or certification now outstanding.

TAX EXEMPT

STATE ID 51319381
FED ID 34-6400533

**THIS ORDER IS VOID UNLESS TREASURER'S
CERTIFICATE IS SIGNED**

Amelia R. Gifford

11/08/2017
Dated

11/08/2017
Dated

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, administration, staff, 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. **Sexual harassment is strictly prohibited by 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 **remedy** 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 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 is **sufficiently severe, persistent, or pervasive** and has the purpose or effect of unreasonably interfering with an individual's work or educational performance by creating an intimidating, hostile or **abusive** ~~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 **a prompt and equitable** ~~impartial~~ investigation ~~free from conflicts of interest.~~ **and resolution of complaints of sex discrimination, including sexual misconduct.** 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 Board designates the following individual to serve as the District's Title IX Coordinator:

Title: Susan King, Director of Human Resources
Address: 500 W. State St., Suite A, Fremont, OH 43420
Phone number: 419-334-5433
Email: kings@fremontschools.net

Title: Abby Abernathy, Director of Student Services
Address: 500 W. State St., Suite A, Fremont, OH 43420
Phone number: 419-334-5464
Email: 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. **Any investigatory responsibilities of the Title IX Coordinator may be delegated to a designee trained in Title IX compliance and procedures.**

Confidentiality/Retaliation

Sexual harassment matters, including the identity of both the **reporting** ~~charging~~ party and the **responding party** ~~accused~~, are kept confidential to the extent possible, consistent with the Board's legal obligations to investigate. Although discipline may be imposed against the **responding party** ~~accused~~ upon a finding of guilt, 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.

[Adoption date: June 6, 2016]

[Re-adoption date: April 3, 2017]

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

The Board has created informal and formal discrimination and harassment grievance procedures, providing for a prompt and **equitable** ~~impartial~~ investigation **and resolution of complaints of sex discrimination, including sexual misconduct.** ~~free of conflicts of interest.~~ All students and District employees are **encouraged** ~~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 **as soon as possible after** ~~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 **in a timely manner** ~~within 60 days of the date the incident was reported to the Title IX Coordinator,~~ unless extenuating circumstances exist. Periodic updates are **provided to the parties** ~~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 **reporting and/or responding parties** ~~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, **modification of work or class** ~~schedules~~ **changes**, academic modifications ~~for the alleged victim,~~ and/or school counseling. ~~for the alleged victim.~~ These measures should ensure **that both parties** ~~the alleged victim~~ continues to have equal access to all ~~education district~~ programs and activities and the safety of all ~~students~~ **parties** is protected.

If the Title IX Coordinator or designee is any of the named officials are the responding party ~~accused or are the reporting party~~ ~~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 (**reporting party** ~~alleged victim~~ and **responding party** ~~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 **responding party** ~~accused~~ to undergo training on harassment/discrimination, requiring all students and staff to undergo such training, and instituting protective mechanisms for the **reporting party**. ~~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.

Through the formal grievance procedure, the Title IX Coordinator attempts to resolve the complaint in the following way:

1. The Title IX Coordinator promptly ~~confers~~ **communicates** with the ~~charging party/alleged victim~~ **reporting party** in order to obtain a clear understanding of that party's statement of the alleged facts. The statement is put in writing by the Title IX Coordinator and signed by the **reporting party, where possible, charging party/alleged victim** as a testament to the statement's accuracy.
2. The Title IX Coordinator ~~meets~~ **communicates** with the ~~charged~~ **responding party** in order to obtain his/her response to the complaint. The response is put in writing by the Title IX Coordinator and signed by the ~~charged~~ **responding party, where possible**, as a testament to the statement's accuracy.
3. The Title IX Coordinator ~~holds as many meetings~~ **communicates** with the parties and witnesses (if any) as ~~are~~ necessary to gather **all of the relevant facts**. The dates of **any communications meetings** and the facts gathered are all put in writing. The investigation is ~~adequate, reliable, impartial and prompt~~ **and equitable**, and allows both parties an equal opportunity to present witnesses and other evidence.

4. 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~~ **reporting party**. Such measures may include, but are not limited to extending any interim measures taken during the investigation. The report also informs the ~~alleged-victim~~ **reporting party** of available support services, which at a minimum includes offering school counseling services if the ~~alleged-victim~~ **reporting party** is a student.

Notice of Outcome

Both the ~~alleged-victim~~ **reporting party** and the ~~accused~~ **responding party** are provided written notice of the outcome of the complaint.

If either party disagrees with the decision of the Title IX Coordinator, he/she may appeal to the Superintendent. After reviewing the record made by the Title IX Coordinator, the Superintendent may attempt to gather further evidence necessary to decide the case and to determine appropriate action to be taken. The decision of the Superintendent 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 ~~an~~ **responding accused** student or discharge for an ~~an~~ **responding 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 parties shall have an equal right to attend the hearing, have a representative and parent (if student) present, present evidence, and question witnesses.

(Approval date: June 6, 2016)
(Re-approval date: April 3, 2017)

Revised:

SEXUAL HARASSMENT COMPLAINT FORM

Date of Report _____

Reporting Party Employee/Student Name _____

Position or Grade _____ Building _____

Date and Time of Alleged Harassment _____

Location of Alleged Harassment _____

Name of Alleged Harasser **Accused (Responding Party)** _____

Position or Grade _____ Building _____

Description of the Incident(s) _____

Name of Witnesses, if any, and Involvement _____

Your Reaction _____

Signature of Complainant **Reporting Party** _____

ADMINISTRATIVE FOLLOW-UP

Date of Investigation _____

Investigation Details _____

Action Taken _____

Date of Follow-Up Conference _____

Results of the Conference _____

Date of Final Report _____

Date Copy Sent to **Reporting Party** ~~Complainant~~ _____

Signature of Grievance Officer _____

BROADCASTING AND TAPING OF BOARD MEETINGS

Photographic and electronic audio and video broadcasting and recording devices may be used at regular and special Board meetings legally open to the public according to the following guidelines.

1. ~~Photographs, broadcasting and recordings of meetings may be made only when all parties involved have been informed that cameras, broadcasting and/or recording devices are being used.~~ Persons **interested in taking photographs, broadcasting or recording board meetings should** using these devices must notify the Board of their intent to **interest in de doing** so.
2. Persons operating cameras, broadcasting and/or recording devices must do so with a minimum of disruption to those present at the meeting. Specifically, the view between Board members and the audience must not be obstructed, interviews must not be conducted during the meeting and no commentary is to be given in a manner that distracts Board members or the audience.
3. The Board has the right to halt any recording that interrupts or disturbs the meeting.

The Board may make the necessary arrangements to make audio **and/or video** recordings of all regular meetings and any special meeting that it deems appropriate.

[Adoption date: June 6, 2016]

Revised:

LEGAL REFS.: U.S. Const. Amend. I
ORC 121.22
2911.21
2917.12
2921.31
3313.20(A)

CROSS REFS.: BD, School Board Meetings
BDDH, Public Participation at Board Meetings (Also KD)

**REPLACE WITH NEW
(see attached)**

File: EEA

STUDENT TRANSPORTATION SERVICES

~~The Board provides transportation for those students whose distance from their schools makes this service necessary within the limitations established by State law. Such laws and rules shall govern any question not covered by this policy.~~

~~School buses shall be purchased, housed and maintained by the Board for the transportation of resident students between their home areas and the schools of the District to which they are assigned or to their nonpublic or community schools. The Superintendent may substitute smaller buses for reasons of economy or efficiency of operation. Vocational, special education, 504 plan and homeless status students may be transported via any Board-owned vehicles, commercial carriers and/or by other means in the most efficient and economical manner.~~

Student Transportation Eligibility Criteria:

- ~~1. Students enrolled in grades K-12 living beyond the two-mile walking limit from their school of attendance.~~
- ~~2. Students enrolled in grades K-12 who attend Bishop Hoffman Catholic Schools living beyond the two-mile walking limit from their school of attendance.~~
- ~~3. Students who live in hazardous areas within the two-mile walking limit from their school of attendance. The Superintendent/designee must deem the area hazardous in order to qualify for transportation.~~
- ~~4. Eligible vocational or special education children, as per IEP and/or 504 Educational Plans.~~
- ~~5. Students enrolled in grades K-8 who reside in the District and are enrolled with a state-licensed childcare center.~~
- ~~6. Students enrolled in grades K-12 who reside in the District and are enrolled with an approved day care provider located beyond the two-mile walking limit and within their school of attendance area. The day care provider will be required to complete an application accepting responsibility for the student at the approved bus stop.~~
- ~~7. Students in grades K-5 participating in the School Choice option.~~
- ~~8. Transportation to and from school shall be provided for elementary students attending a school other than their school of attendance due to overcrowding and/or special circumstances.~~

