

Fremont City Schools
 AGENDA
 Fremont Middle School
 1250 North Street
 March 12, 2018
 Board Meeting 7:30 P.M.

I. Call to Order

II. Pledge of Allegiance

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

IV. Approve or amend and sign minutes of the regular meeting held February 12, 2018, the special meeting held February 16, 2018, and the special meeting held March 2, 2018

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

V. Recognition of Visitors

- The Learning & Liberty Foundation of FCS Tracy Lytle &
 and Old Fort Banking Co. Grades 3, 4 and 5 Students of the Month Nanciarol Woelzel

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

- ComDoc Brad Huntley & Dave Nagy
- Sourcing Alliance Keith McDevitt

VIII. Recommendations of the Treasurer

ITEM 1. Consider approval of the February financial report

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

ITEM 2. Consider approval of supplemental appropriations

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

		<u>From</u>	<u>Inc./Dec.</u>	<u>To</u>
018-9909	Wash. Principal Account \$	0.00	\$ 2,600.00	\$ 2,600.00
401-9823	Auxiliary Services	\$ 366,299.83	\$ 12,684.00	\$ 378,983.83

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

ITEM 3. Consider approval to transfer expenditure from the General Fund to the 004 Building Fund

It is recommended that the Board authorizes the transfer of capital expenditures previously approved from the General Fund to the 004 Building Fund.

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

ITEM 4. Consider approval of agreement with ComDoc for copy machine purchases and service

It is recommended that the Board approves a document management agreement with ComDoc for use of certain copier equipment for the next five years commencing July 1, 2018, at an annual cost of \$130,329.00, and authorizes the Treasurer to execute the document management agreement and any other agreements or documents necessary in connection with the agreement. This is a General Fund expenditure.

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

ITEM 5. Consider approval of resolution accepting the amounts and rates as determined by the budget commission

RESOLUTION ACCEPTING THE AMOUNTS AND RATES AS DETERMINED BY THE BUDGET COMMISSION AND AUTHORIZING THE NECESSARY TAX LEVIES AND CERTIFYING THEM TO THE COUNTY AUDITOR

WHEREAS, This Board of Education in accordance with the provisions of law has previously adopted a Tax Budget for the next succeeding fiscal year commencing July 1, 2018; and

WHEREAS, The Budget Commission of Sandusky County, Ohio, has certified its action thereon to this Board together with an estimate by the County Auditor of the rate of each tax necessary to be levied by this Board, and what part thereof is without, and what part within, the ten mill limitation; therefore, be it

RESOLVED, By the Board of Education of the Fremont City School District, Sandusky County, Ohio, that the amounts and rates, as determined by the Budget Commission in its certification, be and the same are hereby accepted; and be it further

RESOLVED, That there be and is hereby levied on the tax duplicate of said School District the rate of each tax necessary to be levied within and without the ten mill limitation as follows:

ITEM 5. Consider approval of resolution accepting the amounts and rates as determined by the budget commission (cont.)

Schedule A

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

Fund	Approved by Amount Budget Commission Inside 10 M. Limitation	Amount to be derived from Levies outside 10 M. Limitation	County Auditor Estimate of tax Rate to be Levied	
			Inside 10 M. Limit	Outside 10 M Limit
General Fund	\$2,565,086	\$ 10,549,234	4.20	27.90
Bond Retirement Fund		\$ 1,160,396		2.10
Permanent Improvement Fund		\$ 793,060		1.35
Bond Retire. Fund Middle School		\$ 2,827,702		4.63
TOTAL	\$2,565,086	\$15,330,392	4.20	35.98

Schedule B

Levies Outside 10 Mill Limitation, Exclusive of Debt Levies

	Maximum Rate Authorized To be levied	Co. Auditor's Est. Of Yield of Levy (Carry to Schedule A)
Current Expense Levy Authorized by voters on 1976 & Prior for a continuing period of time	23.00	\$ 8,475,201
Current Expense Levy Authorized by voters on, for a continuing period of time	4.90	\$ 2,074,033
Permanent Improvement Levy authorized by voters on Nov 4, 2008 For a continuing period of time	1.35	\$ 793,060
Bond Retirement Levy authorized by voters on Nov 4, 2008 For a period not to exceed 28 years.	2.10	\$ 1,160,396
Bond Retirement Levy authorized by voters on May 2, 2017 For a period not to exceed 37 years	4.63	\$ 2,827,702

And be it further **RESOLVED**, that the Treasurer of this Board be and she is hereby directed to certify a copy of this resolution to the County Auditor of Said County.

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

App _____
 Disa _____
 Other _____

IX. Legislative Liaison Report

X. Committee Reports

- Policy
- Health & Wellness

Alex Gorobetz
 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 administrative appointment

It is recommended that the Board hires Thomas Anway as the Director of Facilities & Operations effective August 1, 2018, through July 31, 2019, at Step 6 on the Administrative Salary Schedule.

ITEM 2. Consider approval of the following appointments

A. Appointment for the 2017-2018 school year:

Certified Tutor: Genie Moyer

B. Appointment for the 2017-2018 school year:

Name: Jacobus Bouillon
Classified Staff: Custodial I (A-29.00)
Account: General
Salary: Step 4, 8 hrs/day @ \$14.52/hr effective Mar. 13, 2018

ITEM 3. Consider approval of the following special event workers

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

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

ITEM 4. Consider approval of the following status changes

It is recommended that the Board approves the status change of Faith Postlethwait from Cook (LR-1.02) Step 5 @ \$14.71 per hour, 8 hours a day to Custodial I (A-29.00) Step 5 @ \$14.84 per hour, 8 hours a day effective February 22, 2018.

It is recommended that the Board approves the status change of Pamela Plath from Custodial I (A-29.00) Longevity 20 @ \$15.91 per hour, 8 hours a day to Custodial II (A-27.01) Longevity 20 @ \$19.51 per hour, 8 hours a day effective January 18, 2018.

It is recommended that the Board approves the status change of Blanca Rupp, Bus Driver (A-23.05) from Step 10 @ \$20.37 per hour to Bus Driver (A23.05) Longevity 15 @ \$20.81 per hour effective March 31, 2018.

ITEM 5. Consider approval of the following leaves of absence

Leave of absence

Certified Staff: Sherry Wagner

Teacher

Reason: Personal

Effective: January 19, 2018 – pending doctor release

Leave of absence

Classified Staff: Tammy Duncan

Bus Driver

Reason: Personal

Effective: February 28, 2018 – pending doctor release

Leave of absence

Classified Staff: Desiree Subsara

Secretary

Reason: Personal

Effective: February 27, 2018 – pending doctor release

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

B. Facilities Matters

ITEM 6. Consider approval of adoption of resolution selecting Gilbane Building Company as the CMR for the Project and approving and authorizing execution of the CMR agreement

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

WHEREAS, the Fremont City School District Board of Education (Board) is designing and constructing school facilities improvements as a co-funded Classroom Facilities Assistance Program Segment 1 project overseen by the Ohio Facilities Construction Commission (OFCC), based upon a master facilities plan prepared by the OFCC and accepted by the Board, which includes Fremont Ross High School, four (4) new elementary school facilities, and demolition of school facilities no longer needed for school purposes (all referred to as the Project); and

WHEREAS, the Board selected Gilbane Building Company (Gilbane) as the best value construction manager at risk (CMR) for the Project, following the process outlined in the Ohio Revised Code and Ohio Administrative Code for CMRs applicable to public school districts in cooperation with the OFCC and now wishes to enter into an agreement covering the Project, using the OFCC form of agreement, with exhibits, for co-funded school facilities projects; and

WHEREAS, the OFCC Project Manager assigned to the Project prepared the agreement and approved its execution, and the Board now wishes to document selection of the CMR and approval of the CMR agreement with Gilbane and to authorize the Board President and Treasurer to sign the CMR Agreement on behalf of the Board, subject to approval by the OFCC Executive Director.

NOW, THEREFORE, BE IT RESOLVED by the Fremont City School District Board of Education as follows:

1. The Board selects Gilbane Building Company as the best value CMR firm for the Project.
2. The Board approves the CMR Agreement for the Project with Gilbane, with compensation for pre-construction services in the total amount of \$408,890.84.
3. The Board authorizes the Board President and Treasurer to sign the CMR Agreement with Gilbane for the Project through the DocuSign process and the Treasurer to coordinate delivery of the signed agreements to the OFCC through OAKS for approval.
4. The Treasurer is authorized to issue a purchase order in the amount of \$408,890.84 for the CMR pre-construction services to be provided by Gilbane for the Project once the OFCC Director has approved the agreement.

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

C. Operations Matters

ITEM 7. Consider approval of adoption of resolution approving agreements with TDA and Gilbane for the Turf Replacement Project

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

WHEREAS, the Board previously selected, following the applicable legal requirements, ThenDesign Architecture (TDA) as the most qualified firm with the Ohio Facilities Construction Commission for the co-funded Fremont High School and tech school project (Project) and Gilbane Building Company (Gilbane) as the construction manager at risk for all improvements included in the co-funded project, which also includes four (4) new elementary school facilities; and

WHEREAS, the turf replacement project is outside the scope of the co-funded project and requires separate agreements with TDA and Gilbane. TDA will provide design services for the Project, and Gilbane will act as a consultant to help administer the Project; and

WHEREAS, the funds for the Project were allocated to an 004 building fund in preparation for the Project; the funds are not part of the bond issue for the co-funded building program project; and

WHEREAS, TDA submitted a proposal for its services related to the Project in the total amount of \$10,000; and a design services agreement has been prepared based upon the proposal; and

WHEREAS, Gilbane submitted a proposal for its services related to the Project in the total amount of \$11,000; and a consultant agreement has been prepared based upon the proposal; and

WHEREAS, the Superintendent, with the Treasurer, reviewed the proposals, and recommends approval of the agreements in the amounts stated above, as a reasonable compensation for services and approach to the Project.

NOW, THEREFORE, BE IT RESOLVED by the Fremont City School District Board of Education as follows:

1. The Board approves the design services agreement with ThenDesign Architecture for the turf replacement project in the total amount of \$10,000.
2. The Board approves the consultant agreement with Gilbane Building Company for the turf replacement project in the total amount of \$11,000.
3. The Board authorizes the Superintendent and Treasurer to sign the agreements prepared with ThenDesign Architecture and Gilbane Building Company for the turf replacement project.

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

D. Other Matters

ITEM 8. Consider approval of the 2018-2019 calendar

It is recommended that the calendar (option _____) for the 2018-2019 school year be approved (see attached).

ITEM 9. Ratify the Ross High School wrestling team trip to the OHSAA state wrestling tournament in Columbus, Ohio

It is recommended that the Board ratifies the Ross High School wrestling team's overnight trip to Columbus, Ohio in order to compete in the OHSAA state wrestling tournament at the Schottenstein Center, March 8-10, 2018.

ITEM 10. Consider approval of elementary summer intervention

It is recommended that approval be granted to offer summer intervention to Fremont City Schools students currently in grades K-3. Summer intervention will be held at Fremont Middle School on weekdays (Monday-Friday) beginning June 25, 2018, through July 13, 2018, with the exception of July 4, 2018, from 8:30-11:00 a.m. Staff dates will be June 22, 2018, through July 16, 2018. This is to be paid from General Fund #001, #006, 572-9018, and 572-9019.

ITEM 11. Consider approval of summer migrant program

It is recommended that approval be granted to offer summer program to migrant students in grades PK-12. Summer migrant program will be held at Otis Elementary School on weekdays (Monday-Friday) beginning June 15, 2018, through July 30, 2018, with the exception of July 4, 2018, from 8:00 a.m.-4:30 p.m. Staff dates will be June 11, 2018, through July 30, 2018. This is to be paid from General Fund #006, 505-9018, and 505-9019.

ITEM 12. Consider approval of Fremont Middle School intervention

It is recommended that approval be granted to offer summer intervention to Fremont City Schools students currently in grades 6-8. Summer intervention will be held at Fremont Middle School on weekdays (Monday-Friday) beginning June 11, 2018, through June 22, 2018, from 8:00-11:00 a.m. Staff dates will be June 8, 2018, through June 25, 2018. This is to be paid from General Fund #001, #006.

ITEM 13. Consider approval of Early College High School Summer Bridge Program

It is recommended that approval be granted to offer a Summer Bridge Program to Fremont City Schools Early College High School students. Summer Bridge Program will be held at Ross High School beginning August 15, 2018, through August 17, 2018, from 8:30 a.m.-3:30 p.m. Staff dates will be August 1, 2018, through August 20, 2018. This is to be paid from General Fund #001 and #006.

ITEM 14. Consider approval of Classroom to Careers Summer Program

It is recommended that approval be granted to offer summer intervention to Fremont City Schools students currently in grades 9-12. Summer intervention will be held at Ross High School on weekdays (Monday-Friday) beginning June 11, 2018, through June 29, 2018, from 8:00 a.m.-4:00 p.m. Staff dates will be June 11, 2018, through June 29, 2018. This is to be paid from General Fund #001, #006, 599-9308.

