

Fremont City Schools
 AGENDA
 Fremont Middle School
 1250 North Street
 July 9, 2018
 Board Meeting 6:30 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 June 25, 2018

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

V. Recognition of Visitors

VI. First Hearing of the Public

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

VII. Report of the Treasurer

VIII. Recommendations of the Treasurer

A. FINANCIAL MATTERS

ITEM 1. Consider approval of fund-to-fund transfer(s)

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

300-9100 Athletics – Pre-Sale to 300-0000 Athletics \$ 9,710.00

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

ITEM 2. Consider approval of supplemental temporary appropriations

It is recommended that the following change be made to the temporary appropriations that were approved on June 25, 2018.

			<u>From</u>		<u>Inc./Dec.</u>		<u>To</u>
451-9019	K-12 Network Subsidy	\$	0.00		\$ 16,200.00		\$ 16,200.00

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

App _____
Disa _____
Other _____

IX. Legislative Liaison Report

X. Committee Reports

- Policy

Alex Gorobetz

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 resignations

Resignation
Certified: Cassandra Cull
Teacher
Reason: Resignation
Effective: End of 2017-18 Contract Year

Resignation
Certified: Zachary Williams
Teacher
Reason: Resignation
Effective: End of 2017-18 Contract Year

ITEM 2. Consider approval of the following appointments

A. Appointments for the 2018-2019 school year:

Name: Natalie Robson*
Certified Staff: Speech Language Pathologist
Account: General
Salary: MA, Step 1 @ \$40,691

Consider approval of the following appointments (cont.)

Name: Tara Rozzell*
 Certified Staff: Teacher
 Account: General
 Salary: BS, Step 1 @ \$35,965

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

NOTE: Salary reflects the payment charts in the FEA contract for 2015-2018. The 2017-2018 payment charts are subject to change due to contract negotiations.

Certified Tutor: Sarah Anstead, Casey Fisher

ITEM 3. Consider approval of the following extended day times for 2018-2019 school year

<u>Name</u>	<u>Building</u>	<u>Days</u>
Lacelle Schwochow	Adm	05

ITEM 4. Consider approval of the following student teacher mentors

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

Amanda Ruble \$50.00 Katie Larson \$25.00

ITEM 5. Consider approval of the following leave of absence

Leave of absence
 Classified Staff: Tina Orndorff
 Custodian
 Reason: Personal
 Effective: July 11, 2018 – pending doctor release

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

B. Operations Matters

ITEM 6. Consider approval of FEA collective bargaining agreement.

It is recommended that the Board approves the FEA collective bargaining agreement effective July 1, 2018 to June 30, 2021

ITEM 7. Consider approval of the revised Administrative Compensation Plan.

It is recommended that the Board approves the revised Administrative Compensation Plan.

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

C. Other Matters

ITEM 8. Consider approval of revised Policies AFC-1/GCN-1 – Evaluation of Professional Staff (Second Reading)

It is recommended that the Board of Education approves revised Policies AFC-1/GCN-1 – Evaluation of Professional Staff. (see attached)

ITEM 9. Consider approval of revised Policies AFC-2/GCN-2 – Evaluation of Professional Staff (Second Reading)

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

ITEM 10. Consider approval of revised Policy GBQ – Criminal Records Check (Second Reading)

It is recommended that the Board of Education approves revised Policy GBQ – Criminal Records Check. (see attached)

ITEM 11. Consider approval of revised Policy GCPD – Suspension and Termination of Professional Staff (Second Reading)

It is recommended that the Board of Education approves revised Policy GCPD – Suspension and Termination of Professional Staff. (see attached)

ITEM 12. Consider approval of revised Policy IGAD – Career-Technical Education (Second Reading)

It is recommended that the Board of Education approves revised Policy IGAD – Career-Technical Education . (see attached)

Other Matters (cont.)

ITEM 13. Consider approval of revised Policies IGCH/LEC – College Credit Plus (Second Reading)

It is recommended that the Board of Education approves revised Policies IGCH/LEC - College Credit Plus. (see attached)

ITEM 14. Consider approval of revised Regulations IGCH-R/LEC-R – College Credit Plus (Second Reading)

It is recommended that the Board of Education approves revised Regulations IGCH-R/LEC-R – College Credit Plus. (see attached)

ITEM 15. Consider approval of revised Policy KKA – Recruiters in the Schools (Second Reading) (see attached)

It is recommended that the Board of Education approves revised Policy KKA – Recruiters in the Schools. (see attached)

ITEM 16. Consider approval of the Student Handbooks K-12 for the 2018-2019 school year

It is recommended that the Board of Education approves the FCS Student Handbooks K-12 for the 2018-2019 school year.

ITEM 17. 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>
Claire Fitzpatrick	Assorted Books	N/A	FMS Library
The Cookie Lady	Cookies for Students of the Month	\$736.00	FMS Students of the of the Month
David Stamm	Yamaha Electronic Piano	\$650.00	FMS Orchestra
Fremont Music Boosters	Two Trumpets	\$885.00	FMS Band
Fremont Music Boosters	Double French Horn (Vintage)	\$125.00	FMS Band
Jodi Weltin	Drum Set Components	\$800.00	FMS Band

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

XVI. Second Hearing of the Public

XVII. Board Member Communications and Information Requests

XVIII. 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 _____

XIX. Adjournment:

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

**REPLACE WITH NEW
(see attached)**

File: AFC-1 (Also GCN-1)

~~EVALUATION OF PROFESSIONAL STAFF
(Ohio Teacher Evaluation System)~~

~~Each teacher who spends at least 50% of his/her time employed providing student instruction is evaluated using factors from the following categories (as weighted):~~

~~1. Student Growth Measure (50%)~~

~~For the purpose of this policy, "student growth" means the change in student achievement for an individual student between two or more points in time.~~

~~This component of the evaluation includes, where available, one or more of the following:~~

~~A. teacher level value-added data (or alternative student academic progress measures if adopted by the Ohio Department of Education (ODE);~~

~~B. ODE approved assessments and/or~~

~~C. locally determined measures in accordance with State law and State Board of Education (SBOE) requirements.~~

~~In calculating student academic growth for an evaluation, certain students are excluded pursuant to State law and regulation.~~

~~2. Teacher Performance (50%)~~

~~The teacher performance measure is based on the Ohio Standards for the Teaching Profession. The Superintendent/designee selects/develops evaluation tools to calculate teacher performance in consultation with teachers. The Board directs the Superintendent/designee to develop procedures for these evaluation tools in consultation with teachers.~~

~~Each evaluation consists of at least two formal observations of the teacher at least 30 minutes each in duration, as well as classroom walk-throughs.~~

~~Each teacher receives a summative evaluation at least once each school year, except as otherwise provided by statute and this policy. The two formal observations are completed by May 1 and each teacher is provided a written summative evaluation by May 10.~~

~~Teachers who do not spend at least 50% of their time employed providing student instruction are evaluated 100% on Teacher Performance with no Student Growth Measure component.~~

1 of 4

Professional Growth and Improvement Plans

~~Teachers with a final summative rating of Accomplished must develop professional growth plans and choose their credentialed evaluators from the Board approved evaluator list.~~

~~Teachers with a final summative rating of Skilled must develop professional growth plans collaboratively with their credentialed evaluators from the Board approved evaluator list and will have input on their credentialed evaluator.~~

~~Teachers with a final summative rating of Developing must develop professional growth plans with their credentialed evaluators. The Superintendent/designee approves the professional growth plan and assigns the credentialed evaluator.~~

~~Teachers with a final summative rating of Ineffective, or a rating of Ineffective on any of the individual components of the evaluation, must develop an improvement plan with their credentialed evaluators. The Superintendent/designee approves the improvement plan and assigns the credentialed evaluators.~~

Observation of Limited/Extended Limited Contract Teacher Under Consideration for Nonrenewal

~~Each teacher on a one-year contract, or in the final year of a limited contract whom the District intends not to recommend for renewal of their contract, will be given a final summative evaluation, with the exception that the evaluation must include a minimum of three 30-minute formal observations along with at least two walk-throughs.~~

Evaluation of Teacher Rated Accomplished

~~The Board may elect to evaluate any member who received a rating of "Accomplished" on the most recent evaluation conducted under this policy once every three school years, as long as the member's student academic growth measure, for the most recent school year for which data is available, is average or higher, as determined by ODE. Under these conditions, the member is observed at least once and has at least one conference per year with his/her evaluator. This option does not apply to teachers on one-year limited contracts or those in the final year of a multi-year limited contract.~~

Evaluation of Teacher Rated Skilled

~~The Board may elect to evaluate any member who received a rating of "Skilled" on the most recent evaluation conducted under this policy once every two school years, as long as the member's student academic growth measure, for the most recent school year for which data is available, is average or higher, as determined by ODE. Under these conditions, the member is observed at least once and has at least one conference held per year with his/her evaluator. This option does not apply to teachers on one-year limited contracts or those in the final year of a multi-year limited contract.~~

Evaluation of Teacher on Leave or Retiring

~~The Board may elect not to conduct an evaluation of a member who was on leave from the District for 50% or more of the school year, as calculated by the Board.~~

~~The Board may elect not to conduct an evaluation of a member who has submitted a notice of retirement and that notice has been accepted by the Board not later than the first day of December of the school year in which the evaluation is otherwise scheduled to be conducted.~~

Retention and Promotion Decisions

~~The Board uses evaluation results for retention and promotion decisions. The Board adopts procedures for use by District administrators in making retention and promotion decisions based on evaluation results.~~

~~Seniority is not the basis for a decision to retain a teacher, except when making a decision between teachers who have comparable evaluations.~~

Removal of Poorly Performing Teachers

~~The Board uses evaluation results to remove poorly performing teachers. The Board adopts procedures for removing poorly performing teachers based on evaluation results.~~

~~Seniority is not the basis for a decision to retain a teacher, except when making a decision between teachers who have comparable evaluations.~~

Professional Development

~~Teachers develop professional growth plans and/or improvement plans in accordance with the SBOE evaluation framework.~~

~~The Board provides professional development and growth opportunities in accordance with State law and regulations.~~

~~The Board provides for the allocation of financial resources to support professional development to the extent required by State law and the SBOE evaluation framework.~~

~~Testing of Ineffective Teachers~~

~~Effective with the 2015-2016 school year, each teacher who has received a rating of "ineffective" on the evaluations conducted under law and this policy for two of the three most recent school years must register for and take a written examination of content knowledge available through ODE.~~

~~{Adoption date: December 7, 2015}~~

~~{Re-adoption date: June 6, 2016}~~

~~LEGAL REFS.: ORC 3319.11; 3319.111; 3319.112; 3319.114; 3319.16; 3319.58
Chapter 4117
OAC 3301-35-05~~

~~CROSS REFS.: AF, Commitment to Accomplishment
GBL, Personnel Records
GCB, Professional Staff Contracts and Compensation Plans~~

~~CONTRACT REF.: Teachers' Negotiated Agreement~~

EVALUATION OF PROFESSIONAL STAFF
(Ohio Teacher Evaluation System)

A determination of the efficiency and effectiveness of the teaching staff is a critical factor in the overall operation of the District. The Board evaluates teachers in accordance with State law and the standards-based statewide teacher evaluation framework adopted by the State Board of Education (SBOE).

The Board directs the Superintendent/designee to implement this policy in accordance with State law. The requirements of this policy prevail over any conflicting provisions of collective bargaining agreements entered into on or after September 24, 2012.

Notwithstanding Ohio Revised Code Section (RC) 3319.09, this policy applies to any person employed under a teacher license issued under RC 3319, or under a professional or permanent teacher's certificate issued under former RC 3319.222, and who spends at least 50% of the time employed providing content-related student instruction. This teacher evaluation policy does not apply to substitute teachers or instructors of adult education.

Credentialed Evaluators

Evaluations carried out under this policy are conducted by persons holding evaluator credentials established by the Ohio Department of Education (ODE). Evaluators must complete state-sponsored evaluation training and pass the online credentialing assessment. The Board adopts a list of approved credentialed evaluators chosen from ODE's list.

Effectiveness Rating

Teachers are assigned an effectiveness rating of Accomplished, Skilled, Developing or Ineffective. This rating will be determined based on 50% teacher performance and 50% student growth measures. Student growth will be determined through multiple measures.

Teacher Performance Calculation

Teachers are evaluated via two formal observations and periodic classroom walk-throughs. The teacher performance measure is based on the Ohio Standards for the Teaching Profession.