- ~~9. Transportation to and from school may be provided for a sibling of an eligible rider, provided the sibling uses the scheduled time and route.~~
- ~~10. Transportation to and from school shall be provided for migrant students from their place of residence.~~
- ~~11. Students meeting the federal definition of homeless will be transported from their temporary place of residence to their school of assignment, at the request of the parent, guardian or unaccompanied minor, to the same extent as all other students of the District and consistent with this policy. If the homeless student's temporary residence is located outside the boundaries of the District, the Liaison for Homeless Children will coordinate with the Director of Transportation to contact the district in which the student temporarily resides to arrange for joint transportation of the student and to seek interdistrict agreement on a method for apportioning the cost of such joint transportation. In no event will a homeless student be denied enrollment based on issues related to student transportation.~~
- ~~12. Transportation may be provided for temporarily or permanently disabled students who have been certified by a physician and in the case of adverse safety conditions. The Director of Student Services will determine the transportation services for such students.~~
- ~~13. Transportation may be provided for students participating in 21st Century Grant after-school programming and/or summer school programming depending on transportation services outlined in grants.~~
- ~~14. Transportation to and from school shall be provided for each student residing in the District and attending a state chartered nonpublic school that is located within the 30-minute travel limitation established by State law on the same basis as established for resident students as set forth above. Chartered nonpublic school students who are transported by the Board may be assigned to ride on buses upon which resident students are also assigned.~~
- ~~15. Transportation to and from school shall be provided for each student residing in the District and attending an approved community school. However, if that community school is located outside the District, transportation will only be provided consistent with the 30-minute travel limitation established by State law. Students residing in the District and attending an approved community school located within the District will be provided transportation on the same basis as established for resident students set forth above. Students transported to an approved community school may be assigned to ride on buses upon which resident students are also assigned.~~

~~Bus routes shall be established so that an authorized bus stop is available no further than one half mile walking distance of the home of every transported resident student. The Board shall approve the bus routes annually. The Superintendent is authorized to make any necessary changes in the approved route and shall inform the Board no later than the next regular meeting. The Board authorizes the installation and use of video recording devices in the school buses to assist the drivers in providing for the safety and well-being of the students while on a bus. Observation of video shall be by the Superintendent or those authorized by the Superintendent.~~

~~Students who use District transportation are expected to conduct themselves in a proper manner at all times while on the bus in accordance with the student code of conduct and the School Bus Conduct Agreement.~~

~~[Adoption date: June 6, 2016]~~

~~LEGAL REFS.: ORC 3327.01 through 3327.10
4511.76 through 4511.78
OAC 3301.83~~

~~CROSS REFS.: EEAA, Eligibility Zones for Pupil Transportation
EEAC, School Bus Safety Program~~

STUDENT TRANSPORTATION SERVICES

The transportation policies of the Board are aimed at providing a safe, efficient and economical method of getting students to and from school. It is the desire of the Board that the transportation schedule serves the best interests of all students and the District. The Board provides transportation as required by State law.

In addition to that required by law, the Board may provide transportation to all elementary and secondary school students to the extent determined by the administration and approved by the Board. All regulations governing student transportation are in accordance with the Ohio School Bus Operation Regulations issued by the Ohio Department of Education, the Ohio State Highway Patrol and the Ohio Department of Public Safety and as required by State law.

The District will transport as many students as practical on school buses that meet all the state requirements for pupil transportation. In some cases, students may be transported by other means as defined by State law.

Fees may not be charged to students for routine transportation or for non-routine transportation for educational field trips provided during the school day.

The Board annually approves designated bus stops and time schedules as presented by the Superintendent/designee, and grants authority to the transportation supervisor/designee to adjust stops during the school year.

The transportation program is under the direction of the transportation supervisor who is responsible to the Superintendent. The Board directs the Superintendent/designee to develop District-level policies and procedures for the safe and efficient operation of student transportation services.

Transportation to Community, STEM, STEAM and Private Schools

The District will provide transportation for eligible students who attend community, STEM, STEAM, and private schools in compliance with State law when practical.

When transportation for any student is not practical by any means approved by State law, the Board may resolve to declare transportation impractical and offer the student payment in lieu of transportation.

[Adoption date: June 6, 2016]

Revised:

LEGAL REFS.: ORC 3327.01 through 3327.10
4511.76 through 4511.78
OAC 3301-83

CROSS REFS.: EEAA, Eligibility Zones for Pupil Transportation
EEAC, School Bus Safety Program

NEW REGULATION

File: EEA-R

STUDENT TRANSPORTATION SERVICES

Student Transportation Eligibility Criteria:

1. Students enrolled in grades K-12 living beyond the two-mile walking limit from their school of attendance.
2. Students enrolled in grades K-12 who attend Bishop Hoffman Catholic Schools living beyond the two-mile walking limit from their school of attendance.
3. Students who live in hazardous areas within the two-mile walking limit from their school of attendance. The Superintendent/designee must deem the area hazardous in order to qualify for transportation.
4. Students enrolled in grades K-8 who reside in the District and are enrolled with a state licensed childcare center.
5. Students enrolled in grades K-12 who reside in the District and are enrolled with an approved day care provider located beyond the two-mile walking limit and within their school of attendance area. The day care provider will be required to complete an application accepting responsibility for the student at the approved bus stop.
6. Students in grades K-5 participating in the School Choice option.
7. Transportation to and from school shall be provided for elementary students attending a school other than their school of attendance due to overcrowding and/or special circumstances.
8. Transportation to and from school may be provided for a sibling of an eligible rider, provided the sibling uses the scheduled time and route.
9. Transportation to and from school shall be provided for migrant students from their place of residence.
10. Students meeting the federal definition of homeless will be transported from their temporary place of residence to their school of assignment, at the request of the parent, guardian or unaccompanied minor, to the same extent as all other students of the District and consistent with this policy. If the homeless student's temporary residence is located outside the boundaries of the District, the Liaison for Homeless Children will coordinate with the Director of Transportation to contact the district in which the student temporarily resides to arrange for joint transportation of the student and to seek interdistrict agreement on a method for apportioning the cost of such joint transportation. In no event will a homeless student be denied enrollment based on issues related to student transportation.

11. Transportation may be provided for temporarily or permanently disabled students who have been certified by a physician and in the case of adverse safety conditions. The Director of Student Services will determine the transportation services for such students.
12. Transportation may be provided for students participating in 21st Century Grant after-school programming and/or summer school programming depending on transportation services outlined in grants.

The Board authorizes the installation and use of video recording devices in the school buses to assist the drivers in providing for the safety and well-being of the students while on a bus. Observation of video shall be by the Superintendent or those authorized by the Superintendent.

Students who use District transportation are expected to conduct themselves in a proper manner at all times while on the bus in accordance with the student code of conduct and the School Bus Conduct Agreement.

Adoption date:

STAFF CONDUCT

All staff members have a responsibility to make themselves familiar with, and to abide by, the laws of the state of Ohio and the negotiated agreement, the policies of the Board and the administrative regulations designed to implement them.

The Board expects staff members to conduct themselves in a manner that not only reflects credit to the District, but also presents a model worthy of emulation by students. **The use of profanity is deemed to be extremely inappropriate by the Board and should not be used by staff.** Unless otherwise permitted by law, staff members are not permitted to bring a deadly weapon or dangerous ordnance into a school safety zone.

All staff members are expected to carry out their assigned responsibilities. Essential to the success of ongoing operations and the instructional program are the following specific responsibilities, which are required of all personnel:

1. faithfulness and promptness in attendance at work;
2. support and enforcement of policies of the Board and regulations of the administration;
3. diligence in submitting required reports promptly at the times specified;
4. care and protection of District property and
5. concern and attention toward their own and the District's legal responsibility for the safety and welfare of students, including the need to ensure that students are under supervision at all times.

[Adoption date: June 6, 2016]

[Re-adoption date: June 5, 2017]

Revised:

LEGAL REFS.: Gun-Free Schools Act; 20 USC 7151
Gun-Free School Zones Act; 18 USC 922
ORC 124.34
2923.1210; 2923.1212; 2923.122
3319.081; 3319.16; 3319.31; 3319.36

CROSS REFS.: GBCA, Staff Conflict of Interest
GBCC, Staff Dress and Grooming
GBH, Staff-Student Relations (Also JM)
JFC, Student Conduct (Zero Tolerance)
JHF, Student Safety
KGB, Public Conduct on District Property

PROGRAMS FOR STUDENTS WHO ARE GIFTED

In accordance with the belief that all students are entitled to education commensurate with their particular needs, students in the District who are gifted are provided opportunities to progress as their abilities permit. The Board believes that these students require services beyond those offered in regular school programs in order to realize their potential contribution to themselves and society.

Students who are gifted are identified annually by qualified professionals using a variety of assessment procedures. The Board encourages efforts to provide services for students who are gifted as an integral part of the total kindergarten through grade 12 program.

Identification

The District follows the identification eligibility criteria as specified in State law.

1. The District identifies students of the District, in grades kindergarten through 12, as students who are gifted who perform at remarkably high levels of accomplishment when compared to other students of the same age, experience and environment, as identified under State law. Accordingly, a student can be identified as exhibiting:
 - A. superior cognitive ability;
 - B. specific academic ability in one or more of the following content areas:
 - 1) mathematics;
 - 2) science;
 - 3) reading, writing or a combination of these skills and/or
 - 4) social studies;
 - C. creative thinking ability and/or
 - D. visual or performing arts ability such as drawing, painting, sculpting, music, dance or drama.
2. The District uses only those instruments approved by the Ohio Department of Education (ODE) for screening, assessment and identification of students who are gifted.
3. A student identified as gifted in accordance with State law remains identified as gifted regardless of subsequent testing or classroom performance.