ITEM 15. Consider approval of Ross credit recovery intervention

It is recommended that approval be granted to offer summer Ross credit recovery intervention for students in grades 9-12. Credit recovery will be held at Ross High School on weekdays (Monday-Friday) beginning June 11, 2018, through July 6, 2018, with the exception of July 4, 2018, from 8:00 a.m.-12:00 p.m. Students will be charged \$110.00 for participation in this program. Staff dates will be June 8, 2018, through July 9, 2018. This is to be paid from General Fund #001.

ITEM 16. Consider approval of Ohio State Tests summer intervention

It is recommended that approval be granted to offer Ohio State Tests (OST) summer intervention to Fremont City School students who are in need of test passage for graduation. OST summer intervention will be held at Ross High School beginning July 23, 2018, through July 27, 2018, from 8:00 a.m.-12:00 p.m. Staff dates will be July 23, 2018, through July 27, 2018. This is to be paid from General Fund #001.

ITEM 17. Consider approval of revised Policy BCC – Qualifications and Duties of the Treasurer (First Reading)

It is recommended that the Board of Education approves revised Policy BCC – Qualifications and Duties of the Treasurer (see attached).

ITEM 18. Consider approval of revised Policy BCFA – Business Advisory Council to the Board (First Reading)

It is recommended that the Board of Education approves revised Policy BCFA – Business Advisory Council to the Board (see attached).

ITEM 19. Consider approval of revised Policies BG and GBD – Board-Staff Communications (First Reading)

It is recommended that the Board of Education approves revised Policies BG and GBD – Board-Staff Communications (see attached).

ITEM 20. Consider approval of revised Policy CBA – Qualifications and Duties of the Superintendent (First Reading)

It is recommended that the Board of Education approves revised Policy CBA – Qualifications and Duties of the Superintendent (see attached).

ITEM 21. Consider approval of revised Policy CCB – Staff Relations and Lines of Authority (First Reading)

It is recommended that the Board of Education approves revised Policy CCB – Staff Relations and Lines of Authority (see attached).

ITEM 22. Consider approval of revised Policy EBC – Emergency Management and Safety Plans (First Reading)

It is recommended that the Board of Education approves revised Policy EBC – Emergency Management and Safety Plans (see attached).

ITEM 23. Consider approval of new Regulation EBC-R – Emergency Management and Safety Plans (First Reading)

It is recommended that the Board of Education approves new Regulation EBC-R – Emergency Management and Safety Plans (see attached).

ITEM 24. Consider approval of revised Regulation EEACD-R – Drug Testing for District Personnel Required to Hold a Commercial Driver’s License (First Reading)

It is recommended that the Board of Education approves revised Regulation EEACD-R – Drug Testing for District Personnel Required to Hold a Commercial Driver’s License (see attached).

ITEM 25. Consider approval of revised Policy JECAA – Admission of Homeless Students (First Reading)

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

ITEM 26. Consider approval of revised Policy JED – Student Absences and Excuses (First Reading)

It is recommended that the Board of Education approves revised Policy JED – Student Absences and Excuses (see attached).

ITEM 27. Consider approval of adoption of resolution for Social Work Month

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

WHEREAS, the Social Work Profession is dedicated to enhancing the well-being of others and meeting the basic needs of all people, especially the most vulnerable in our society;

WHEREAS, Social Workers embody this year’s Social Work Month theme, “Social Workers: Leaders. Advocates. Champions.”;

WHEREAS, the Social Work profession is expected to grow faster than average over the next seven years, with more than 649,000 people expected to be employed as social workers by 2024;

ITEM 27. Consider approval of adoption of resolution for Social Work Month (cont.)

WHEREAS, Social Workers are present throughout our society, including the government, schools, universities, social service agencies, communities, the military and in health care and mental health organizations;

WHEREAS, Social Workers are the largest group of suppliers of mental health services in the United States and the U.S. Department of Veterans Affairs is one of the largest employers of social workers holding advanced degrees;

WHEREAS, Social Workers are present in times of crisis, helping people overcome issues such as death and grief and helping people and communities recover from natural disasters such as floods and hurricanes;

WHEREAS, Social Workers have pushed for decades to ensure rights for all, including women, African Americans, Latinos, people who are disabled, people who are LGBTQ and various ethnic, cultural and religious groups;

WHEREAS, the Social Work Profession has helped bring about some of the most profound, positive changes in our society over the past century, including voting rights, improved workplace safety, minimum wage and social safety net programs that help prevent poverty and hunger;

WHEREAS, Social Workers continue to engage and bring together individuals, communities, agencies and government to help society solve some of the most pressing issues of the day, including immigration reform, equal rights for all, affordable and good health care and mental health care for all; and protecting the environment;

NOW, THEREFORE, BE IT RESOLVED that the Fremont City School District Board of Education hereby recognizes March 2018 as National Social Work Month and calls upon all citizens to join the National Association of Social Workers and Fremont City Schools in celebration and support of the Social Work Profession.

ITEM 28. 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>
Taryn Patton	Misc. Campus Wear Items	N/A	Fremont City Schools
Anonymous	Cash	\$42.00	Fremont Ross High School Orchestra
Anonymous	Cash	\$26.00	Fremont Middle School Orchestra
Pun-kin-Place Stephanie Martin	Gift Certificate	\$99.00	Fremont Middle School
The Family of Marlene Fisher	Cash	\$167.50	Atkinson Elementary School

App

Ms. Garza _____ Mr. Gorobetz _____ Ms. Laird _____ Disa

Mr. Price _____ Mrs. Rhea _____ 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 _____

FREMONT CITY SCHOOLS 2018-2019 CALENDAR

OPTION A

AUGUST (4)					AUGUST EVENTS		JANUARY EVENTS		JANUARY (19)				
M	T	W	TH	F	22 District In-Service 23 Professional Day 24 Building In-Service 27 Teacher Work Day 28 Students' First Day (Gr 1-12) 30 Kindergarten Students' First Day	1 New Year's Day 3 Teacher Work Day* – No School 4 Professional Day* – No School 7 School Resumes 21 MLK Day – No School *See note below		M	T	W	TH	F	
		1	2	3				21	22	23	24	25	
6	7	8	9	10				28	29	30	31		
13	14	15	16	17									
20	21	22	23	24									
27	28	29	30	31									
SEPTEMBER (19)					SEPTEMBER EVENTS		FEBRUARY EVENTS		FEBRUARY (19)				
M	T	W	TH	F	3 Labor Day – No School 4 Preschool Students' First Day 27 Ross Parent Conf. 3:15-6:45	7 Ross Parent Conf. 3:15-6:45 14 FMS Parent Conf. 3:15-6:45 18 Presidents' Day – No School		M	T	W	TH	F	
3	4	5	6	7				4	5	6	7	8	
10	11	12	13	14				11	12	13	14	15	
17	18	19	20	21				18	19	20	21	22	
24	25	26	27	28				25	26	27	28		
OCTOBER (23)					OCTOBER EVENTS		MARCH EVENTS		MARCH (21)				
M	T	W	TH	F	5 Professional Day – No School 11 FMS Parent Conf. 3:15-6:45 19 1 st Nine Weeks End (38 Days) 30 Elem Parent Conf. 3:45-7:15	15 3 rd Nine Weeks End (49 Days)		M	T	W	TH	F	
1	2	3	4	5				4	5	6	7	8	
8	9	10	11	12				11	12	13	14	15	
15	16	17	18	19				18	19	20	21	22	
22	23	24	25	26				25	26	27	28	29	
NOVEMBER (20)					NOVEMBER EVENTS		APRIL EVENTS		APRIL (16)				
M	T	W	TH	F	1 Elem Parent Conf. 3:45-7:15 2 Parent Conf. – No School All Buildings 21 Thanksgiving Break Begins 22 Thanksgiving Day 26 School Resumes	15 Spring Break Begins 19 Good Friday 21 Easter Day 22 Professional Day – No School 23 School Resumes		M	T	W	TH	F	
			1	2				1	2	3	4	5	
5	6	7	8	9				8	9	10	11	12	
12	13	14	15	16				15	16	17	18	19	
19	20	21	22	23				22	23	24	25	26	
26	27	28	29	30				29	30				
DECEMBER (15)					DECEMBER EVENTS		MAY EVENTS		MAY (22)				
M	T	W	TH	F	21 2 nd Nine Weeks End (43 Days) 24 Winter Break Begins 25 Christmas Day 31 New Year's Eve	24 Seniors' Last Day 24 Preschool Students' Last Day 27 Memorial Day – No School 31 Mandatory Graduation Practice 31 Students' Last Day (K-11) 31 4 th Nine Weeks End (48 Days)		M	T	W	TH	F	
3	4	5	6	7				6	7	8	9	10	
10	11	12	13	14				13	14	15	16	17	
17	18	19	20	21				20	21	22	23	24	
24	25	26	27	28				27	28	29	30	31	
31													
JUNE (0)					JUNE EVENTS		JUNE (0)		JUNE (0)				
M	T	W	TH	F	Nine Weeks Periods End: 10/19/18 38 Days 12/21/18 43 Days 03/15/19 49 Days 05/31/19 48 Days	2 Graduation 2:00 p.m. 3 Teacher Work Day		M	T	W	TH	F	
								3	4	5	6	7	
								10	11	12	13	14	
								17	18	19	20	21	
								24	25	26	27	28	

- = In-Service Day
- = Professional Day
- = Teacher Work Day
- = First/Last Day for Students
- = No School/Holiday Break

Adopted:

Makeup Days Beyond May 31st will be June 3-14, 2019

FMS, Atkinson, Otis, Stamm – PD Day on 01/03; Teacher Work Day on 01/04

Ross, Croghan, Hayes, Lutz, Washington – Teacher Work Day on 01/03; PD Day on 01/04

FREMONT CITY SCHOOLS
2018-2019 CALENDAR

OPTION B

AUGUST (4)					AUGUST EVENTS		JANUARY EVENTS		JANUARY (19)				
M	T	W	TH	F					M	T	W	TH	F
		1	2	3	22	District In-Service	1	New Year's Day		1	2	3	4
6	7	8	9	10	23	Professional Day	3	Teacher Work Day* – No School	7	8	9	10	11
13	14	15	16	17	24	Building In-Service	4	Professional Day* – No School	14	15	16	17	18
20	21	22	23	24	27	Teacher Work Day	7	School Resumes	21	22	23	24	25
27	28	29	30	31	28	Students' First Day (Gr 1-12)	21	MLK Day – No School	28	29	30	31	
					30	Kindergarten Students' First Day	*See note below						
SEPTEMBER (19)					SEPTEMBER EVENTS		FEBRUARY EVENTS		FEBRUARY (19)				
M	T	W	TH	F					M	T	W	TH	F
3	4	5	6	7	3	Labor Day – No School							1
10	11	12	13	14	4	Preschool Students' First Day	7	Ross Parent Conf. 3:15-6:45	4	5	6	7	8
17	18	19	20	21			14	FMS Parent Conf. 3:15-6:45	11	12	13	14	15
24	25	26	27	28	27	Ross Parent Conf. 3:15-6:45	18	Presidents' Day – No School	18	19	20	21	22
									25	26	27	28	
OCTOBER (23)					OCTOBER EVENTS		MARCH EVENTS		MARCH (21)				
M	T	W	TH	F					M	T	W	TH	F
1	2	3	4	5	5	Professional Day – No School							1
8	9	10	11	12	11	FMS Parent Conf. 3:15-6:45	15	3 rd Nine Weeks End (49 Days)	4	5	6	7	8
15	16	17	18	19	19	1 st Nine Weeks End (38 Days)			11	12	13	14	15
22	23	24	25	26			18		18	19	20	21	22
29	30	31			30	Elem Parent Conf. 3:45-7:15	25		25	26	27	28	29
NOVEMBER (20)					NOVEMBER EVENTS		APRIL EVENTS		APRIL (19)				
M	T	W	TH	F					M	T	W	TH	F
			1	2	1	Elem Parent Conf. 3:45-7:15	18	Spring Break Begins	1	2	3	4	5
5	6	7	8	9	2	Parent Conf. – No School All Buildings	19	Good Friday	8	9	10	11	12
12	13	14	15	16	21	Thanksgiving Break Begins	21	Easter Day	15	16	17	18	19
19	20	21	22	23	22	Thanksgiving Day	23	School Resumes	22	23	24	25	26
26	27	28	29	30	26	School Resumes			29	30			
DECEMBER (14)					DECEMBER EVENTS		MAY EVENTS		MAY (20)				
M	T	W	TH	F					M	T	W	TH	F
3	4	5	6	7			17	Professional Day – No School			1	2	3
10	11	12	13	14	20	2 nd Nine Weeks End (42 Days)	24	Seniors' Last Day	6	7	8	9	10
17	18	19	20	21	21	Winter Break Begins	24	Preschool Students' Last Day	13	14	15	16	17
24	25	26	27	28	24	Christmas Eve	30	Students' Last Day (K-11)	20	21	22	23	24
31					25	Christmas Day	31	4 th Nine Weeks End (49 Days)	27	28	29	30	31
					31	New Year's Eve	31	Mandatory Graduation Practice					
								31 Teacher Work Day					
JUNE (0)					JUNE EVENTS		JUNE (0)		JUNE (0)				
									M	T	W	TH	F
= In-Service Day = Professional Day = Teacher Work Day = First/Last Day for Students = No School/Holiday Break Adopted:					Nine Weeks Periods End: 10/19/18 38 Days 12/20/18 42 Days 03/15/19 49 Days 05/30/19 49 Days		2 Graduation 2:00 p.m.		3	4	5	6	7
									10	11	12	13	14
									17	18	19	20	21
									24	25	26	27	28

Makeup Days Beyond May 30th will be May 31-June 13, 2019

FMS, Atkinson, Otis, Stamm – PD Day on 01/03; Teacher Work Day on 01/04
 Ross, Croghan, Hayes, Lutz, Washington– Teacher Work Day on 01/03; PD Day on 01/04

QUALIFICATIONS AND DUTIES OF THE TREASURER

Responsible to: Board of Education

Goal: To provide financial guidance, understand economic resources, guard capital and financial assets and be able to disseminate and articulate these to District leadership while holding oneself to high ethical standards.