The Superintendent/designee selects/develops evaluation tools to calculate teacher performance. The Board directs the Superintendent/designee to develop procedures for these evaluation tools.

Student Growth Calculation

For the purpose of this policy, student growth means the change in student achievement for an individual student between two or more points in time. Student growth is evaluated by a combination of: (1) Value-added data or an alternative student academic progress measure if adopted under RC 3302.03(C)(1)(e); (2) ODE-approved assessments and/or (3) Board-determined measures. When available, value-added data or an alternative student academic progress measure if adopted under RC 3302.03(C)(1)(e) shall be included in the multiple measures used to evaluate student growth in proportion to the part of the teacher's schedule of courses or subjects for which the value-added progress dimension is applicable.

If a teacher's schedule is comprised only of courses or subjects for which value-added data is applicable, the entire student academic growth factor of the evaluation for such teachers shall be based on the value-added progress dimension.

Students with 45 or more excused or unexcused absences during the full academic year will not be included in the calculation of student academic growth. Data from Board-determined multiple measures will be converted to a score of: (1) Least Effective, (2) Approaching Average, (3) Average, (4) Above Average or (5) Most Effective student growth levels.

Professional Growth and Improvement Plans

Teachers with a final summative rating of Accomplished must develop professional growth plans and choose their credentialed evaluators from the Board-approved evaluator list.

Teachers with a final summative rating of Skilled must develop professional growth plans collaboratively with their credentialed evaluators from the Board-approved evaluator list and will have input on their credentialed evaluator.

Teachers with a final summative rating of Developing must develop professional growth plans with their credentialed evaluators. The Superintendent/designee approves the professional growth plan and assigns the credentialed evaluator.

Teachers with a final summative rating of Ineffective must develop an improvement plan with their credentialed evaluators. The Superintendent/designee approves the improvement plan and assigns the credentialed evaluator.

Evaluation Time Line

District administrators evaluate teachers annually. Annual evaluations include two formal observations at least 30 minutes each and periodic classroom walk-throughs. Teachers, who are on limited or extended limited contracts pursuant to State law and under consideration for nonrenewal, receive at least three formal observations during the evaluation cycle.

All teacher evaluations are completed by May 1. Teachers evaluated under this policy are provided with a written copy of their evaluation results by May 10.

The Board evaluates teachers receiving effectiveness ratings of Accomplished on those teachers' most recent evaluations carried out under this policy, and whose student growth measures are at least average or higher every three years. Such evaluations are completed by May 1 of the evaluation year. Teachers evaluated on this basis are provided a written copy of their evaluation results by May 10 of the evaluation year. In years when an evaluation will not take place, one observation is carried out and at least one conference with the teacher is held.

The Board evaluates teachers receiving effectiveness ratings of Skilled on those teachers' most recent evaluations carried out under this policy, and whose student growth measures are at least average or higher every two years. Biennial evaluations conducted under this policy are completed by May 1 of the evaluation year. Teachers evaluated on a biennial basis are provided a written copy of their evaluation results by May 10 of the evaluation year. In years when an evaluation will not take place, one observation is carried out and at least one conference with the teacher is held.

Testing for Ineffective Teachers in Core Subjects

Beginning with the 2015-2016 school year, teachers of core subject areas, as defined by State law, who have received a rating of Ineffective for two of the three most recent school years must register for and take all written examinations of content knowledge selected by ODE.

Retention and Promotion

The Board uses evaluation results for retention and promotion decisions. The Board adopts procedures for use by District administrators in making retention and promotion decisions based on evaluation results.

Seniority shall not be the basis for making retention decisions, except when choosing between teachers who have comparable evaluations.

Poorly Performing Teachers

The Board uses evaluation results for removing poorly performing teachers. The Board adopts procedures for removing poorly performing teachers based on evaluation results.

Professional Development

The Board allocates financial resources to support professional development in compliance with State law and the SBOE's evaluation framework.

[Adoption date: December 7, 2015]

[Re-adoption date: June 6, 2016]

Revised:

LEGAL REFS.: ORC 3319.11; 3319.111; 3319.112; 3319.114; 3319.16; 3319.58
Chapter 4117
OAC 3301-35-05

CROSS REFS.: AF, Commitment to Accomplishment
GBL, Personnel Records
GCB, Professional Staff Contracts and Compensation Plans

CONTRACT REF.: Teachers' Negotiated Agreement

REPLACE WITH NEW
(see attached)

File: AFC-2 (Also GCN-2)

~~EVALUATION OF PROFESSIONAL STAFF
(Administrators Both Professional and Classified)~~

Application

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

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

Procedures

1. General Requirements

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

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

2. Specific Requirements for Building Principals/Assistant Principals

~~In addition to the above, procedures for evaluation of District building principals and assistant principals will be based upon comparable principles as set forth in the policy adopted by the Board for evaluation of teachers pursuant to RC 3319.111, but tailored to address the duties and responsibilities of building principals and assistant principals, and the environment in which they work. The District will implement the state-mandated Ohio Principal Evaluation System.~~

Evaluation Instruments

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

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

Basis for Evaluation

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

Observations and Conferences

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

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

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

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

Number and Timing of Evaluations

1. Administrator Not in Final Year of Contract

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

2. Administrator in Final Year of Contract

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

Meeting with the Board

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

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

Legal Effect

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

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

~~[Adoption date: July 16, 2012]
[Re adoption date: April 15, 2013]
[Re adoption date: June 6, 2016]
[Re adoption date: April 3, 2017]~~

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

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

**EVALUATION OF PROFESSIONAL STAFF
(Administrators Both Professional and Support)**

The Superintendent institutes and maintains a comprehensive program for the evaluation of administrative personnel. Administrative personnel are all persons issued contracts in accordance with the Ohio Revised Code. Evaluations should assist administrators in developing their professional abilities in order to increase the effectiveness of District management.

The purpose of administrator evaluations is to assess the performance of administrators, to provide information upon which to base employment and personnel decisions and to comply with State law. All administrators are evaluated annually. In the year an administrator's contract does not expire, the evaluation is completed by the end of the contract year, and a copy is given to the administrator.

In the year an administrator's contract does expire, two evaluations are completed, one preliminary and one final. The preliminary evaluation is conducted at least 60 days prior to June 1 and prior to any Board action on the employee's contract. A written copy of the preliminary evaluation is given to the administrator at this time. Evaluations are considered by the Board in determining whether to re-employ administrators.

The final evaluation includes the Superintendent's intended recommendation for the contract of the employee. A written copy of the final evaluation must be provided to the employee at least five days prior to the Board's action to renew or nonrenew the employee's contract. The employee may request a meeting with the Board prior to any Board action on his/her contract. The employee may have a representative of his/her choice at the meeting.

The evaluation measures the administrator's effectiveness in performing the duties included in his/her written job description and the specific objectives and plans developed in consultation with the Superintendent.

Evaluation criteria for each position are in written form and are made available to the administrator. The results of the evaluations are kept in personnel records maintained in the central office. The evaluated administrator has the right to attach a memorandum to the written evaluation. Evaluation documents, as well as information relating thereto, are accessible to each evaluatee and/or his/her representative.

This evaluation procedure does not create an expectancy of continued employment. Nothing contained herein prevents the Board from making any final determination regarding the renewal or nonrenewal of an administrator's contract.

Ohio Principal Evaluation System (OPES)

Procedures for evaluating principals and assistant principals are based on principles comparable to the Ohio Teacher Evaluation System, but are tailored to the duties and responsibilities of principals and assistant principals and the environment in which they work. Principals and assistant principals are evaluated under the above system, with the inclusion of the following components.

Principals and assistant principals are assigned an effectiveness rating of Accomplished, Skilled, Developing or Ineffective. This rating will be determined based on 50% measures of principal or assistant principal performance and 50% student growth measures. Student academic growth is determined through multiple measures.

Principals and assistant principals are evaluated via two formal observations and periodic building walk-throughs. The 50% principal and assistant principal performance measure is based on the Ohio Standards for Principals. Proficiency on the standards includes consideration of professional goal setting, communication and professionalism, and skills and knowledge.

Student academic growth is evaluated by a combination of: (1) Value-added data; (2) Ohio Department of Education (ODE)-approved assessments and/or (3) Board-determined measures. When available, value-added data shall be included in the multiple measures used to evaluate student growth.

The principal's performance rating is combined with the results of student growth measures to produce a summative evaluation rating according to ODE requirements.

The Superintendent/designee evaluates all principals and assistant principals annually. Annual evaluations include two formal observations at least 30 minutes each and periodic building walk-throughs.

The Board allocates financial resources to support professional development in compliance with State law and the State Board of Education's evaluation framework.

[Adoption date: July 16, 2012]

[Re-adoption date: April 15, 2013]

[Re-adoption date: June 6, 2016]

[Re-adoption date: April 3, 2017]

Revised:

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

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

REPLACE WITH NEW
(see attached)

File: GBQ

CRIMINAL RECORDS CHECK

Professional Staff Members

~~In accordance with State law, the Board of Education requires a criminal background check of each applicant the Superintendent recommends for employment on the District's professional staff as well as for current employees on a periodic basis. This requirement includes all substitutes and persons employed on a part time basis such as coaches or activity supervisors. In addition, all professional staff members with a license, certificate, or permit issued by the Ohio Department of Education must undergo a criminal background check as prescribed by law. Such background check is not otherwise required of any currently employed staff member who is a candidate for another position within the District.~~

~~The Superintendent establishes administrative guidelines which will require a records check that complies with the law through the Bureau of Criminal Investigation (BCI) and through Federal Bureau of Investigation (FBI) records.~~

~~The guidelines established by the Superintendent will also direct that any information and records obtained from such inquiries are confidential and will not be released or disseminated.~~

~~Should it be necessary to employ a person to maintain continuity of the program, prior to receipt of the criminal history record, the Superintendent may employ the person on a provisional basis until the report is received.~~

1. ~~Effect of Guilty Plea and/or Conviction of Enumerated Crimes~~

~~Professional staff members determined by virtue of a criminal records check to have pled guilty to or have been convicted of any offense enumerated under Ohio Revised Code (RC) 3319.39(B)(1), including a judicial finding for intervention in lieu of conviction and/or participation in a pre trial diversion program relating to any of the offenses listed therein, or who are otherwise determined to have engaged in conduct unbecoming the teaching profession under certain specific circumstances set forth in Board policy, are subject to mandatory state reporting requirements in addition to the initiation of an action by the Board to terminate their employment.~~

2. Suspension from Duties Involving Care, Custody or Control of a Child

~~In accordance with Board policy and State law, the Superintendent shall immediately suspend a licensed professional staff member from all duties that require the care, custody, or control of a child during any pending criminal action for which that staff member has been arrested, summoned and/or indicted for any crimes set forth in RC 3319.39(C).~~

~~A comprehensive list of the crimes which must result in a suspension are set forth in Board regulation.~~

Nonteaching Staff

~~In accordance with State law, the Board requires a criminal background check including information from the Bureau of Criminal Investigation (BCI) and the Federal Bureau of Investigation (FBI) of each applicant the Superintendent recommends for employment on the District's nonteaching staff as well as for all current nonteaching employees on a periodic basis. These requirements apply to any nonteaching employee, including individuals employed by a private company under contract with the Board to provide essential school services in accordance with Board policy and all substitutes and persons employed on a part-time basis such as coaches or activity supervisors.~~

~~Specific rules relating to employees engaged in the operation of a vehicle for student transportation (bus/van drivers) and nonteaching employees who are also licensed by the Ohio Department of Education (e.g., aides with a permit, paraprofessionals with a license, and those individuals who do not hold a valid educator's license but who are employed by the Board under a student activity permit) shall be implemented as prescribed by law and applicable administrative code.~~

~~A criminal background check is not required of any currently employed staff member who is a candidate for another position in the District, unless otherwise required by law and/or this policy.~~

~~The Board authorizes the Educational Service Center to undertake the criminal history check for individuals the Board may employ through the ESC.~~

~~The Superintendent establishes administrative guidelines that require an appropriate records check that complies with the law.~~

~~Any information and records obtained from such inquiries are not public record and shall be kept confidential and not released or disseminated.~~

Should it be necessary to employ a person to maintain continuity of the District's operations, prior to receipt of the criminal history record, the Superintendent may, except in the case of a bus driver, employ the person on a provisional basis until the report is received.

