

Fremont City Schools  
AGENDA  
Fremont Middle School  
1250 North Street  
January 8, 2018

Following Organizational Meeting/Tax Budget Hearing

- 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 December 14, 2017, and the regular meeting held December 18, 2017**

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

- V. **Recognition of Visitors**
  - Ohio Facilities Construction Commission Tracy June, Project Manager
- 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 to proceed with the proposition of a renewal income tax**

RESOLUTION DETERMINING TO PROCEED WITH THE  
PROPOSITION OF A RENEWAL INCOME TAX  
(R.C. Sections 5748.02 and 5748.03)

**WHEREAS**, the Board at its meeting on December 18, 2017 determined that it is necessary to raise annually additional revenues of at least \$7,760,000 for the purpose of providing for current operating expenses of the School District; and

**WHEREAS**, the Tax Commissioner of the State of Ohio has estimated and certified the property tax rate and the income tax rate required in order to produce such additional revenues; and

**WHEREAS**, the income tax rate, rounded to the nearest one-fourth of one percent as required by law, is 1.25% per annum; and

**WHEREAS**, such rate is not higher than the income tax approved by the voters of the School District on November 6, 2012 for five years (the "Existing Income Tax");

**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. It is hereby determined to be necessary to proceed with the proposition of levying a renewal of the Existing Income Tax on the school district income of individuals residing in the School District. Such renewal income tax shall be at the rate of 1.25% per annum, shall be for the purpose of providing for current operating expenses of the School District, shall take effect and begin to be levied on January 1, 2019, and shall be levied for five years (the "Income Tax").

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

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 question of levying the Income Tax shall be submitted to the electors of the School District at the election to be held at the usual voting places within the School District on May 8, 2018.

Section 4. The form of the ballot to be used at said election shall be as follows:

Shall an annual income tax of one and one-quarter percent (1.25%) on the school district income of individuals and of estates be imposed by the Fremont City School District, Sandusky County, Ohio, to renew an income tax expiring at the end of 2018, for five (5) years, beginning January 1, 2019, for the purpose of **paying current operating expenses of the school district?**

	FOR THE TAX
	AGAINST THE TAX

Section 5. The Treasurer of the School District is hereby directed to certify a copy of this resolution to the Board of Elections of Sandusky County, Ohio, not later than February 7, 2018.

Section 6. It is hereby found and determined that 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 that all deliberations of this Board and of any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements, including Ohio Revised Code Section 121.22.

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

**ITEM 2. Consider approval of 2018-2019 Tax Budget**

It is recommended that the Tax Budget for July, 1, 2018 through December 31, 2019 be approved.

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

**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>
200-9286	FMS Drama	\$	150.00	\$	700.00	\$	850.00

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

**ITEM 4. Consider approval of invoice orders**

It is recommended that the following then-and-now invoices be approved (Exhibit A).  
These expenditures are from the General Fund.

<u>Vendor</u>		<u>Date</u>	<u>Amount</u>
Dan's Truck Equipment	100472	11/28/2017	\$ 4,850.00
Rush Truck Center	100478	12/12/2017	\$ 4,808.62

Ms. Garza_____	Mr. Gorobetz_____	Ms. Laird_____	App	___
	Mr. Price_____	Mrs. Rhea_____	Disa	___
			Other	___

**IX. Legislative Liaison Report**

**X. Committee Reports**

- Health & Wellness

Susan King

**XI. Master Facilities Planning**

**XII. Old Business**

**XIII. New Business**

**XIV. Report of the Superintendent**

**XV. Recommendations of the Superintendent of Schools**

**A. Personnel Matters**

**ITEM 1. Consider approval of the following appointments**

A. Appointment for the 2017-2018 school year:

Certified Staff Substitute: Charles Wooten\*

\* Employment of the above certified staff member is contingent upon successful completion of all pre-employment requirements and certifications

B. Appointments for the 2017-2018 school year:

Name:	Cathy Long
Classified Staff:	Cook (LR-1.02)
Account:	General
Salary:	Step 5, 3 hrs/day @ \$14.71/hr effective Jan. 9, 2018

Support Staff Substitute: Michael Rankin

**ITEM 2. Consider approval of the following 4<sup>th</sup>/5<sup>th</sup> grade intramural basketball coaches**

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

Rickey Gamble                      Ralph Swaisgood

**ITEM 3. Consider approval of the following student teacher mentors**

It is recommended that the Board approves the following student teacher mentors for the 2017-2018 school year to be paid from Heidelberg University through the General Fund:

Kathleen Buckley	\$100.00	Arika Heberling	\$100.00
Beth Colvin	\$100.00	Meghan Michaels	\$150.00
Stacey Gilbert	\$100.00	Kerry Wendling	\$100.00
Brittney Hanudel	\$100.00		

**ITEM 4. Consider approval of the following leave of absence**

Leave of absence  
 Certified Staff: Nicole Unger  
 Teacher  
 Reason: Personal  
 Effective: May 21, 2018–pending doctor release

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

**B. Other Matters**

**ITEM 5. Consider approval of conference attendance request for Jon C. Detwiler**

It is recommended that the Board approves Jon C. Detwiler, Superintendent, to attend the BASA (Buckeye Association of School Administrators) School Facilities and Safety Conference in Columbus, Ohio, February 21-22, 2018, at an estimated total cost of \$625.90. This is a General Fund expenditure.

**ITEM 6. Consider approval of conference attendance request for Thomas Anway**

It is recommended that the Board approves Thomas Anway, Director of Facilities and Operations, to attend the BASA (Buckeye Association of School Administrators) School Facilities and Safety Conference in Columbus, Ohio, February 21-22, 2018, at an estimated total cost of \$625.90. This is a General Fund expenditure.

**ITEM 7. Consider approval of adoption of resolution for School Board Recognition Month**

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

**WHEREAS**, it shall be the mission of the Fremont City School District to provide all students with the best possible education;

**WHEREAS**, the school board sets the direction for our community's public schools by envisioning the community's education future;

**WHEREAS**, the school board sets policies and procedures to govern all aspects of school district operation;

**WHEREAS**, the school board keeps attention focused on progress toward the school district's goals and maintains a two-way communications loop with all segments of the community;

**WHEREAS**, serving on a school board requires an unselfish devotion of time and service to carry on the mission and business of the school district;

**WHEREAS**, the school board must respond on behalf of the community to the educational needs of students; and

**WHEREAS**, the school board voluntarily accepts the above-mentioned responsibilities.

**NOW, THEREFORE, BE IT RESOLVED** that the Fremont City School District does hereby proclaim January 2018 as "School Board Recognition Month" and encourages all citizens to publicly and privately thank the school board members for their dedicated service to our children.

**ITEM 8. Consider approval of adoption of resolution for National Mentoring Month**

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

**WHEREAS**, mentors in Fremont City Schools demonstrate daily their professional commitment to providing students help and encouragement to facilitate their development; and

**WHEREAS**, studies show that mentoring is a highly effective strategy for preventing several key problems that young people face; and

**WHEREAS**, mentors are a highly valued source of friendship to the youth in our community.

**NOW, THEREFORE, BE IT RESOLVED** that the Fremont City School District's Board of Education hereby recognizes that January 2018 is National Mentoring Month and urges all parents, students and employees to thank them for their special efforts.

**ITEM 9. Consider approval of revised Exhibit ACA-E/ACAA-E – Sexual Harassment Complaint Form (Second Reading)**

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

**ITEM 10. Consider approval of revised Policies BDDJ and KBCD – Broadcasting and Taping of Board Meetings (Second Reading)**

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

**ITEM 11. Consider approval of revised Policy EEA – Student Transportation Services (Second Reading)**

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

**ITEM 12. Consider approval of new Regulation EEA-R – Student Transportation Services (Second Reading)**

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

**ITEM 13. Consider approval of revised Policy GBCB – Staff Conduct (Second Reading)**

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

**ITEM 14. Consider approval of revised Policy IGBB – Programs for Students who are Gifted (Second Reading)**

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

**ITEM 15. Consider approval of revised Policy IGBI – English Learners (Second Reading)**

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

**ITEM 16. Consider approval of revised Policy IGD – Co-curricular and Extracurricular Activities (Second Reading)**

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

**ITEM 17. Consider approval of revised Policy IGDJ/IGDK – Interscholastic Athletics/Interscholastic Extracurricular Eligibility (Second Reading)**

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

**ITEM 18. Consider approval of revised Policy IKF – Graduation Requirements (Second Reading)**

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

**ITEM 19. Consider approval of revised Policy IKFB – Graduation Exercises (Second Reading)**

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

**ITEM 20. Consider approval of revised Policy JEDA – Truancy (Second Reading)**

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

**ITEM 21. Consider approval of revised Policy JEFB – Released Time for Religious Instruction (Second Reading)**

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

**ITEM 22. 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 23. 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 24. Consider approval of revised Regulation GCL-R – Professional Staff Development Opportunities (First Reading)**

It is recommended that the Board of Education approves revised Regulation GCL-R – Professional Staff Development Opportunities (see attached).