District Plan for Identifying Students Who are Gifted

The Board adopts and submits to ODE a plan for identifying students who are gifted. Any revisions to the District plan are submitted to ODE for approval. A copy of this policy is provided at time of submission. The identification plan includes the following:

1. the criteria and methods the District uses to screen and select students for further assessment who perform or show potential for performing at remarkably high levels of accomplishment in one of the gifted areas;
2. a description of assessment instruments selected from the ODE-approved list to be used for the screening and identification of students who are gifted;
3. procedures for the provision of at least two whole grade screening opportunities to be administered for all students once prior to the end of second grade, and once for all students between grades three and six;
4. the sources of assessment data the District uses to select students for further testing and an explanation to parents/guardians of the multiple assessment instruments required to identify students who are gifted;
5. an explanation for parents/guardians of the methods the District uses to ensure equal access to screening and further assessment for all District students, including minority and disadvantaged students, students with disabilities and English learner students;
6. the process of notifying parents/guardians regarding all policies and procedures concerning the screening, assessment and identification of students, who are gifted, including the requirement to notify parents within 30 days of the District's receipt of a student's result on any screening procedure or assessment instrument;
7. an opportunity for parents/guardians to appeal any decision about the results of any screening procedure or assessment, the scheduling of students for assessment or the placement of a student in any program or for receipt of services;
8. procedures for the assessment of students who transfer into the District no later than 90 days after the transfer at request of the parent;
9. at least two opportunities a year for assessment in the case of students requesting assessment or recommended for assessment by teachers, parents or other students with the initial assessment to be completed no later than 90 days of referral regardless of the grade levels where gifted services are offered and
10. an explanation that the District accepts scores on assessment instruments approved for use by ODE that are provided by other school districts and trained personnel outside the District.

The District's plan may provide for the District to contract with any qualified public or private service provider to provide screening or assessment services under the plan. Gifted education coordinators provide the District with assistance in placing students, designing services, consulting on strategic planning, evaluating services on an ongoing basis and eliciting input from parents and staff.

District Plan for Services

The District adopts and submits to ODE a plan for a continuum of services that may be offered to students who are gifted.

1. The District ensures equal opportunity for all students identified as gifted to receive any or all services offered by the District.
2. The District implements a procedure for withdrawal of students from District gifted programs or services, for reassessment of students and assessment of students transferring into the District.
3. The District implements a procedure for resolving disputes with regard to identification and placement decisions.
4. Any District gifted education services are delivered in accordance with State law.
5. The District informs parents of the contents of this policy as required by State law.

~~The gifted services currently available within the District and the criteria for receiving these services are: Gifted Intervention is provided by a gifted intervention specialist for grade three through grade five. Students are served in the areas of mathematics, reading, language arts and superior cognitive. For grade six through grade eight, services are provided to students in the areas of reading, language arts and superior cognitive through team teaching by a gifted intervention specialist and a regular education teacher. Grade six through grade eight students are also provided math services through the compacted and accelerated courses of 6 Math II, 7 Math II, and Algebra. These gifted services are provided by a regular education teacher. Grade seven through twelve students are provided gifted services when meaningfully placed with appropriate College Credit Plus courses. These are taught by college faculty. Grade nine through twelve students are provided gifted services through Advanced Placement (AP) courses. These are taught by certified AP instructors.~~

~~Students are eligible for services when they meet the criteria outlined in the Operating Standards for Identifying and Serving Students Who are Gifted.~~

The gifted services currently available within the District and the criteria for receiving these services are:

Area of Identification	Grade Levels	Service Setting	Additional Information
Superior Cognitive	6-8	Regular classroom with cluster grouping and a gifted intervention specialist works directly with students in the cluster (co-teaching)	Services are available for students identified with a superior cognitive ability.
	9-12	CCP Courses	Services are available for students identified with a superior cognitive ability through participation in CCP courses in the area of student strength.
Reading/Writing	6-8	Regular classroom with cluster grouping and a gifted intervention specialist works directly with students in the cluster (co-teaching)	Services are available for students identified with a specific academic ability in the area of reading/writing.
	9-12	CCP Courses	Services are available for students identified with a specific academic ability in the area of reading/writing through participation in CCP courses in the area of ELA.

Mathematics	6	Advanced Courses	Services are available for students identified with a specific academic ability in the area of mathematics.
	9-12	CCP Courses	Services are available for students identified with a specific academic ability in the area of mathematics through participation in CCP courses in the area of mathematics.
Science	9-12	CCP Courses	Services are available for students identified with a specific academic ability in the area of science through participation in CCP courses in the area of science.
Social Studies	9-12	CCP Courses	Services are available for students identified with a specific academic ability in the area of social studies through participation in CCP courses in the area of social studies.
Creative Thinking	N/A	N/A	No gifted education services are available for this area.
Dance	N/A	N/A	No gifted education services are available for this area.
Drama	N/A	N/A	No gifted education services are available for this area.
Music	N/A	N/A	No gifted education services are available for this area.
Visual Art	N/A	N/A	No gifted education services are available for this area.

Written Education Plan

The District provides gifted services based on the student's areas(s) of identification and individual needs and is guided by a written education plan (WEP) developed in collaboration with an educator who holds a licensure or endorsement in gifted education. The District provides parents with periodic reports regarding the student's progress toward meeting goals and the effectiveness of the services provided in accordance with the WEP.

The WEP is provided to parents of gifted students and educators responsible for providing gifted education services and includes:

1. a description of the services provided, including goals for the student in each service specified, including but not limited to measurable academic goals;
2. methods and performance measurements for evaluating progress toward achieving the goals specified;
3. methods and schedule for reporting progress to students and parents;
4. staff members responsible for ensuring that specified services are delivered;
5. policies regarding the waiver of assignments and the scheduling of tests missed while a student is participating in any gifted services provided outside the general education classroom and
6. a date by which the WEP will be reviewed for possible revision.

At the commencement of services, and each year in which a student receives services, the District makes a reasonable attempt, in writing to obtain a parent/guardian signature on the WEP. A student will not be denied services due to lack of a parent/guardian signature.

The District will develop and disseminate a "no services" letter to parents/guardians of students identified as gifted but not receiving gifted services clearly communicating the student is not receiving gifted services. The letter may include a list of enrichment opportunities provided to the student by the District.

Gifted Education Personnel

Gifted education instruction is provided by gifted education intervention specialists by grade level in accordance with the Ohio Administrative Code (OAC). Gifted education instruction is offered during the regular school day and may be provided in large or small groups and/or individually in a variety of settings. The depth, breadth and pace of instruction based on the appropriate content areas may be differentiated. Where a general education teacher is designated as the provider of gifted services, the teacher meets the requirements of OAC including the requirements to receive professional development and ongoing assistance from a gifted education intervention specialist or gifted education coordinator.

Annual Report and Accountability

The District submits, as required, a gifted education annual report to ODE.

The District submits, as required, a gifted education data audit to ODE.

The Superintendent/designee implements all policies and procedures in accordance with laws, rules and regulations and follows the OAC rules regarding gifted education.

[Adoption date: June 6, 2016]

[Re-adoption date: August 21, 2017]

Revised:

LEGAL REFS.: ORC 3324.01 et seq.
OAC 3301-51-15

CROSS REFS.: IKEB, Acceleration
JB, Equal Educational Opportunities

ENGLISH LEARNERS

The Board recognizes the need to provide equal educational opportunities for all students in the District. Therefore, if the inability to speak and understand the English language excludes a student from effective participation in the educational programs offered by the District, the District shall take appropriate action to rectify the English language deficiency in order to provide the student equal access to its programs. Students in a language minority or who are English learners are identified, assessed and provided appropriate services.

The Board directs the administration to develop and implement instruction programs that:

1. appropriately identify language minority students;
2. provide the appropriate instruction to English learner students to assist them in gaining English language proficiency, as well as content knowledge, in reading/language arts and mathematics and
3. annually assess the English proficiency of students and monitor their progress in order to determine their readiness for the mainstream classroom environment.

The District requires all English learner students to be tested. Alternative assessments may be required. Students must make yearly gains toward closing the achievement gap as defined by the State Board of Education performance targets.

~~English learner students who have been enrolled in U.S. schools for less than one full year may be exempt from one administration of the reading/language arts assessment administered to their grade levels. However, students who choose to take these tests are permitted to do so. (Assessments in math, science and social studies are not exempt.)~~

The District provides parents with notice of and information regarding the instructional program as required by law. Parent and family involvement is encouraged and parents are regularly apprised of their child's progress.

[Adoption date: June 6, 2016]

[Re-adoption date: August 21, 2017]

Revised:

LEGAL REFS.: 42 USC 2000d
The Elementary and Secondary Education Act; 20 USC 1221 et seq.
34 CFR 200
ORC 3301.0711
3302.01; 3302.03
3313.61; 3313.611; 3313.612
3317.03
3331.04
OAC 3301-35-04; 3301-35-06; 3301-35-07

CROSS REFS.: AC, Nondiscrimination
IE, Organization of Facilities for Instruction
IGBJ, Title I Programs
IGBL, Parent and Family Involvement in Education
JB, Equal Educational Opportunities
JK, Employment of Students

COCURRICULAR AND EXTRACURRICULAR ACTIVITIES

The purpose of education is to develop the whole person of the student. For this reason an educational program must embody, as an essential element, activities that involve students beyond the classroom and foster the values that result from interaction and united effort. Such activities form a logical extension of the required and general curriculum and the elective or special curriculum.

The Board has established the criteria for cocurricular and extracurricular activities consistent with its philosophy of, and goals for, education. All student activity programs must:

1. have educational value for students;
2. be in balance with other curricular offerings in the schools and be supportive of, and never in competition with, the academic program and
3. be managed in a professional manner.

The Board may require that students pay reasonable fees to participate in cocurricular and extracurricular activities.

The following guidelines govern the student activity programs.

1. Student activities are those school-sponsored activities that are voluntarily engaged in by students, have the approval of the school administration and do not carry credit toward promotion or graduation.
2. Each school, under the direction of the principal and professional staff, has a student activity program designed to stimulate student growth and development by supplementing and enriching the curricular activities. All receipts and expenditures are accounted for through the activity account.
3. Each activity should be designed to contribute directly to the educational, civic, social and ethical development of the students involved.
4. The student activity program receives the same attention in terms of philosophy, objectives, social setting, organization and evaluation as that given the regular school curriculum.
5. Activities must be open to all students, regardless of race, color, national origin, ancestry, citizenship status, religion, sex, sexual orientation, gender identity, economic status, age, disability or military status.