1. Effect of Guilty Plea and/or Conviction of Enumerated Crimes — All Nonteaching Employees

Nonteaching employees who are also licensed by the Ohio Department of Education (e.g., aides with a permit, paraprofessionals with a license, and those individuals who do not hold a valid educator's license but who are employed by the Board under a student activity permit) who engage in conduct unbecoming the teaching profession and/or who it is determined have pled guilty to or have been convicted of any offense enumerated under RC 3319.39(6)(1), including a judicial finding for intervention in lieu of conviction and/or participation in a pre-trial diversion program relating to any of the offenses listed therein, are subject to the mandatory reporting requirements set forth in Board policy, in addition to an action by the Board to terminate their employment. In addition, consistent with State law and Board policy, the Superintendent shall immediately suspend such licensed nonteaching employees from all duties that require the care, custody, or control of a child during any pending criminal action for which that licensed nonteaching staff member has been arrested, summoned and/or indicted for any crimes set forth in RC 3319.31(C).

A comprehensive list of crimes which must result in a suspension are set forth in Board regulation.

All other nonteaching employees who are the subject of a criminal records check, including applicants hired provisionally in advance of a completed criminal records check, as well as student transportation employees (bus/van drivers, preschool and special needs bus aides), and/or individuals employed by a private company under contract with the Board to provide essential school services in accordance with Board policy, who it is determined have pled guilty to or been convicted of any offense enumerated under RC 3319.39(6)(1), including a judicial finding for intervention in lieu of conviction and/or participation in a pre-trial diversion program relating to any of the offenses listed therein, shall not be hired or shall be released from employment, as applicable, unless such individual meets the rehabilitation standards adopted by the Ohio Department of Education under division (E) of that section at the time of the hiring and/or upon discovery of such plea or conviction by the Board.

In the case of employees hired by the Board to operate a vehicle used for student transportation (i.e., bus/van drivers), a guilty plea or conviction of a crime to any offense listed in RC 3319.31(C) will serve as a bar to further employment with the Board and the rehabilitation standards will not apply.

~~2. Suspension from Duties Involving Care, Custody or Control of a Child for Arrest, Summons and/or Indictment for Certain Crimes~~

~~In accordance with State law and Board policy, the Superintendent (or Treasurer in the case of an employee whose duties are assigned by the Treasurer) shall immediately suspend any nonlicensed, nonteaching employee from all duties that require the care, custody, or control of a child during any pending criminal action for which that staff member has been arrested, summoned and/or indicted for any crimes listed under RC 3319.39(6)(1).~~

~~A comprehensive list of the crimes which must result in a suspension of such nonlicensed employees are set forth in Board regulation.~~

~~Criminal History Record Check for Contracts School Services~~

~~In accordance with State law, the Board of Education requires a criminal background check including information from the Bureau of Criminal Investigation (BCI) and the Federal Bureau of Investigation (FBI) of each person employed by a private company under contract with the Board to provide essential school services and who will work within the District in a position which does not require a license issued by the State Board of Education, is not for the operation of a vehicle for student transportation, but does involve routine interaction with a child or regular responsibility for the care, custody or control of a child.~~

~~Essential school services is defined to mean services provided by a private company that the Board or Superintendent has determined are necessary for the operation of the District and that would need to be provided by employees of the District if the services were not provided by the private company. No such individual, employed by a private company to provide essential school services under a contract with the Board, shall be permitted to work within the District unless one of the following applies to the individual:~~

- ~~1. The private company provides proof of either of the following to the Superintendent:
 - ~~A. that the individual has been the subject of a criminal records check in accordance with RC 3319.39 within the last five years immediately prior to the date on which the person will begin working in the District and~~
 - ~~B. that the criminal records check indicates that the individual has not been convicted of or pleaded guilty to any offense described in RC 3319.39(B)(1).~~~~
- ~~2. During any period of time in which the individual will have routine interaction with a child or regular responsibility for the care, custody or control of a child, the Superintendent has arranged for a District employee to be present in the same room with a child or, if outdoors, within a 30 yard radius of the child or to have visual contact with the child.~~

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

~~LEGAL REFS.: Fair Credit Reporting Act; 15 USC 1681 et seq.
ORC 109.57; 109.572; 109.575; 109.576
2953.32
3301.074
3314.19; 3314.41
3319.088; 3319.089; 3319.22; 3319.222; 3319.29; 3319.291
3319.303; 3319.311; 3319.313; 3319.315; 3319.39;
3319.391; 3319.392
3327.10
OAC 3301-83-06~~

~~CROSS REFS.: EEAC, School Bus Safety Program
GBL, Personnel Records
GCBB, Professional Staff Supplemental Contracts
GCD, Professional Staff Hiring
GCPD, Suspension and Termination of Professional Staff Members
GDBB, Classified Staff Pupil Activity Contracts
GDD, Classified Staff Hiring
GDPD, Suspension, Demotion and Termination of Classified Staff Members
HC, Community Instructional Resources (Also KF)
HCC, School Volunteers
KBA, Public's Right to Know
LEA, Student Teaching and Internships~~

CRIMINAL RECORDS CHECK

The Board shall request from the Superintendent of the Bureau of Criminal Investigation (BCI) criminal records checks of all candidates under final consideration for employment or appointment in the District. The BCI criminal records checks include information from the Federal Bureau of Investigation (FBI), unless the individual can demonstrate that he/she has been a resident of the state for the preceding five years and has previously been subject to a BCI check, in which case only a FBI check is required.

At the time of candidates' initial application for employment, applicants are given a separate written statement informing them that each must provide a set of fingerprint impressions as part of the criminal records check process and that the Board uses a criminal records check as part of the initial hiring process and at various times during the employment career. The Board may employ persons on the condition that the candidate submit to and pass a BCI criminal records check in accordance with State law. Any person conditionally hired who fails to pass a BCI criminal records check is released from employment.

An applicant for employment may provide a certified copy of a BCI criminal records check to the District in compliance with State law. The District may accept this criminal records check in place of its own records check if the date of acceptance by the District is within one year after the date of issuance by the BCI.

State law requires subsequent criminal records checks every five years for all school employees except bus drivers. For currently employed bus drivers, a new report is required every six years. Any and all information obtained by the Board or persons under this policy is confidential and shall not be released or disseminated. Criminal records checks are not public records for purposes of the Public Records Law. Any applicant not hired because of information received from the records check shall be assured that all records pertaining to such information are destroyed.

Volunteers

The District notifies current and prospective volunteers who have or will have unsupervised access to students on a regular basis that a criminal records check may be conducted at any time.

Contractors

Criminal records checks are required for contractors who meet the following four criteria: (1) the contractor is an employee of a private company under contract with the District to provide "essential school services"; (2) the contractor works in a position involving routine interaction with a child or regular responsibility for the care, custody or control of a child; (3) the contractor is not licensed by the Ohio Department of Education and (4) the contractor is not a bus driver.

[Adoption date: June 6, 2016]

Revised:

LEGAL REFS.: ORC 109.57; 109.572; 109.575: 109.576
2953.32
3301.074
3314.19; 3314.41
3319.088; 3319.089; 3319.22; 3319.222; 3319.29; 3319.291
3319.303; 3319.311; 3319.313; 3319.315; 3319.39;
3319.391; 3319.392
3327.10
OAC 3301-83-06

CROSS REFS.: EEAC, School Bus Safety Program
GBL, Personnel Records
GCBB, Professional Staff Supplemental Contracts
GCD, Professional Staff Hiring
GCPD, Suspension and Termination of Professional Staff Members
GDBB, Support Staff Pupil Activity Contracts
GDD, Support Staff Hiring
GDPD, Suspension, Demotion and Termination of Support Staff Members
IIC, Community Instructional Resources (Also KF)
IICC, School Volunteers
KBA, Public's Right to Know
LEA, Student Teaching and Internships

SUSPENSION AND TERMINATION OF PROFESSIONAL STAFF MEMBERS

Suspension

The Board may suspend a professional staff member pending final action to terminate his/her contract if, in its judgment, the character of the charges warrants such action.

Termination

The contract of a professional staff member may be terminated for good and just cause. Before terminating any contract, the Board furnishes the professional staff member a written notice signed by the Treasurer of its intention to consider termination of his/her contract and specification of the grounds for such consideration. The Board informs the professional staff member of his/her right to request a hearing by the Board or by an independent referee. At such a hearing, both parties may be represented by counsel and present and cross-examine witnesses. A stenographic record of the proceedings is made. After the hearing, the Board makes its determination by majority vote. Any order of termination of a contract states the grounds for termination.

~~If the suspension or termination is based in whole or in part on the results of a consumer report (as that term is used in the Fair Credit Reporting Act), the Board furnishes the professional staff member with pre-adverse action and adverse action notices required by the Fair Credit Reporting Act.~~

Teachers may only be suspended or terminated under the terms of the collective bargaining agreement and/or State law.

[Adoption date: June 6, 2016]

Revised:

LEGAL REFS.: ~~Fair Credit Reporting Act: 15 USC 1681 et seq.~~
ORC 124.36
3319.02; 3319.11; 3319.16; 3319.161; 3319.17

CROSS REF.: GBQ, Criminal Records Check

CONTRACT REF.: Teachers' Negotiated Agreement

CAREER-TECHNICAL EDUCATION

The schools should provide education that is pertinent to the practical aspects of life and prepares students to make the transition from the school setting to the world of work. Therefore, the Board supports the inclusion of career-technical education in the basic curriculum.

Career-technical education is a program that enables each student to gain career awareness and to explore career opportunities in all fields so that he/she can make informed decisions about his/her future occupations.

The Board charges the administration with the responsibility for implementation of the career-technical education program in the schools.

Career-technical education is a concept that can be taught in the classroom at all grade levels. In grades seven through 12, it specifically incorporates career exploration, career guidance and career-technical education opportunities. The latter are designed to equip students to enter postsecondary occupational education programs and/or specific occupations directly from high school.

Career-technical education is available as an integral part of the curriculum at the secondary level. It is geared to technological and economic conditions and changes, and, as a core component of comprehensive education, shares with other aspects of the high school curriculum the purpose of development of character, attitudes and skills. Guidance and counseling services are provided to each student throughout his/her program.

In an effort to meet the changing needs of the global, high-tech workforce, ~~the Ohio Administrative Code provides a list of~~ educational programs ~~that may be~~ offered to secondary high school students, adults, postgraduates and others desiring to obtain necessary workforce skills **are established in accordance with State law and the Ohio Administrative Code.**

The educational program is administered by the Superintendent/designee.

Fees may be charged to students, as established by the Board, to pay for materials they use in these courses and programs.

[Adoption date: June 6, 2016]

Revised:

LEGAL REFS.: ORC Chapter 3303
3311.16; 3311.17; 3311.18; 3311.19
3313.53; 3313.56; 3313.90; 3313.901; 3313.91; 3313.911
3317.024; 3317.16; 3317.17
OAC Chapter 3301-35-04
3301-61

CROSS REFS: JN, Student Fees, Fines and Charges
LB, Relations with Other Schools and Educational Institutions

REPLACE WITH NEW
(see attached)

File: IGCH (Also LEC)

COLLEGE CREDIT PLUS

~~The Board recognizes the value to students and to the District for students to participate in programs offered by accredited colleges and universities in Ohio.~~

~~The Board will approve participation by students who apply to the participating college or university (institute of higher education or IHE) and meet the IHE's established standards for admission and course placement to enroll in an approved postsecondary program during the seventh, eighth, ninth, tenth, eleventh, or twelfth grade year while in attendance in the District. Students will be eligible to receive secondary credit for completing any of these programs.~~

~~The Board will provide information about the College Credit Plus program prior to February 1 to all students enrolled in grades six through eleven and their parents as outlined in Board regulations. The Board will also promote the College Credit Plus program on its website and through written communication with students and families.~~

~~All students must meet the requirements for participating in the College Credit Plus program outlined in Board regulations.~~

~~The Board shall deny high school credit for postsecondary courses any portion of which are taken during the period of a student's expulsion. If the student has elected to receive credit for course(s) toward fulfilling graduation requirements as well as postsecondary credit, that election is automatically revoked for all college courses in which the student enrolled during the college term in which the expulsion is imposed.~~

~~When a student is expelled, the Board directs the Superintendent to send written notice of the expulsion to any college in which the expelled student is enrolled under Ohio Revised Code Section (RC) 3365.03 (Postsecondary Enrollment Options) at the time the expulsion is imposed. This notice shall indicate the date the expulsion is scheduled to expire and that the Board has adopted a policy under RC 3313.613 to deny high school credit for postsecondary courses taken during an expulsion. If the expulsion period is later extended, the Superintendent shall notify the college of the extension.~~

~~The Board will collect, report and track program data annually in accordance with data reporting guidelines adopted by the chancellor and the Superintendent of Public Instruction pursuant to RC 3365.15.~~

~~The Superintendent shall establish the necessary administrative guidelines to comply with State law, which will thereafter be properly communicated to both students and their parents. The Superintendent shall also establish guidelines and procedures for the awarding of credit and the proper entry on a student's transcript and other records of his/her participation in a postsecondary program.~~

~~{Adoption date: June 6, 2016}~~
~~{Re-adoption date: June 5, 2017}~~
~~{Re-adoption date: October 16, 2017}~~

~~LEGAL REFS.: ORC 3313.5314~~
~~Chapter 3365~~
~~OAC 3333-1-65 through 3333-1-65-11~~
~~3301-83-01(C)~~

~~CROSS REFS.: IGBM, Credit Flexibility~~
~~IGCD, Educational Options (Also LEB)~~

COLLEGE CREDIT PLUS

State law provides for student participation in the College Credit Plus (CCP) program for the purposes of promoting rigorous academic pursuits and exposing students to options beyond the high school classroom. Therefore, eligible 7th through 12th grade students may enroll at any public college/university and any participating nonpublic college/university on a full- or part-time basis and complete eligible nonsectarian, nonremedial courses for transcribed high school and/or college credit.