**ITEM 25. Consider approval of donations**

It is recommended that the Board approves the following donations:

<u>Donor:</u>	<u>Item:</u>	<u>Value:</u>	<u>Donated To:</u>
Air-Eez Comfort Systems	Hats, Gloves & Scarves	N/A	Fremont City Schools

**ITEM 25. Consider approval of donations (cont.)**

<u>Donor:</u>	<u>Item:</u>	<u>Value:</u>	<u>Donated To:</u>
Ridgeview Condominium Association	Hats, Gloves & Scarves	N/A	Atkinson & Otis Elementary Schools
Mr. & Mrs. Robert White	Hats & Gloves	N/A	Atkinson Elementary School
Pun-kin-Place	Gift Certificate	\$99.00	Hayes Elementary School

Ms. Garza \_\_\_\_\_ Mr. Gorobetz \_\_\_\_\_ Ms. Laird \_\_\_\_\_  
Mr. Price \_\_\_\_\_ Mrs. Rhea \_\_\_\_\_

App \_\_\_\_\_  
Disa \_\_\_\_\_  
Other \_\_\_\_\_

**XVI. Second Hearing of the Public**

**XVII. Board Member Communications and Information Requests**

**XVIII. Adjournment:**

Ms. Garza \_\_\_\_\_ Mr. Gorobetz \_\_\_\_\_ Ms. Laird \_\_\_\_\_  
Mr. Price \_\_\_\_\_ Mrs. Rhea \_\_\_\_\_

App \_\_\_\_\_  
Disa \_\_\_\_\_  
Other \_\_\_\_\_



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

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

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

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

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

12/15/2017

Your Staples Coupon

# DAN'S TRUCK EQUIPMENT

EXHIBIT A

8042 Fremont Pike  
Perrysburg, OH 43551

Phone: 419-874-2249 Fax: 419-874-9458

www.danstruck.com

DEC 03 2017

*PO # 10047A*

SOLD TO  
DRFR31 FREMONT CITY SCHOOL  
TREASURER OFFICE  
500 W STATE STREET  
FREMONT, OH 43420-1156

SHIP TO

BUS 3

Sold By: DS      PC #: BUS 3      Date 11/28/17 SALES      US23041  
Ship By:      Tax #:      11:08:43

Tax	D	Qty	Description	Price	Amount
N			TRAILER REPAIR 26921 FREMONT S SER#:UNIT 3	FREMONT SCHO WAR:07 EXP: 11/28/17	4850.00

R&I rub rail  
cut assecc hole outer panel replaced front wheel well  
crossmembers  
re sheet metal skirting as needed  
intercoat crossmembers  
seal all seams  
ref R&L wheel panels

DISCLAIMER OF WARRANTIES: Dealer otherwise specified, we warrant only the machines on this bill. Parts and thereby are made by the manufacturer. The vendor, Dan's Truck Equipment hereby expressly disclaims all warranties, either expressed or implied, including but not limited to the merchantability or fitness for a particular purpose, and Dan's Truck Equipment neither assumes nor authorizes any other person to assume the liability or responsibility in connection with the sale of the equipment described herein. ALL SALES ARE AS IS.

TERMS: Net 30 days from date of invoice unless otherwise stated. 1.5% cash on hand charge on balance after 30 days (APR 15%). Returned goods subject to 12% handling charge. Material returned for credit must show this invoice no. No returns accepted on electrical parts.

\*\* SUBTOTAL 4850.00

X Charge Sale  
Phone: (419) 332-6454

PAY THIS AMOUNT \$4850.00

Bill To:

Fremont City Schools  
Fremont City Schools  
500 W. State Street  
Fremont, OH 43420

Spinn, Kim  
Phone: 419-332-6451  
Fax: 419-332-4061

Vendor:

40652  
DAN'S TRUCK EQUIPMENT  
8042 FREMONT PIKE  
PERRYSBURG, OH 43051

After Service Customer

Phone: 723-123-1234  
Fax:

EXHIBIT A

PURCHASE ORDER

100472

Page: 1

Release Method: Hard Copy

Release Date: 12/15/2017

Fiscal Date: 12/05/2017

Need By Date: n/a

Print Date: 12/15/2017

Ship To:

TRANSPORTATION  
1100 NORTH STREET  
FREMONT, OH 43420

FILRICH, JUSTIN

Phone: 419-332-7351

Fax:

Purchase Order Comments:

Requisition Numbers: 15750

Vendor Item	QTY	UOM	Description	Unit Price	Total Price
	1	Each	Bus #3 body repair	\$4,850.00	\$4,850.00
Deliver To: HORN DAWN					
				Sub Total: \$	4,850.00
				Total: \$	4,850.00

Account Code Summary

Account Code	Account Description	Amount
001-2523-423-0000-0000-700		\$4,850.00

Terms and Conditions:

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

Tax Exempt: 51119381

Fax ID: 34-6400000

*Amelia J. Gifford*

Treasurer Board of Education

EXHIBIT A

PURCHASE ORDER

SEND ALL  
INVOICES  
TO:

FREMONT CITY SCHOOL DISTRICT  
TREASURER'S OFFICE  
500 W. STATE STREET, SUITE A  
FREMONT, OH 43420-1158  
419-332-6454

DATE
12/12/2017

PURCHASE ORDER NO.
100478 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: 000751  
RUSH TRUCK CENTER  
1120 LIMA AVE  
FINDLAY OH 45804

DELIVER  
TO:

1100 NORTH STREET  
FREMONT, OH 43420

ATTN EILRICH, JUSTIN

TERMS:

REQUISITION NO: 15790

QTY.	UNIT	DESCRIPTION	UNIT PRICE	TOTAL PRICE
1	Each	Rush Truck Center, Lima - Inv #3008719123 - Bus #24 engine work	4808.62	4808.62

PAGE TOTAL	4,808.62
GRAND TOTAL	4,808.62

TI	FUND	FUNC	OBJ	SPCC	SUBJ	OPU	IL	JOB	AMOUNT
05	001	2829	423	0000	000000	700	00	000	4,808.62

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. Giffredo*

12/12/2017  
Date

12/12/2017  
Date

EXHIBIT A



RUSH TRUCK CENTER, LIMA  
INTERNATIONAL  
2655 ST. JOHNS RD.  
LIMA OH 45804-4006 US  
567-418-7200

\*\*\* www.rushtruckleasing.com \*\*\*  
\*\*\* www.rushtruckcenters.com \*\*\*

INVOICE DATE 12/06/2017 17:21:53EST	
INVOICE NUMBER/ACCT DOC NUMBER <b>3008719123</b>	
CUSTOMER NO. 381602	BRANCH 2410
PAGE: 1 of 08	

FREMONT CITY SCHOOL  
500 W STATE ST  
SOLD FREMONT OH 43420-2572  
TO : US

Service Invoice

RUSH TRUCK CENTER, LIMA  
INTERNATIONAL  
SHIP 2655 ST. JOHNS RD.  
TO : LIMA OH 45804-4006 US  
567-418-7200

ANY WARRANTIES ON THE PRODUCTS PROVIDED BY RUSH ARE SOLELY THOSE MADE BY THE PRODUCT MANUFACTURER. EXCEPT FOR THE LIMITED SERVICES WARRANTY SET FORTH IN THE RUSH TERMS AND CONDITIONS OF SERVICE REFERENCED IN THE NOTE BELOW, RUSH EXPRESSLY DISCLAIMS ALL WARRANTIES, EXPRESS OR IMPLIED, INCLUDING ANY IMPLIED WARRANTY OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE.