Performance Responsibilities:

1. Leadership

- A. Participate as an integral member of the District leadership team.
 - 1) Participate as an active member in District leadership meetings.
 - 2) Participate as an active member in District committees.
 - 3) Identify financial issues, recognize sources of financial conflict and provide input on possible solutions.

- B. Work with the District Superintendent and the Board of Education, with input from other stakeholders, to review, develop, align and implement policies and procedures.
 - 1) Propose, align, implement and monitor District financial policies and procedures to be consistent with District goals, state and federal mandates, legal requirements and negotiated agreements.
 - 2) Serve on District policy review committee.
 - 3) Serve as secretary to the Board of Education.

- C. Participate with the District Superintendent and the Board of Education in the development and implementation of the District strategic plan.
 - 1) Work and serve on committees that move the District toward the achievement of its mission and goals.
 - 2) Participate in administrative and employee teams in the identification of measurable short- and long-term goals in all financial activities.
 - 3) Identify and update the financial resources, including the budget to support the District strategic plan.
 - 4) Analyze and monitor financial data to facilitate the strategic plan and assess the impact.

- D. Establish and manage sound fiscal practices to support the educational process.
 - 1) Provide financial components to support the instructional programs.
 - 2) financial data to assist the administration in development of programs.

- E. Lead and manage personnel under direct supervision of the **Treasurer Superintendent**.
 - 1) Develop and implement processes to ensure the recruitment, selection, orientation, assignment, professional development, evaluation and termination of personnel adhering to all rules and regulations.
 - 2) Apply concepts to motivate others, delegate authority, assign tasks, make decisions, process information, increase planning, allocate personnel resources and monitor performance of personnel to accomplish District goals and ensure accountability.
 - 3) Maintain a positive work environment and professional relationship with all personnel, including the identification and implementation of procedures for conflict resolution and team building to enhance morale and productivity.

- F. Support the effective use of data.
 - 1) Establish processes for the use of financial data as a decision-making tool.
 - 2) Coordinate the development and management of an appropriate personnel database to provide seamless integration with payroll and other school District functions.

2. Fiscal Management

- A. Collect, analyze and interpret financial data for budgeting, forecasting and decision-making.
 - 1) Use current technology to manage, analyze, communicate and secure financial data.
 - 2) Identify, evaluate and forecast by applying various economic and financial market theories that impact the District, including the cost of current salary, employee benefit packages and proposals.
 - 3) Collaborate with District leadership to provide oversight and sound fiscal practices and theories to meet District goals.
 - 4) Formulate decisions based on financial data.

- B. Effectively manage District financial accounts including: cash, budgetary, debt service, revenue and grant management.
 - 1) Demonstrate knowledge of local, state and federal funding.
 - 2) Understand and manage cash flow.
 - 3) Understand and implement appropriate strategies for debt management.
 - 4) Understand and implement appropriate investment strategies.
 - 5) Understand the sources and management of grants and alternative revenue.
 - 6) Manage and evaluate the efficiency of the District payroll operations.
 - 7) Manage and evaluate the efficiency of the District budgetary operations.
 - 8) Demonstrate the ability to pay invoices in a timely manner.

 - C. Demonstrate knowledge, performance and accuracy of standard accounting practices, auditing procedures and accurate financial reporting.
 - 1) Report revenues, expenditures and fund balances to local, state and federal agencies in an accurate and timely manner.
 - 2) Prepare a cash flow analysis, including a fund balance report for the Board of Education.
 - 3) Direct purchasing procedures.
 - 4) Ensure effective procedures and internal controls for handling cash.

 - D. Demonstrate knowledge of and compliance with State and Federal laws.
 - 1) Demonstrate knowledge of the Ohio Revised Code (ORC), relevant court decisions, Board policy and Federal statutes.
 - 2) Establish and monitor compliance with audit.
 - 3) Ensure that appropriate data security and privacy of records are maintained, that historical records are protected and that applicable public records laws are followed.
 - 4) Understand, analyze and be able to explain current employment contracts and/or collective bargaining agreements pertaining to compensation and benefits.
3. Facilities, Property and Capital Asset Management
- A. Acquire and maintain building and capital assets in conjunction with District leadership.
 - 1) Implement and maintain the policies and procedures for capital assets.
 - 2) Plan for the acquisition and construction of capital assets.
 - 3) Coordinate the disposition of capital assets.
 - 4) Maintain solvency of construction projects.

- B. Secure financing for capital projects.
 - 1) Analyze the financial options for debt alternatives.
 - 2) Analyze debt structure.
 - 3) Match useful life to length of debt.
 - 4) Select advisers to assist in the financing and debt process.

 - C. Develop and monitor risk management practices to protect capital assets.
 - 1) Select adequate insurance coverage for all assets.
 - 2) Develop and implement policies and procedures for insurance coverage.
 - 3) Develop internal procedures for reporting and monitoring inventory.
 - 4) Understand and demonstrate the ability to obtain the financial security for fleet, property, liability insurance and bonding employees.

 - D. Provide financial oversight and analysis of fiscal implication to the District support services in conjunction with District leadership.
 - 1) Analyze, understand and articulate the fiscal implications of: food services; transportation services; maintenance, grounds and custodial services; and technology services.
4. Communication and Collaboration
- A. Demonstrate competence in the communication of financial reports to all stakeholders.
 - 1) Demonstrate effective speaking, writing, reading, and listening skills.
 - 2) Tailor communications to the specific setting, purpose and audience.
 - 3) Employ a range of communication tools to maximize communication.
 - 4) Communicate the relationship of programs, staffing, budgets, revenues and appropriations of the District.

 - B. Communicate effectively and openly while demonstrating a willingness to collaborate with District leadership.
 - 1) Analyze, prepare and present financial statements and supporting documents to the Superintendent and the Board of Education throughout the year.
 - 2) Collaborate with the Superintendent and Board of Education on communicating the financial position of the District.
 - 3) Communicate District financial goals and objectives to District staff.

- C. Communicate effectively and openly while demonstrating a willingness to collaborate with other individuals or groups.
 - 1) Assist in the integration and gathering of financial information for public relation purposes.

5. Professionalism

- A. Understand, uphold and comply with professional ethics including the Licensure Code of Professional Conduct for Ohio Educators and the Ohio Ethics Laws.
 - 1) Comply with professional and ethical conduct with integrity, honesty, fairness and dignity by conducting all District business without conflict of interest, impropriety, or to obtain personal gain.
 - 2) Comply with a strict code of purchasing and procurement ethics.
 - 3) Apply the highest values and ethical standards as they relate to the school business profession.
 - 4) **Demonstrate high ethical, professional, and moral conduct.**
 - 5) 4) Uphold, encourage and monitor professional and ethical conduct of staff.
 - 6) 5) Report suspected violations of professional and ethical conduct and standards through the appropriate chain of command.
- B. Model and expect fairness, honesty and consistency in the performance of duties.
 - 1) Demonstrate sensitivity to diversity in professional interactions.
 - 2) Ensure District policies are implemented in an unbiased, fair and consistent manner.
 - 3) Protect all interests with respect to responsibility and financial integrity.
- C. Maintain compliance with applicable local, State and Federal laws, rules and regulations and District policies and procedures.
 - 1) Apply District policies, procedures and legal requirements for budget adoption.
 - 2) Apply District policies and procedures that govern financial operations.
 - 3) Apply all rules, regulations and statutes of relevant authorities.
 - 4) Strive to achieve an unqualified opinion of District financial audit with minimal auditor comments.
 - 5) Prepare a corrective action plan with information conveyed in the annual audit report and guide the implementation of the plan.

- D. Maintain a strong commitment to professional development.
 - 1) Promote high-quality professional development for **Treasurer Superintendent** personnel.
 - 2) Participate and engage in high-quality professional development aligned with District goals and professional standards.
 - 3) Remain current with technology applications and software programs.
 - E. Collaborate with peers for the advancement of the profession.
 - 1) Participate in local, state and/or national professional meetings and organizations.
 - 2) Contribute to the professional mentoring and growth of new school treasurers.
 - 3) Advocate for improvements in fiscal policies, laws and regulations that impact education.
6. Perform such other tasks and assume other responsibilities as may be assigned by the Board of Education.

[Adoption date: June 6, 2016]

Revised:

LEGAL REFS.: ORC 131.18
3301.074
3311.19
3313.14; 3313.15; 3313.22; 3313.24; 3313.26 through 3313.32; 3313.51
5705.41; 5705.412; 5705.45

CROSS REFS.: BCCA, Incapacity of the Treasurer
BCCB, Evaluation of the Treasurer (Also AFBA)
BCCC, Treasurer's Contract
BCCD, Board-Treasurer Relationship
BDDG, Minutes
DFA, Revenues from Investments
DH, Bonded Employees and Officers

BUSINESS ADVISORY COUNCIL TO THE BOARD

The Board shall appoint a Business Advisory Council whose membership and organization shall be determined by the Board.

The Board and council adopt and file with the Ohio Department of Education, **an annual** plan under which the council advises and provides recommendations to the Board on matters specified by the Board, including, but not necessarily limited to, the delineation of employment skills, the development of curriculum to instill these skills, changes in the economy and in the job market and the types of employment in which future jobs are most likely to be available. This council also makes suggestions for developing a working relationship among businesses, labor organizations and educational personnel.

The council meets with the Board at least quarterly. **The Board and council file a joint statement by March 1 each year describing how they have fulfilled their responsibilities.**

Meetings of the Business Advisory Council to the Board fall under the auspices of the Open Meetings Act (Sunshine Law).

[Adoption date: October 16, 2017]

Revised:

LEGAL REFS.: ORC 121.22(B)
3313.174
3313.82
3313.821

CROSS REFS.: BCE, Board Committees
BCF, Advisory Committees to the Board
BCFB, Family and Civic Engagement Committee

BOARD-STAFF COMMUNICATIONS

The Board wishes to maintain open channels of communication with the staff. **Generally, the** basic line of communication between the Board and the staff is through the Superintendent. Staff members should **generally** utilize the Superintendent to communicate to the Board or its subcommittees. All official communications, policies and directives of staff interest and concern are communicated to staff members through the Superintendent. The Superintendent develops appropriate methods to keep staff members informed of the Board's issues, concerns and actions.

Board members must recognize that their presence in school buildings could be subject to a variety of interpretations by school employees. If a visit to a school or classroom is being made for other than general interest, Board members shall inform the Superintendent and make arrangements for visitation through the principal of the particular school. General interest visits are defined as informal expressions of interest in school affairs and not as inspections or visits for supervisory or administrative purposes. Board members will indicate to the principal the reason(s) for the visit. Official visits by Board members are carried out only under Board authorization.

[Adoption date: June 6, 2016]

Revised:

LEGAL REF.: ORC 3313.20(A)

CROSS REFS.: AFA, Evaluation of School Board Operational Procedures (Also BK)
BDDH, Public Participation at Board Meetings (Also KD)
GBM, Staff Complaints and Grievances
KK, Visitors to the Schools

QUALIFICATIONS AND DUTIES OF THE SUPERINTENDENT

Title: Superintendent
Department: Administration
Building/Facility: District Office
Reports to: Board of Education
Employment Status: Regular/Full-time
FLSA Status: Exempt

General Description: The Superintendent of Schools is the chief executive and administrative officer of the Board. The Superintendent reports directly to the Board, has all powers and duties imposed upon the office by statute, and has all executive and administrative powers and duties in connection with the overall operation of the schools which are not required by statute to be exercised directly by the Board or by some other officer. The Superintendent exercises leadership through school administrators who comprise the Leadership Team.