The Board directs the Superintendent/designee to develop and establish the necessary administrative guidelines to ensure that the CCP program is operating in accordance with state requirements.

[Adoption date: June 6, 2016]

[Re-adoption date: June 5, 2017]

[Re-adoption date: October 16, 2017]

Revised:

LEGAL REFS.: ORC 3313.5314

Chapter 3365

OAC 3333-1-65 through 3333-1-65-134
3301-83-01(C)

CROSS REFS.: IGBM, Credit Flexibility

IGCD, Educational Options (Also LEB)

COLLEGE CREDIT PLUS

District Obligations

The District is required to notify all 6th through 11th grade students and their parents about the College Credit Plus (CCP) program through multiple, easily accessible resources by February 1 of each school year. The notice includes all information required by State law. The District promotes the CCP program on the District website, including details of current agreements with partnering colleges.

Students and/or parent(s) are required to submit written notice of intent to participate to the principal by April 1 of the year in which the student wishes to enroll and may submit written notice as early as February 15. Failure to inform the principal of intent to participate by the April 1 deadline shall result in the student having to secure written permission from the principal in order to participate in the program. If the principal denies a student's request for written permission, the student may appeal to the Superintendent. The Superintendent's decision is final.

The District holds an annual informational session between October 1 and February 15 to which partnering colleges located within 30 miles of the school (or the closest college if none are located within 30 miles) are invited. The informational session includes information on benefits and consequences of participation in CCP, and outlines any changes or additions to program requirements.

The District is required to provide counseling services to students prior to their participation in the program. Counseling services include but are not limited to:

1. program eligibility;
2. any necessary financial arrangements for tuition, textbooks and fees;
3. process of granting academic credits;
4. criteria for any transportation aid;
5. available support services;
6. scheduling;
7. the effect of the grade attained in the course being included in the student's grade-point average, if applicable;
8. consequences of failing or not completing a course under the program, including the effect on the student's ability to complete District graduation requirements;

9. benefits to the student of successfully completing a course under the program, including the ability to reduce the overall cost of, and the amount of time required for, a college education;
10. academic and social responsibilities of students and parents relative to this program;
11. information about and encouraging the use of college counseling services; **and**
12. **information about eligible courses;**
13. **information on CCP probation, dismissal and appeal procedures and**
- 14.2. **the standard program information packet developed by the Ohio ~~Board of Regents~~ Department of Higher Education (ODHE).**

The District develops both a 15-credit hour and a 30-credit hour model course pathway for courses offered under CCP in consultation with a partnering college. Each pathway must include courses, which once completed, apply to at least one degree or professional certification offered at the college. The pathways may be organized by desired major or career path, or may include various core courses required for a degree or professional certification by the college. The pathways are published among the school's official list of course offerings for participant selection. No participant is required to enroll only in courses included in a model pathway.

The District implements a policy for awarding grades and calculating class standing for CCP courses that is equivalent to the school's policy for other advanced standing programs or District-designated honors courses. Any grade weighting or class standing enhancements applicable to advanced standing programs or District-designated honors courses are similarly applied to CCP courses.

Student Enrollment

To participate in CCP, a student must apply to, and be accepted by, a participating college in accordance with the college's established procedures for admission. The student also must meet the college's and relevant academic program's established standards for admission, enrollment and course placement, including any course specific capacity limits. The student and his/her parent also must sign a form acknowledging receipt of the required counseling and understanding of their responsibilities under the program.

The student may opt to receive college credit only or both college and high school credit. The student must designate his/her choice at the time of enrollment.

Students may enroll only in eligible courses as defined in rules adopted by ODHE. Upon receipt of the notice of pre-term admission the student's secondary school verifies the student is enrolled in eligible courses. If the student is enrolled in ineligible courses the school notifies the student and their parent that they must withdraw from the ineligible course(s). Students failing to withdraw prior to the college's no-fault withdrawal date will be responsible for all tuition, fees and textbook costs for the course.

If a student completes an **eligible** college course, the Board shall award him/her appropriate credit toward high school graduation if, at the time of enrollment, he/she elects to receive credit for courses toward fulfilling the graduation requirements.

High school credit awarded for **eligible** courses successfully completed counts toward graduation requirements and subject area requirements.

1. The Board awards comparable credit for the **eligible** course(s)/~~courses~~ completed at the college.
2. If no comparable course is offered, the Board grants an appropriate number of elective credits.
3. Any disputes between the student and the Board regarding high school credits granted for a course may be appealed by the student to the Ohio Department of Education (ODE). ODE's decision on these matters is final.
4. The student's records must show evidence of successful completion of each course and the high school credits awarded. The record must indicate that the credits were earned as a participant in CCP, and include the name of the college at which the credits were earned. The grades and credits for courses completed during summer term must be included on the student's high school transcript in the fall for that school year.
5. Credits earned through CCP are included in the student's grade-point average. College credits count as the equivalent District grade. If the District has a weighted grading system CCP courses are treated in the same way as other advanced standing program or honors course.

High School/College Enrollment

1. A student who enrolls in CCP for the first time in:
 - A. grades 7, 8 or 9 may receive credit toward high school graduation for up to the equivalent of four academic school years.
 - B. 10th grade may receive credit toward high school graduation for up to the equivalent of three academic school years.

- C. 11th grade may receive credit toward high school graduation for up to the equivalent of two academic school years.
 - D. 12th grade may receive credit for up to the equivalent of one academic school year.
2. Proportionate reductions are made for any student who enrolls in the program during the course of a school year.
 3. For the purpose of this program, an academic year begins with the summer term. The maximum number of credits that may be earned during the academic year is the total of the high school courses and college courses. The total may not exceed 30 college credit hours per academic year.
 4. College courses for which three semester hours are earned are awarded one credit toward high school graduation credit. Fractional credits are awarded proportionally.

Student Eligibility

Students wishing to participate in CCP must meet all statutory eligibility requirements. To be eligible, students must be considered remediation-free on one of the Ohio Revised Code 3345.061(F) assessments. A student scoring within one standard error of measurement below the remediation-free threshold on one of the assessments is considered to have met this eligibility requirement if he/she either has a cumulative high school grade point average (GPA) of at least 3.0 or receives a recommendation from a school counselor, principal or career-technical program advisor.

Underperforming Students/CCP Probation

A student meeting at least one of the following is considered an underperforming student for purposes of CCP:

1. **Cumulative GPA of less than 2.0 in college courses taken through CCP or**
2. **Withdraw from or receive no credit for two or more courses in the same term.**

A student meeting the definition of an underperforming student for two consecutive terms of enrollment is considered an ineligible student.

The student's secondary school will place an underperforming student on CCP probation within the program and notify the student, parent and the college they are enrolled in of their status. The student may enroll in no more than one college course in any term when on CCP probation and cannot enroll in a college course in the same subject as a college

course in which they received a grade of D or F or for which they received no credit. Students enrolled in impermissible courses who fail to dis-enroll prior to the college's no-fault withdrawal date are responsible for all costs associated with the course(s) and dismissed from CCP as an ineligible student.

If a student taking a permissible college course after placement on CCP probation and the course grade raises the student's cumulative college course GPA to 2.0 or higher the student is removed from CCP probation and may participate in CCP without restrictions unless they again meet the definition of an underperforming student. A student on CCP probation who does not raise their GPA to the required minimum through the course grade, is dismissed from CCP by the student's secondary school.

Students dismissed from the program are prohibited from taking any college courses through CCP and must dis-enroll for any college courses they may be registered for in the next term prior to the no-fault withdrawal date.

Each secondary school establishes an academic progress policy defining the progress students must achieve to be reinstated in CCP on CCP probation. The policy must state that failure to make academic progress as defined in the policy will result in an extension of CCP dismissal. The policy also includes the procedures for a student to request an appeal of their CCP status.

A student may request the secondary school allow the student to participate in CCP after one term of CCP dismissal. Summer term is not counted as a term of dismissal unless the student is enrolled in one or more high school courses during the summer. Upon review of the student's academic progress through review of their full high school and college academic records the school will: continue the student's dismissal; place the student on CCP probation or allow the student to participate in CCP without restrictions in accordance with the school academic progress policy.

A student may appeal their status to the Superintendent within five business days of notification of CCP dismissal or prohibition from taking a college course in the same subject as a college course in which they received a grade of D or F or for which they received no credit. Upon consideration of any extenuating circumstances separate from academic performance that may have affected the student's CCP status the Superintendent will issue a decision within 10 business days after the appeal is made and may:

- 1. allow the student to participate in the program without restrictions;**
- 2. allow the student to take a course in the subject area in which they received a grade of D or F or for which they received no credit;**
- 3. allow the student to participate in CCP on CCP probation or**
- 4. maintain the student's dismissal from the program.**

The Superintendent's decision is final.

If the decision is to continue the student's dismissal and the student is enrolled in a college, the student's college will allow the student to withdraw from all courses in which the student is enrolled without penalty and the student's secondary school shall not be required to pay for those courses. If the Superintendent fails to issue a decision on the appeal within the required timeframe and the student is enrolled in a college, the college will allow the student to withdraw from all impermissible courses without penalty and, if the decision on the appeal is made after the institution's prescribed no-fault withdrawal date, the student's secondary school shall pay for those courses.

Summer Term Eligibility

A student who is scheduled or anticipated to graduate from high school may not participate in CCP for any term beginning after the student's scheduled or anticipated graduation date or in any course offered at a college during a summer term that begins during the student's last quarter of high school.

Financial Responsibilities

1. If a student elects to enroll for college credit only (Option A), the student is responsible for all costs associated with the course.
2. If a student elects to enroll for the combination high school/college credit (Option B), the District is responsible for all costs associated with the **eligible** course at a public college/ university. Students participating in CCP under Option B at a private college may be charged tuition and/or fees unless they are economically disadvantaged.
3. If a student fails a CCP course, the student or parent(s) may be responsible for all costs associated with the course. The District may not seek reimbursement from a student who fails a course if he/she is economically disadvantaged, unless the student has been expelled.
4. Students enrolled for the combination of high school/college credit are not eligible for financial aid from the college.
5. Upon parental application and determination of need an eligible student, as defined by State law, enrolling for the combination of high school and college credit in the program may receive full or partial reimbursement for the necessary costs of transportation between the secondary school that he/she attends and the college/ university in which he/she is enrolled.

Other Considerations

1. A student enrolled in the program follows the District attendance policy, as well as the District code of conduct, for curricular and extracurricular activities. These policies and codes are applicable during the time the student is attending high school and is on school property for any class or activity.
2. If a student is expelled from the District, the Board will deny high school credit for college courses taken during the period of the student's expulsion.

The Superintendent must send written notice of a student's expulsion to the college where the student is taking courses to receive high school credit. The notice must state the date the expulsion is scheduled to expire and whether the Board has denied high

school credit for postsecondary education courses taken during the expulsion. If the expulsion period is extended, the Superintendent must notify the college of the extension. The college may withdraw its acceptance of a student who has been expelled. Unless otherwise authorized by State law, the expelled student is ineligible to enroll in a college under CCP for subsequent college terms during the expulsion period.