CUSTOMER-PO 99963	Order No. 15050083	MAIN-NUMBER 419-332-6454	CUSTOMER-ADVISOR 11557-JAMES LUNDY	SALES REP
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100478

Cust Unit # BUS 24 License #  
Phone # 419-332-6454 Contact #  
COMPLETION DATE: 11/10/2017  
RTL UNIT: YEAR: 0000 MAKE/MODEL: INTERNATIONAL/CE-BUS: IH  
SERIAL: 40R8UAAN7DB150979 MILEAGE: 68,524  
Date in Service...: 03/23/2012 Front Diff Model...:  
Engine Make/Model...: INTERNATIONAL/MAXXFORCE DT Front Diff Serial...:  
Engine Serial No...: 466HM2Y3415050 Rear Diff Model...:  
Trans Model...: / Rear Diff Serial...:

Warranty Claim 694361  
FAILURE DETAIL: T  
FAILURE PART...:

SUBLET... SUBLETMENT x4oblet Non-Taxable

Job 1 Remount driveshaft, towed in

THE BRAKE CHAMBERS WERE CAGED AND THE DRIVE SHAFT STRAPPED UP TO TOW UNIT TO OUR SHOP.  
Towed in under policy per Chris Ingle  
TOW UP TO SHOP SO A CHARGER CAN BE INSTALLED ONTO BATTERY FOR CRANK TESTS. INSTALL DRIVE SHAFT AND AIR FITTING IN TANK.  
Tech 68084 on 2017-09-28 at 14:23:57

Sales Qty	UOM	Item number	Item description	CORE	Unit rate	Per	Extension
1.000	EA	166B126C91:1H	KT STRAP,KIT U-JT STRAP SPL90/		0.00	EA	0.00
1.000	EA		towing		0.00	EA	0.00

LABOR SUBTOTAL: 0.00  
PARTS SUBTOTAL: 0.00  
MISC SUBTOTAL.: 0.00  
EPA FEE SUBTOTAL.: 0.00  
SHOP SUPPLIES FEE...: 0.00  
MACHINE CHARGE...: 0.00  
JOB SUBTOTAL...: 0.00

Employee(s) on above job : 00068034,00068618,

Job 2 towing moved to job 1

TOW UP TO SHOP SO A CHARGER CAN BE INSTALLED ONTO BATTERY FOR CRANK TESTS. INSTALL DRIVE SHAFT AND AIR FITTING IN TANK.  
Tech 68084 on 2017-09-28 at 14:23:57

SUBTOTAL	TAX STATUS/STATE	SALES TAX	PLEASE PAY
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		CONTINUED	
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NOTE THIS INVOICE CONTAINS AN ITEMIZED LIST OF REPAIRS AND PARTS AND IS SUBJECT TO THE TERMS AND CONDITIONS OF SERVICE INCLUDED ON THE SERVICE/COLLISION REPAIR AUTHORIZATION INPUT CARD AND LOCATED AT [HTTP://WWW.RUSHTRUCKCENTERS.COM/RUSH-MAINTENANCE-AND-REPAIR-TERMS-OF-SERVICE](http://www.rushtruckcenters.com/rush-maintenance-and-repair-terms-of-service) ("TERMS"). CUSTOMER CONFIRMS ITS AGREEMENT TO THE TERMS BY AUTHORIZING PAYMENT OF THIS INVOICE.

TERMS  
Due on Receipt

Customer or Customer's Agent X \_\_\_\_\_

EXHIBIT A



RUSH TRUCK CENTER, LIMA  
INTERNATIONAL  
2655 ST. JOHNS RD.  
LIMA OH 45804-4006 US  
567-418-7200

INVOICE DATE 12/06/2017 17:21:53EST	
INVOICE NUMBER/ACCT DOC NUMBER 3008719123	
CUSTOMER NO. 381602	BRANCH 2410
PAGE: 2 OF 18	

\*\*\* www.rushtruckleasing.com \*\*\*  
\*\*\* www.rushtruckcenters.com \*\*\*

FREMONT CITY SCHOOL  
500 W STATE ST  
SOLD FREMONT OH 43420-2572  
TO : US

Service Invoice

RUSH TRUCK CENTER, LIMA  
INTERNATIONAL  
SHIP 2655 ST. JOHNS RD.  
TO : LIMA OH 45804-4006 US  
567-418-7200

ANY WARRANTIES ON THE PRODUCTS PROVIDED BY RUSH ARE SOLELY THOSE MADE BY THE PRODUCT MANUFACTURER EXCEPT FOR THE LIMITED SERVICES WARRANTY SET FORTH IN THE RUSH TERMS AND CONDITIONS OF SERVICE REFERENCED IN THE NOTE BELOW, RUSH EXPRESSLY DISCLAIMS ALL WARRANTIES, EXPRESS OR IMPLIED, INCLUDING ANY IMPLIED WARRANTY OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE.

CUSTOMER-PO	Order No.	MAIN-NUMBER	CUSTOMER-ADVISOR	SALES REP
99963	15050083	419-322-6454	11557-JAMES LONDY	

TIME IS UNDER LINE 1  
Tech 68084 on 2017-09-28 at 14:24:13

Sales Qty	UOM	Item number	Item description	CORE	Unit rate	Per	Extension
			LABOR SUBTOTAL:		0.00		
			PARTS SUBTOTAL:		0.00		
			MISC SUBTOTAL:		0.00		
			EPA FEE SUBTOTAL:		0.00		
			SHOP SUPPLIES FEE...:		0.00		
			MACHINE CHARGE...:		0.00		
			JOB SUBTOTAL...:		0.00		

Employee(s) on above job : 00088034,

Job 3 DAYS WILL CRANK BUT STARTS HARD

STARTS HARD AFTER SITTING A FEW DAYS. BELKING HAD THIS BUS AND CONCLUDED IT HAD LOW COMPRESSION CAUSING THE HARD START ISSUE. BUS WAS TOWED TO US FOR A SECOND OPINION. NO ACTIVE CODES BUT HAS IN-ACTIVE CODES FOR LOW FUEL PRESSURE AND BRAKE SW FAULT.

CONNECTED CPA TOOL AND EPRESSURE PLUS MODULE. RAN RCT+ AND BBT. RCT+ RESULTS STATED THERE WAS A POSSIBLE PROBLEM PROCEED TO BBT. BBT RESULTS STATED BLOW BY IS OUT OF SPEC. THERE WAS NO WAC GIVEN AND NO SPECIFIC CYLINDER PIN POINTED. DISCONNECTED TOOLS AND CLEARED CODES. TESTS WERE DONE ON COMPUTER 3.

Tech 68618 on 2017-10-02 at 21:04:16

STARTED A CASE FILE

Tech 62618 on 2017-10-03 at 19:05:06

Chris Ingle agreed under 02 sales goodwill/policy to pay for diagnostic labor and the parts to replace the engine longblock and install new injectors in the new longblock and the rest of the parts needed for the longblock installation on this unit. Customer paying for labor to remove and install new longblock.

Sales Qty	UOM	Item number	Item description	CORE	Unit rate	Per	Extension
1.000	EA	5010976R92:1H	ENGINE,ENG, REMAN LNG BLK DT46 PO # 4504441816	EXC	0.00	EA	0.00
1.000	EA	5010976R92-C1:1H	ENGINE,ENG, REMAN LNG BLK DT46 PO # 4504441816	CHG	0.00	EA	0.00
1.000	EA	1880984C3:1H	SEAL BREATHER TO CRANKCASE		0.00	EA	0.00
1.000	EA	1875127C1:1H	RING O SIZE 214		0.00	EA	0.00
1.000	EA	1886793C2:1H	GASKET, EXHAUST MANIFOLD		0.00	EA	0.00
1.000	EA	1875808C1:1H	GASKET EXHAUST SINGLE LAYER		0.00	EA	0.00
1.000	EA	1882684C1:1H	SEAL EGR PIPE		0.00	EA	0.00

SUBTOTAL TAX STATUS/STATE SALES TAX PLEASE PAY

CONTINUED

NOTE: THIS INVOICE CONTAINS AN ITEMIZED LIST OF REPAIRS AND PARTS AND IS SUBJECT TO THE TERMS AND CONDITIONS OF SERVICE INCLUDED ON THE SERVICE/COLLISION REPAIR AUTHORIZATION (RFL) CARD AND LOCATED AT [HTTP://WWW.RUSHTRUCKCENTERS.COM/RUSH-MAINTENANCE-AND-REPAIR-TERMS-OF-SERVICE \(TERMS\)](http://www.rushtruckcenters.com/rush-maintenance-and-repair-terms-of-service). CUSTOMER CONFIRMS ITS AGREEMENT TO THE TERMS BY AUTHORIZING PAYMENT OF THIS INVOICE