Major Policy Responsibility:

The Superintendent of Schools initiates and recommends policies for approval by the Board and develops policies recommended by the Board. Following approval of policies by the Board, the Superintendent is responsible for implementing policies and ensuring that the overall operation of the schools adheres to established Board policies. The Superintendent shall affect the position responsibilities by delegating, at his/her discretion, said responsibilities to assistants and subordinates with the knowledge that the delegation of power or duty does not relieve the Superintendent of final responsibility for the action taken under such delegation.

Essential Functions:

1. Vision, Continuous Improvement and Focus of District Work: The Superintendent shall establish a vision, expect continuous improvement and develop a focused plan for achieving District goals. Effective superintendents facilitate the establishment of a vision for their districts. They articulate this vision clearly, creating a description of what the district can become. This vision drives the District's work

Representative Elements:

- A. Develop a shared mission, belief statements and goals for the District.
 - B. Expect, model and support the effective use of data.
 - C. Create and execute a coherent plan with a limited, achievable number of goals and objectives.
 - D. Implement the District plan and monitor the strategies and activities for achieving the goals and objectives.
 - E. Communicate the District's mission, belief statements, goals and focused plan.
 - F. Engage the Board and key staff in a process that identifies objectives, details, activities, resources, time lines, standards and monitoring processes necessary for completion of the District objectives.
 - G. Provide regular (quarterly) updates and year-end reports on progress with the District's comprehensive continuous improvement plan (CCIP).
2. Communication and Collaboration: Effective superintendents have processes in place to:
- A. facilitate communication and collaboration with the Board of Education and the District Treasurer;
 - B. establish and maintain effective relationships with school personnel and
 - C. engage the external community.

Effective superintendents recognize the importance of involving multiple stakeholders to inform decision making, communicate processes and celebrate accomplishments. To gain and maintain support for these improvement efforts and to sustain the focus on the goals, effective superintendents must communicate effectively with staff and stakeholders.

Representative Elements:

- A. Demonstrate communication competence with all stakeholders.
 - B. Develop, implement and maintain effective communication systems.
 - C. Communicate effectively and openly and demonstrate a willingness to collaborate with the Board of Education, the District Treasurer, the District staff and external stakeholders.
 - D. Keep the public and staff informed about current educational practices, educational trends, policies, progress and challenges in the District's schools.
 - E. Communicate to the Board important public and staff beliefs about matters pertaining to the schools, including the interpretation of independent survey data.
 - F. Promptly respond to staff and community concerns.
 - G. Execute activities that build and sustain positive community engagement.
 - H. Establish rapport with the media.
 - I. Promote understanding, appreciation and use of the community's diverse social, culture and intellectual resources.
3. Policies and Governance: Effective superintendents identify, prioritize, recommend and follow policies and governance procedures that maintain a focus on the central goal – ensuring the success of all students. Effective superintendents recognize the moral imperative to ensure the success of every child and recommend and enforce policies and governance practices accordingly. Effective superintendents value the importance of an effective working relationship with the Board and enlist the Board's support for District goals.

Representative Elements:

- A. Review, develop and recommend policies for the District.
- B. Implement and continuously assess policies and practices.
- C. Identify and respond to societal and educational trends that affect the District and community.
- D. Advocate for children and families.

- E. Model and expect professional conduct.
 - F. Prepare and submit to the Board recommendations relative to all matters requiring Board action, placing before the Board such necessary and helpful facts, information and reports as needed to ensure the making of informed decisions.
 - G. Prepare the agenda for Board meetings, attend and participate in all meetings of the Board and its committees, except when own employment or salary is under consideration, and participate in all Board deliberations, with no voting power.
 - H. Keep the Board informed of the activities operating under the Board's authority.
4. Instruction: The Superintendent leads the creation of instructional systems designed for high student achievement. The Superintendent shall place a primary focus on improving instruction and enhancing student learning. As an instructional leader, the Superintendent shall create a District culture and expectations that support effective data-based decision making at all levels of the system. The Superintendent shall work with District and building administrators to identify, collect, analyze and use relevant data to identify strengths to sustain and improvements to address. The Superintendent shall promote, support and use research-based best practices for curriculum design and instruction.

Representative Elements:

- A. Require Districtwide use of an established curriculum.
- B. Ensure the development and implementation of high-quality, standards-based instruction.
- C. Set expectations for and guide the creation of a comprehensive academic assessment system for the District.
- D. Ensure that the District curriculum, instruction and assessment program are designed to provide full access and opportunity to all students consistent with available resources and legal mandates.
- E. Provide for high-quality professional development for all staff aligned with District, state and applicable national standards.
- F. Promote the use of effective and appropriate technologies to support teaching and learning.
- G. Provide for proper administration and oversight of extra and cocurricular programs in the District.

5. Resources: Effective superintendents intentionally focus financial, human, time, materials, technological and facility resources in support of District goals for instruction and achievement. Superintendents take actions to achieve District goals. They support individuals at all levels in the District and assume that the District Office is a support and service organization for the schools. Effective superintendents organize the District to provide leaders appropriate authority within their schools to make decisions and implement initiatives. To allow for this to happen successfully, superintendents provide adequate and equitable resources across the District.

Representative Elements:

- A. Recruit, develop, evaluate and retain quality staff and oversee human resource management.
 - B. Organize calendars and schedules focused on District goals.
 - C. Manage and prioritize fiscal resources to align expenditures with District goals.
 - D. Identify and equitably allocate materials and technology to support District goals.
 - E. Oversee the District's facilities and operations.
 - F. Assign and transfer employees as the interest of the District may dictate.
 - G. Provide and implement a plan of assessment and evaluation for employees of the District as well as personally assess and evaluate select administrative personnel.
 - H. Recommend to the Board tax millage needed to maintain the District's educational programs and provide leadership to tax levy campaigns.
 - I. Provide for administrative oversight of appropriate regulations for the use and care of school properties.
 - J. Provide for administrative oversight of the transportation of students and provision of food services.
6. Special Projects, Other Duties and Skills: To identify, address and/or resolve tasks and problems that emerge in the District, which are unique or crucial to the overall successful operation of the District. It is expected that the Superintendent demonstrate leadership skills in the carrying out of his/her functions.

Representative Elements:

- A. Professional and personal development through participation in local, state and national professional organizations, visits similar school districts, attends educational conferences and reads current professional literature.
- B. Leadership as demonstrated by the following skills: effective written and oral communications skills, sound and thoughtful decision-making skills, facilitator of building a culture of trust and high expectations, engages in self-development, facilitates conflict management, demonstrates creativity, anticipates problems, demonstrates entrepreneurial skills, is a self-initiator, demonstrates high ethical, **moral**, and professional behavior.

When applicable, including but not limited to other items agreed to by the Superintendent and the Board, such as:

- 1) Construction projects; facilitation of coherent, well-planned process.
- 2) Leadership in managing levy and bond issues campaigns.
- 3) building in the community for specific Board goals.
- 4) Identifying enrollment trends and making recommendations concerning facility needs.

Qualifications: Possess a master's degree and superintendent's license.

[Adoption date: June 6, 2016]

Revised:

LEGAL REFS.: ORC 3319.01; 3319.16; 3319.22

CROSS REFS.: CBAA, Incapacity of the Superintendent
CBG, Evaluation of the Superintendent (Also AFB)
CCA, Organizational Chart
CCB, Staff Relations and Lines of Authority

STAFF RELATIONS AND LINES OF AUTHORITY

The Superintendent establishes clear understandings on the part of all personnel of the working relationships in the District.

Lines of direct authority are those approved by the Board and are shown on the District's organizational chart.

Personnel are expected to refer matters requiring administrative action to the administrator to whom they are responsible. The administrator refers such matters to the next higher administrative authority when necessary. All personnel are expected to keep the person to whom they are immediately responsible informed of their activities by whatever means the person in charge deems appropriate.

Staff members not covered by a negotiated agreement may direct concerns or complaints related to the Superintendent or Treasurer to the Director of Human Resources and Community Relations for review. The Director will review the concern/complaint and may attempt to resolve the issue informally. If the Director is not able to resolve the issue, he/she shall determine whether the matter should be referred to the Board for discussion and/or further action.

Lines of authority do not restrict in any way the cooperative, sensible working together of all staff members at all levels in order to develop the best possible school programs and services. The established lines of authority represent direction of authority and responsibility. When the staff is working together, the lines represent avenues for a two-way flow of ideas to improve the program and operations of the District.

[Adoption date: June 6, 2016]

Revised:

CROSS REFS.: ABB, Staff Involvement in Decision Making (Also GBB)
ACAA, Sexual Harassment
BG, Board-Staff Communications (Also GBD)
CCA, Organizational Chart
KL, Public Complaints
KLB, Public Complaints About the Curriculum or Instructional Materials

EMERGENCY MANAGEMENT AND SAFETY PLANS

The Board acknowledges that the safety and well-being of students and staff are high priorities. Although emergencies cannot be predicted, effective prevention and management strategies are used to minimize the effects of emergency situations arising in the District.

An emergency is defined as **a serious, unexpected, and often dangerous situation requiring immediate action** an event that threatens the actual safety and security of students, employees or visitors of the District or whose impact threatens the feeling of safety and security, both of which are detrimental to a positive learning environment. Emergencies **or hazards** include, but are not limited to, **an active shooter, hostage situations, bomb threats, bullying**, fire, natural disasters, medical emergencies, industrial accidents, suicide, death of a student or employee, acts of violence, trauma and terrorism.

Comprehensive Emergency Management and School Safety Plans and Drills Test

~~The Board directs the Superintendent/designee to prepare emergency/safety plans for use by staff and students. The plans are posted in each classroom and other areas accessible to staff and students.~~

The Superintendent/designee develops a ~~The comprehensive emergency management plan~~ **meeting State law requirements for each building. The plan sets a** ~~establishes~~ protocols for addressing and responding to serious threats to the safety of the school property, students, staff, volunteers and visitors. Each protocol includes procedures deemed appropriate by the Board or governing authority for responding to threats and emergency events including, but not limited to, notification of appropriate law enforcement personnel, calling upon specified emergency response personnel for assistance and informing parents of affected students. **The plan includes a floor plan unique to each floor of the building, a site plan including all building property and surrounding property, and an emergency contact sheet. The plan is kept in a secure location and is not considered a public record.**

~~State law determines the type and number of drills the District must conduct in order to adequately prepare staff and students for emergency situations. Drills provide both students and staff with practice in responding to emergency conditions should such conditions occur.~~

A copy of each school building's current comprehensive emergency management plan ~~and blueprint~~ is filed with the Ohio Department of Education, the law enforcement agency that has jurisdiction over the school building and, upon request, the fire department and emergency medical service organization that serves the political subdivision in which the school building is located. The floor plan is used solely by first responders responding to an emergency in the building and is not a public record.

The administration reviews the plan annually, considering the most current information dealing with the subjects, as well as making relevant information about the plan known to the community. When the comprehensive emergency management plan is used, assessment of the way the emergency was handled is completed by the Board and the administration. Suggestions for improvement, if necessary, are solicited from all stakeholders.

Although the plan is reviewed annually, State law requires the District's comprehensive emergency management plan to be updated every three years and whenever a major modification to an individual school building requires changes in that building's procedures or whenever information on the emergency contact information sheet changes.

An emergency management test is conducted annually in accordance with State law.

Emergency Drills

The Board directs the Superintendent/designee to conduct all drills required by State law. Drills provide both students and staff with practice in responding to emergency conditions should such conditions occur. Plans are posted in each classroom and other areas accessible to staff and students where required by law.

[Adoption date: June 6, 2016]

Revised:

LEGAL REFS.: ORC 149.433
2305.235
2923.11
3301.56
3313.20; 3313.536; 3313.717; 3313.719
3314.03; 3314.16
3701.85
3737.73; 3737.99
OAC **3301-5-01**
~~3301-35-06~~

CROSS REFS.: EBAA, Reporting of Hazards
EBBA, First Aid
EBBC, Bloodborne Pathogens
ECA, Buildings and Grounds Security
ECG, Integrated Pest Management
EEAC, School Bus Safety Program
EF, Food Services Management
EFB, Free and Reduced-Price Food Services
EFH, Food Allergies
GBE, Staff Health and Safety
JHCD, Administering Medicines to Students
JHF, Student Safety
KBCA, News Releases
KK, Visitors to the Schools
Emergency Management and Safety Plans Handbook

NEW REGULATION

File: EBC-R

**EMERGENCY MANAGEMENT AND SAFETY PLANS
(Administrative Rules/Protocols)**

The Board directs the Superintendent/designee to prepare and maintain a comprehensive emergency management plan meeting State law requirements. The plan is kept in the central office in a secure location.