3. The student enrolled in this program must recognize that the master schedule is not altered or adjusted in order to permit enrollment. Adjustments to individual schedules may be made by the school administration.
4. The District will not deny students the opportunity to participate in extracurricular activities because of their participation in CCP. The District adheres to the Ohio High School Athletic Association for eligibility to participate in athletics. In order to be eligible, the student must have passed five courses that count toward graduation during the prior grading period. The five courses may be a combination of high school and college courses. Students also must meet any additional District eligibility requirements.

[Adoption date: June 6, 2016]
(Re-approval date: June 5, 2017)
(Re-approval date: October 16, 2017)

Revised:

DRUG TESTING

The Board hereby implements a drug testing program. The purpose of the drug testing program is as follow:

1. Provide for the health, safety and general well-being of students.
2. Encourage students to remain drug free and provide a legitimate reason for students to refuse drugs.
3. Encourage students who use drugs to participate in drug treatment programs.

This policy applies to all student athletes, all students participating in extracurricular/cocurricular activities and all students driving to school and parking on school property in grades nine-12.

The drug testing program does not affect the current policies, practices or rights of the District regarding student drug possession or use where reasonable suspicion is established by means other than drug testing through this policy. The drug testing policy is non-disciplinary; thus, no student will be suspended or expelled from school as a result of any certified "positive" test conducted by his/her school under this program.

Additionally, no student will be penalized academically for testing positive for banned substances. The results of a drug test will not be documented in any student's academic record. Information regarding the results of drug tests will not be disclosed to criminal or juvenile authorities, absent legal compulsion by valid and binding subpoena or other legal process which the Fremont City School Board of Education will not solicit. All students and parents/guardians/custodians must sign an "Informed Consent Agreement" for drug testing in order to be eligible to participate in athletics, extracurricular/cocurricular activities and/or drive to school and park on school property.

The principal/designee will make all final decisions regarding any drug testing issues within his/her building.

* Note: For the purpose of this policy, the word "drug" is defined as any illegal/illicit drug and/or alcohol.

Definitions

1. Athletics

Any student participating in a Fremont City Schools athletic program which includes, but is not limited to: baseball, basketball, bowling, cheerleading, cross country, diving, football, golf, soccer, track and field, tennis, softball, swimming, volleyball and wrestling.

2. Extracurricular Activities

Any student participating in a Fremont City Schools extracurricular activity, which includes, but is not limited to: AFS-USA, Art Club, Black History Month Committee, Bowling Club, Chess Club, Class Officers and Cabinet Members, Dance Team, Drama Club, French Club, Future Farmers of America, Gamer Club, Health and Wellness, Hispanic Month Committee, Intramural Sports, Key Club, LINK, Pep Ban, National Honor Society, Quiz Bowl, SADD (Students Against Destructive Decisions), Science Club, school musicals, Spanish Club, Speech and Debate Team, Student Council and Teen Leadership

3. Cocurricular Activities

Any student participating in a Fremont City Schools cocurricular activity, which includes, but is not limited to, the following: Auxiliary Corps, Band, Concert Choir, Jazz Band, Orchestra, Select Vocal Ensemble, Show Choir, Newspaper (Ross Chatter) and Publications (Yearbook).

4. Student Driver

Students who drive to school and park on school property.

5. Random Selection

A system of selecting students for drug and alcohol testing in which each student has a fair and equitable chance of being selected each time selections are required.

6. Illegal/Illicit Drugs

Any substance included in 21 U.S.C. Section 802(6), which an individual may not sell, offer to sell, possess, give, exchange, use, distribute or purchase under State or Federal Law. This definition also includes steroids, all prescribed and over-the-counter drugs being used in any way other than for medical purposes in accordance with the directions for use provided for in the prescription or by the manufacturer.

7. Alcohol

Alcoholic beverages means intoxicating liquor, alcohol, wine, beer, mixed beverages, malt liquor and malt beverages as defined in Ohio Revised Code Section 4301.01. The term “alcoholic beverages” also means any liquid substance (such as “near beer”), which contains alcohol in any proportion or percentage.

8. Drug Assessment and Counseling

A program designed to assess the degree of dependence of a student on mood-altering chemicals or other illegal substances. Such a program will include an education component designed to teach the harmful nature of the mood-altering chemicals and any follow-up counseling and/or treatment deemed necessary by the assessing agency. The costs of any such chemical assessment, educational component, counseling and/or treatment is the responsibility of the student and/or his/her parent/guardian/custodian.

Types of Testing

1. Random Testing

At the beginning of each season and/or school year, all student-athletes, students participating in extracurricular/cocurricular activities and student drivers parking on school property will be eligible for the random ~~urine~~ drug testing program. The collection process will take place on school property or at the Board of Education-approved testing facility. The head coach or adviser/instructor for each extracurricular/cocurricular activity and the principal/designee are responsible for ensuring that all student athletes, students participating in extracurricular/cocurricular activities, student drivers parking on school property and their parents/guardians/custodians properly sign the “Informed Consent Agreement” for drug testing. Random testing may be done throughout the season (including summer months) and/or school year. In the event of a non-negative result, the specimen will be sent to a laboratory and a certified Medical Review Officer will verify the results.

- A. Random selection of students: The drug testing company will utilize a random number generator to select students for testing. Students may be tested more than once per season and/or school year.
- B. Scheduling random testing: Random testing will be unannounced. The drug testing date and times will be selected by the principal/designee. The frequency and percentage of students tested each time will be determined by the principal/designee.

Group Testing

1. At the beginning of a season and/or school year, all eligible students in a particular group (groups include athletics, extracurricular/cocurricular and drivers) may be required to take a drug test. The collection process will take place on school property or at the Board of Education-approved testing facility. The head coach or adviser/instructor for each extracurricular/cocurricular activity and principal/designee are responsible for ensuring that all student athletes, students participating in extracurricular/cocurricular activities, student drivers parking on school property and their parents/guardians/custodians properly sign the "Informed Consent Agreement" for drug testing. In the event of a non-negative result, the specimen will be sent to a laboratory and a certified Medical Review Officer will verify the results.

2. Reasonable Suspicion Testing

School officials have the right to have a student tested for use of drugs when there is "reasonable suspicion." This applies to all student athletes, all students participating in extracurricular/cocurricular activities and all students driving to school and parking on school property in grades nine-12.

3. "Opt In" Student Drug Testing Program

Parents/guardians/custodians that have students not involved in athletics, extracurricular/cocurricular activities and/or parking privileges may have their students participate in the drug testing program at the expense of the District. Interested parents/guardians/custodians should contact the principal/designee for additional information.

Drugs for Which Students May Be Tested

LSD, alcohol, marijuana, amphetamines, methadone, anabolic steroids, methaqualone, barbiturates, nicotine (tobacco), benzodiazepines, opiates, cocaine, propoxyphene (Darvon) or any substances included in 21 U.S.C. Section 802 (6) which an individual may not sell, offer to sell, possess, give, exchange, use, distribute or purchase under State or Federal law. This definition also includes all prescribed and over-the-counter drugs being used in any way other than for medical purposes in accordance with the directions for use provided for in the prescription or by the manufacturer.

Refusal to Test

Refusal to submit to a random or reasonable suspicion test will constitute a violation of the drug testing policy and will be treated as a positive test result.

Failure to Appear

Students who fail to appear to the testing site after having received a pass will be considered in violation of the drug testing policy and will be treated as a positive test result.

Collection Process

The following procedures will occur after students report to the collection site:

1. All students must have a picture ID or be identified by the principal/designee. No exceptions will be allowed.
2. The testing area must be secured during testing.
3. Only lab technicians, students and designated school personnel will be present for the testing as privacy must be maintained for all students.
4. The principal/designee is responsible for ensuring that all of the required forms have been completed and signed by parents/guardians/custodians and students. No student is to enter the collection site until forms are completed and ~~proper ID has been presented~~ or student identification has been made by the principal/designee.
5. **No bags, backpacks, purses, containers or drinks will be allowed to enter the collection area. All extra coats, vests, jackets, sweaters, etc., must be removed before entering the collection site. Any infringement of the rules will result in the student taking the test again.**
- ~~6.5.~~ When students arrive at the collection site and cannot give a sample, they will be asked to drink water or juice provided by the principal/designee.
- ~~6.~~ ~~No bags, backpacks, purses, containers or drinks will be allowed to enter the collection area. All extra coats, vests, jackets, sweaters, etc., must be removed before entering the collection site. Any infringement of the rules will result in the student taking the test again.~~
7. Students processed by the lab technicians who cannot produce a sample will be kept in a secured area to wait until they can test. **After a reasonable amount of time, if the student is still unable to provide a urine specimen, the district, in conjunction with the testing agency, will perform an alternative method of testing.** If they leave this area, they will not be allowed to test and this will be considered a refusal. ~~They are not to have contact with anyone until after the sample is given.~~
8. The lab technician will add a dye to the toilet.

9. Students will be asked to urinate directly into the collection cup given to them by the lab technician. The lab technician will stand outside the stall/restroom.
10. If any adulteration of the specimen is detected, it will be considered a violation of the drug testing policy and the student will receive consequences as outlined in the policy. (The lab checks every sample for adulteration, such as additives that a student might drink or add to urine to change the sample.) They are not called positives but have the same consequences.
11. Any suspicion of tampering with the sample will be brought to the tester's attention. The sample will be sent to the lab for immediate confirmation of tampering.
12. The sample must be taken in one attempt and be at least 30 ml in size. The student must return the cup to the lab technician.
13. Students are not to flush the toilets or urinals. In the event that a student flushes the toilet, he/she will be required to give a new sample immediately or the sample will be invalid.
- ~~14. While the student is watching, the lab technician will recap the sample. The student will note the specimen number and sign the specimen intake sheet verifying the specimen number and student identity. In the event that the student does not hand the cup directly to the intake technician, the sample is invalid and a new sample must be given. If the student leaves the collection area, the sample is invalid and the student will have to give another sample. The student may wash his/her hands prior to returning to the classroom~~
- ~~14.15.~~ The specimen will be checked by the lab technicians at the time of testing using a rapid screen panel. Any "non-negatives" will be placed in a transport bag and sent to a laboratory and a certified Medical Review Officer will determine the results.
- ~~15.16.~~ This collection procedure is subject to change because of procedural requirements by the testing agency. The Board reserves the right to change the collection procedure to coincide with the testing guidelines set forth by the testing agency.

Procedures in the Event of a Positive Test

1. The Medical Review Officer will review all "non-negatives" or suspected adulterations.
2. Depending upon the substances found in the urine specimen, the parent/guardian/custodian will be contacted to determine if the student is taking any prescribed medication from a physician.

3. If the student is taking medication, the parent/guardian/custodian will be asked to obtain a letter within five school days from the prescribing physician verifying the medication. Failure to provide such requested information will be considered a positive result.
 4. The Medical Review Officer will then determine if any of the prescribed medications resulted in a positive drug screen.
 5. The Medical Review Officer may use quantitative results to determine if positive results on repeat testing indicate recent use of illicit or banned substances or the natural decline of levels of illicit or banned substances from the body. If the Medical Review Officer believes the quantitative levels determined to be above the established cutoffs do not reflect current use but natural decay, then a negative result may be reported.
 6. Finally, the Medical Review Officer, based upon the information given, will certify the drug test results as positive or negative. Positive results will be reported to the principal/designee by telephone.
 7. The principal/designee, within one school day of receiving the test results from the drug testing company, will attempt to notify the parent/guardian/custodian (first and preferably by telephone) of the positive results. Once the parent/guardian/custodian is notified, the student will then be informed of the positive results. The principal/designee will then provide a written notification to the parent/guardian/custodian via U.S. mail.
 8. If the parent/guardian/custodian or student wishes to contest the results, the drug testing company will arrange for a retest of the specimen to be submitted to either the same laboratory or a different laboratory (if requested by the parent/guardian/custodian) and approved by the principal/designee. The parent/guardian/custodian must pay for this expense. Such a request must be made to the principal/designee in writing within five school days from the first notification of the positive test results.
- * Note: Consequences for violations of the Drug Testing Policy are immediate, unless specified otherwise in this policy, and cannot be delayed due to the contesting of drug testing results.