TERMS  
Due on Receipt

Customer or Customer's Agent X



RUSH TRUCK CENTER, LIMA  
INTERNATIONAL  
2655 ST. JOHNS RD.  
LIMA OH 45804-4006 US  
567-418-7200

EXHIBIT A

INVOICE DATE 12/06/2017 17:21:53EST	
INVOICE NUMBER/ACCT DOC NUMBER 3008719123	
CUSTOMER NO. 381692	BRANCH 2418
PAGE: 3 of 08	

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FREMONT CITY SCHOOL  
500 W STATE ST  
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TO : US

Service Invoice

RUSH TRUCK CENTER, LIMA  
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TO : LIMA OH 45804-4006 US  
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CUSTOMER-PG	Order No.	NAIS-NUMBER	CUSTOMER-ADVISOR	SALES REP	
99963	15050083	419-332-6454	11557-JAMES LUNDY		
1.000 EA	1873906C1:IH	GASKET IRREGULAR MOLDED		0.00 EA 0.00	
1.000 EA	1878042C93:IH	KT FILTR,KIT,FUEL FILTER		0.00 EA 0.00	
1.000 EA	1842628C96:IH	KIT SEAL,KIT, HP OIL RAIL SEAL		0.00 EA 0.00	
6.000 EA	5010715R91:IH	INJECTOR, 1334, 466, REMAN	EXC	0.00 EA 0.00	
6.000 EA	5010715R91-C1:IH	INJECTOR, 1334, 466, REMAN-CORE	CHG	0.00 EA 0.00	
1.000 EA	1884925C1:IH	GASKET INLET DUCT-INTAKE MANIF		0.00 EA 0.00	
1.000 EA	1842033C1:IH	GASKET INTAKE MANIFOLD		0.00 EA 0.00	
1.000 EA	1889121C93:IH	KT SEAL,KIT HEAT EXCHANGER SEA		0.00 EA 0.00	
6.000 EA	1844447C1:IH	RING-O #214		0.00 EA 0.00	
1.000 EA	1884506C2:IH	FILTER, ASSY OIL		0.00 EA 0.00	
1.000 EA	1812559C1:IH	SEAL OIL DIPSTICK TUBE		0.00 EA 0.00	
1.000 EA	690935C1:IH	CLAMP OIL FILLER MTG		0.00 EA 0.00	
1.000 EA	1889332C92:IH	KT SEAL,KIT TURBOCHARGER SEALS		0.00 EA 0.00	
1.000 EA	1898590C93:IH	TUBE ASSY, TURBO OIL SUPPLY		0.00 EA 0.00	
1.000 EA	1865358C93:IH	TUBE ASSY LP TURBO OIL DRAIN		0.00 EA 0.00	
1.000 EA	1865358C95:IH	TUBE, ASSY HPTURBO OIL DRAIN		0.00 EA 0.00	
1.000 EA	7094782C1:IH	BOLT, M12X1.75X10MM		0.00 EA 0.00	
1.000 EA	7094781C1:IH	BOLT, STUD M12X70 PREVAILING T		0.00 EA 0.00	
1.000 EA	7094783C1:IH	BOLT, PREVAILING TORQUE		0.00 EA 0.00	
1.000 EA	7094780C1:IH	STUD, PREVAILING TORQUE BOLT		0.00 EA 0.00	
3.000 EA	40066N1:IH	NUT M8 - HF LOCK		0.00 EA 0.00	
1.000 EA	1889985C1:IH	SPACER EXHAUST MANIFOLD BOLT		0.00 EA 0.00	
1.000 EA	1842130C3:IH	THRMOSTA,THERMOSTAT ASSEMBLY		0.00 EA 0.00	
6.000 EA	FLTRBLC5050G:169	FLUID,FLEETRITE RELC 5050 GAL		0.00 EA 0.00	
30.000 EA	1058165XX:MBL	MOBIL DELVAC 1300 Super 15W-40, CK-4		0.00 EA 0.00	
1.000 EA	2XEDR01:VLV	ZEREX EXTENDED LIFE 5050 (6X1GAL		0.00 EA 0.00	
*** SPECIAL SALE PRICE ***					
1.000 EA	1817852C1:IH	BOLT M12X1.75X40MM HEX FLANGE		0.00 EA 0.00	
1.000 EA	1841479C1:IH	SEAL COOLANT PORT		0.00 EA 0.00	
1.000 EA	3883162C2:IH	HOSE RADIATOR LOWER PO # 4504489613		0.00 EA 0.00	
1.000 EA	1877625C1:IH	RING O #119 COOLANT HEATER		0.00 EA 0.00	
1.000 EA	2513208C92:IH	MODULE,INTAKE GRID HEATER KIT		0.00 EA 0.00	
1.000 EA	1844447C1:IH	RING-O #214		0.00 EA 0.00	
1.000 EA	1841348C1:IH	SEAL WATER PUMP HSG		0.00 EA 0.00	
1.000 EA	3810612C4:IH	TUBE , RETURN, XMSN COOLER LIN		0.00 EA 0.00	
1.000 EA	3810613C4:IH	TUBE , SUPPLY, XMSN COOLER LIN		0.00 EA 0.00	
1.000 EA	7093388C92:IH	TUBE, ASSY COOLANT RETURN		0.00 EA 0.00	
1.000 EA	1833095C93:IH	KT SEAL,KIT FRONT OIL SEAL 466		0.00 EA 0.00	
1.000 EA	3869550C1:IH	CLAMP EXHAUST PIPE V-BAND W/O		0.00 EA 0.00	
1.000 EA	1825128C91:IH	KT STRAP,KIT U-JT STRAP SPL90/		0.00 EA 0.00	
SUBTOTAL		TAX STATUS/STATE		SALES TAX	PLEASE PAY

CONTINUED

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TERMS

Due on Receipt

Customer or Customer's Agent X \_\_\_\_\_



RUSH TRUCK CENTER, LIMA  
INTERNATIONAL  
2655 ST. JOHNS RD.  
LIMA OH 45804-4006 US  
567-418-7200

EXHIBIT A

INVOICE DATE 12/06/2011 17:21:53EST	
INVOICE NUMBER/ACCT DOC NUMBER 3008719123	
CUSTOMER NO. 381602	BRANCH 2410
PAGE 4 of 09	

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TO : LIMA OH 45804-4006 US  
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CUSTOMER-PO	Order No.	NAIC-NUMBER	CUSTOMER-ADVISOR	SALES REF
99963	15050083	419-332-6454	11557-JAMES LUNDY	

1.000 EA	3557141C1:1H	GASKET POWER STRG PUMP	0.00 EA	0.00
2.000 EA	2506704C1:1H	CLAMP RAD HEAT SHRINK INLET	0.00 EA	0.00
2.000 EA	2506709C1:1H	CLAMP RAD OUTLET HEAT SHRK	0.00 EA	0.00
10.000 EA	BSTC24706:127	CABLE TI	0.00 EA	0.00
100.000 EA	BUT18106X:127	CABLE TI	0.00 EA	0.00
1.000 EA	ZXEDRU1:VLV	ZEREX EXTENDED LIFE 5050 (EX1GAL)	0.00 EA	0.00

\*\*\* SPECIAL SALE PRICE \*\*\*

LABOR SUBTOTAL:	0.00
PARTS SUBTOTAL:	0.00
MISC SUBTOTAL..:	0.00
EPA FEE SUBTOTAL.:	0.00
SHOP SUPPLIES FEE...:	0.00
MACHINE CHARGE...:	0.00
JOB SUBTOTAL...:	0.00

Employee(s) on above job : 10063618,

Job 5 PERFORM QUALITY CONTROL INSPECTION ON TR

checked over and road tested checked ok took new engine  
health report  
Tech 12283 on 2117-11-13 at 07:59:51

Sales Qty	UOM	Item number	Item description	CORE	Unit rate	Per	Extension
			LABOR SUBTOTAL:		0.01		
			PARTS SUBTOTAL:		0.00		
			MISC SUBTOTAL..:		0.00		
			EPA FEE SUBTOTAL.:		0.01 CR		
			SHOP SUPPLIES FEE...:		0.00		
			MACHINE CHARGE...:		0.00		
			JOB SUBTOTAL...:		0.00		

Employee(s) on above job : 00072183,

Job 6 Replace engine longblock- just pay labor

Per estimate, Chris Ingle using Navistar 02 goodwill to pay for diagnostics and parts to replace the engine longblock and injectors for customer. Customer responsible for labor cost for work as follows.