Administrative Rules/Protocols

The Superintendent/designee also must develop safety rules/protocols addressing the following areas:

1. A list of dangerous or recalled products.
2. Radon rules or protocols including evidence that each school has been built radon resistant or has been tested for radon within the past five years.
3. An asbestos management plan including evidence of inspection for asbestos within three years, evidence of periodic surveillance within the past six months and a copy of the yearly written notice to the public referencing asbestos inspection and the availability of the asbestos management plan for review.
4. Guidance regarding bloodborne pathogen risk reduction.
5. Procedures for administering medications to students.
6. A written comprehensive safety plan addressing:
 - A. safety management accountabilities and strategies;
 - B. safe work practices;
 - C. accident analysis procedures;
 - D. job safety analysis procedures;
 - E. safety committees and employee involvement strategies;

- F. employee safety and health training;
 - G. treatment of sick or injured workers;
 - H. safety and health hazard audits;
 - I. ergonomics;
 - J. transportation safety;
 - K. identification and control of physical hazards;
 - L. substance abuse; and
 - M. personal protective equipment.
7. A written chemical hygiene plan, which sets forth procedures, equipment, personal protective equipment and work practices that are capable of protecting employees and students from the health hazards of chemicals in the school.
 8. Safety data sheets for every hazardous chemical used in each school building or on the school grounds for cleaning, maintenance or instruction. (These must be kept where the chemicals are stored in addition to the main office of each building.)
 9. Protocols on staff and student hand washing.
 10. No-smoking signs.
 11. The District's integrated pest management policy.
 12. Protocols for using automated external defibrillators (AEDs).
 13. Protocols for the management of students with life-threatening allergies.

(Approval date:)

DRUG TESTING FOR DISTRICT PERSONNEL REQUIRED TO HOLD A COMMERCIAL DRIVER'S LICENSE

School bus drivers and others required to hold a commercial driver's license (CDL) are subject to a drug and alcohol testing program that fulfills the requirements of federal regulations.

These regulations reflect several requirements of the federal drug testing regulations but are not intended in any way to modify or limit the procedures for drug and alcohol testing. District personnel must adhere to the detailed provisions of federal regulations in administering the District's drug and alcohol program. Districts must also adhere to State laws pertaining to drug and alcohol testing for drivers required to hold a CDL.

References to tests in these regulations include both drug and alcohol tests unless the context specifies otherwise. The terms drugs and controlled substances are interchangeable and have the same meaning. Testing includes the ~~standard seven-panel~~ Department of Transportation's **current drug testing requirements**, ~~screen, which includes: Cannabinoid (THC), amphetamines (and methamphetamines), cocaine, MDMA (ecstasy), opiates, heroin (6-Monoacetyl morphine) and phenethylidine (PCP).~~

Pre-Employment Tests

Prior to the first time a driver performs safety-sensitive functions for the District, a controlled substances test is administered.

The test is required of an applicant only after he/she has been offered employment. Employment is conditional upon the applicant receiving a negative drug test result.

An employee may be exempt from the pre-employment drug test if he/she has participated in a drug-testing program within 30 days prior to the application for employment. While participating in that program the employee must either have been tested for drugs within the last six months (from the date of application) or participated in a random drug testing program in the previous 12 months. The responsible administrator must be able to make all verifications required by law.

Post-Accident Tests

Prior to a driver operating a school bus, the District will provide the driver with necessary post-accident information, procedures and instructions, so that the driver will be able to comply with these requirements.

Alcohol and controlled substance tests are conducted in the time limits imposed by the federal regulations after an accident on any driver who:

1. was performing safety-sensitive functions with respect to the vehicle if the accident involved loss of human life and/or
2. received a citation under State or local law for a moving-traffic violation arising from the accident.

No driver involved in an accident may use alcohol for eight hours after the accident or until he/she undergoes a post-accident alcohol test, whichever occurs first.

If an alcohol test is not administered within two hours or if a drug test is not administered within 32 hours after the accident, the responsible administrator prepares and maintains records explaining why the test was not conducted.

Tests conducted by authorized federal, state or local officials fulfill post-accident testing requirements, provided they conform to applicable legal requirements and are obtained by the responsible administrator. Breath tests validate only the alcohol test and cannot be used to fulfill controlled-substance testing obligations.

The Board reserves the right to require any driver involved in an accident while on duty to undergo alcohol and controlled substance testing.

Random Tests

Alcohol and controlled substance tests are conducted on a random basis at unannounced times throughout the year. Random tests are conducted just before, during or just after the performance of safety-sensitive functions. Once notified of selection for drug testing, a driver must proceed immediately to a collection site to provide a urine specimen.

Drivers are selected by a scientifically valid random process, and each driver has an equal chance of being tested each time selections are made. All drivers, whether full-time or substitute, and other individuals who are certified to operate school buses and may be called upon to do so, will be included in the random pool. Individuals who are selected for a random test but who are not operating a school bus at the time of the selection will be passed over, and an alternate driver will be tested under the random draw. The number of bus drivers selected for random testing is in accordance with federal regulations.

Reasonable Suspicion Tests

Tests must be conducted when a properly trained supervisor or District official has reasonable suspicion that the driver has violated the District's alcohol or drug prohibitions. This reasonable suspicion must be based on specific, contemporaneous, articulable observations concerning the driver's appearance, behavior, speech or body odors. The observations may include indications of chronic and withdrawal effects of controlled substances.

Alcohol tests are authorized for reasonable suspicion only if the required observations are made during, just before or just after the period of the workday when the driver must comply with alcohol prohibitions. If an alcohol test is not administered within two hours of a determination of reasonable suspicion, the appropriate administrator prepares and maintains a record explaining why this was not done. Attempts to conduct alcohol tests terminate after eight hours.

An alcohol test may not be conducted by the person who determines that reasonable suspicion exists to conduct such a test.

A supervisor or District official who makes a finding of reasonable suspicion must also make a written record of his/her observations leading to a reasonable-suspicion drug test within 24 hours of the observed behavior or before the results of the drug test are released, whichever is earlier.

In accordance with federal regulations, third party information may not be the only determining factor used to conduct reasonable suspicion testing.

Return-to-Duty Tests

A drug or alcohol test is conducted when a driver who has violated the drug or alcohol prohibition returns to performing safety-sensitive duties.

Employees whose conduct involved misuse of drugs may not return to duty in a safety-sensitive function until the return-to-duty drug test produces a verified negative result.

Employees whose conduct involved alcohol may not return to duty in a safety-sensitive function until the return-to-duty alcohol test produces a verified result that meets federal and District standards.

Follow-Up Tests

A driver who violates the drug or alcohol prohibition and is subsequently identified by a substance-abuse professional as needing assistance in resolving a drug or alcohol problem is subject to unannounced follow-up testing as directed by the substance-abuse professional in accordance with law. Follow-up alcohol testing is conducted just before, during or just after the time when the driver is performing safety-sensitive functions.

Records

Employee drug and alcohol test results and records are maintained under strict confidentiality and released only in accordance with law. Upon written request, a driver receives copies of any records pertaining to his/her use of drugs or alcohol, including any records pertaining to his/her drug or alcohol tests. Records are made available to a subsequent employer or other identified persons only as expressly requested in writing by the driver.

Notifications

Each driver receives educational materials that explain the requirements of the Code of Federal Regulations, Title 49, Part 382, together with a copy of the policy and regulations for meeting these requirements. Representatives of employee organizations are notified of the availability of this information. The information identifies:

1. the person designated by the Board to answer driver questions about the materials;
2. categories of drivers who are subject to the drug and alcohol testing requirements;
3. sufficient information about the safety-sensitive functions performed by drivers to make clear for what period of the workday driver compliance is required;
4. specific information concerning driver conduct that is prohibited;
5. circumstances under which a driver is tested for drugs and/or alcohol;
6. procedures that are used to test for the presence of drugs and alcohol, protect the driver and the integrity of the testing processes, safeguard the validity of test results and ensure that test results are attributed to the correct driver;
7. the requirement that a driver submit to drug and alcohol tests administered in accordance with federal regulations;
8. an explanation of what constitutes a refusal to submit to a drug or alcohol test and the attendant consequences;

9. consequences for drivers found to have violated the drug and alcohol prohibitions, including the requirement that the driver be removed immediately from safety-sensitive functions and the procedures for referral, evaluation and treatment;
10. consequences for drivers found to have an alcohol concentration of 0.02 or greater but less than 0.04 and
11. information concerning the effects of drugs and alcohol on an individual's health, work and personal life; external and internal signs and symptoms of a drug or alcohol problem; and available methods of intervening when a drug or alcohol problem is suspected including confrontation, referral to an employee assistance program and/or referral to administrative officials.

Each driver must sign a statement certifying that he/she has received a copy of the above materials.

The Board-designated administrator notifies a driver of the results of a pre-employment drug test if the driver requests such results within 60 calendar days of being notified of the disposition of his/her employment application.

The Board designee notifies a driver of the results of random, reasonable suspicion and post-accident drug tests if the test results are verified positive. The designee also tells the driver which controlled substances were verified as positive.

Drivers inform their supervisors if at any time they are using a controlled substance that their physician has prescribed for therapeutic purposes. Such a substance may be used only if the physician is familiar with the driver's medical history and has advised the driver that it will not adversely affect his/her ability to safely operate a commercial motor vehicle. The District may require additional written notification from the prescribing physician.

Enforcement

Any driver who refuses to submit to post-accident, random, reasonable-suspicion or follow-up tests is not allowed to perform or continue to perform safety-sensitive functions, and is ineligible to operate a school bus in the state. The Ohio Department of Education will be notified of the refusal to test.

A driver who in any other way violates District prohibitions related to drugs and alcohol receives from the Board designee the names, addresses and telephone numbers of substance-abuse professionals and counseling and treatment programs available to evaluate and resolve drug- and alcohol-related problems. The employee is evaluated by a substance-abuse professional who determines what help, if any, the driver needs in resolving such a problem.

Any substance-abuse professional who determines that a driver needs assistance will not refer the driver to a private practice, person or organization in which he/she has a financial interest, except under circumstances allowed by law.

Before the driver is returned to safety-sensitive duties, if at all, the Board designee must ensure that the employee:

1. has been evaluated by a substance-abuse professional;
2. has complied with any recommended treatment;
3. has taken a return-to-duty drug and alcohol test with a result indicating an alcohol concentration level of less than 0.02 and
4. is subject to unannounced follow-up drug and alcohol tests. (The number and frequency of such follow-up testing is as directed by the substance-abuse professional and consists of at least six tests in the first 12 months following the driver's return to duty.)

In accordance with State law a driver may not operate a school bus when a drug or alcohol test indicates any measurable or detectable amount of a controlled substance.

(Approval date: June 6, 2016)

Revised:

ADMISSION OF HOMELESS STUDENTS

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

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

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

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

The Board ensures that:

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

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

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

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

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

[Adoption date: June 6, 2016]

[Re-adoption date: April 3, 2017]

Revised:

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

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

STUDENT ABSENCES AND EXCUSES

Regular attendance by all students is very important. In many cases, irregular attendance is the major reason for poor schoolwork; therefore, all students are urged to make appointments, do personal errands, etc., outside of school hours.

Reasons for which students may be excused include, but are not limited to:

1. personal illness of the student;
2. illness in the student's family **necessitating the presence of the child;**
3. needed at home to perform necessary work directly and exclusively for parents or legal guardians **for a limited period of time when approved by the Superintendent** (applies to students over 14 years of age only);
4. death in the family (**applies to absences of up to 18 school hours unless a reasonable cause may be shown for a longer absence**);
5. quarantine for contagious disease;
6. ~~religious reasons~~ **observance of religious holidays consistent with a student's truly held religious belief;**
7. traveling out of state to attend a Board-approved enrichment activity or extracurricular activity (applies to absences of up to four days) or;
8. **college visitation;**
9. **absences due to a student's placement in foster care or change in foster care placement or any court proceedings related to their foster care status;**
10. **absences due to the student being homeless or**
11. as determined by the Superintendent.

Each student who is absent must immediately, upon return to school, make arrangements with his/her teacher(s) to make up work missed. For each day a student is absent from class there will be assigned a commensurate number of days to make up assignments (including, but not limited to homework, projects, presentations and class activities). Students who are absent from school for reasons not permitted by State law may, or may not, be permitted to make up work. If a student is absent on a quiz/test day, the student will need to make arrangements with the teacher to take the quiz/test within one week of the return to the class. Each case is considered on its merits by the principal and the respective teacher(s). Students are requested to bring a note to school after each absence explaining the reason for the absence or tardiness.

Students are permitted to go on vacation during the school year without penalty (except the week ending each semester and during state assessments). Whenever a proposed absence-for-vacation is requested, parents must discuss it with the principal. The length of absence should be made clear, and those involved should have an opportunity to express their views on the potential effects of the absence.

1. The District will only approve a student's absence for a vacation when he/she will be in the company of his/her own parent or other family relatives but not other students' parents, unless there are extenuating circumstances deemed appropriate by the principal.

If a student is absent for any other type of vacation, he/she will be considered unexcusably absent from school and subject to truancy regulations.

2. The time missed will be counted as an authorized, unexcused absence, but shall not be a factor in determining grades unless makeup work is not completed.

The Board authorizes the Superintendent to establish a hearing and notification procedure for the purpose of denying a student's driving privileges if that student of compulsory school age has been absent without legitimate excuse for more than 10 consecutive days or a total of at least 15 days during a semester or term.