Self-Referral

A self-referral occurs when a student asks a coach, adviser, director, counselor, administrator or other school personnel for help and an assessment prior to any known violations of this policy. A second method of self-referral occurs when a coach, adviser, director, counselor, administrator

or other school personnel confronts a student about a possible drug violation (i.e., the student has not been reported to a coach, adviser, director, counselor, administrator or other school personnel by an eyewitness) and the student admits to the violation. A self-referral will not be subject to any disciplinary action provided that:

1. The student completes a drug assessment and counseling program and verification is provided to the principal/designee. The counselor and/or agency must be certified by the Ohio Department of Health or the Ohio Department of Alcohol and Drug Addiction Services. Parents/guardians/custodians must pay for this expense.
2. The student agrees to submit to five follow-up drug tests within six months at the District's expense. The testing dates will be determined by the principal/designee and testing will be completed by the District's drug testing company. If the student tests positive during the follow-up drug tests, the student will be subject to first-time offense consequences.

A self-referral will become a first offense and subject to consequences if:

1. a law enforcement agency is involved in the investigation of a potential violation or either formal or informal charges have been filed before the student attempted to self-refer or
2. evidence of a violation is known by any staff member before the student attempted to self-refer. A self-referral may be used only once during the nine-12 academic career of a student and may not be used after the student becomes a first offender.

Consequences for Violations of the Drug Testing Policy

1. First Violation

- A. The student will make an appointment with a chemical dependency counselor for drug assessment and then follow the recommendations of the counselor. The counselor and/or agency must be certified by the Ohio Department of Health or the Ohio Department of Alcohol and Drug Addiction Services. Parents/guardians/custodians must pay for this expense.
- B. The student will be denied 20% of participation athletics, extracurricular/ cocurricular activities and driving/parking privileges. For example:

Athletics: The student will be denied participation of the current season, with any remaining percentage of the denial of participation applied to the next season of participation if needed. Note: The student may continue to practice with the team and sit with the team during home contests only. The student may not wear a team uniform during this denial of participation.

Extracurricular/Cocurricular Activities: The student will be denied participation in 20% or 36 school days of all extracurricular/cocurricular activities, with any remaining percentage/days of the denial of participation applied to the next season of participation if needed. Note: The student may not attend club meetings and/or participate in off-campus trips or special events. In the case of performing arts, a student may continue to practice with the group and sit with the group during home events only. The student may not wear a uniform during this denial of participation.

Driving/Parking: The student will be denied 20% or 36 days of driving/parking privileges.

- C. The student forfeits all leadership roles.
- D. The student will perform 20 hours of community service as approved by the principal/designee. Community service time frame will be determined by the principal/designee.
- E. In order for participation and privileges to be reinstated after the 20% penalty, the student must agree to submit to five follow-up drug tests within six months at the District's expense. The drug testing dates will be determined by the principal/designee.
- F. Failure to complete these requirements may result in denial of participation and privileges for one year.

2. Second Violation

- A. The student will make an appointment with a chemical dependency counselor for drug assessment and then follow the recommendations of the counselor. The counselor and/or agency must be certified by the Ohio Department of Health or the Ohio Department of Alcohol and Drug Addiction Services. Parents/guardians/custodians must pay for this expense.
- B. The student is denied participation in athletics, extracurricular/cocurricular activities and driving/parking privileges for one calendar year. For athletics, extracurricular activities and driving/parking privileges, the calendar year begins from the date of notification of the violation. The principal/designee will determine the beginning date for cocurricular activities.
- C. The student will perform 40 hours of community service as approved by the principal/designee. Community service time frame will be determined by the principal/designee.

- D. In order for participation and privileges to be reinstated after the one calendar year penalty, the student must agree to submit to five follow-up drug tests within 12 months at the parent/guardian/custodian's expense. The drug testing dates will be determined by the principal/designee.
- E. Failure to complete these requirements may result in permanent denial of participation during the student's career at Ross High School.

3. Third Violation

The student may be permanently denied participation in athletics, extracurricular activities and driving/parking privileges immediately. The principal/designee will determine the beginning date for denial of participation in cocurricular activities.

[Adoption date: June 6, 2016]

[Re-adoption date: July 14, 2014]

[Re-adoption date: April 24, 2015]

[Re-adoption date: October 3, 2016]

Revised:

LEGAL REF.: ORC 3313.20

CROSS REFS.: IGD, Cocurricular and Extracurricular Activities
IGDJ, Interscholastic Athletics
JFCH, Alcohol Use by Students
JFCI, Student Drug Abuse
JO, Student Records

RECRUITERS IN THE SCHOOLS

All recruiters, military, employment, **charitable** and educational, are treated uniformly in the conduct of on-campus student recruitment. Scheduling of recruiting visits to the District is announced to the student body in advance. **The District provides at least two opportunities per school year for recruiters to present information in person to all students in grades nine through 12, individually or in a group setting.** ~~Recruiters are afforded the opportunity to conduct meetings during the school day with those students who are interested.~~

All group meetings are scheduled through the principal's office. Classroom teachers who schedule recruiters as a career awareness activity should coordinate these activities through the principal's office.

In order to maintain the privacy of students, the Board prohibits the disclosure of any student list to any commercial organization that intends to use the list for commercial purposes. "Student list" is defined as Board-approved directory information. "Commercial organization" is defined as any entity that is a for-profit organization. "Commercial purpose" is defined as any activity that is an attempt to solicit business for profit.

Names and addresses of students in grades 10 through 12 must be released to a recruiting officer of the armed forces unless a parent or student (age 18 or older) submits a written request not to release the information.

All recruiters are expected to abide by all applicable laws, local ordinances, Board policies and District and building regulations pertaining to public conduct on District property.

[Adoption date: June 6, 2016]

Revised:

LEGAL REFS.: The Elementary and Secondary Education Act; 20 USC 1221 et seq.
20 USC 7908
Family Educational Rights and Privacy Act; 20 USC Section 1232g
National Defense Authorization Act: 10 USC 503: (P.L. No. 107)
ORC 149.41; 149.43
1347.01 et seq.
3313.471
3317.031
3319.32; 3319.321
3321.12; 3321.13
3331.13

CROSS REFS.: JO, Student Records
JOA, Student Surveys
KBA, Public's Right to Know

FREMONT CITY BOARD OF EDUCATION

Regular Meeting

SUMMARY

June 25, 2018

Roll Call

- MOTION 96-18 APPROVAL OF MINUTES**
Regular meeting held May 14, 2018, and the special meetings held May 21, 2018, May 24, 2018, June 19, 2018 and June 21, 2018.
- MOTION 97-18 FINANCIAL MATTERS – ITEMS 1, 2, 3, AND 4**
Item 1 – Approval of May financial report
Item 2 – Approval of supplemental appropriations
Item 3 – Approval of temporary appropriations for fiscal year 2018-2019
Item 4 – Approval of fund-to-fund transfer(s)
- MOTION 98-18 FINANCIAL MATTERS – ITEM 5**
Item 5 – Approval to purchase property/fleet/liability insurance for fiscal year 2019 from Liberty Mutual Insurance through Weickert Insurance
- MOTION 99-18 PERSONNEL MATTERS – ITEM 1**
Item 1 – Approval of resignations
- MOTION 100-18 PERSONNEL MATTERS – ITEMS 2, 3, 4, 5, 6, 7, 8, 9, AND 10**
Item 2 – Approval of administrative appointment
Item 3 – Approval of appointments
Item 4 – Approval of renewal of administrative limited contract
Item 5 – Approval of supplemental contracts
Item 6 – Approval of curriculum writers
Item 7 – Approval of extended days
Item 8 – Approval of extended day times for 2018-2019
Item 9 – Approval of status change
Item 10 – Approval of leaves of absence
- MOTION 101-18 OPERATIONS MATTERS – ITEMS 11, 12, 13, 14, 15, AND 16**
Item 11 – Approval of contract with The Mental Health and Recovery Services Board of Seneca, Sandusky and Wyandot Counties
Item 12 – Approval of agreement with North Point Educational Service Center
Item 13 – Approval of contract with P.T. Services
Item 14 – Approval of contract with Sandusky County Family and Children First Council
Item 15 – Approval of payment to College Credit Plus participating colleges/universities
Item 16 – Approval of new position/title/job descriptions
- MOTION 102-18 OPERATIONS MATTERS – ITEMS 17 AND 18**
Item 17 – Table approval of Administrative Compensation Plan
Item 18 – Table approval of FEA collective bargaining agreement
- MOTION 103-18 OPERATIONS MATTERS – ITEMS 19, 20, AND 21**
Item 19 – Approval to renew the Northern Ohio Educational Computer Association (NOECA) service contract

FREMONT CITY BOARD OF EDUCATION

Regular Meeting – Page 2

SUMMARY

June 25, 2018

MOTION 103-18 OPERATIONS MATTERS – ITEMS 19, 20, AND 21 (cont.)

Item 20 – Approval to purchase software and services

Item 21 – Approval of agreement with Vanguard-Sentinel Career & Technology Centers

MOTION 104-18 OTHER MATTERS – ITEMS 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, AND 46

Item 22 – Approval to grant Ross High School diploma

Item 23 – Approval of the Employee Handbook for the 2018-19 school year

Item 24 – Approval of the Transportation Handbook for the 2018-2019 school year

Item 25 – Approval of the Rental Guidelines for the 2018-2019 school year

Item 26 – Approval of revised Policy IGDJA – Drug Testing (Second Reading)

Item 27 – Approval of revised Policies AFC-1/GCN-1 – Evaluation of Professional Staff (First Reading)

Item 28 – Approval of revised Policies AFC-2/GCN-2 – Evaluation of Professional Staff (First Reading)

Item 29 – Approval of revised Policy GBQ – Criminal Records Check (First Reading)

Item 30 – Approval of revised Policy GCPD – Suspension and Termination of Professional Staff (First Reading)

Item 31 – Approval of revised Policy IGAD – Career-Technical Education (First Reading)

Item 32 – Approval of revised Policies IGCH/LEC – College Credit Plus (First Reading)

Item 33 – Approval of revised Regulations IGCH-R/LEC-R – College Credit Plus (First Reading)

Item 34 – Approval of revised Policy KKA – Recruiters in the Schools (First Reading)

Item 35 – Approval of adoption of America’s History

Item 36 – Approval of adoption of A History of Western Society

Item 37 – Approval of adoption of World War II

Item 38 – Approval of adoption of Gateway to Engineering

Item 39 – Approval of adoption of Engineering Drawing and Design

Item 40 – Approval of adoption of Basic Robotics

Item 41 – Approval of adoption of Century 21 Accounting

Item 42 – Approval of adoption of Century 21 Accounting: Advanced

Item 43 – Approval of adoption of Principles of Business

Item 44 – Approval of purchase of workbooks and consumables from Follett

Item 45 – Approval of purchase of online services from Houghton Mifflin Harcourt

Item 46 – Approval of donations

MOTION 105-18 RESOLUTION FOR EXECUTIVE SESSION (O.R.C. 121.22)

MOTION 106-18 ADJOURNMENT

**Fremont City Schools
Board of Education
Regular Meeting Minutes
June 25, 2018**

The Fremont City Board of Education of the Fremont City School District, in Sandusky County, Ohio met on Monday, June 25, 2018, at 6:30 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

RECOGNITION OF VISITORS

Mrs. King introduced and welcomed Mr. Ted Sturzinger and his family. He will be Joining Fremont City Schools upon recommendation this evening, as the Assistant Principal at the Middle School. He comes to our District from Perkins, where he taught many subjects.

MOTION 96-18 APPROVAL OF MINUTES

Mr. Price, seconded by Mrs. Rhea made the motion to approve or amend and sign the minutes of the regular meeting held May 14, 2018, and the special meetings held May 21, 2018, May 24, 2018, June 19, 2018 and June 21, 2018.

Ayes: Price, Rhea, Garza, Gorobetz, 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

REPORT OF THE TREASURER

- None

RECOMMENDATIONS OF THE TREASURER

MOTION 97-18 FINANCIAL MATTERS – ITEMS 1, 2, 3, AND 4

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

RECOMMENDATIONS OF THE TREASURER

MOTION 97-18 FINANCIAL MATTERS – ITEMS 1, 2, 3, AND 4 (cont.)

ITEM 1. Approval of the May financial report

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

ITEM 2. Approval of supplemental appropriations

It is recommended that the following change be made to the permanent appropriations that were approved on September 18, 2017 (see attached – Exhibit A).

ITEM 3. Approval of temporary appropriations for fiscal year 2018-2019

It is recommended that the temporary appropriations be approved for fiscal year 2018-2019 (see attached - Exhibit B).

ITEM 4. Approval of fund-to-fund transfer(s)

It is recommended that the following fund-to-fund transfer(s) be approved (see attached - Exhibit C).