---  
Remove engine and install new engine longblock- comes with flywheel housing and oil pan and timing covers already in place and engine oil pump and VVT gasket/harness and valve

SUBTOTAL	TAX STATUS/STATE	SALES TAX	PLEASE PAY
			CONTINUED
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Customer or Customer's Agent X





**EXHIBIT A**

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LIMA OH 45804-4006 US  
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INVOICE DATE 12/06/2017 17:21:53EST	
INVOICE NUMBER/ACCT DOC NUMBER <b>3008719123</b>	
CUSTOMER NO. 321602	BRANCH 2410
PAGE 5 of 08	

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CUSTOMER-PO	Order No.	MAIN-NUMBER	CUSTOMER-ADVISOR	SALES REP
39963	15050083	419-332-6454	11557-JAMES LUNDY	

cover but no manifolds or other bolt on components  
---  
With engine out of bus, transfer wiring harness, air compressor, exhaust and intake manifolds, turbo, oil cooler housing and oil filter housing, engine sensors and brackets over to the new longblock and mount all components with new gaskets/seals as needed. remove injectors from old engine to turn in for cores due to Navistar paying for new injectors during longblock install.  
drain coolant took hood off and bumper off and took radiator out could not get the fan off so had to take the hole nut off took drive line out and motor mounts unhooked all the wiring had to pull the tran out with motor swap everything over and had to take the egr cooler back off in order to replace it with a new EGR due to the old one is starting to plug up. Josh got customer approval to replace it and customer paid for new EGR cooler seperately on parts invoice 3008441617.

swap the tran over to new eng and put new grid heater in put eng back in and put new hotch radiator hose on and cleamp on put new inj in and put oil rail on hooked all the wiring back up put strater back in and had to put new trans liner on put radiator back put all the sac piping back on put new oil filter and fuel filter in and new oil  
Tech #3081 on 2017-11-08 at 16:37:20  
tied everthing up and put hood and bumper on. put new coolant in cleaned off truck  
Tech #3081 on 2017-11-10 at 06:49:19

Sales Qty UOM	Item number	Item description	CORE	Unit rate	Per	Extension
2.000 EA	27101-CTCS:AT	TRANSYND 1 GAL OIL		50.09 EA		100.18
		LABOR SUBTOTAL:		4510.00		
		PARTS SUBTOTAL:		100.18		
		MISC SUBTOTAL:		0.00		
		EPA FEE SUBTOTAL:		0.00		
		SHOP SUPPLIES FEE..:		198.44		
		MACHINE CHARGE...:		0.00		
		JOB SUBTOTAL..:		4808.62		

Employee(s) on above job : 00068081.

Job 45 CORES

CORES

Sales Qty UOM	Item number	Item description	CORE	Unit rate	Per	Extension
- 1.000 EA	5010976R92-01:TH	ENGINE,ENG, REMAN LNG BLK DT46	RET	0.00 EA		0.00

SUBTOTAL TAX STATUS/STATE SALES TAX PLEASE PAY

CONTINUED

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TERMS  
Due on Receipt

Customer or Customer's Agent X

EXHIBIT A



RUSH TRUCK CENTER, LIMA  
INTERNATIONAL  
2655 ST. JOHNS RD.  
LIMA OH 45804-4006 US  
567-418-7200

INVOICE DATE  
12/06/2017 17:21:53EST  
INVOICE NUMBER/ACCT NO NUMBER  
**3008719123**  
CUSTOMER NO. BRANCH  
381602 2410  
PAGE 16 of 08

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CUSTOMER-PO	Order No.	MAIN-NUMBER	CUSTOMER-ADVISOR	SALES REP
99963	15050083	419-332-6454	11567-JAMES LUNDY	

LABOR SUBTOTAL: 0.00  
PARTS SUBTOTAL: 0.00  
MISC SUBTOTAL.: 0.00  
EPA FEE SUBTOTAL.: 0.00  
SHOP SUPPLIES FEE.: 0.00  
MACHINE CHARGE.: 0.00  
JOB SUBTOTAL.: 0.00

Employee(s) on above job :

J6L 75 CORES

TOBEA

Date	Qty	UOM	Item number	Item description	CORE	Unit rate	Per	Extension
	1	EA	5010Y1SR01-01:RE	INJECTOR, 1324, 466, REMAN-CORE	RET	0.00	EA	0.00
				LABOR SUBTOTAL:		0.00		
				PARTS SUBTOTAL:		0.00		
				MISC SUBTOTAL.:		0.00		
				EPA FEE SUBTOTAL.:		0.00		
				SHOP SUPPLIES FEE.:		0.00		
				MACHINE CHARGE.:		0.00		
				JOB SUBTOTAL.:		0.00		

Employee(s) on above job :

INTERSTATE BILLING SERVICE NUMBER : R605126 AUTHORIZATION: PO 99963

REMIT TO:

INTERSTATE BILLING SERVICE

P.O. BOX 2208  
DECATUR AL 35609  
LS

SUBTOTAL	TAX STATUS/STATE	SALES TAX	PLEASE PAY
			CONTINUED
<p>NOTE THIS INVOICE CONTAINS AN ITEMIZED LIST OF REPAIRS AND PARTS AND IS SUBJECT TO THE TERMS AND CONDITIONS OF SERVICE INCLUDED ON THE SERVICE/COLLISION REPAIR AUTHORIZATION INPUT CARD AND LOCATED AT <a href="http://www.rushtruckcenters.com/rush-lease/interstate-and-repair-terms-of-service">HTTP://WWW.RUSHTRUCKCENTERS.COM/RUSH-LEASE/INTERSTATE-AND-REPAIR-TERMS-OF-SERVICE</a> ("TERMS"). CUSTOMER CONFIRMS ITS AGREEMENT TO THE TERMS BY AUTHORIZING PAYMENT OF THIS INVOICE.</p>			<p>TERMS See on Receipt</p>

Customer or Customer's Agent X

EXHIBIT A



RUSH TRUCK CENTER, LIMA  
INTERNATIONAL  
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LIMA OH 45804-4006 US  
567-418-7200

INVOICE DATE 12/06/2017 17:21:53EST	
INVOICE NUMBER/ACCT DOC NUMBER <b>3008719123</b>	
CUSTOMER NO. 381602	BRANCH 2410
PAGE:7 of 05	

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CUSTOMER-PC	Order No.	MAIN-NUMBER	CUSTOMER-ADVISOR	SALES REP
99963	15050083	419-332-6454	11557-JAMES LUNDY	

*TOTAL LABOR:	4510.01
*TOTAL PARTS:	100.18
*TOTAL MISC.:	0.00
*TOTAL EPA.:	0.01-
*TOTAL SHOP.:	198.44
*TOTAL MACHINE:	0.00

SUBTOTAL	TAX STATUS/STATE	SALES TAX	PLEASE PAY
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			CONTINUED
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TERMS  
Due on Receipt

Customer or Customer's Agent X \_\_\_\_\_



EXHIBIT A

RUSH TRUCK CENTER, LIMA  
INTERNATIONAL  
2655 ST. JOHNS RD.  
LIMA OH 45804-4006 US

INVOICE DATE	
12/06/2017 17:21:53EST	
INVOICE NUMBER/ACCT BOC NUMBER	
3008719123	
CUSTOMER NO.	BRANCH
381602	2410
PAGE: 8 of 08	

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SHIP 2655 ST. JOHNS RD.  
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CUSTOMER NO	Order No.	MAIN-NUMBER	CUSTOMER-ADVISOR	SALES REP
39563	15050083	419-332-6454	11557-JAMES LUNDY	

100478

*JE*

SUBTOTAL	TAX STATUS/STATE	SALES TAX	PLEASE PAY
4868.62	EXEMPT/OH	0.00	4868.62
<small>NOTE: THIS INVOICE CONTAINS AN ITEMIZED LIST OF REPAIRS AND PARTS AND IS SUBJECT TO THE TERMS AND CONDITIONS OF SERVICE INCLUDED ON THE SERVICE/COLLISION REPAIR AUTHORIZATION INPUT CARD AND LOCATED AT <a href="http://www.rushtruckcenters.com/rush-maintenance-and-repair-terms-of-service-terms">HTTP://WWW.RUSH-TRUCKCENTERS.COM/RUSH-MAINTENANCE-AND-REPAIR-TERMS-OF-SERVICE (TERMS)</a>. CUSTOMER CONFIRMS HIS AGREEMENT TO THE TERMS BY AUTHORIZING PAYMENT OF THIS INVOICE</small>			TERMS Due at Receipt

Customer or Customer's Agent X \_\_\_\_\_

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 \_\_\_\_\_

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Action Taken \_\_\_\_\_

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Date of Follow-Up Conference \_\_\_\_\_

Results of the Conference \_\_\_\_\_

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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~~ **do** 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.