6. Activities must not place undue burdens upon students, teachers or schools.
7. Activities should not interfere with regularly scheduled classes. This limitation often requires conducting such activities beyond the regular school day, if possible.
8. Activities at any level should be unique, not duplications of others already in operation.
9. Students participating in cocurricular and extracurricular activities are expected to demonstrate responsible behavior and good conduct. The Board encourages the development and promotion of sportsmanship in all phases of the educational process, including athletics and all other cocurricular and extracurricular activities.
10. Students suspended and expelled from school are banned from extracurricular activities. Students may also be suspended from extracurricular activities for violations of the student code of conduct or the code of conduct of the particular activity in which they participate. Students absent from school are not permitted to participate in extracurricular activities on that date.
11. Annually, the Board directs the Superintendent/designee to identify supplemental contract positions that supervise, direct or coach a student activity program that involves athletic, routine/regular physical activity or health and safety considerations. Upon the identification of the position, the individual must complete the requirements established by the Ohio Department of Education and State law.
12. Students may be expelled for up to one year for firearm-related or knife-related incidents occurring off school property while at an interscholastic competition, extracurricular event or other school-sponsored activity.
13. Students may be removed from extracurricular activities when their presence poses a continuing danger to persons or property or an ongoing threat of disruption. If a student is removed from extracurricular activities, such removal may include all extracurricular activities in which the student is involved.
14. Resident students enrolled in community schools are permitted to participate in the District's extracurricular activities, including interscholastic athletics, at the school to which the student would be assigned. Students must be of the appropriate age and grade level as determined by the Superintendent, and must fulfill the same academic, nonacademic and financial requirements as any other participant.
15. Resident students attending **STEM and STEAM** schools are permitted to participate in the District's extracurricular activities, including interscholastic athletics, at the school to which the student would be assigned. Students must be of the appropriate age and grade level as determined by the Superintendent, and must fulfill the same academic, nonacademic and financial requirements as any other participant.

16. Resident students attending a nonpublic school are permitted to participate in the District's extracurricular activities, including interscholastic athletics, at the school to which the student would be assigned if the nonpublic school the student is enrolled in does not offer the extracurricular activity. Students must be of the appropriate age and grade level as determined by the Superintendent, and must fulfill the same academic, nonacademic and financial requirements as any other participant.
17. Resident students receiving home schooling in accordance with State law are permitted to participate in the District's extracurricular activities, including interscholastic athletics, at the school to which the student would be assigned. Students must be of the appropriate age and grade level as determined by the Superintendent, and must fulfill the same academic, nonacademic and financial requirements as any other participant.

[Adoption date: June 6, 2016]

Revised:

LEGAL REFS.: ORC 3313.537; 3313.5311; 3313.5312; 3313.58; 3313.59; 3313.664
3315.062
3319.16
3321.04
Chapter 4112
OAC 3301-27-01
3301-35-06

CROSS REFS.: AF1, Evaluation of Educational Resources
DJ, Purchasing
IGDB, Student Publications
IGDC, Student Social Events
IGDF, Student Fundraising Activities
IGDG, Student Activities Funds Management
IGDJ, Interscholastic Athletics
IGDK, Interscholastic Extracurricular Eligibility
JECBC, Admission of Students from Non-Chartered or Home Schooling
JED, Student Absences and Excuses
JGD, Student Suspension
JGDA, Emergency Removal of Student
JGE, Student Expulsion
JL, Student Gifts and Solicitations
JN, Student Fees, Fines and Charges
KGB, Public Conduct on District Property
KK, Visitors to the Schools
Student Handbooks

INTERSCHOLASTIC ATHLETICS/INTERSCHOLASTIC EXTRACURRICULAR ELIGIBILITY

The Board recognizes the value to the students of the District and to the community of a program of interscholastic athletics for students as an integral part of the total school experience.

The program should foster the growth of school loyalty within the student body as a whole and stimulate community interest in athletics.

The game activities and practice sessions should provide many opportunities to teach the values of competition and good sportsmanship.

The program of interscholastic athletics should provide students the opportunity to exercise and test their athletic abilities in a context greater and more varied than that, which can be offered by a school or the school district alone. It should also offer an opportunity for career and educational development.

For purposes of this policy, the program of interscholastic athletics shall include all activities relating to competitive sports contests, games, events or sport exhibitions involving individual students or teams of students of this District with those of another district.

The Board shall determine the standards of eligibility to be met by all students participating in the interscholastic program. Such standards shall require that each student be in good physical condition, be free of injury, and have fully recovered from illness before participating in any interscholastic athletic event. Denial of participation will occur until the student-athlete submits a form signed by his/her guardian, affirming that each has received and reviewed the Ohio Department of Health's concussion and head injury informational sheet.

In addition to the eligibility requirements established by the Ohio High School Athletic Association (OHSAA), to be eligible for any interscholastic extracurricular activity, a student must meet OHSAA as well as Board eligibility requirements.

1. Middle School (Grades 7-8)

A student athlete enrolling in the seventh grade for the first time will be eligible for the first grading period regardless of previous academic achievement. Thereafter, a student must earn a grade point average of at least 1.5 and receive passing grades in a minimum of five of those subjects in which the student received grades during the preceding grading period in order to be eligible to participate in interscholastic activities.

2. High School (Grades 9-12)

A student enrolled in the first grading period after advancement from the eighth grade must earn a grade point average of at least a 1.5, fail no more than one subject and receive passing grades in a minimum of five units, or the equivalent in the preceding grading period in which the student was enrolled.

3. College Credit Plus (Grades 7-12)

A student enrolled in the College Credit Plus program must take enough postsecondary course work exclusively or between the postsecondary institution and the high school combined to be equivalent of five units. Note: college courses for which three or more semester hours of credit are earned shall be awarded one Carnegie unit. Fractional Carnegie units will be awarded proportionately.

4. Other Notes

- A. Transfer students shall have eligibility computed based upon an official transcript from the previous school of attendance. A student cannot participate in athletics until the transcript has been reviewed and the student has been declared eligible to participate.
- B. Summer school and other educational options may not be used to substitute for failure to meet the academic standards during the last grading period of the school year.
- C. The building principal shall be the final authority in determining the student's grade point average and the student's eligibility.
- D. It is the responsibility of the coaching staff to communicate this policy to the student athletes along with an emphasis on academic achievement over athletic achievement.
- E. Failure to comply with the grading period eligibility requirements results in extracurricular interscholastic ineligibility for the succeeding grading period.

The eligibility or ineligibility of a student continues until the start of the fifth school day of the next grading period, at which time the grades from the immediately preceding grading period become effective. For the purposes of this policy, "school day" includes faculty in-service days, calamity days and regular school attendance days, but not holidays or school breaks.

Any case involving a current student with a disability shall be referred to the Director of Student Services and principal to determine if a waiver of the eligibility standard is appropriate. However, in athletics, the OHSAA standards must be met.

Since the primary purpose of the athletic program is to enhance the education of participating students as indicated in this policy, the Board places top priority on maximum student participation and the values of good sportsmanship, team play and fair competition.

The Board further adopts those eligibility standards set by the Constitution of the OHSAA and shall review such standards annually to ascertain that they continue to be in conformity with the objectives of this Board.

The Board further directs that only those students may participate in the program of interscholastic athletics who have:

1. maintained a satisfactory academic record;
2. attended school regularly;
3. demonstrated good citizenship and responsibility;
4. returned all school and athletic equipment and
5. refrained from participation in a contest on a noninterscholastic team, or as an individual in the same sport during the school's season

In addition to the aforementioned items, parents and athletes are asked to attend one athletic preseason parent meeting per year prior to the beginning of the athlete's season.

In order to minimize health and safety risks to student-athletes and maintain ethical standards, school personnel, coaches, athletic trainers and lay coaches shall not dispense, supply, recommend or permit the use of any drug, medication or food supplement solely for performance-enhancing purposes. The Superintendent shall cause to be posted in all locker rooms in buildings that include students in any grade higher than sixth grade, the following:

“Warning: Improper use of anabolic steroids may cause serious or fatal health problems, such as heart disease, stroke, cancer, growth deformities, infertility, personality changes, severe acne and baldness. Possession, sale, or use of anabolic steroids without a valid prescription is a crime punishable by a fine and imprisonment.”

The Superintendent develops appropriate administrative guidelines for the operation of the athletic program and code of conduct for those who participate. Such guidelines should provide for the following safeguards.

1. Prior to enrolling in the sport, each participant shall submit to a thorough physical examination by a District-approved physician and/or parents shall report any past or current health problems along with a physician's statement that any such problems have or are being treated and pose no threat to the student's participation.
2. Any student who is found to have a health condition which may be life-threatening to self or others shall not be allowed to participate until the situation has been analyzed by a medical review panel that has determined the conditions under which the student may participate. The District shall assume no liability for any student with a health condition who has been authorized to play by the parents and their physician but not by the District.
3. Any student who incurs an injury requiring a physician's care is to have the written approval of a physician prior to the student's return to participation.
4. Any student practicing for or competing in an interscholastic event who exhibits signs, symptoms or behaviors consistent with having sustained a concussion or head injury shall be removed from the practice or competition. Any student who has been removed from practice or competition because he/she has exhibited signs, symptoms or behaviors consistent with having sustained a concussion or head injury shall not be permitted to return to any practice until both of the following occur:
 - A. The student's condition is assessed by a physician in accordance with the requirements set forth in RC 3323.539(E)(2), to assess such student.
 - B. The student receives written clearance that it is safe to return to practice or competition from a physician, in accordance with requirements set forth in RC 3313.539(E)(2), to grant such clearance. All doctor's releases must be received by the Athletic Director before the student athlete can return to play.