[Adoption date: June 6, 2016]

[Re-adoption date: July 18, 2016]

[Re-adoption date: June 5, 2017]

Revised:

LEGAL REFS.: ORC 3313.609
3321.01; 3321.03; 3321.04; 3321.13; 3321.14; 3321.19; 3321.38
4510.32

OAC 3301-69-02

CROSS REFS.: IGAC, Teaching About Religion
IKB, Homework
JEDB, Student Dismissal Precautions
JHC, Student Health Services and Requirements
JHCC, Communicable Diseases

FREMONT CITY BOARD OF EDUCATION

Regular Meeting

SUMMARY

February 12, 2018

Roll Call

MOTION 18-18 APPROVAL OF MINUTES

Organizational meeting held January 8, 2018, the tax budget hearing held January 8, 2018, the regular meeting held January 8, 2018, and the special meeting held February 5, 2018

MOTION 19-18 FINANCIAL MATTERS – ITEMS 1, 2, 3, AND 4

- Item 1 – Approval of December Financial report
- Item 2 – Approval of January Financial report
- Item 3 – Approval of supplemental appropriations
- Item 4 – Approval of fund-to-fund transfers

MOTION 20-18 FINANCIAL MATTERS – ITEM 5

- Item 5 – Approval of conference attendance for Amelia Gioffredo, Treasurer

MOTION 21-18 PERSONNEL MATTERS – ITEMS 1, 2, 3, 4, 5, 6, 7, 8, AND 9

- Item 1 – Approval of resignations
- Item 2 – Approval of appointments
- Item 3 – Approval of supplemental contracts
- Item 4 – Approval of resolution for supplemental duty positions
- Item 5 – Approval of special event workers
- Item 6 – Approval of special event workers
- Item 7 – Approval of special event workers
- Item 8 – Approval of status changes
- Item 9 – Approval of leaves of absence

MOTION 22-18 OPERATIONS MATTERS – ITEMS 10, 11, 12, AND 13

- Item 10 – Approval of purchase of mobile carts from CDW-G
- Item 11 – Approval of contract with the City of Fremont for School Resource Officer
- Item 12 – Approval of contract with Bliss Charters for transportation
- Item 13 – Approval of contract with Bliss Charters for transportation

MOTION 23-18 OTHER MATTERS – ITEMS 14, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, AND 29

- Item 14 – Approval of Ross High School swim team to the OHSAA state swim competition in Canton, Ohio
- Item 16 – Approval of indoor track program
- Item 17 – Approval of therapy dog at Ross High School
- Item 18 – Approval of conference attendance request for Chad Berndt
- Item 19 – Approval of conference attendance request Lori Gooding
- Item 20 – Approval of sale/auction of obsolete miscellaneous items
- Item 21 – Approval of revised Policy ACA/ACAA – Nondiscrimination on the Basis of Sex/Sexual Harassment (Second Reading)

FREMONT CITY BOARD OF EDUCATION

Regular Meeting – Page 2

SUMMARY

February 12, 2018

MOTION 23-18 OTHER MATTERS – ITEMS 14, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, AND 29 (cont.)

Item 22 – Approval revised Regulation ACA-R/ACAA-R – Nondiscrimination on the Basis of Sex/Sexual Harassment Grievance Procedures
(Second reading)

Item 23 – Approval of revised Regulation GCL-R – Professional Staff Development Opportunities (Second Reading)

Item 24 – Approval of adoption of resolution for Black History Month

Item 25 – Approval of adoption of resolution for National Counseling Week

Item 26 – Approval of adoption of resolution for Music in Our Schools Month

Item 27 – Approval of adoption of resolution for Youth Art Month

Item 28 – Approval of adoption of resolution for Women’s History Month

Item 29 – Approval of donations

MOTION 24-18 OTHER MATTERS – ITEM 15

Item 15 – Deny as written the approval of Ross High School Spanish Club to Yucatan, Mexico

MOTION 25-18 OTHER MATTERS – ITEM 30

Item 30 – Approval to request the Superintendent to consult with legal counsel and schedule a special meeting for the approval of the trip

MOTION 26-18 RESOLUTION FOR EXECUTIVE SESSION (O.R.C. 121.22)

MOTION 27-18 ADJOURNMENT

**Fremont City Schools
Board of Education
Regular Meeting Minutes
February 12, 2018**

The Fremont City Board of Education of the Fremont City School District, in Sandusky County, Ohio met on Monday, February 12, 2018, 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 18-18 APPROVAL OF MINUTES

Mr. Gorobetz, seconded by Mrs. Rhea made the motion to approve or amend and sign the minutes of the organizational meeting held January 8, 2018, the tax budget hearing held January 8, 2018, the regular meeting held January 8, 2018, and the special meeting held February 5, 2018

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

RECOGNITION OF VISITORS

- None

FIRST HEARING OF THE PUBLIC

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

- None

REPORT OF THE TREASURER

- None

RECOMMENDATIONS OF THE TREASURER

MOTION 19-18 FINANCIAL MATTERS – ITEMS 1, 2, 3, AND 4

Mr. Price, seconded by Ms. Garza, made the motion to approve financial matters – Items 1, 2, 3, and 4.

ITEM 1. Approval of the December financial report

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

RECOMMENDATIONS OF THE TREASURER

MOTION 19-18 FINANCIAL MATTERS – ITEMS 1, 2, 3, AND 4 (cont.)

ITEM 2. Approval of the January financial report

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

ITEM 3. Approval of supplemental appropriations

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

		<u>From</u>		<u>Inc./Dec.</u>		<u>To</u>
200-9222	Future Educators	\$ 0.00		\$ 126.46	\$	126.46
505-9018	Migrant	\$ 173,384.77		\$ (269.90)	\$	173,114.87
599-9018	Title IV-A	\$ 23,519.26		\$ (269.84)	\$	23,249.42
599-9418	Rural Low Poverty	\$ 187,859.78		\$ (24,829.45)	\$	163,030.33
599-9313	21 st Century	\$ 0.00		\$ 209.78	\$	209.78

ITEM 4. Consider approval of fund-to-fund transfer(s)

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

200-9222	Future Educators	to	200-9211	Middle School Yearbook	\$ 126.46
003-0000	Permanent Improvement	to	034-0000	Maintenance Fund	\$ 314,068.58

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

MOTION 20-18 FINANCIAL MATTERS – ITEM 5

Ms. Garza, seconded by Mrs. Rhea, made the motion to approve financial matters – Item 5.

ITEM 5. Approval of conference attendance for Amelia Gioffredo, Treasurer

It is recommended that the Board approves Amelia Gioffredo, Treasurer, to attend the Ohio Association of School Business Officials (OASBO) 2018 Annual Workshop & Trade Show in Columbus, Ohio, April 17-20, 2018, at an estimated cost of \$990.00.

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

LEGISLATIVE LIASON REPORT

- Ms. Garza reported on a couple of items that she found in the OSBA Legislative Updates. There are some new College Credit Plus rules filed with the JCARR which stands for, Joint Committee on Agency Rule Review. The rules come from HB49. The Biennial Budget Legislation that was passed in June included some new requirements for students participating in the College Credit Plus Program. Those changes include; offering two levels of courses

LEGISLATIVE LIASON REPORT (cont.)

and establishing some rules and structuring for the CCP Program. The rules were sent to the JCARR Committee and they were to have come up with their response by today. They may either approve or dismantle the whole thing, depending on how they feel about it. She also gave an update on SB216, which is the Public School Deregulation Act.

COMMITTEE REPORTS

- Ms. Garza, along with Denice Hirt and Brian Zeller, reported on the Curriculum Quality Control Committee Meetings which met on January 17, 2018 and January 31, 2018. There was a discussion among the group.
- Ms. Laird reported on the Records Retention Commission Meeting which met on February 12, 2018.
- Mrs. King reported on the Health and Wellness Committee Meeting which met on February 1, 2018.

MASTER FACILITIES PLANNING

- Mr. Anway reported that the schematic design phase is still going on in the high school and elementary buildings. Everything is starting to fit together and they will continue moving along for about another month or so, and should have some solid looking ideas in place at that point in time.

Mr. Detwiler announced that SSOE is getting ready for their second public meeting and will have some site plans to show the communities. They had four elementary visits and are scheduling two high school visits for the staff to go see. Those visits are very useful and worthwhile. The architects have been meeting with the teachers to try and get input about classrooms and work space. There are a lot of meetings going on right now.

Mrs. Gioffredo announced that they are waiting on budgets for the building project. They did receive budgets for the high school late Friday night, and are waiting patiently for the budgets for the elementary school project. She hopes to have those by the end of this week.

OLD BUSINESS

- None

NEW BUSINESS

- None

REPORT OF THE SUPERINTENDENT

- Mr. Detwiler presented the two options of proposed school calendars for the 2018-2019 school year (Exhibits A & B). He announced that Exhibit A was favorable by the staff over Exhibit B. The numbers were 57 to 43.
- He thanked the Board for the nice productive evening of Strategic Planning. There was a lot of honest conversation about what is important to the Board. They have come up with a Vision Statement and a Mission Statement; and now they will be setting some goals as an Administrative Team and plan to come back to show the Board how they plan to accomplish what they would like for them to do. He let the Board know how much he appreciated their time clarifying what is important to them. It was time well-spent.

REPORT OF THE SUPERINTENDENT (cont.)

- He spoke to Mr. Zeller and Vanguard Superintendent, Greg Edinger today about some shared classes. Mr. Edinger had approached them last summer about offering some upper level science and math classes to Vanguard students on our campus so he would not have to staff that full time person. Vanguard would then compensate Fremont City Schools by student. Mr. Detwiler has given Mr. Zeller the full green light to start working with the Principal at Vanguard to see if there is anything that is feasible. Obviously, they would make sure that our students were in the classes first.
There was a discussion among the group.
- Mr. Detwiler announced that the District has had their fifth calamity day so the next one, would be a Blizzard Bag day.
- He spoke to Pam Jensen with ProMedica, about the possibility of trying to work a clinic into the new high school facility. There are a lot people there with 2,000 students and 200 adults on site that might be serviced well by having a real health clinic on campus. They will see where that conversation goes and he does have a meeting set up for that.

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 21-18 PERSONNEL MATTERS – ITEMS 1, 2, 3, 4, 5, 6, 7, 8, AND 9

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

ITEM 1. Approval of the following resignations

Resignation
Certified: Sally Zeller
 Focus Intervention Tutor
Reason: Resignation
Effective: February 20, 2018

Resignation
Classified: Lydia Moreno
 Cook
Reason: Resignation
Effective: January 22, 2018

ITEM 2. Approval of the following appointments

A. Appointments for the 2017-2018 school year:

Name: Jeremy Koppus
Certified Staff: Teacher
Account: General
Salary: MA, Step 11 @ \$61,399 (prorated)

Certified Staff Substitutes: Lamar Baker, Hannah Hunt, Desiree Johnson*

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

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 21-18 PERSONNEL MATTERS – ITEMS 1, 2, 3, 4, 5, 6, 7, 8, AND 9 (cont.)

ITEM 2. Approval of the following appointments (cont.)

B. Appointments for the 2017-2018 school year:

Name: Kari Shull*
Classified Staff: Cook (LR-1.02) (FMS)
Account: General
Salary: Step 1, 3 hrs/day @ \$13.42/hr effective Feb. 13, 2018

Support Staff Substitute: Jennifer Thomasson*

* Employment of the above classified staff member is contingent upon successful completion of all pre-employment requirements

ITEM 3. 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>
Travis Bates	Ross	Head Track Coach C-6	\$5,497.00
Travis Bates	Ross	Indoor Track Coach	Volunteer
Thomas Buckley	FMS	MS Track Coach G-3	\$2,660.00
Nicholas Doehr	FMS	MS Track Coach G-0 (3/4 stipend)	\$1,862.25
John Elder	Ross	Indoor Track Coach	Volunteer
Alexis Gedeon	Ross	Varsity Asst. Boys' Tennis Coach I-0 (1/2 stipend)	\$886.50
Shelby Grubb	Ross	Varsity Asst. Boys' Tennis Coach I-2 (1/2 stipend)	\$975.50
Allison Macko	FMS	MS Track Coach G-5	\$2,837.00
Alysha Nye	FMS	MS Track Coach G-1 (3/4 stipend)	\$1,862.25
Cory Rohrbacher	Ross	Varsity Asst. Baseball Coach F-2	\$3,015.00
Mark Sheidler	Ross	Varsity Asst. Track Coach F-10	\$3,547.00
Megan Turner	Ross	Varsity Asst. Softball Coach F-0	\$2,837.00
Jacob Wasiniak	FMS	MS Track Coach G-1 (3/4 stipend)	\$1,862.25
Alexander Wilhelm	FMS	MS Track Coach G-1 (3/4 stipend)	\$1,862.25
Pryde Yost	Ross	Varsity Asst. Track Coach F-5	\$3,192.00

ITEM 4. Approval of resolution for supplemental duty positions

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

NOW, THEREFORE, BE IT RESOLVED:

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 21-18 PERSONNEL MATTERS – ITEMS 1, 2, 3, 4, 5, 6, 7, 8, AND 9 (cont.)