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

### 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.: AFI, 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 effects 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

## 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 ~~responding accused~~ student or discharge for 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:**



PROFESSIONAL STAFF DEVELOPMENT OPPORTUNITIES  
(Professional Activities and Trips)

All employees of the Fremont City Board of Education are expected and encouraged to participate in professional activities of education organizations which operate for the benefit of the school.

Trips costing \$300 and under may be awarded by the building principal/immediate supervisor, providing sufficient funds are available in the appropriate account. Trips exceeding \$300, but up to \$500, must be approved by the Superintendent/designee, after initial approval by the building principal/immediate supervisor certifying that sufficient funds in the appropriate budget account exist.

Conferences exceeding \$500 must be referred to the Board of Education for approval with appropriate certification by the building administrator/immediate supervisor and Superintendent that sufficient funds exist in the appropriate budget account. Such application shall be in the hands of the Superintendent one week prior to the regular Board meeting to allow sufficient time for action thereon. Regular Board meetings are held the **second Monday of each month.** ~~first and third Monday of each month.~~

Professional activities and trips will be classified as follows:

1. Professional conference (sponsored by a professional organization)
  - A. Local Meeting - within the state.
  - B. Regional meeting - within the state and/or any state bordering Ohio.
  - C. National meeting - outside the state with the exception of a regional meeting.
2. Extra-professional (not sponsored by a professional organization)
  - A. University workshops.
  - B. School visitations to enhance instruction.
  - C. Seminars.

Eligibility and Apportionment

The following factors shall be considered:

1. Membership in the organization is desired.
2. Meetings should be related to current areas of interest in a school or the District.
3. If more than one staff member is interested in the same meeting, approval shall be based upon rotation and administrative recommendation. However, no more than four staff members per district and no more than two per building may be approved for the same meeting. Every effort will be made to apportion the trips on an equitable basis.

Any staff member may make application for a local conference in any year. Any staff member may make application for a regional conference every two years. \* Any teacher may make application for a national conference every three years – an administrator every two years.\*

\* Exception may be made for staff members holding an office in the organization sponsoring the meeting.

Any professional trip involving state/federal program funds, special grants or private funding (club, booster, donation) will be exempt from the provisions of this regulation.

1. Attendance shall be limited to those staff members who have responsibilities directly related to the topics dealt with at a meeting and have participated in similar activities conducted with the District or local area.
2. Other staff members requesting attendance whose responsibilities are not directly related must show cause why attendance is necessary and what benefit the District may receive from their attendance.
3. Staff members attending a meeting will make a summary report to the principal and indicate the ways in which what was learned will be applied within the District.

Related expenses shall be reimbursed in accordance with Board policy.

(Approval date: June 6, 2016)

**Revised:**

**FREMONT CITY BOARD OF EDUCATION  
Special Meeting  
SUMMARY  
December 14, 2017**

Roll Call:

**MOTION 238-17    ADJOURNMENT**

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

The Fremont City Board of Education of the Fremont City School District, in Sandusky County, Ohio met on Thursday, December 14, 2017 for a special meeting at 8:30 a.m. at The Neeley Center, Terra State Community College, 2830 Napoleon Street, Fremont, Ohio.

Pledge of Allegiance

Roll Call:	Shantel Laird, Board President	Present
	Alex Gorobetz, Board Vice-President	Present
	Maria D. Garza	Present
	Thomas Price	(Not present at roll call, but entered meeting at 9:43 a.m.)
	Violetta R. Rhea	Present

**MOTION 238-17    ADJOURNMENT**

Ms. Garza seconded by Mr. Gorobetz, made the motion to adjourn the special board meeting at 2:43 p.m.

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

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**APPROVED:**

\_\_\_\_\_  
**President**

**Date:** \_\_\_\_\_

\_\_\_\_\_  
**Treasurer**

**FREMONT CITY BOARD OF EDUCATION**

**Regular Meeting**

**SUMMARY**

**December 18, 2017**

Roll Call

**MOTION 239-17 APPROVAL OF MINUTES**

Special Meeting held November 30, 2017, and the Regular Meeting held December 4, 2017

**MOTION 240-17 FINANCIAL MATTERS – ITEM 1**

Item 1 – Approval of resolution determining to proceed with the proposition of a renewal income tax

**MOTION 241-17 FINANCIAL MATTERS – ITEMS 2 AND 3**

Item 2 – Approval of November financial report  
Item 3 – Approval of supplemental appropriations

**MOTION 242-17 FINANCIAL MATTERS – ITEM 4**

Item 4 – Approval of consulting agreement with Corporate One Benefits Agency, Inc.

**MOTION 243-17 FINANCIAL MATTERS – ITEM 5**

Item 5 – Approval of invoice order

**MOTION 244-17 NEW BUSINESS – ITEM 1**

Item 1 – Approval to nominate Thomas Price as President Pro-Tem of the Organizational Meeting

**MOTION 245-17 NEW BUSINESS – ITEM 2**

Item 2 – Approval of the Organizational Meeting/Tax Budget Hearing scheduled for January 8, 2018 at 7:30 p.m.

**MOTION 246-17 PERSONNEL MATTERS – ITEMS 1, 2, 3, 4, 5, AND 6**

Item 1 – Approval of appointments  
Item 2 – Approval of supplemental contracts  
Item 3 – Approval of 4<sup>th</sup>/5<sup>th</sup> grade intramural basketball coach  
Item 4 – Approval of special event workers  
Item 5 – Approval of status changes  
Item 6 – Approval of leaves of absence

**MOTION 247-17 PERSONNEL MATTERS – ITEM 7**

Item 7 – Approval of resignations

**MOTION 248-17 OPERATIONS MATTERS – ITEMS 8 AND 9**

Item 8 – Approval of agreement with Anstead Construction, LLC  
Item 9 – Approval of agreement with Anstead Construction, LLC

**FREMONT CITY BOARD OF EDUCATION**

**Regular Meeting – Page 2**

**SUMMARY**

**December 18, 2017**

**MOTION 249-17 OPERATIONS MATTERS – ITEMS 10 AND 11**

Item 10 – Approval of the purchase of desktop computers from Computer Man

Item 11 – Approval of the agreement with Luther Home of Mercy

**MOTION 250-17 OTHER MATTERS – ITEM 12**

Item 12 – Approval of Ross High School wrestling team trip to the Brecksville Holiday Tournament in Brecksville, Ohio

**MOTION 251-17 OTHER MATTERS – ITEMS 13 AND 14**

Item 13 – Table revised Policy ACA/ACAA – Nondiscrimination on the Basis of Sex/Sexual Harassment (First Reading)

Item 14 – Table revised Regulation ACA-R/ACAA-R – Nondiscrimination on the Basis of Sex/Sexual Harassment Grievance Procedures (First Reading)

**MOTION 252-17 OTHER MATTERS – ITEMS 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, AND 32**

Item 15 – Approval of revised Exhibit ACA-E/ACAA-E – Sexual Harassment Complaint Form (First Reading)

Item 16 – Approval of revised Policies BDDJ and KBCD – Broadcasting and Taping of Board Meetings (First Reading)

Item 17 – Approval of revised Policy EEA – Student Transportation Services (First Reading)

Item 18 – Approval of new Regulation EEA-R – Student Transportation Services (First Reading)

Item 19 – Approval of revised Policy GBCB – Staff Conduct (First Reading)

Item 20 – Approval of revised Policy IGBB – Programs for Students who are Gifted (First Reading)

Item 21 – Approval of revised Policy IGBI – English Learners (First Reading)

Item 22 – Approval of revised Policy IGD – Co-curricular and Extracurricular Activities (First Reading)

Item 23 – Approval of revised Policy IGDJ/IGDK – Interscholastic Athletics/ Interscholastic Extracurricular Eligibility (First Reading)

Item 24 – Approval of revised Policy IKF – Graduation Requirements (First Reading)

Item 25 – Approval of revised Policy IKFB – Graduation Exercises (First Reading)

Item 26 – Approval of revised Policy JEDA – Truancy (First Reading)

Item 27 – Approval of revised Policy JEFB – Released Time for Religious Instruction (First Reading)

Item 28 – Approval to grant Ross High School diploma

Item 29 – Approval to grant Ross High School diploma

Item 30 – Approval to grant Ross High School diploma

Item 31 – Approval to grant Ross High School diploma

Item 32 – Approval of donations

**MOTION 253-17 ADJOURNMENT**

**Fremont City Schools  
Board of Education  
Regular Meeting Minutes  
December 18, 2017**

The Fremont City Board of Education of the Fremont City School District, in Sandusky County, Ohio met on Monday, December 18, 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 239-17     APPROVAL OF MINUTES**

Mrs. Rhea, seconded by Mr. Gorobetz made the motion to approve or amend and sign the minutes of the special meeting held November 30, 2017, and the regular meeting held December 4, 2017.