The Superintendent is also to develop guidelines for ensuring that sportsmanship, ethics and integrity characterize the manner in which the athletic program is conducted and the actions of students who participate. Such guidelines should include:

1. criteria for judging these important qualities;
2. procedures by which these values will be communicated to students, parents and supporters and

3. means for monitoring the behavior of each of these groups to ensure their behavior reflects high standards.

The guidelines should also provide a set of behavioral expectations for each type of participant as well as a Sportsmanship Code of Conduct, which each type of participant is to follow. The Superintendent is authorized to implement suitable disciplinary procedures against those who violate this Sportsmanship Code.

Students will be further informed that participation in interscholastic sports is a privilege and not a right, and that they may be prohibited from all or part of their participation in such activities by authorized school personnel without further notice, hearing and/or appeal rights.

In order to support the OHSAA's program to strengthen sportsmanship, ethics and integrity, the Board commits itself to:

1. adopt policies (upon recommendation of the administration) which reflect the District's educational objectives and promote the ideals of good sportsmanship, ethics and integrity;
2. establish standards for athletic participation which reinforce the concept that athletic activities are a privilege, not a right ;
3. attend and enjoy school athletic activities, serving as a positive role model and expecting the same from parents, fans, participants, coaches and other school personnel;
4. support and reward participants, coaches, school administrators and fans who display good sportsmanship and
5. recognize the value of school athletic activities as a vital part of education.

Students in grades 9-12 are ineligible for athletics for the first 50% of the maximum allowable regular season contests in the sports the student participated in during the 12 months immediately preceding the transfer, until the one-year anniversary date of enrollment in the school the student transferred to. If the transfer takes place during the sport season in which a student has participated in a regular season interscholastic contest, the student is ineligible for the remainder of that sport's season. Exceptions to the ineligibility provisions are outlined in the OHSAA Bylaws.

Resident students enrolled in community schools are permitted to participate in the District's interscholastic athletics program at the school to which the student would be assigned. Students must be of the appropriate age and grade level as determined by the Superintendent, and must fulfill the same academic, nonacademic and financial requirements as any other participant.

Resident students attending STEM **and STEAM** schools are permitted to participate in the District's interscholastic athletics program at the school to which the student would be assigned. Students must be of the appropriate age and grade level as determined by the Superintendent, and must fulfill the same academic, nonacademic and financial requirements as any other participant.

Resident students attending a nonpublic school are permitted to participate in the District's interscholastic athletic programs at the school to which the student would be assigned if the nonpublic school the student is enrolled in does not offer the activity. Students must be of the appropriate age and grade level as determined by the Superintendent, and must fulfill the same academic, nonacademic and financial requirements as any other participant.

Resident students receiving home schooling in accordance with State law are permitted to participate in the District's interscholastic athletic programs at the school to which the student would be assigned. Students must be of the appropriate age and grade level as determined by the Superintendent, and must fulfill the same academic, nonacademic and financial requirements as any other participant.

Foreign exchange students enrolled in a recognized visitor exchange program may be eligible to participate in interscholastic athletics in accordance with OHSAA Bylaws.

[Adoption date: June 6, 2016]

Revised:

LEGAL REFS.: ORC 2305.23; 2305.231
3313.537; 3313.5311; 3313.5312; 3313.539; 3313.66; 3313.661;
3313.664
3315.062
3319.303
3321.04
3707.52
OAC Chapter 3301-27

CROSS REFS.: IGD, Cocurricular and Extracurricular Activities
IGDK, Interscholastic Extracurricular Eligibility
IKF, Graduation Requirements
JECBA, Admission of Exchange Students
JECBC, Admission of Students from Non-Chartered or Home Schooling
JGD, Student Suspension
JGE, Student Expulsion
JN, Student Fees, Fines and Charges
Student Handbooks

GRADUATION REQUIREMENTS

The Board desires that its standards for graduation meet or exceed the minimum standards of the Ohio Department of Education (ODE) as well as State law and, further, that our high school compares favorably with other high schools in the state that are recognized for excellence.

Each student must earn at least 21.5 credits in order to graduate and receive a diploma. The distribution of such is as follows:

<u>District Minimum</u>		<u>Statutory Graduation Requirements</u>	
English Language Arts	4 units	English Language Arts	4 units
Social Studies (including 1 unit of American History/Global Studies, 1 unit of Government/Economics and Financial Literacy, and 1 unit of a World History (beginning with Class of 2021)	3 units	History and government, including one-half unit of American History and one-half unit of American Government	1 unit
		Social Studies	2 units
Science, (including 1 unit of physical science, 1 unit of life science and 1 unit of advanced study in one or more of the following sciences: chemistry, physics, or other physical science; advanced biology or other life science; physical geology or other earth or space science)	3 units	Science, with inquiry-based lab experience, including one unit each in Physical Science and Life Sciences and one unit in Chemistry, Physics or other physical science, Advanced Biology or other life science, Astronomy, Physical Geology or other earth or space science	3 units
Math, including one unit of Algebra II or its equivalent **	4 units	Math, including one unit of Algebra II or its equivalent **	4 units
Health	½ unit	Health	½ unit
Physical Education ***	½ unit	Physical Education	½ unit
Technology (college and career planning)	½ unit		
Electives *	<u>6 units</u>	Electives *	<u>5 units</u>
Total	21.5 units	Total	20 units

The statutory graduation requirements also include:

1. student electives* including any combination of foreign language, fine arts (**must complete two semesters in any of grades 7-12 unless a career-technical pathway**), business, career-technical education, family and consumer sciences, technology, agricultural education or English language arts, mathematics, science, or social studies courses not otherwise required;
- ~~2. All students must have two semesters of fine arts taken any time during grades 7-12. Students following a career-technical pathway are exempted from the fine arts requirement;~~
3. **2.** **students entering ninth grade for the first time on or after July 1, 2015 who are pursuing a career-technical instructional track may complete a career-based pathway math course approved by ODE as an alternative to Algebra II;
- ~~4.~~ **3.** units earned in social studies shall be integrated with economics and financial literacy and
- ~~5.~~ **4** passing all state-required examinations.

Summer School

Summer school credits are accepted toward graduation, provided that administrative approval has been given prior to registration for the course.

Educational Options

High school credit is awarded to students who successfully complete Board-approved educational options that count toward the graduation requirements and subject area requirements.

College Credit Plus and Postsecondary Enrollment Options

Credit is awarded for courses successfully completed at an accredited postsecondary institution. High school credit awarded for a course successfully completed under College Credit Plus, or where applicable the former Postsecondary Enrollment Options Program, counts toward the graduation requirements and subject area requirements of the District. If a course comparable to the course successfully completed is offered by the District, then comparable credit for the completed equivalent course is awarded. If no comparable course is offered, the District grants to the student an appropriate number of credits in a similar subject area.

Correspondence Courses

High school courses offered through correspondence courses are accepted for credit toward graduation only when they meet the following criteria.

1. Credits earned in correspondence schools directly affiliated with state universities are evaluated by the school administration for students who wish to qualify for graduation from high school.
2. Credits earned from correspondence schools not directly affiliated with an accredited college or university may not be applied toward graduation.
3. Credits earned from schools that have been established primarily for correspondence study, rather than an institution primarily for residence study, are not accepted toward graduation.

Course Work Prior to Ninth Grade

Student work successfully completed prior to the ninth grade is applied towards graduation credit if the course is taught by a teacher holding a license valid for teaching high school and is designated by the Board as meeting the high school curriculum requirements.

Physical Education Waiver

The Board recognizes that some students who participate in high school interscholastic athletics, marching band and/or cheerleading may wish to be excused from participating in the state-mandated one-half unit physical education courses.

Per the Ohio Core Physical Education Requirements as required by Ohio Revised Code Section 3313.603, students (graduation class of 2011 and beyond) may be excused from high school physical education courses if the following conditions are met:

1. Students must complete at least two full seasons of interscholastic athletics, marching band or cheerleading.
2. Students must complete one-half unit consisting of at least 60 hours of instruction in another course of study.
3. Students and parents must complete, sign and return the Physical Education Waiver Form to the high school guidance office by June 30 for the subsequent school year.

The Superintendent shall establish the necessary administrative guidelines in order to comply with state rules and regulations. Additionally, the administrative guidelines will address frequently asked questions and clarify procedures for students applying for a waiver from high school physical education courses.

Community Service

The District offers community service education, which acquaints students with the history and importance of volunteer service and with a wide range of existing community needs. Community service opportunities may be considered an elective towards graduation.

Graduation Requirements Opt Out

The District offers students in the graduating classes of 2015-2019 the ability to opt out of the graduation requirements in compliance with Board policy and regulations and all procedural requirements stipulated by the school.

[Adoption date: June 6, 2016]

[Re-adoption date: June 5, 2017]

Revised:

LEGAL REFS.: ORC 3301.07(D)(3)
3313.60; 3313.6014; 3313.603; 3313.605; 3313.61
3345.06
OAC 3301-35-04
3301-16-05

CROSS REFS.: IGBM, Credit Flexibility
IGCA, Summer Schools
IGCD, Educational Options (Also LEB)
IGCH, College Credit Plus (Also LEC)
IGCI, Community Service
JN, Student Fees, Fines and Charges

GRADUATION EXERCISES

Any student having successfully completed all requirements for graduation is eligible to participate in the graduation exercises conducted by the Ross High School. Students meeting credit requirements but not state testing requirements may participate in graduation.