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

MOTION 98-18 FINANCIAL MATTERS – ITEM 5

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

ITEM 5. Approval to purchase property/fleet/liability insurance for fiscal year 2019 from Liberty Mutual Insurance through Weickert Insurance.

It is recommended that the Board approves the purchase of property/fleet/liability insurance for fiscal year 2019 from Liberty Mutual Insurance through Weickert Insurance in the amount of \$112,635.00. This is a general fund expenditure.

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

LEGISLATIVE LIAISON REPORT

Ms. Garza reported an update on three House Bills that were passed and sent on to the Senate for consideration. They were:

1. HB 342 - which requires the ballot wording on property tax proposals to be in terms of tax per one hundred thousand of fair market value rather than one hundred of tax valuation.

LEGISLATIVE LIAISON REPORT (cont.)

2. HB 58 - which requires the State Board of Education to adopt a model curriculum for Cursive handwriting instruction for students in grades K-5.
3. HB 477 - which eliminates the non-operational and outdated provisions, related to the Ohio Department of Education and School Operations.

COMMITTEE REPORTS

- Mr. Gorobetz reported on the Policy Committee Meeting which met on May 17, 2018.
- Mr. Gorobetz reported on the Curriculum Quality Control Committee Meeting which met on May 16, 2018.

MASTER FACILITIES PLANNING

- None

OLD BUSINESS

- None

NEW BUSINESS

- None

REPORT OF THE SUPERINTENDENT

- None

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 99-18 PERSONNEL MATTERS – ITEM 1

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

ITEM 1. Approval of the following resignations

Resignation Certified:	Cassiopia Brunow Teacher Reason: Resignation Effective: End of 2017-18 Contract Year
Resignation Certified:	Kathryn Hall Speech Language Pathologist Reason: Resignation Effective: End of 2017-18 Contract Year
Resignation Certified:	Kyle Hintze Teacher Reason: Resignation Effective: End of 2017-18 Contract Year

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 99-18 PERSONNEL MATTERS – ITEM 1 (cont.)

ITEM 1. Approval of the following resignations (cont.)

Resignation
Certified: Devin Sachs
Teacher
Reason: Resignation
Effective: End of 2017-18 Contract Year

Resignation
Certified: Alexandra Williams
Teacher
Reason: Resignation
Effective: End of 2017-18 Contract Year

Resignation
Classified: Tammy Duncan
Elem Summer Program Bus Driver
Reason: Resignation
Effective: May 18, 2018

Resignation
Classified: Anthony Hill
Head Varsity Softball Coach
Reason: Resignation
Effective: June 12, 2018

Resignation
Classified: Paulita Lopez
Student Monitor
Reason: Resignation
Effective: June 5, 2018

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

MOTION 100-18 PERSONNEL MATTERS – ITEMS 2, 3, 4, 5, 6, 7, 8, 9, AND 10

ITEM 2. Approval of the following administrative appointment

It is recommended that the Board approves Theodore Sturzinger, Jr., Assistant Secondary Principal, Step 1 on the Administrative Compensation Plan pursuant to O.R.C. 3319.02 for a 1-year term commencing on August 1, 2018 and ending on July 31, 2019.

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 100-18 PERSONNEL MATTERS – ITEMS 2, 3, 4, 5, 6, 7, 8, 9, AND 10 (cont.)

ITEM 3. Approval of the following appointments

A. Appointments for the 2017-2018 school year:

Certified Tutor: Taylor Darr , Joy Hassen and Nicole Kulasa

B. Appointments for the 2017-2018 school year:

Support Staff Substitutes: Erin Brunner, Bonnie Winkler

ITEM 4. Renewal of administrative limited contract

It is recommended that the following administrative contract be renewed pursuant to O.R.C. 3319.02 for a three-year term commencing August 1, 2018 and ending July 31, 2021 and salary/benefits set in accordance with the Board approved Administrative Compensation Plan.

<u>Name</u>	<u>Administrative Assignment</u>	<u>Step</u>	<u>Days</u>
Chad Berndt	Athletic Director	Step 12	260

ITEM 5. Approval of the following supplemental contracts

A. Appointments for the 2017-2018 school year:

<u>Name</u>	<u>Building</u>	<u>Duty</u>	<u>Amount</u>
Christina French	Hayes	Spring Music	\$50.00
Geralyn Long	Hayes	Spring Music	\$50.00
Nancy Sloma	Hayes	Spring Music	\$50.00

ITEM 6. Approval of the following curriculum writers

It is recommended that the Board approves the following teachers for curriculum writing at \$20.00 per hour effective June – August 2018. This is to be paid from Teacher Quality grant.

Curriculum Writers – not to exceed 20 hours each

Jane Fleming, Jennifer Heilman, Michele Wilhelm – K-2 ELA
Vertical Alignment

Cynthia Durell, Lindsay Felske, Kendra Moore, Connie Snyder – Gifted
4-5 ELA/Math Curriculum Guide

Kimberly Beardmore, Richard LaFountain – WWII Pacing Guide

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 100-18 PERSONNEL MATTERS – ITEMS 2, 3, 4, 5, 6, 7, 8, 9, AND 10 (cont.)

ITEM 7. Approval of the following extended days

It is recommended that the Board approves up to five (5) extended days for Erin Parker, Secondary Principal, at her Step 1 daily rate from June 26, 2018 through July 31, 2018.

It is recommended that the Board approves up to five (5) extended days for Jolene Miller, Secondary Assistant Principal, at her Step 2 daily rate from June 26, 2018 through July 31, 2018.

It is recommended that the Board approves up to five (5) extended days for Theodore Sturzinger, Secondary Assistant Principal, at his Step 1 daily rate from June 26, 2018 through July 31, 2018.

ITEM 8. Approval of the following extended day times for 2018-2019 school year

<u>Name</u>	<u>Building</u>	<u>Days</u>
Shelly Fannin	Lutz	06
Susan Frye	Ross	06
Jason Smith	Ross	06
Lesly Blanton	Ross	10
Carmen Curran	Ross	10
Melissa Frizzell-Joerg	Ross	10
Emily Huth	Ross	10
Barbara McNutt	Ross	10
William Schell	Ross	10
Charlene Wilhelm	Ross	10
Thomas Buckley	FMS	10
Magdalena Laughlin	FMS	10
Jodi Moss	FMS	10
Lori Schwabel	FMS	10
Ryan Wiegel	FMS	10
Cora Foos	BHCS	10
Kimberly Beardmore	Adm	10
Sherri Henkel	Adm	10
Julie Lockyer	Adm	10
Brent Parker	Adm	10
Bonita Weaver	Adm	10
John Calhoun	Ross	15
Carrie Wallick	Ross	15

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 100-18 PERSONNEL MATTERS – ITEMS 2, 3, 4, 5, 6, 7, 8, 9, AND 10 (cont.)

ITEM 9. Approval of the following status change

It is recommended that the Board approves the status change of Anita Cortez, transfer records clerk for the 2018 summer migrant program @ \$14.02 per hour to transfer records clerk for the 2018 summer migrant program @ \$15.79 per hour effective June 11, 2018.

ITEM 10. Approval of the following leaves of absence

Leave of absence
Certified Staff: Cynthia Burroughs
Teacher
Reason: Personal
Effective: May 16, 2018 – pending doctor release

Leave of absence
Certified Staff: Kaitlin Neisler
Teacher
Reason: Personal
Effective: August 28, 2018 – pending doctor release

Leave of absence
Certified Staff: Janelle Opelt
Teacher
Reason: Personal
Effective: Sept. 7, 2018 – pending doctor release

Leave of absence
Certified Staff: Megan Weiland
Teacher
Reason: Personal
Effective: Sept. 24, 2018 – pending doctor release

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

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 101-18 OPERATIONS MATTERS – ITEMS 11, 12, 13, 14, 15, AND 16

Ms. Laird noted a change due to seeing an issue with Items 17 and 18. She requested that the roll call be taken after Item 16.

Mrs. Rhea, seconded by Mr. Price, made the motion to approve operations matters – Items 11, 12, 13, 14, 15, and 16.

ITEM 11. Approval of contract with The Mental Health and Recovery Services Board of Seneca, Sandusky and Wyandot Counties

It is recommended that the Board approves the contract with The Mental Health and Recovery Services Board of Seneca, Sandusky and Wyandot Counties, for the purpose of providing grant funding (\$50,289.68) to support the addition of a Mental Health and Substance Abuse Counselor at Fremont Ross High School for the 2018-2019 school year.

ITEM 12. Approval of the agreement with North Point Educational Service Center

It is recommended that the Board enter into an agreement for Cooperative Services with North Point Educational Service Center for the 2018-2019 school year. This is a General Fund expenditure.

ITEM 13. Approval of contract with P. T. Services

It is recommended that the Board approves the contract with P.T. Services, for the purpose of providing occupational therapy and speech services during the summer months of June, July and August 2018, at a rate of \$69.00 per hour. This is a Title VI-B expenditure.

ITEM 14. Approval of contract with Sandusky County Family and Children First Council

It is recommended that the Board approves the contract with the Sandusky County Family and Children First Council, for the purpose of providing in home wraparound services and supports for youth with intensive needs in the Sandusky County area. This grant funding (\$6,000.00) is to support services needed for the 2017-2018 school year.

ITEM 15. Approval of payment to College Credit Plus participating colleges/universities

It is recommended that approval be granted to provide payment to Terra State Community College, Bowling Green State University, Owens Community College, and any other participating college/universities for the College Credit Plus (CCP) textbooks for the 2018-2019 school year for a total cost not to exceed \$200,000. This is a General Fund and Title IV-A expenditure.

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 101-18 OPERATIONS MATTERS – ITEMS 11, 12, 13, 14, 15, AND 16 (cont.)

ITEM 16. Approval of new position/title/job descriptions

It is recommended that the Board approves the new position and job description of “Network Coordinator” (see attached Exhibit D).

It is recommended that the Board approves the new job title and job description of “College and Career Readiness Assistant Director” which will replace the job title/job description of “Early College High School Coordinator” (see attached Exhibit E).

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

MOTION 102-18 OPERATIONS MATTERS – ITEMS 17 AND 18

Ms. Laird, seconded by Mr. Gorobetz, made the motion to table operations matters – Items 17 and 18, in order to give the Board amply time to review the information.

ITEM 17. Table approval of Administrative Compensation Plan

It is recommended that the Board approves the Administrative Compensation Plan.

ITEM 18. Table approval of FEA collective bargaining agreement

It is recommended that the Board approves the FEA collective bargaining agreement effective July 1, 2018 to June 30, 2021.

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

MOTION 103-18 OPERATIONS MATTERS – ITEMS 19, 20, AND 21

Mr. Gorobetz, seconded by Ms. Garza, made the motion to approve operations matters – Items 19, 20, and 21.

ITEM 19. Approval to renew the Northern Ohio Educational Computer Association (NOECA) service contract

It is recommended that the Board approves the renewal contract with NOECA for the 2018-2019 school year beginning July 1, 2018 through June 30, 2019, for a total cost of \$98,604.52. This is a General Fund and Title IV-A expenditure.

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 103-18 OPERATIONS MATTERS – ITEMS 19, 20, AND 21 (cont.)

ITEM 20. Approval to purchase software and services

It is recommended that approval be granted to enter into a Licensing Agreement with NCS Pearson for AIMSweb Progress Monitoring system for the 2018-2019 school year for a total cost of \$16,900.00. This is a Title I expenditure.

ITEM 21. Approval of the agreement with Vanguard-Sentinel Career & Technology Centers

It is recommended that the Board enters into an agreement for Cooperative Services with Vanguard-Sentinel Career & Technology Centers for the 2018-2019 school year at an estimated cost of \$25,000.00. This is a General Fund expenditure.

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

MOTION 104-18 OTHER MATTERS – ITEMS 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, AND 46

Mr. Price, seconded by Mr. Gorobetz, made the motion to approve other matters – Items 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, and 46.

Mr. Gorobetz commented on Item 22. He would like to make sure that the Gateway graduates are being recognized. It is a demonstration of great perseverance, when a student really takes it upon him or herself to complete the program.

There was a group discussion regarding Item 26.

ITEM 22. Approval to grant Ross High School diploma

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

ITEM 23. Approval of the Employee Handbook for the 2018-19 school year

It is recommended that the Board of Education approves the FCS Employee Handbook for the 2018-2019 School year.

ITEM 24. Approval of the Transportation Handbook for the 2018-2019 school year

It is recommended that the Board of Education approves the FCS Transportation Handbook for the 2018-2019 school year.

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 104-18 OTHER MATTERS – ITEMS 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, AND 46 (cont.)