**Ayes: Rhea, Gorobetz, Garza, Price, Laird**

**Motion carried. 5-0**

**RECOGNITION OF VISITORS**

Mr. Detwiler announced that he has heard a lot about this night and it is very exciting. He mentioned that as schools, they spend a lot of time worrying about students who are not doing what they are supposed to be doing but tonight, “we celebrate your student who is doing what they are supposed to be doing and it is my pleasure to welcome you to the Board meeting”.

Mr. Detwiler introduced Sue Brickner and Nancicarol Wolesslagel, Learning and Liberty Foundation Trustees, who announced the Learning and Liberty and Old Fort Banking Company Grades 1 and 2 Students of the Month to the following students. First Graders were: Abram Stiltner – Atkinson, Emmanuel Heidelberg – Croghan, Terrell Finley – Hayes, Saebra Cooks – Lutz, Madison Wagner – Otis, Jarek Mackey – Stamm, and Kurt Scharbach – Washington. Second Graders were: Hanna Layne – Atkinson, Mateo Gonzalez – Croghan, Starazaya Carter – Hayes, Abigail Lindenberger - Lutz, Collinn Ollom – Otis, Emma Thompson -Stamm and Roemellia Gomez-Garcia – Washington.

Mr. Detwiler introduced Joseph Albrechta, Learning and Liberty Trustee, who shared the Foundation’s Annual Report.

Mr. Albrechta asked if the District’s Sexual Harassment Policy was going to be discussed at the meeting. Mr. Detwiler responded that it was just an update for some changes in the law. Mr. Albrechta asked permission to share a few comments. Mr. Detwiler agreed.

Mr. Albrechta said this is an area that is important to him in his professional capacity as an Attorney. He had taken a few minutes for a quick review of the policy and discussed a few items that he suggested that they should highlight and discuss in some degree. He offered to provide his assistance and made some recommendations to consider changing and incorporating into the policy.

**RECOGNITION OF VISITORS (cont.)**

Ms. Laird introduced Chad Stevers, Senior Project Executive from Gilbane Building Company, who discussed the role of an Owner's Agent. There was a discussion among the group.

**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.

- Jan Sorg, 212 Briarwood Drive, expressed his thanks for the invite to the Visioning Meeting last Thursday. He thought the Board and Administration did a great job in making all the arrangements for the presentation and discussion involved. It was an excellent opportunity for input from various backgrounds and aspects. He wanted to thank the Board for letting him be a part of that.

**REPORT OF THE TREASURER**

- Mrs. Gioffredo thanked the String Quartet from Ross High School who performed at her organization's Holiday Meeting in Perrysburg on December 7, 2017. Four of Mrs. Elizabeth Hamaker's string quartet donned their formal attire and performed at the Hilton Garden Inn at the Northwest OASBO Holiday Party. Mrs. Gioffredo is the President Elect of the organization and planned the party. The following students performed: Sarah Schott, Violin 1, Garbiella Zuniga, Violin 2, Abby Nagy, Viola, and Jordan Relford, Cello. She wanted to publically thank the students who represented Fremont so well.

**RECOMMENDATIONS OF THE TREASURER**

**MOTION 240-17     FINANCIAL MATTERS – ITEM 1**

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

**ITEM 1.   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;



**RECOMMENDATIONS OF THE TREASURER**

**MOTION 240-17 FINANCIAL MATTERS – ITEM 1 (cont.)**

**ITEM 1. 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.

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

**MOTION 241-17 FINANCIAL MATTERS – ITEMS 2 AND 3**

Mr. Price, seconded by Mrs. Rhea, made the motion to approve financial matters – Items 2 and 3.

**ITEM 2. 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. 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

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

**RECOMMENDATIONS OF THE TREASURER**

**MOTION 242-17     FINANCIAL MATTERS – ITEM 4**

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

Ms. Garza asked if there was any possibility that they would not have increased at all for the whole five years or did they have to have the increase of 3%. She also asked if that was the minimum or could it have been less. Mr. Detwiler responded that they met with them and it was a compromise. Ms. Garza asked if it was the best deal. Mr. Detwiler that he thought so and that they have been fabulous to work with and have served this area well. They are the go-to people for this service and worth keeping as well. They were willing to maintain their current fee structure for a few more years and they felt pretty good about that.

**ITEM 4.   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.

**Ayes: Garza, Gorobetz, Price, Rhea, Laird**

**Motion carried. 5-0**

**MOTION 243-17     FINANCIAL MATTERS – ITEM 5**

Mr. Gorobetz, seconded by Mr. Price, made the motion to approve financial matters – Item 5.

Ms. Laird asked if the procedures were reviewed and met with the parties involved. Mrs. Gioffredo confirmed that they had been.

**ITEM 5.   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 and Athletics.

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

**Ayes: Gorobetz, Price, Garza, Rhea, Laird**

**Motion carried. 5-0**

**LEGISLATIVE LIASON REPORT**

- Ms. Laird had one item to report on. She cited from the OSBA’s Facts in a Flash and their website regarding HB21. This is one in particular that she thought everyone would really be happy to hear about. It is regarding the verification of community school enrollment. It passed by a vote of 89-0. The Bill is a lengthy piece of legislation, but she wanted to share some of the highlights. It requires that all charter schools make a copy of their contract with their sponsor available on the site of the Ohio Department of Education so there is more transparency of that.

**LEGISLATIVE LIASON REPORT (cont.)**

They are going to have to include things like their Mission Statements and their performance. One other thing in particular that she thought everybody would be happy to hear included is, “A requirement that the governing authority adopt an attendance policy that includes a procedure for automatically withdrawing a student from the school if the student without a legitimate excuse fails to participate in one hundred five consecutive hours of the learning opportunities offered to the student”. Finally, all the legislators are on board with the fact that they are paying a whole lot of money and our children are getting very little and sometimes nothing in return, and that has to stop. There was a discussion among the group.

**COMMITTEE REPORTS**

- Mr. Gorobetz reported on the Policy Committee Meeting which met on November 29, 2017.

**MASTER FACILITIES PLANNING**

- Mr. Detwiler reported that the Visioning Meeting was just fabulous. There will also be some very important elementary committee meetings in January. It is getting real and very exciting. Their goal is to have some real working documents for bid by summer and in order to do that, they have to really get after the design. It will be a very busy spring for the elementary project.

Ms. Laird asked Mr. Detwiler when he thought they would have the names of what the committees are and the purpose of each committee. Mr. Detwiler responded that it will be by department first then after they get a design, then they will talk about flooring, colors and roofing and those committees will be coming down the line.

There was a discussion among the group. Mr. Detwiler commented that he will get from SSOE a month-to-month layout of when things are going to happen so that they will have better answers that are clearer.

**OLD BUSINESS**

- None

**MOTION 244-17     NEW BUSINESS – ITEM 1**

Mr. Gorobetz, seconded by Ms. Garza, made the motion to nominate Thomas Price as President Pro-Tem of the Organizational Meeting - Item 1.

**Ayes: Gorobetz, Garza, Price, Rhea, Laird**

**Motion carried. 5-0**

**MOTION 245-17     NEW BUSINESS – ITEM 2**

Mr. Gorobetz, seconded by Mrs. Rhea, made the motion to approve the Organizational Meeting/Tax Budget Hearing scheduled for January 8, 2018 at 7:30 p.m. - Item 2.

**Ayes: Gorobetz, Rhea, Garza, Price, Laird**

**Motion carried. 5-0**

**REPORT OF THE SUPERINTENDENT**

- Mr. Detwiler thanked the Board for the approval of the Income Tax Renewal resolution. The District will be very busy building new buildings and passing a levy. Mrs. Gioffredo explained the process for the Income Tax Renewal.
- He announced that the Visioning Meeting was very exciting. There were a lot of great conversations and it was very important for them to hear those things too. So as they go forward, they will get a real sense of what is important to our community.

**RECOMMENDATIONS OF THE SUPERINTENDENT**

**MOTION 246-17     PERSONNEL MATTERS – ITEMS 1, 2, 3, 4, 5, AND 6**

Mr. Gorobetz, seconded by Mr. Price, made the motion to approve personnel matters – Items 1, 2, 3, 4, 5, and 6.