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

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

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

<u>Name</u>	<u>Building</u>	<u>Duty</u>	<u>Amount</u>
Kevin Mills	Ross	Varsity Asst. Softball Coach F-1 (.70 stipend)	\$1,985.90
Michael Rankin	Ross	Varsity Asst. Track Coach F-10	\$3,547.00
Joseph Sheak	Ross	Pep Band J-0 (prorated)	\$567.60
Jalen Slick	Ross	Varsity Asst. Baseball Coach F-0	\$2,837.00
Matthew Wilson	Ross	9th Grade Baseball Coach F-2	\$3,015.00

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

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

ITEM 5. Approval of the following special event workers

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

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

<u>Name</u>	<u>Position</u>	<u>Rate</u>
Courtland Anderson (student)	Videographer Basketball	\$15.00
Dana Filliater	Ticket Seller Swim/Dive Tournament	\$60.00
Gabriella Zuniga (student)	Videographer Basketball	\$15.00

ITEM 6. Approval of the following special event workers

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

<u>Name</u>	<u>Position</u>	<u>Rate</u>
Michelle Borjas	Bus Chaperone (Regular Trip)	\$50.00
Michelle Borjas	Bus Chaperone (All Day Trip)	\$75.00
Patricia Diaz	Bus Chaperone (Regular Trip)	\$50.00
Patricia Diaz	Bus Chaperone (All Day Trip)	\$75.00
Henry Gegorski	Bus Chaperone (Regular Trip)	\$50.00

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 21-18 PERSONNEL MATTERS – ITEMS 1, 2, 3, 4, 5, 6, 7, 8, AND 9 (cont.)

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

<u>Name</u>	<u>Position</u>	<u>Rate</u>
Henry Gegorski	Bus Chaperone (All Day Trip)	\$75.00
Kathleen Hubley	Bus Chaperone (Regular Trip)	\$50.00
Kathleen Hubley	Bus Chaperone (All Day Trip)	\$75.00
Tamika Johnson	Bus Chaperone (Regular Trip)	\$50.00
Tamika Johnson	Bus Chaperone (All Day Trip)	\$75.00
Jolene Miller	Bus Chaperone (Regular Trip)	Volunteer
Jolene Miller	Bus Chaperone (All Day Trip)	Volunteer
Hailey Perez	Bus Chaperone (Regular Trip)	\$50.00
Hailey Perez	Bus Chaperone (All Day Trip)	\$75.00
Sophia Ratliff	Bus Chaperone (Regular Trip)	\$50.00
Sophia Ratliff	Bus Chaperone (All Day Trip)	\$75.00
Linda Schalk	Bus Chaperone (Regular Trip)	\$50.00
Linda Schalk	Bus Chaperone (All Day Trip)	\$75.00
Charmaine Smith	Bus Chaperone (Regular Trip)	\$50.00
Charmaine Smith	Bus Chaperone (All Day Trip)	\$75.00
Drew Solander	Bus Chaperone (Regular Trip)	\$50.00
Drew Solander	Bus Chaperone (All Day Trip)	\$75.00
Jan Sorg	Bus Chaperone (Regular Trip)	\$50.00
Jan Sorg	Bus Chaperone (All Day Trip)	\$75.00
Katherine Taylor	Bus Chaperone (Regular Trip)	\$50.00
Katherine Taylor	Bus Chaperone (All Day Trip)	\$75.00
Crystal Walker	Bus Chaperone (Regular Trip)	\$50.00
Crystal Walker	Bus Chaperone (All Day Trip)	\$75.00

ITEM 7. Approval of the following special event workers

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

Jay Bowers	Mark King	Phillip Moran
Mary Brown	Stephanie Martin	Kari Shull
William Farrell	Jeffrey McNutt	Charmaine Smith
Joseph Hershey	Bradley Mohr	Drew Solander
Gena Hoppes-Hineline	Robin Mohr	Chad Berndt (Non-FCS Events Only)
Timberly Kidwell		

ITEM 8. Approval of the following status changes

It is recommended that the Board approves the status change of Carrie Meyer from ME degree Step 12 @ \$63,978 to ME+15 degree Step 12 @ \$66,665 effective October 3, 2017.

It is recommended that the Board approves the status change of Alysha Nye from BS+15 degree Step 3 @ \$40,691 to ME degree Step 3 @ \$44,179 effective December 16, 2017.

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 21-18 PERSONNEL MATTERS – ITEMS 1, 2, 3, 4, 5, 6, 7, 8, AND 9 (cont.)

ITEM 8. Approval of the following status changes (cont.)

It is recommended that the Board approves the status change of Carrie Wallick from Pep Band Advisor J-7 @ \$1,951.00 to Pep Band Advisor J-7 @ a prorated amount of \$1170.60 due to days not worked, effective the 2017-2018 school year.

It is recommended that the Board approves the status change of Sandra Cooley, Cook LR-1.02 from Longevity 15 @ \$15.35 per hour to Cook LR-1.02 Longevity 20 @ \$15.77 per hour effective February 6, 2018.

It is recommended that the Board approves the status change of Tami Hottinger, Manager LR-1.04 from Step 10 @ \$16.88 per hour to Manager LR-1.04 Longevity 15 @ \$17.25 per hour effective February 14, 2018.

It is recommended that the Board approves the status change of Cheryl Sweeney, Secretary A-15.01 from Longevity 15 @ \$18.07 per hour to Secretary A-15.01 Longevity 20 @ \$18.56 per hour effective February 10, 2018.

ITEM 9. Approval of the following leaves of absence

Leave of absence

Certified Staff: Jody Amor
 Nurse
 Reason: Personal
 Effective: February 26, 2018 – pending doctor release

Leave of absence

Certified Staff: Susann Davis
 Teacher
 Reason: Personal
 Effective: May 15, 2018 – pending doctor release

Leave of absence

Certified Staff: Kathryn Hall
 Speech Language Pathologist
 Reason: Personal
 Effective: May 23, 2018 – pending doctor release

Leave of absence

Certified Staff: Brenda Widman
 Teacher
 Reason: Personal
 Effective: November 27, 2017 – pending doctor release

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 21-18 PERSONNEL MATTERS – ITEMS 1, 2, 3, 4, 5, 6, 7, 8, AND 9 (cont.)

ITEM 9. Approval of the following leaves of absence (cont.)

Leave of absence
Classified Staff: Reyna Gutierrez
Bi-Lingual Paraprofessional
Reason: Personal
Effective: February 5, 2018 – pending doctor release

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

MOTION 22-18 OPERATIONS MATTERS – ITEMS 10, 11, 12, AND 13

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

ITEM 10. Approval of purchase of mobile carts from CDW-G

It is recommended that approval be granted to purchase five (5) mobile carts with a total of 30 Chromebooks per cart from CDW-G for a total cost of \$47,812.50 to be used at Fremont Ross High School and Atkinson Elementary School for educational purposes. This is a Casino Fund expenditure.

ITEM 11. Approval of contract with the City of Fremont for School Resource Officer

It is recommended that the Board approves the contract with the City of Fremont for the purpose of providing a School Resource Officer during the 2017-2018 school year for a cost not to exceed \$30,000.00. This is a Casino Fund expenditure.

There was a discussion among the group.

ITEM 12. Approval of contract with Bliss Charters for transportation

It is recommended that the Board approves the contract with Bliss Charters for transportation of student musicians to Cuyahoga Community College in Highland Hills, Ohio on April 11, 2018, for the Tri-C Jazz Fest for a total cost of \$1,145.00. This cost/trip will be funded via a community donation and at no cost to the District.

ITEM 13. Approval of contract with Bliss Charters for transportation

It is recommended that the Board approves the contract with Bliss Charters for transportation of student athletes to Canton McKinley High School in Canton, Ohio on February 22-24, 2018, for the OHSAA state swim competition for a total cost of \$2,501.00. This is a Casino Fund expenditure.

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

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 23-18 OTHER MATTERS – ITEMS 14, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, AND 29

Mr. Price, seconded by Mr. Gorobetz, made the motion to approve other matters – Items 14, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, and 29.

There was a discussion among the group regarding Item 15. The decision was made to exclude it from this motion.

ITEM 14. Approval of Ross High School swim team to the OHSAA state swim competition in Canton, Ohio

It is recommended that the Board approves the Ross High School swim team's overnight trip to Canton, Ohio in order to compete in the OHSAA state swim competition at Canton McKinley High School, February 22-24, 2018.

ITEM 16. Approval of indoor track program

It is recommended that the Board approves the Ross High School indoor track program at no extra cost to the District for the 2017-2018 academic year.

ITEM 17. Approval of therapy dog at Ross High School

It is recommended that the Board approves the use of a therapy dog in the Ross High School counseling department at no cost to the District.

ITEM 18. Approval of conference attendance request for Chad Berndt

It is recommended that the Board approves Chad Berndt, Athletic Director, to attend the OHSAA state swim competition in Canton, Ohio, February 22-24, 2018, at an estimated total cost of \$775.00. This is an Athletic Department expenditure.

ITEM 19. Approval of conference attendance request Lori Gooding

It is recommended that the Board approves Lori Gooding, EMIS Coordinator, to attend the OAEP Spring Conference in Columbus, Ohio, May 7-8, 2018, at an estimated total cost of \$753.00. This is a General Fund expenditure.

ITEM 20. Approval of sale/auction of obsolete miscellaneous items

It is recommended that the Board approves the sale/auction of Lab-Volt Fundamental Fluid Power Trainer, Lab-Volt Small-Scale Alternative Energy Trainer, Lab-Volt Wind Generator, Lab-Volt CNC Lathe System, Scientific Laser Connection Fiber Optics and Lasers Lab Module and Accessories, Lab-Volt CNC Mill System, CH Eclipse USB Flight Sim Yoke, CH Pro Pedals USB, Lab-Volt Armdroid 1000, Astron Corporation Switching Power Supply, Lab-Volt Rotary Carousels, Lab-Volt Gravity Feeder, Davis Weather Monitor II, Davis Vantage Pro 2, Lutron Anemometer Adapter\Probe, Extech Instruments Light Adapter, Software Systems Consulting Wefax Demodulator, Data Transfer Switch, Uniden Bearcat Weather

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 23-18 OTHER MATTERS – ITEMS 14, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, AND 29 (cont.)

ITEM 20. Approval of sale/auction of obsolete miscellaneous items (cont.)

Radio, Lutron Anemometer Adapter\Probe, Extech Instruments Anemometer Adapter\Probe, Extech Instruments Light Adapter, Solar panel, Lab-Volt Fundamental Fluid Power Trainer, and Lab-Volt Wind Generator, in accordance with Board Policy DN - School Properties Disposal.

ITEM 21. Approval of revised Policy ACA/ACAA – Nondiscrimination on the Basis of Sex/Sexual Harassment (Second Reading)

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

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

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

ITEM 23. Approval of revised Regulation GCL-R – Professional Staff Development Opportunities (Second Reading)

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

ITEM 24. Approval of adoption of resolution for Black History Month

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

WHEREAS, the City of Fremont is a multi-cultural community which celebrates its diversity;
and

WHEREAS, the Fremont City Schools seeks to reflect that cultural diversity by sharing the history and heritage of all its ethnic groups; and

WHEREAS, it is essential that all students learn to understand the ethnic diversity that is our country, which has always been a great strength of our nation; and

WHEREAS, the African-American contribution to America has been a consistent and vital influence in our country's cultural growth; and

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 23-18 OTHER MATTERS – ITEMS 14, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, AND 29 (cont.)

ITEM 24. Approval of adoption of resolution for Black History Month (cont.)

WHEREAS, the mission of celebrating African-American heritage is to support teachers, youth leaders and community leaders in their efforts to promote friendly awareness of the African-American historical and cultural presence with a positive, accurate global perspective; and

WHEREAS, the Fremont Board of Education recognizes that with knowledge of the history of various ethnic groups grows understanding, pride and appreciation in one’s own culture, and respect and appreciation for the uniqueness of those groups; and

WHEREAS, the Fremont City Board of Education recognizes the many contributions and accomplishments of African Americans to the United States.

NOW, THEREFORE, BE IT RESOLVED, that the Fremont Board of Education proclaims **February 2018** to be “**Black History Month**” in Fremont City Schools and encourages all citizens to participate in activities designed to highlight and celebrate our rich African-American heritage, particularly as it impacts the students of Fremont City Schools.

ITEM 25. Approval of adoption of resolution for National Counseling Week

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

WHEREAS, school counselors are employed in public and private schools to help students reach their full potential; and

WHEREAS, school counselors are actively committed to helping students explore their abilities, strengths, interests, and talents as these traits relate to career awareness and development; and

WHEREAS, school counselors help parents focus on ways to further the educational, personal and social growth of their children; and

WHEREAS, school counselors work with teachers and other educators to help students explore their potential and set realistic goals for themselves; and

WHEREAS, school counselors seek to identify and utilize community resources that can enhance and complement comprehensive school counseling programs and help students become productive members of society; and

WHEREAS, comprehensive development school counseling programs are considered an integral part of the educational process that enables all students to achieve success in school.