Students graduating early shall request participation in the graduation ceremony. Early graduates can only participate in the graduation exercises in the year of graduation. Participation in graduation rehearsal is required for participation in the graduation ceremony. Students participating in the ceremony must wear the prescribed cap, gown, **stole** and cords.

All disciplinary obligations must be satisfactorily completed. Prior to graduation, misconduct that results in suspension or expulsion may result in denial of participation in graduation ceremonies.

Students whose decorum is disruptive or brings undue attention to themselves may not be awarded their diploma at the commencement exercises. They will be required to fulfill the disciplinary requirements given by the Superintendent/designee. Once the disciplinary requirements have been satisfied, the students shall receive their diplomas.

[Adoption date: June 6, 2016]

[Re-adoption date: September 5, 2017]

Revised:

LEGAL REFS.: ORC.: 3313.20; 3313.66; 3313.661

CROSS REFS.: IKF, Graduation Requirements
IKFA, Early Graduation
JECBA, Admission of Exchange Students
Student Handbooks

TRUANCY

The Board endeavors to reduce truancy through cooperation with parents, diligence in investigating the causes of absence and use of strict guidelines in regard to tardiness and unexcused absence.

When the Board determines that a student has been truant and that the parent, guardian or other person having care of a child has failed to ensure the child's attendance at school, State law authorizes the Board to require the parent to attend a specified educational program.

This program has been established according to the rules adopted by the State Board of Education for the purpose of encouraging parental involvement in compelling the child's attendance at school.

On the request of the Superintendent, or when it comes to the attention of the school attendance officer or other appropriate officer of the District, the designated officer must investigate any case of supposed truancy within the District and must warn the child, if found truant, and the child's parent in writing of the legal consequences of being a "habitual" truant.

A "habitual truant" is any child of compulsory school age who is absent without a legitimate excuse for 30 or more consecutive hours, 42 or more hours in one month or 72 or more hours in a school year.

The parent is required to have the child attend school immediately after notification. If the parent fails to get the child to attend school, the attendance officer or other appropriate officer, if directed by the Superintendent or the Board, must send notice requiring the child's parent to attend a parental education program.

Regarding "habitual truants," the Board must take as an intervention strategy any appropriate action contained in Board policy.

The Board directs the administration to develop intervention strategies that include all of the following actions if applicable:

1. providing a truancy intervention plan meeting State law requirements for any student who is excessively absent from school;
2. providing counseling for a habitual truant;
3. requesting or requiring a parent having control of a habitual truant to attend parental involvement programs;
4. requesting or requiring a parent of a habitual truant to attend truancy prevention mediation programs;

5. notification to the registrar of motor vehicles or
6. taking appropriate legal action.

The attendance officer provides notice to the parent of a student who is absent **with or** without excuse for 38 or more hours in one school month or 65 or more hours in a school year within seven days after the date of the absence triggering the notice. At the time of notice, the District may take any appropriate action as outlined in this policy as an intervention strategy.

Absence Intervention Plan

Beginning with the 2017-2018 school year, when a student's absences surpass the threshold for a habitual truant, the principal or the Superintendent assigns the student to an absence intervention team within 10 days of the triggering event. The absence intervention team must be developed within seven school days of the triggering event and is based on the needs of the individual student. The team must include a representative from the student's school or District, a representative from the student's school or District who knows the student and the student's parent or their designee, and also may include a school psychologist, counselor, social worker or representative of an agency designed to assist students and their families in reducing absences. During the seven days while developing the team, the Superintendent or principal makes at least three meaningful, good faith attempts to secure participation of the student's parent. If the student's parent is unresponsive the District investigates whether the failure to respond triggers mandatory reporting to the appropriate children's services agency and instructs the absence team to develop the intervention plan without the parent.

Within 14 school days after a student is assigned to a team, the team develops a student specific intervention plan to work to reduce or eliminate further absences. The plan includes, at minimum a statement the District will file a complaint in juvenile court not later than 61 days after the date the plan is implemented if the student refuses to participate or fails to make satisfactory progress. The District makes reasonable efforts to provide the student's parent with written notice of the plan within seven days of development.

The absence intervention plan for a student may include contacting the juvenile court to have a student informally enrolled in an alternative to adjudication. The Board directs the Superintendent to develop written procedures regarding the use of and selection process for offering these alternatives to ensure fairness.

If the student becomes habitually truant within 21 school days prior to the last day of instruction of a school year, the District may either assign a school official to work with the student's parent to develop an intervention plan during the summer and implement the plan no later than seven days prior to the first day of instruction of the next school year, or reconvene the absence intervention process on the first day of instruction of the next school year.

Filing a Complaint with Juvenile Court

Beginning with the 2017-2018 school year, the attendance officer must file a complaint against the student in juvenile court on the 61st day after implementation of the absence intervention plan when:

1. the student's absences have surpassed the threshold for a habitual truant;
2. the District has made meaningful attempts to re-engage the student through the absence intervention plan, other intervention strategies and any offered alternatives to adjudication and
3. the student has refused to participate in or failed to make satisfactory progress on the plan or any offered intervention strategies or alternatives to adjudication as determined by the absence intervention team.

If the 61st day after intervention falls on a day during the summer months, the District may extend the implementation of the plan and delay the filing of the complaint for an additional 30 days after the first day of instruction of the next school year.

Unless the absence intervention team determines the student has made substantial progress on their absence intervention plan, the attendance officer must file a complaint against the student in juvenile court if the student is absent without legitimate excuse for 30 or more consecutive hours or 42 or more hours during a school month at any time during the implementation phase of the intervention plan or other intervention strategy.

[Adoption date: June 6, 2016]

[Re-adoption date: June 5, 2017]

Revised:

LEGAL REFS.: ORC 3313.663; 3313.668
3321.03 through 3321.04; 3321.07 through 3321.09; 3321.19; 3321.191;
3321.22; 3321.38

CROSS REFS.: JED, Student Absences and Excuses
JEG, Exclusions and Exemptions from School Attendance
JK, Employment of Students

RELEASED TIME FOR RELIGIOUS INSTRUCTION

The Board permits students to be released from school for religious instruction consistent with law. Absence during the school day for religious instruction is permitted, provided:

1. the student's parents or guardians submit a written request to the building principal;
2. the private entity providing instruction maintains attendance records and makes them available to the District and
3. the student is not absent from core curriculum subject courses.

The District is not responsible for transportation to and from the place of instruction. Regular classroom instruction missed as a result of a student's absence for religious instruction will not be made up and students assume responsibility for any missed schoolwork. Students are not considered absent from school while attending a released time course in religious instruction. The District does not aid, assist or enforce attendance in a religious instruction program. The District does not discriminate against students who participate in such program.

~~Individuals providing religious instruction are not permitted to promote student participation by directly contacting students on school premises or by encouraging students in the program to recruit their friends. All promotional activities for such instruction must be conducted off school grounds.~~

No public funds are expended and no public school personnel are involved in providing religious instruction. This policy is not intended and shall not be construed in any way, to associate the District with any faith or religious denomination.

[Adoption date: June 6, 2016]

Revised:

LEGAL REFS.: U.S. Const. Amend. I
ORC 3313.47; 3313.6022
3321.04

CROSS REFS.: IGAC, Teaching About Religion
JED, Student Absences and Excuses

FREMONT CITY BOARD OF EDUCATION
Special Meeting
SUMMARY
November 30, 2017

Roll Call:

MOTION 225-17 RESOLUTION FOR EXECUTIVE SESSION (O.R.C. 121.22)

MOTION 226-17 ADJOURNMENT

**Fremont City Schools
Board of Education
Special Meeting Minutes
November 30, 2017**

The Fremont City Board of Education of the Fremont City School District, in Sandusky County, Ohio met on Thursday, November 30, 2017 for a special meeting at 6:00 p.m. in the Fremont City Schools District Office, 500 W. State Street, Suite A, Conference Room 126, Fremont, Ohio.

Pledge of Allegiance

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

MOTION 225-17 RESOLUTION FOR EXECUTIVE SESSION (O.R.C. 121.22)

Ms. Laird, seconded by Mr. Price, 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 225-17 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: Laird, Price, Gorobetz
Motion carried. 3-0

MOTION 226-17 ADJOURNMENT

Mr. Price seconded by Mr. Gorobetz, made the motion to adjourn the special board meeting at 6:26 p.m.

Ayes: Price, Gorobetz, Laird
Motion carried. 3-0

APPROVED:

President

Date: _____

Treasurer

FREMONT CITY BOARD OF EDUCATION

Regular Meeting

SUMMARY

December 4, 2017

Roll Call

- MOTION 227-17 APPROVAL OF MINUTES**
Regular Meeting held November 20, 2017
- MOTION 228-17 FINANCIAL MATTERS – ITEM 1**
Item 1 – Approval of supplemental appropriations
- MOTION 229-17 FINANCIAL MATTERS – ITEM 2**
Item 2 – Approval of agreement with Ken Kiser Sound & Communication
- MOTION 230-17 APPROVAL TO INVITE A STAFF MEMBER FROM GILBANE TO A BOARD MEETING**
- MOTION 231-17 PERSONNEL MATTERS – ITEMS 1, 2, 3, AND 4**
Item 1 – Approval of appointments
Item 2 – Approval of resolution for supplemental duty positions
Item 3 – Approval of 4th/5th grade intramural basketball coaches
Item 4 – Approval of special event workers
- MOTION 232-17 PERSONNEL MATTERS – ITEM 5**
Item 5 – Approval of special event worker
- MOTION 233-17 PERSONNEL MATTERS – ITEMS 6, 7, 8, AND 9**
Item 6 – Approval of special event workers
Item 7 – Approval of after school teachers for the Classroom to Careers Program
Item 8 – Approval of Elementary Literacy Coach
Item 9 – Approval of leave of absence
- MOTION 234-17 OPERATIONS MATTERS – ITEMS 10, 11, 12, AND 13**
Item 10 – Approval the agreement with Sandusky County Board of Developmental Disabilities
Item 11 – Approval of the agreement with Luther Home of Mercy
Item 12 – Approval to purchase three buses
Item 13 – Approval of purchase of Macintosh computers
- MOTION 235-17 OTHER MATTERS – ITEM 14**
Item 14 – Approval of donations
- MOTION 236-17 RESOLUTION FOR EXECUTIVE SESSION (O.R.C 121.22)**
- MOTION 237-17 ADJOURNMENT**

**Fremont City Schools
Board of Education
Regular Meeting Minutes
December 4, 2017**

The Fremont City Board of Education of the Fremont City School District, in Sandusky County, Ohio met on Monday, December 4, 2017, at 7:30 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
	Maria D. Garza	Present
	Thomas Price	Present
	Violetta R. Rhea	Present

MOTION 227-17 APPROVAL OF MINUTES

Ms. Garza, seconded by Mrs. Rhea made the motion to approve or amend and sign the minutes of the regular meeting held November 20, 2017.