**ITEM 1. Approval of the following appointments**

Appointments for the 2017-2018 school year:

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

**ITEM 2. 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. Approval of the following 4<sup>th</sup>/5<sup>th</sup> grade intramural basketball coach**

It is recommended that the Board approves Andrew Montana as a 4<sup>th</sup>/5<sup>th</sup> 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. 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

**RECOMMENDATIONS OF THE SUPERINTENDENT**

**MOTION 246-17    PERSONNEL MATTERS – ITEMS 1, 2, 3, 4, 5, AND 6 (cont.)**

**ITEM 5.    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.    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

Leave of absence

Classified Staff: Rhonda Kaple  
Cook  
Reason: Personal  
Effective: November 20, 2017 – pending doctor release

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

**RECOMMENDATIONS OF THE SUPERINTENDENT**

**MOTION 247-17 PERSONNEL MATTERS – ITEM 7**

Mrs. Rhea, seconded by Mr. Gorobetz, made the motion to approve personnel matters – Item 7.

**ITEM 7. Approval of the following resignations**

Resignation  
Classified: Timothy Cheek  
Custodial I  
Reason: Resignation  
Effective: December 15, 2017

Resignation  
Classified: Scott Parsley  
Custodial II  
Reason: Resignation  
Effective: December 15, 2017

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

**MOTION 248-17 OPERATIONS MATTERS – ITEMS 8 AND 9**

Mr. Price, seconded by Mr. Gorobetz, made the motion to approve operations matters – Items 8 and 9.

**ITEM 8. Approval of agreement with Anstead Construction, LLC**

It is recommended that approval be granted to enter into an agreement with Anstead Construction, LLC for the demolition and construction of the backstop at the Ross High School baseball fields for a total cost of \$38,145.00. This is a Permanent Improvement expenditure.

**ITEM 9. Approval of agreement with Anstead Construction, LLC**

It is recommended that approval be granted to enter into an agreement with Anstead Construction, LLC for new spectator seating at the Ross High School baseball fields for a total cost of \$40,000.00. This is Athletic Department expenditure.

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

**MOTION 249-17 OPERATIONS MATTERS – ITEMS 10 AND 11**

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

**RECOMMENDATIONS OF THE SUPERINTENDENT**

**MOTION 249-17     OPERATIONS MATTERS – ITEMS 10 AND 11 (cont.)**

**ITEM 10. 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 11. 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.

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

**MOTION 250-17     OTHER MATTERS – ITEM 12**

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

**ITEM 12. 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.

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

**MOTION 251-17     OTHER MATTERS – ITEMS 13 AND 14**

Mrs. Rhea, seconded by Ms. Garza, made the motion to table other matters – Items 13 and 14.

**ITEM 13. 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 14. 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).

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

**RECOMMENDATIONS OF THE SUPERINTENDENT**

**MOTION 252-17     OTHER MATTERS – ITEMS 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, AND 32**

Mr. Price, seconded by Mr. Gorobetz, made the motion to table other matters – Items 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, and 32.

**ITEM 15. 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 16. 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 17. 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 18. 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 19. 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 20. 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 21. 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).



**RECOMMENDATIONS OF THE SUPERINTENDENT**

**MOTION 252-17 OTHER MATTERS – ITEMS 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, AND 32 (cont.)**

**ITEM 22. 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 23. 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 24. 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 25. 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 26. Approval of revised Policy JEDA – Truancy (First Reading)**

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

**ITEM 27. 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 28. 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.

**RECOMMENDATIONS OF THE SUPERINTENDENT**

**MOTION 252-17 OTHER MATTERS – ITEMS 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, AND 32 (cont.)**

**ITEM 29. 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 30. 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 31. 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.

**ITEM 32. 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>
Fremont Ross Athletic Boosters	Cash	\$9,998.00	Fremont Ross Athletic Department
Little Giant Baseball Club	Cash	\$25,000.00	Fremont Ross Athletic Department
Fremont Area Foundation	Cash	\$2,200.00	Fremont Ross Athletic Department
Northwest OASBO (Ohio Association of School Business Officials)	Cash	\$400.00	Fremont Ross High School Orchestra
United Steelworkers – Women of Steel	Socks, Hats, Gloves & Scarves	N/A	Atkinson Elementary School

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

**SECOND HEARING OF THE PUBLIC**

- Mr. Jan Sorg asked if they have started the process of re-districting yet for the elementary schools. Mr. Detwiler responded that they have not, but have had some initial conversations. It will be a very big project. They will need to know the capacity of the buildings and the neighborhoods. It will be one of those very, very tough processes. Mr. Sorg commented that his concern is that they cannot build the buildings, until they know the number of students that will be attending for the size of the building needed. Mr. Detwiler responded that they have decided to build the buildings quite similar in capacity and build the District lines around that. Mrs. Gioffredo responded that she believes that it is all based on an equation from the Ohio Facilities Construction Commission.

**BOARD MEMBER COMMUNICATIONS AND INFORMATION REQUESTS**

**Mr. Price** – He thought the Visioning Meeting on Thursday was amazing to see what can happen in our schools. It is an exciting time for everyone to be a part of that. It is pretty cool to see what the architects can do. He congratulated the students that were at the meeting. It was a job well done. He wished everyone a good Christmas and New Year.

**Mrs. Rhea** – She said that it was very rewarding to see all the students who were recognized for the Learning and Liberty awards. The Visioning Meeting was very interesting. It reminded her of the process they went through when Terra was doing their Social Work Program. They actually used a lot of the information. It was kind of neat watching that process. She hopes that everyone has a very, wonderful holiday with their families.

**Ms. Garza** – She thought the Visioning Meeting was great. It is very exciting to participate in all of this and learn about all the building and everything that is going to happen. She is really excited about the future and looking forward to it. The kids are great. It is always a fun night to see them come in and hear what they have to say and watch them walk through and get their little awards. She wished happy holidays to everyone.

**Mr. Gorobetz** – He said that it never ceases to amaze him watching the little kids either sometimes in Kindergarten screening, sometimes starting in Kindergarten and then they have their award winners. It is very uplifting to see the excitement in their faces and the pride. Then of course, we all know that some students experience more obstacles in their lives than others and you keep your fingers crossed that the kids that we see here, and the kids we see in the school, have as few of those obstacles as possible so that they can have a rewarding school experience without the worries that are normally associated with adults. It is great that we recognize our students who achieve very well and certainly hope they continue through school unimpeded by adult worries. As they know, some kids do have adult worries, which impede their progress and sometimes prevents them from even completing their school career in the Fremont City Schools as everybody else does who they started with 13 years earlier. There are programs now after their high school careers are over to help them achieve the high school diploma. He applauds the students who choose to do that demonstrating an enormous amount of perseverance, intestinal fortitude, motivation and the willingness to put all the obstacles that they might have had previously, aside and go on with their lives. He would like to recognize Miranda Boley, Yameika Chapman, Vanashia Elkins, and Birttany Johnson for their accomplishment in graduating from going through the Gateway Program. He does not know if they formally recognize them with a letter from the Board or from the Superintendent's office, but he thinks it would be appropriate to recognize them. Mr. Detwiler responded that he will do that.

**Ms. Laird** – She said like everyone, it just fills her heart to see the little ones. What she really thinks is impressive though is, they had a packed house of families and that makes all the difference in a student's success when they talk about the challenges. While she was chatting in the audience a little bit, they had a student who had a parent, grandparent and great-grandparent here tonight. That is what leads us to that

**BOARD MEMBER COMMUNICATIONS AND INFORMATION REQUESTS (cont.)**

kind of success. She knows that it is really difficult because it is out of their control to their participation, but she wants to commend the District’s effort in the various initiatives she knows they have and efforts to try to bring them in to the whole process. Not everyone does that, and we know what good fruit that bears, we do, so thank you. She thanked the Fremont Area Foundation for the donations that enables us to keep our facilities going. They certainly appreciate that. She thinks the efforts of the Learning and Liberty are really trying to put our students, their education and our community, on the map with their festival. That is really thinking outside of the box so it will be quite exciting if that could take off for it.

**MOTION 253-17    ADJOURNMENT**

Ms. Garza, seconded by Mrs. Rhea, made the motion to adjourn the regular board meeting at 9:07 p.m.

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

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**APPROVED:**

\_\_\_\_\_  
**President**

**Date:** \_\_\_\_\_

\_\_\_\_\_  
**Treasurer**