NOW, THEREFORE, BE IT RESOLVED, that the Fremont City Schools Board of Education does recognize **February 5-9, 2018** as **National School Counseling Week**.

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 23-18 OTHER MATTERS – ITEMS 14, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, AND 29 (cont.)

ITEM 26. Approval of adoption of resolution for Music in Our Schools Month

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

WHEREAS, the study of music contributes to young people’s development through heightened skills in listening, reading, self-expression, and creativity; and

WHEREAS, music education in the schools includes a broad range of types of music and active musical experiences; and

WHEREAS, music and the other arts significantly enhance the morale and quality of the school environment; and

WHEREAS, it is stated objective of the public school to prepare children for a productive role in our society; and

WHEREAS, the National Association for Music Education has designated March 2018 as Music in Our Schools Month; and

WHEREAS, Ohio’s Governor John Kasich has officially declared March 2018 as Music In Our Schools Month encouraging all Ohioans to support the arts by attending local school sponsored concerts and performances.

NOW, THEREFORE, BE IT RESOLVED that the Fremont City School District Board of Education endorses the observance of Music In Our Schools Month as an opportunity to support the purposes and practices of music education and encourages teachers, parents, students, and all citizens to participate.

ITEM 27. Approval of adoption of resolution for Youth Art Month

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

WHEREAS, the study of art contributes to young people’s development of self-esteem, appreciation of the work of others, self-expression, cooperation with others, and learning skills; and

WHEREAS, art education in the schools includes a broad range of types of art and active art experiences; and

WHEREAS, art education significantly enhances the morale and quality of the school environment; and

WHEREAS, it is the stated mission of the objective of the public school to prepare children for a productive role in our society; and

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 23-18 OTHER MATTERS – ITEMS 14, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, AND 29 (cont.)

ITEM 27. Approval of adoption of resolution for Youth Art Month (cont.)

WHEREAS, the Ohio Art Education Association has designated March 2018 as Youth Art Month.

NOW, THEREFORE, BE IT RESOLVED that the Fremont City School District Board of Education endorses the observation of Youth Art Month as an opportunity to support the purposes and practices of art education and encourages teachers, parents, students, and all citizens to participate.

ITEM 28. Approval of adoption of resolution for Women’s History Month

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

WHEREAS, the Congress of the United States and the Legislature of Ohio have designated the month of March as Women’s History Month; and

WHEREAS, proclaiming annually, March as Women’s History Month and encourages the District schools to commemorate the occasion in meaningful student activities, programs, and in the arts that demonstrate learning and understanding of the role women have played and are playing in every sphere of our nation’s life; and

WHEREAS, women constitute a significant part of the labor force and business leadership essential to the economic development of the United States.

NOW, THEREFORE, BE IT RESOLVED that the Fremont City School District Board of Education hereby recognizes that March 2018 is Women’s History Month and urges all parents, students and employees to thank them for their special efforts.

ITEM 29. 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>
Trinity United Methodist Church	4 Winter Coats	N/A	Fremont City Schools
Atkinson Elementary School Staff	Cash	\$288.90	Fremont City Schools Child Nutrition Department
Anonymous	Cash	\$260.00	Fremont City Schools Child Nutrition Department

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 23-18 OTHER MATTERS – ITEMS 14, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, AND 29 (cont.)

ITEM 29. Approval of donations (cont.)

<u>Donor:</u>	<u>Item:</u>	<u>Value:</u>	<u>Donated To:</u>
Fremont Ross Music Boosters	Cash for payment of Charter Bus	\$1,145.00	Fremont City Schools Music Department
Peter & Sandy Werling	Cash in Memory of Grover Dowell	\$100.00	Fremont Ross Athletic Department
Ohio Army National Guard SSG Gary Pendleton	8 Dozen Bagels	N/A	Fremont Ross High School Staff
St. Mark Lutheran Church	Hats & Gloves	N/A	Otis Elementary School

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

MOTION 24-18 OTHER MATTERS – ITEM 15

Ms. Laird, seconded by Ms. Garza, made the motion to deny as written other matters – Item 15.

ITEM 15. Consider approval of Ross High School Spanish Club to Yucatan, Mexico

It is recommended that the Board approves the Ross High School Spanish Club's trip to Yucatan, Mexico, April 13-20, 2019. This trip will be funded by the students and at no cost to the District.

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

MOTION 25-18 OTHER MATTERS – ITEM 30

Ms. Laird, seconded by Mr. Gorobetz, made the motion to request the Superintendent to consult with legal counsel and schedule a special meeting for the approval of the trip – Item 30.

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

SECOND HEARING OF THE PUBLIC

- Ron Wetzel asked a question about the Freshman Academy. There was a group discussion.

BOARD MEMBER COMMUNICATIONS AND INFORMATION REQUESTS

Mr. Price – There is a lot going on. The winter sports are winding down and it looks like everyone is doing a great job. Everything seems good with the kids. There is a buzz going around and he can hear and feel it. He thinks that with the initiatives that Mr. Zeller is coming in with; is perfect timing because as they get into the new high school, and have these steps in place, they are going to be hitting the ground running. He thinks it can be pretty exciting.

Mrs. Rhea – She applauded the Atkinson staff for actually contributing and apparently raising their own money to help their students. She thought that was pretty nice. She had the chance to attend the Black Caucus Meeting through the OSBA. They are kind of re-gearing up and working on their Mission Statements. They will be scheduling some training to look at ways in Legislation for districts to make recommendations to Board members to help all of the kids equally. She brought in some brochures to share with the other Board Members.

Ms. Garza – She attended a one day Board Member workshop and they covered a lot of different topics that were very interesting. She really enjoyed it. She was also invited to participate in a committee group of Hispanic professionals in the Fremont Community. Their main goal is to provide assistance to Hispanic people who may need help in one way or another. They are looking at the student population to see if they could maybe collaborate with the School District to see if they can provide some additional assistance with mentoring and tutoring. One of their members is Mayor Sanchez and they also have other community leaders involved which she thinks is a good movement to try and fix that gap in achievement, so that the community as a whole; can be better.

Mr. Gorobetz – He said that it requires astute leadership to recognize when something is not working in a particular place. He commended Mr. Zeller for recognizing that in the Freshmen and Sophomore Academies. He does have a concern that the gentleman sitting behind Mr. Zeller, raised regarding the failure rate which is why the Academies were development in the first place. It appears that there will be an implementation of the dynamic program to address that issue. We do have a population of students that have trouble in the traditional K-12 Curriculum and any help that they can provide that is constructive, and leads to success on a daily basis, is surely what the students need. He wishes that program well.

Ms. Laird – She had to opportunity to attend the Teen Leadership Meeting this morning. It was a very nice, light luncheon and most importantly, they were able to highlight on the programs and projects that they have worked on. It is really exciting to see kids excited about what they are involved in with school and what she liked the most, was it took what they are learning academically and put purpose to it. We all serve a purpose ultimately and what we study helps us to fulfil that so, she thought it was really great.

MOTION 26-18 RESOLUTION FOR EXECUTIVE SESSION (O.R.C. 121.22)

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

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

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

- A. To consider the appointment of a public employee or official.
- B. To consider the employment of a public employee or official.

MOTION 26-18 RESOLUTION FOR EXECUTIVE SESSION (O.R.C. 121.22) (cont.)

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

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

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

MOTION 27-18 ADJOURNMENT

Ms. Laird, seconded by Mrs. Rhea, made the motion to adjourn the regular board meeting at 10:25 p.m.

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

APPROVED:

President

Date: _____

Treasurer

FREMONT CITY BOARD OF EDUCATION
Special Meeting
SUMMARY
February 16, 2018

Roll Call:

MOTION 28-18 APPROVAL OF TREASURER PRO TEM

MOTION 29-18 OTHER MATTERS – ITEM 1
Item 1 – Approval of Ross High School Spanish Club to Yucatan, Mexico

MOTION 30-18 OTHER MATTERS – ITEM 2
Item 2 – Approval to ask Policy Committee to revise policy on Student Travel to include overseas travel

MOTION 31-18 RESOLUTION FOR EXECUTIVE SESSION (O.R.C. 121.22)

MOTION 32-18 ADJOURNMENT

**Fremont City Schools
Board of Education
Special Meeting Minutes
February 16, 2018**

The Fremont City Board of Education of the Fremont City School District, in Sandusky County, Ohio met on Friday, February 16, 2018 for a special meeting at 3:30 p.m. in the Fremont City Schools District Office, 500 W. State Street, Suite A, Superintendent's Conference Room, Fremont, Ohio.

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 28-18 APPROVAL OF TREASURER PRO TEM

Mr. Gorobetz, seconded by Mrs. Rhea, made the motion to appoint Mr. Thomas Price as Treasurer Pro Tem.

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

FIRST HEARING OF THE PUBLIC

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

- None

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 29-18 OTHER MATTERS – ITEM 1

Mr. Gorobetz, seconded by Mr. Price, made the motion to approve other matters – Item 1.

ITEM 1. Approval of Ross High School Spanish Club to Yucatan, Mexico

It is recommended that the Board approves the Ross High School Spanish Club's trip to Yucatan, Mexico, April 13-20, 2019. This trip will be funded by the students and at no cost to the District.

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

MOTION 30-18 OTHER MATTERS – ITEM 2

Ms. Laird, seconded by Mrs. Rhea, made the motion to ask Policy Committee to revise policy on Student Travel to include overseas travel – Item 2.

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

MOTION 31-18 RESOLUTION FOR EXECUTIVE SESSION (O.R.C. 121.22)

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

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

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

- A. To consider the appointment of a public employee or official.
- B. To consider the employment of a public employee or official.
- C. To consider the dismissal of a public employee or official.
- D. To consider the discipline of a public employee or official.
- E. To consider the promotion of a public employee or official.
- F. To consider the demotion of a public employee or official.
- G. To consider the compensation of a public employee or official.
- H. To consider the investigation of charges or complaints against a public employee, official, licensee, or student.
- I. To consider the purchase of property for public purposes.
- J. To consider the sale of property at competitive bidding.
- K. To confer with an attorney for the Board concerning disputes involving the Board that are the subject of pending or imminent court action.
- 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 **D,N** as listed above.

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

MOTION 32-18 ADJOURNMENT

Mr. Gorobetz, seconded by Mrs. Rhea, made the motion to adjourn the special board meeting at 5:30 p.m.

Ayes: Gorobetz, Rhea, Garza, Price, Laird

Motion carried. 5-0

APPROVED:

President

Date: _____

Treasurer

FREMONT CITY BOARD OF EDUCATION
Special Meeting
SUMMARY
March 2, 2018

Roll Call:

MOTION 33-18 RESOLUTION FOR EXECUTIVE SESSION (O.R.C. 121.22)

MOTION 34-18 ADJOURNMENT

**Fremont City Schools
Board of Education
Special Meeting Minutes
March 2, 2018**

The Fremont City Board of Education of the Fremont City School District, in Sandusky County, Ohio met on Friday, March 2, 2018 for a special meeting at 1:01 p.m. in the Fremont City Schools District Office, 500 W. State Street, Suite A, Superintendent's Conference Room, Fremont, Ohio.

Pledge of Allegiance

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

MOTION 33-18 RESOLUTION FOR EXECUTIVE SESSION (O.R.C. 121.22)

Mr. Price, seconded by Mrs. Rhea, made the motion to enter into executive session (O.R.C. 121.22).

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

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

- A. To consider the appointment of a public employee or official.
- B. To consider the employment of a public employee or official.
- C. To consider the dismissal of a public employee or official.
- D. To consider the discipline of a public employee or official.
- E. To consider the promotion of a public employee or official.
- F. To consider the demotion of a public employee or official.
- G. To consider the compensation of a public employee or official.
- H. To consider the investigation of charges or complaints against a public employee, official, licensee, or student.
- I. To consider the purchase of property for public purposes.
- J. To consider the sale of property at competitive bidding.
- K. To confer with an attorney for the Board concerning disputes involving the Board that are the subject of pending or imminent court action.

MOTION 33-18 RESOLUTION FOR EXECUTIVE SESSION (O.R.C. 121.22) (cont.)

- L. To prepare for, conduct, and/or review negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment.
- M. To consider matters required to be kept confidential by federal law or regulations or state statutes.
- N. To discuss details relative to the security arrangements and emergency response protocols for the Board.
- O. To discuss confidential information related to an application for economic development assistance, or negotiations with other political subdivisions related to the application, as executive session is necessary to protect interests of the applicant or related expenditure of public funds. (Unanimous vote required.)

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

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

MOTION 34-18 ADJOURNMENT

Mrs. Rhea seconded by Mr. Gorobetz, made the motion to adjourn the special board meeting at 3:37 p.m.

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

APPROVED:

President

Date: _____

Treasurer