Ayes: Garza, Rhea, Gorobetz, Price, Laird

Motion carried. 5-0

RECOGNITION OF VISITORS

- None

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.

- None

REPORT OF THE TREASURER

- None

RECOMMENDATIONS OF THE TREASURER

MOTION 228-17 FINANCIAL MATTERS – ITEM 1

Ms. Garza, seconded by Mr. Gorobetz, made the motion to approve financial matters – Item 1.

ITEM 1. Approval of supplemental appropriations

It is recommended that the following changes be made to the permanent appropriations that were approved on September 18, 2017.

RECOMMENDATIONS OF THE TREASURER

MOTION 228-17 FINANCIAL MATTERS – ITEM 1 (cont.)

ITEM 1. Approval of supplemental appropriations (cont.)

		<u>From</u>	<u>Inc./Dec.</u>	<u>To</u>
010-9818	OFCC CFAP-State Share	\$ 0.00	\$52,493,981.00	\$52,493,981.00
300-0000	Athletics	\$ 355,485.00	\$ 40,000.00	\$ 395,485.00

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

MOTION 229-17 FINANCIAL MATTERS – ITEM 2

Mr. Gorobetz, seconded by Mr. Price, made the motion to approve financial matters – Item 2.

ITEM 2. Approval of agreement with Ken Kiser Sound & Communication

It is recommended that the Board approves an agreement with Ken Kiser Sound & Communication for services provided in the 2016-2017 school year that exceed the purchase order amounts. This is a General Fund expenditure.

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

LEGISLATIVE LIASON REPORT

- None

COMMITTEE REPORTS

- Mrs. King reported on the Health and Wellness Committee Meeting which met on November 2, 2017.
- Mr. Gorobetz reported on the Curriculum Quality Control Committee Meeting which met on November 15, 2017.

MASTER FACILITIES PLANNING

- Mr. Anway reported that on November 27, 2017, Mr. Detwiler, himself and two representatives from the OFCC, had interviewed 3 firms for commissioning agents. After the interviews and reference checks, they selected Heapy Engineering. This firm comes highly regarded throughout the construction world. They could not find anyone that had anything negative to say about Heapy engineering. Everyone had good experiences with them as a commissioning agent. He also briefly explained that a commissioning agent, is the company that oversees that the construction is being done correctly. It is a requirement of the OFCC that they must have a commissioning agent. He is excited to have the commissioning agent on board and thinks it will be very beneficial.

MASTER FACILITIES PLANNING (cont.)

- Mr. Anway announced that on December 14, 2017, there is a Visioning Session scheduled at the Neeley Center. The invitations went out last week. They will be having students, staff and community members by invitation attending the meeting. They have invited and are expecting around 80-90 people. The meeting is for taking a very broad look at what people would like to see in the new buildings and what is important to them.
- He also announced that on Wednesday of this week, they will have their first regularly scheduled meeting with their construction team which is Gilbane, their Construction Manager, and the two Architects, TDA and SSOE, along with the District representatives. This meeting is to prepare for the visioning meeting. They are not close to making any type of decisions yet, this is just an organizational type of meeting and it is exciting to get everyone to the table to get to know them better and be able to work together on the project.

Ms. Laird asked a question regarding the need for an Owner's Agent. This was discussed with the Core Team a little bit and she knows that it has a benefit but also has cost. They had also talked about Gilbane and Mosser, and that they provide some pretty detailed accounting, so that may eliminate the need for an Owner's Agent. Mr. Detwiler commented that they also serve as Owner's Agents on other projects.

There was a discussion among the group regarding the roll of an Owner's Agent.

Ms. Laird asked the other Board Members if they were comfortable enough in understanding what an Owner's Agent provides and the risks they oversee or, would they like some more detail. Mr. Detwiler commented that he thought one them had offered to come to a Board Meeting and explain their roll and thinks that would be appropriate if, the Board decided it was something they would like to do.

There was a consensus among the Board for more detail.

MOTION 230-17

Ms. Laird, seconded by Mr. Gorobetz, made the motion to invite a member of Gilbane's staff to a Board meeting to discuss the roll of Owner's Agent and the Risk Reward.

Ayes: Laird, Gorobetz, Garza, Rhea, Price

Motion carried. 5-0

OLD BUSINESS

- None

NEW BUSINESS

- None

REPORT OF THE SUPERINTENDENT

- Mr. Detwiler introduced Abby Abernathy, Director of Student Services, who presented the District Special Education Profile Report from the 2016-2017 school year.
- He announced that it was exciting to see the first approval email from the OFCC that allows an architect to do something that they can bill for. The elementary architect, SSOE, has received the green light to do some site work.
- He discussed the Educational Visioning Session Meeting that will take place on December 14, 2017 at the Neeley Center. This meeting is a broad, big picture meeting to discuss what they want

REPORT OF THE SUPERINTENDENT (cont.)

as a community, and to discuss what is important to the District. He wanted to assure everyone that they are not missing an opportunity if they cannot make it to this meeting, if they want to be a part of the plans. He will try to get that message out better to the staff because everyone is just so excited to be a part of the project and they will have time to voice their ideas.

- He announced that on Friday morning, he is going to Northwood Schools. They just opened a K-12 facility in Northwood. Mr. Gorobetz will be accompanying him and he also extended an invitation to the rest of the Board Members. It is a much smaller district, but he would like to see what their space is like and, his goal is to pick the Superintendent, Greg Clark's brain on how to manage the dos and don'ts on the project.
- He gave an update on the Student Retention. He had a great meeting with Brian Zeller, Ross High School Principal, about the possibility of an alternative school housed in our District. Northpointe, is having a conversation with Vanguard about doing a very similar thing on the Vanguard Campus. He has asked Mr. Zeller to find out what Vanguard is planning and lay out our own possible plan as they work through this year, and is looking to have something available next fall for the students in our District to try and combat the losses that the District is feeling in some of these alternative school settings. He thinks that maybe the key is a flexible day, some credit earning ability and some accelerated programing for credit recovery. He expressed to the Board that this would be a very big decision for the District if this would be something that they decided to do. It can become a dumping ground and would really like for them to understand that. He would like to make sure that they maintain a strong program and not do what he thinks is immoral, which is happening in some of the charter schools. He does not want to become that but at the same time, would like to reduce barriers and help the kids be successful that are struggling. He did get in contact with the ODE and spoke to the woman that represents charter schools in this area, and she has asked for him to send all his concerns to her. He is formulating a letter based on the interviews he had with those students who have come back from the alternative school and describe what they have shared about the program there. He is hoping that will lend some more momentum to the fight against those things that they think are happening to the kids. Ms. Laird commented that she was really glad that he had pointed out the importance of the quality of an alternative education on all those levels that he specified. She knows that when he and his staff take a look at the options, the cost of that being done at another facility versus something that is in our District, is a factor. She pointed out that anytime they let go of control, they let go of quality possibly. Sometimes, the only way to make sure the standards they have are met, is if they implement them. If the dollar is a little bit higher to maintain the quality, it might be worth it so she would like for him to consider that in his recommendation.

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 231-17 PERSONNEL MATTERS – ITEMS 1, 2, 3, AND 4

Mrs. Rhea, seconded by Mr. Gorobetz, made the motion to approve personnel matters – Items 1, 2, 3, and 4.

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 231-17 PERSONNEL MATTERS – ITEMS 1, 2, 3, AND 4 (cont.)

ITEM 1. Approval of the following appointments

A. Appointments for the 2017-2018 school year:

Certified Staff Substitutes: David Jay, Marilou Johaneck, Regina Vincent-Williams, Carrie Wiedenheft

B. Appointments for the 2017-2018 school year:

Support Staff Substitutes: Jacobus Bouillon, Janice Damman, Alicia Johnson, Rex Reed, Crystal Wiezorek

ITEM 2. Approval of resolution for supplemental duty positions

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

NOW, THEREFORE, BE IT RESOLVED:

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

Section 2. The Board hereby employs the following non-certified persons to perform the listed supplemental duties at the stated rate of pay for the 2017-2018 school year:

<u>Name</u>	<u>Building</u>	<u>Duty</u>	<u>Amount</u>
Juan Popoca	Ross	Asst. Diving Coach	Volunteer

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 3. Approval of the following 4th/5th grade intramural basketball coaches

It is recommended that the Board approves the following 4th/5th grade intramural basketball coaches for the 2017-2018 school year to be paid a stipend of \$709.00. This is a General Fund expenditure.