ITEM 25. Approval of the Rental Guidelines for the 2018-2019 school year

It is recommended that the Board of Education approves the FCS Rental Guidelines for the 2018-2019 school year.

ITEM 26. Approval of revised Policy IGDJA – Drug Testing (Second Reading)

It is recommended that the Board of Education approves revised Policy IGDJA – Drug Testing (see attached).

ITEM 27. Approval of revised Policies AFC-1/GCN-1 – Evaluation of Professional Staff (First Reading)

It is recommended that the Board of Education approves revised Policies AFC-1/GCN-1 – Evaluation of Professional Staff (see attached).

ITEM 28. Approval of revised Policies AFC-2/GCN-2 – Evaluation of Professional Staff (First Reading)

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

ITEM 29. Consider approval of revised Policy GBQ – Criminal Records Check (First Reading)

It is recommended that the Board of Education approves revised Policy GBQ – Criminal Records Check (see attached).

ITEM 30. Approval of revised Policy GCPD – Suspension and Termination of Professional Staff (First Reading)

It is recommended that the Board of Education approves revised Policy GCPD – Suspension and Termination of Professional Staff (see attached).

ITEM 31. Approval of revised Policy IGAD – Career-Technical Education (First Reading)

It is recommended that the Board of Education approves revised Policy IGAD – Career-Technical Education (see attached).

ITEM 32. Approval of revised Policies IGCH/LEC – College Credit Plus(First Reading)

It is recommended that the Board of Education approves revised Policies IGCH/LEC -College Credit Plus (see attached).

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 104-18 OTHER MATTERS – ITEMS 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, AND 46 (cont.)

ITEM 33. Approval of revised Regulations IGCH-R/LEC-R – College Credit Plus (First Reading)

It is recommended that the Board of Education approves revised Regulations IGCH-R/LEC-R – College Credit Plus (see attached).

ITEM 34. Approval of revised Policy KKA – Recruiters in the Schools (First Reading)

It is recommended that the Board of Education approves revised Policy KKA – Recruiters in the Schools (see attached).

ITEM 35. Approval of adoption of America’s History

It is recommended that America’s History textbook/materials be adopted and purchased from Bedford, Freeman & Worth for a total cost of \$3,567.14 for use by Fremont City Schools as prescribed by Section 3329.08 of the Ohio Revised Code. This is a General Fund expenditure.

ITEM 36. Approval of adoption of A History of Western Society

It is recommended that A History of Western Society textbook/materials be adopted and purchased from Bedford, Freeman & Worth for a total cost of \$3,975.15 for use by Fremont City Schools as prescribed by Section 3329.08 of the Ohio Revised Code. This is a General Fund expenditure.

ITEM 37. Approval of adoption of World War II

It is recommended that World War II textbook/materials be adopted and purchased from Follett for a total cost of \$708.40 for use by Fremont City Schools as prescribed by Section 3329.08 of the Ohio Revised Code. This is a General Fund expenditure.

ITEM 38. Approval of adoption of Gateway to Engineering

It is recommended that Gateway to Engineering textbook/materials be adopted and purchased from Cengage Learning for a total cost of \$7,425.00 for use by Fremont City Schools as prescribed by Section 3329.08 of the Ohio Revised Code. This is a General Fund expenditure.

ITEM 39. Approval of adoption of Engineering Drawing and Design

It is recommended that Engineering Drawing and Design textbook/materials be adopted and purchased from Cengage Learning for a total cost of \$5,445.00 for use by Fremont City Schools as prescribed by Section 3329.08 of the Ohio Revised Code. This is a General Fund expenditure.

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 104-18 OTHER MATTERS – ITEMS 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, AND 46 (cont.)

ITEM 40. Approval of adoption of Basic Robotics

It is recommended that Basic Robotics textbook/materials be adopted and purchased from Cengage Learning for a total cost of \$3,984.75 for use by Fremont City Schools as prescribed by Section 3329.08 of the Ohio Revised Code. This is a General Fund expenditure.

ITEM 41. Approval of adoption of Century 21 Accounting

It is recommended that Century 21 Accounting textbook/materials be adopted and purchased from Cengage Learning for a total cost of \$3,997.40 for use by Fremont City Schools as prescribed by Section 3329.08 of the Ohio Revised Code. This is a General Fund expenditure.

ITEM 42. Approval of adoption of Century 21 Accounting: Advanced

It is recommended that Century 21 Accounting: Advanced textbook/materials be adopted and purchased from Cengage Learning for a total cost of \$1,375.00 for use by Fremont City Schools as prescribed by Section 3329.08 of the Ohio Revised Code. This is a General Fund expenditure.

ITEM 43. Approval of adoption of Principles of Business

It is recommended that Principles of Business textbook/materials be adopted and purchased from Cengage Learning for a total cost of \$4,982.73 for use by Fremont City Schools as prescribed by Section 3329.08 of the Ohio Revised Code. This is a General Fund expenditure.

ITEM 44. Approval of purchase of workbooks and consumables from Follett

It is recommended that workbooks and consumables be purchased from Follett to replace Write Source and Story Town materials for a total cost not to exceed \$33,658.70 for use by Fremont City Schools as prescribed by Section 3329.08 of the Ohio Revised Code. This is a General Fund expenditure.

ITEM 45. Approval of purchase of online services from Houghton Mifflin Harcourt

It is recommended that online services for Holt McDougal Literature Online (ELA grades 8-12) and Decisions for Health (grades 6-8) be purchased from Houghton Mifflin Harcourt for a total cost not to exceed \$15,210.00 for use by Fremont City Schools as prescribed by Section 3329.08 of the Ohio Revised Code. This is a General Fund expenditure.

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 104-18 OTHER MATTERS – ITEMS 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, AND 46 (cont.)

ITEM 46. 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>
Adkins Fence	Cash	\$200.00	Otis Elementary School
African Safari Wildlife	Gift Certificates	\$320.00	Otis Elementary School
Al Baumann Chevrolet Buick, Fremont	Cash	\$200.00	Otis Elementary School
Bethesda Care Center	Cash	\$200.00	Otis Elementary School
Brian Koenig	Cash	\$50.00	Otis Elementary School
Burmeister Trophy	Plaques & Trophies	\$100.00	Otis Elementary School
C.A. Kustoms	Banner	\$250.00	Otis Elementary School
Casa Fiesta	Cash	\$200.00	Otis Elementary School
Crescent Manufacturing	Cash	\$100.00	Otis Elementary School
Croghan Colonial Bank	Cash	\$100.00	Otis Elementary School
Engler Printing	Envelopes	\$100.00	Otis Elementary School
Family Video	Movie Basket	\$20.00	Otis Elementary School
Firelands Medical Center	Cash	\$200.00	Otis Elementary School
Franks Kraut	Cash	\$200.00	Otis Elementary School
Fremont Batting Cages	Gift Certificate	\$15.00	Otis Elementary School
Fremont Chiropractic	Cash	\$100.00	Otis Elementary School
Fremont Cycle & Fitness	Water Bottles and Gift Cards	\$50.00	Otis Elementary School
Fremont Fence & Guard Rail Co.	Cash	\$100.00	Otis Elementary School
Fremont Recreation Center	Day Passes	\$30.00	Otis Elementary School

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 104-18 OTHER MATTERS – ITEMS 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, AND 46 (cont.)

ITEM 46. Approval of donations (cont.)

<u>Donor:</u>	<u>Item:</u>	<u>Value:</u>	<u>Donated To:</u>
I Scream Sprinkles & Parkside Mini Golf	Gift Certificates	\$75.00	Otis Elementary School
Jimmy G's	Gift Cards	\$20.00	Otis Elementary School
Journey's Family Amusement Center	Bounce House	\$200.00	Otis Elementary School
Kalahari Resorts	One Night Stay & Four Waterpark Passes	\$275.00	Otis Elementary School
Limo-Scene Services	Limo Trip	\$200.00	Otis Elementary School
Lotycz and Sons Flooring	Cash	\$200.00	Otis Elementary School
Paramount Cinema	Movie Passes	\$25.00	Otis Elementary School
Phaze 1	T-Shirt Discount	\$500.00	Otis Elementary School
Portage River Paddle Co.	Gift Certificate	\$25.00	Otis Elementary School
Pub 400	Cash	\$200.00	Otis Elementary School
Punkin Place	Gift Certificate	\$100.00	Otis Elementary School
Ross Athletic Booster	Cash	\$200.00	Otis Elementary School
Simply Soups, Salads & Sweets	Cake Pop Basket	\$30.00	Otis Elementary School
Tim's Place	Cash	\$200.00	Otis Elementary School
Tinisha Ollom	Cash	\$200.00	Otis Elementary School
Toledo Mud Hens	Tickets	\$150.00	Otis Elementary School
Willie's Sales and Services	OSU Wood Carving	\$100.00	Otis Elementary School
Wonderly, Horvath, Hanes Funeral Home	Cash	\$200.00	Otis Elementary School

RECOMMENDATIONS OF THE SUPERINTENDENT

MOTION 104-18 OTHER MATTERS – ITEMS 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, AND 46 (cont.)

ITEM 46. Approval of donations (cont.)

<u>Donor:</u>	<u>Item:</u>	<u>Value:</u>	<u>Donated To:</u>
Camp Fire of Sandusky County	Use of Banquet Room for Link Training	N/A	Ross High School
Granny and Gramps	Pearl Snare Drum Kit	\$50.00	Ross High School Music Department
Tim and Kim Ellenberger	Fender Bass Guitar	\$300.00	Ross High School Music Department
Larry and Vicki Shiets	Campus Wear Items	N/A	Washington Elementary School

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

SECOND HEARING OF THE PUBLIC

Mr. Jan Sorg, 212 Briarwood Drive, wanted to let the Board know that he had come across a 1925 Fremont Croghan Annual. He was wondering if they knew of any interest in the collecting of memorabilia. Mrs. King will do some research on it and get back to him.

BOARD MEMBER COMMUNICATIONS AND INFORMATION REQUESTS

Mr. Price – He welcomed Mr. Sturzinger and his family. He thanked Mr. Sturzinger for joining us in Fremont and looks forward to all of the work he gets to do at the Middle School. He had the opportunity to go to the Gold Medal Banquet last Thursday, as a parent. He shared a wonderful story about his daughter with everyone as a parent, not a Board Member. He commended those responsible for arranging Joshua Warner to speak at the Banquet. He was a great speaker.

Mrs. Rhea – She was very proud of the Gold Medal Banquet. It was wonderful to see the number of students that were working so diligently. It shows that we have some good staff and teachers. Her grandson was among the hard-working students and it is really nice when the students are recognized. She welcomed Mr. Sturzinger.

Ms. Garza – She echoed what everyone said about the Gold Medal Banquet and the speaker. He did a great job and it was a great speech. She welcomed Mr. Sturzinger and wished him well with his future at Fremont City Schools.

Mr. Gorobetz – He welcomed Mr. Sturzinger and let him know that he can guarantee his experience here will be challenging and rewarding, especially rewarding. It is a great school district and a good building to be working in. He congratulated the student athletes. There were 17 that received scholarships of some degree for next year or at the next level in a wide variety of sports. All of our athletic programs did quite well this year overall.

Ms. Laird – She welcome Mr. Sturzinger and let him know that it is a great District and they are happy to have him and his family. She is excited for him as well as the District and congratulated him.

BOARD MEMBER COMMUNICATIONS AND INFORMATION REQUESTS (cont.)

She gave a shout out to Linda Claycomb for the Gold Medal Banquet. They had a wonderful problem. They were overflowing with excellence to the point that they did not have enough seats and tables. The part that led to that was; there were quite a few people that came who brought grandparents and support people with them without calling ahead. They may run into that from time-to-time but never want to turn them away. Linda was so lovely and so gracious about that. She scrambled with the staff to get more tables, more chairs, more food and all of those things so truly, hats off to Linda. She is a very professional, loving lady and so glad to have her. She also gave a shout out to Mr. Detwiler. She knows that the mission trip he is on in Peru is for personal reasons right now, but however; our leaders are so very, very visual to our students and what a wonderful example of service that gives to them and the courage to know that it is a big, big world out there and to go see it.

MOTION 105-18 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).

The Board moved into Executive Session at 7:06 p.m.

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.

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

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

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

MOTION 106-18 ADJOURNMENT

Ms. Laird, seconded by Mrs. Rhea, made the motion to adjourn the regular board meeting at 8:40 p.m.

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

APPROVED:

President

Date: _____

Treasurer