Ty Conger	Albri Jones	Daniel Sanchez
Douglas Curran	William Jones	Isaiah Sanchez
Adam Darr	Nicole Kulasa	Michael Schwartz
Angela Durnwald	Nikolaos Mayle	Ryan Smith

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 231-17 PERSONNEL MATTERS – ITEMS 1, 2, 3, AND 4 (cont.)

ITEM 3. Approval of the following 4th/5th grade intramural basketball coaches (cont.)

Nicklos Dymond	Michael Oprie	Christian Tooman
Scott Ewing	Jonathan Peck	
Rickey Gamble	Robert Rich	

ITEM 4. Approval of the following special event workers

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

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

<u>Name</u>	<u>Position</u>	<u>Rate</u>
Jay Bowers	Scoreboard Operator Basketball	\$15.00
Jay Bowers	Announcer Basketball	\$15.00
Tatum Diedrich	Videographer Basketball	\$15.00
Nicholas Doehr	Ticket Seller Basketball	\$20.00
Gena Hinline	Ticket Seller Basketball	\$20.00
Gena Hinline	Ticket Seller Swim	\$20.00
Reghan Hinline	Ticket Seller Swim	\$20.00
Keimari Jones (student)	Ticket Seller Swim	\$20.00

<u>Name</u>	<u>Position</u>	<u>Rate</u>
Jared King	Scoreboard Operator	\$15.00
Stephanie Martin	Ticket Seller Basketball	\$20.00
Jeffrey McNutt	Announcer Basketball	\$15.00
Sarah Mitchell	Ticket Seller Basketball	\$20.00
Bradley Mohr	Scoreboard Operator Basketball	\$15.00
Jenny Ou (student)	Scorebook Basketball	\$15.00
Chandler Ratliff (student)	Videographer Basketball	\$15.00
Regina Reed	Ticket Seller Basketball	\$20.00
Regina Reed	Ticket Seller Wrestling	\$20.00
Franklin Scott (student)	Scorebook Basketball	\$15.00
Charmaine Smith	Ticket Seller Basketball	\$20.00
Drew Solander	Scoreboard Operator Basketball	\$15.00

**Fremont Middle School Events
 (Basketball, Diving, Swimming, Wrestling)**

<u>Name</u>	<u>Position</u>	<u>Rate</u>
Morgan Englund (student)	Athletic Worker Basketball	\$15.00
Morgan Englund (student)	Athletic Worker Swim	\$15.00

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 231-17 PERSONNEL MATTERS – ITEMS 1, 2, 3, AND 4 (cont.)

ITEM 4. Approval of the following special event workers (cont.)

<u>Name</u>	<u>Position</u>	<u>Rate</u>
Morgan Englund (student)	Athletic Worker Wrestling	\$15.00
Keimari Jones (student)	Athletic Worker Basketball	\$15.00
Keimari Jones (student)	Athletic Worker Swim	\$15.00
Jurni Kidd (student)	Athletic Worker Basketball	\$15.00
Jurni Kidd (student)	Athletic Worker Swim	\$15.00
Bradley Mohr	Athletic Worker Basketball	\$15.00

Ayes: Rhea, Gorobetz, Garza, Price, Laird

Motion carried. 5-0

MOTION 232-17 PERSONNEL MATTERS – ITEM 5

Ms. Garza, seconded by Mr. Price, made the motion to approve personnel matters – Item 5.

ITEM 5. Approval of the following special event worker

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

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

<u>Name</u>	<u>Position</u>	<u>Rate</u>
Alex Gorobetz	Scorebook Basketball	Volunteer

Ayes: Garza, Price, Rhea, Laird

Abstain: Gorobetz

Motion carried. 4-0-1

MOTION 233-17 PERSONNEL MATTERS – ITEMS 6, 7, 8, AND 9

Mr. Gorobetz, seconded by Mrs. Rhea, made the motion to approve personnel matters – Items 6, 7, 8, and 9.

ITEM 6. Approval of the following special event workers

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

Mary Brown	Mark King	Brandi Sheidler
Tatum Diedrich	Samantha Lagrou	Mark Sheidler
Richard Egbert	Michael Lento	Drew Solander
Maury Gnepper	Scott Logan	Kimberly Spann
Robin Hetrick	Stephanie Martin	Brenda Tooman
Roger Hetrick	Kevin McDonald	Cindy Tooman

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 233-17 PERSONNEL MATTERS – ITEMS 6, 7, 8, AND 9 (cont.)

ITEM 6. Approval of the following special event workers (cont.)

Gena Hinline	Jeffrey McNutt	Michael Tooman
Michael Hrynciw	Mandi Miller	Phillip Tooman
Cory Hull	Bradley Mohr	Rachel Widman
Dylan Jagodzinski	Robin Mohr	Eric Wolfe
William Jones	Jonathan Ottney	Lisa Wolfe
Jared King	Michael Rankin	Chad Berndt (Non-FCS Events Only)

ITEM 7. Approval of after school teachers for the Classroom to Careers Program

It is recommended that the Board approves the hiring of the following for the after school program @ \$20.00 per hour not to exceed 1½ hours per day Monday–Thursday at Ross High School effective November 2017 to be paid from the 21st Century Grant.

Marvin Hunt

Brent Parker

ITEM 8. Approval of Elementary Literacy Coach

It is recommended that the Board approves Jennifer Heilman for Elementary Literacy Coach @ \$800.00 total contract effective for the 2017-2018 school year. This is a General Fund expenditure.

ITEM 9. Approval of the following leave of absence

Leave of absence

Certified Staff: Nicholas Wolf
Teacher

Reason: Personal

Effective: December 21, 2017–pending doctor release

Ayes: Gorobetz, Rhea, Garza, Price, Laird

Motion carried. 5-0

MOTION 234-17 OPERATIONS MATTERS – ITEMS 10, 11, 12, AND 13

Ms. Garza, seconded by Mr. Gorobetz, made the motion to approve operations matters – Items 10, 11, 12, and 13.

Mr. Price asked a question about Item 12. He wanted to know if they had decided to go with the propane buses. Mr. Anway confirmed that they are going with the purchase of propane powered buses. They will be the first ones in the District and he is very excited.

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 234-17 OPERATIONS MATTERS – ITEMS 10, 11, 12, AND 13 (cont.)

ITEM 10. Approval of the agreement with Sandusky County Board of Developmental Disabilities

It is recommended that the Board enters into an agreement for services with Sandusky County Board of Developmental Disabilities to provide services for Fremont City Schools students placed in School of Hope educational programs for the 2017-2018 school year. This is a General Fund expenditure.

ITEM 11. Approval of the agreement with Luther Home of Mercy

It is recommended that the Board enters into an agreement for transportation services with Luther Home of Mercy for the 2017-2018 school year. This is a VI-B expenditure.

ITEM 12. Approval to purchase three buses

It is recommended that approval be granted to purchase three (3) school buses from Cardinal Bus Sales & Service Inc. of Lima, Ohio through the Ohio School Council Bus Purchasing Program for a total cost of \$286,587.00. This is a Permanent Improvement expenditure.

ITEM 13. Approval of purchase of Macintosh computers

It is recommended that approval be granted to purchase 12 iMac computers and 1 MacBook Pro from Apple for Education for a total cost of \$18,972.00 to be used within the Ross High School Art Department. This is a Permanent Improvement expenditure.

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

MOTION 235-17 OTHER MATTERS – ITEM 14

Mrs. Rhea, seconded by Ms. Garza, made the motion to approve other matters – Item 14.

Mr. Detwiler presented an explanation given by businesses for not assigning a value to their gift to the District. If it is a non-profit organization, the District must be careful of assigning a value. They are gifting items to the District and not worried about a tax deduction. Ms. Garza asked to confirm the reason non-profit companies are donating money without giving a value. Mr. Detwiler responded that the donors are not worried about the amount and must not be using it as a tax deduction.

ITEM 14. 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>
Donna Foss	16" Viola	\$450.00	Fremont Middle School Orchestra

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 235-17 OTHER MATTERS – ITEM 14 (cont.)

ITEM 14. Approval of donations (cont.)

<u>Donor:</u>	<u>Item:</u>	<u>Value:</u>	<u>Donated To:</u>
SCORTA	311 Webster’s Dictionary & Thesaurus Books	\$777.50	Fremont City Schools Third Grade Students
Fremont Kiwanis Club	Hot Chocolate Packets for Safety Patrol Members	N/A	FCS Elementary Schools
Carol Brown	Cash	\$20.00	Lutz Elementary School Library in Memory of Sandi Inks

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

SECOND HEARING OF THE PUBLIC

- None

BOARD MEMBER COMMUNICATIONS AND INFORMATION REQUESTS

Mr. Price – None

Mrs. Rhea – None

Ms. Garza – She thanked everyone for coming to the meeting and for the excellent Special Education Report.

Mr. Gorobetz – He commended the staff for the outstanding Special Education Report. It is probably the best Special Education Report that he has ever seen. It was quite good and couple of the items that were not met, quite frankly, is none of the State’s business and the other two; they will have to just do the best they can.

Ms. Laird – None

MOTION 236-17 RESOLUTION FOR EXECUTIVE SESSION (O.R.C. 121.22)

Ms. Laird, 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.

MOTION 236-17 RESOLUTION FOR EXECUTIVE SESSION (O.R.C. 121.22) (cont.)

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

MOTION 237-17 ADJOURNMENT

Ms. Laird, seconded by Mrs. Rhea, made the motion to adjourn the regular board meeting at 9:30 p.m.

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

APPROVED:

President

Date: _____

Treasurer